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## REFEREE EVALUATION PROCESS AND STANDARDS

Active referees at or below the “Continental Level (IJF-B)” are routinely evaluated at each N1, N2 and N3 event held in the U.S. at which they officiate as a referee and/or mat chief. Their evaluation is to be based solely on their performance at that specific event. How they normally perform or how they did at the last event should not influence their evaluation.

Each Evaluator should watch each referee a similar number of times and as many times as possible. Ideally each referee should be observed at multiple times of the day and on multiple days if the competition permits. Evaluation should also include a variety of competitor skill levels, as well. The evaluator should go to the evaluation meeting with specific notes, and an initial evaluation, on each referee. Each evaluator then discusses their observations and the evaluation team then comes to a final decision. The evaluation and reasons for that evaluation are then logged and specific positives and negatives are recorded. Actions to improve performance and future development should be suggested.

The possible evaluations for National referees are:

N0 – inadequate performance to maintain National Level certification

N1 – adequate performance needed to maintain capability to referee at Regional Test and Evaluation sites for National Referees

N2 – good performance needed to maintain capability to referee at the Youth Nationals, National & International Junior Olympics and the President’s Cup

N3 – excellent performance needed to maintain capability to referee at the Senior Nationals and the U.S. Open

N4 – outstanding performance indicative of being ready to take the examination for Continental Referee certification *NOTE: All National Referees who receive a “4” evaluation for this event will be further evaluated (with a starting point of 4.5) by adding tenths of a point (up to 4.9) for exhibiting higher specific performance than is normally expected from a N4 referee or subtracting tenths of a point (down to 4.0) for exhibiting lower specific performance than is normally expected from an average N4 referee but is not low enough to deserve a N3 evaluation. As a last step in the evaluation process all referees receiving a “4.x” evaluation will be compared to each other to assure their relative evaluations are consistent*

Although the Confederation (PJC-C) level is no longer used outside of the U.S., we recognize the accomplishments of those referees who had attained that level and still referee. Their evaluations could be:

C0 – inadequate performance

C1 – adequate performance needed to maintain capability to referee at Regional Test and Evaluation sites for National Referees

C2 – good performance needed to maintain capability to referee at the Youth Nationals, National & International Junior Olympics and the President's Cup

C3 – excellent performance needed to maintain capability to referee at the Senior Nationals and the U.S. Open

C4 – outstanding performance indicative of being ready to take the examination for Continental Referee certification *NOTE: All "C" Level Referees who receive a "4" evaluation for this event will be further evaluated (with a starting point of 4.5) by adding tenths of a point (up to 4.9) for exhibiting higher specific performance than is normally expected from a C4 referee or subtracting tenths of a point (down to 4.0) for exhibiting lower specific performance than is normally expected from an average C4 referee but is not low enough to deserve a C3 evaluation. As a last step in the evaluation process all "C" referees receiving a "4.x" evaluation will be compared to each other to assure their relative evaluations are consistent*

The possible evaluations for Continental referees are:

B0 – inadequate performance to maintain capability to referee at National Level certification

B1 – adequate performance needed to maintain capability to referee at Regional Test and Evaluation sites for National Referees

B2 – good performance needed to maintain capability to referee at the Youth Nationals, National & International Junior Olympics and the President's Cup

B3 – excellent performance needed to maintain capability to referee at the Senior Nationals and the U.S. Open

B4 – outstanding performance indicative of being ready to take the examination for International Referee (IJF-A) certification *NOTE: All Continental Referees who receive a "4" evaluation for this event will be further evaluated (with a starting point of 4.5) by adding tenths of a point (up to 4.9) for exhibiting higher specific performance than is normally expected from a B4 referee or subtracting tenths of a point (down to 4.0) for exhibiting lower specific performance than is normally expected from an average B4 referee but is not low enough to deserve a B3 evaluation. As a last step in the evaluation process all referees receiving a "4.x" evaluation will be compared to each other to assure their relative evaluations are consistent*

International (IJF-A) Referees are not included in the U.S. evaluation system and are not given scores but they may request comments on their performance from an evaluator.

Two evaluation forms for optional use by the Evaluators are:



## Referee Evaluation Form

Event: \_\_\_\_\_ Date: \_\_\_\_\_ Mat: \_\_\_\_\_ Evaluator: \_\_\_\_\_

Contest (Match)	Referee (Judge)	1. Appearance (Voice/Power)	2. Position/Mobility	3. Procedures/Gestures (Signals)	4. Authority/Determination	5. Appreciation (Judgment)	6. Penalties	7. Teamwork	Comments
<p>Place in appropriate category boxes (1-7) for each contest a +, ✓, - for each action observed that deserves an evaluation for each contest (match). Write out comments on behaviors both good and behaviors that need to be improved. Be specific. e.g. (5. Osae called too early in several cases) ["5" refers to category 5. Appreciation]. It is important to include the comments of the situations which caused a referee to be downgraded or upgraded. Look for Control, Calmness, Consistency and Tempo. Look for Equity (Compare and calmer under stress) and Rectitude (Accurate judgment). (+ = Exceeded expectations ✓ = Met expectations - = Below expectations)</p>									
Name: _____ Current Level: _____ Rating at Event: _____ Rating: 0, 1, 2, 3, 4, 5-4, 9, B 1, 2, 3, 4, 5-4, 9 Comments: _____									
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Contest (Match)	Referee (Judge)	1. Appearance (Voice/Power)	2. Position/Mobility	3. Procedures/Gestures (Signals)	4. Authority/Determination	5. Appreciation (Judgment)	6. Penalties	7. Teamwork	Comments
<p>Place in appropriate category boxes (1-7) for each contest a +, ✓, - for each action observed that deserves an evaluation for each contest (match). Write out comments on behaviors both good and behaviors that need to be improved. Be specific. e.g. (5. Osae called too early in several cases) ["5" refers to category 5. Appreciation]. It is important to include the comments of the situations which caused a referee to be downgraded or upgraded. Look for Control, Calmness, Consistency and Tempo. Look for Equity (Compare and calmer under stress) and Rectitude (Accurate judgment). (+ = Exceeded expectations ✓ = Met expectations - = Below expectations)</p>									
Name: _____ Current Level: _____ Rating at Event: _____ Rating: 0, 1, 2, 3, 4, 5-4, 9, B 1, 2, 3, 4, 5-4, 9 Comments: _____									
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## Referee Evaluation Form

Event: \_\_\_\_\_ Date: \_\_\_\_\_ Mat: \_\_\_\_\_ Mat Chief: \_\_\_\_\_

The use of this form is optional. You may find it of value. If you choose to use your own system you can turn this form over and use the backside. Please hand this to an Evaluator at the end of the day so that they can make reference to it to assist in the referee evaluation process. If you choose you may provide no feedback and devote all your time to oversee the proper outcome of every contest on your mat.									
Name	1. Appearance (Voice/Power)	2. Position/Mobility	3. Procedures/Gestures (Signals)	4. Authority/Determination	5. Appreciation (Judgment)	6. Penalties	7. Teamwork	Current Rating (Level)	Event Rating (0, 1, 2, 3, 4, 5-4, 9, B 4, 0-1, 9)
1									
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3									
4									
5									
6									
7									
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Place in appropriate category boxes (1-7) for each contest a +, ✓, - for each action observed that deserves an evaluation for each contest (match). Write out comments on behaviors both good and behaviors that need to be improved. Be specific. e.g. (5. Osae called too early in several cases) ["5" refers to category 5. Appreciation]. Look for Accuracy of Judgment, Calmness, Control, Consistency and Tempo.

(+ = Exceeded expectations ✓ = Met expectations - = Below expectations)

Comments: \_\_\_\_\_

**End of Year Rating Determination:**

Each Referee's level is determined on an annual basis (effective January 1<sup>st</sup> each year) as follows:

- 1) The average of all evaluations (0, 1, 2, 3, and 4 – NOTE: no partial points are included in the calculation) received during the previous year (at their level – N, C or B) is determined and if their average is equal to or greater than x.5 their new rating is rounded up, assuming the other requirements that follow are met
- 2) To move up, the referee must have been evaluated at least twice during the year
- 3) To maintain current National level – must referee at least one evaluation event each year.
- 4) If a referee does not referee at any evaluation event during any full calendar year they will be put on inactive status, unless they were on a "Leave of Absence" during that time.
- 5) If a National referee is not evaluated at any event during 4 consecutive calendar years, they will be decertified, unless they were on a "Leave of Absence" during that time

**Accelerated Advancement**

If a referee, after a minimum of four evaluations at their level (N, C or B) in a given year, meet the requirements for advancement to the next level, they may be advanced immediately rather than having to wait until the end of the year. Such an action will require the affirmative vote of the RC. If a referee is very active and receives high evaluations, they might be able to advance two times in a given calendar year