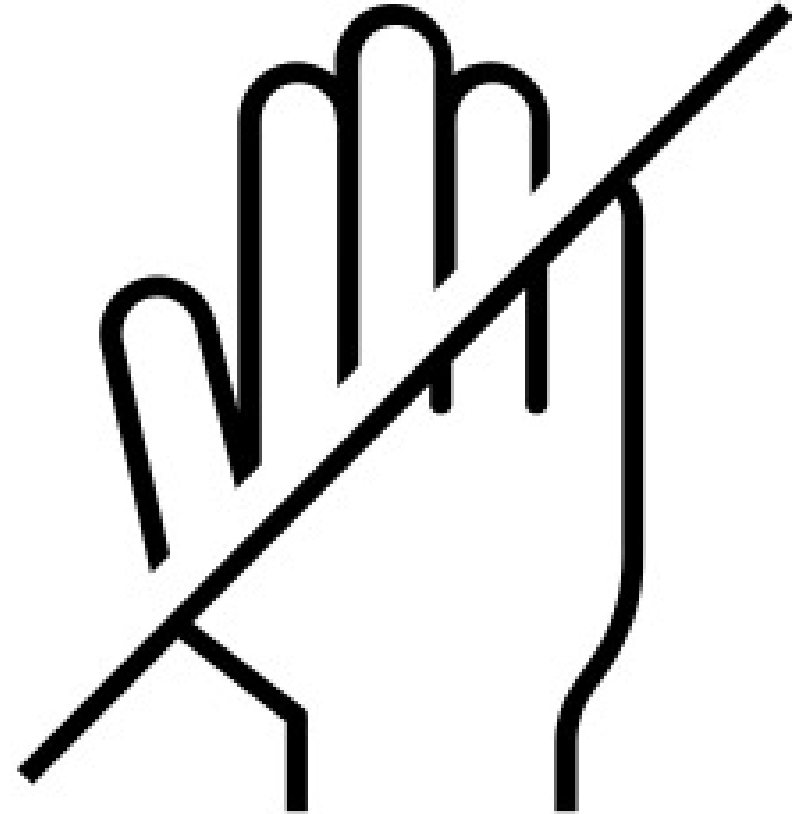




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Key Performance Indicators

for Referee Mentors

August 22, 2024





KEY PERFORMANCE INDICATORS (KPIs)



WEBINAR AGENDA

- What is the role of the Mentor?
- Key line items from game evaluation form
- How do these items help you structure your feedback?
- Are there certain Key Performance Indicators (KPI) that are more important than others?
- Video examples with discussion
- Q&A





KEY PERFORMANCE INDICATORS (KPIs)

Key Performance Indicators (KPIs) are the critical (key) quantifiable indicators of progress toward meeting performance objectives.

- Recognized and easily understood
- Measured in a consistent manner
- Easy to collect and record
- Useful indicator of the “health” of officiating
- Provides historical data for analysis
- Provides information for diagnostics/post-game reflections





ROLE OF THE MENTOR: GAME OBSERVATIONS

- Recognize Key Performance Indicators
- Recognize important game decisions
- Understand and interpret the Laws of the Game at the level of competition
- Understand team tactics and style of play
- Understand the roles of coaches and team officials
- Recognize responsible and irresponsible behavior in the technical area
- View the game from angles around the field



REFEREE PERFORMANCE CATEGORIES:

MATCH CONTROL



KPI Examples:

- Recognition of fouls and misconduct
- Use of advantage
- Managing gray



REFEREE PERFORMANCE CATEGORIES: INTERACTION WITH PARTICIPANTS

KPI Examples:

- Body language
- Deportment
- Game temperature



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REFEREE PERFORMANCE CATEGORIES: GAME MANAGEMENT

KPI Examples:

- Injury management
- Time management
- Restart management



REFEREE PERFORMANCE CATEGORIES:

TEAMWORK



KPI Examples:

- Interaction with crew
- Eye contact
- Decision involvement



REFEREE PERFORMANCE CATEGORIES: POSITIONING

KPI Examples:

- Support of Match Control
- Proximity to play
- Open view in final third



REFEREE PERFORMANCE CATEGORIES: MOVEMENT

KPI Examples:

- Support of good positioning
- Use of speed
- Lateral adjustments
- Stamina



ASSISTANT REFEREE PERFORMANCE CATEGORIES: OFFSIDE

KPI Examples:

- Coverage of Offside
- Wait and see



ASSISTANT REFEREE PERFORMANCE CATEGORIES: INVOLVEMENT AND ASSISTANCE

KPI Examples:

- Boundaries
- Foul/misconduct info to referee
- Ability to switch focus: from ball to offside and from offside to ball



ASSISTANT REFEREE PERFORMANCE CATEGORIES: POSITIONING

KPI Examples:

- Offside alignment
- Coverage of goal line



ASSISTANT REFEREE PERFORMANCE CATEGORIES: MOVEMENT

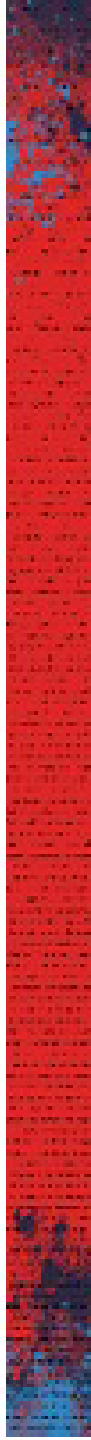
KPI Examples:

- Support of offside alignment
- Lateral and sprint
- Anticipation



ROLE OF THE MENTOR: WHAT TO DO

- Guide discussions about positives observed during the game and areas for improvement
- Reinforce decision making processes that contributed to correct decisions in the game
- Offer options/solutions to address areas for improvement in the next game





ROLE OF THE MENTOR: HOW TO DO IT

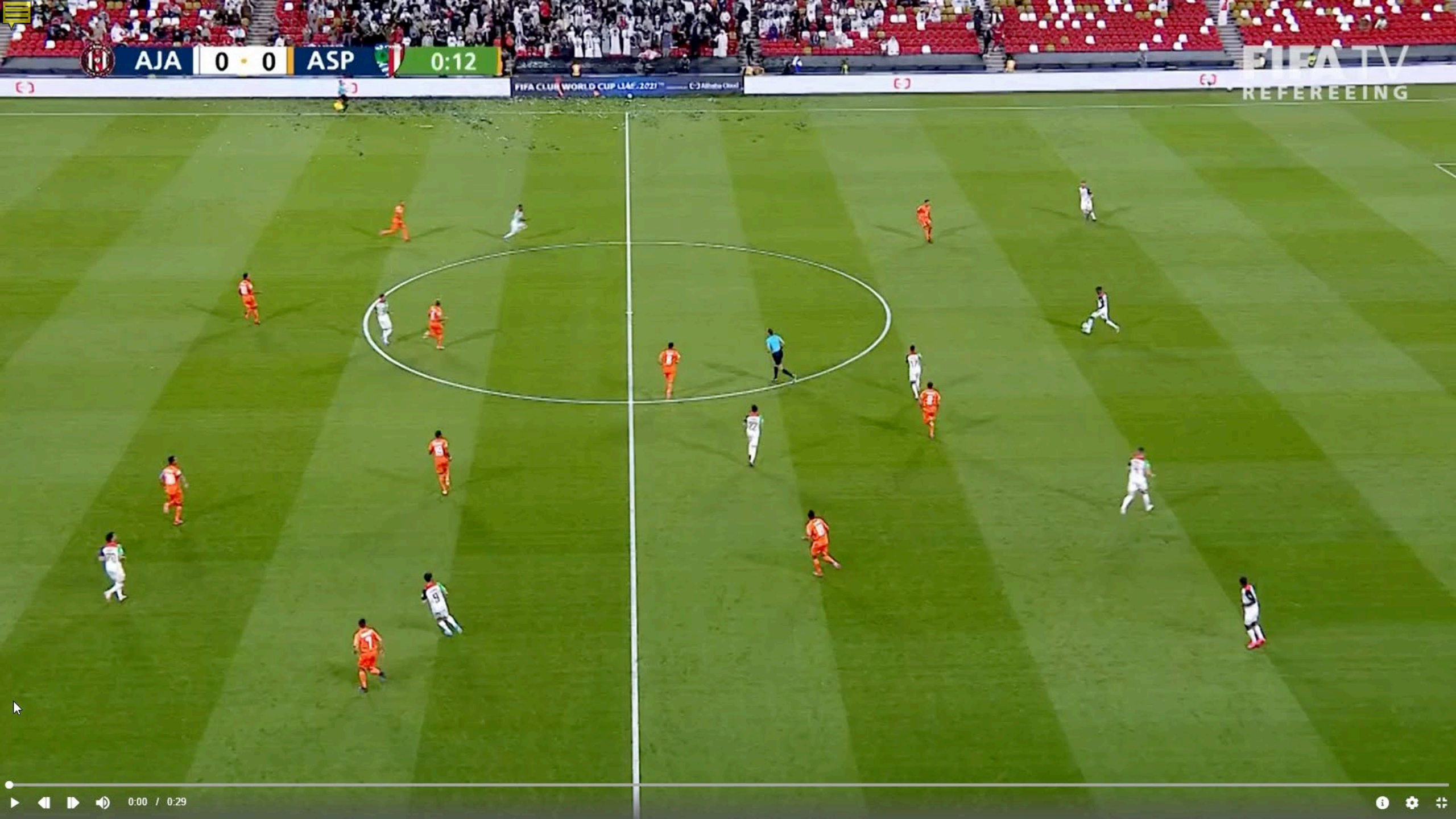
- Feedback Specialist
- Motivator
- Coach
- Protector
- Encourager
- Developer
- Educator
- Help referees see what is possible
- Identify areas for improvement that are actionable



VIDEOS

Clip, Poll and Summary





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0:12

FIFA CLUB WORLD CUP UAE 2021


Al Jaber Stadium

FIFA TV
REFEREEING

POLL QUESTION

- In the Poll, please select all KPIs that apply to this clip:
 - Match Control
 - Interaction with participants
 - Game Management
 - Teamwork
 - Positioning
 - Movement





Summary of the Clip

KPIs: Positioning and Movement

- Good example of positioning and movement by both the Referee and AR
- Referee: Good sprinting, coverage of the edge of the Penalty Area, and lateral movement
- AR: Good anticipation, lateral movement, sprinting, and transitioning





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POLL QUESTION

- In the Poll, please select all KPIs that apply to this clip:
 - Match Control
 - Interaction with participants
 - Game Management
 - Teamwork
 - Positioning
 - Movement





SUMMARY OF THE CLIP

KPIs: Teamwork and Offside

- Incorrectly called Offside because the ball was last played by the defender
- Encourage the team to take their time
- Referee should have waved down the AR, or go over and talk to the AR
- The Referee and AR needed to use teamwork to correctly make this decision

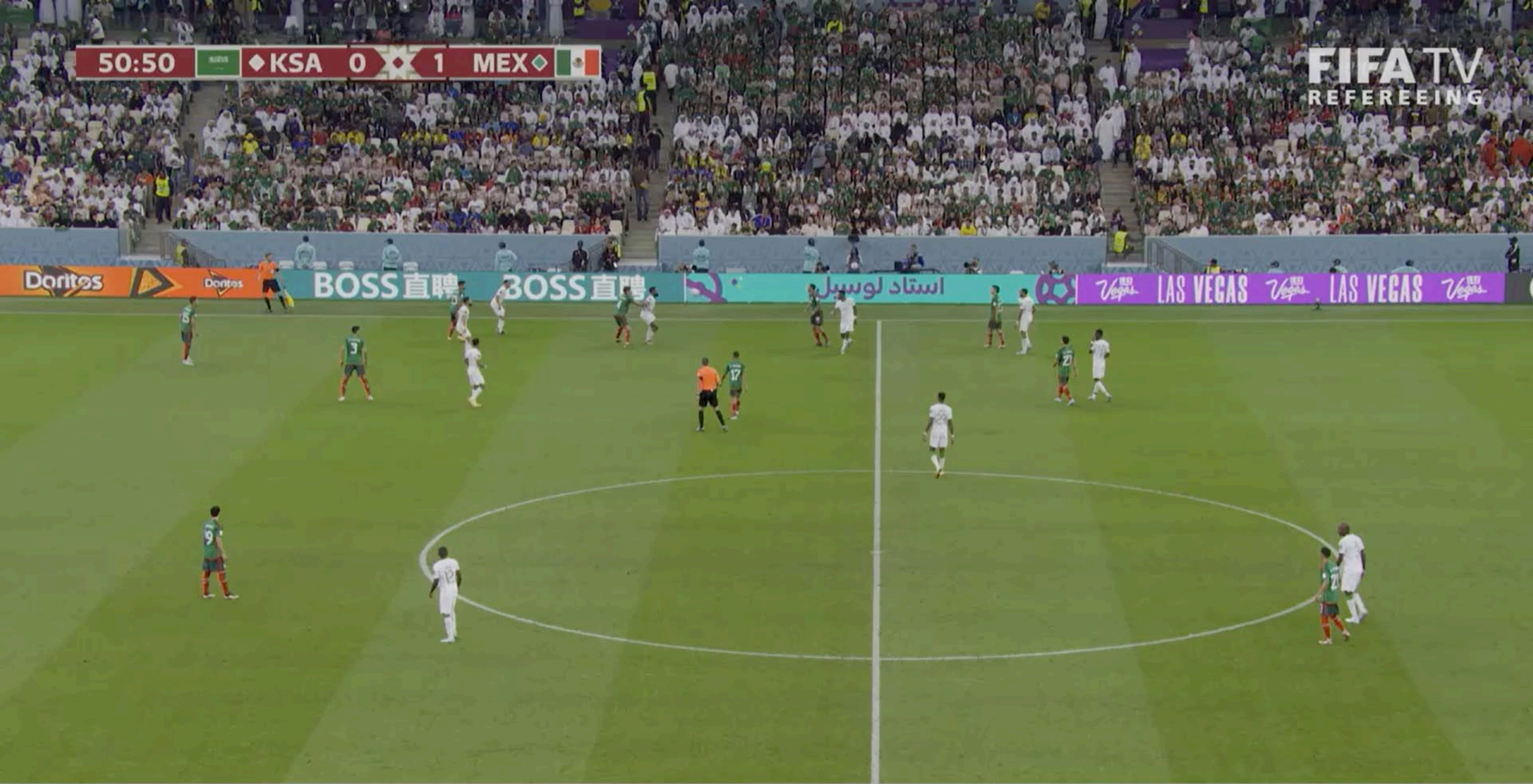
Important Information Before Watching the Clip

Set Up: Green is attacking White



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POLL QUESTION

- In the Poll, please select all KPIs that apply to this clip:
 - Match Control
 - Interaction with participants
 - Game Management
 - Teamwork
 - Positioning
 - Movement





SUMMARY OF THE CLIP

KPIs: Match Control, Movement, and Interaction with Participants

- Football understanding
- Anticipation
- Dynamic Sprint
- Angle/Proximity
- Interaction with Participants (make sure that the player is engaging/aware)

IMPORTANT INFORMATION BEFORE WATCHING THE CLIP

Set Up: Blue is attacking Red Stripes





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POLL QUESTION

- In the Poll, please select all KPIs that apply to this clip:
 - Match Control
 - Interaction with participants
 - Game Management
 - Teamwork
 - Positioning
 - Movement





SUMMARY OF THE CLIP

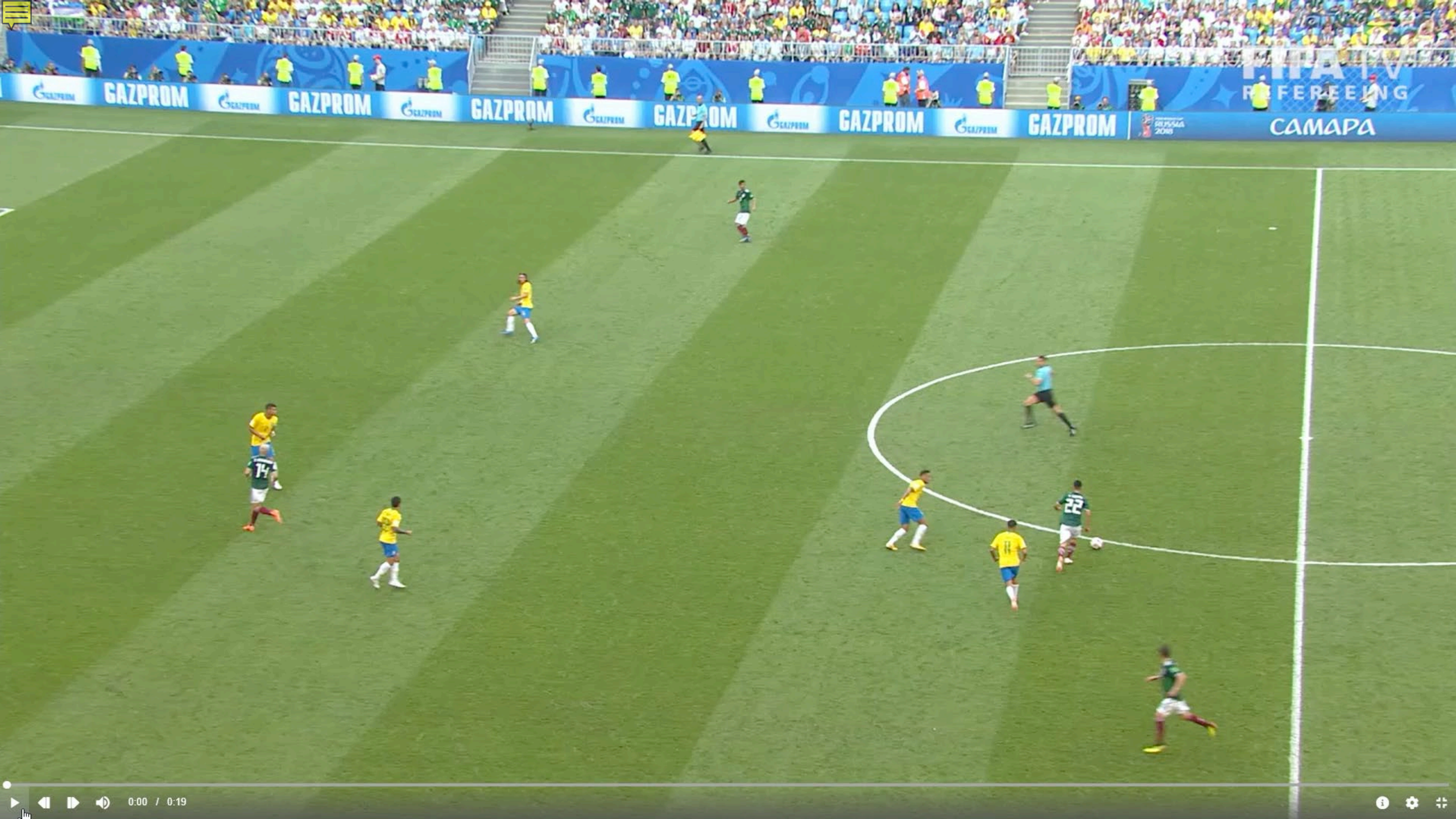
KPI: Movement

- Good anticipation of the next phase of play by both the Referee and the AR
- Good sprinting by both Referee and AR
- Good use of eye contact with the AR to get the sub into play

IMPORTANT INFORMATION BEFORE WATCHING THE CLIP

Set Up: Green is attacking Yellow






POLL QUESTION

- In the Poll, please select all KPIs that apply to this clip:
 - Match Control
 - Interaction with participants
 - Game Management
 - Teamwork
 - Positioning
 - Movement





SUMMARY OF THE CLIP

KPI: Match Control

- Correctly given caution for the reckless challenge
- Improvement from previous clip: Made eye contact with the player getting the card
- Good burst of movement which creates proximity and angle for the foul
- AR does well to not provide (visual) involvement

IMPORTANT INFORMATION BEFORE WATCHING THE CLIP

Set Up: White is attacking Green





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POLL QUESTION

- In the Poll, please select all KPIs that apply to this clip:
 - Match Control
 - Interaction with participants
 - Game Management
 - Teamwork
 - Positioning
 - Movement





SUMMARY OF THE CLIP

KPI: Interaction with Participants

- Clear communication with both face and body language
- Best practice of the “No More” delivery
- Even if no words were used, everyone got the message
- The Gray: the referee’s actions matched the severity of the foul

IMPORTANT INFORMATION BEFORE WATCHING THE CLIP

Set Up: Blue is attacking Yellow





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POLL QUESTION

- In the Poll, please select all KPIs that apply to this clip:
 - Match Control
 - Interaction with participants
 - Game Management
 - Teamwork
 - Positioning
 - Movement





SUMMARY OF THE CLIP

KPI: Match Control

- Missed send off for Serious Foul Play (SFP)
- Good proximity and position
- Discuss why this did not result in a correct decision



THANK YOU!



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