



Evaluator Rubric Form

	Level A	Level B	Level C	Level D
Evaluator's Knowledge	<ul style="list-style-type: none"> -Assists local umpires to meet expectations. -Basic understanding of rules and rotations. -Beginner knowledge of umpire abilities. 	<ul style="list-style-type: none"> -Identifies umpire expectations. -Understands rules and 3 umpire rotations. -Identifies umpire performance level. 	<ul style="list-style-type: none"> -Evaluates the reasonability of umpire expectations. -Understands rules and 4 umpire rotations. -Rates umpire over and under performance level. 	Exhibits rule and mechanics knowledge and philosophy that can evaluate L4/L5 umpires.
Comments				
Evaluation Process and Presentation	<ul style="list-style-type: none"> -Evaluation activities are suitable for Level 1 & 2 umpires. -Presentation material is basic with minimal demonstration. 	<ul style="list-style-type: none"> -Evaluation activities are suitable for Level 3 umpires. -Presentation material includes boards and diagrams, and technology 	<ul style="list-style-type: none"> -Evaluation activities are suitable for Level 3 umpires. -Provides valuable tips and suggestions that will allow the umpire to progress to and beyond Level 4. 	Can take any level of umpire and evaluate their potential and encourage their ongoing growth.
Comments				
Honesty	Provides very basic feedback on performance.	Provides both positive and negative feedback and recommends enhancements.	Ensures that feedback and recommendations will lead to consistent performance.	Can provide objective feedback to all levels of umpires.
Comments				
Communication	Communications are basic and understandable at a L1 & L2.	Communications are encouraging and positive at a L3.	Communications motivate, strengthen and encourage at a L4.	The ability to direct change through respect and encouragement at all levels.
Comments				
Attitude	Uncertain as to the motivation and purpose of evaluation.	Enjoys the evaluation process and understands the 'team building' concept.	Understands the varying personalities and maintains composure in all situations.	Always has self-control and supports others beyond self.
Comments				

Evaluator: _____

Clinic: _____

Umpire: _____

Province: _____

“Look For’s in Evaluators

Knowledge

- SBC Rules and application thereof.
- Systems (SBC 2-6 Umpire).
- SBC Mechanics (Plate/Base) (Routine/Unusual).
- Understanding criteria for advancement.
- Recognition of under and over achievers.
- Recognition of skills versus known criteria.

Honesty

- Provides accurate feedback on performance.
- Objective approach to each Individual.
- Specific recommendations for improvement.
- Open to discussion of changing own view.

Communication

- Verbal (positive, supportive and appropriate).
- Moving from strength to growth comments.
- Motivational and encouraging responses.
- Consistent and positive approach.
- Handles questions (approved SBC responses).
- Uses communication skills (paraphrase, perception check).

Attitude

- Prompt and punctual.
- Caring approach (empathetic and understanding).
- Giving purpose and path to improvement.
- Building spirit and sense of team.
- Showing self-control in difficult situations.

Process and Presentation

- Confining comments to present observations.
- Providing positive tips and ideas (written and verbal).
- Use of visual aids (boards, tech and diagrams).
- Promoting gradual growth and change.
- Promoting self-evaluation and study.
- Summarizing comments (verbal and written)
- Highlighting areas of strength and growth.
- Uses SBC approved terminology and systems.