



Shadow Program – Synopsis

The South Zone Referees' Council is implementing a pilot project for the 2011-12 season in Lethbridge and Medicine Hat with plans to expand to rural areas. Below is a synopsis of the Shadow Program.

The goals of the Shadow Program are:

- Target 1st and 2nd year officials so as to retain them in the officiating program;
- Bestow confidence to those officials being shadowed;
- Offer guidance in regards to proper positioning on the ice and proper procedures (i.e. penalties, offsides, icings);
- Convey to the players, coaches, and parents that these young officials are in a learning environment and that efforts are being made to provide them with quality officiating at all levels; and
- Provide an avenue for senior officials to pass on their experience to younger officials.

The definition of the Shadow Program is:

"The on-ice, game situation mentoring by a senior level official who participates with officials in their 1st or 2nd year of officiating. The participation of the senior official is generally limited to giving guidance on all aspects of the game and providing support and confidence to the new official. "

How the Shadow Program Works

Who will Co-Ordinate the Shadow Program?

Under the direction of the South Zone Referees Council, Supervision Coordinators will concentrate on working with local RICs, compiling statistics and performing any other administrative duties necessary. He or she will report to the South Zone Referees' Council Executive during regular meeting all aspects of the program. The Supervision Coordinators will be responsible for collaborating with the RICs and their assignors to arrange a Shadow for selected games in which one or both officials are in their 1st and 2nd years. The coordinators will also provide any support that is felt needed by the local association.

Who will be performing the shadow?

The minimum qualifications will be 5 years of experience and the official must be working Bantam rep and higher hockey. Each shadow will also be evaluated for his abilities to instruct and work with our young officials. In addition, the shadow is a registered official and thus has the same standing as any other on or off-ice official taking part in the game. Shadows will volunteer for this position and will be approved by the SZRC. Remember, sometimes the most experienced official does not make the best Shadow/Mentor.

Who will be shadowed?

The program will specifically target officials entering their 1st or 2nd year of officiating. Thus, the program will be targeted to Novice and Atom hockey, as this is the level in which those officials begin. In addition, at this level the players, parents, and coaches are beginning to have certain expectations of the officials and, consequently when those officials fail to meet those expectations, problems arise in terms of abuse and shattered confidence, leading to our high percentages of lost officials every year.

Assignors will be asked for their input on which games should be shadowed but individuals are encouraged to request a shadow.

South Zone Referees' Council



What will the shadow do?

The shadow will work with each official for one period providing tips and suggestions on the proper positioning and procedures. The shadow will then spend the 3rd period in the stands writing an evaluation for the officials to take home with them. At the shadow's discretion he/she may spend the entire game on the ice or spend more time with one official as their abilities dictate. They will however allow the young official to make mistakes and will not be calling penalties. If absolutely necessary the shadow does have the power to assess any penalty as covered in the current Hockey Canada rulebook. The shadow will not engage in discussions with the coaches regarding the game except at the games conclusion.

What supplies are required by the shadow?

To give the program some credibility and professionalism, we feel that the volunteers performing the shadowing should wear a standard uniform. To facilitate this and to keep costs down, we propose a dark coloured wind shirt to be worn with the Hockey Alberta 'South Zone Referees' Council' with optional minor hockey association logos emblazoned on them. This would be worn with dark coloured wind pants provided by the volunteer.

What are the costs to each zone?

To help cover the costs of the wind shirt, the SZRC has agreed to donate a portion of the cost of each jacket, although there is a maximum number of jackets the Zone is willing to pay which is based on the number of officials participating as shadows. This donation amount will cover approximately half the cost of the jacket. After consultation with Lethbridge Minor Hockey Association and the Medicine Hat Hockey Hounds, both organizations have graciously covered the full cost of jackets!! Thank you for your support!!!

It is our goal to run this program as a truly cooperative effort between the SZRC and local hockey associations; therefore, zones are encouraged to work with their local associations to help cover the costs.

What are the benefits?

The primary benefits to the associations would be:

- Identify the shadows as representatives of the referees and the association;
- Promote the program as a joint effort between referees and minor hockey associations; and
- Be a visible organized program that shows to the players, coaches, and parents that hockey associations and the referees are taking an active approach to training young officials to the benefit of all those involved in Minor Hockey.

How will you keep track of the number of shadows performed?

In order to provide feedback to relevant organizations, Supervision Coordinators will to submit statistics throughout the season containing the number of games and referees shadowed, number of referees shadows and overall status of the program. All officials performing the shadows should write *SHADOW* on top of the supervision form they fill out.

Who can I contact for more information?

Contact the Supervision Coordinator for your area:

Shawn Kergen – East (Medicine Hat)
Brent Woods – West (Lethbridge)