



SKATE CANADA'S OFFICIALS ASSIGNMENT AND PROMOTION COMMITTEE UPDATE

A Sincere Thank You to All Officials!



On behalf of the Officials Assignment and Promotion Committee (OAP) as well as Skate Canada, we are very grateful for all of your contributions to domestic events in the 2017-2018 season. Your continued dedication to make our events of 2018 Skate Canada Challenge in Montreal, 2018 Canadian Tire National Skating Championships in Vancouver and the 2018 Skate Canada Synchronized Skating Championships in Oshawa, as well as any other event you may have served at, a success, it is very much appreciated! Without the time and effort that each and every one of you commit to our wonderful sport, these events could not function and provide an optimal competitive environment for all of our athletes.

2017-2018 SEASON

During this past season, the OAP continued many initiatives from the 2016-2017 season, embraced a few new ones and focused on collaboration with other organizational committees, all with the goal of fostering a supportive, collegial and collaborative environment. The next few pages outline initiatives of the OAP this year.

Domestic Pre-Event Leadership Calls:

In preparation for Challenge, Canadians and Synchro Nationals, four separate conference calls were held to collaborate with both referees and technical controllers. On each of these calls, many leadership items related to these roles were discussed, such as: roles and responsibilities, leadership, and social media expectations of officials. Susan Heffernan presented on creating optimal environments for judging panels, while Sally Rehorick discussed pre-event meeting items, required reports, and time for open discussion in relation to technical panels. These items were also discussed at the Data Specialist pre-event call, which included the data specialists for all three events. The Tech Rep teams for each event were included in all of these calls, as they have an integral role in all aspects of event delivery.

"I felt that the pre-event Data Specialist call was an excellent idea. It was very interesting to hear Sally Rehorick and Susan Heffernan's stories of the old Accountants! I thank Karen Howard for including us in a telephone conference. Thanks goes to Karen and her committee for the excellent communication."

-Carolyn Finnie, Level III Data Specialist

What happened at the Event:

Many activities were organized this season with the officials at Challenge, Canadians, and Synchro Nationals. This is a great opportunity for the Skate Canada Staff and Officials to come together outside of the rink. Some of the activities that took place were Silly Hat Night, Tacky Christmas Sweater, Gingerbread House Competition, Red and White Party, and Olympic night at Synchro Nationals. Thank you to Beth Crane, Andrea Derby, Karen Howard, Glenn and Reaghan Fortin, Limin Jao, Joanne Shaw and all the officials that helped organize these fun activities.

"The crazy Christmas sweater party was a highlight for me at Challenge this year. Much effort was made by everyone and the results were hilarious!! I considered filing a protest as I did not win a prize, however in the spirit of the season I let it go. The red and white party at Nationals was another great example of all our officials coming together to celebrate our sport. The camaraderie and team spirit were evident throughout this fun evening. Thanks to the OAP and all of my colleagues for these wonderful memories!"

-Andrea Derby, ISU Singles/Pairs Judge



Mentorship Initiative:

This year the focus of our mentorship initiative was to support our technical panel officials and referees to enhance their skill sets before heading to Frankfurt this summer. For this initiative, we were fortunate to again enlist Susan Heffernan to mentor and provide feedback to these officials. In addition to the mentorship program, Susan worked with the OAP to provide some exam candidate evaluations on domestic officials in addition to mentoring them during the competition. We are grateful to Susan for continuing in this role this past season and we hope to continue the mentorship program as part of the OAP's yearly work plan.

"Throughout my officiating career, I have benefitted from the mentorship of countless skating family colleagues who have helped with the development of my skills and capabilities. We are truly blessed in Canada to have so many amazing officials, coaches, and athletes with such depth of knowledge and experience to draw upon – and also a willingness to share. With the formalization of the Officials Mentorship program, I've had the pleasure of working under the guidance of Susan Heffernan – and that, simply put, has been Enlightening! Her attention to subtle details, identifying blindspots, and providing feedback in a direct, no nonsense, personal way has contributed significantly to my ongoing growth as an official."

-Leslie Keen, ISU Singles/Pairs/Dance Judge

EQ, Followership and 'Being a Zero':

This season the OAP introduced three online modules for officials: Emotional Intelligence, Followership and 'Aim to be a Zero'. Each course contained an introduction to the topic on behalf of Karen Howard, OAP Chair, followed by either a PowerPoint presentation, article or video. At the end of each course, participants were able to engage in self-reflected questions. The purpose of each course is to better recognize how interactions can have an impact on others' performance and emotional well-being, not only within skating but in all aspects of life.



"When I finished the module, I thought it would be nice to send the articles, especially those about Followership and being a +1, to the Partners at my firm (I work at a consulting firm specializing in reputation management). I made a summary of the Hadfield chapter and sent them my "package", explaining why I was asked to read this and what I learned from them. Our President LOVED the readings so much that he asked me to share it with the whole team, making a point about how we can all contribute to the success of our company and of our clients. Thanks for sharing those articles with us in the first place - it is always amazing to see how what I am learning in skating is applicable to other dimensions of my life.

-Fanny-Eve Tapp, Challenge Judge

Career Planning and Retirement Conversations:

The OAP meets with officials who are entering their final 10 years of eligibility for officiating at the ISU level (as per the ISU age eligibility rule of 70 years of age) in order to gather feedback and determine their goals moving forward. This year we met with one individual. Last year, we piloted this with domestic officials, and following the success of this pilot last year, 2 domestic interviews took place this year as well.

Honouring Our Retired Officials



The Officials Assignment and Promotion Committee continued their initiative of honouring retired officials this past season. At the 2017 Challenge event, **Judy Burwash** and **Jim Stevens** were honoured by the officials' community for their long time dedication to the sport.

"It was wonderful to honour Judy and Jim at Challenge, both of these individuals have committed many hours/years to advancing our sport, putting the skaters first and not looking for recognition. They were both very humble in being recognized for their many contributions to the skating community. It was such a pleasure to hear some of their many stories."

-Debbie MacMurdo, Canadian Official



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In addition to the honouring of Judy and Jim, **Sally Rehorick** was also recognized at the 2018 Canadian Tire National Skating Championships for her long time service as an ISU Judge, Referee, and Technical Controller. Debra Armstrong, Skate Canada CEO, eloquently described Sally in a beautiful speech, below is an excerpt of this speech.



"I know that if I was someone embarking on a career as an official in Canada with aspirations to climb the ladder to its ultimate height to the echelons of the ISU, as many have or are hoping to, I'd look up to the figure skating heavens in search of the brightest star. And when I found it I'd recognize it immediately as Sally Rehorick and I'd say to myself that I'd want to be just like her. Sally is someone who has achieved amazing things in her career as an official, someone with special qualities who is a role model for others. And that makes her not only a figure skating god but one of the great Canadian figure skating heroes."

-Debra Armstrong, CEO Skate Canada

2017-18 Exam Candidates:

This year we had numerous exams at our domestic events and would like to congratulate the candidates:

Devan Nychka	CHA Technical Specialist Singles
Jeff Cann	CHA Technical Specialist Pair
Andrew Bosco	CHA Referee Singles/Pair
Tiffany Edwardsen	CHA Judge Singles
Trevor Crowe	CHA Judge Singles
William Lindsay	CHA Judge Pairs
Caroline Martin	CHA Judge Dance
Ethan Swinburnson	CHA Judge Dance
Hilary Quick	CHA Judge Dance
Donna Yee	DS Level III
Brett Hines	CAN Technical Specialist -Singles
Andrea Derby	CAN Technical Controller -Singles
Genevieve Rosa	CAN Judge -Singles
Sabrina Wong	SYS Technical Controller
Limin Jao	SYS Referee
Cherisse Woonsam	SYS Judge

In addition, we have a variety of people who will be headed to Frankfurt this summer for promotions.

2018 Olympic Winter Games



Skate Canada was fortunate to have six officials from Canada present at the Olympic Winter Games. Skate Canada nominated Janice Hunter, Leanna Caron, Nicole Leblanc Richard, and Jeff Lukasik to the ISU. All four officials were active in the team and individual events. Benoit Lavoie and Beth Crane, also esteemed Canadian officials, attended the games in official capacities with the ISU. Hats off to our Canadian athletes for the outstanding showing at the 2018 PyeongChang Olympic Winter Games.

"Each and every one of you has had a hand in the many years of development of our athletes who will represent Canada at the upcoming 2018 Winter Olympic Games. You may remember yourself judging one of our athletes at their first Challenge in the Pre-Novice category or perhaps at their first national championships...or you may have judged one of these athlete's preliminary free skate test or Dutch Waltz dance test. Our data specialists probably can recall the many times they have printed out the final results from so many of these competitions! YOU have been part of the JOURNEY of the athletes that will form the 2018 OWG figure skating team – so thank you and congratulations to all of you as well!" -Karen Howard, OAP Chair



Looking ahead...

In looking forward to the 2018-2019 season, the OAP plans to further develop and/or refine many of the initiatives of the past two seasons as well as move forward with a few new priorities. Below is a snapshot of some of these items:



Confidential References: During the Spring of 2017, the Officials Assignment and Promotion (OAP) Committee conducted a review of the exam application process for all roles and levels for officials from Challenge to ISU levels. As a result, the committee will pilot a new process for the 2018-2019 season. This new process will support the committee's work in order to select the strongest officials for exams for the upcoming season. The objective of implementing the confidential reference process is to seek fair and honest feedback regarding candidates from key officials/stakeholders across the country. By adding this step, the committee felt it could gather concrete feedback on all officials based upon their officiating experiences in the past three years. In addition to the regular application form required with each application, the candidate will be asked to provide five names of officials with whom they have directly worked with over the past three years. From this list, the OAP will select two individuals to complete the confidential reference form which will be directly submitted to Laura Baker, High Performance Manager, of Skate Canada.



Section Judge/Evaluator Chair Feedback: After various discussions at the Section Judge/Evaluator Chair meetings and with the OAP, a form was created to seek feedback on officials applying for Domestic and International/ISU level promotions. This form allows the sections an opportunity to provide additional feedback on their section's candidates, which is then taken back to the OAP committee for consideration when reviewing the applications. We would like to thank D. MacMurdo, member of the OAP committee, for her help with this initiative.



Event Reports and Performance Feedback: Referees and Technical Controllers are required to complete a report for each event at domestic competitions. This report provides an opportunity for them to give feedback and recommendations to the Skate Canada Event Team on logistics as well as to OAP on the officiating performances of the judging/technical panels. I would like to again take this opportunity to share with you below the criteria used on these two reports:

INDIVIDUAL RATINGS

Using the rating scale listed below, please provide a rating for each of the judges/technical members on your panels for this event. Consider the following under each category:

Technical Skills:

Judges: Understanding of rules, integration of quality in GOE assessments, effective use of positive GOE's, accuracy of reductions, appropriate assignment of PC scores, reflects PC differences when warranted

Technical Panel: Understanding of technical knowledge/rules,
calling process, review process, team work

Leadership/Department: Self-management during competition and ability to manage stress,
open-mindedness to other opinions, acts appropriately in situations, interacts well and/or demonstrates
respect for athletes, officials, SC staff, volunteers, stakeholders

M-Meeting expectations of judging level of this event
*no comment necessary or per referee's/tc's discretion

U-Unsure of ability/skill set/department at this event
*please provide comments for the OAP committee

The objective of this performance management aspect of the event report is to watch for a pattern and not a "one off" bad day which can happen to any of us. With the goal of transparency of these reports, it was felt it was important to share this with all Challenge and higher level officials. If a pattern is noted throughout a competition, the OAP will provide the individual official with this feedback once all reports have been received, as well as provide them with suggestions on how to address the areas of development.

In closing, it has once again been a wonderful year of great skating served by our officials in all roles at all levels across Canada and at International events around the world. Again, we thank you for your dedication to our sport, and your tremendous efforts throughout the year.

Sincerely,

The Officials Assignment and Promotion Committee of the 2017-18 season

Chair: Karen Howard

*Members: Susan Blatz, Marie Bowness, Andrea Derby, Benoit Lavoie, Nicole Leblanc-
Richard, Debbie MacMurdo, Jayson Peace, Karen Robertson, Jean Senft.*

Skate Canada Staff: Debra Armstrong, Laura Baker, Mike Slipchuk, Olivia Toner