



**Guidelines for
WSF Assessors**

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GUIDELINES FOR WSF ASSESSORS

Introduction

As part of its commitment to improve international refereeing, WSF has adopted a Competency-Based Training and Assessment (CBTA) framework. Programmes have been developed for each level of refereeing from Introductory to World and they specify:

- The pre-requisites needed to enter the programme - eyesight and hearing requirements, existing refereeing qualifications and previous refereeing experience,
- The competencies (knowledge and skills) required,
- Training to achieve the competencies,
- Assessment requirements, including standards and the number and level of assessments needed,
- Refereeing activity needed prior to appointment, and
- Ongoing assessment and activity requirements for re-appointment.

Full details can be found in the respective WSF CBTA programmes. Sections which are particularly relevant to assessment are included in the appendices to these guidelines (see CBTA Programme Summary below).

As the CBTA programmes specify that all of the competencies for the International and World levels be assessed when candidates are refereeing matches, new assessment sheets have been developed. The main difference is the inclusion of a new page (page 3) where the assessment against each of the competencies is made, and standards for these assessments are defined. There are also separate sheets for the International and World levels covering the different standards that apply (see WSF Assessment Sheets for International Referees and World Referees attached as Appendices 4 and 5 respectively).

In the interest of fairness towards candidates, all WSF Assessors must apply similar standards when assessing candidates. These guidelines have been developed to assist Assessors in using the new assessment sheets to assess candidates for International and World level to a consistent standard, and in accordance with the respective CBTA programmes for those levels.

CBTA Programme Summary

Content from the CBTA programmes which is particularly relevant to assessment can be found in the appendices to these guidelines as follows:

- Competencies for International and World Referees - contained in the first column of Appendix 1. The competencies are the same for each level, but assessment requirements and standards differ.
- Assessment standards - contained in columns 3 and 2 of Appendix 1 for International and World levels respectively, together with an explanation. These relate directly to the new WSF International and World Assessment Sheets. Page 3 of the sheets requires the WSF Assessor to record the standard achieved against each competency.
- Criterion-based representation of the International and World standards – contained in Appendix 2, together with further standards that do not meet the International and World criteria. These are included as a further guide to differentiating between the various levels of competence for referees.

- Sections from the International and World CBTA programmes covering the activity and assessment requirements for each level – contained in Appendix 3. These specify the number and level of matches that must be refereed by candidates, the number of assessments that a candidate must pass and the player standard for those assessments.

GUIDELINES FOR USING THE WSF ASSESSMENT SHEETS FOR INTERNATIONAL AND WORLD REFEREES

This section contains further clarification on completing the WSF Assessment Sheets. It contains definitions of terms used in the sheets and full explanations of the standards to apply to assessment of the competencies.

While the assessment of a candidate's performance is always dependent on the judgement of the Assessor, Assessors are required to follow these guidelines in reaching their overall assessment. Where an Assessor decides not to apply a specific guideline, this must be documented (with reasons) on the assessment sheet.

Page 1 – Key to Incorrect Decisions:

An important aspect in achieving consistency between WSF Assessors is the interpretation of the Key to Incorrect Decisions. To achieve this consistency, the following definitions will apply:

- Marginal Difference – applies to a situation where the candidate's decision is different to that of the Assessor but within an acceptable limit of the Assessor
- Incorrect Decision – the decision is clear to the Assessor, but the candidate gives a different decision
- Totally Wrong Decision – the candidate completely misinterprets the situation and gives a totally wrong decision

Page 3 – Rules Interpretation and Decision-Making:

Page 3 is a new part of the Assessment Sheets not seen in previous versions. Candidates must achieve the required standard in all competencies on this page of the Assessment Sheet in order to pass the assessment. Therefore, it is important for all WSF Assessors to follow a common standard so that candidates are treated in a similar manner by different Assessors. Appendix 1 contains the standards that are used, together with brief explanations. Further explanation is contained below.

1. Knows and applies correctly all the Rules that arise in a match.

It will be unlikely that a single match would provide the candidate with the opportunity to demonstrate full knowledge of *all* the Rules of Squash. Thus the Assessor can assess the candidate's knowledge only of those Rules that arise in a match.

2. Correct decisions on interference, including minimal interference.

The standard for an acceptable performance by a candidate in this area is consistently correct decisions on interference throughout the match. For International level, a 10% error rate is allowed and for World level, 7%.

However, a totally wrong decision on interference must result in a negative assessment of this competency.

3. Correct decisions on other areas.

There are too many possible “other areas” to be listed here, but examples in this category would be: turning, further attempts, injuries and bleeding, fallen objects, etc. Here again, the standard that Assessors should apply is a maximum 10% error rate for International level and 7% for World. Again, a totally wrong decision in this category should result in a negative judgement of this competency.

4. Consistency in decision-making.

Consistency in decision-making is the primary requirement of all officiating. In squash, this is the ultimate test of a referee, and thus an International Referee must demonstrate a high level of consistency in decision-making during a match, and a World Referee must demonstrate a superior level of consistency during a match and in all matches.

5. Correct decisions on movement of the players.

The candidate must demonstrate a good understanding of the players’ movement both to the ball and in clearing after having hit the ball. The latter is the most crucial: a player who does not clear as quickly as possible out of the opponent’s direct path to the ball must be penalised (if the opponent requests a let), and any candidate for International and World levels must demonstrate an understanding of that situation. At the elite level in particular, the ability to recognise that a player is not making every effort to clear after completing the follow-through is essential.

Similarly, a candidate must demonstrate an awareness of situations in which a player does not make every effort to play the ball – choosing instead to stop and request a let for interference. If the Referee does not send a clear signal to the player that the latter must make every effort to go to and play the ball, the flow of the match will probably suffer, and too many lets will be the result.

For this and the following competencies 6, 7 and 8, numbers of allowable marginally different and incorrect decisions are specified in Appendix 1. Assessors are to use their judgement on passing a candidate when a combination of marginally different and incorrect decisions occur. The range in the number of marginally different and incorrect decisions is given to allow Assessors flexibility to account for the total number of these decisions in the match. Again, a totally incorrect decision in any of these categories should result in a negative judgement of the competency.

6. Correct decisions on swing-interference.

This is often a difficult area for referees, and the Assessor must be looking for consistency of decision-making by the candidate. It may well be that the Assessor would apply a slightly different standard on backswing interference than the candidate does in the match, but the Assessor should permit the candidate to establish his or her standard (as long as it is within acceptable limits) and then assess whether or not the candidate’s subsequent decisions remained consistent with this standard.

7. Correct decisions on player's effort to play the ball, including recognising minimal interference.

The candidate must demonstrate an understanding of situations where a player fails to make every effort to get to and play the ball. It might happen, for example, that the player takes a slightly indirect line to the ball in order to create interference, or to create more interference than there would have been if the player had taken a direct line; or a player may request a let when the interference is so minimal that it was not a significant impediment to that player's ability to play the ball. This is an area where candidates for International Referee frequently do not demonstrate sufficient understanding of the game of squash at the elite level. Thus the Assessor should pay close attention to this aspect.

8. Correct decisions on winning shots.

It is too easy for a referee to award a let when a tough (but correct) decision is required. An International Referee must demonstrate both the competence and the courage to say "No let" when a winning shot has been struck.

9. Good understanding of the context of the match.

Not all matches are of the same intensity or importance. The Final of the British Open for example, is clearly a more intense (and more important) event than the third match in a dead rubber at a World Team Championships. While the candidate is still expected to make correct decisions in all matches, the candidate should also demonstrate an awareness of the event and the significance of the match.

10. Good control of the match.

The candidate must demonstrate the ability to maintain firm and effective control of the match, without being officious or overbearing. A candidate who overlooks poor conduct by a player is not performing to International standard.

11. Good composure.

Under the stress of a match between elite players, the candidate must retain good composure if the decision-making is to be calm and dispassionate.

12. Good communication with the players.

The ability to explain decisions quickly and clearly, plus the ability to communicate effectively with the players is an essential element of an International Referee's competence.

Note: Where an Assessor determines that a candidate for re-appointment as an International Referee has exceeded the required standard against all or most of the competencies, the Assessor may also choose to fill in and attach to the assessment sheet a page 3 from the WSF Assessment Sheet for World Referees. This should be done before Assessor and candidate sign the assessment sheet. It will provide the candidate and the WSF Review Board with more specific information on the candidate's performance against the World standard and areas requiring improvement before that standard is reached.

Page 4 - Description of match:

The Assessor's judgement of the level of difficulty of the match is crucial in gaining an overall appraisal of the candidate's performance. It may well be that the candidate made correct decisions throughout the match, but if the match was very one-sided, or if there were comparatively few decisions, or if most of the decisions were straightforward, this should result in the Assessor's designating the match as "easier than the required standard." On the other hand, a match that lasted 100 minutes and the candidate made 85 decisions would merit the description "very difficult match."

While it is not possible (or advisable) to reduce the assessment of the level of difficulty of a match to an arithmetical formula, a guideline for a match that meets the International standard of difficulty might be one that lasts at least four games and in which the candidate had to make at least 25 decisions, of which a significant number were difficult rather than easy.

In addition, in assessing the difficulty of a match, Assessors need to pay attention to the quality of the players, their world ranking, their behaviour on court, and the importance of the match.

Page 4 - Position of Referee and Assessor:

A candidate's performance may be affected by the location of the Referee's seat during a match. One might expect a candidate who is seated in the optimum location to have a better opportunity of performing to International standard than one who is seated twenty rows behind the court. As a guideline, Assessors may apply the following standards:

- Excellent – in the position prescribed by the Rules, immediately over the back wall, or on an overlooking balcony.
- Reasonable – seated in the audience in a central position (in line with the T) no more than 15 feet (4.5 metres) from the back wall and raised sufficiently to permit the officials a good view of the action on court.
- Not Reasonable – further back from the court and/or without sufficient elevation.

Similarly, the position of the Assessor may well affect the assessment. Ideally, the Assessor would be seated close to the candidate, in order to have a similar perspective of the court. If the position of the Assessor is nowhere near that of the candidate, this needs to be taken into consideration in the Assessor's assessment of the candidate's performance.

Assessor's Summary – Candidate Receptive to Feedback – Final Comments

The Assessor should fill in the Assessor's Summary section prior to discussing the assessment with the candidate. After discussion, the Assessor should fill in the Receptive to Feedback section and the Final Comments section, prior to signing and having the candidate sign.

Appendix 1

Competencies and Assessment Standards for the International and World Levels

	Competencies	World Standard	International Standard
1.	Demonstrate a comprehensive understanding of the Rules and their interpretation and apply the Rules in accordance with accepted international interpretations	Knows thoroughly all rules arising in a match and applies them correctly	Knows thoroughly all rules arising in a match and applies them correctly
2.	Make correct decisions on interference, including minimal interference	All decisions on interference excellent - no more than 7% error rate - no totally wrong decisions	Almost all decisions on interference correct - no more than 10% error rate - no totally wrong decisions
3.	Make correct decisions on other areas of the Rules	All decisions on other areas excellent - no more than 7% error rate - no totally wrong decisions	Almost all decisions on other areas correct - no more than 10% error rate - no totally wrong decisions
4.	Demonstrate consistency in decision-making	Superior consistency in decision-making	Good consistency in decision-making
5.	Demonstrate an understanding of the movement of players when going to and when moving off the ball	All decisions on movement of the players excellent - no more than 1 or 2 marginal differences - no more than 1 incorrect decision - no totally wrong decisions	Almost all decisions on movement of the players correct - no more than 2 or 3 marginal differences - no more than 1 or 2 incorrect decisions - no totally wrong decisions
6.	Demonstrate an understanding of swing-interference	All decisions on swing-interference excellent - no more than 1 or 2 marginal differences - no more than 1 incorrect decision - no totally wrong decisions	Almost all decisions on swing-interference correct - no more than 2 or 3 marginal differences - no more than 1 or 2 incorrect decisions - no totally wrong decisions
7.	Demonstrate an understanding of a player's effort to play the ball	All decisions on player's effort to play the ball (including minimal) excellent - no more than 1 or 2 marginal differences - no more than 1 incorrect decision - no totally wrong decisions	Almost all decisions on player's effort to play the ball (including minimal) correct - no more than 2 or 3 marginal differences - no more than 1 or 2 incorrect decisions - no totally wrong decisions

	Competencies	World Standard	International Standard
8.	Demonstrate an understanding of a winning shot at the elite level	All decisions on winning shots excellent - no more than 1 or 2 marginal differences - no more than 1 incorrect decision - no totally wrong decisions	Almost all decisions on winning shots correct - no more than 2 or 3 marginal differences - no more than 1 or 2 incorrect decisions - no totally wrong decisions
9.	Understand the context of the match	Excellent understanding of the context of the match	Good understanding of the context of the match
10.	Demonstrate control of the match using the Conduct rule, if necessary	Authoritative but not overbearing control of the match	Good control of the match
11.	Demonstrate composure in stressful situations	Complete composure in all situations	Good composure
12.	Communicate effectively with players	Excellent communication with the players	Good communication with the players

Appendix 2

Criterion-Based Assessment Standards

	World Standard	International Standard	Not Yet International Standard	Below International Standard
1.	Knows thoroughly all rules arising in a match and applies them correctly	Knows thoroughly all rules arising in a match and applies them correctly	Knows rules arising in a match and mostly applies them correctly	Does not know a number of rules and/or applies some incorrectly
2.	All decisions on interference excellent (up to 7% errors)	Almost all decisions on interference correct (10% errors)	Some decisions on interference incorrect (more than 10% errors)	Many decisions on interference incorrect (more than 15% errors)
3.	All decisions on other areas excellent	Almost all decisions on other areas correct	Some decisions on other areas incorrect	Many decisions on other areas incorrect
4.	Superior consistency in decision-making	Good consistency in decision-making	Barely adequate consistency in decision-making	Poor consistency in decision-making
5.	All decisions on movement of the players excellent	Almost all decisions on movement of the players correct	Some decisions on movement of the players incorrect	Many decisions on movement of the players incorrect
6.	All decisions on swing-interference excellent	Almost all decisions on swing-interference correct	Some decisions on swing-interference incorrect	Many decisions on swing-interference incorrect
7.	All decisions on players' effort to play the ball (including minimal) excellent	Almost all decisions on players' effort to play the ball (including minimal) correct	Some decisions on players' effort to play the ball (including minimal) incorrect	Many decisions on players' effort to play the ball (including minimal) incorrect
8.	All decisions on winning shots excellent	Almost all decisions on winning shots correct	Some decisions on winning shots incorrect	Many decisions on winning shots incorrect
9.	Excellent understanding of the context of the match	Good understanding of the context of the match	Barely adequate understanding of the context of the match	Poor understanding of the context of the match
10.	Authoritative but not overbearing control of the match	Good control of the match	Barely adequate control of the match	Poor control of the match
11.	Complete composure in all situations	Good composure	Barely adequate composure	Poor composure
12.	Excellent communication with the players	Good communication with the players	Barely adequate communication with the players	Poor communication with the players

Minimum Requirements for Activity and Assessments (excerpted from the WSF CBTA Programmes for International and World Referees)

INTERNATIONAL REFEREE

Activity – Initial Appointment and Re-Appointment

5.1 In order to achieve a satisfactory level of activity, a candidate must fulfil the requirements both of 5.1.1 and 5.1.2:

5.1.1 Within a 3-year period, a candidate will be required to referee at least 15 matches conforming to one of the following standards:

5.1.1.1 Any tournament or recognised match (but not exhibitions) involving players, both of whom are PSA players ranked in the top 150 or WISPA players ranked in the top 75 at the time of the match. A candidate claiming a match under this sub-paragraph as a valid activity is required to state the PSA/WISPA ranking of the players at the time the match was played; or

5.1.1.2 Any quarter-final or subsequent match in the championship draws in either individual or team events in any of the following events: WSF World (Senior) Championships, WSF World Team (Senior) Championships; or Commonwealth Games; or

5.1.1.3 Any semi-final or subsequent match in the championship draws in either individual or team events in the WSF World Junior Men's Championships; or

5.1.1.4 Any other match considered to be of an appropriate level by a WSF Assessor assessing the match; and

5.1.2 Of these 15 matches, at least 10 must be men's matches and at least 5 must be matches between PSA players ranked in the top 30.

4.2 Practical Refereeing

A satisfactory demonstration of refereeing skills is required on Squash matches:

4.2.1 of appropriate international standard and difficulty as defined in Section 5.1;

4.2.2 that last at least four games and in which the candidate has to make at least 25 decisions, of which a significant number are difficult rather than easy; and

4.2.3 with at least 90% of the decisions made rated as correct and consistent.

Assessment – Initial Appointment and Re-Appointment (3 years)

4.5.1 To be eligible for nomination as an International Referee, a candidate must, in a 3-year period, receive at least 4 passing assessments in matches from the categories in Section 5.1, at least 3 of which must be on men's matches and at least 2 of which must be on matches between PSA players ranked in the top 30.

4.5.2 The assessments in 4.5.1 above must be from at least two WSF Assessors, at least one of whom must not be from the candidate's Region.

Assessment – Re-Appointment (1 year)

6.1.4 If appointed for a 1-year period, in addition to meeting the requirements of Section 4.5 over the preceding 3 years, during the 1-year period must receive at least 2 passing assessments on men's matches, at least 1 of which must be on matches between PSA players ranked in the top 30.

WORLD REFEREE

Activity – Initial Appointment and Re-Appointment

5.1 In order to achieve a satisfactory level of activity, a candidate must fulfil the requirements both of 5.1.1 and 5.1.2:

5.1.1 Within a 3-year period, a candidate will be required to referee at least 15 matches conforming to one of the following standards:

5.1.1.1 Any tournament or recognised match (but not exhibitions) involving players, both of whom are PSA players ranked in the top 150 or WISPA players ranked in the top 75 at the time of the match. A candidate claiming a match under this sub-paragraph as a valid activity is required to state the PSA/WISPA ranking of the players at the time the match was played; or

5.1.1.2 Any quarter-final or subsequent match in the championship draws in either individual or team events in any of the following events: WSF World (Senior) Championships, WSF World Team (Senior) Championships; or Commonwealth Games; or

5.1.1.3 Any semi-final or subsequent match in the championship draws in either individual or team events in the WSF World Junior Men's Championships; or

5.1.1.4 Any other match considered to be of an appropriate level by a WSF Assessor assessing the match; and

5.1.2 Of these 15 matches, at least 10 must be men's matches and at least 5 must be matches between PSA players ranked in the top 20.

4.1 Practical Refereeing

A satisfactory demonstration of refereeing skills is required on Squash matches:

4.1.1 of appropriate World standard and difficulty as defined in Section 5.1;

4.1.2 that last at least four games and in which the candidate has to make at least 25 decisions, of which a significant number are difficult rather than easy; and

4.1.3 with at least 93% of the decisions made rated as correct and consistent.

Assessment – Initial Appointment

4.4.1 To be eligible for nomination as a World Referee, a candidate must, in a 3-year period, receive at least 5 passing assessments in matches from the categories in Section 5.1.1, at least 4 of which must be on men's matches and at least 3 of which must be on matches between PSA players ranked in the top 20 from.

4.4.2 The assessments in Section 4.4.1 must be from at least two WSF Assessors, at least one of whom must not be from the candidate's Region.

Assessment – Re-Appointment

6.1.2.3 Continue to be assessed and pass in accordance with the requirements in Section 4.4, except that 4 passing assessments are required in matches from the categories in Section 5.1.1, at least 3 of which must be on men's matches and at least 2 of which must be on matches between PSA players ranked in the top 20.