



Baseball Victoria –

Technical Operations Committee Framework

**ADOPTED FROM: BASEBALL AUSTRALIA
2016 FRAMEWORK**

Date: 3 August 2022

INTRODUCTION

The BV Umpire Development section of this Framework has been adopted from the 2016 Baseball Australia's Umpire Development Framework (UDF). This framework is to be developed and delivered within the BV Umpiring program starting in 2022.

We acknowledge Baseball Australia and the individuals who have made contributions to this document.

Acknowledgements:

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Neil Poulton
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Other names will be added to this list as feedback and suggestions on the framework are received.

EXECUTIVE SUMMARY

This BV Umpire Development Program aims to produce the following outcomes:

1. A thriving BV community of proficient officials, who are respected, committed, motivated and contented.
2. 100% compliance among the umpiring community with registration and financial requirements.
3. Financial sustainability for umpire development.
4. Transparent and consistent governance of umpiring throughout the state.

With these outcomes in mind, the following will be implemented:

1. A revised umpire governance structure, aiming to establish, where possible, administrative and managerial consistency in Victoria. This includes common role descriptions and relationships for key bodies and appointments in the umpiring community, as well as a structure specifically for Little League umpires.

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UMPIRE NUMBERS

Targeted umpire numbers for the next several years

The targets outlined in this plan can only be achieved if there is a full and complete record of umpire numbers in Victoria, and the prescribed Umpire Development Fee is paid annually by each of them. Only in this way can a realistic, transparent budget be enacted. In the past, records have been difficult to maintain, and this aspect of management is to become a key deliverable in umpire development.

The target for each state over the coming years for fee-paying* accredited umpires properly registered the BV database are:

	2022/23	2023/24	2024/25	2025/26
Vic	62	65	70	80
Total	62	65	70	80

The proportion of accreditations to be achieved in each level should be:

Community Umpire*	50%
Association Umpire	35%
State Umpire	12%
National Umpire	3%

* Umpires at the Community level are not required to pay the Umpire Development Fee

GOVERNANCE STRUCTURE

BV TECHNICAL OPERATIONS COMMITTEE (TOC)

Chairperson
CEO/Event Officer

Members
Umpire Officer – Operations, Umpire Officer – Pathways, Scoring Officer

Umpire Officer – Operations
Roles and Responsibilities

Communications, Governance, Administration, Scheduling, Registration, Compliance, Insurance, Codes of Conduct, Assessments

Umpire Officer – Pathways
Roles and Responsibilities

Pathway Development, Training, Education, Recruitment, Retention, Centre Development

Scoring Officer
Roles and Responsibilities

Communications, Administration, Pathway Development, Training, Technology, Recruitment, Retention

Technical Development Centre 1

Melbourne

Malvern

Doncaster

Waverley

Blackburn

Technical Development Centre 2

Upwey FTG

Berwick

Pakenham

Mulgrave

Monash Uni

SE Warriors

Technical Development Centre 3

Bonbeach St Chads

Chelsea

Mornington

Springvale

Boneo

Cheltenham

Technical Development Centre 4

Sandringham

Moorabbin

Pivot City

Ormond GH

St Kilda

Port Melbourne

Technical Development Centre 5

Geelong

Williamstown

Newport

Werribee

Footscray

NW Titans

Ballarat

Technical Development Centre 6

Essendon

Fitzroy

Preston

Research LP

Mitchell Majors

North Coburg

Sunshine

ROLES AND RESPONSIBILITIES

Umpire Officer – Operations

Roles and responsibilities:

Communications: Information given to BV, Umpires, Clubs and Associations.
Building solid working relationships

Governance: Reports to BV

Administration: Procedures
Resources
Data Collection and Accreditation Results
Develop course guidelines for accreditation

Scheduling: VSBL
Little League State Tournaments
State Winter Championships
Masters, and other events as required

Registration: Online registration through GameDay

Compliance: Working with Children Checks
Umpire Accreditation

Umpire Officer – Pathways

Roles and responsibilities:

Pathway Development: Update and inform of pathways to members

Training: Organise and deliver training opportunities

Education: Rules updates and clarification

Recruitment: Actively source potential umpires

Retention: Recognising the changing needs of the baseball community

Administration: Budgeting

Centre Development: Coordination of clubs and regional centres for program delivery

POSITION DESCRIPTION: Umpire Officer - Operations

Status	Part-time
Department:	Technical Operations Committee (TOC)
Location:	Melbourne Ballpark, Altona Meadows
Reports to:	CEO and Events Officer
Direct Reports:	
Budget Responsibility:	Yes
About Baseball Victoria	<p>Baseball Victoria is the recognised peak body for the sport of baseball in the Australian State of Victoria. Baseball Victoria is responsible for leading the state-wide delivery of baseball through its affiliated associations and leagues</p> <p>Baseball Victoria is a membership-based sporting organisation that will provide every Victorian with the opportunity to participate in Baseball.</p> <p>Baseball Victoria is a not for profit, member-based organisation which is governed by a volunteer Board of Directors.</p>

Primary Purpose of Position

The Umpire Officer - Operations is responsible for managing the communications, governance, administration, scheduling, registration, compliance, insurance, and codes of conduct of umpires in Victoria in line with any agreed national direction developed in conjunction with Baseball Australia.

Key Relationships

Internally	Externally
BV CEO, and BV Events Officer	Baseball Australia Technical Officials
BV Communication and Digital Media Officer	BV Clubs & Associations
BV Technical Operations Committee	

Key Responsibilities:

Accountabilities	Overview of Tasks
Administration	<ul style="list-style-type: none"> Responsible for the overall administration and organisation of Victorian umpires Work closely with the Umpire Officer-Pathways to establish yearly calendar of development activities, training, education & courses Work with TOC to identify initiatives to increase retention & diversity Maintain updated reporting and present to BV CEO, & Events Officer
Communication	<ul style="list-style-type: none"> Regular umpire communications
Game Day	<ul style="list-style-type: none"> Oversee the allocation of umpires Coordinate umpire assessments, evaluations, and critiques
Governance	<ul style="list-style-type: none"> Maintain vision, values, and code of conduct Maintain registration and compliance register Participate in the development and implementation of related procedures and policies

Qualification and Experience
<ul style="list-style-type: none">• Ability to effectively prioritise and execute tasks within defined time frames• Stakeholder management skills, including strong existing relationships within BV and wider Victorian baseball community• High level communication and presentation skills• Developed IT skills• Current Working with Children Check

Knowledge and Skills
<ul style="list-style-type: none">• Understanding of the Rules of Baseball
<ul style="list-style-type: none">• Knowledge of Webref platform

Personal Attributes
<ul style="list-style-type: none">• Excellent communicator• Strong organisational skills• Approachable and engaging• Determined and results driven• Proactive• Innovative and creative• Stakeholder focused• Team orientated

The role will be offered on an initial 12-month contractual period, with a view to annual extension. Remuneration will be discussed with preferred candidates.

POSITION DESCRIPTION: Umpire Officer - Pathways

Status	Part-time
Department:	Technical Operations Committee (TOC)
Location:	Melbourne Ballpark, Altona Meadows
Reports to:	CEO, and Events Officer
Direct Reports:	
Budget Responsibility:	Yes
About Baseball Victoria	<p>Baseball Victoria is the recognised peak body for the sport of baseball in the Australian State of Victoria. Baseball Victoria is responsible for leading the state-wide delivery of baseball through its affiliated associations and leagues</p> <p>Baseball Victoria is a membership-based sporting organisation that will provide every Victorian with the opportunity to participate in Baseball.</p> <p>Baseball Victoria is a not for profit, member-based organisation which is governed by a volunteer Board of Directors.</p>

Primary Purpose of Position

The Umpire Officer – Pathways is responsible for pathway development, education, recruitment, and retention of umpires in Victoria in line with any agreed national direction developed in conjunction with Baseball Australia.

Key Relationships

Internally	Externally
BV CEO, and BV Events Officer	Baseball Australia Technical Officials
BV Technical Operations Committee	BV Clubs & Associations

Key Responsibilities:

Accountabilities	Overview of Tasks
Education and Training	<ul style="list-style-type: none"> • Provide education on the Rules of Baseball, and any applicable By-Laws • Ensure all development initiatives have appropriate course content and are appropriately staffed with qualified technical official educators • Ensure that suitably qualified trainers attend lectures, camps and courses conducted by BV on rule changes, interpretations, mechanics, and education • Training and education of the Technical development centre officials
Recruitment and Retention	<ul style="list-style-type: none"> • Oversee the accreditation, recruitment and professional development of umpires • Assist in the identification and development of future umpires
Pathways Development	<ul style="list-style-type: none"> • Schedule, book and promote courses, formal education sessions and ongoing development initiatives • Assess and evaluate umpires moving through the pathways
Administration	<ul style="list-style-type: none"> • Participate in the development of the yearly budget • Ensure appropriate paperwork is completed and submitted before and/or after each course to ensure qualifications and certifications are obtained/maintained, and recorded • Coordination of clubs and regional centres for program delivery

Qualification and Experience

- Accredited Baseball umpire
- Current Working with Children Check
- Current Victorian Drivers Licence
- Developed IT skills
- Willingness to work weekends and evening as required
- Strong understanding of umpire development

Knowledge and Skills

- Established understanding of the Rules of Baseball
- Strong understanding of umpire development
- Excellent organisational, presentation and communication skills
- Willingness to work weekends and evenings as required

Personal Attributes

- Passionate about community baseball
- Excellent communicator
- Patient and diplomatic
- Approachable and engaging
- Determined and results driven
- Proactive
- Innovative and creative
- Stakeholder focused
- Team orientated

The role will be offered on an initial 12-month contractual period, with a view to annual extension. Remuneration will be discussed with preferred candidates.

BV TECHNICAL OPERATIONS COMMITTEE (TOC)

TERMS OF REFERENCE

Reporting to CEO and Events Officer

ESTABLISHMENT

The Technical Operations Committee (TOC) is a permanent standing committee. It has been established to provide management for servicing of the game in an officiating capacity for BV and direction, including support to the Club umpires and scorers and to advise the CEO and Events Officer on the delivery of relevant initiatives in the Baseball Victoria strategic plan.

PURPOSE

The TOC advises the CEO on the following matters:

- Promotion, development, and management of the State umpiring and scoring programs
- Appointment of umpires (including the chief umpire) and assessment panels for state and club events and competitions
- Conformity with the Baseball Australia – umpiring and scoring standards and requirements
- Collaboration and integration with umpiring development centre programs
- Other responsibilities as agreed with the CEO

In addition, through the TOC the Committee advises the CEO and/or the Board on the following matters:

- Strategic direction of umpiring and scoring for Baseball Victoria
- Relevant policies
- State umpiring and scoring program budgets
- Umpires Operations and pathway programs and initiatives

DELEGATED AUTHORITY

The Committee has no delegated authorities.

MEMBERSHIP

The TOC comprises no more than 5 members constituted as follows:

- Baseball Victoria CEO and Events Officer, one of whom will be the Chairperson of the Committee
- Two Umpire Officers and one Scoring officer.

An individual may be a member of the Committee in more than one capacity.

In addition to the permanent Committee members, the CEO and/or Event officer can invite occasional members who have expertise relevant to specific Committee projects.

COMMITTEE MEETINGS

Membership will be reviewed annually by the Chairperson and the Event Officer following the review of the Baseball Victoria Strategic Plan.

The Committee will meet face-to-face or by teleconference when required or at least four times a year and otherwise as determined by the Chairperson.

In the absence of the Chairperson, those attending the meeting will agree on a Chairperson for the meeting.

A quorum will be constituted by the Chairperson and two other members of the Committee.

Any other person may attend a meeting at the invitation of the Chairperson.

An agenda will be prepared and circulated prior to every meeting.

Information supporting agenda items will be circulated with the agenda.

Minutes will be taken at each meeting outlining all decisions and actions arising.

Minute taking will be shared by Committee members or another appointed person.

PROJECT TEAMS

The TOC may establish project teams at its discretion to assist with specific functions and initiative that are consistent with its terms of reference

Membership of project teams will include at least one umpire from the umpiring and scoring development centre.

Project team members will abide by the requirements expected of Committee members (outlined above.)

The project team will report back to the Committee

Project team meetings:

- The frequency of Committee meetings will be determined by the Chairperson of the Committee
- In all other ways project team meetings will reflect the meeting requirements of the Committee (as outlined above)

AMENDMENTS

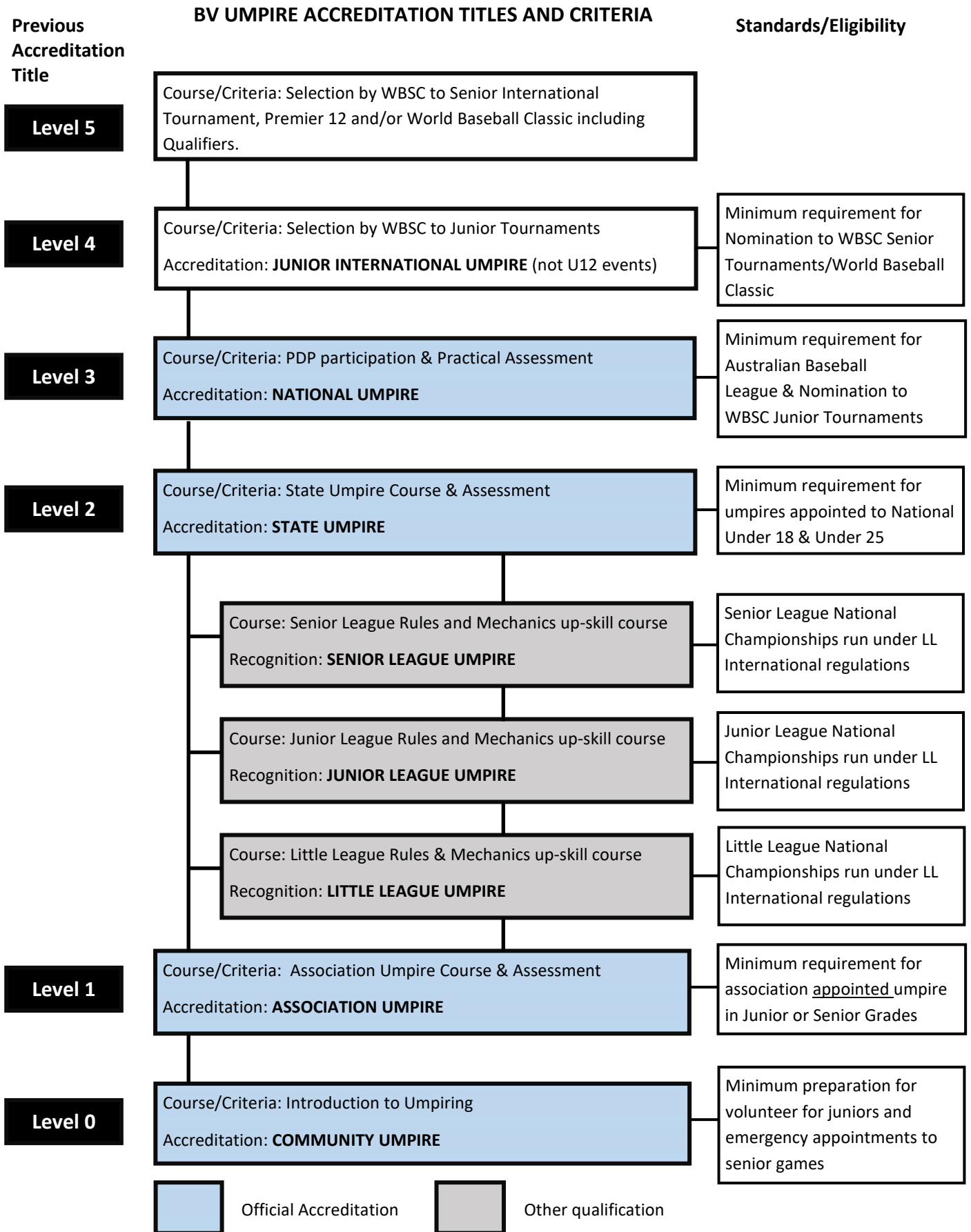
The Committee may recommend to the CEO that these Terms of Reference be enlarged or varied to enable it to deal with any matter or issue which it considers should be addressed by the Committee

The TOC may at any time amend or vary these Terms of Reference as they see fit.

Approved by the Baseball Victoria CEO:	
Amended by the Baseball Victoria CEO:	

TOC Members	
Committee Member	Capacity
CEO/Events officer	Technical Working Committee Chair
	Umpire Officer - Operations
	Umpire Officer - Pathways
	Scoring Officer

THE UMPIRING PATHWAY



ACCREDITATION – TRAINING REQUIREMENTS

Community Umpire Course & Accreditation

1. Completion of ASC Officiating General Principals course
2. 2hr practical instruction session
3. Written exam

Association Umpire Course & Accreditation

1. Successful Completion of Community Umpire Program as pre-requisite (Recognition of Prior Learning and/or Current Competency will be available).
2. Registration on BV Membership Database
3. Completion of modules of the Virtual Umpire Camp
4. 6 hours of Instructor led or self-paced training on baseball rules and interpretations
5. 6 hours of Practical Instruction based on the Two-Umpire System
6. Completion and Pass of Association Umpire theory exam - **70% Pass Mark**
7. Two practical game assessments by qualified umpire assessor

Courses will also be specially conducted to equip umpires with the specifics of those programs that come under the umbrella of Little League International. There will be no ASC accreditation for these. The courses are additional training designed to help those wishing to officiate in these events.

Little League Umpire Education

- a. 2hr Little League rules and mechanics update
- b. Completion and pass of Little League theory exam

Junior League Umpire Education

- a. 2hr Junior League rules and mechanics update
- b. Assessed as competent by qualified umpire assessor

Senior League Umpire Education

- a. 2hr Senior League rules and mechanics update
- b. Assessed as competent by qualified umpire assessor

State Umpire Course & Accreditation

1. Successful completion of Association Umpire Program
2. 6hrs of Instructor led or self-paced training on baseball rules and interpretations
3. 6hrs of practical instruction
4. Completion and pass of State Umpire theory exam
5. Two practical game assessments by qualified umpire assessor

National Umpire Accreditation by Assessment

1. Successful attendance and performance at U16, U18 or U23 National Youth Championship.
2. Evidence of participation in Umpiring Professional Development Program
3. 4 x Practical Assessments at U16, U18 or U23 National Youth Championships by State Director Umpire (SDU), National Youth Championship (NYC) Umpire Coordinator, NYC Umpire Mentor.

These assessments can also be carried out at the ABL Level should an umpire be elevated to this level prior to satisfying the above requirements at the NYC Level.

Junior International Umpire

1. Must have umpired at the previous NYC for the age group nominating for at the WBSC Level
2. Evidence of assessment at this level must also be provided by SDU to Head Technical Officer (HTO) before nomination can be accepted.
3. Selection by WBSC to a junior international tournament (Not including Under 12)

Senior International Umpire

1. Nomination for these tournaments are accepted by the HTO. This does not exclude the possibility that WBSC Director of Umpiring can contact an umpire directly for his/ her availability and accept that nomination directly. In this instance, the umpire shall inform the HTO immediately of this contact.
2. Selection by WBSC to a senior international tournament, Olympic qualifier, World Baseball Classic and/or it's qualifiers.

MINIMUM REQUIREMENTS FOR MAINTENANCE OF ALL ACCREDITATION LEVELS

1. Accreditation expires after 3 years unless the umpire
 - a. Officiates at minimum level for that accreditation on a yearly basis and
 - b. Attends annual rules and mechanics update sessions (minimum 6 hours per year)
 - c. Junior and Senior International umpires will need to meet the criteria for National Umpire to retain International status
2. An umpire who allows their accreditation to lapse for two or more years must complete all education and assessment requirements to re-gain their accreditation at previous level. The sole exception to this will be an umpire who has attained International status; these individuals may return to working at a National level even after the two years have elapsed.

EDUCATION - OUTLINE

COMMUNITY UMPIRING COURSE

1. ASC Online Officiating General Principals Course
2. 2hr baseball specific on-field training on:
 - a. **Rules**
Practical knowledge, comprehension and application of rules to acquaint umpires with the reasons for rules, the means of defining and communicating them and to develop a spirit in the application of rules that raises the conduct, enjoyment and spectacle of Baseball
 - b. **Positioning Mechanics.**
To familiarise umpires with the needs for, values of and correct mechanics to place an umpire in the best position to exercise a judgement or decision
 - c. **Signalling Mechanics.**
To establish correct signal techniques and consistent knowledge of the reasons for same
3. Written exam

ASSOCIATION UMPIRE COURSE

Field Work topics to be covered in practical sessions

- Signals
- Fair/Foul
- Angle/Distance
- Pitcher's Cover
- Ball batted down first base line – no runners on
- Pivots
- Infield hits
- Outfield hits
- Pop-ups
- Clearing the catcher
- Bouncing ball through the catcher
- Two pitching positions
- Award of bases
- Plays at the plate
- Double play
- Runner 1st to 3rd
- Plate umpire responsibilities – batted ball
- Fly ball responsibilities
- Plate stance – soft toss drill – pitching machine – cage work

Topics to be covered in face-to-face training sessions

- Duty of Care
- Strike Zone
- Definitions
- Positions with runner/s on base
- Trouble balls
- Balks
- Pick-offs Rundowns
- Runner on 1st and 2nd

STATE UMPIRE COURSE

Field Work topics to be covered in practical sessions

- Double play – reverse double play Time play
- Runner on 3rd tagging Runner on 2nd
- Runner on 2/3,
- 2 out – anticipation
- Runner on 3rd – ball down R/F line
- Visits
- Pop-up/pivot
- Infield hits (A/D) – outfield hits (Pivot) Runner on 1st tagging – reverse role Runner overtaking
- Interference
- Obstruction
- Advance Cage Work (Live or machine pitching)
- Handling situations – simulated games – body language
- Handling bean ball situations – simulated games
- Game simulation – Pairs work

Topics to be covered in face to face training sessions

- Preparation – pregame – post game – four possible scenarios
- Appeal plays
- Umpire reports – ejection
- Umpire/Manager relations
- Umpire/Catcher relations – working with the catcher
- Handling situations, including rain situations
- Handling protested game situations

NATIONAL UMPIRE PROFESSIONAL DEVELOPMENT TOPICS (2 PER SEASON)

To be done in group workshops, led by either SDU or International Umpire

- Vision dynamics
- Calling the “Perfect Game”.
- Game & Self Control
- Goal setting
- Personal preparation
- Refining the Strike Zone
- The Bottom Line - Mental Toughness
- Work/Baseball/Life Balance
- Umpire System (must be done in 1st year at this level)

ASSESSMENT

Assessment of umpires is broken up into 3 distinct areas:

1. Ongoing game by game assessment and feedback (differing assessments for Club, National and ABL standard games)
2. Competency assessment (for minor accreditations ie: Little League)
3. Assessment for the purpose of accreditation including theory assessment

Assessments will be provided in both paper/written format or via phone/tablet APP.

1. ONGOING ASSESSMENT AND FEEDBACK

a. Assessment in club games (performed by umpire coaches/assessors).

The criteria for assessment (below) are to provide some immediate and measurable feedback and should always be part of a face to face discussion with the umpire.

The measure of assessment is based upon how often an umpire meets the expectations for an umpire in the grade he or she is umpiring. Below is the rating scale used for evaluation of umpires.

SUPERIOR	Performance demonstrates exceptionally high degree of competence and knowledge of the category
ABOVE STANDARD	Performance well above standard and better than most umpires
MEETS STANDARD	Performance standard for most umpires; functional and competent.
MARGINAL	Performance marginally acceptable; corrective action required to prevent unacceptable performance.
BELOW STANDARD	Performance clearly unacceptable

CRITERIA

PLATE	
Feet, body, head positioning	Reactions to development of plays
Timing	Positioning for plays
Judgment/Consistency of strike zone	Judgment of plays
Style and form of calls	Communication with partner(s)
Use of voice	Knowledge of Two/Three-Umpire Mechanics

BASES	
Reactions to development of plays	
Positioning for plays	Style and form of calls
Timing for plays	Communication with partner(s)
Judgment of plays	Knowledge of Two/Three-Umpire Mechanics

EFFORTS AND PROFESSIONALISM	
Focus	Eagerness to learn and improve
Hustle	Willingness to accept constructive criticism
Mobility	Relationship with crew and others
Demeanour	Professionalism on and off the field
Appearance	Administrative duties

GAME AND SITUATION MANAGEMENT	
Local/ State Association policies & procedures	Situation management
Knowledge/Application of rules and interpretations	

b. Assessment in ABL games (performed by ABL Umpire Assessors or HTO).

The criteria for assessment (as above) are to provide some immediate and measurable feedback and should always be part of a face-to-face discussion with the umpire

The measure of assessment is based upon a scale of superior, above standard, meets standard, marginal and below standard.

In the case of an ABL or National Championship assessment these assessments should be immediately visible. A rating of superior or above standard for any single criteria should only occur in the case of an exceptional performance or a high level of difficulty in the intensity of the game.

Below are general criteria for use in a face to face discussion with umpires during the post-game evaluation. In general the above criteria can be used for an umpire who does not meet the standard required for this level of baseball and requires further extensive training and supervision.

SUPERIOR	Performance demonstrates exceptionally high degree of competence and knowledge of the category
ABOVE STANDARD	Performance well above standard and better than most umpires
MEETS STANDARD	Performance standard for most umpires; functional and competent.
MARGINAL	Performance marginally acceptable; corrective action required to prevent unacceptable performance.
BELOW STANDARD	Performance clearly unacceptable

CRITERIA:

- a. Demonstrates an advanced knowledge of the Rules and Playing Conditions
- b. Demonstrates a complete understanding of the 2 or 3 Umpire System
- c. Judgement appears to be accurate, consistent and accepted
- d. Gets into best possible position to make decisions

- e. Gives clear signals and sells calls appropriately as needed
- f. Demonstrates effective teamwork with partner(s)
- g. Appears physically fit, correct attire and is well groomed
- h. Communicates effectively with all participants and officials
- i. Shows a positive attitude toward the game and participants
- j. Accepts constructive feedback and demonstrates a willingness to improve

2. COMPETENCY ASSESSMENT

To be performed by an umpire coach or assessor.

This type of assessment is to be used only in the case of an umpire moving to the next level of minor accreditation. The umpire need only demonstrate the ability to effectively manage the game and show a good grasp of the mechanics and rules for the grade.

Assessors need only complete a competency assessment signoff and forward to SDU.

3. ASSESSMENT FOR ACCREDITATION

Outlined in Training Program for each level.

These assessments are more detailed, identifying an umpire's competency in specific skills based on the level of accreditation.

RECRUITMENT AND RETENTION

Recruitment

ABL Games: BV is working alongside Baseball Australia to promote this Umpiring Pathway.

Community Umpires transitioning to Association level: Most clubs achieve success in recruiting umpires at the Community level: parents are generally willing to take on the task at the lower levels "to help the kids out". The key transition to be targeted is the recruitment of these Community Umpires into more serious involvement (and payment for services) by seeking BV Umpire status.

Former Players: Formerly a major source of new blood in umpiring, the onset of masters' competitions has made recruitment of this group more difficult: many who may have in previous times taken up umpiring as a means of staying involved now continue to play instead.

Retention

Umpire's quit for many reasons, and umpire abuse is a major factor within baseball. Without doubt abuse of umpires is a significant, if not the main, reason for an official to quit in many of the main sports in Australia.

The solution to the bulk of any umpire retention problem is education & support among the wider baseball community: players, coaches, club personnel, parents and other spectators. The most critical and controllable of these are coaches, and education in proper relations with officials is a substantial part of the coach development framework.

Baseball Victoria will encourage the Clubs and Associations, to show stronger support for umpires and far less tolerance for umpire abuse. The intermediate goal is to eliminate this blight from the game completely.

Another key issue is the umpire's own perception of his or her competence: retention depends to a large degree on whether the umpire feels that they know what they are doing. This is to be targeted through the establishment of ongoing formal and informal training and support. To ensure umpires enjoy what they are doing, they require as much education and support as we can provide.

Coloured Shirt Program

This program currently exists, and has been very successful, but is not fully utilised. It consists simply of the indication of novice umpire status being reflected in the colour of an umpire's shirt. It aims to:

- Make new officials easily identifiable to all participants and promote the recognition of these new officials, and tolerance for their occasional mistakes, to the community.
- Create a culture of support towards these new officials through the education of players, spectators, coaches and the media, and the use of such resources as Codes of Conduct and Play By The Rules.
- Make umpiring a more attractive proposition by reducing pressure on, and eliminating abuse and conflict directed towards, new officials.
- In the long run, greatly reduce outbursts of unacceptable behaviour towards all officials.

The implementation of this program is to be strongly encouraged.

Respect in Sport

Various government bodies have excellent resources that provide support not only to umpires but to everyone involved in making baseball a safe and respectful environment: [Play By the Rules](#)

Recognition & Rewards

It is important to ensure umpires can see the sport recognises and appreciates the role they play. This can be in the way of financial compensation but usually a more effective way is through formal recognition within the game.

Awards for service and or performance presented on a yearly basis, quality merchandise which identifies an umpire as a BV member, invitations to association events can all go a long way to rewarding an umpire for what they do.

UMPIRE COACHING, MENTORING, ASSESSING AND PRESENTING

The skillset required to train, assess and/or mentor umpires is frequently quite separate to that required to umpire, and the identification and utilisation of people who can fulfil each of these roles is critical to umpire development.

Any pre-conception that a good umpire will automatically make a good teacher of umpiring is erroneous: an individual may be capable in both regards, but one is not necessarily related to the other. Developing umpires is a different task, and a multi-faceted one. The term "Instructor" is in fact a catchall for what is essentially four different roles:

A Presenter (of educational material) | An Assessor | A Mentor | A Coach

Whilst umpiring expertise and baseball knowledge are essential, there is value in separating these roles to allow individuals to specialise in their areas of strength.

The Australian Sports Commission offers courses in Presenting, Mentoring and Assessing. Future "instructors" are required to undertake one or more of these general ASC courses combined with a baseball specific coaching course designed for Umpire Coaches.

In terms of umpiring qualifications, State Umpire Accreditation (theory component only) is the sole prerequisite.

In essence, individuals will be identified, recruited and trained to become an "Umpire Coach", generally by their SDU or some other umpire authority, and then specialise as a Presenter, a Mentor or an Assessor. In some cases, working as a combination of all three roles may be permitted.

These roles can help to increase an SDU's workforce and increase the coverage of umpires receiving education, feedback and assessment.