**How HHUA Supports Umpires**

Every year, before the start of the season, umpires are asked to nominate themselves in to one of three groups:

**Development Group**

For umpires looking to develop their skills and gain promotion. Umpires from any current panel, including candidates, are welcome to nominate themselves into this group. There are certain requirements placed on Development Group umpires, not least to be available without restriction for a minimum of 18 games across the season. More information about what it means to be part of the Development Group is included in the **Development Group Expectations** handbook file. Development Group umpires receive priority allocation of development (coaching) and assessment opportunities.

**Maintaining Group**

For umpires who are happy at their current level and would like to ensure they are still up to standard. Umpires in this group are considered a ‘safe pair hands’ and a supportive colleague to umpires looking to progress through their panel. The aim is to ensure umpires in this group receive an ‘MOT’ watching (which could be either development (coaching) or assessment, depending on who’s available!) at least once every 12 months.

**Alternative Involvement Group**

For umpires who feel they might be able to ‘give back’ to the Association in the form of becoming either a developer (coach) or assessor. Generally we, as umpires, know when perhaps the game is a little faster now than is comfortable for us … But HHUA doesn’t want to lose all that great experience, so this is an opportunity to be supported in staying involved with the game. To be clear: nominating oneself for this group does NOT mean you are expected to give up umpiring immediately, or at all. We will work with you to find the right compromise!

**Umpire Development**

The Association has a team of current and former umpires who are able to come along to a match and engage umpires in a useful and constructive conversation about areas where they might choose to do things differently. All conversations are based around ‘Themes’ of umpiring, which are explained in detail in the **Guidance for Scoring** handbook file.

**Development (coaching) watching**

Sometimes these appointments will be preparation for an assessment (usually for Development Group umpires), in which case the Developer will offer specifically targeted suggestions based on the **Guidance for Scoring** handbook file. Umpires are expected to take some responsibility for considering their own development needs and involve their assigned Developer in this prior to the match.

**Assessment watching**

These appointments are specifically designed to grade an umpire’s performance on the day against an agreed set of standards for the panel the umpire is in. See the handbook files **Guidance for Scoring** and **Panel Movement and Assessment** for more information. HHUA Assessors will expect umpires to offer a short personal debrief of their game, before assigning a score for the performance and reasons for it.

Ginette Tessier

HHUA Umpire Assessment Manager

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