

Referee Evaluation Manual

National



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ONE TEAM.**

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KEY COMPONENTS OF A SCORE



Key Components of a Score

There are three main components that will heavily affect the score.

1. Each match official's General Performance (GP), with priority placed on:

Referee: Match Control / Interaction with Participants

Assistant Referee: Offside / Involvement and Assistance

2. Degree of match difficulty

This can vary for each individual match official

3. CMIs and CREs

Referee: CMIs and incorrect cautions (given or not given) for reckless challenges, SPA, downgraded DOGSO, handball to score or attempt to score a goal, and handball with an unsuccessful attempt to prevent a goal

Assistant Referee: CMIs and incorrect offside decisions that lead to or negate a promising attack



Key Components of a Score (GP – Referee)

Match Control (MC)

- Consistent and credible recognition of foul play
- Consistent and credible recognition of cautionable offences (players)
- Consistent and credible recognition of warnings /cautionable offences (team officials)
- Recognition and management of persistent offences
- Use of advantage
- Managing the grey areas
- Management of mass confrontation



Key Components of a Score (GP – Referee)

Interaction with Participants (IP) (Players and Team Officials)

- Used appropriate verbal communication, body language, and mannerisms
- Was open to appropriate communication from participants
- Proactive management of players pushing / pulling prior to the ball put into play
- Recognized difference between frustration and dissent and managed appropriately
- Showed composure and appropriate range of responses to match nature of incident
- Identified changes in game temperature and proactively managed those changes



Key Components of a Score (GP – Referee)

Game Management (GM)

- Injury management
 - Including correct implementation of head injury protocol, re-entry of treated players, blood
- Time management
 - Appropriate time given, minimum time played, extension & communication for added events
- Restart management
 - Including quick/ceremonial free kicks, goal/corner kicks, penalty kicks, throw-ins, dropped balls
- Wall management
 - Correct distance of defenders from the ball, correct distance of attackers from the wall
- Signaling according to Laws of the Game
- Equipment Management
 - Including jewelry, shin guards, socks/tape, visible compression undergarments



Key Components of a Score (GP – Referee)

Teamwork (TW)

- Acknowledgement and/or overrule of AR assistance
 - Including offside, fouls/misconduct, boundary lines
- Appropriate delegation of responsibilities to other crew members
 - Including wall management
- Effective use of eye contact, discreet signals for communication, or electronic communication systems
- Cooperation with fourth official
 - Including fouls/misconduct, injury management, substitutions, team officials misconduct
- Cooperation with VAR and AVAR
 - Correct application of VAR protocols, if applicable



Key Components of a Score (GP – Referee)

Positioning (PS)

- Took positions to achieve good viewing angles
 - Including challenges, in and around the penalty area
- Credible proximity to attacking play and/or challenges
- Recognized low/medium and high-pressure tactics and adjusted position accordingly
 - Anticipation vs. reaction
- Recognized the breakdown of play and adjusted position accordingly
 - Anticipation vs. reaction
- Anticipated drop zone, adjusted position while the ball was in the air, scanned off-ball
- Adjusted body orientation in the attacking third to have open view of penalty area play and lead AR



Key Components of a Score (GP – Referee)

Movement (MV)

- Work rate matches the needs of the game
- Stamina levels displayed from beginning to end of game
- Sprinting ability and appropriate use of sprinting to stay proximate to play
- Used explosive movement/visible change of pace/changes in direction (challenges / turnovers / counterattacks)
- Appropriate use of backward and lateral movement (agility) to gain good viewing angles
- Appropriate use of backward and lateral movement (agility) to stay out of active player zones



Key Components of a Score (GP – AR)

Offside (OS)

- Correct identification of routine non-CMI offside offences (flag raised or not raised) (OIP, OIO, OGA)
- Correct identification of difficult non-CMI offside offences (flag raised or not raised) (OIP, OIO, OGA)
- Appropriately gave the benefit of doubt to the attacking team
- Appropriate application of the "wait and see" principle



Key Components of a Score (GP – AR)

Involvement and Assistance (IA)

- Correct assistance with boundary line decisions
- Correct identification of fouls within area of responsibility
- Correct identification of cautionable offences within area of responsibility (players)
- Correct identification of cautionable offences within area of responsibility (team officials)
- Appropriate switch of focus between offside, boundary line, foul/misconduct priorities
- Appropriate assistance within area of responsibility
 - Including player/team official management, wall management, encroachment
- Effective use of communication
 - Eye contact / discreet signals / electronic systems
- Participated appropriately during mass confrontations
- Appropriate flag mechanics and techniques



Key Components of a Score (GP – AR)

Positioning (PS)

- Correct alignment with second-to-last-opponent or the ball throughout the match
- Credible positioning at goal line to make boundary line or goal/no-goal decisions



Key Components of a Score (GP – AR)

Movement (MV)

- Appropriate use of lateral movement
 - Including imminent offside decisions and/or maintaining an open view of play
- Reading / Anticipating play and effective use of transitions between lateral movement and sprinting
- Appropriate use of explosive movement and sprinting
- Work rate matches the needs of the game
- Stamina levels displayed from beginning to end of game



Key Components of a Score (GP – 4th Official)

Involvement and Assistance (IA)

- Proactive and preventative management for situations within area of responsibility
- Appropriate involvement and information for fouls and misconduct within area of responsibility
- Appropriate involvement and information for incidents out of the view of the referee (players)
- Consistent and credible recognition of warnings/cautionable offences (team officials)
- Accurate management of substitution procedures
- Appropriate assistance with injury management
 - Including stretcher, medical staff, blood, re-entry of treated players
- Accurate completion of administrative duties before, during, after the match



Key Components of a Score (GP – 4th Official)

Management of the Technical Area (TA)

- Was open to appropriate communication with team officials
- Used appropriate verbal communication, body language, mannerisms



GAME DIFFICULTY



Game Difficulty

Degree of Difficulty

- There are three levels of difficulty: Normal, Difficult, and Very Difficult.
- This component is specific for each Match Official, who all get their own personal degree of difficulty for the game. For example, the Referee can have a “Very Difficult” rating, while Assistant Referee 1 can have a “Normal” rating.
- The referee coach must use their expertise, experience, and “feel” for the game to evaluate these factors and their overall impact, the type of decisions required, the complexity of the decisions, and the quantity of decisions.



Game Difficulty

Demand of Match Officials include:

- The behavior, attitude, and cooperation of players, coaches, team officials and administrators, and spectators
- The degree to which players accepted/rejected decisions
- Conditions of the field of play
- The weather or climate
- If the match official faced challenging decisions/situations outside the norm for the level of play
- The number of decisions to which the match official's abilities were tested



Game Difficulty

Choosing a Level

- The match official can make a big difference on the degree or level of difficulty of a game. They can make a normal game difficult, or vice-versa, and this affects the referee coach's determination regarding the difficulty of the match.
- The lack of game control on the part of a match official must NOT increase the difficulty level. A game that becomes more difficult due to the match official's decision-making does NOT get rated more difficult.



Game Difficulty

Choosing a Level

- If a match official's performance made a normal difficulty match difficult, or very difficult, then the game must be rated as "Normal" and not "Difficult" or "Very Difficult."
- If a match official's performance made a difficult or very difficult match normal, then the game must be rated "Difficult" or "Very Difficult."



CRITICAL MATCH INCIDENTS AND CLEAR REFEREEING ERRORS



Critical Match Incidents and Clear Refereeing Errors

Three types of errors

Critical Match Incident (CMI) errors: Each match official role has a prescribed list of CMIs. An error of this kind, unless the CMI difficulty is rated as “impossible,” will lower the match official’s final score.

Clear Refereeing Errors (CREs): Each match official has a prescribed list of clear refereeing errors. An error of this kind will only lower the match official’s final score if the difficulty is “routine.”

General Performance (GP) errors: Any other errors that a match official makes are considered general performance errors. An isolated error of this kind on its own may not lower the match official’s final score.



Critical Match Incidents and Clear Refereeing Errors

Considerations should be given to:

- Should any match official, *at that level of competition*, be expected to make that decision?
 - If so, the more likely the decision is clear
- If match video is available, do I need to use several *replays* or frame-by-frame to verify the decision?
 - The more replays/frame-by-frame are needed, the less likely the decision is clear
- If a group of refereeing experts voted, would the decision be nearly *unanimous*?
 - If not, the less likely the decision is clear
- Is the decision missed due to poor positioning, a lack of focus/concentration, poor mechanics, poor movement, etc.?
 - If so, the more likely the decision is clear
- Is the decision a serious and/or *obvious* misapplication of the Laws of the Game?
 - If so, the more likely the decision is clear



CRITICAL MATCH INCIDENTS



Critical Match Incidents

Critical Match Incidents (Referee)

- Penalty Kick
- Send-off (Direct) (players)
- Send-off (Direct) (team officials)
- Send-off (2nd CT) (players)
- Send-off (2nd CT) (team officials)
- Other decisions with game-changing impact
 - Involvement/Information on AR Offside decision
 - Decision which directly leads to/negates clear goal-scoring opportunity/goal
 - Mistaken Identity
 - Retake of PK
 - Other



Critical Match Incidents

Critical Match Incidents (Assistant Referee)

- Offside leads to/negates clear goal-scoring opportunity or goal
- Involvement/Information on awarding a goal
- Involvement/Information on Penalty Kick
- Involvement/Information on Send-off (Direct) (players)
- Involvement/Information on Send-off (Direct) (team officials)
- Involvement/Information on Send-off (2nd Caution) (players)
- Involvement/Information on Send-off (2nd Caution) (team officials)
- Involvement/Information on other decisions with game-changing impact

Retake of Penalty Kick

Decision which directly leads to/negates clear goal-scoring opportunity or goal

Mistaken Identity

Other



Critical Match Incidents

Critical Match Incidents (4th Official)

- Involvement/Information on Send-off (Direct) (players)
- Involvement/Information on Send-off (Direct) (team officials)
- Involvement/Information on Send-off (2nd CT) (players)
- Involvement/Information on Send-off (2nd CT) (team officials)
- Involvement/Information on other decisions with game-changing impact

Decision which directly leads to/negates clear goal-scoring opportunity or goal

Mistaken Identity

Other



CRITICAL MATCH INCIDENTS

Involvement / Information

- Offside CMIs

For **AR Offside** CMIs, mark *Involvement* as N/A and evaluate only the *Information*.

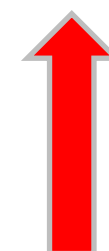
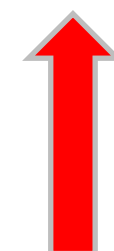
e.g., A CMI for the AR with a correctly raised flag is shown as:

Involvement: N/A

Information: Correct / Given

- Offside CMIs is the only category in which the “Correct / Not Given” combination can be given

CRITICAL MATCH INCIDENTS						
TIME (MM:SS)	CMI TYPE	INVOLVEMENT	INFORMATION	CMI DIFFICULTY	CMI DIFFICULTY REASON	SHARED
22:33	Offside leads to/negates clear goal-scoring opportunity or goal	N/A (Offside CMI only)	Correct Not Given (Offside CMI only)	Routine	Attacker(s) and defender(s) moving in same direction	



* Example of an evaluation form



CRITICAL MATCH INCIDENTS

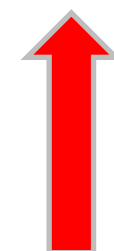
Involvement / Information

- Non-offside CMIs

Evaluate both **Involvement** and **Information**

For AR non-offside CMIs, both the *Involvement* and *Information* portions of the decisions are evaluated

CRITICAL MATCH INCIDENTS						
TIME (MM:SS)	CMI TYPE	INVOLVEMENT	INFORMATION	CMI DIFFICULTY	CMI DIFFICULTY REASON	SHARED
22:33	Involvement/Information on PK	Correct Given	Correct Given	Routine	Law 12 - elements of severity, tactical, or other considerations are identifiable and within AR's normal area of patrol	R



* Example of an evaluation form



Critical Match Incidents

Involvement and Accuracy / Action

If Involvement is marked “Correct / Given”

Then the official got involved in a CMI decision as expected

Involvement: “Correct / Not given” – Not an Option

If Involvement is marked “Incorrect / Given”

Then the official got involved in a CMI decision despite not being expected to do so

Exception: If the official provides correct information even though they were not expected to be involved, categorize the involvement as “Correct / Given”

If Involvement is marked “Incorrect / Not Given”

Then the official did not get involved in a CMI decision despite being expected to do so



Critical Match Incidents

Information and Accuracy / Action

If information is marked “Correct / Given”

Then the information provided to the other official was accurate

Information: “Correct / Not given” – Not an Option

If Information is marked “Incorrect / Given”

Then the information provided to the other official was not accurate

If Information is marked “Incorrect / Not Given”

Then information was not provided to the other official



Critical Match Incidents

If one portion of the decision is correct but the other portion is incorrect, the entire CMI is incorrect

- The official may have correctly got involved with the decision, but the information they provided was not correct.
- If the official provides correct information even though they were not expected to be involved, categorize the involvement as “Correct / Given.” In this scenario, this CMI is marked as correct.



CRITICAL MATCH INCIDENTS (EXAMPLES)

	Involvement	Information	Shared?
The AR incorrectly does not give offside on a goal.	N/A	Incorrect not given	No
The AR correctly informs the referee of a careless tripping offence by a defender inside the penalty area.	Correct given (AR correctly got involved)	Correct given (AR correctly gave information to award a PK)	Yes (with the Referee)
The AR incorrectly informs the referee of a handball offence by a defender inside the penalty area close to them even though handball did not happen.	Correct given (AR correctly got involved)	Incorrect given (AR incorrectly gave information to award a PK)	Yes (with the Referee)
The fourth official saw VC in front of them but failed to alert the referee.	Incorrect not given (Fourth official incorrectly did not get involved)	Incorrect not given (Fourth official incorrectly did not give information to give a direct send-off)	Yes (with the Referee)



CMI VS GP DECISION TYPES

- *Correctly Not Given* decisions for **Involvement/Information decisions** are addressed within General Performance, they are NOT CMIs
 - e.g. correct non-involvement for a PK decision when it is outside the scope of expected involvement of the AR



CMI DECISION TYPES – CHANGES TO ORIGINAL DECISIONS

Official	Original Decision	Changed by	Final Decision	Evaluate which decision
Referee	Incorrect	Other official, VAR, Referee	Correct	Original (Incorrect)
Referee	Correct	Other official, VAR, Referee	Incorrect	Final (Incorrect)
AR/4th (Inv/Info)	Incorrect	Referee	Correct	AR/4th: Original (Incorrect) Referee: Final (Correct)
AR/4th (Inv/Info)	Correct	Referee	Incorrect	AR/4th: Original (Correct) Referee: Final (Incorrect)
Any	Incorrect	Self	Correct	Original (Incorrect)
Any	Correct	Self	Incorrect	Final (Incorrect)



CLEAR REFEREEING ERRORS



Clear Refereeing Errors

Referee

Incorrectly given or not given caution for:

UB - Reckless

UB - SPA(H) (Outside PA)

UB – SPA (H) (Deliberate inside PA)

UB - SPA (F) (Outside PA)

UB - SPA (F) (No attempt or challenge inside PA)

UB - DOGSO (F) (Downgraded to Caution)

UB - Handball - Attempts to/Scores a goal

UB - Handball - Unsuccessful attempt to prevent
a goal

Assistant Referee

Incorrectly given or not given offside
decision that

Leads to or negates a promising attack

Note: Other than CMLs, additional caution errors or offside errors are addressed in general performance.



Clear Refereeing Errors

If the same decision is a CMI error and a CRE, only the CMI error affects the official's score.

E.g. A referee gives a caution for SPA when they should have issued a red card for DOGSO. Although there was an incorrectly given caution (SPA) and an incorrectly not given direct send-off (DOGSO), only the CMI error (incorrectly not given direct send-off) will trigger a deduction. The incorrectly given caution will not affect the score.

But if a referee fails to award a PK and fails to give a caution for a downgraded DOGSO, both the CMI error (incorrectly not given PK) and the CRE (incorrectly not given caution for downgraded DOGSO) will trigger deductions as these are two separate decisions.



Clear Refereeing Errors

In the scenario described on the last page, on the evaluation form, list only the CMI error. Incorrect caution is added to the caution data base but not to the CRE section to avoid a double deduction. Address the caution error in GP.

CAUTIONS - TOTAL NUMBER IN THE GAME							
Correct Given	0		Incorrect Given	1		Incorrect Not Given (Missed)	0
SEND OFFS - TOTAL NUMBER IN THE GAME							
Correct Given	0		Incorrect Given	0		Incorrect Not Given (Missed)	1
CRITICAL MATCH INCIDENTS							
TIME (MM:SS)	CMI TYPE	INVOLVEMENT	INFORMATION	CMI DIFFICULTY	CMI DIFFICULTY REASON		SHARED
23:45	Send-off (Direct) (players)	N/A	Incorrect Not Given	Routine	Clear view of incident		

Note: This incorrect caution will not be added to the CRE list.



CMI DIFFICULTY LEVELS AND CONSIDERATIONS



CMI Difficulty Levels and Considerations (Referee)

Routine	Difficult	Impossible
Clear view of incident	View moderately obstructed despite best positioning practices	View completely obstructed despite best positioning practices
Play occurs in isolation	Needs extreme position to view incident	
Low-moderate number/intensity of distractors/successive decisions	High number/intensity of distractors/successive decisions	Very high number/intensity of distractors/successive decisions
Should have clear view with best positioning practices		
Incident is proximate to ball		
Incident slightly off-ball but within overall view of play	Incident occurs moderately away from ball and out of normal view	Incident occurs significantly away from ball and/or completely out of normal view
Credible proximity to incident	Proximity moderately affected by unexpected/unusual aspect of the play	Proximity significantly affected by unexpected/unusual aspect of the play
Law 12 – all elements of severity identifiable or slight mix of considerations	Law 12 – some elements of severity not identifiable or significant mix of considerations	Law 12 – no elements of severity were identifiable
Law 12 – all elements of tactical considerations identifiable or slight mix of considerations	Law 12 – all elements of tactical considerations not identifiable or significant mix of considerations	Law 12 – no elements of tactical considerations were identifiable
Law 11 – elements of offside to be provided to AR are identifiable	Law 11 – elements of offside to be provided to AR not clearly identifiable	Law 11 – elements of offside to be provided to AR not identifiable



CMI Difficulty Levels and Considerations (AR)

Routine	Difficult	Impossible
Attacker(s) and defender(s) moving in same direction	Attacker(s) and defender(s) moving in opposite directions	View of attacker(s) and/or defender(s) completely obstructed
Attacker(s) and defender(s) separated in space across field but moving in same direction		
Defender(s) or attacker(s) are stationary		
Ball in same view as players		View of ball completely obstructed
Ball from moderate distance to players	Ball from long distance to players or view of ball partially obstructed	
Ball within peripheral view of AR despite being closer to near-side touchline and to the left of the AR	Ball at edge of peripheral view of AR at near-side touchline and to the left of the AR	Ball outside peripheral view of AR at near-side touchline and to the left of the AR
Low-moderate number/intensity of distractors/successive decisions or competing decisions	High number/intensity of distractors/successive decisions or competing decisions at speed	Very high number/intensity of distractors/successive decisions or competing decisions at speed
Law 11 – all elements of offside identifiable, with or without Referee information	Law 11 – some elements of offside not identifiable, with or without Referee information	Law 11 – relevant elements of offside not identifiable, with or without Referee information
Law 12 – elements of severity, tactical, or other considerations are identifiable and within AR's normal area of patrol	Law 12 – some elements of severity, tactical, or other considerations not identifiable, some mix of considerations, or at periphery of AR's normal area of patrol	Law 12 – relevant elements of severity, tactical, or other considerations not identifiable, significant mix of considerations or outside AR's normal area of patrol



CMI Difficulty Levels and Considerations (4th)

Routine	Difficult	Impossible
Low-moderate number/intensity of distractors/successive decisions or competing decisions	High number/intensity of distractors/successive decisions or competing decisions at speed	Very high number/intensity of distractors/successive decisions or competing decisions at speed
Law 12 – elements of severity, tactical, or other considerations are identifiable and within 4th official’s normal area of patrol	Law 12 – some elements of severity, tactical, or other considerations not identifiable, some mix of considerations, or at periphery of 4th official’s normal area of patrol	Law 12 – relevant elements of severity, tactical, or other considerations not identifiable, significant mix of considerations, or outside 4th official’s normal area of patrol

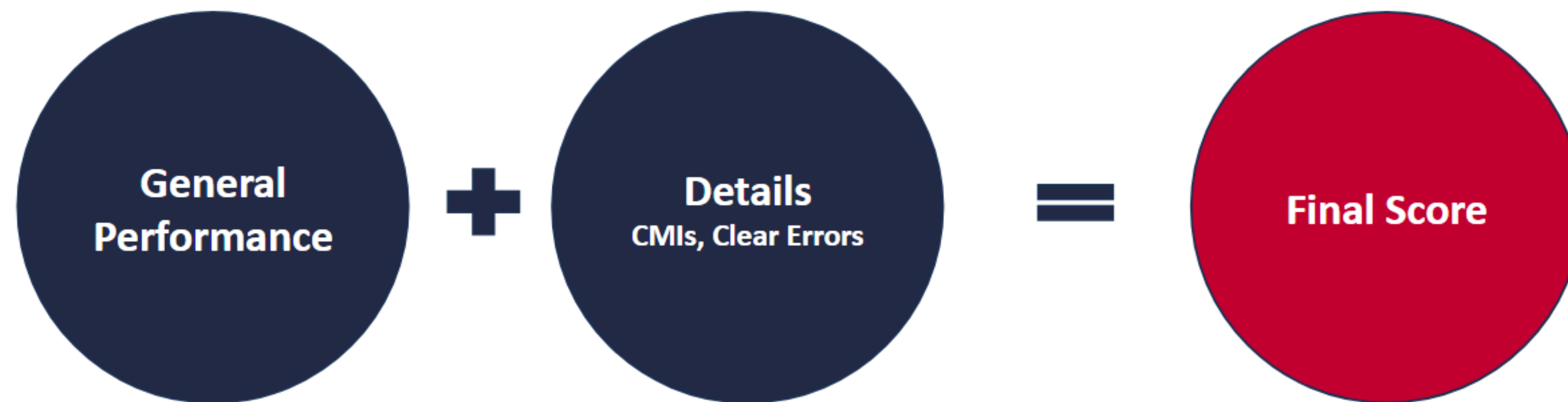


CALCULATING A FINAL SCORE



CALCULATING A FINAL SCORE

To work out a final score for each official, you need to understand the following calculation.



General Performance

Overall General Performance

Referees

Match Control
Interaction with Participants
Game Management
Teamwork
Positioning
Movement

Assistant Referees

Offside
Involvement and Assistance
Positioning
Movement

4th official

Involvement and Assistance
Management of Technical Area

Details

Critical Match Incidents (CMIs)

Clear Refereeing Errors (Referee)

Incorrect caution (given or not given) for
UB - Reckless
UB - SPA(H)
UB - SPA (F) (Outside PA)
UB - SPA (F) (No attempt inside PA)
UB - DOGSO (F) (Downgraded to Caution)
UB - Handball (Attempts to/Scores a Goal)
UB - Handball (Unsuccessful attempt to prevent goal)

Clear Refereeing Errors (AR)

Incorrect offside decision that leads to or negates a
promising attack



Calculating a Final Score

Benchmark General Performance Score range for

- A **good performance** on a **normal** match is **8.3 – 8.4**

If an official performance is **very good**, the general performance score is 8.5 even on a normal difficulty match

If the official makes a **correct non-CMI difficult** decision in a **normal** match with a **good performance**, the baseline general performance score is **8.5**

- A **satisfactory performance** regardless of the match difficulty is **8.0 – 8.2**
- A **below expectation performance** regardless of the match difficulty is **7.9 and below**



CALCULATING A FINAL SCORE

The Three Levels of Game Difficulty		Baseline Scores		
		Good	Satisfactory	Below Expectation
Normal	Normal match with routine decisions	8.3 to 8.4 (A normal match with one correct non-CMI difficult decision may have the baseline GP score of 8.5)	8.0 to 8.2	7.9 or below
Difficult	Difficult match with some difficult decisions	8.6 to 8.8	8.0 to 8.2	7.9 or below
Very difficult	Very difficult match with many difficult decisions	8.9	8.0 to 8.2	7.9 or below

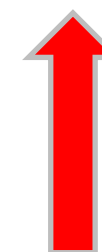


CALCULATING A FINAL SCORE

Once the general performance score of an official is determined, the referee coach will examine the score additions and deductions due to CMLs and clear refereeing errors.

If there are no additions or deductions, the official will have one score (i.e., Final Score). The box under the asterisk will remain blank.

State Asscn	License	Game Difficulty	Score*	Final Score
MI	Regional	Normal		8.4



* Example of an evaluation form



CALCULATING A FINAL SCORE

Once the general performance score of an official is determined, the referee coach will examine the score additions and deductions due to CMIs and clear refereeing errors.

If there are additions and/or deductions, the final score will incorporate them. The official will have two scores: the pre-adjustment score (i.e. the GP score, which is displayed with an asterisk on the evaluation form) and the final score.

State Asscn	License	Game Difficulty	Score*	Final Score
MI	Regional	Normal	8.4	7.9



* Example of an evaluation form

Once the GP score is selected and the list of CMIs and the list of point deductions are filled out, the evaluation form will automatically generate the final score. The referee coach will NOT have to calculate the final score.



CALCULATING A FINAL SCORE

The following cases will result in point addition or deduction:

Addition for a correctly given difficult CMI decision (Referee and AR)

Addition for a correctly given or not given difficult CMI offside decision (AR)

Deduction for an incorrectly given or not given routine or difficult CMI decision (Referee and AR)

Deduction for a routine clear refereeing error (Referee and AR)





CALCULATING A FINAL SCORE (DEDUCTIONS)

Normal Difficulty Match		
Routine CMI error	Good performance (8.3+) becomes a base post-adjustment score of 7.9	Additional routine CMI error will result in deduction of 0.3
	Satisfactory performance (8.0-8.2) becomes a base post-adjustment score of 7.8	
Difficult CMI error	Good performance (8.3+) becomes a base post-adjustment score of 8.0	Additional difficult CMI error will result in deduction of 0.2
	Satisfactory performance (8.0-8.2) becomes a base post-adjustment score of 7.9	
Clear Refereeing Error (Routine only)	Deduction of 0.1	Additional clear routine refereeing error will result in deduction of 0.1

The evaluation form will automatically calculate these deductions once the CMI and deduction lists are filled out.



Calculating a Final Score

When a match official makes a correct difficult decision, their score is adjusted with an addition of 0.1.

A correct CMI is never rated “impossible.”

A correct routine CMI does not result in an addition.

A correct caution of any kind does not result in an addition

If the match had an incorrect CMI decision, the deduction from the CMI error is calculated first, and any addition is made to the deducted score.

Reminder: The evaluation form will automatically calculate these additions once the CMI list is filled out.

See the scenarios at the end of this manual for examples.



Score	GP Conditions	Final Score Conditions
> 8.9	A “good” performance on a “very difficult” match	
8.6 – 8.8	A “good” performance on a “difficult” match	
8.5	A “good” performance on a “normal” match with one correct non-CMI difficult decision	A “good” performance on a “normal” match with a correct difficult CMI decision
8.3 – 8.4	A “good” performance on a normal match, with the message that this match official should continue this level of performance into the next match	
8.2	A “satisfactory” performance regardless of the match difficulty, with the message that the match official has some small areas to be improved upon	
8.0 – 8.1	A “satisfactory” performance regardless of the match difficulty, with the message that the match official has important areas to be improved upon	8.0: When the match official had performance of 8.3+ but with a difficult CMI error
7.5 – 7.9	A “below expectation” general performance regardless of the match difficulty, where the match official had a lack of overall control of the match with or without a clear error and has significant points to improve	7.9: When the match official had performance of 8.0-8.2 but with a difficult CMI error 7.9: When the match official had performance of 8.3+ but with a routine CMI error 7.8: When the match official had performance of 8.0-8.2 but with a routine CMI error
7.0 – 7.4	A “below expectation” performance regardless of the match difficulty with significant areas that require improvement	
< 7.0	A “significantly below expectation” performance regardless of the match difficulty with major disciplinary inconsistency and/or no match control / interaction with participants (Referee) or with major inaccuracies with offside decisions and/or involvement and assistance (AR)	



FILLING IN THE EVALUATION FORM



Filling in the Evaluation Form

- Start by filling out the information tab of the evaluation.
- Fill out the General Performance tabs for each official and decide the score for each category.
- Once all the category scores are determined, they will be displayed at the top of the “Summary and CMI page.” Prioritizing Match Control and Interaction with Participants for the Referee and Offside and Involvement and Assistance for the Assistant Referee, decide on the General Performance score of the official.
- At the same time, write your solutions and/or recommendations to the officials. This will help to determine the severity of the CMI or error, as well as assist in determining if there is a clear solution to ensure any match official should be reasonably expected to see or deal with the situation.
- Then decide if the error was clear and should result in a reduction in the final score.



Filling in the Evaluation Form



- Fill out the CMI and clear error deduction lists.
- Input the score* and final score if there was a point addition/deduction. The final score will be auto-calculated.
- If there was no point addition or deduction, only the final score should be listed on the information page.



Filling in the Evaluation Form

Match Information

GREEN: SELECT FROM THE DROPDOWN MENU

				U.S. SOCCER EVALUATION FORM				
Competition	WRITE THE UNABBREVIATED FULL NAME OF THE COMPETITION				Game #	GAME NUMBER		
Gender		Age		Level		Sub-level		
Home Team	WRITE THE OFFICIAL HOME TEAM NAME			Away Team	WRITE THE OFFICIAL AWAY TEAM NAME			
City	CITY NAME	State		Venue	WRITE THE OFFICIAL VENUE NAME			
Date	MM/DD/YYYY			Time	TIME (24-HOUR FORMAT)			
Final score	X : Y			In favor of	LIST WHICH TEAM WON			
Half-time score	X : Y			In favor of	LIST WHICH TEAM WAS AHEAD AT HALF			
	Name	Email Address	State Asscn	License	Purpose	Game Difficulty	Score*	Final Score
Referee	FULL NAME	EMAIL ADDRESS						
AR 1	FULL NAME	EMAIL ADDRESS						
AR 2	FULL NAME	EMAIL ADDRESS						
4th Official	FULL NAME	EMAIL ADDRESS						
5th Official	FULL NAME	EMAIL ADDRESS						
Ref Coach	FULL NAME	EMAIL ADDRESS						
Evaluation Method								
* The Score prior to any additions or deductions for the official								
Date :	DATE (MM/DD/YYYY)			Referee Coach Signature:	SIGNATURE			

GAME DIFFICULTY, SCORE*, AND FINAL SCORE ARE TO BE FILLED OUT FOR EACH OFFICIAL BEING EVALUATED

EMAIL ADDRESSES MUST MATCH THE PRIMARY EMAIL ADDRESS LISTED ON THE USSOCCER LEARNING CENTER



Filling in the Evaluation Form

Referee General Performance (MC, IA, GM, TW, PO, and MV)

REFeree EVALUATION										
1. MATCH CONTROL										
Overall Rating - Match Control	8.3									
FOR EACH DESCRIPTOR, PLEASE USE AN X TO INDICATE THE PERFORMANCE LEVEL										
	N/A	< 7.0	7.0 - 7.4	7.5 - 7.9	8.0 - 8.2	8.3 - 8.4	8.5	8.6 - 8.7	8.8 - 9.0	> 9.0
Consistent and credible recognition of foul play						X				
Consistent and credible recognition of cautionable offences (players)						X				
Consistent and credible recognition of warnings/cautionable offences (team officials)	X									
Recognition and management of persistent offences					X					
Use of advantage						X				
Managing the grey areas						X				
Management of mass confrontation	X									
Positive Areas - Match Control										
Areas for Development - Match Control										

SELECT THE SCORE FOR THIS CATEGORY

PUT ONLY ONE "X" FOR EACH DESCRIPTOR TO INDICATE THE PERFORMANCE LEVEL

PROVIDE YOUR BRIEF COMMENTS



Filling in the Evaluation Form

Referee Summary (1)

THIS SUMMARY BOX IS
AUTOMATICALLY
POPULATED FOR YOUR
REFERENCE

SELECT THE GP SCORE BASED ON THE
OFFICIAL’S PERFORMANCE. FINAL SCORE
WILL BE AUTO-CALCULATED.

General Performance Score Summary											
Match Control	0										
Interaction with Participants	0										
Game Management	0										
Teamwork	0										
Positioning	0										
Movement	0										
REFeree PERFORMANCE											
Score* (General Performance)											



REFeree SUMMARY

Summarize the Referee's overall performance here.

CAUTIONS - TOTAL NUMBER IN THE GAME

Correct Given			Incorrect Given			Incorrect Not Given (Missed)	
---------------	--	--	-----------------	--	--	------------------------------	--

SEND OFFS - TOTAL NUMBER IN THE GAME

Correct Given			Incorrect Given			Incorrect Not Given (Missed)	
---------------	--	--	-----------------	--	--	------------------------------	--

PROVIDE THE TOTAL
NUMBER OF CORRECT AND
INCORRECT MISCONDUCT.
NOT JUST CREs OR CMIs. THIS
IS TOTAL.



Filling in the Evaluation Form

Referee Summary (3)

GREEN: SELECT FROM THE DROPDOWN MENU

CRITICAL MATCH INCIDENTS						
TIME (MM:SS)	CMI TYPE	INVOLVEMENT	INFORMATION	CMI DIFFICULTY	CMI DIFFICULTY REASON	SHARED

Write the time of the incident (e.g. 56:34).

For each CMI, select the type, involvement (accuracy/action), information (accuracy/action), difficulty, and reason (select one). Select the appropriate option if the CMI is shared with another official.



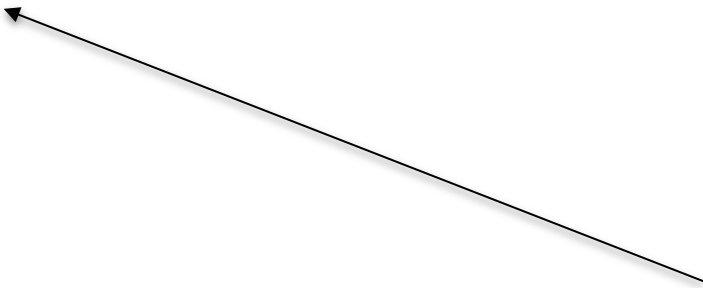
Filling in the Evaluation Form

Referee Summary (4)

When there is a clear refereeing error and the difficulty is routine, the incident is listed under “Point Deductions – Cautions.”

The time of the incident must be filled in.

POINT DEDUCTIONS - CAUTIONS (ROUTINE DIFFICULTY ONLY)				
TIME (MM:SS)	CAUTION TYPE	ACCURACY	ACTION	BRIEF DESCRIPTION (OPTIONAL)



GREEN: SELECT FROM THE DROPDOWN MENU

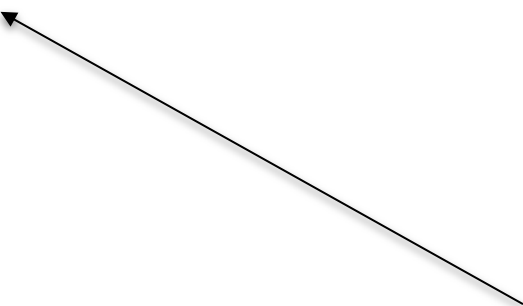


Filling in the Evaluation Form

Referee Summary (5)

Provide your comments for each question

FEEDBACK AND CAPACITY			
Was the Official receptive to feedback?		Comments:	
Does this Official have the capacity for this level of game?		Comments:	
Does this Official have the capacity for more difficult games?		Comments:	



GREEN: SELECT FROM THE DROPDOWN MENU



Filling in the Evaluation Form

AR General Performance (OS, IA, PS, and MV)

AR1 EVALUATION 1. OFFSIDE										
Overall Rating - Offside										
FOR EACH DESCRIPTOR, PLEASE USE AN X TO INDICATE THE PERFORMANCE LEVEL										
	N/A	< 7.0	7.0 - 7.4	7.5 - 7.9	8.0 - 8.2	8.3 - 8.4	8.5	8.6 - 8.7	8.8 - 9.0	> 9.0
Correct identification of routine non-CMI offside offences (flag raised or not raised) (OIP, OIO, OGA)										
Correct identification of difficult non-CMI offside offences (flag raised or not raised) (OIP, OIO, OGA)										
Appropriately gave the benefit of doubt to the attacking team										
Appropriate application of the "wait and see" principle										
Positive Areas - Offside										
Areas for Development - Offside										

SELECT THE SCORE FOR THIS CATEGORY

PUT ONLY ONE "X" FOR EACH DESCRIPTOR TO INDICATE THE PERFORMANCE LEVEL

PROVIDE YOUR BRIEF COMMENTS



Filling in the Evaluation Form

AR Summary (1)

THIS SUMMARY BOX IS
AUTOMATICALLY
POPULATED FOR YOUR
REFERENCE

SELECT THE GP SCORE BASED ON THE
OFFICIAL’S PERFORMANCE. FINAL SCORE
WILL BE AUTO-CALCULATED.

General Performance Score Summary													
Offside	0												
Interaction with Participants	0												
Positioning	0												
Movement	0												
AR1 PERFORMANCE													
Score* (General Performance)													



Filling in the Evaluation Form

AR Summary (2)

AR1 SUMMARY				
Summarize AR1's overall performance here.				
OFFSIDE DECISIONS SUMMARY - ASSISTANT REFEREE 1				
	Correct Given	Correct Not Given	Incorrect Given	Incorrect Not Given
Total in Game				
Tight offside decisions				
	Correct application		Incorrect application	
Wait & See				

WRITE YOUR REASONING FOR THE FINAL SCORE

PROVIDE THE TOTAL NUMBER OF OFFSIDE DECISIONS, TIGHT DECISIONS, AND WAIT-AND-SEE APPLICATION



Filling in the Evaluation Form

AR Summary (3)

GREEN: SELECT FROM THE DROPDOWN MENU

CRITICAL MATCH INCIDENTS						
TIME (MM:SS)	CMI TYPE	INVOLVEMENT	INFORMATION	CMI DIFFICULTY	CMI DIFFICULTY REASON	SHARED

Write the time of the incident (e.g. 56:34).

For each CMI, select the type, involvement (accuracy/action), information (accuracy/action), difficulty, and reason (select one). Select the appropriate option if the CMI is shared with another official.



Filling in the Evaluation Form

AR Summary (4)

When there is a clear refereeing error and the difficulty is routine, the incident is listed under “Offside.”

The time of the incident must be filled in.

OFFSIDE (LIST ONLY POINT DEDUCTIONS - LEADS TO / NEGATES A PROMISING ATTACK)			
TIME (MM:SS)	ACCURACY	ACTION	BRIEF DESCRIPTION

GREEN: SELECT FROM THE DROPDOWN MENU



Filling in the Evaluation Form

AR Summary (5)

Provide your comments for each question

FEEDBACK AND CAPACITY			
Was the Official receptive to feedback?		Comments:	
Does this Official have the capacity for this level of game?		Comments:	
Does this Official have the capacity for more difficult games?		Comments:	

GREEN: SELECT FROM THE DROPDOWN MENU



Filling in the Evaluation Form

4th Official General Performance (IA and TA)

4TH OFFICIAL EVALUATION 1. INVOLVEMENT AND ASSISTANCE										
Overall Rating - Involvement and Assistance										
FOR EACH DESCRIPTOR, PLEASE USE AN X TO INDICATE THE PERFORMANCE LEVEL										
	N/A	< 7.0	7.0 - 7.4	7.5 - 7.9	8.0 - 8.2	8.3 - 8.4	8.5	8.6 - 8.7	8.8 - 9.0	> 9.0
Proactive and preventative management for situations within area of responsibility										
Appropriate involvement and information for fouls and misconduct within area of responsibility										
Appropriate involvement and information for incidents out of the view of the referee (players)										
Consistent and credible recognition of warnings/cautionable offences (team officials)										
Accurate management of substitution procedures										
Appropriate assistance with injury management (including stretcher, medical staff, blood, re-entry of treated players)										
Accurate completion of administrative duties before, during, after the match										
Positive Areas - Involvement and Assistance										
Areas for Development - Involvement and Assistance										

SELECT THE SCORE FOR THIS CATEGORY

PUT ONLY ONE “X” FOR EACH DESCRIPTOR TO INDICATE THE PERFORMANCE LEVEL

PROVIDE YOUR BRIEF COMMENTS



Filling in the Evaluation Form

4th Official Summary (1)

THIS SUMMARY BOX IS
AUTOMATICALLY
POPULATED FOR YOUR
REFERENCE

SELECT THE GP SCORE BASED ON THE
OFFICIAL’S PERFORMANCE. FINAL SCORE
WILL BE AUTO-CALCULATED.

General Performance Score Summary											
Involvement and Assistance	0.0										
Management of the Technical Area	0.0										
4TH OFFICIAL PERFORMANCE											
Score* (General Performance)										Final Score	



Filling in the Evaluation Form

4th Official Summary (2)

4TH OFFICIAL SUMMARY

Summarize the 4th Official's overall performance here.

CRITICAL MATCH INCIDENTS -- POINT ADDITIONS OR DEDUCTIONS

TIME (MM:S)	CMI TYPE	INVOLVEMENT	INFORMATION	CMI DIFFICULTY	CMI DIFFICULTY REASON	SHARED

WRITE YOUR REASONING FOR THE FINAL SCORE

GREEN: SELECT FROM THE DROPDOWN MENU

Write the time of the incident (e.g. 56:34).

For each CMI, select the type, involvement (accuracy/action), information (accuracy/action), difficulty, and reason (select one). Select the appropriate option if the CMI is shared with another official.



Filling in the Evaluation Form

4th Official Summary (3)

Provide your comments for each question

FEEDBACK AND CAPACITY			
Was the Official receptive to feedback?		Comments:	
Does this Official have the capacity for this level of game?		Comments:	
Does this Official have the capacity for more difficult games?		Comments:	

GREEN: SELECT FROM THE DROPDOWN MENU



Filling in the Evaluation Form

Tips

- Each official's general performance score is NOT the average of the category scores. Category scores are NOT weighted in any prescribed manner.
- The referee coach will prioritize Match Control and Interaction with Participants for the Referee, and Offside and Involvement and Assistance for the Assistant Referee.
- Positioning and/or Movement may impact the general performance score when they impact decisions.
- All CMIs are listed (correct and incorrect) whereas only clear errors that should result in deductions will be listed in the Summary and CMI page.
- In the summary box, indicate if the performance level met the expected standards of the license for which the official was evaluated.



Filling in the Evaluation Form

Tips

- May of the games we evaluate officials on in-person have video streaming available.
- Referee coaches may use video evidence to confirm the accuracy of their observation but should not use streaming after the game to look for errors when decisions have already been deemed correct or supportable in-person.
- If the accuracy of a decision is uncertain and streaming is available, tell the officials that the crew and the ref coach will review the incident later and regroup to discuss it. Then use the discussion to form the final evaluation score. The crew and the referee coach should still discuss the situation in the post-match debrief but reach the final decision after a review of video evidence. If there is no clear evidence, support the official.



Filling in the Evaluation Form

Accuracy Judged Live	Game with Video	Game without Video
Correct/supportable decision	Follow your live judgement (i.e. correct)	Follow your live judgement (i.e. correct)
Incorrect decision	<p>Check only if the incident leads to addition/deduction. If not, mark as incorrect.</p> <p>If the incident leads to addition/deduction and there is video evidence that the referee was correct, mark as correct.</p> <p>If the incident leads to addition/decision and there is no video evidence that the referee was correct, mark as incorrect.</p>	Follow your live judgement (i.e. incorrect)
Suspected incorrect decision	<p>Check only if the incident leads to addition/deduction.</p> <p>If there is evidence the referee was incorrect, mark as incorrect.</p> <p>If the evidence is inconclusive, mark as correct.</p>	Mark as correct (Give the official the benefit of doubt, especially when they are properly positioned)



SAMPLE SCENARIOS



Sample Scenarios

- Normal game with a good performance (GP = 8.4)
- Incorrectly not given routine PK (First CMI error, goes to 7.9)
- Correctly not given difficult PK (not a CMI and no addition)
- 3 correctly given cautions for reckless challenges (no addition)
- 1 incorrectly not given caution for dissent (no deduction)

Score*: 8.4

Final Score: 7.9



Sample Scenarios

- Normal game with a satisfactory performance (GP = 8.2)
- Correctly given difficult PK (add 0.1)
- Questionable but supportable direct send-off given (CMI but not a clear error, no addition or deduction)
- 2 correctly given cautions for reckless challenge (no addition)
- 1 incorrectly not given caution for dissent (no deduction)

Score*: 8.2

Final Score: 8.3



Sample Scenarios

- Normal game with a good performance (GP = 8.3)
- Correctly given difficult PK (add 0.1)
- Incorrect direct send-off given routine (First CMI error, goes to 7.9)
- 1 incorrectly not given caution for SPA (deduct 0.1)
- 1 incorrectly given caution for a reckless challenge (no addition)

Score*: 8.3

Final Score: 7.9

*Reminder: Scoring does not follow the chronological order of events.
CMI errors are scored first, and other additions/deductions are calculated afterwards.*



Sample Scenarios

- Difficult game with a good performance (GP = 8.6)
- 2 correctly given cautions for dissent and 3 reckless fouls (no addition)
- 1 correctly given caution for SPA(no addition)
- 1 incorrectly not given caution for DR (no deduction)
- Very good player management throughout (included in GP)

Final Score: 8.6 (There is no score listed in the * column)



Sample Scenarios

- Normal game with a good performance (GP = 8.4)
- 1 correctly given difficult PK (add 0.1)
- 1 incorrectly not given caution for DR (no deduction)
- 1 correctly given caution for a reckless challenge (no addition)
- 1 correctly given caution for a downgraded DOGSO) (no deduction)
- 1 correctly given routine PK (no addition)

Score*: 8.4

Final Score: 8.5



REFEREE EVALUATION PROTOCOLS: WHEN TO USE EACH FORM



When to Use the NRC Evaluation Form (Part 1)

- When evaluating any crew that includes at least one national official, an NRC will use the NRC evaluation form.
- This applies even when there is only one national official and the rest are non-national officials.



When to Use the NRC Evaluation Form (Part 2)

- When evaluating a crew that includes a regional official who is seeking an upgrade to national license, the NRC will use the NRC evaluation form.



Evaluating Requirements with the NRC Form

- All officials receive a full evaluation when the NRC form is used, regardless of their license level.
- Complete both “Positive Areas” and “Areas for Development” for all performance categories for every official on the crew.

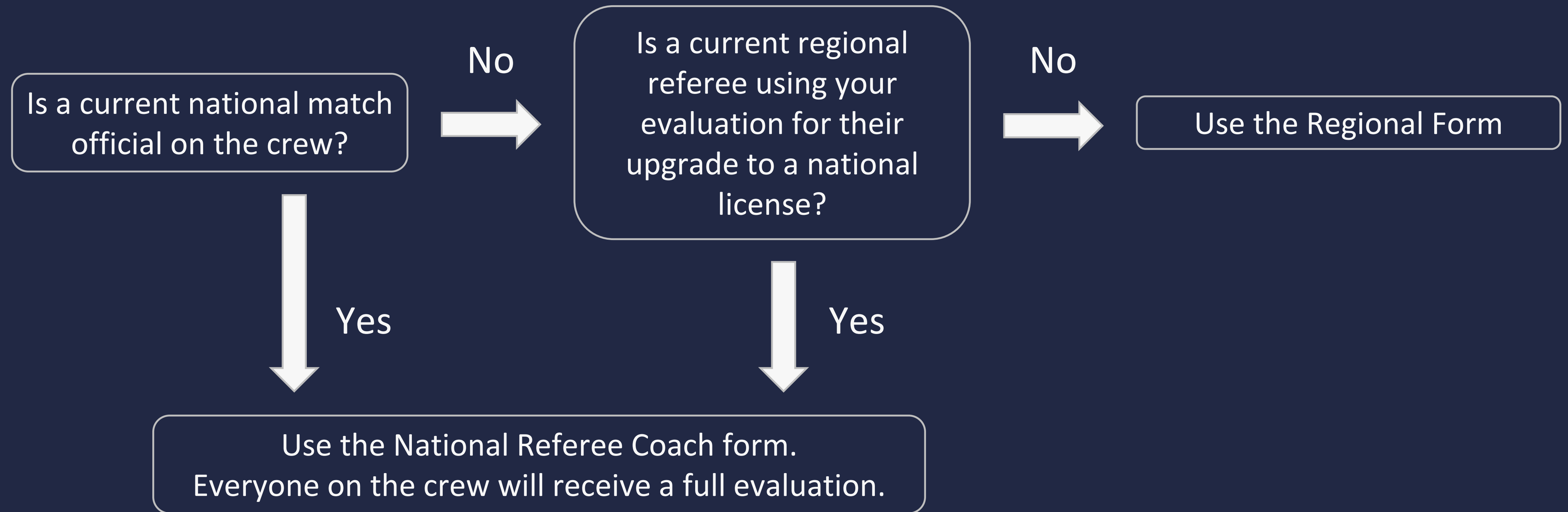


When to Use the Regional Evaluation Form

- *The Regional evaluation form* is ONLY used when 1) no national officials are on the crew, **AND** 2) no regional officials are using the evaluation for upgrading purposes.



Decision Flowchart for Selecting the Appropriate Evaluation Form





PROCESSING EVALUATIONS

NATIONAL REFEREE COACHES



Processing Excel Evaluations (National Form)

Once the match and the post-match debrief are completed:

- The match-day referee coach (NRC) will fill out the evaluation form for each official.
- NRC will create a PDF for each official and send it to them.
- The Excel file must also be sent to U.S. Soccer at RefEval@ussoccer.org.



Processing Excel Evaluations (Regional Form)

Once the match and the post-match debrief are completed:

- The match-day referee coach (NRC) will fill out the evaluation form for each official.
- NRC will send the Excel file to their approver as designated by their own SRC.
- The approver will audit the submitted Excel file to either approve it or request a revision.
- Once the file is approved, the NRC will create a PDF for each official and send it to them.
- The Excel file must also be sent to U.S. Soccer at RefEval@ussoccer.org.



UPDATE LOG



Update Log

- Aug 13, 2024

Slide 22: Language is simplified.

Slide 56: Error is corrected for “A good performance on a very difficult match” score to be >8.9.

Slide 78: Third bullet point is added.

Slide 91-93: Processing Evaluations section has been added

Slide 94: Update log is added.



Update Log

- Aug 20, 2024

Slide 74: A typographical error was fixed

- November 27, 2024

Slide 39: CRE list is updated to reflect the 2024/25 law changes

Slide 83: A typographical error was fixed

- March 11, 2025

Slide 88: Clarification was made on the use of the NRC form



Update Log

- May 8, 2025

Slide 87-91: Updated based on the new U.S. Soccer policy



THANK YOU