

EMLOA Mentor Introduction Sheet – Goals and Activities

Thank you for volunteering to be a Mentor for the new 2024 officials, as you have heard, retention of new officials has become a real challenge. The leadership within the EMLOA has made a concerted effort to use knowledgeable experienced officials to help the new officials gain the understanding they need to be competent, confident referees while making money and having a good experience.

You are assigned to: _____ Phone:(_____)
Email: _____ Please reach out to him as soon as possible to begin coordinating dates and times you can meet.

Now the job is up to you and the new official (Mentee) to establish a line of communication so that he can reach out to you for any questions and guidance. You are not alone; the training staff is always available to answer any technical question you can't answer.

We ask that you try to follow some simple guidelines:

- *Attend the meetings, including your Regional New Meeting (the week of March 31st). Have something in mind that you want to address and encourage them to ask questions.*
- *Get to know your Mentee and his goals. What is his reffing experience? What are his goals? Does he want to do just youth on weekends or is his goal to do College?*
- *Get your Mentee to attend at least one pre-season scrimmage. If you can attend or participate, even better.*
- *Let Darrell or the other assignors know that you and your Mentee are working together. The hope is to have you work a game together. If that's not possible, schedule a time that both of you can observe one of each other's games separately. If that can't be done, then schedule a game that both of you can go together and observe.*
- *Check in with your Mentee weekly to see how they are progressing.*
- *Make sure the Mentee solicits feedback or has his game partner fill out an evaluation that he can share with you.*
- *Use the skills you have honed to help guide the new official to become a better official.*
- *When requested, provide examples of how you have improved over your career, or examples of mistakes and how you dealt with them at the time.*
- *Use constructive feedback with the new official to provide them with a path to being a confident official.*
- *Develop a strategy to approach areas where the new official needs improvement.*
- *Contact the Regional Mentor Coordinators to give feedback on the progress of the Mentee, specifically if areas need improvement or if the new official is progressing quickly.*

These are not the only items that we want to focus on, everyone has an individual style of learning and personality, so be creative.

Please feel free to contact your Regional Coordinator if have any questions. Any of the EMLOA training staff are only a phone call or email away from supporting your efforts.

We will also request you do a midseason check in on the Mentees progress and review his goals (i.e. Is he getting enough games, is he doing appropriate games, does he wanted to be evaluated to move up to harder games?)