



Level B Upgrade: Modules and CR Workshop

THIS DOCUMENT IS A SUMMARY RECORD OF THE PRESENTATION AT THE USA CYCLING 2019 OFFICIALS' SUMMIT

An upgrade to the current upgrade process for a level B official on the road was introduced at the Summit and posted to the USA Cycling website.

There are now fewer Road Modules: six instead of eleven of them, and the process for tracking skill development with the modules has changed. The previous checklist was about having more experienced officials sign off on exposure by working races that require the skill. In order to do that, an official would bring printed modules to have them signed at races or do some back-tracking to get signature after the fact. The focus of the new system is a combination of self-ratings and having mentor officials rate your skill level. The idea being that we are all on a trajectory of learning, and some skill will develop faster and need less practice and others will require more practice and coaching. Using a shared Google spreadsheet set up by an NTC member, the official working on advancement to B can invite mentor officials who have seen them work races to rate their skill level and make notes about progress and suggestions for improvement.

The skill levels listed in the spreadsheet are these:

- No experience
- Some exposure
- Developing skill
- Meeting local needs with support
- Meeting local needs independently

While discussing this section at the Summit, feedback for developing officials, we spend some time discussing what it means to encourage each other to mentor and support other officials, giving accurate but kind feedback. For example, when you work with an official who is struggling, it can be easy to jump to the conclusion that the aptitude is not there. If you review the presentation posted from the Summit on Official's Advancement (slides 22-35), you can learn more about assessing performance step-by-step, starting with understanding the expectations and progressing through six steps with the final step, not the first, being an assessment of capacity.

Because the step from level C to level B is about being a chief referee for local races, it is important to develop and understand how the different skills connect to the big picture of running a race. That is why we ask an advancing official to track whether they are meeting local needs (either with support or



Level B Upgrade: Modules and CR Workshop

THIS DOCUMENT IS A SUMMARY RECORD OF THE PRESENTATION AT THE USA CYCLING 2019 OFFICIALS' SUMMIT

independently) for about 70% of all of the skills, because at that point, they are ready for the Chief Referee Workshop.

The Chief Referee Workshop is designed with the following goals in mind.

- An understanding of the structural backbone of this leadership position (planning before the event, running the event, post-event follow-up and paperwork)
- Work on developing leadership skills that fit well for each individual—we all lead differently
- The opportunity to share best practices across a regional area and develop an understanding that there are appropriate differences between local associations

Discussion and activity based, the Chief Referee workshop mimics being on a two-day crew with officials that you may not normally work with locally. The workshop provides opportunities that encourage honest self-assessment, reflection, team work, and leadership.

The advantage to the modules is that officials can work on them independently and at their own pace. The new addition of feedback instead of a checklist, encourages mentoring and coaching for developing officials. This dialogue is important for any skill development and advancement. Then, as a capstone, the Chief Referee Workshop provides the opportunity to put all of these pieces together, practice problem-solving in teams, and receive feedback before being assigned to your first race as the chief referee. Feedback from participants indicates that this is also valuable to officials who have already started working in the chief referee role, both as review of practical skills and as a way to reflect on how their leadership skill set is developing.

The plan is to work on similar changes to the Modules for both the Track and Mountain Bike. The Chief Referee Workshop is adaptable for any discipline.