

Meet the Selectors – 23 January 2017

Comment/Issue/Suggestion	Reponse
Panel: Women's (All grades)	Lead: Caroline Frye
We would like to see more continuity coaching, i.e working with the same coach so that there is consistency on advice/development.	This is something that we try to achieve but is sometimes difficult to deliver, given the limited number of coaches who are regularly available and their commitments.
Could we have a monthly/ half season email with brief resume of what the teams are saying, whether positive or negative?	We will implement a mid term review from next season.
Would it be possible to appointed with the same colleague two weeks in succession. It makes for feeling more confident and umpiring better	In practice this is difficult to achieve because of availability issues etc. It can also lead to complacency between the two umpires
Could we have Panel Lead selectors so we know who to go to with queries/problems?	This will be implemented from next season.
Panel: Men's M1 & NPUA	Lead: Howard Wilson
What are the key things that selectors are looking for?	Key strengths and weaknesses, consistency across multiple games, whether ceiling has been reached or potential for further progression. There are no 'must haves' We also like to see how umpires deal with problems, such as overcoming mistakes
Could we have a 'mid term' feedback summary?	We will implement a mid season review from next season
How do you coach people through the grades?	Identify areas for development and then follow through with further watchings, either coaching or assessing. This is a continuous process
What is the difference between coaching and assessing.	There is not a huge difference in reality. Coaching is there to help an umpire progress or maintain grade and will suggest ways to improve performance. Assessment is an evaluation of performance on a particular game and whether it is Above/To/Below grade
Team Comments etc/Fitness testing	Team comments are confidential, meaning that teams can express views etc., knowing that umpires will not possibly 'take revenge'. Trends can be identified for a specific or umpire or 'across the board' and these are fed back as appropriate Fitness testing is will be available for umpires from the start of next season and will be a requirement for all umpires wishing to gain promotion or join the Regional panels.
Would it be possible to have regular pairing with a colleague for 3-4 weeks at a time	In practice this is difficult to achieve because of availability issues etc. It can also lead to complacency between the two umpires
Panel: Men's 2&3 plus candidates	Lead: Bill Holdforth
Are appointments based on geographical location of umpires/clubs	Not officially but realistically there is some influence. It is not reasonable for example for an

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	umpire to travel from, say, North-west Shropshire to South east Northants or vice versa
How are club scores used? Do they impact on promotion etc	Scores are collated and comments analysed to identify trends both for a specific umpire and 'across the board. The marks are noted by the selector and will identify those umpires who the clubs say are umpiring well and those that may require support/further development. No decision on a promotion or demotion will be made solely on the marks given by clubs to an umpire.
Who decides upon which games we are assessed on?	This will depend upon the appointments made and the availability and location of assessors. (see comments above relation to geographical location)
How is it decided which assessor is appointed	Again, it depends upon availability
We would prefer that different assessors are used for assessments but that we get the same umpire coach to maintain continuity	This is what we try to achieve, subject to availability
Can we have a consistent approach as to how feedback is delivered by coaches and assessors? As an example, opening gambits vary from watcher to watcher	Watchers have different styles, as do umpires. Standardising questions would give umpires a chance to prepare answers ahead of the post-match discussion. In addition, watchers need to understand how the umpire perceives his/her performance against the watcher's opinion. It is important that umpires use honest self-evaluation in assessing their own performances

Responses approved by Men's and Women's Selection Committees in February 2018