

Dear Board 6 members,

Greetings! The COT has completed their 2nd year of the COT process and is moving forward into the 3rd year. During the off-season, the COT has met to discuss the on-going COT process, to review the results of 2015-16 COT sub-varsity observations, and to set goals and procedures for the 2016 -17 season. As you know, during the 1st year - split officials were observed. Last year, sub-varsity officials were observed. This year, the COT will continue to observe sub-varsity, as well as, varsity officials. At tomorrow's, November 30, Board 6 meeting, I will be making a brief presentation to provide additional information and details on the COT process for the up-coming season. I will also answer any questions (if any) relating to the COT process that may arise. The COT has developed a number FAQs that provides information about the COT and its process. The COT process is most important and the committee is hopeful that all Board 6 members are aware of and understand the process. This Q and A document will be available on the Board 6 website. Please read the FAQs that follow to become more familiar with the COT process. I am excited and looking forward to work and progress of the COT. Good luck this season.

Thank you.

Bill Cashman, COT Coordinator  
Assistant Commissioner

### **Board 6 Commissioner Observation Team (COT) FAQs**

#### **What is the role/purpose of the COT?**

The COT's role is to formally observe and assess members' officiating performance to assist in determining their officiating level. The COT of respected Board 6 officials will provide an objective evaluation of members' performance based upon evaluation criteria. COT members will formulate and submit Observation Reports for Board 6 members from Board 6 assigned games. The COT will use the results of COT Observation Reports as well as peer ratings (Arbiter Evaluations) to assist with the determination of an official's officiating level.

#### **What are the Board 6 officiating levels?**

There are two (2) officiating levels – Varsity Eligible (VE) and Sub-Varsity (SV).

- A VE official is an official that has been reviewed by the COT and it has been determined that the official has the ability to officiate at the varsity level.  
A SV official is an official that has been reviewed by the COT and it has been determined that the official does not have the ability to officiate at the varsity level. Their assignments will be at the SV level.

#### **Will VE and SV lists be published?**

Yes. A list of VE and SV officials will be posted on the Board 6 web site.

#### **Can a Varsity Eligible official be assigned a Sub-Varsity game?**

Yes. Assignments are based upon the needs of the commissioner to adequately provide the officiating coverage to our Board 6 member schools. The needs of the commissioner may require the assignment of VE officials to SV games.

Note: There is no longer a "Split Official" category, but some officials that are VE will work a number of SV games.

- **Can a Sub-Varsity official be assigned a Varsity game?**

In most cases no. However, the commissioner does have the flexibility and discretion to assign a SV official to a varsity game as the season progresses.

**Who gets evaluated and how often?**

All Board 6 officials (VE and SV) are evaluated. The goal is that all members will be evaluated by a COT member during the season. The COT members are expected to and will submit Observation Reports on members that they see during the season. There are currently seventeen (17) Board 6 members on the COT.

**Do COT evaluations impact ratings and/or schedule of games?**

There are no longer ratings, rankings and a “Range of Games”. The Commissioner will assign games based upon his knowledge of a member’s officiating level and ability. The commissioner will use his knowledge, judgement, and information provided by the COT to assign games.

**Why should I continue to do Arbiter evaluations of my peers?** In addition to the COT Observation Reports, the COT does review Arbiter peer ratings as an additional data point and is also used to identify candidates for promotion or demotion.

**After being evaluated, can an official be promoted or demoted?**

Yes. After each season, the President, Commissioner, and the entire COT will convene and every Board 6 official will be reviewed and evaluated to determine their officiating level. Each official’s level, Varsity Eligible or Sub-Varsity will be determined at this meeting. The commissioner will use this list to assign games for the following season. Note: There is not a minimum number of years that that A SV official must work in order to be promoted. A newly promoted official to the VE level is guaranteed to work at that level for a minimum of two (2) years. A newly demoted official to the SV level may be promoted back to the VE level after one (1) year at the SV level.

**What are the criteria for promotion/demotion?**

The criteria for observation include Appearance and Conditioning, Mechanics/Signals/Application of Rules, Whistle utilization, Table communication, Judgment, Teamwork, and Game Management. These criteria will be used to determine members’ officiating level. COT observations, as well as, peer evaluations (Arbiter) will be considered when determining an official’s officiating level.

**Will officials be informed of their status?**

Yes. Officials that have had a change of status regarding their officiating level will be notified.

**How can an official receive feedback after COT observations are completed?**

After the season, a member can request information from the COT coordinator, Bill Cashman. The Observation Report information for that member will be shared.

**Can a COT member provide immediate feedback, if requested?**

Yes. A COT member may (but is not required to) provide immediate feedback to a member that has been observed. However, this feedback would represent the observation of that sole COT member and not the entire COT committee.

**What are the qualifications of a COT member?**

COT Observers are active Board 6 members who have participated in training and education for Board 6 on a variety of committees. They have significant experience in high-level Board 6 regular season games, Board 6 league tournaments and CIAC State tournament games. They are members that possess the skills to objectively evaluate officials and communicate well.

• **Who are the 2016 – 17 COT members?**

Bill Cashman, Keith D’Amato, Chris Flynn, Sandy Hoffman, Larry Hall, Mike Infantino, Kevin Kobelski, Shawn Lawton, Dan Marsh, John Miller, Pete Palermo, Jay Salerno, Andy Savo, Charlene Shepard, Curt Vincente, Jim Warren