

Guidance to Umpires on completion of Watcher Feedback form

The watcher Feedback form was introduced at the beginning of the 2016/17 season to enable umpires to give feedback on Coaches, Assessors and Umpire Managers who have been appointed to watch umpires either on individual matches, or events.

The feedback allows the relevant association to 'Quality Assure' their watchers and, if necessary provide support if a watcher is falling below the required standard.

Feedback is confidential and can be seen only by the Coach/Assessor together with a small number of people in your Association who are closely involved in Coaching and/or Assessing. Please be honest with your feedback, even if it is negative, we need to know how our Watchers are performing and if there are areas where we need to improve performance

Over the course of the first season of use, it has become apparent that quite a large proportion of umpires are not completing the form correctly. For the boxes marked 'Areas of Strength' and 'Areas to Work on' umpires have been providing a summary of the advice/comments made by the watcher. This is incorrect; the umpire should be commenting on the strengths and weaknesses of the watcher and adding 'Other comments' as necessary.

Below are a few examples of what an umpire may wish to comment on. This list is by no means exhaustive. It is up to the umpire to make whatever comments he/she feels are appropriate. (Some of the examples may not be appropriate depending upon whether the watcher is an assessor or coach).

Areas of Strength	Arrived in plenty of time Had taken time to understand what I wanted coaching on Moved around the pitch to watch from different angles and was unobtrusive. Identified my strengths and weaknesses Delivered criticism in a positive manner. Asked questions to provoke my thought processes Was approachable and flexible in thought process Was prepared to listen to counter arguments Was confident in delivery and presentation Written report agreed with post match discussion
Areas to work on	Arrived late Was not prepared for the watching. No knowledge of what I was trying to achieve Needs to concentrate more on the game. Spent a lot of time talking to spectators Needs to be more positive – concentrated solely on the bad points of the game Lacked confidence in delivery and seemed unsure Needs to listen to comments and engage in conversation.
Other Comments	Any other comments that you wish to make regarding this coaching/watching appointment