

## Becoming an Assessor

Experienced officials who possess the necessary technical and "people" skills are invited to become part of their state's assessment program. Most State Referee Committees host Entry Level Assessor training courses at least once a year. Contact should be made with the State Director of Assessment or State Referee Administrator for information about upcoming courses.

Criteria	Associate Assessor Grade 9	Associate Assessor Grade 7
	Minimum age	25
Minimum referee grade	Grade 7 or higher at some point in referee career	Grade 7 or higher at some point in referee career
Minimum years registered as a U.S. Soccer referee	Three	Four
Time in grade as an assessor	NA	One year as associate assessor
Course requirements	Entry level assessor course	None additional required
Required passing test score	85% on the Referee exam	85% on the Referee exam
Completed assessments needed for upgrade	Minimum of 5 development (D+G) assessments the first year	Minimum of 15 developmental (D+G) assessments on affiliated games of grade 7 & 8 referees
Level of referee authorized to assess	Grades 7 & 8 developmental or full assessments on youth matches as directed by the SDA	Grades 7 & 8 developmental or full assessments - upgrade assessments from 8 to 7 on qualifying youth matches as directed by the SDA
<b>Annual Renewal Requirements</b>		
In-service training	Five hours during preceding 12 months	Five hours during preceding 12 months
Refresher exam	85% on Referee exam	85% on Referee exam
Minimum number of assessments at level	A minimum of five developmental assessments within the previous 12 months on any level youth game	A minimum of two game assessments at the U19 level or below in the previous 12 months.

<b>Criteria</b>	<b>Provisional State Assessor Grade 6</b>	<b>State Assessor Grade 5</b>
Minimum age	27	28
Minimum referee grade	Grade 6 or higher at some point in referee career	Grade 6 or higher at some point in referee career
Minimum years as a U.S. Soccer registered referee	Four	Five
Time in grade as an assessor	One year as a Referee Assessor, waived for National Referees who complete the State Assessor Course	One year as a Provisional State Assessor, waived for National Referees who complete the State Assessor Course
Course requirements	Successfully complete a State Assessor Course	NA
Required passing test score	85% on State Referee exam	85% on State Referee exam
Completed assessments needed for upgrade	Minimum of 30 assessments on affiliated games using the diagonal system of control in competitive youth matches or regional youth games, up to U19. (Waived for National Referees)	Minimum of 30 assessments on affiliated games using the diagonal system of control, with emphasis on the last 10 games assessing Grade 6 referees. (Waived for National Referees)
Level of referee authorized to be assessed	Grade 8 – Grade 6 Referees with developmental or full assessments. Upgrade assessments for Grade 8 to 7 and Grade 6 & 5 maintenance assessments.	Grade 8 – Grade 5 Referees with developmental or full assessments. Upgrade assessments for Grade 8 to 7, Grade 7 to 6, Grade 6 to 5 and maintenance assessments for grades 6 & 5.
<b>Annual Renewal Requirements</b>		
In-service training	Five hours during preceding 12 months	Five hours during preceding 12 months
Refresher exam	85% on State Referee exam	85% on State Referee exam
Minimum number of assessments at level.	A minimum of five assessments on Grade 6 Referees on adult div. 2 or higher level games within the last 12 months. With the approval of both SDA's, some of the assessments may be done out of state.	A minimum of eight assessments of which three must be full assessments at the adult div. 1 or higher level games within the past 12 months. With the approval of both SDA's, some of the assessments may be done out of state.

<b>Criteria</b>	<b>Provisional National Assessor Grade 5</b>	<b>National Assessor Grade 3</b>
Minimum age	28	28
Minimum years as a U.S. Soccer registered referee	National Referee for 4 years or longer (no longer active as a National Referee)	National Referee for 4 years or longer (no longer active as a National Referee)
Time in grade as an assessor	Five years (may be waived at the discretion of U.S. Soccer)	One year as a Provisional National
Course requirements	Attend a National Assessor Training Event or have worked 4 or more years as a Referee/AR at the highest pro level, at the invitation of U.S. Soccer	Meet upgrade requirements and attend National Assessor Recertification Seminar
Required passing test score	As specified annually by U.S. Soccer	As specified annually by U.S. Soccer
Completed assessments needed for upgrade	Ten matches at the professional level with the approval of the National Staff coming within two years of being named a Provisional National Assessor	By approval of the National Staff
Level of referee authorized to be assessed	All levels, Grade 8 to National, upgrades for all levels	All levels, Grade 8 to National, upgrades for all levels
<b>Annual Renewal Requirements</b>		
In-service training	<ul style="list-style-type: none"> <li>• Attend bi-annual recertification seminar</li> <li>• Participate in any online training that is required in the off-year of the seminar</li> <li>• In the year in which there is no recertification seminar, attend a Regional Training Seminar</li> </ul>	<ul style="list-style-type: none"> <li>• Attend bi-annual recertification seminar</li> <li>• Participate in any online training that is required in the off-year of the seminar</li> <li>• In the year in which there is no recertification seminar, attend a Regional Training Seminar</li> </ul>
Refresher exam	As specified annually by U.S. Soccer	As specified annually by U.S. Soccer

Minimum number of game assessments at level	A minimum of 10 assessments at the adult division 1 and professional matches in the two year period between bi-annual recertification seminars. A minimum of three of the 10 assessments must be completed in first year of the two-year cycle.	A minimum of 15 game assessments of national candidates and/or national referees within the two-year period between bi-annual recertification seminars.
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### Annual National Assessor Registration

National Assessors (includes Referee Inspectors) and Provisional National Assessors (PNAs) are required to take and pass U.S. Soccer’s annual examination on the Laws of the Game (referred to commonly as the National Test) as part of their annual recertification requirement. In addition, all National Assessors and PNAs must attend a U.S. Soccer Referee Training Seminar (RTS) in the year in which there is no National Assessor Recertification seminar. The following summarizes the annual recertification requirements for National Assessors and PNAs:

Assess fifteen (15) games (assigned to national referees and/or candidates) within the two-year period between bi-annual recertification seminars.

1. Attend the National Assessor Recertification meeting every other year.
2. Attend a U.S. Soccer Referee Training Seminar (RTS) the year between the National Assessor Rectification seminars.
3. Pass the annual National Referee/Assessor/Instructor Test at the standards set by the National Office.
4. Complete all other requirements specified in the National Assessor or Referee Inspector job description, including completing assessments within 72 hours except when multiple day tournaments are involved, then it is permissible to take up to seven days to complete multiple assessments. A date stamp will be used to track the turnaround time for assessments.

A National Assessor who does not pass the National Test may choose one of the following:  
 (a) Register as a National Assessor Emeritus (grade 13) and continue to assess as a State Assessor.  
 (b) Register as a State Assessor (grade 5).

A PNA who does not pass the National Test may register as a State Assessor (grade 5).

A National Assessor or PNA who **does not pass** the National Test can take it the following year and then recertify as a National Assessor or PNA, if successful. A *one-time* exemption of the 15 game requirements will be provided in this instance. The assessor must attend one of the RTS clinics if they wish to recertify the following year as a National Assessor.

Any National Assessor or PNA who **does not take** the annual examination, may register as a National Assessor Emeritus or as a State Assessor. However, if they wish to return as a National Assessor, they must start as a PNA and meet all the requirements of a PNA prior to gaining full National Assessor status.

Any National Assessor or PNA who is unable to take the National Test within the prescribed timeframe or is unable to attend a RTS, because of illness or injury, must present a signed medical

form indicating the reason for not being able to take the test or attend the seminar. During this time, they may not assess any official. The National Assessor or PNA may return to assessing once a written medical release form (signed by your doctor) is received specifying the assessor may resume his responsibilities. The assessor will then be required to take the National Referee Test.

### **Job Description: National Assessor**

#### **Purpose:**

To develop the highest level of competence possible among soccer referees in the United States by providing constructive advice to match officials through a system of observation of referee game performance by the most qualified assessors. National assessors will motivate match officials to improve their performance and encourage them to adopt a process of self-analysis and evaluation.

#### **Function:**

A National Assessor assesses the game performance of National Referees and National Referee Candidates, as well as other referee grades as assigned. National Assessors assist observed match officials by providing feedback based on current assessment criteria. National Assessors must be able to, amongst other things:

- Assist match officials with improving their game performance level;
- Provide match officials with specific direction and action items so that they may maximize their potential going forward;
- Highlight areas of performance strengths for match officials;
- Define specific areas for improvement for match officials;
- Provide guidance to match officials and assist them in the development of an action plan for future implementation;
- Give technical advice in a written format that match officials can keep and use to enhance future performance; and
- Serve as a mentor for continued development of match officials.

#### **Certification:**

Elevation to National Assessor status is by invitation only by U. S. Soccer. Candidates are requested to submit a detailed resume of their referee and assessment experience, on adult level or higher games, from the time they became a State 5 referee as well as a State Assessor. Candidates must have obtained a minimum of four (4) years experience as a referee and/or assistant referee as a grade 4. Selected candidates will serve as Provisional National Assessors for a maximum of two (2) years and complete at least ten (10) game assessments at the professional level, under the guidance of the National Director of Assessment and/or a designated Referee Inspector, before advancing to full National Assessor status.

#### **Re-Certification:**

Annual recertification will be contingent upon the following items as well as the performance of the Duties and other responsibilities listed in this Job Description:

1. Successful completion of a mandatory National Assessor bi-annual training or recertification course;
2. Attending a U.S. Soccer Referee Training Seminar each year between the bi-annual training or recertification course;
3. Passing the National Referee examination with a minimum score established annually by the National Office;
4. Completing at least fifteen (15) game assessments, involving national candidates and/or national referees, within the two (2) years between the training/recertification course at senior amateur, professional list, or higher level games. The National Staff will evaluate performance

- criteria for compliance during this two (2) year period. Only games completed on-line, in the U.S. Soccer assessment database, will be counted toward the game requirement;
5. Feedback and ratings on the National Assessor's performance based on sources like:
    - Referee Inspectors and Tournament Assessor Coordinators
    - Match officials
    - National Staff evaluation of assessments
  6. Taking action to improve the quality of assessments after review by the National Staff, National Director of Assessment, or a Referee Inspector who has been assigned as a coach/mentor to the National Assessor or Provisional National Assessor.
  7. Staying current and adhering to the requirements issued by the National Office and the National Director of Assessment.

**Duties:**

1. To assess match officials in the performance of their duties, from the time their authority starts in a match until the time that authority ends by:
  - Evaluating the match official's level of game control;
  - Noting significant compliance and noncompliance with the established performance criteria for application of the Laws of the Game, accuracy of decisions, procedures and discretionary judgments;
  - Noting areas of field performance strengths and deficiencies;
  - Suggesting specific ways for the officials to improve performance, man management of players, and game management during a post game conference.
  - Providing thorough feedback using the terminology, objectives, teachings, and information provided by the National Office to assessors, instructors and referees. Feedback must of sufficient quality to provide the match officials with a thorough and fair evaluation of their performance.
  - Ensuring feedback and scoring/grading are consistent whereby the score matches the feedback provided as well as all U.S. Soccer policy and definition papers.
2. Meet all administrative duties and deadlines including but not limited to:
  - Posting all assessments on the web and providing written performance feedback to match officials in the prescribed timeframe [except in unusual cases, normally within seventy-two (72) hours of the match];
  - Summarizing the major points captured in the post game conference in a manner that provides the match officials with a solid and fair understanding of their performance with *specifics* listed/noted.
  - Regularly checking the U.S. Soccer assignment database, including updating and keeping current personal information and availability;
  - Responding to phone calls, emails and notices in a timely fashion.
3. To perform other duties as assigned by the NDA and/or National Staff. These duties may include but are not limited to:
  - Serving as Tournament Assessor Instructor or Coordinator;
  - Serving as a mentor for other local State-level assessors and below.
4. Be current and educated in the most recent U.S. Soccer educational materials including but not limited to:
  - The "Week In Review;"
  - Position Papers;
  - Professional training materials including "Referee Program Directives;" and
  - The Laws of the Game and "Interpretation of the Laws of the Game and Guidelines for Referees."
5. Ensure all games are of a "Sufficient Test and/or Ratable" pursuant to U.S. Soccer directives.
6. Be computer literate.

7. Work with State associations to identify referees for development.

**Restrictions:**

A National Assessor must avoid situations which might be considered as a conflict of interest, such as:

- Being an active National Referee, International Referee or International Assistant Referee;
- Performing upgrade assessments on National Referee Candidates within their jurisdiction, while also serving as SRA, SYRA or State Referee Committee Chairman (SRCC);
- Assessing in a tournament or competition in which they actively referee or play.
- Assessment of family members for upgrade unless specifically approved by the National Office.

**Registration:**

Provisional National and National Assessors must register annually on-line directly with the National Referee Office.

**Recommended Levels of Assessment:**

Grade 1 through 5 Referees in adult amateur level, professional list, or higher level matches as assigned.