



On this Veterans' Day I especially want to thank all our officials who are veterans and all our officials that are still serving their country.

Over 200 officials were qualified as of September for PVS to pay for their 2015 registration. Remember, you have to work a minimum of ten sessions in 2014 for PVS to pay the 2015 registration. I will be sending out another round of emails near the end of this month to those newly qualified. And with all the meets we have been having, that will be many more that qualify. If you don't yet have ten sessions, there are still at least 15 more meets this year starting with the November Open this coming weekend. [PVS Meet Schedule](#).

Especially during the meets this time of year, there are apprentices at nearly every position on the deck and behind the admin table. It is up to all of us to help them along the path to certification by being a mentor. Please read the article below on how to be a good mentor. We have a significant turnover every year in our ranks of officials so it is important that we keep replenishing our ranks. We are still thin on Administrative Officials, so if you are an experienced Hy-Tek Operator (one year or more), consider advancing to AO.

PVS has offered 27 officials clinics already this season. And there are still more this month, including a Referee Clinic and an Administrative Official Clinic. We also anticipate there will be more clinics offered in January. [PVS Clinic Schedule](#).

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Situation: Mary was swimming the 100-yard backstroke. At the first turn, the turn judge indicated a disqualification stating that the swimmer missed the wall on the turn. Mary and her coach both say that she did touch the wall and that her feet just slipped. They also state that Mary could not have pushed off the wall if she didn't touch it.

Questions: You are the Referee, what should you do?



men·tor

noun \ˈmen-tôr, -tər\

: someone who teaches or gives help and advice to a less experienced and often younger person

²mentor

verb

: to teach or give advice or guidance to (someone, such as a less experienced person or a child)

~ Merriam Webster Dictionary

As the new swim season has gotten into full swing, you've no doubt noticed the abundance of Apprentice Officials working to complete their initial certification, as well as experienced officials working to certify in new positions. In September and October, over 250 people attended 25 PVS Officials' Clinics. Each received 2-2.5 hours of quality instruction from our most experienced officials. As exceptional as our instructors are, the most important part of an official's learning process is on-the-job training. PVS is counting on each of us to help mentor them to become qualified and capable in their new roles.

It's important to note that *mentor* is both a noun and a verb, an action. At a PVS meet, it may be a formal or an informal action. You may be directly assigned an apprentice official, commonly at the entry-level positions of Stroke & Turn, Timing System Operator, or HyTek – a formal mentoring opportunity. The apprentice is looking to you to learn the skills of the position. You may be a Deck Referee, Chief Judge, or Starter, working with apprentice or experienced officials – an informal mentoring opportunity. A Chief Judge discussing a possible disqualification with a Stroke & Turn Official is a mentoring opportunity. A Deck Referee reviewing a recent start with a Starter or a potential disqualification with a Chief Judge are mentoring opportunities.

As we arrive at a meet, we are greeting friends, signing in, and locating hospitality. Perhaps you notice a new face that seems unsure of what to do. This is the perfect time to begin mentoring! Informal mentoring can be as simple as pointing out the sign-in sheet, the location of hospitality, or the time and place of the Officials' Briefing. As an experienced official, no matter the extent of your experience, you are leading by example, in your behavior, presentation, and demeanor.

When you are on deck with an apprentice in a formal mentoring situation, it is critical that you provide instruction, encouragement, and feedback. In a few short weeks, this apprentice will be asked to perform the role independently. Obviously, discussion should include instruction on the responsibilities of the role and how the rules of USA Swimming are implemented. As the mentor, you may also learn something from your mentee if you listen carefully! By considering your mentee's questions and input you may find yourself deepening your own understanding of the rules.

Mentoring is a never-ending, active responsibility of all PVS officials. By embracing this responsibility, you will benefit all PVS officials and continue to enhance the quality of officiating in PVS.



Expectations for Officiating at a

National Championship Level Meet

(National Championships, US Open, World Cup, Olympic Trials)

and a

National Level Meet

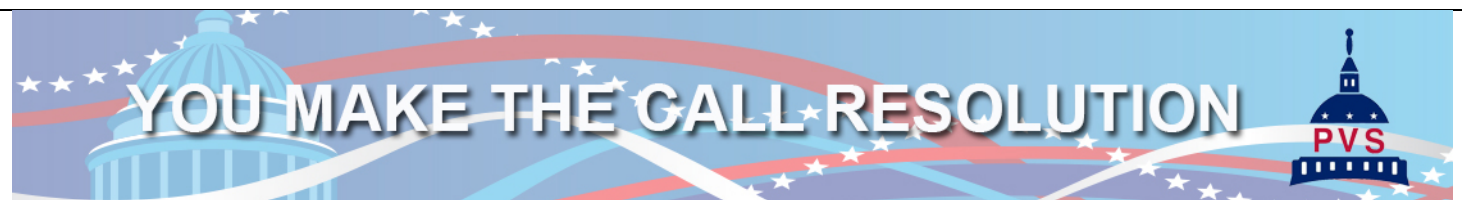
(Sectionals, Zones, Grand Prix and other approved "Qualifying" meets)

An Official shall have:

- 1) For National Championship meets - current N3 certification in the position and current LSC certification.
- 2) For National meets – current N3, N2, or eligible for N2 evaluation, and current LSC certification.
- 3) Knowledge of current USA Swimming Rules.
- 4) Knowledge of Championship Meet Protocol or a willingness to learn Championship Meet Protocol.

An Official is expected to:

- 1) Dress in appropriate swimming official's attire.
- 2) Be punctual.
- 3) Attend pre-meet briefings.
- 4) Work any position assigned.
- 5) Work all sessions he/she has committed to.
- 6) Execute proper deck protocol.
- 7) Describe any rule infraction clearly and concisely.
- 8) Maintain a positive attitude.
- 9) Be a "team" player.



Recommended Resolution: Stroke and turn judges are taught to call what they see and not what they don't see. This philosophy is most evident in the missed touch at the turn where it is a requirement of the turn judge to say, "the swimmer did not touch the wall" rather than "I didn't see the swimmer touch the wall." The judge also cannot infer an infraction from other evidence such as a slow departure from the wall that normally accompanies a missed touch. The coach and/or swimmer should go to the referee and question him/her about the call. It is the duty of the referee to make sure that the call was, in fact, correct by checking with the judge and reviewing exactly what the judge saw. The referee should find out exactly how the judge knew the swimmer missed the wall.

Applicable Rules: 101.4.3, 102.13.1

CLINIC SCHEDULE



Upcoming Clinics

Date	Clinic	Location	Time	Who's Attending
Wednesday November 12	Stroke & Turn	On-Line Clinic Pre-Registration Required	7:00 - 9:30 PM	
Saturday November 22	Starter	Oak Marr	8:00 - 10:00 AM	list
Saturday November 22	Stroke and Turn	Oak Marr	10:15 AM - 12:45 PM	list
Sunday November 23	Administrative Official	Overlee	12:300 - 2:30 PM	list
Monday November 24	Referee	On-Line Clinic Pre-Registration Required	7:30 - 9:30 PM	

CHARACTERISTICS OF GOOD MENTORS



USA Swimming provides training on how to be a good mentor. The training can be found under the heading of "Mentoring and Evaluation" on the [TRAINING RESOURCES](#) page.

A Mentor:

- Recognizes volunteers
- Encourages
- Motivates
- Creates opportunity
- Gives Feedback
- Empowers
- Remembers personal history

A Mentor recognizes officials are volunteers and encourages self-confidence. They motivate an official to improve their knowledge-base and skills. Mentors create an environment and opportunity for improvement in a positive manner. That means they give constructive feedback that emphasizes progress and areas for improvement. Mentors should empower each official to be successful while still maintaining their individuality. Finally, Mentors should remember their own first experience and "lost" they can feel.

UPCOMING MEET SCHEDULE



NOVEMBER

Date	Meet	Host	Location
14-16	PVS November Open	FBST	Mt. Vernon
		PAC	Fairland
		ERSC	Fairland
		FISH	Cub Run
16	Autumn Mini	RMSC	Olney
20-22	Arena Grand Prix Series (SCY)		Minneapolis, MN
21-23	Swim & Rock (By Invitation)	SDS	Oak Marr
21-23	RMSC November Invitational (by invitation)	RMSC	MLK
22-23	Odd Ball Challenge	FAST	Fairland
22-23	Speedo Eastern States Senior Circuit #2	OCCS	Freedom Center
22	Holiday Kick-Off Mini Meet	OCCS	Freedom Center
23	Pilgrim Mini Meet	NCAP	Claude Moore

DECEMBER

Date	Meet	Host	Location
4-6	AT&T Winter National Championships	USA Swimming	Greensboro, NC
4-7	Turkey Claus Showdown	MACH	Univ. of MD
5-7	Christmas Championships	MSSC	Fairland
6-7	MAKO Holiday Invitational	MAKO	GMU
6-7	Reindeer Mini Meet	YORK	Providence
11-13	Speedo Winter Junior Nationals	USA Swimming	Federal Way, WA
11-14	Holiday Invitational	RMSC	Germantown
11-14	Tom Dolan Invitational	NCAP	UMD
11-14	Sport Fair Winter Classic (by Invitation- no new teams will be accepted)	PM	GMU
20	Candy Cane Mini Meet	NCAP	Freedom Center
20	Splash and Dash	FAST	Fairland

BENEFIT OF THE DOUBT GOES TO THE SWIMMER

Call what you see and see what you call

