

USWOA 2017 Strategic Plan

Vision: High Level Officials Organization

Mission: USWOA will strive to be a top level organization by providing resources, tools and services that develop high performing mat and pairing officials.

Areas of Focus: Education, Recruitment and Retention, Evaluations and Upgrades/Downgrades

Education

Objective:

To continuously develop officials by providing comprehensive education initiatives.

Strategy and Action Plan:

I. To Improve Format and Content for OEP (Official Education Program)

- a. Regional OEP – content for category 3's to 2's
- b. National OEP – content for category 2's to 1's
- c. OEP's broken down into two sessions at each event. Each session will have different course material.
- d. Six courses will be developed for each OEP (total of 12). This will allow for more specific information to be covered at each site.
- e. Courses will be rotated to different sites so that different material will be covered during a 3-year cycle.
- f. USWOA Executive Board will determine the OEP sites each year.

II. Education for Clinicians

- a. Clinicians will be selected at the USWOA Fall Board Meeting.

- b. If clinician accept the assignment, they will be required to participate in a conference call that covers the points of emphasis for the upcoming season.
- c. Clinic presentations will be provided to clinicians to present at their assigned tournament.
- d. Conference call will discuss that presentation to make sure that everyone is articulating the same information around the country.

III. To Better Utilize the USWOA Website for Education

- a. Video Clinics of the Rules will be added throughout the year and will cover general rules and applications for all age groups.
- b. Starting in late February, “You Make the Call” videos will be added to the website each day. This will allow for discussion and evaluation of situations.
- c. Starting in late February, daily rules questions will be added to the website. This will allow individuals to test their knowledge of the rules and to focus on target areas.
- d. Videos will be updated in online Rules Book over the course of the year.

IV. To Better Utilize Social Media for Education

- a. Attempt to link Facebook to the Webpage so that a post on the website will automatically generate a post in Facebook. If that is not possible, then a manual post will be made when new material is posted.
- b. Open a Twitter and Instagram account for USWOA. They will be used to communicate information to the membership and provide links to the education material on the website.

V. Fargo Symposium

- a. Have a 1-day symposium the day before the clinic at the Cadet/Junior Nationals

- b. This will include multiple presenters on multiple topics and participants will be able to choose their sessions.
- c. Attempt to partner with the Coaches Education program to help improve relationships with coaches.
- d. This is a work in progress and will be evaluated over time.

VI. Establish a Successful Mentor Program

- a. Goal is to target officials with the ability to obtain a high level and eventually take over the organization.
- b. This will take time to establish and will not start in the upcoming year.
- c. Will begin by looking for officials with potential to be mentored and for officials who could be good mentors.

Recruitment and Retention

Objective:

To focus on recruitment of new officials who have the potential for longevity as a mat or pairing official. Also develop a plan to retain more of the approximately 1200 officials that we lose from the membership ranks every year. Lastly, to increase the number of officials traveling to the USAW Regional and National tournaments to 600.

Strategy and Action Plan:

- I. Standardize the reimbursement system throughout the regional and national tournaments so it is fair and equitable.**
- II. Recommend a standard for state level reimbursement for regional and national tournaments.**
- III. Establish several regional and national level OEP's reflecting several levels of experience.**
- IV. Explore the elimination of mat-side evaluations.**
- V. Establish a mechanism for teaching instructors and evaluators.**
- VI. Make sure all officials working the USAW folkstyle events have a USWOA license.**

- VII. Develop a method of socializing and connecting with USAW coaches by inviting them to OEP's, officials' socials, and other training opportunities.**
- VIII. Engage, empower, and educate more of the membership as evaluators.**
- IX. Ensure that the evaluation process is honest and transparent.**
- X. Explore the best target group for recruitment of new officials.**
- XI. Continue working with state leaders and the USWOA "Recruitment and Retention" committee to improve tournament conditions for officials at all USAW wrestling events.**

Evaluations & Upgrades/Downgrades

Objective:

To continually adapt and evolve our evaluation system and promotion requirements to help uphold the integrity and quality of our mat and pairing officials.

Strategy and Action Plan:

I. Upgrades/Downgrades

- a.** Remove the 2 year requirement to be promotable from the M3 and M2 categories to allow for quicker advancement of talented mat officials.
- b.** Limit M1C mat officials to that category for a maximum of 2 years. If his or her skills warrant upgrade and they have completed the necessary tournaments for upgrade within that 2 year timeframe, they will be considered for M1 status. If not, they will be downgraded to M2.
- c.** Require M1C officials to attend a National level OEP prior to being promoted to the M1 category.
- d.** Remove the stipulation that former National Team athletes seeking a USWOA membership are automatically given a M1C category. All referees must enter the USWOA as M3 mat officials.

- e. Allow pairing officials to test multiple times per year for upgrade.
- f. Decrease the number of national tournaments (3) that pairing officials must be assigned to in order to be upgraded from P1 to P1E status.
- g. Remove the minimum time requirement for pairing officials to be promotable.

II. Evaluation Process

- a. Implement a system for evaluations of all mat officials, whether promotable or not, to help refine mat skills throughout an official's career.
- b. Continue to explore a digital evaluation system to be completed by trained evaluators that would incorporate match video with written explanations of strong points and ways to improve.
- c. Explore the idea of a regional evaluation committee of trained referees to evaluate and recommend mat officials within their region for promotion.
- d. Restructure the Pairing Advisory Council, open to any category pairer, to make recommendations on pairing related issues, primarily assignments and promotion.

III. Maintenance Requirements

- a. Remove all maintenance requirements for the M2 category. This will allow mat officials who are active at the local and state levels to maintain their category without fear of demotion.
- b. Require that M1 mat officials work, at a minimum, one National level tournament every other year to maintain their category. This will ensure that our highest rated referees are not simply doing the bare minimum to keep their category.

