

## **Referee Development with the TDRRS**

Within the TDRRS every referee is encouraged to develop his/her skills to the highest level possible. In order to achieve this every referee needs to ascertain their individual desires within the Referee community and the opportunities available to them. To ensure the best outcome with all its members the TDRRS encourages the creation of individual development plans created by their members.

A development plan is the first stage in beginning the exciting climb up the refereeing pyramid. Whether your goals are to be on the National Panel or to simply develop your knowledge of the game to be a better coach with a local team, having a plan in place is crucial to ensure you keep on track.

The process to follow for Development is relatively simple and comparable to the assessments and work that your employer may ask you to do every so often. The general steps are as follows:

- 1) Self Assessment of Yourself.
- 2) Identifying the opportunities within the Society.
- 3) Defining the goals you aim to achieve.
- 4) Creating a Development Plan.
- 5) Self assessment of progress.

These steps do not get completed over one night at the computer, they take months to accurately think and plan out. As well you will want to consult with Development Officers within the society to verify any ideas that you might have. Typically it will take a few years to get securely on your feet and pointed in the right direction. The reason for this significant time frame is that you cannot advance either technically or physically without putting in the groundwork. Experience as a referee is most beneficial learning experience that will carry you through most development plans.

All graded referees will be coached on occasion over the course of the season. A TDRRS coach will attend a game and write a report on the referee's performance. These coaching reports used in conjunction with your development plan will help you assess how you are doing and where you should direct your training.

Attached in the reference section are copies of the Rugby Canada Coaching Report Form and the Fitness Standards required for progression in referee grading.