

FUNDAMENTALS Stage 1	LEARNING TO TRAIN Stage 2	TRAINING TO TRAIN Stage 3	TRAINING TO COMPETE / LEARN TO WIN Stage 4	COMPETING TO WIN Stage 5
-------------------------	------------------------------	------------------------------	--	-----------------------------

Stage Overview	In this stage participants are introduced to the Fundamentals of officiating.	This stage provides support/programs to officials to ensure fundamental skills have been acquired and prepare them for the next stages of development. Officials are provided the information with regards to the programs and opportunities. This is to help them understand what is required to progress through the system.	This is an important stage in which there are opportunities for both competitive and community level officials. Officials who have the ability and desire to move into more advanced levels of Ringette will enter the road towards the High Performance stream, while officials who do not wish to make that commitment can continue to improve their skills and enjoy officiating in the community level programs.	This stage is for officials who are continuing to develop towards the High Performance stream. Officials continue to consolidate their skills and strive to achieve consistent performance in competition. Later in this stage officials will be introduced to entry level High Performance competitions.	This stage is set to develop High Performance Ringette Officials who will achieve success at major international events. To achieve peak performances in major competition, officials in this stage will have achieved a 'performance on demand' level of officiating through physical, mental and technical preparations.
-----------------------	---	--	--	---	--

Skills – On Ice Official

Athletic skills *assume that officials have basic skating skills*			COMPETITION / COMMUNITY	COMPETITION	EXCELLENCE
	Develop forward skating (keep up with play)	Further Develop forward skating (keep up with play)	Consolidate forward skating (keep up with play)	Refine forward skating (keep up with play)	Maintain forward skating (keep up with play)
	Develop backward skating (Keep up with play)	Further Develop backward skating (Keep up with play)	Consolidate backward skating (Keep up with play)	Refine backward skating (Keep up with play)	Maintain backward skating (Keep up with play)
		Introduce Endurance / Cardio	Develop Endurance / Cardio	Consolidate Endurance / Cardio	Refine Endurance / Cardio
		Develop - Pivot	Consolidate- Pivot	Refine - Pivot	Maintain - Pivot
	Develop - Starts and Stops	Consolidate - Starts and Stops	Refine - Starts and Stops	Maintain- Starts and Stops	Maintain- Starts and Stops
			Develop agility\acceleration	Consolidate agility\acceleration (Able to avoid the ring and players at increased speed)	Refine agility\acceleration
Mechanics				COMPETITION	EXCELLENCE
	Introduce ring placement.	Develop ring placement	Consolidate ring placement.	Refine ring placement.	Maintain ring placement.

FUNDAMENTALS Stage 1	LEARNING TO TRAIN Stage 2	TRAINING TO TRAIN Stage 3	TRAINING TO COMPETE / LEARN TO WIN Stage 4	COMPETING TO WIN Stage 5
-------------------------	------------------------------	------------------------------	--	-----------------------------

	Introduce Basic signals: Violations, Delayed violations, 5 second count, 2 line, goalie ring, crease, all clear, Goal	Consolidate Basic signals: Violations, Delayed violations, 5 second count, 2 line, goalie ring, crease, all clear, Goal	Refine Basic signals: Violations, Delayed violations, 5 second count, 2 line, goalie ring, crease, all clear, Goal	Maintain Basic signals: Violations, Delayed violations, 5 second count, 2 line, goalie ring, crease, all clear, Goal	Maintain Basic signals: Violations, Delayed violations, 5 second count, 2 line, goalie ring, crease, all clear, Goal
		Introduce 'advanced' signals: Shot clock, Penalties.	Consolidate 'advanced' signals: Shot clock, Penalties.	Refine 'advanced' signals: Shot clock, Penalties.	Maintain 'advanced' signals: Shot clock, Penalties.
	Introduce Penalty Mechanics	Develop Penalty Mechanics	Consolidate Penalty Mechanics	Refine Penalty Mechanics	Maintain Penalty Mechanics
			Intro/Develop mechanics on multiple penalties	Consolidate mechanics on multiple penalties	Maintain mechanics on multiple penalties
	Intro / Develop - Blows whistle	Consolidate - Blows whistle	Refine- Blows whistle	Maintain- Blows whistle	Maintain - Blows whistle
	Intro - Report goals	Develop- Report goals	Consolidate and refine- Report goals	Maintain - Report goals	Maintain- Report goals
	Introduce/Develop- skating while signalling	Develop- skating while signalling	Consolidate - skating while signalling	Refine - skating while signalling	Maintain- skating while signalling
	Intro - Verbalize calls	Develop - Verbalize calls	Consolidate - Verbalize calls	Refine- Verbalize calls	Maintain - Verbalize calls
	Introduction of injury mechanics	Develop/Consolidate of injury mechanics	Refine of injury mechanics	Maintain of injury mechanics	Maintain of injury mechanics
	Introduce - Violation Mechanics	Develop Violation mechanics	Consolidate Violation mechanics	Refine Violation mechanics	Maintain Violation mechanics
			Introduce/Develop mechanics misconduct, match penalties and penalty shots	Consolidate/Refine mechanics misconduct, match penalties and penalty shots	Maintain mechanics misconduct, match penalties and penalty shots

Positioning	Intro / Develop- basic positions during the play	Consolidate - basic positions during the play	Maintain - basic positions during play	Maintain - basic positions during play	Maintain - basic positions during play
	Intro / Develop- Positioning to start the play (after stoppage)	Consolidate- Positioning to start the play (after stoppage)	Maintain Positioning to start the play (after stoppage)	Maintain Positioning to start the play (after stoppage)	Maintain Positioning to start the play (after stoppage)
		Develop - Advanced Positioning	Consolidate - Advanced Positioning	Refine- Advanced Positioning	Maintain - Advanced Positioning
		Introduce/Develop timing of pivot	Consolidate timing of pivot	Refine timing of pivot	Maintain timing of pivot
		Introduce/Develop avoidance	Develop/Consolidate avoidance	Refine avoidance	Maintain avoidance

FUNDAMENTALS Stage 1	LEARNING TO TRAIN Stage 2	TRAINING TO TRAIN Stage 3	TRAINING TO COMPETE / LEARN TO WIN Stage 4	COMPETING TO WIN Stage 5
-------------------------	------------------------------	------------------------------	--	-----------------------------

		Introduce/Develop mystifiers	Develop / Consolidate mystifiers	Refine mystifiers
	Intro Zone of coverage	Develop Zone of coverage	Consolidate/Refine Zone of coverage	Maintain Zone of coverage
		Intro/Develop - GO GO GO (read the play) - play anticipation	Consolidate - GO GO GO (read the play) - play anticipation	Refine and Maintain - GO GO GO (read the play) - play anticipation

Mental agility			COMPETITION	COMPETITION	EXCELLENCE	
	Decision Training - Introduce decision making	Decision Training - Develop/Consolidate decision making	Decision Training - Develop/Consolidate decision making in a competitive environment	Decision Training - Refine decision making in a competitive environment	Decision Training - Maintain decision making in a competitive environment	
	Introduction - Anxiety Management / Emotional Control	Develop- Anxiety Management / Emotional Control	Consolidate- Anxiety Management / Emotional Control	Refine- Anxiety Management / Emotional Control	Maintain - Anxiety Management / Emotional Control	
	Introduce/Develop - Fair Play and Ethics Concepts (Impartial)	Consolidate - Fair Play and Ethics Concepts (Impartial)	Refine - Fair Play and Ethics Concepts (Impartial)	Maintain Fair Play and Ethics Concepts (Impartial)	Maintain- Fair Play and Ethics Concepts (Impartial)	
		Introduce Game Preparation & Routine	Develop/Consolidate - Game Preparation & Routine	Refine - Game Preparation & Routine	Maintain - Game Preparation & Routine	
			Intro/Develop - Goal Setting – long & short term, process & outcome	Consolidate - Goal Setting – long & short term, process & outcome	Maintain – long & short term, process & outcome	
		Introduce/Develop- Focus Management / Attention Control - concentration strategies	Consolidate - Focus Management / Attention Control - concentration strategies	Refine - Focus Management / Attention Control - concentration strategies	Maintain - Focus Management / Attention Control - concentration strategies	
			Introduce Self-Awareness – positive thinking, attitude & adjustment (self evaluation)	Develop Self-Awareness – positive thinking, attitude & adjustment (self evaluation)	Refine Self-Awareness – positive thinking, attitude & adjustment (self evaluation)	
		Introduction - Communication (Dealing with coaches, Other Officials, Athletes)	Develop - Communication (Dealing with coaches, Other Officials, Athletes)	Consolidate - Communication (Dealing with coaches, Other Officials, Athletes)	Refine - Communication (Dealing with coaches, Other Officials, Athletes)	Maintain - Communication (Dealing with coaches, Other Officials, Athletes)

	FUNDAMENTALS Stage 1	LEARNING TO TRAIN Stage 2	TRAINING TO TRAIN Stage 3	TRAINING TO COMPETE / LEARN TO WIN Stage 4	COMPETING TO WIN Stage 5
	Introduction - Teamwork (with partner and supervisor)	Develop - Teamwork (with partner and supervisor)	Consolidate- Teamwork (with partner and supervisor)	Refine - Teamwork (with partner and supervisor)	Maintain - Teamwork (with partner and supervisor)
		Introduce - Conflict Resolution	Develop/Consolidate - Conflict Resolution	Refine- Conflict Resolution	Maintain - Conflict Resolution
		Introduction of judgement calls	Develop judgement calls and advantage calls	Consolidate judgement calls and advantage calls	Refine judgement calls and advantage calls
			Intro/Develop - Game Management	Consolidate - Game Management	Refine- Game Management
Minimum Age	14 - This is a suggested minimum age. The average would demonstrate that 14 is the age at which someone has acquired the necessary skills. Based on devolvement principles, it is possible to have a younger official who demonstrates all required competencies.				
Technical Knowledge			COMPETITION / COMMUNITY	COMPETITION	EXCELLENCE
	Introduce /Develop Basic Rules of the game	Consolidate Basic Rules of the game	Maintain Basic Rules of the game	Maintain Basic Rules of the game	Maintain Basic Rules of the game
	Introduce/Develop violations (Blue line, two line, crease)	Consolidate violations (Blue line, two line, crease)	Refine violations (Blue line, two line, crease)	Maintain violations (Blue line, two line, crease)	Maintain violations (Blue line, two line, crease)
		Introduce/Develop penalty concepts, shot clock, any three in	Consolidate penalty concepts, shot clock, any three in	Refine penalty concepts, shot clock, any three in	Maintain penalty concepts, shot clock, any three in
			Intro / Develop ability to expand on rule clarification (Case Book)	Consolidate ability to expand on rule clarification (Case Book)	Refine ability to expand on rule clarification (Case Book)
			Consolidate - Quote from Casebook	Quote from Casebook	

FUNDAMENTALS Stage 1	LEARNING TO TRAIN Stage 2	TRAINING TO TRAIN Stage 3	TRAINING TO COMPETE / LEARN TO WIN Stage 4	COMPETING TO WIN Stage 5
-------------------------	------------------------------	------------------------------	--	-----------------------------

Training – On Ice Official					
Training Required			COMPETITION/COM MUNITY	COMPETITION	EXCELLENCE
	Pre season:				Pre event:
		Rules and officiating knowledge should be tested - Appropriate to officiating level	Rules and officiating knowledge should be tested - Appropriate to officiating level	Rules and officiating knowledge should be tested - Appropriate to officiating level	Rules and officiating knowledge should be tested - Appropriate to officiating level
		Review session - Mechanics, Technical Knowledge and Positioning for this stage.	Review session - Mechanics, Technical Knowledge and Positioning for this stage.	Review session - Mechanics, Technical Knowledge and Positioning for this stage.	Review session - Mechanics, Technical Knowledge and Positioning for this stage.
	What does a training session look like?				What does a selection session look like?
	Competency based learning, adult learning principles	Competency based learning, based on adult learning principles.	Competency based learning, based on adult learning principles.	Competency based learning, based on adult learning principles.	Competency based performance and knowledge testing - measurable outcomes.
	Learning environment to include theory and practical components	Learning environment to include theory and practical components	Learning environment to include theory and practical components	Learning environment to include theory and practical components	Learning environment to include theory and practical components.
	On and off-ice mentorship support should be provided early in the stage.	Orientation on NOCP, Programs/Opportunities and Progression provided in this stage			
		Testing to ensure Fundamentals have been acquired	On-ice benchmarks established and officials are tested yearly.	On-ice benchmarks established and officials are tested yearly.	On-ice benchmarks are established and must be reached by officials.
	FOCUS - Teaching	Focus - Coaching and Teaching	Focus - Coaching and Technical	Focus - Technical and Evaluation	Focus - Evaluation and Performance
	Leader - Instructor/Teacher	Leader - Facilitator	Leader - Facilitator and Instructor	Leader - Facilitator and Evaluator	Leader - Evaluator
	Event Requirements:				
			Pre-event exam - Practical and Technical (Provincials)	Pre-event exam - Practical and Technical (CRC, NRL, CWG)	

	FUNDAMENTALS Stage 1	LEARNING TO TRAIN Stage 2	TRAINING TO TRAIN Stage 3	TRAINING TO COMPETE / LEARN TO WIN Stage 4	COMPETING TO WIN Stage 5
Practice to Performance Ratio			COMPETITION / COMMUNITY	COMPETITION	EXCELLENCE
	70.:30	70.:30	60.:40	40.:60	25.:75
Practice suggestions	Monthly online Quiz				
	Powerskating				
	Scheduled Sessions with the 'Pro' / Coach you in a game				
	Off ice fitness programs				
	Instruct a Clinic/ Camp / Development opportunity				
	Development Camps / Officiating school.				
	Take part in rules discussion sessions at events				
	Read Rule Book (Casebook)				
	Video Feedback				
	**NOTE: Each of these programs and/or suggestions should be specific to each stage of development.				
Resources – On Ice Official					
Supervisor Role			COMPETITION	COMPETITION	EXCELLENCE
	Teaching - game	Coaching - Skills, Concepts	Coach - Technical aspects of officiating	Evaluator with ability to provide good feedback (coach).	Supervisor / evaluator - able to pick up on fine details to bring officials closer to perfection of skills and abilities.
			COMMUNITY		
			Coaching and teaching role. Keep officials motivated to stay involved (meet their specifics needs - motivation)		
Use of technology - Suggestions	Utilise coaches to provide general feedback (Appearance, Communication, Fair Play) - either post game form or Online resource.				
	ALL Officiating Resources online				
	Online videos of what is the game				
	Online videos w/ quiz				
	Get rid of the clinic overheads ... use ie : PowerPoint				
	Have more than one person update the clinic material (too many mistakes and/or missing information)				
Programs			COMPETITION	COMPETITION	EXCELLENCE

	FUNDAMENTALS Stage 1	LEARNING TO TRAIN Stage 2	TRAINING TO TRAIN Stage 3	TRAINING TO COMPETE / LEARN TO WIN Stage 4	COMPETING TO WIN Stage 5
	Format to enable mid/late season entry into officiating	Yearly refresh opportunities to ensure continued development and rules knowledge	Yearly refresh opportunities to ensure continued development and rules knowledge	Yearly refresh opportunities to ensure continued development and rules knowledge	Yearly refresh opportunities to ensure continued development and rules knowledge
	Entry program for new officials (eg Come Try It Program)	Progress Tracking Tool	Predetermined yearly development opportunities (eg Tournaments, camps, etc.)	Predetermined yearly development opportunities (eg Tournaments, camps, etc.)	Predetermined yearly development opportunities (eg Tournaments, camps, etc.)
	Associations to include Officials in Power Skating sessions.	Associations to include Officials in Power Skating sessions.	Associations to include Officials in Power Skating sessions.	Associations to include Officials in Power Skating sessions.	Associations to include Officials in Power Skating sessions.
			Financial assistance or programs to enable officials to access development opportunities.	Financial assistance or programs to enable officials to access development opportunities.	Financial assistance or programs to enable officials to access development opportunities.
			Off ice training program designed for officials	Off ice training program designed for officials	Off ice training program designed for officials
			Nutrition program designed for officials	Nutrition program designed for officials	Nutrition program designed for officials
			COMMUNITY		
			Opportunities to focus on fun and skill development of both athletes and officials		
			Associations to include Officials in Power Skating sessions.		
			Yearly refresh opportunities to ensure continued development and rules knowledge		
Recognition					
Recognition\mile stones	National Recognition program 5 years, 10 Years, 15 years etc. Same one Nationally and sent to each official upon completion of each milestone				

FUNDAMENTALS Stage 1	LEARNING TO TRAIN Stage 2	TRAINING TO TRAIN Stage 3	TRAINING TO COMPETE / LEARN TO WIN Stage 4	COMPETING TO WIN Stage 5
-------------------------	------------------------------	------------------------------	--	-----------------------------

	Associate recognition (token) with achievement of each 'level' of officiating.				
			COMPETITION	COMPETITION	EXCELLENCE
	Event based tokens for levels of achievement	Event based tokens for levels of achievement (Tournaments, Regional)	Event based tokens for levels of achievement (Provincial)	Event based tokens for levels of achievement (Nationals)	Event based tokens for levels of achievement (International)
	Participation in Events - Festivals, Tournaments.	Participation in Events - Tournaments, Regional	Invitation to Events - Provincials, East/Westerns	Invitation to Events - Nationals, CWG	Invitation to Events - WRC, UI9, WCC
			COMMUNITY		
			Event based tokens for levels of achievement (Tournaments, Regional)		
		Invitation to Events - Tournaments, Regional			
Token examples: Ring, Jacket, Plaques, Jerseys, Whistles, Letter of recognition, Badge, Pins, Skate sharpen card, coin, gift certificate, helmet, etc					

Recovery requirements – On Ice Official

NOTE: Max games per day are based on highest calibre games an official can do in each stage.

Max games per day			COMPETITION	COMPETITION	EXCELLENCE
	2 - 3 game max and no back to back game	3 - 4 game	4 games (No back to back)	2 Games (No back to back)	1 Game per day
			COMMUNITY		
			4 games		
Max games per event (Fri- Sun)			COMPETITION	COMPETITION	EXCELLENCE
	6-7 games	8 Games	10 games	2 X the numbers of event days	1 Game per day
				One recovery day (Mid event) - 1 game	Rest day during event - depending on length
			COMMUNITY		
			10 games		
Rest time			COMPETITION	COMPETITION	EXCELLENCE

	FUNDAMENTALS Stage 1	LEARNING TO TRAIN Stage 2	TRAINING TO TRAIN Stage 3	TRAINING TO COMPETE / LEARN TO WIN Stage 4	COMPETING TO WIN Stage 5
required between multiple games	2hrs	2 hrs between games, 3 hours between back to back games.	3 hrs between the games	4-5 hrs between games	N/A
			COMMUNITY 2 hrs between games, 3 hours between back to back games.		
Rest time required between days – in competition.			COMPETITION	COMPETITION	EXCELLENCE
	10 hours include:	10 hours include:	12 hours include:	12 hours include:	12 hours include:
	Need 8 hours of sleep	Need 8 hours of sleep	Need 8 hours of sleep	Need 8 hours of sleep	Need 8 hours of sleep
	1 hours after last game	1 hours after last game	2 hours after last game	2 hours after last game	2 hours after last game
	1 hours before first game	1 hours before first game	2 hours before first game	2 hours before first game	2 hours before first game
			COMMUNITY 11 hours		
			Need 8 hours of sleep		
		1 hours after last game			
		2 hours before first game			
Other notes:			COMPETITION	COMPETITION	EXCELLENCE
	Need to eat fruit and drink water / Gatorade	Need to eat fruit and drink water / Gatorade	Officials to follow Officiating Nutrition Guide	Officials to follow Officiating Nutrition Guide	Officials to follow Officiating Nutrition Guide
	Pre game warm up and Post Game Cool Down	Pre game warm up and Post Game Cool Down	Warm Up and Cool Down (See Fitness Guide)	Warm Up and Cool Down (See Fitness Guide)	Warm Up and Cool Down (See Fitness Guide)
	Good diet during events	Good diet during events	Access to specialists in performance nutrition, mental skills training, sport- specific physical preparation, injury prevention, recovery and regeneration		
			COMMUNITY Need to eat fruit and drink water / Gatorade		
			Pre game warm up Good diet during events		

FUNDAMENTALS Stage 1	LEARNING TO TRAIN Stage 2	TRAINING TO TRAIN Stage 3	TRAINING TO COMPETE / LEARN TO WIN Stage 4	COMPETING TO WIN Stage 5
-------------------------	------------------------------	------------------------------	--	-----------------------------

Competition – On Ice Official

Suggested level of play			COMPETITION	COMPETITION	EXCELLENCE	
	U9 (Bunny)	U10 (Novice)	U14 (Tween) - Competition	U16 CRC	U19	
	U10 (Novice)	U12 (Petite)	U16 (Junior) - Competition	U19 CRC	WCC	
			U14 (Tween) - Community	U19 (Belle) - Competition	NRL	WRC
			18+ (Open) - Competition	CWG		
			Eastern and Western championship			
			COMMUNITY			
			U14 (Tween) - Community			
			U16 (Junior) - Community			
			U19 (Belle) - Community			
18+ (Open) - Community						
Number of officials per Game NOTE: <i>Matrix assumes 2 on-ice officials as indicates the current 'way of doing things'. Studies should be moving forward to assess the game, the need for change, etc. Should the number of on-ice officials change, this section of the matrix would be updated accordingly. The support required should stay the same or increase as well</i>	Early stage 3 officials - mentorship		COMPETITION	COMPETITION	EXCELLENCE	
	2 on-ice officials	2 on-ice officials	2 on-ice officials	2 on-ice officials	2 on-ice officials	
	1 Time/Scorekeeper	1 Time/Scorekeeper	1 Timekeeper, 1 Scorekeeper	1 Timekeeper, 1 Scorekeeper	1 Timekeeper, 1 Scorekeeper	
	Ensure officials are supported in every game	1 Shotclock operator	1 Shotclock operator	1 Shotclock operator	1 Shotclock operator	
		Supervisor (Coach) during events and selected games (mid season)	Supervisor (Coach) - All Games in middle 3rd of the season.	2 Supervisor (Evaluator) - All Games	2 Supervisor (Evaluator) - All Games	
			COMMUNITY			
			2 on-ice officials			
1 Time/Scorekeeper						
		1 Shotclock operator				

FUNDAMENTALS Stage 1	LEARNING TO TRAIN Stage 2	TRAINING TO TRAIN Stage 3	TRAINING TO COMPETE / LEARN TO WIN Stage 4	COMPETING TO WIN Stage 5
-------------------------	------------------------------	------------------------------	--	-----------------------------

			Supervisor (Coach) during events and selected games (mid season)		
Events			COMPETITION	COMPETITION	EXCELLENCE
	Festivals, Tournaments.	Tournaments, Regional	Provincials, East/Westerns	CRC, NRL, CWG	WRC, UI9, WCC
			COMMUNITY		
			Festivals, Tournaments, Regional		
Selection process (Events)			COMPETITION	COMPETITION	EXCELLENCE
	ALL INCLUSIVE, OPEN Process, if you want to go and there are games are you competency level, you get to go.	ALL INCLUSIVE, OPEN Process, if you want to go and there are games are you competency level, you get to go.	Must meet the Training requirements stated above - Maintain Rank	Must meet the Training requirements stated above - Maintain Rank	Selection process - leading up to events. Must take part in process to obtain or maintain rank. (be eligible for events)
			Clear and transparent process based on Objective Criteria specific to this stage (measurable outcomes - as outlined in matrix) and complimented by Subjective criteria.	Clear and transparent process based on Objective Criteria specific to this stage (measurable outcomes - as outlined in matrix) and complimented by Subjective criteria.	Clear and transparent process based on Objective Criteria specific to this stage (measurable outcomes - as outlined in matrix) and complimented by Subjective criteria.
		<i>Public = available to those involved in the process.</i>	Public and established ranking and feedback process. (Where did I rank, What do I need to work on?)	Public and established ranking and feedback process. (Where did I rank, What do I need to work on?)	Public and established ranking and feedback process. (Where did I rank, What do I need to work on?)
					SEE TRAINING REQUIRED
			COMMUNITY		
		ALL INCLUSIVE			