



2024

Umpire Development Policy



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Version 1: March 2023

Umpire Development Policy

The Umpire Development Team are tasked with Improving the standard of umpiring by education, examination, development, and all other means possible.

INTRODUCTION TO CSMOA UMPIRING

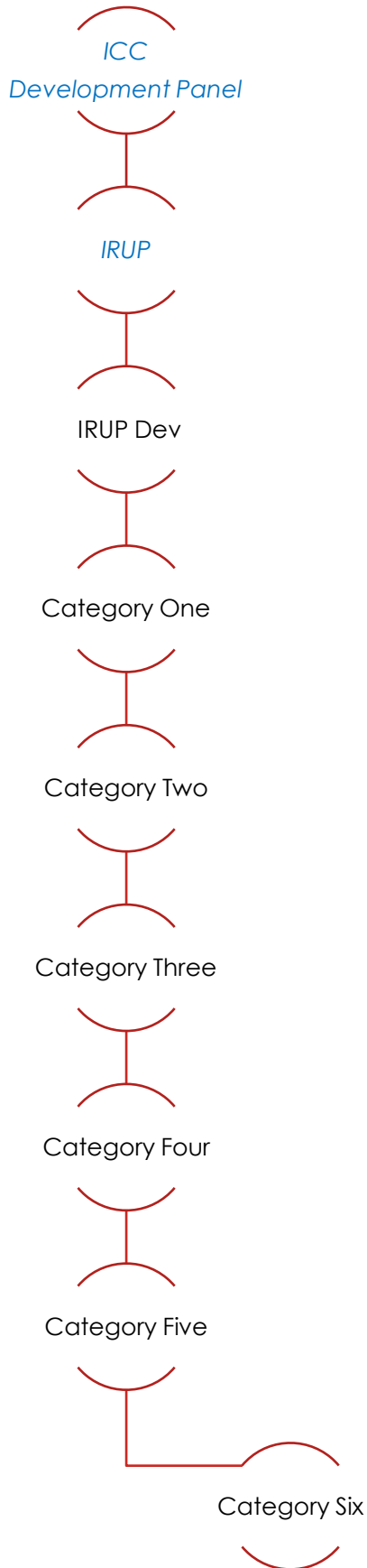
- CSMOA utilises their own Domestic Umpire Pathway
- New entrants are required to attend a CSMOA Stage 1 course or equivalent.
- Current members may be invited to attend further CSMOA Stage courses.
- 'Introduction to Umpiring' courses may be run, as required.
- Courses are delivered by ECB ACO accredited tutors.
- Match officials may be given access to training video / coaching advice via Who's the Umpire (WTU)
- *Match Officials may be given Child Wellbeing training, delivered by Cricket Scotland*
- *Match Officials may be given EDI training.*
- *For any officials applying for CSMOA membership who have umpired elsewhere, we will ask for qualification/experience details. We may then wish to obtain relevant references from appropriate governing bodies. The Domestic Umpire Manager will then issue a 'starting' category, and then monitor in accordance with development policy guidelines.*

DOMESTIC UMPIRE DEVELOPMENT TEAM RESPONSIBILITIES

- A Pre-Season meeting of Match officials will be arranged annually.
- A Mid-Season meeting of Match officials may be arranged annually.
- Laws of the Game testing may be used to increase awareness.
- Competition Regulations testing may be used to increase awareness.
- Development Officers have now been appointed within a categorisation structure to assist all individual umpires to progress up the CSMOA Umpire Development Pathway (is so desired).
- Boundary Assessors/Observers/Advisors may be appointed to matches to offer coaching & guidance.
- Boundary Assessors/Observers/Advisors guidelines will be reviewed and issued annually.
- Fieldcraft Booklet will be reviewed and issued annually.
- A meeting of Boundary Assessors/Observers/Advisors will be arranged annually.
- Colleague Observations may be undertaken & will offer coaching & guidance.
 - IRUP officials may observe any official not on the IRUP panel.
 - Category One officials may observe any official below that category.
- Collate statistics from Captains Reports
 - Address concerns or issues with match officials directly
- Setup & manage a mentoring scheme for all match officials.

Umpire Development Policy

UMPIRE PATHWAY



Umpire Development Policy

UMPIRE PATHWAY EXPLAINED

ICC Panel of Development Umpires	<p>Recommended annually to CS by CSMOA Management Committee.</p> <p>The International Panel of ICC Development Umpires is a panel of international cricket umpires chosen by the International Cricket Council (ICC). Established in 2005, its members are drawn primarily (though not exclusively) from the organisation's associate members (rather than its full members).</p>
IRUP Panel	<p>Recommended annually to CS by CSMOA Management Committee.</p> <p>These officials will be appointed to Home International, Senior Regional & other representative matches as deemed appropriate.</p>
IRUP Dev	<p>Recommended annually by Domestic Umpire Development team.</p> <p>These officials are next IRUP umpires, and can be appointed to Home International, Senior Regional & other representative matches as deemed appropriate.</p>
Category 1	<p>A match official who has demonstrated the requisite standards of performance & submission of their Personal Development Plan (PDP) will become the highest Category of Umpire within CSMOA.</p> <p>A responsibility is placed on these officials to assist with the development of those match officials they are appointed with. Attendance at meetings arranged by the development team is expected.</p> <p>Category 1 umpires are required to be educated to CSMOA/ ECB ACO Stage 2, and preferable CSMOA/ECB ACO stage 3.</p> <p>A Category 1 Umpire can officiate in the following:</p> <ul style="list-style-type: none">• Representative Senior & Youth matches• National & Regional Cup Competitions• Eastern & Western Premier League• Club league matches (WDCU / ESCA / SPCU / ACA / NoSCA)
Category 2	<p>A match official who has the potential to meet the standards expected of a Category 1 Umpire, subject to demonstrating the requisite standards of performance & submission of their Personal Development Plan (PDP).</p> <p>Category 2 umpires are encouraged to be educated to CSMOA/ECB ACO Stage 2 & must be educated to CSMOA/ECB ACO Stage 1.</p> <p>Category 2 may also include umpires who are winding down their umpiring career and continue to demonstrate the requisite standards of performance but are not required to submit a PDP.</p> <p>A Category 2 Umpire can officiate in the following:</p> <ul style="list-style-type: none">• Representative Senior & Youth matches*• National & Regional Cup Competitions*• Eastern Premier League*• Club league matches (WDU / ESCA / SPCU / ACA / NoSCA) <p>* Matches are selected at the discretion of the requisite Appointments Officer.</p>

Umpire Development Policy

<p>Category 3</p>	<p>A match official who has the potential to meet the standards expected of a Category 2 Umpire, subject to demonstrating the requisite standards of performance & submission of their Personal Development Plan (PDP).</p> <p>Category 3 umpires must be educated to CSMOA/ECB ACO Stage 1.</p> <p>Category 3 may also include umpires who wish not to progress further but who continue to demonstrate the requisite standards of performance but are not required to submit a PDP.</p> <p>A Category 3 Umpire can officiate in the following:</p> <ul style="list-style-type: none"> • Representative Youth matches* • National & Regional Cup Competitions* • Eastern Premier League* • Club league matches (WDCU ESCA / SPCU / ACA / NoSCA) <p>* Matches are selected at the discretion of the requisite Appointments Officer.</p>
<p>Category 4</p>	<p>A match official who may have the potential to meet the standards expected of a Category 3 Umpire, subject to demonstrating the requisite standards of performance & submission of their Personal Development Plan (PDP).</p> <p>Category 4 umpires must be educated to CSMOA/ECB ACO Stage 1.</p> <p>Category 4 may also include umpires who wish not to progress further but who continue to demonstrate the requisite standards of performance but are not required to submit a PDP.</p> <p>A Category 4, 5 & 6 Umpire can officiate in the following:</p> <ul style="list-style-type: none"> • Representative Youth matches* • National & Regional Cup Competitions* • Club league matches (WDCU ESCA / SPCU / ACA / NoSCA) <p>* Matches are selected at the discretion of the requisite Appointments Officer.</p>
<p>Category 5</p>	<p>A match official who is within probationary membership & or has joined via the Class Pathway. i.e., attended Stage One training.</p> <p>A match official who may have the potential to meet the standards expected of a Category 3 or 4 Umpire, subject to demonstrating the requisite standards of performance & submission of their Personal Development Plan (PDP).</p>
<p>Category 6</p>	<p>Associate members who have an interest in Match Officials. A match official who is largely in-active but seeks to retain their membership. A match official who may umpire their own Club matches.</p> <p>Match Officials may seek re-classification to Category 4 by contacting the Domestic Umpires Manager.</p>

Umpire Development Policy

THE ROLE OF DOMESTIC UMPIRE DEVELOPMENT OFFICERS

AIM – *To provide equal development opportunities for all umpires, should they wish to progress up the CSMOA development pathway or not.*

PURPOSE - To provide creditable development programs to ensure that the inexperienced be shown the correct way to perform their duties, and then be given the opportunity to perform under the auspices of the experienced, ideally under realistic (game) conditions. Feedback is critical and should be routinely accessible.

There are also situations where skill development is not necessarily the main issue, and all the umpire needs is encouragement and support to stay involved.

FEEDBACK - A constructive process of positive reinforcement and general guidance will provide the umpire with structure and a foundation on which to build their officiating careers. Care should be taken to fashion the feedback process over the course of the season, keeping in mind the umpire's age and capabilities. The Development Officer will represent a resource for all umpires, to contact with questions about the game; laws; and problems that may come up over the course of the season. The Development Officer will consider planning for umpires to attend and observe them work a game as well (where possible).

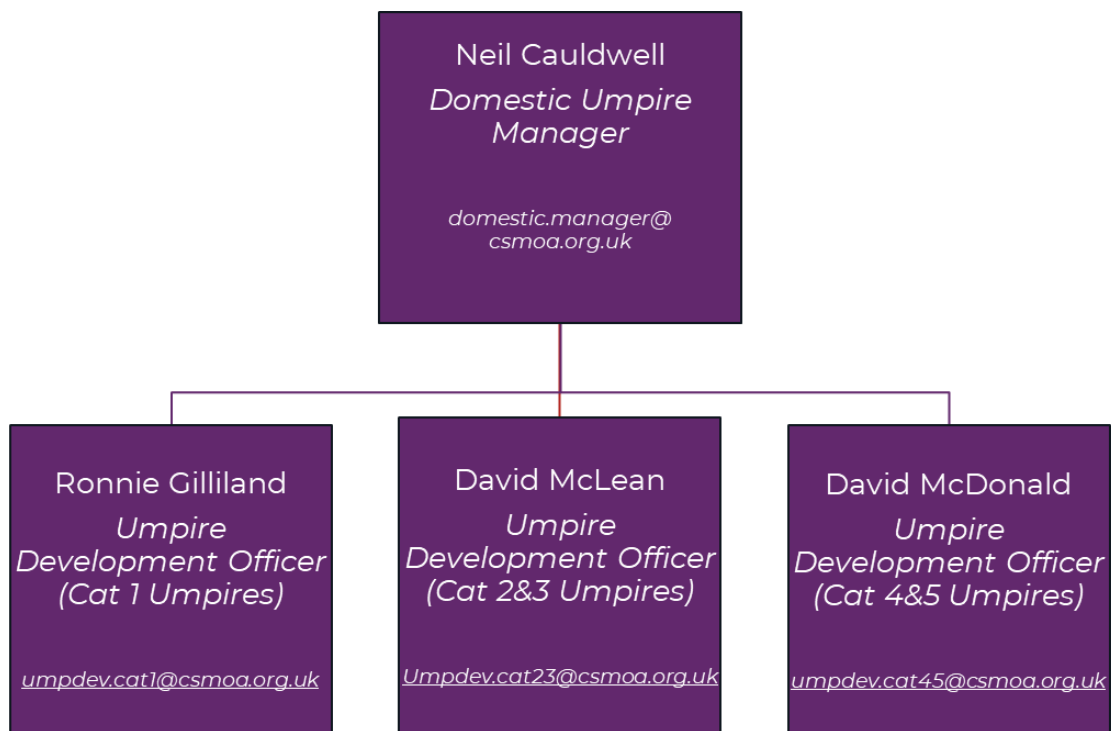
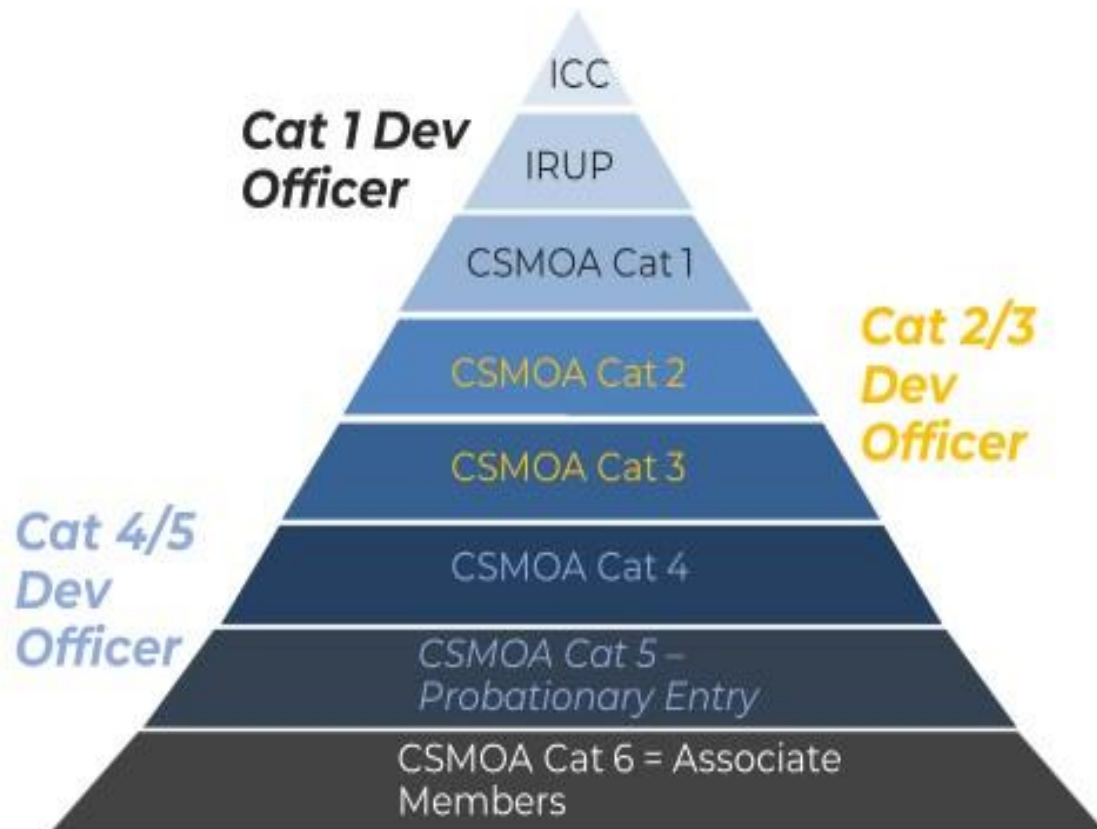
Cat 1 Development Officer – Responsible for the development of cat 1 umpires. This role could also initially provide development for our IRUP and ICC umpires. Although we now have an appointed ICC umpire coach, this DO could work closely alongside, as well as providing temporary assistance with our IRUP members.

Cat 2/3 Development Officer – Responsible for the development of our cat 2/3 umpires. This is critical to understanding and providing development assistance for those members wanting to progress to cat 1. Also essential in retention of our more experienced umpires coming back down the pyramid. A critical role.

Cat 4/5 Development Officer – Responsible for our newer recruits. Key to this role is early identification of potential fast track umpires. Development needs for this role differ from the other two roles, as this role provides a welcoming and supportive environment for our new recruits. This role will work closer with our recruitment team.

Umpire Development Policy

CSMOA DOMESTIC DEVELOPMENT OFFICERS



Umpire Development Policy

PERSONAL DEVELOPMENT PLAN (PDP)

CSMOA have also designed Personal Development Portfolio (PDP) for domestic umpires in Scotland. The aim of the PDP is to provide our umpires with the opportunity to achieve their personal aims & objectives within CSMOA Domestic Umpire Pathway.

The document is a self-analysis document designed at continuous improvement. It has been designed by the Development team, who will also be on hand to assist in developing personal progress. The responsibility however for an individual PDP is down to the individual umpire.

It must be stressed, the PDP is not for everyone, its ideal for umpires who wish to progress on the CSMOA pathway and aspire of rising through the categories, and a useful tool for other umpires who wish to periodically self-reflect on their umpiring.

The PDP is a lite version of the document used by IRUP, and is designed to introduce some information, terminology, and procedural guidance to members of that used at IRUP and indeed ICC level.

The PDP is available for all domestic umpires to produce year on year. It is a simple document that evidence can be added to demonstrate continuous development.

We hope this PDP will assist members of CSMOA to understand what they require to apply the laws, directives, playing conditions and the procedures associated with efficient planning and coordination. For full effect, this PDP should be maintained in conjunction with any key documentation issued by Cricket Scotland from time to time.

To assist in achieving individual goals, 2 or 3 objectives can be focussed on a game-by-game basis, these objectives can be used on the umpire self-assessment/game plan on WTU, then once completed added to the PDP as evidence. The objectives can also be input on WTU via the 'work on's tab under each individual profile. This is particularly useful when being assessed, observed, or advised, as the 'work on's' be available to be viewed by Assessors/Observers & Advisors. This gives the team some real focus, it also allows the team to have meaningful discussion with each umpire after the match to establish if the objectives were met.

The PDP will include evidence of the activities that can be undertaken to improve individual umpiring skills and abilities. This evidence can include.

- Self-Profiling Table
- Identifying Strengths and Areas for Improvement
- Development Priorities and Goal setting
- Game Plans

Umpire Development Policy

- Self-Assessments
- Results of tests on Laws of Cricket, Playing conditions etc.
- Relevant reading - Playing conditions, DLS calculations etc.
- CSMOA online training
- MCC online training
- Any other relevant supporting materials

Match officials at Category 1 must submit, prior to each season commencing, a personal development plan (PDP) to the relevant Development Officer prior to the start of the season. Match officials at any Category seeking promotion at the end of that season require to submit a personal development plan to the relevant Development Officer prior to the start of the season.

Personal Development Plans will be reviewed by Development team and goals agreed between them and the match official.

Goals must be measurable & achievable.

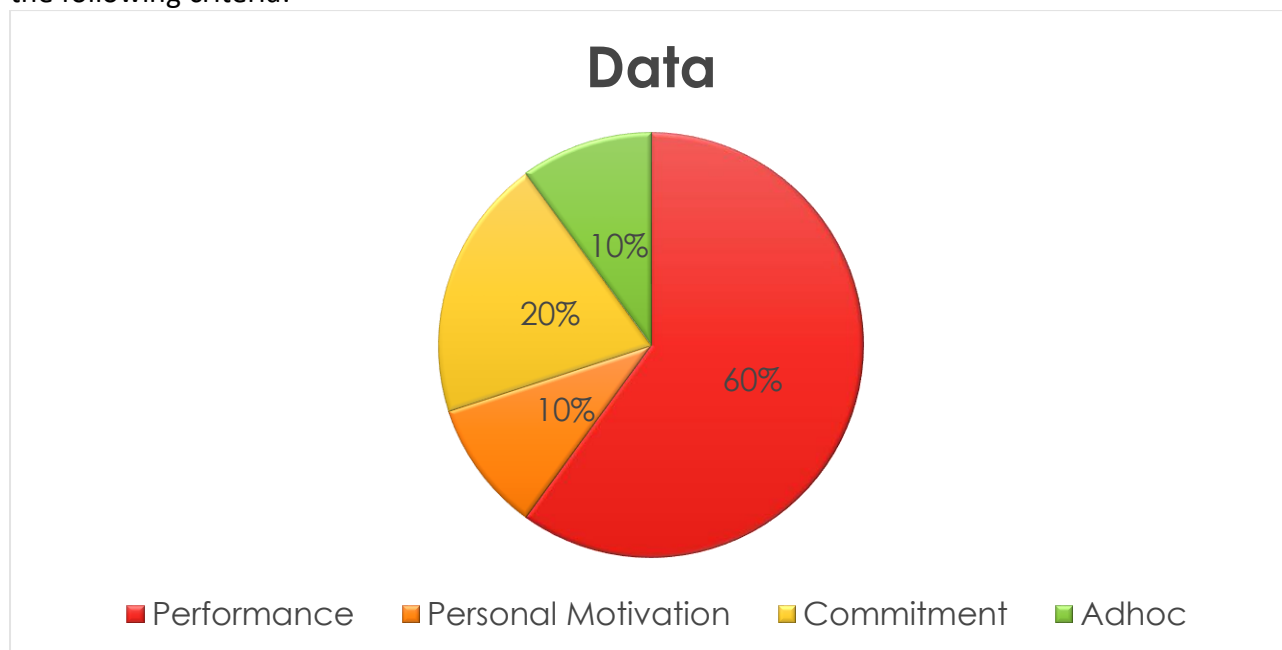
The **PDP** will include evidence of the activities that need to be undertaken to improve individual umpiring skills and abilities. This evidence can include.

- Self-Profiling Table
- Identifying Strengths and Areas for Improvement
- Development Priorities and Goal setting
- Game Plans
- Self-Assessments
- Results of tests on Laws of Cricket, Playing conditions etc.
- Relevant reading - Playing conditions, DLS calculations etc.
- CSMOA online training
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- Any other relevant supporting materials

Umpire Development Policy

MONITORING SKILLS/COMPETENCE/ABILITY

The Domestic Umpire Manager will monitor the skills/competence/ability of match officials using the following criteria:



- **Personal Motivation – 10% of overall rating**, data taken from Domestic pdp.
 - Marking Criteria
 - Completion – 10 marks
 - Part Completion – 5 marks
 - No Completion – 0 marks
 - IRUP umpires default as complete (10 marks), as their IRUP PDP is utilised.
- **Commitment – 20% of overall rating**, data taken from number of games completed during the season (all formats)
 - Marking Criteria
 - 30+ appointments – 10 marks
 - 23 – 29 appointments – 8 marks
 - 16 – 22 appointments - 6 marks
 - 9 - 15 appointments – 4 marks
 - 1 – 8 appointments – 2 marks
 - Zero appointments – 0 marks
- **Performance – 60% of overall rating**, data taken from: Assessment/Observations – 60%, Captain Reports – 40%
 - Assessments: Primarily for Cat 1 umpires, scores determined from average mark awarded by Assessors/Observers
 - Observations: Primarily for Cat 2 umpires and below, scores determined from average mark awarded by Observers/Assessors
 - If no assessments for Cat 1 umpires, or observations for cat 2 and below, the average mark of those undertaken by category will be used for this mark.
 - Captains Reports: For all umpires, scores determined from average mark awarded by Captains via completed reports on WTU.

Umpire Development Policy

- Ad hoc – **10% of overall rating**, data taken from Development Officers, Assessors, Observers & Advisors end of season individual reports.
 - Marking criteria
 - These marks are awarded by panel are supported by ad hoc comments.
 - The default mark is 5, and marks can be upscaled to 10 or downscaled to 0.
 - Marks to be awarded by panel for individuals who have demonstrated commitment, desire, and motivation by day-to-day dealings with stakeholders.
 - Considerations: personal aspiration, general feedback (reputation), willingness to assist CSMOA via off field time, general positivity/negativity, teamwork ethics, participation at off field events, completion of match administration documentation, acceptable standard of behavior in off the field matters

As described above, captain's reports are monitored and used for the purposes of analysis. However, weighting is given to Boundary Assessments, Observations, and Advisor reports.

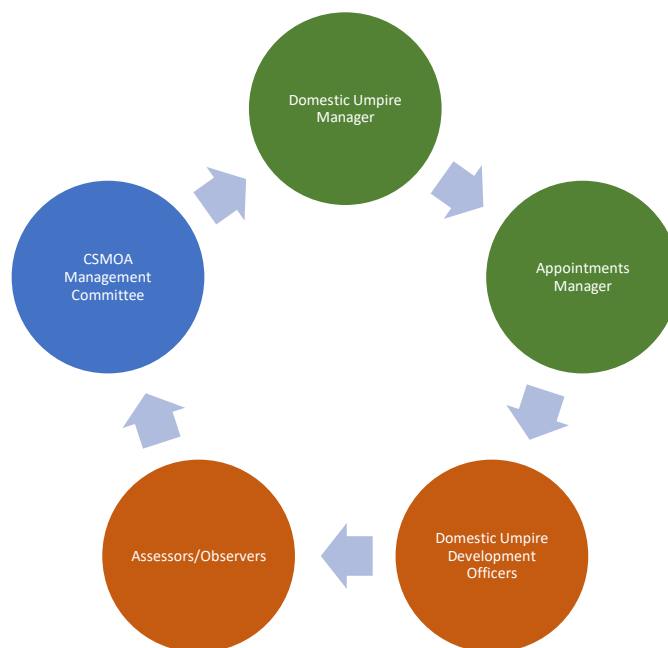
Umpire Development Policy

UMPIRE CLASSIFICATION

The Domestic Umpire Manager will coordinate & Chair annually a meeting of the Categorisation Sub-Committee as follows:

- Domestic Umpire Manager (Chair)
- Match Administration Manager
- Relevant Development Officer(s)

UMPIRE CLASSIFICATION PROCESS



Collection of Base Data - Domestic Umpire Manger & Appointment Manager

Allocation of marks – Domestic Umpire Manager

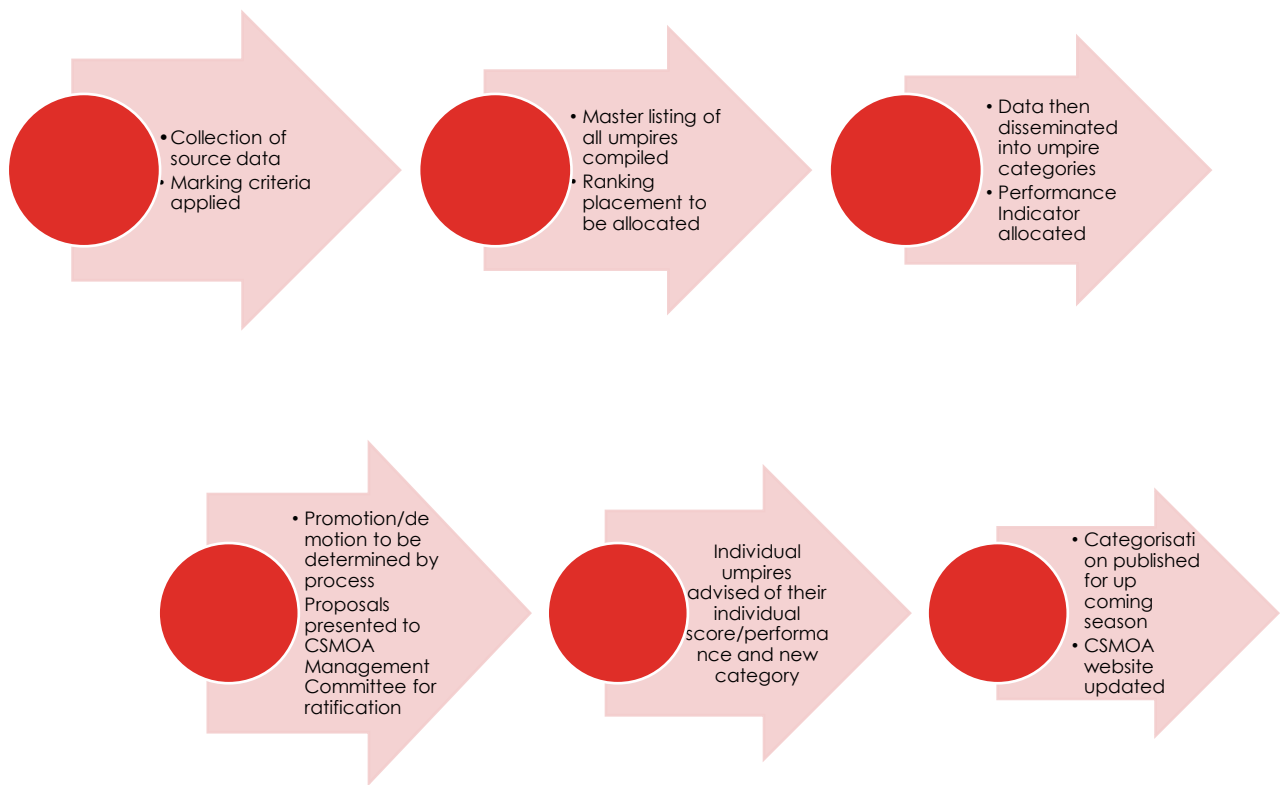
Consultation/Ad hoc Input – Domestic Umpire Development Officers & Domestic Assessors/Observers/Advisors

Collation of Data – Domestic Umpire Manager

Ratification of Data – CSMOA Management Committee

Communication – Domestic Umpire Manager

Umpire Development Policy



Domestic Umpire Manager will individually advise each umpire via personal e mail of:

- Personal overall mark
- Personal performance indicator
- Personal development suggestions (gleaned from the data/process)

Due to our data protection policies, the information collected can only be shared with the post holders named within this document, with relevant personal data shared with individuals if necessary.

Umpire Development Policy

IN ADDITION.....

CSMOA will pursue a succession planning process to allow for the development of match officials who are deemed to have the best long-term potential.

Boundary Assessors/Observers/Advisors & Umpire Development Sub-Committee Members may be requested to submit nominations annually with any proposed re-classifications & the reasons for the nomination.

Annually, the Categorisation Sub-Committee will review the classification of all umpires by reviewing the data collated during the season.

Match officials, because of the above process, can be reclassified (i.e., promoted or demoted) which would take effect from the 1 January of the proceeding season. In exceptional circumstances, match officials may be re-classified mid-season.

The Categorisation Sub-Committee may contact match officials to explain the rationale behind their individual re-classification. This may also involve outlining key areas for improvement & target setting for the proceeding season.

The Match official pathway is multi-directional. As such, it is possible for match officials to be demoted and then promoted in a future season.

Match officials may appeal the decision of any re-classification to the Management Committee clearly stating the grounds for appeal.