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Evaluation Criteria for Apprentice and Provisional Judges

The Draft Regulations require that all judging applications, evaluations and reports be reviewed and evaluated by the DWC Judges Committee. These evaluations determine whether a candidate is ready for approval to move to the next stage or needs further experience. Candidates are evaluated on their knowledge, attitude, focus, ring presence, communication skills, organization, efficiency and physical ability to judge. These evaluations require that the Apprentice or the Provisional Judge and the Approved Judges be fully engaged in the learning and mentoring process.

Each candidate brings different life skills to the draft ring and will develop and hone draft judging skills at different rates. Education, experience and evaluation are all essential to learning any new skill and the goal of the BMDCA Draft Program is to provide all three so each judging candidate can learn at their own rate and progress when they are prepared and have mastered and demonstrated the necessary skills.

Proficiencies Defined:

***Apprentice:** learning how to apply the regulations to the myriad of real world situations and progressively demonstrating the ability to conduct all aspects of a test as a Provisional Judge.*

***Provisional:** conducting all aspects of a test in equal partnership with an Approved Judge and gaining the experience base needed for advancement to Approved Judge.*

Objective:

Our objective is to improve the mentoring process and provide the best means to impart the judging community's many years of experience to our Apprentice and Provisional Judges. Approved Judges are asked to evaluate a candidate's knowledge, attitude, focus, ring presence, communication skills, organization, efficiency and physical ability to judge.

Approval of Apprentice Assignment:

- The Apprentice is responsible for arranging their Apprentice assignments with the Judges, the Host Club and the DWC. The DWC recognizes that mentoring an Apprentice takes time and may well impact the judging schedule. Host Clubs always

have the option of denying a request to apprentice at their test. The DWC must approve all Apprentice assignments and will notify the Host Club, the officiating Approved Judges and the Apprentice.

- As a courtesy to all, the listing of an Apprentice in the Premium List is recommended. Therefore, Apprentices are asked to please make apprenticing requests in time for printing in the Premium List.

Apprentice Skills:

The following are suggested ways of engaging and involving an Apprentice in a Draft Test which will help greatly with evaluations.

- a)** The apprentice may assist the Approved Judges as they conduct the Equipment Check. The Approved Judges evaluate the Apprentice's:
 - Self-confidence
 - Ability to direct and orchestrate
 - Rapport with entered teams
- **b)** The Apprentice may assist the Approved Judges during the walk-through of the maneuvering course for stewards and/or exhibitors.

The Approved Judges may assign the Apprentice specific area(s) of responsibility (e.g. describing and demonstrating where and how the backing will be conducted, explaining the duties of the stewards, etc.). In those cases, the Apprentice may field handler questions. The principal objective is boosting the confidence of the Apprentice and entrants' confidence in the Apprentice. Approved Judges should bear this in mind if asked questions directly or should they wish to amplify/clarify a statement made by Apprentice. The Approved Judges have final authority at all times.

The extent of Apprentice assistance with the walk-through is completely at the discretion of the Approved Judges. The progression and subsequent increased responsibility will be different for each Apprentice based on the Apprentice's readiness as perceived by the Approved Judges. Apprenticing at multiple tests may be needed to develop proficiency. Approved Judges should bear this in mind and not feel pressured to give an Apprentice more responsibility than is appropriate.

The Approved Judges evaluate the Apprentice's:

- Demeanor, composure and leadership in front of a group
 - Decisiveness and confidence
 - Rapport with the group and respect earned
- c)** While in the maneuvering ring, one Approved Judge calls the pattern for teams while the other Approved Judge describes to the Apprentice what they are seeing, what they are looking for, variations that they might see in the future, why they stand where they do to observe the various exercises, etc. The Approved Judges must carefully balance their responsibility to observe and judge the teams in the ring with their responsibility to mentor and teach the Apprentice. This is not an easy balance to achieve and may be

the reason some Approved Judges choose not to mentor, especially earlier in their own judging careers.

While familiarity with the Draft Test Judge's Worksheet and the marking of it are important skills, the Apprentice will have a more productive mentoring experience if an Approved Judge imparts years of experience by explaining subtleties as they happen rather than just comparing Worksheets at the end of the exercises. Judges evaluate the Apprentice's:

- Command of the regulations and application of them
- Reasoning skills in making a judgment call

d) An apprentice may call practice Maneuvering courses during non-judging hours. The Approved Judges evaluate the Apprentice's:

- Rapport with the team and ability to put it at ease
- Communication with the team
- Poise and self-confidence in recovering from any unusual situations

e) During the Test or when the Apprentice calls a pattern during non-judging hours, Approved Judges should bear in mind that all judges occasionally face occasional unusual situations. More important than how the situation occurred is how we manage and recover from those unusual situations. Such unusual situations are ideal learning experiences for Apprentices and should be discussed. The Approved Judges evaluate Apprentice's:

- Ability to calmly and effectively assess and manage unusual situations
- Poise and self-confidence in recovering from any unusual situations

Provisional Skills:

A Provisional Judge is an equal partner with an Approved Judge during a Draft Test and should be given the opportunity to conduct all aspects of a Test, with the Approved Judge always present to assist as needed. For instance:

- a) Designing the Maneuvering course
- b) Finalizing the Freight Haul course
- c) Conducting the Equipment Check
- d) Training stewards
- e) Conducting the Maneuvering and Freight Haul walk-throughs and answering questions to the best of their ability
- f) Calling both Basic Control and Maneuvering for at least half of the teams, to include some from every class
- g) Checking freight weights prior to the group exercises
- h) Conducting the group exercises
- i) Presenting awards

Judges must reach mutual decisions when evaluating each team and should be willing to listen to and discuss differing opinions on any aspect of a performance and how they relate to the Regulations. Provisional Judges must demonstrate this ability and not always automatically defer to the opinion of the Approved Judge. Discussion and arriving at mutual decisions offer excellent opportunities to ask questions and learn more about the subtleties of Draft Tests.

Expectations:

While evaluations may support an Apprentice or Provisional Judge advancing having met the minimum requirements set forth in the regulations, more than one Test as Apprentice or Provisional may be necessary prior to evaluations which indicate the proficiency and experience necessary for advancement. If multiple tests are needed the learning experience will be enhanced by seeking to work with different Approved Judges.