

		Beginning 1 or F/D-/D	Developing 2 or D+/C-	Accomplished 3 or C/C+/B-	Consistently Accomplished 4 or B/B+	Exemplary 5 or A-/A/A+
Communication Skills	Participants	Does not communicate at all or unprofessional to participants verbally or nonverbally.	Communicates inappropriately verbally and/or nonverbally or cannot address questions or concerns.	Answers questions, can address concerns, but may not do so in a concise, professional manner (e.g. too much info, showing unintentional bias)	Talks to participants in a professional manner, can answer most questions.	Preventative communication. Addresses participants professionally and answers questions effectively. Handles conflict quickly and efficiently.
	Partners	Does not communicate at all or communicates inappropriately verbally and/or nonverbally	Either talks too much or doesn't talk enough. Doesn't balance communication.	Balances listening and talking to provide effective communication but may not consistently throughout the game (before, during and after).	Effectively communicates consistently throughout the game - before, during and after.	Leads crew communication. Makes sure everyone is on same page and everyone is heard.
Official Development	Appearance	Sloppy and/or lazy appearance. Ungroomed and unkept. Incomplete uniform (ex. no hat).	Lacking an appropriate uniform (ex. basketball stripes, white shoes). Otherwise is groomed and neat.	Complete uniform but it may not fit appropriately (ex. pants too tight, shirt too baggy)	Complete uniform that fits appropriately. Hustles on the field but does not project a strong, athletic appearance.	Looks good in the uniform. Moves well on the field and projects strength and athleticism.
	Mechanics	Almost no whistles. Can't hear them when reporting. No signals used.	Weak whistle. Softly speaks when reporting. Incorrect or sloppy signals.	Decent whistle. May occasionally whistle out of zone. Correct signals used but need to be crisper/smooth.	Sound whistle. Does not whistle out of zone. Proper signals used in reporting. May overexaggerate whistles/signals.	Loud and crisp whistle/signals. Uses various whistling techniques when appropriate. Does not overexaggerate signals, but looks cool/calm/collected.
	Positioning	Does not understand positioning. Stands around aimlessly.	Rarely in position. Understands the concept of positions. Moves slowly.	Works to stay in position.	Hustles to position. Actively moves to obtain the better angle.	Is never beat and always in correct position to best see the play. Manages their own position and their partner's position well.
	Rules Knowledge	Misapplies or does not understand simple rules or complex rules. Very basic understanding of penalties.	Recognizes penalties, but struggles with consistently enforcing them correctly.	Enforces basic rules correctly but struggles with complex or special enforcements (untimed downs, fouls on scoring plays, etc.)	Enforces most rules correctly but may misenforce in a more complex scenario. Understands philosophies but doesn't always apply "If in Doubts".	Enforces all rules correctly. Utilizes philosophies and correctly applies the "If in Doubts."
	Judgment	Guesses on play calls. Does not see fouls in their primary area.	Makes too many unnecessary calls. Does not understand advantage/disadvantage.	Understands advantage/disadvantage, but throws flag before the play has fully developed (waves off lots of flags). Picks up obvious fouls in primary area.	Applies advantage/disadvantage concepts appropriately. Correctly calls plays in primary area. Aware of plays in secondary area, but may pass on an important call.	Always applies advantage/disadvantage correctly. Has firm understanding of his/her coverage areas, both primary and secondary and knows when to make calls accordingly.
	Confidence	Little to no confidence. Or severely overly confident - misjudging capabilities.	Some confidence. Underestimates or overestimates his/her abilities.	Appropriate confidence level for their capabilities. May over or underestimate partners' abilities.	Confident in abilities, knows improvement is needed and knows their limitations and understands the partner they are working with.	Humble and has an accurate sense of the ability of all crew members. Their confidence helps their partners perform better as well.
	Game Management	Does not understand basic preventative officiating techniques. Afraid to address poor behavior or problem players.	Tries to use preventative officiating but ineffective in crucial situations. Gives too many second chances.	Will throw easy UCs (spikes) but may hesitate on a UC for poor behavior.	Commands respect from both teams. Addresses poor behavior, but not always in the best interest of the game. Unnecessary UCs	Develops a great, respectful rapport with participants. Uses a variety of management techniques based upon the game situation. Handles conflict effectively in the best interest of the game.
	Leadership	Defers to everyone else on the crew. Only focuses on their own performance and has no awareness of game conditions.	Defers to elder or more accomplished members of the crew. Solid game awareness but does not always recognize mistakes made by the crew.	Trusted by the crew, but does not stand out to the participants. Recognizes mistakes made by the crew, but will not correct them.	Trusted by the crew and participants, but is not always the standout leader. Will occasionally make a crew save.	Trusted by all members of the crew and participants. The person everyone goes to for answers. Will make a crew save from any position on the field (includes Box).