

CCBUA
Jamestown Chapter
New York State Baseball Umpire's Association

Established in 2009
MENTOR SYSTEM

Policy...The concept of the "Mentor System" is to facilitate the cognitive learning of our new umpires. This is accomplished by matching up a new umpire with a veteran umpire. The veteran acts as a resource person to follow the progress of the new umpire, and to ensure their questions are being answered. The veteran helps keep the new umpire moving in the right direction, and aware of the proper procedures and mechanics of the chapter. It is not intended for the Mentor to provide all the training for the new umpire. The Membership Committee will also meet with all new umpires approximately halfway through the season. The Committee will share observations from the first half of the season, and provide points of emphasis for the second half.

Umpires to be Mentored...All first, second, and third year umpires are subject to this program. In addition, the program will apply to any non-active member, a transfer to our chapter, or any other umpire that the Committee deems necessary.

New Umpire Responsibilities...New umpires will be required to attend six (6) Varsity games as an observer before being considered for active Varsity status. An Observation Report, to be turned in to the Membership Committee, will be completed by the new umpire for each observed game. The typical time-frame would be three (3) observations during the first year, two (2) observations the second year, and one (1) observation the third year. This is only a guideline, with the understanding that the new umpire will not be eligible for Varsity status until the 6-game observation requirement is met.

Mentor Qualifications...Any active umpire in good standing may be a Mentor. The Mentor will be required to attend a meeting with the Membership Committee to review Mentor responsibilities.

Mentor Responsibilities...The Mentor will be responsible for contacting his assigned new umpire on a weekly basis to follow his progress, and to see if any problems are occurring. He can then direct the new umpire in the best way to solve any problems, or get his questions answered. He could also meet with his assigned new umpire before/after meetings to ensure that the new umpire gets to know the other veterans, and feel like part of the group.

Expectations of New Umpires...These steps will help the new umpires learn the proper way to umpire, and the procedures of the chapter. They also put some responsibility on the chapter to put the new umpires in the best position to learn, while putting some responsibility on the new umpire to show individual initiative towards his own progress.

- 1) Attend six (6) Varsity games for observation. Typically, 3 in the 1st year, 2 in the 2nd year, and 1 in the 3rd year. **Rationale...**This ensures the rules and mechanics being taught are reinforced by what they see on the field. Allowing a new umpire to observe veterans working a game will allow the rookie umpire to see theory put into practice. The on-field umpires can then discuss any questions and/or observations made by the new umpire during a post-game meeting.
- 2) Make sure there is weekly contact with the Mentor. **Rationale...**If a new umpire has a good or bad experience, it can be addressed quickly, and turned into a learning experience for all new umpires, if necessary. The Mentor can advise the new umpire, or help him contact the proper person in the chapter who could help. They could also coordinate schedules for observations, or clear up confusion caused by veteran umpires using different techniques.
- 3) Fill out and return the Observation Reports to the Membership Committee on a timely basis (by the next meeting). **Rationale...**This will allow the Membership Committee a process to track and evaluate the new umpire, and make recommendations to the Assignment Committee.
- 4) Support the CCBUA sponsorship of the Baseball Showcase by volunteering your time for at least one game, with duties to be determined by the Showcase Director.
- 5) Designate one of your mandatory observations at the Baseball Showcase, observing the use of the 3-Man Umpiring System.

Mentor Responsibilities...These steps help the new umpire stay on track with his training and get information necessary to being a good member of the chapter. Your job is to train the new umpire in all aspects of on-field umpiring, which includes both plate and base mechanics. However, if you feel your strength lies in plate mechanics, for example, feel free to connect the new umpire with a veteran who can tutored him on base mechanics.

- 1) Contact the new umpire on a weekly basis (i.e.-Sunday evenings). Find out if your new umpire has worked any games during the past week. Find out if they were positive or negative experiences and from what standpoint (coaches, players, fans, fellow umpires). If there is a problem, act on the new umpire's behalf by helping him solve the problem or contacting the person who can address the problem. Encourage the new umpire to share experiences so that all can benefit.
- 2) Follow the progress of your new umpire in meeting his observation requirement. You can help make sure that the new umpire does not fall behind. If, for some reason, your new umpire is behind, you can help him realize the benefits or how that might affect his progress compared to other new umpires.

- 3) Meet with your new umpire at meetings. This makes him feel like part of the group and listen in on the conversations of veteran officials. He can also learn about situations that may not arise at the level of games he is currently working.
- 4) Encourage the new umpire to attend your games to observe. He will be with someone he feels comfortable with and can meet other umpires he may not know.
- 5) Report to the Membership Committee as to the progress of your new umpire. Fill out the evaluation report at the end of the season.
- 6) Support the CCBUA sponsorship of the Baseball Showcase by volunteering your time for at least one game with your mentee, with duties to be determined by the Showcase Director.

Mentor System Flow Chart

- 1) New Umpires will receive a “Mentor Pack”, consisting of:
 - a-Copy of Mentor System
 - b-Observation Reports
- 2) Return Observation Reports to the Membership Committee.
- 3) Program continues until new umpire becomes “Active”, (traditionally 3 yrs)
- 4) The Membership Committee will keep all observation reports, evaluation reports, and any other written documents for the purpose of evaluating the new umpire. This will enable the Membership Committee to make a recommendation regarding new umpires at the annual election meeting.

Note: If the process works properly, the new umpire will have an understanding about his status toward certification.

Responsibilities of New Umpires

- Observe pre-game meeting, ask questions at post-game meeting.
- Watch for rules and mechanics application.

Responsibilities of Mentors

- Contact your mentee and introduce yourself.
- Give your mentee a schedule of your Varsity games.
- Set up the schedule of your mentee observations.
- Contact your mentee at meetings and/or during the week to answer questions.
- Let Interpreter and Membership Committee know if there are any problem areas.

During Games:

- Allow your mentee to observe pre-game conferences.
- Allow your mentee to observe during games. Do not neglect your regular game duties to talk to your mentee. He needs to hear/see how things are done on the field as he observes a 2-Man Crew in action.

