

PERFORMANCE (PLATE)

Must Immediately Learn/Correct	Needs Additional Training/Work	Performs to Standard	Exceeds Standard
<p>Stability/Head Height/Slot: Doesn't maintain a stable base. Doesn't get locked. Drops in late. Head height changes. Head often drifts on pitches. Doesn't maintain or understand "slot". Often flinches.</p>	<p>Stability/Head Height/Slot: Sometimes maintains a stable base and is locked. Sometimes drops in late. Sometimes maintains proper head height. Head sometimes drifts on pitches. Sometimes maintain "slot". Starts to understand what/where slot is located and how to obtain. Some flinching on pitches.</p>	<p>Stability/Head Height/Slot: Often maintains a stable base and is locked. Often drops prior to pitcher delivery. Often maintains proper head height. Head doesn't drift on pitches. Often obtains "slot". Fully understands what/where slot is located and how to obtain & maintain. No flinching.</p>	<p>Stability/Head Height/Slot: Always maintains a stable base and is locked. Always drops prior to pitcher delivery. Always maintains proper head height. Head doesn't drift on pitches. Always adjust into and maintains slot throughout entire game. Never flinches on pitches.</p>
<p>Timing: Doesn't understand or practice proper use of eyes. Often anticipates the outcome of pitches and/or plays. Often verbalizes pitch call and/or play call before baseball is secured.</p>	<p>Timing: Understands concept and works on using the "proper use of eyes" concept. Sometimes anticipates the outcome of pitches and/or plays.</p>	<p>Timing: Practices "proper use of eyes". Rarely anticipates pitches or outcome of plays. Often allows play or pitch to finish and finds the baseball before making a decision.</p>	<p>Timing: Always applies "proper use of eyes" concept. Never anticipates pitches or outcome of plays. Always allows pitch or play to finish and finds the baseball before making a decision.</p>
<p>Rotations: Doesn't trail batter/runner with no runners on base. Doesn't understand when to rotate to 3rd base for play coverage. No verbalization to partner when covering 3rd base or returning to home plate.</p>	<p>Rotations: Sometimes trails batter/runner with no runners on base. Understands when to cover plays at 3rd base, however is sometimes slow to react and/or late in obtaining proper position for plays at 3rd base. Sometimes communicates to partner when covering 3rd base and when returning to home plate.</p>	<p>Rotations: Often trails batter-runner with no runners on base. Fully understands when to cover plays at 3rd base. Rarely slow to react and is usually in position to cover plays at 3rd base. Communicates to partner each time covering plays at 3rd base and when returning to home plate.</p>	<p>Rotations: Always trails batter-runner with no runners on base. Fully understands when to cover plays at 3rd base. Always in position to cover plays at 3rd base. Communicates to partner each time covering plays at 3rd base and when returning to home plate.</p>

Must Immediately Learn/Correct	Need Additional Training/Work	Performs to Standard	Exceeds Standard
<p>Proper Positioning/Coming Set: Rarely attains proper angle and distance to plays. Unable to recognize and adjust for trouble throws or trouble plays. Rarely comes set prior to plays.</p>	<p>Proper Positioning/Coming Set: Sometimes attains proper angle and distance to plays. Sometimes adjusts for trouble throws or trouble plays. Sometimes comes set prior to plays.</p>	<p>Proper Positioning/Coming Set: Applies angle over distance philosophy. Constantly strives to gain appropriate angle to plays. Understands and applies the concept of adjusting to unusual plays or trouble plays. Consistently set prior to plays.</p>	<p>Proper Positioning/Coming Set: Applies angle over distance philosophy. Constantly strives to gain appropriate angle to plays. Understands and applies the concept of adjusting to unusual plays or trouble plays. Consistently set prior to plays.</p>
<p>Reaction to Play Development: Shows no knowledge or perception of how plays develop by correctly anticipating where, how, and the speed at which the play will occur. Unable to read cues of the game. Often late to the play.</p>	<p>Reaction to Play Development: Shows some knowledge or perception of how plays develop by correctly anticipating where, how, and the speed at which the play will occur. Reads and understands some cues of the game. Often pursues plays arriving late.</p>	<p>Reaction to Play Development: Shows strong knowledge and perception of how plays develop by correctly anticipating where, how, and the speed at which the play will occur. Reads and understands cues of the game. Often is in proper position and set prior to the play.</p>	<p>Reaction to Play Development: Shows strong knowledge and perception of how plays develop by correctly anticipating where, how, and the speed at which the play will occur. Reads and understands cues of the game. Often is in proper position and set prior to the play.</p>
<p>Style & Mechanics of Calls: Doesn't use or apply proper call mechanics or signals as described in NFHS book. Signals are not clear or authoritative. Rarely coordinates voice with signal. Or signals and mechanics bring undue attention to umpire by being loud and/or grandiose.</p>	<p>Style & Mechanics of Calls: Sometimes applies proper call mechanics or signals as described in NFHS book. Signals are sharp and crisp at times. Sometimes coordinates voice with signal loud enough to be heard without drawing undue attention.</p>	<p>Style & Mechanics of Calls: Mechanics and signals are clear and authoritative. Applies proper call mechanics or signals as described in NFHS book. Signals are often sharp and crisp. Often coordinates voice with signal loud enough to be heard without drawing undue attention.</p>	<p>Style & Mechanics of Calls: Applies proper call mechanics or signals as described in NFHS book. Signals are often sharp and crisp. Correctly coordinates voice with signal loud enough to be heard without drawing undue attention.</p>
<p>Crew Communication & Signals: Rarely exhibits use of verbal and non-verbal communication with partner. Little or no eye contact between batters or during developing plays. Signals do not conform to standards.</p>	<p>Crew Communication & Signals: Sometimes exhibits use of verbal and non-verbal communication with partner. Some eye contact between batters or during developing plays. Signals sometimes conform to standards</p>	<p>Crew Communication & Signals: Usually exhibits use of verbal and non-verbal communication with partner. Maintains eye contact between batters or during developing plays. Signals conform to standards.</p>	<p>Crew Communication & Signals: Always exhibits use of verbal and non-verbal communication with partner. Maintains eye contact between batters or during developing plays. Signals conform to standards.</p>

Must Immediately Learn/Correct	Need Additional Training/Work	Performs to Standard	Exceeds Standard
Strike Zone: Erratic and inconsistent. Zone isn't appropriate for level and/or skill of players. Strike zone may either be too tight causing undue base-on-balls or too loose causing undue strike outs.	Strike Zone: Sometimes erratic and inconsistent. Zone is somewhat appropriate for level and/or skill of players. Strike zone may either be too tight causing undue base-on-balls or too loose causing undue strike outs.	Strike Zone: Zone is consistent and appropriate for level and/or skill of players. Understands that every pitch is a strike unless demonstrated otherwise.	Strike Zone: Zone is consistent and appropriate for level and/or skill of players. Understands that every pitch is a strike unless demonstrated otherwise.
Fly Ball Coverage: Doesn't understand which umpire is responsible for fly balls hit in the outfield.	Fly Ball Coverage: Sometimes anticipates when field umpire will go out on trouble fly balls. Begins to understand the concept of the "V". Sometimes neglects fly ball coverage. Has trouble in the grey areas of the "V".	Fly Ball Coverage: Often anticipates when partner will go out. Understands and practices the concept of the "V". Communicates with partner on grey area fly balls.	Fly Ball Coverage: Always anticipates when partner will go out. Understands and practices the concept of the "V". Communicates with partner on grey area fly balls and keeps good eye contact on partner to ensure proper coverage.
Pace of Game: Doesn't manage pace of game. Allows between inning breaks to proceed beyond 60 second limit. Strike zone tends to be too tight for level worked.	Pace of Game: Doesn't manage pace of game. Allows between inning breaks to proceed beyond 60 second limit. Strike zone tends to be too tight for level worked.	Pace of Game: Maintains appropriate strike zone for level worked. Keeps players moving between innings. Doesn't allow the game to drag.	Pace of Game: Maintains appropriate strike zone for level worked. Keeps players moving between innings. Doesn't allow the game to drag.
Judgement: Shows little capacity of translating rules into correct calls. Relies either too heavily on "by the book" enforcement or not enough on basic rule enforcement to apply affective judgement.	Judgement: Shows basic awareness of translating rules into correct judgement calls. Begins to understand and incorporate the intent of the rule as well as the verbiage of the rule in judgements.	Judgement: Shows high capacity of translating rules into correct judgement calls. Understands and can explain the intent of the rules.	Judgement: Utilizes baseball knowledge in making connection between rules and judgement. Can articulate the nuances behind the rules that go into proper application of judgement calls.

PERFORMANCE (FIELD)

Must Immediately Learn/Correct	Needs Additional Training/Work	Performs to Standard	Exceeds Standard
Positions in A/B/C: Rarely obtains or maintains proper depth and/or angle.	Positions in A/B/C: Sometimes obtains or maintains proper depth and/or angle.	Positions in A/B/C: Often obtains or maintains proper depth and/or angle and makes adjustments in position when needed. Understands these positions are critical.	Positions in A/B/C: Always obtains or maintains proper depth and/or angle and makes adjustments in position when needed. Understands these positions are critical.
Proper Positioning for plays/Coming Set/Rotations: Rarely attains proper angle and distance to plays. Unable to recognize and adjust for trouble throws or trouble plays. Rarely comes set prior to plays. Doesn't understand when plate umpire rotates to 3 rd base for plays.	Proper Positioning for plays/Coming Set/Rotations: Sometimes attains proper angle and distance to plays. Sometimes recognizes and adjusts for trouble throws or trouble plays. Sometimes comes set prior to plays. Sometimes understands when plate umpire rotates to 3 rd base for plays.	Proper Positioning for plays/Coming Set/Rotations: Often attains proper angle and distance to plays. Usually recognizes and adjusts for trouble throws or trouble plays. Usually comes set prior to plays. Sometimes understands when plate umpire rotates to 3 rd base for plays.	Proper Positioning for plays/Coming Set/Rotations: Always attains proper angle and distance to plays. Always recognizes and adjusts for trouble throws or trouble plays. Always comes set prior to plays. Understands when plate umpire rotates to 3 rd base for plays and can coach plate umpire who doesn't react to play possibilities at 3 rd base.
Timing: Doesn't understand or practice proper use of eyes. Often anticipates the outcome of plays. Often verbalizes call before baseball is secured and/or action stops.	Timing: Understands concept and works on using the "proper use of eyes" concept. Sometimes anticipates the outcome of plays.	Timing: Practices "proper use of eyes". Rarely anticipates outcome of plays. Often allows plays to finish and finds the baseball before making a decision.	Timing: Always applies "proper use of eyes" concept. Never anticipates outcome of plays. Always allows play to finish and finds the baseball before making a decision.
Fly Ball Coverage: Doesn't understand which umpire is responsible for fly balls hit in the outfield.	Fly Ball Coverage: Sometimes doesn't go out on trouble fly balls. Begins to understand the concept of the "V". Sometimes neglects fly ball coverage. Has trouble in the grey areas of the "V".	Fly Ball Coverage: Takes proper read-step and goes out on most trouble balls. Understands and practices the concept of the "V". Communicates with partner on grey area fly balls.	Fly Ball Coverage: Takes proper read-step and goes out on all trouble balls. Understands and practices the concept of the "V". Communicates with partner on grey area fly balls and keeps good eye contact on partner to ensure proper coverage.

Must Immediately Learn/Correct	Needs Additional Training/Work	Performs to Standard	Exceeds Standard
<p>Style & Mechanics of Calls: Doesn't use or apply proper call mechanics or signals as described in NFHS book. Signals are not clear or authoritative. Rarely coordinates voice with signal. Or signals and mechanics bring undue attention to umpire by being loud and/or grandiose.</p>	<p>Style & Mechanics of Calls: Sometimes applies proper call mechanics or signals as described in NFHS book. Signals are sharp and crisp at times. Sometimes coordinates voice with signal loud enough to be heard without drawing undue attention.</p>	<p>Style & Mechanics of Calls: Mechanics and signals are clear and authoritative. Applies proper call mechanics or signals as described in NFHS book. Signals are often sharp and crisp. Often coordinates voice with signal loud enough to be heard without drawing undue attention</p>	<p>Style & Mechanics of Calls: Applies proper call mechanics or signals as described in NFHS book. Signals are often sharp and crisp. Correctly coordinates voice with signal loud enough to be heard without drawing undue attention.</p>
<p>Judgement: Shows little capacity of translating rules into correct calls. Relies either too heavily on "by the book" enforcement or not enough on basic rule enforcement to apply affective judgement.</p>	<p>Judgement: Shows basic awareness of translating rules into correct judgement calls. Begins to understand and incorporate the intent of the rule as well as the verbiage of the rule in judgements.</p>	<p>Judgement: Shows high capacity of translating rules into correct judgement calls. Understands and can explain the intent of the rules.</p>	<p>Judgement: Utilizes baseball knowledge in making connection between rules and judgement. Can articulate the nuances behind the rules that go into proper application of judgement calls.</p>
<p>Crew Communication & Signals: Rarely exhibits use of verbal and non-verbal communication with partner. Little or no eye contact between batters or during developing plays. Signals do not conform to standards.</p>	<p>Crew Communication & Signals: Sometimes exhibits use of verbal and non-verbal communication with partner. Some eye contact between batters or during developing plays. Signals sometimes conform to standards</p>	<p>Crew Communication & Signals: Usually exhibits use of verbal and non-verbal communication with partner. Maintains eye contact between batters or during developing plays. Signals conform to standards.</p>	<p>Crew Communication & Signals: Always exhibits use of verbal and non-verbal communication with partner. Maintains eye contact between batters or during developing plays. Signals conform to standards.</p>
<p>Reaction to Play Development: Shows no knowledge or perception of how plays develop by correctly anticipating where, how, and the speed at which the play will occur. Unable to read cues of the game. Often late to the play.</p>	<p>Reaction to Play Development: Shows some knowledge or perception of how plays develop by correctly anticipating where, how, and the speed at which the play will occur. Reads and understands some cues of the game. Often pursues plays arriving late.</p>	<p>Reaction to Play Development: Shows strong knowledge and perception of how plays develop by correctly anticipating where, how, and the speed at which the play will occur. Reads and understands cues of the game. Often is in proper position and set prior to the play</p>	<p>Reaction to Play Development: Shows strong knowledge and perception of how plays develop by correctly anticipating where, how, and the speed at which the play will occur. Reads and understands cues of the game. Often is in proper position and set prior to the play.</p>

GAME MANAGEMENT

Must Immediately Learn/Correct	Needs Additional Training/Work	Performs to Standard	Exceeds Standard
<p>Rules: Doesn't confidently apply rules, accepted practices, and/or interpretations detailed in governing rule set for game umpired.</p>	<p>Rules: Sometimes adheres to/applies rules, accepted practices, and/or interpretations detailed in governing rule set for game umpired.</p>	<p>Rules: Usually adheres to/applies rules, accepted practices, and/or interpretations detailed in governing rule set for game umpired.</p>	<p>Rules: Consistently adheres to/applies rules, accepted practices, and/or interpretations detailed in governing rule set for game umpired.</p>
<p>Policies/Procedures: Seldom adheres to all policies & procedures outlined in WOA Umpire Manual or addendums. Rarely applies or enforces NFHS, WOA, or IEBU Points of Emphasis.</p>	<p>Policies/Procedures: Sometimes adheres to all policies & procedures outlined in WOA Umpire Manual or addendums. Rarely applies or enforces NFHS, WOA, or IEBU Points of Emphasis.</p>	<p>Policies/Procedures: Usually adheres to all policies & procedures outlined in WOA Umpire Manual or addendums. Rarely applies or enforces NFHS, WOA, or IEBU Points of Emphasis.</p>	<p>Policies/Procedures: Consistently adheres to all policies & procedures outlined in WOA Umpire Manual or addendums. Rarely applies or enforces NFHS, WOA, or IEBU Points of Emphasis.</p>
<p>Situation Management: Doesn't impose warnings or ejections appropriately. Doesn't understand what situations require a response and which should be ignored. Umpire is overly dictatorial, aggressive, and/or defensive. Or acts timid and unsure.</p>	<p>Situation Management: Sometimes imposes warnings or ejections appropriately. Starts to understand what situations require a response and which to be ignored. Umpire is careful not to appear timid or unsure. Avoids acting dictatorial, aggressive, and/or defensive.</p>	<p>Situation Management: Seldom overreacts or under-reacts to situation. Takes responsibility for situations involved and responds appropriately. Allows head coach to be heard calmly. Knows and applies the proper use of warnings and ejections. Practices preventive officiating.</p>	<p>Situation Management: Usually handles situations with confidence and calmness. Doesn't ignore situations that require response. Doesn't draw undue attention. Allows head coaches to be heard calmly and efficiently. Practices preventive officiating.</p>