

Report: CABO AGM
Calgary September 15-16, 2017

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This report is a summation of the CABO AGM this September attended by Mike McPhee and myself. The present state of officiating across the country was discussed as well as initiatives for this year and future vision for officiating in Canada. I have organized it by topic. Please feel free to distribute to membership. Please contact me if you have any questions.

Present and Future State of CABO

An overview of CBOC and initiatives to date and CABO's involvement was given.

CBOC has 2 sub-committees

- Evaluation and Selection – Chair Tim Heide
- Development and Education - Chair Nadine Crowley

Most members of both committees are CABO members

Evaluation and Selection

- Select officials for USports and CCAA
- Note: contract is now in place that CBOC will determine officials to both USports and CCAA championships
- Note: provinces will still determine officials for U15 and U17 national tournaments
- Alignment and consistency of evaluations/messages/methods
- Want model to be fair and transparent (criteria to be known)
- Develop a template for PTSOs to establish and ensure process of evaluating and assessing their officials to mesh with CBOC stream
- Mentorship pathway for level 4 and 5 officials

Development and Education

- Integration of FIBA educational tools to develop new Canadian education system
- Create efficiencies and easy to use tools for all levels
- Communication structure
- Review and making proposals for updating the NOCP system
- Communication with other county NSOs
- Note: Its important that databases be updated and maintained as current/up-to-the-minute

There was a face-to-face meeting of both committees last season. There are Ontario members involved in those committees and as such, there was Ontario representation.

Note: There was a breakdown in communication as invitation for representation from the OABO Executive was not communicated properly.

Reviewed FIBA World-wide initiatives

- **licencing of officials is part of FIBA expectation for all participants**
- FIBA licences put into categories
- FIBA allocated 14 licences to Canada under the new FIBA program
- Canada Basketball and CBOC organized fitness testing and registration of licences

- FIBA qualified Mike Thompson and Nadine Crowley as Referee Instructors in the inaugural FRIP (FIBA Referee Instructor Program)
- FRIP is a qualification program

Components of FRIP

- Adult learning (teaching and learning)
- Basketball Knowledge
- Basketball Refereeing Knowledge

FRIP will provide latest material and resources from FIBA to NSO (National Sport Organization)

With the new FIBA competition system, table crew and statistician certification is required to work those positions for all FIBA games. This certification process is already underway in Canada.

As part of the U18 FIBA Americas Championships next June in Niagara there will be a Referee Coach Training Session for Canadian Referee Coaches (Assignor/Evaluators). Present budget can accommodate 18 spots. Selection is to be determined.

A 2020 VISION was presented for officiating structure:

- all provincial associations will be more aligned with PTSO
- formation of provincial commissions
 - Model commission on CBOC model
 - Have representatives from stakeholder groups
 - Need to have technical and administrative representatives from the officiating community on the commission
- alignment of basketball/3x3/wheelchair
- standard method of recordkeeping
 - have a province wide system for registering officials
 - officials should have a professional development portfolio
 - standard Assigning System i.e. Game plan
- National Referee Manager – will be the direct link with FIBA all areas officiating; will also need provincial referee manager (hopefully staff of a PTSO)
- current national council transition to CBOC led board to meet annually to discuss officiating matters; possibly CBOC Chair, 10 reps from provincial officiating commissions, CB representative
- licencing system includes all participants; officials, coaches and players

The above generated the following discussion points:

- is 2020 a realistic timeline?
 - need a lot more communication to ensure all officials understand where we are going with the process.
 - before disbanding or restructuring CABO, we need to ensure we have provincial commissions in
- full agreement that money collected from officials to CB should be earmarked for officials
 - fear that monies go to officiating
 - monies to be spent on materials, resources and training for/of officials
 - officiating monies sent to CB should not go to Canada Basketball general revenue
 - any monies sent to Canada Basketball will be managed by CBOC
 - proposed that CABO National council as per above will 'oversee' how the money is used
- how to move ahead with direction
 - presentation to PSO (Provincial Sport Organizations – OBA for us to be done in November

- CB to have discussions with HS Sport organizations – OFSAA for us
- what does alignment mean?
- the presentation made at the CABO meeting will be made available for distribution down to local board levels; have a communication plan for officials to understand what ‘alignment’ means and potential benefits
- communication plans/webinars – this presentation depicts alignment, shows benefit
- big concern over liability issues and provincial officiating bodies having correct coverage
- need to ensure that all provincial reps have a solid understanding of what the message is to the PTSOs and that we have a consistent message.
- people working part time to communicate to their officials isn’t enough; full time people at both the PTSOs and CB are needed to work directly with the officials.
- what about grassroots officiating? It should be a focus
 - it is a top down methodology and focus is initially at high performance

Note: OABO has already had initial meeting in August between OABO (Jaime, Rick and myself in attendance), OBA, OFSAA, OCAA and OUA in forming a committee to move basketball forward in this province similar to what is being proposed going forward

Note: the provincial and local board structure is in line with the development of officials at the grass roots levels.

There was discussion on how to budget for those 18 Referee Coaches at U18 FIBA Americas. One of the cost savings proposed was the possible restructuring of the CABO meetings. Face-to-face versus less attendees with same voting rights to electronic means were discussed. As a measure to help finance the 18 Referee Coaches, it was passed “That the 2018 AGM consist of in-person one Provincial Representative and that additional Provincial Representative attend via webinar or Skype.”

CABO DATABASE

- Implementation of database was rushed last year and experienced problems
- Provincial associations please send new officials to be uploaded this year
- Working towards each official can access own profile, the only thing you can’t change is NOCP Level

EXAM

- Problems last year
 - e-mail addresses in database weren’t accurate
 - exam didn’t work on all platforms
- provincial associations should verify e-mail addresses before exam period
- will run a test exam in November this year to ID problems
- Single exam 50 questions
- Open book on-line
- Last year no time limit – this year 2 hr time limit
- Running Dec 8th – 17th

AWARDS

- 5 Wink Willox Award winners
- There is no Executive Award of Merit winner.
- There are 2 nominations for the Ted Earley Award winner
- There are 5 applications for the 6 Ritchie/Nicurity Scholarships

Presentation by CB -- Officiating and Canada Basketball

Presented by Dawn Smyth - Director Domestic Development includes 3x3, officiating

Alignment involves:

- CB, PSO and National, Provincial and Local officiating bodies
- Standardized Education and Evaluation
- Game Plan
- And more

CB 2020 VISION: to be recognized as world leaders in all aspects of basketball and consistently reach the podium in FIBA Competitions and podiums

3 mountains to climb

1. Participation (soccer is top)
2. Hearts and Minds (Hockey is top)
3. Gold Medal (USA)

LTAD (Long Term Athlete Development) - 10 principles

1. Fundamentals
2. Specialization
3. Developmental Age
4. Trainability
5. Mental Cognition and Emotional Development
6. Periodization
7. Competition/Planning
8. Excellence.....Time
9. Alignments and Integration
10. Continuous Improvement

LTAD Competition Model

- Active Start
- Fundamentals
- Learn to Train
- Competitive for Life
- Fit for Life
- Active for Life

Learning

- Creating
- Evaluating
- Analyzing
- Applying
- Understanding
- Remembering

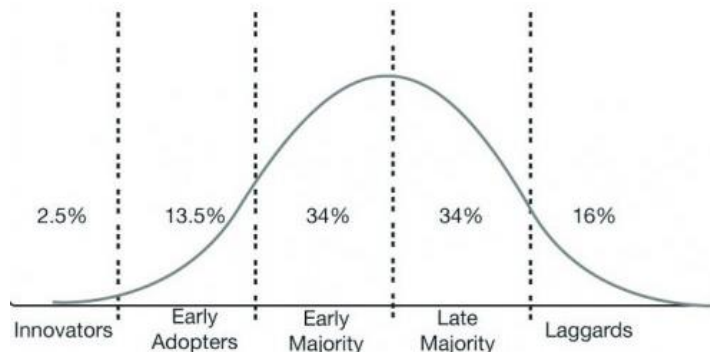


Specificity of feedback and training – create individual performance plans for officials

Identifying what officials' needs at all levels

Talked about change

- change is a bell curve there will be early adopters – champions of change
- there will be late adopters; majority adopt in the middle along the curve
 - focus on the champions of change rather than the loud voices to move ahead/not stall



Enhanced Training and Education (4-part path)

1. **Multisport Content** 8 online MS modules (soft skills) Developing with Baseball, Sport Quebec and CB

- a. Communication
- b. Relationship with coaches
- c. Conflicts
- d. Officiating outside your region
- e. Mission and soft skills
- f. Official's management
- g. Managing stress
- h. Decision-making

2. **Basketball Official Content**

- Level 1 content (local board delivers) master of content
- Level 2 content
- Level 3 content
- Level 4 content

3. **Evaluation**

- Have official do portfolio
- Become a captain of own development/driven by official
- Officials keeping a log
- Competency based

4. **Professional Development**

- Transcript
- Points system to stay active
- Continuing education
- Professional Development – courses, camps, officials school to fill gaps, upskill or provide information/experiences around officiating – continued development to maintain level
- Promoting ongoing learning process over time for all officials

Program for Officials Learning Facilitator

- Core Official Instructor Training 9 – 4 one day Delivered by multisport bodies Content in adult education
- Facilitator Training by Level 1 – 5
- Co-delivery for Instructor Training
- Official Instructor evaluation

Same program for Official Evaluators

- Core official evaluator training
- Evaluator training by Level 1 – 5
- Co-delivery for evaluator training
- Evaluator evaluation



Action Plan

- Pathways for trainers, officials and evaluators
- Evaluators and Educators for officials may be different groups/people
- Looking at sustainability and long-term planning to ensure consistency
- Credit for Coaches and Evaluators as part of their development
- Crossover between coaching clinics and officiating clinics for points

GAME PLAN (software platform)

- Education Website including videos, documents, standardized training, registration for training sessions, etc.
- Ability to store evaluations
- Consistency in documents with no outdated information
- Videos across multiple areas
- Evaluations done directly on the site and accessible by evaluators and officials
- Ability to create and store pre-games
- Ability to store action plans coming out of evaluations/post games
- Ability to crossover internationally to allow for registration of training in other countries
- Ability to write and store exam results year over year
- Ability to assign on one central site
- Storage of evaluations ongoing
- Looking at licensing to create a standardized process
- Canada Basketball is putting focus and investing in the officials working to get Game Plan up and running

CB presently has 4667 coaches on system; this Fall goes international for coaches; helps to pay

Cost is \$49.99 per coach

Note: 9 other sports already have their officiating components on Game Plan

GAME PLAN for officials

Phase 1

- Documents
- Videos
- Links
- Workshops
- Official profiles

Phase 2

- Past exams
- Current exam and marking
- Ref cert
- Instructors tab

Phase 3

- Assigning
- Evaluation of games
- Complex profiles
- Evaluator tab

Phase 4

- Tools
- licencing

Discussion points arising:

- Impressive presentation with tremendous impact on alignment
- Immediate impact is for 'high performance' officials

- Question around impact on a province should a province not opt in? Answer: focussing would be on working with those provinces that do want in. Feeling that others will adjust to change over time when they start to understand what they're missing.
- feeling was that the majority of officials will buy-in
- What body of people appoints positions around the heads of CBOC sub-committees and committee members?
- If you're adverse to alignment, what happens to long time officials within a province?
- What happens if not every province has a local referee coach and who incurs the expense of having to travel someone in?
- Concerned about geographical challenges and removing the highest-level officials from actively officiating. Answer: Officials can be like coaches, do work ahead of time and come prepared for training sessions. Videotaped sessions to be shared to help with geographical constraints.
- BC expressed support of concept and already working towards establishing a provincial commission modelled after the CBOC. Begin preparation for what commission will need to do when programming has evolved.
- Concern at the level of work required to get Game Plan up and running, around funding and lack of resources. Answer: This is a long-term plan and will evolve over time.
- How will the information be disseminated, when and by whom?
- AB expressed there is already better communication across the province, brought in train-the-trainer concepts and have provided clear pathways within the province. Also concerned about cost, resources and timeliness. Concerned about problems with in FIBA around timeliness (i.e. rules).
- CABO needs to set out clear steps to ensure they don't fail to deliver. Ensure that provinces are very involved in the implementation of the plan. We can't be afraid of the casualties as we work towards alignment and focus on the positives.
- High schools will hurt the process, not aligned.
- MB in support of vision. Concerned about how the message is conveyed to provincial association and local boards. Also, concerned about high school sports being aligned. A question of whether lack of licensed athletes will hurt to outlined process for officials.
- Wariness about the impact and loss of input and some control of the processes within a province. What can be done to properly communicate and understand relevance and benefits.
- Does this process become a leverage or a wedge?

Process may be different from province to province.

Consensus is that this is a good idea. Looking for Council members to go back to provinces to go back and provide positive idea of alignment.

Note: There is a cost to on-line training modules

Let local boards know how it fits/impacts them

AND MORE...

- Using communication (social media/getting role models out there)
- Licencing platform
- Deliver – Super Clinic Once a Year (doing it 3 days leading into FIBA U18s)

3x3 Update

- now an official Olympic Sport
- elite athletes will make up 3x3 teams
- separate pathway for officials
- presently no FIBA carded 3x3 officials
- CB requested 5 spots for Canadian officials for a clinic in the US – timing TBC – perhaps around April 2018 in Colorado Springs
- potential training opportunities in Saskatoon summer 2018
- looking for 3x3 experience, or retired FIBA officials or possibly qualified officials that have mobility restrictions

CCAA contract

- Schools paying for officials' travel
- CABO is covering cost of evaluators: flight and hotel (hotel is new cost but we have eliminated officials' cost)
- Officials nominated from conferences. 3 nominations coming from home conference.
- Each province determines who supervisor is and selection process.
- CBOC produced 4 documents re: CCAA which are now appendices to agreement
 - Advance planning
 - Protocol document for event
 - Selection Process
 - Criteria

Post Play Express

- articles will be vetted by National Executive before publishing
- there was discussion as to whether continue or not and feeling is it is less than 3% of budget costs and worth it

CABO Budget

- We pay \$5 to CB and they give us \$1 back
- 2017-18 Budget was approved

Translation

- Presently translation costs are only 3 % of budget (550 members in Quebec of 4500 nationally)
- Service problem with translation; inaccuracies and timeliness
- Looking to provide more funds as needed and better service

CABO Casebook was discussed and unanimously agreed to continue

ELECTIONS

President	Morgan Monroe	Acclaimed
Vice-president	Pierre Marion	Stepped down
Congratulations to new CABO VP	Rob Ferguson	Acclaimed