



## **International Umpire Grouping System 2009**

*As required by Regulation 34.7 and as approved by the Executive Committee in November 2007*

In response to a request from the Executive Committee Appointments Working Party, we propose to appoint a Grouping panel comprised of a number of experienced International Umpires tasked with grouping International Umpires. The purpose of this grouping is to assist the Working Party in their work of appointing the umpire teams to match race events in 2009. Therefore, the grouping system is only related to umpiring in the match racing discipline, and not to team racing etc.

The Grouping panel will be appointed in January 2008 after consultation with the Vice President who is responsible for the Race Officials Area. The members are appointed at this time in order to allow them to observe the performance of individual International Umpires at match racing events during 2008. The grouping process described below will then be conducted in September and October 2008. Individual cases may be reviewed at any later point in time should it be deemed necessary.

Compared to the grouping system for 2008, the system is changed to include a division of Group 2 into three sub-groups (2a, 2b and 2c). The purpose of this change is to (1) improve the feedback to individual Group 2 IUs about the way their competence is perceived and (2) provide the Race Officials Coordinator with a better basis for composing umpire teams with well-balanced competences. In addition, there are a few editorial changes.

### **Groups and Criteria**

#### **Group 1**

- An IU that is deemed capable of umpiring any match at a Grade 1 event, even alongside an umpire of a lower standard. It is accepted that a Group 1 IU makes consistently good decisions and has no problems with any of the overall criteria on the ISAF Umpire Performance Assessment Form (see [http://www.sailing.org/raceofficials/iuassessform\\_29\\_Mar.doc](http://www.sailing.org/raceofficials/iuassessform_29_Mar.doc)).

#### **Group 2**

- An IU with the potential to be a Group 1 umpire but needs more experience, or an IU who consistently performs below the level that is required of a Group 1 umpire. A Group 2 umpire may have minor problems with one or more of the overall criteria on the ISAF Umpire Performance Assessment Form but no major problems with any criterion.
- Group 2 is divided into the following three sub-groups:
  - 2a: A high-standard IU who has minor problems with one or two overall performance criteria and therefore performs just below the standard of a Group 1 umpire.

- 2b: A solid IU who has minor problems with more than two overall performance criteria and therefore performs consistently below the level that is required of a Group 1 umpire.
- 2c: A weaker IU who has minor problems with several of the overall performance criteria and therefore performs just to the standard required by an IU.

### ***Chief Umpire***

- An IU that is deemed capable of being the chief umpire at any top-level grade 1 event. A chief umpire is able to handle all duties of the function in a competent manner even under pressure. The duties of the chief umpire are described in the ISAF Umpires and Match Racing Manual, edition 6/05 (see [http://www.sailing.org/publications/iu\\_manual\\_6\\_2005.pdf](http://www.sailing.org/publications/iu_manual_6_2005.pdf)).

### ***Development Chief Umpire***

- An IU that has the potential to become a chief umpire. A development chief umpire may not have all the qualities needed, but is deemed to have a potential that can be developed.

All existing IUs will be offered the opportunity to apply for grouping in accordance with the procedure described below. Yet an IU can also request to be ungrouped. If an IU has not applied for grouping or asked to be ungrouped by the deadline, he/she will be assigned to the 'Ungrouped' category.

### ***Principles***

- The identity of the members of the Grouping panel will not be known to any IU, including the other members of the panel, during the grouping process. Accordingly, panel members are required to keep their membership confidential.
- All information regarding individual IUs will remain strictly confidential within the panel and the administration of the system.
- The Grouping panel will use their best judgement to give input on the ability of an IU.
- Those IUs who are grouped unanimously or by a clear panel majority will be assigned to this Group. The same applies for chief umpire and development chief umpire categories.
- Where there are varying opinions on an IU, the panel will be consulted for further information as deemed necessary. Based on this, the Chairman of the IUSC will make the final decision.
- The identity of the members of the Grouping panel will be disclosed when the grouping process including feedback has been completed.

### ***Process***

1. All IUs are informed that they should apply before a specified deadline should they want to be considered for Group 1 or 2 and selection as chief umpire or development chief umpire.

2. **Stage 1:** The Race Officials Coordinator will send each panel member a spreadsheet with the names of all IUs who have applied to be grouped, along with instructions and criteria for grouping.  
Members of the panel should provide input on each IU by allocating them to Group 1 or 2 as well as chief umpire or development chief umpire if relevant. For an IU allocated to Group 2, they should also provide input for allocation to sub-group 2a, 2b or 2c. If they think the IU has major problems with one or more of the overall performance criteria, they should mark an U by the name to indicate that this IU should be Ungrouped. If they do not have experience of umpiring with the IU within the last couple of years they should mark an X by the name to indicate as such.  
Panel members should email their completed spreadsheet to the Race Officials Coordinator.
3. The Race Officials Coordinator will collate the information and liaise with the Chairman of the IUSC. When the panel members are in agreement over an individual, he/she will be assigned to that Group or be ungrouped, and selected for chief umpire or development chief umpire if deemed capable of that.
4. **Stage 2:** In cases where there are varying opinions about an individual, the panel will be requested to provide further input on why they think this IU should be allocated to a particular Group or be ungrouped. The same applies if there are varying opinions about the chief umpire or development chief umpire capability. The input should be expressed in terms of the criteria in the ISAF Umpire Performance Assessment Form.
5. The Race Officials Coordinator will collate the information and liaise with the Chairman of the IUSC who will make the final decision.
6. For all IUs allocated to group 2, the Race Officials Coordinator will assign a, b or c based on the average of the allocations suggested by the panel members.
7. **Late Applications:** Stage 1 and 2 may be carried out at a later point in time for individual IUs who apply late for a grouping.
8. **Stage 3:** The final Group allocation spreadsheet will be circulated to the panel. They may email any concerns over final Group allocation to the Race Officials Coordinator and the Chairman of the IUSC.
9. **Feedback:** An IU may request information on the reasons for his/her grouping. In these cases, the panel will be asked for reasons why they have assigned an IU to a specific group. The reasons should be expressed in terms of the criteria in the ISAF Umpire Performance Assessment Form.
10. The members of the Grouping panel will be dismissed around the end of 2008, and their names will then be published to all IUs.

The members of the grouping panel will be expected to commit to all of steps 2, 4, 7, 8 and 9 (the steps in bold italics).