**Development Group Expectations**

**What you can expect from HHUA:**1. To be supported in your aspirations including through having support points of contact, assigned development and assessment watchings.2. To receive clear and unambiguous advice about the areas in which you need to develop and how you can demonstrate the required progress.3. To receive a minimum of two assessment appointments in a season to count towards your advancement. Wherever possible, particularly for the promotions that need it, we will aim for a minimum of three assessments in a season. This does not restrict us from assigning more if resources and your progress allow!4. To receive as many development appointments as can be reasonably made to support you in preparing for assessments.

**What HHUA expects of you:**

1. To be available without restriction for a minimum of 18 appointed games per season, normally split 9/9 either side of the Christmas Break – these can be Saturday, Sunday or Wednesday appointments (but you are unlikely to be able to meet this requirement if you are not available on many Saturdays). 2. To review and summarise your most recent development and assessment watchings as the basis for your starting point this season and your progress and advancement through the season. To be stretching but realistic in your ambition, listening to advice given.3. To make detailed plans for areas to improve and document your progress after every match using the templates supplied – see the handbook file **Umpire Personal Development Plan**.4. To discuss and adjust these plans as necessary with the assigned Developer at any Development watching, to ensure they are suitable for your aspirations.5. To accept the appointments as allocated, trusting that they are sometimes made out of best necessity rather than best choice. You will not always get the ‘best’ matches available in your panel range. There are no matches which are too ‘low’ in level for you to find ways to improve your umpiring.6. To proactively discuss with an assigned Developer your areas for improvement in the week before the match they are assigned to see you. This means you need to contact them in good time to confirm the appointment and offer up your development areas without being asked! This discussion is not necessary with an Assessor, just ensure you confirm the appointment with them.7. To be available for a minimum of 30 minutes’ discussion after your match with a Developer or Assessor. The only acceptable exception to this is if HHUA have to appoint you to a double-header which reasonably necessitates you leaving immediately after the first match.8. In Development discussions: engaging in a two-way conversation and exchange of views and thoughts about how you got on and what you can look to improve upon next time. If you are unclear about advice being received or steps you need to put into place, take the opportunity to discuss this with the Developer at the time.9. In Assessment discussions: you will be expected to give your ’30 second summary’ of your performance, highlighting good points and areas that could have been better, before your Assessor will relay the mark you have scored and the reasoning behind it, specifically including anywhere you lost marks and what you can do to gain them next time10. To be an exemplary member of HHUA, familiar with the HHUA Code of Practice (Constitution Appendix 1) for umpires, the latest rules and relevant league or cup regulations and processes associated with umpiring such as red card, matchday misconduct and disrepute regulations.11. To be supportive of and understanding that all administrative roles, including Development and Assessment, within HHUA are carried out by volunteers, who are, in some cases, giving up umpiring a match themselves in order to help you achieve your ambitions. If you have frustrations or challenges or are otherwise discontent with the support you are receiving, please bring it up with the right person:Ginette Tessier: HHUA Umpire Assessment Manager or Steve Godwin: HHUA Umpire Development Manager orRob Stamp: HHUA Chief Developer

Ginette Tessier

HHUA Umpire Assessment Manager

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