

# March 2018 Newsletter



The WSO, in partnership with the PSA, have embarked on a world-wide structure to handle referee training, qualification, development and assessment.

Planning and development of the resource material has been progressing. The following provides some of the detail.

## **WSO Branding**

The WSO logo will represent the visual component that is World Squash Officiating, to be synonymous with the best that squash officiating has to offer.

The logo will convey a team committed to development of officiating through training and development of referees and assessors, qualification and standardisation throughout World Squash.

The main logo is already available but the apparel logo, showing the various officiating levels, will be released alongside level availability.

## **WSO Consultant Group**

The WSO Consultant Group, led by Roy Gingell and Lee Drew, is a team of specialists from each of the Regional Federations around the world; Tahir Khanzada (Asia), Marko Podgorsek (Europe), Rich Wade (Pan America), Mike Collins (Africa) and Jordan Till (Oceania). Co-ordinating the activities of the consultant group is Steve Eccles.

The WSO Consultant Group is the body that carries overall responsibility for identification, analysis and subsequent specification of the technical solution and any other activities associated with WSO.

The Officiating Levels, numbers of referees and assessors, referee quality and match management are all within the remit of the consultancy group.

## Officiating Levels

WSO covers five levels (1-5) of formal qualification, as well as an introductory Level 0 (details below):

- Level 1            Entry qualification level to referee, supervise, and officiate squash at a club event/state/province or county leagues  
  
                          (equivalent to the current initial qualification)
- Level 2            Qualification level for selection to referee or supervise at junior competitions
- Level 3            Qualification level for referees to officiate at both junior and senior matches at National Level.  
  
                          (equivalent to the current National level)
- Level 4            Qualification level for referees to officiate up to both junior and senior matches at National and International competitions
- Level 5            Highest level of referees who officiate at WSF and PSA events around the World  
  
                          (equivalent to the current World qualification)

### Level 0

Feeding the formal qualification is Level 0, provided for anyone, including juniors, who wish to referee, having already participated in squash in some capacity.

Level 0 is a pre-cursor to the formal qualification structure recognised by the WSO and is available to anyone wishing to safely play, referee and supervise squash in any basic capacity.

Level 0 provides a basic understanding of the rules including calls, warm-ups, serves and announcements.

Video clips will be available showing front wall access, swing interference, winning shots and minimal interference.

Level 0 is an online basic rules and match management test consisting of multiple choice questions. The questions will be based on information provided at this level.

The Level 0 test will be free to take.

On successful completion, the referee will be better equipped to officiate squash at club, local league, and junior events.

## National Federation Managed Qualifications

The following table provides a summary of Levels 1 to 3 which represent the three levels of formal qualification that are managed and maintained by National Federations. Level 3 represents the highest National grade.

	Level 1	Level 2	Level 3
<b>Course Descriptor</b>	Introductory Level Refereeing Course Providing a Basic Standard of Officiating Skills for anyone (including Juniors) wishing to referee who already participates in Squash in some capacity.	Developing the Referee and further expanding. Aimed at referees of U17 and U19 junior events and senior players in local competitions.	Comprehensive and in-depth course further developing Officiating Skills and interpretation of the rules. Specific for developing referees with the skills and knowledge needed to referee both junior and senior matches at National Level.
<b>Who is it for?</b>	Open to anyone who wishes to referee, supervise, and officiate squash at:  I. Club event/state/ province or county leagues	Open to anyone who wants to be considered for selection to referee or supervise at:  I. Junior competition at state /county /province level II. Senior competition at state/county/province level	Open to anyone who wants to be considered for selection to referee or supervise at:  I. National Level junior and senior competitions II. Entry level WSF/PSA events
<b>Accreditation achieved by:</b>	<ul style="list-style-type: none"> <li>Completion of Modular course work and periodic online testing</li> </ul>	<ul style="list-style-type: none"> <li>Completion of Modular course work and periodic online testing</li> <li>Production of relevant activity Level</li> </ul>	<ul style="list-style-type: none"> <li>Completion of Modular course work and periodic online testing</li> <li>Competency based Assessment using formal transcript</li> <li>Production of approved activity Level</li> </ul>
<b>On successful completion, a referee will be able to:</b>	<ul style="list-style-type: none"> <li>Demonstrate basic refereeing skills based on appropriate theoretical knowledge.</li> <li>Referee aspects of the game within a competition framework.</li> <li>Awareness of communication skills required with players</li> </ul>	<ul style="list-style-type: none"> <li>Understand the rules and their application.</li> <li>Understand player movement and play.</li> <li>Have good presentation and control of the match.</li> <li>Have good communication with players.</li> <li>Understand the roles of the Referee / Marker.</li> </ul>	<ul style="list-style-type: none"> <li>Have a comprehensive understanding of the rules and their application.</li> <li>Beginning to show understanding of elite level player movement and play.</li> <li>Have very good presentation and control of the match.</li> <li>Have good composure and body language under stress.</li> <li>Have clear communication with players.</li> <li>Undertake the roles of the Referee/Marker.</li> </ul>

The online examinations for each WSO Officiating Level are subject to a qualification course fee which will be published prior to the launch of the website.

## **Level 1**

Level 1 is the first of the formal qualification Officiating levels, targeting anyone (including juniors) who already participate in Squash in some capacity and who wish to referee, supervise and officiate squash at club/state/province or county events.

Course work is broken down into seven modules, each module corresponding to one or more aspects of the rule book (e.g. level 0 basic rules, interference, conduct, and appeals).

Each module will be broken down into sections, providing an introduction and description in the form of text, pictorials or videos.

All modules are completed by an online exam on the complete learning which comprises randomly generated questions and video clips to determine knowledge and competency.

The online exam must be taken at least once every three years to maintain certification at Level 1.

On successful completion, the referee will be able to demonstrate basic refereeing skills based on appropriate theoretical knowledge and an awareness of communication skills required with players, all within a competition framework.

## **Level 2**

Level 2 develops the knowledge and understanding of the referee at Level 1 and introduces participation at official squash events. Level 2 is open to anyone who wants to be considered for selection to referee or supervise at Junior or Senior competitions at state, county or province level and who have had a minimum of six months experience at Level 1 (subject to fast-track).

Man-management skills associated with match presentation and control of the match start to be introduced and developed beyond the basic understanding of refereeing.

Modular course work (including online exams) further develops understanding of the rules to greater detail, provides an introduction to player movement and play, as well as an understanding of the roles of referee and marker.

For Level 2, a probationary period of one year is introduced. This is to facilitate evidence of participation and performance feedback at Level 2 events.

The online exam and continued participation must be taken at least once every three years to maintain certification at Level 2.

### **Level 3**

Level 3 continues to build on Level 2, developing the knowledge and understanding of the referee to a comprehensive and detailed knowledge and understanding of the game.

Level 3 is specific for developing referees with the skills and knowledge needed to referee at both junior and senior matches at National level and entry level WSF/PSA events and who have had a minimum of 12 months experience at Level 2 (subject to fast-track).

Modular course work (including online exams) further develops understanding and application of the rules to greater detail, as well as introducing a need to understand elite player movement and play. Match presentation and control of match is developed to a very good standard, supplemented by undertaking the roles of referee and marker.

Level 3 introduces formal assessments at matches as part of the accreditation process. The assessments are undertaken by WSO assessors within National Federations.

A probationary period of one year remains applicable at this level with re-certification required every three years.

## WSO Managed Qualifications

The following table provides a summary of Levels 4 and 5 which represent the levels of formal qualification that are managed and maintained by WSO.

	Level 4	Level 5
<b>Course Descriptor</b>	Course developing the attention to detail required of experienced Officials. Appropriate for referees with the skills and knowledge needed to officiate both junior and senior matches at National and International competitions.	Highest Level of Refereeing achievable in Squash, developing an intricate understanding of Officiating Skills. Suitable for Referees with the skills and knowledge to referee Squash at the pinnacle of the game, including WSF and PSA events around the World.
<b>Who is it for?</b>	Open to Referees who want to be considered for selection to referee or supervise at:  I. Junior and Senior matches at National and International competitions. II. Appropriate WSF/PSA events	Open to Referees who want to be considered for selection to referee or supervise at:  I. The highest level including WSF and PSA events around the World.
<b>Accreditation achieved by:</b>	<ul style="list-style-type: none"> <li>• Completion of Modular course work and periodic online testing</li> <li>• Competency based Assessment using formal transcript</li> <li>• Production of approved activity Level</li> </ul>	<ul style="list-style-type: none"> <li>• Completion of Modular course work and periodic online testing</li> <li>• Competency based Assessment using formal transcript</li> <li>• Production of approved activity Level</li> </ul>
<b>On successful completion, a referee will be able to:</b>	<ul style="list-style-type: none"> <li>• Have an excellent understanding of the rules and their application.</li> <li>• Show understanding of elite level player movement and play.</li> <li>• Have excellent presentation and control of the match.</li> <li>• Have very good composure and body language under stress.</li> <li>• Have clear communication with players.</li> <li>• Undertake the roles of the Referee/Marker.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate advanced understanding of the rules and their application.</li> <li>• Demonstrate advanced understanding of elite level player movement and play.</li> <li>• Demonstrate advanced presentation and control of the match.</li> <li>• Demonstrate advanced composure and body language under stress.</li> <li>• Demonstrate Clear communication with players.</li> <li>• Understand and accept the roles of the Referee/Marker.</li> </ul>

The online examinations for each WSO Officiating Level are subject to a qualification course fee which will be published prior to the launch of the website.

## **Level 4**

Level 4 is the first of the Officiating levels that is directly managed and maintained by the WSO. It is open to referees who want to be considered for selection to referee or supervise at junior or senior matches and National and International competitions and appropriate WSF/PSA events and who have had a minimum of 18 months experience at Level 3 (subject to fast-track).

Officials are expected to have an excellent understanding of the rules and their application in matches. Understanding of elite level player movement and play must be demonstrable. Man-management skills are expected to be excellent, with the level of composure and control of the match also excellent.

Modular course work, online examinations, attendance and assessment all form key components for accreditation at this level.

A probationary period of one year remains applicable at this level with re-accreditation required every two years

## **Level 5**

Level 5 is the pinnacle of refereeing achievable in Squash Officiating and is open to referees who want to be considered for selection to referee or supervise at the highest level including WSF and PSA events around the world.

A minimum of 24 months experience at Level 4 (subject to fast-track) is a key pre-requisite at Level 5.

Referees will have complete knowledge of the rules, and their application, as well as being able to demonstrate advanced understanding of elite player movement, advanced man-management and presentation skills.

Modular course work, online examinations, attendance and assessment all remain key components for accreditation at this level.

A probationary period of one year remains applicable at this level with re-accreditation required every two years

## **Assessor Levels**

To complement and align with the more advanced Officiating levels, a corresponding assessor hierarchy structure is being proposed.

The assessor levels will be aimed at personnel with the skills and knowledge needed to act as mentors and undertake refereeing competency assessment in matches up to and including the corresponding Officiating level.

Modular course work, competency based assessment, match assessment and referee experience will all constitute key elements of assessor accreditation.

The Assessor pathway is intended to be published mid-2018.

## **Worldwide Input**

Transition of existing Officiating levels within National Federations to the new Officiating levels is being undertaken by the WSO Consultant Group.

They are currently mapping existing referee standards (e.g. Club, Tournament, State, Provincial, National, Regional and World) to the WSO levels.

The calendar events, National, PSA and World for the recent past and for future events are being aligned with the Officiating levels.

Existing referees are being categorised against the new Officiating levels to develop uniformity across the world. Attendance at events and any existing competency assessments are the objective data necessary to support that migration.

## **WSO Website**

The WSO Centre website will be the primary interface to a range of resources to support refereeing throughout Squash. This will include a dedicated resource centre and online learning facilities, comprehensive video analysis of matches and the decision making, as well as easy access to officiating and assessor modular courses.

The purpose is to support and encourage players to have a better understanding of rules and match control, to become qualified as referees and move forward along the pathway of referee improvement.

In this way both the quantity and quality of referees and refereeing will grow to the benefit of the sport as a whole.

## **Officials Portfolio**

Officiating Qualifications and information will be added to the SPIN profile of the referee and published in the WSO Directory. This will include:

- Grade
- Records of all Qualifications
- Records of all Assessments/Feedback
- Renewal Dates
- Personal Event Calendar
- Event Attendance
- Conference/Training Camp Attendance
- Records of all matches refereed
- Evidence of prior learning (EPL)
- Personal Development Plans



## Training and Education

Competency Based Training Assessment (CBTA) uses the knowledge and experience of referee assessors who have been approved by the WSO to train and assess referee skills.

CBTA has the advantage of being able to improve skill levels by targeting key areas for development. It provides feedback on a referee's skill strengths and weaknesses, along with the provision of training material on those identified areas.

Training to be undertaken for each Officiating level and by referees and assessors shall be defined, along with the mechanisms by which that training can be undertaken and where resource material is available.

A modular approach linked to the appropriate Officiating level will provide ability to assess and assign learning to individual referee or assessor profiles.

Online verification (tests) will accompany each module to help assess competency and indicate any further learning that might be required.



PSA-055066-004  
Tournament: J.P. Morgan Tournament of Champions 2015  
Match: [1] Nicol David (MAS) v [5] Alison Waters (ENG)  
Decision: Yes Let  
Difficulty: Medium  
Area of Court: Middle, Left  
Attributes: Interference  
Rules: 8.6.6 - interference that the opponent was making every effort to avoid and the striker would have been able to make a good return  
Clarification: The player in orange plays a volley drive to the back of the court. The player in purple is positioned high on the right shoulder of the player in orange. The player in purple moves towards the ball and encounters interference that could not be avoided due to the initial position. The player in purple would have made a good return. "Yes Let" is the correct decision.

A library of video clips on different aspects of the rules, entire matches linked to the main pillars of decision making (Decision Types, Difficulty, Area of Court, Attributes and Explanations) will support online learning and competency evaluation.

## Resources

The WSO will facilitate a self-service portal that will provide an online ordering process and service catalogue. This facility being available to any registered user of the website.

This will include a dedicated resource centre and online learning facilities, as well as comprehensive video analysis of matches and the decision making, as well as easy access to courses.

An extensive repository of material can be ordered and/or downloaded, including:

- Guidelines
- Rules
- Referee and Assessor Pathway
- Score Sheets
- Code of Conduct Report Forms
- Tournament Promoters Agreement
- Tournament Organisers Documentation
- Match Analysis

The self-service portal will be quick and easy to use, provide digital delivery systems (email, PDF) as well as providing the WSO with tracking trends and visitor patterns to ensure continuous improvement that meets the needs of referees.

### **Knowledge Base**

A self-service online library of information about WSO, service or topic will be available.

Information will include referee news items, player updates, search help and common answers, as well as quick and convenient links to the online resource section.