

## PAHF Education & Development Structure & Plan

FIH Guidelines for Education of Officials is effective since 1 January 2019. It is mandatory and a joint responsibility between FIH Officials Committee; Continental Federations and FIH Academy.

To be consistent and in line with FIH, and the FIH Academy, the PAHF is actively working on its Educational Structure, to establish a common framework for training and development of Umpires; Umpire's Managers; Technical Officials, Coaches and Administrators.

This process involves the following aspects:

- 1- **Education Panel**
- 2- **PAHF Educators / Facilitators**
- 3- **PAHF / FIH and third party documentation.**
- 4- **PAHF Education modalities and formats**
- 5- **PAHF Education and Development Plan.**
- 6- **PAHF Calendar 2019 / 2020 / 2021**

### **1- Education Panel:**

An Education & Development Management Group was formed at the PAHF Planning meeting in Nov. 2018 and comprised the following members: M.L.Pigretti; R. St. Rose; S. Iparraguirre and L. Macchiotti. This group worked on PAHF Education & Development Structure with its related documents and presented PAHF Education Plan to the Board, in August 2019.

As an outcome of this presentation, PAHF Board of Directors approved the "Education & Development Structure, and conformed an Education Panel that comprises the following members

- Roque Viegas – (Chair) USA
- Laura Pigretti – ARG
- Roger St Rose - TTO
- Laura Macchiotti – PAHF (Development Manager)

Supported by the following Working Group: S. Iparraguirre (U) / L. Rinaldini (TO)/ P. Feijoo (H&S) / R. Mendoza (C) / N. El Barri (Communication Manger)

## 2- PAHF Educators / Facilitators

The following individuals were identified as current trained and registered FIH Trainers (T), and Educators (E):

2.1 FIH Academy Trainers & Educators: - Willard P Harris (Technical Officials – E)

- Rene Zelkin (Technical Officials – E)
- Lorena Rinaldini (Technical Officials – E)
- Maureen Craig-Rousseau (Technical Officials – E)
- Laura Pigretti (Technical Officials – T)
- Roger St Rose (Umpires & UM’s – T)
- Soledad Iparraguirre (Umpires & UM’s – E)
- Mendoza Rodolfo (Coaches – T)
- Mendoza Pablo (Coaches – E)
- Laura Macchiotti (Administration – E)

## 2.2 PAHF Education Facilitators

The following individuals were identified as current PAHF Course & Webinars Facilitators:

- Technical Officiating: C. Burke / P. Parks / L. Hess / J. Perez Leon / T. De Mattos / R. Richardson / K. Scott
- Umpiring: D. Barbas / G. Soraidis / W. Stewart / E. Saladino
- Coaching: N. Tixe / E. Lucero / M. Ahrens / M. Holt / D. Henlon / J. M. Casas / A. Marcano
- Administration: Kofi Hinds

It was an objective of the EP to identify possible candidates as PAHF Facilitators and introduce a common approach / style in line with FIH / PAHF educational guidelines. All the individuals noted above were invited and participated of the “Train the Facilitator / Trainee” webinar.

Other objectives:

- Maintain and /or update the Register of all Tournament Officials & Coaches facilitators.
- Identify possible candidates as PAHF Facilitators for all areas (TO / U / C / A)
- Identify & consider proposals for future PAHF Academy Educators / Trainers
- Next Steps: - Continue to review & update all documents / forms needed to be incorporated in the PAHF Education & Development Process

### **3- PAHF / FIH and third party documents:**

In formulating an Education & Development Structure the following documents were identified as integral to the process:

- 3.1 Guidelines for Education of FIH Officials
- 3.2 List of Registered Officials by PAHF Panel/Category
- 3.3 List of Registered Umpires & Umpires Manager
- 3.4 FIH Umpires & UM's Skill Matrix
- 3.5 FIH Technical Officials & Technical Delegate Skill Matrix (not yet published on FIH website)
- 3.6 PAHF UC Mentoring Program & Structure.
- 3.7 PAHF Umpiring Manual (to be updated)
- 3.8 PAHF TO Syllabus
- 3.9 PAHF Delivery Model Summary & Guidelines for Educators & Facilitators
- 3.10 PAHF Webinars – Delivery Model – Guidelines & Recommendations
- 3.11 FIH Course Feedback Form
- 3.12 U & TO Nominations Forms
- 3.13 FIH International Tournament Officials Application Form
- 3.14 FIH Retirement Form
- 3.15 PAHF Request Form for Courses and /or other educational events.
- 3.16 Webinar feedback form

### **4- PAHF Education Modalities & Formats**

The following were identified as modalities/ formats which must be included in the PAHF Education & Development Structure:

- 4.1 PAHF / FIH Academy Courses (Level 3 to Level 5) – FIH Academy & CF responsibility.
- 4.2 NAs courses (Level 1 to Level 2) – PAHF/FIH Academy assisted courses.
- 4.3 Third (3<sup>rd</sup>) Party Courses (private groups) – Level 1 to Level 2 courses which must be sanctioned by NA &/or CF where necessary.
- 4.4 On-Line Webinars and other Educational activities.

- 4.5 FIH /Academy Courses (Trainers & Educators)
- 4.6 PAHF Seminars; Training Workshop; and other educational events.
- 4.7 Combined courses or other educational formats

Objectives:

- Consideration and analysis of alternative formats and possibilities, to adequate resources, PAHF Project and NAs reality.
  
- Align Educational option and alternatives with PAHF Operational Plan & Development goals and FIH Academy guidelines.

## 5.1- PAHF Educational & Development Plan

### 5.1 Document requirements, responsibilities & characteristics of face-to-face courses:

- Minimum nº of candidates
- Accommodation / meals / coffee-break / transport / others
- Location / room / Internet / facilities.
- Translation services (Spanish <-> English)
- Branding (see PAHF Manual)
- Certification – provided by PAHF - other logo (s) --- analysis
- Promotion & Marketing of Courses
- PAHF education facilitators - language skill - honorarium
- Cost Impact – cost / benefit

### 5.2 On-line Education

The Covid-19 pandemic impacted life worldwide and disrupted all plans and projected activities.

The Education Panel found in distance learning (on-line / virtual) the model to support & ensure education and training continuity in this new context.

With a big effort in a short time, PAHF reacted and adapted to the new circumstances: elaborating a document “PAHF Webinars – Delivery Model – Guidelines and recommendations” and implementing the organization and resources need by this modality.

Steps will be followed and necessary adjustments done, to adequate PAHF Education Structure and Plan to this different modality

- Post pandemic (or partial) analysis to redistribute and combine educational modalities responding to PAHF objectives, NAs necessities and context reality.
- The overall analysis (Nº of webinars, participants, advantages & disadvantages, financial possibilities, etc) is important for future planning.
- Redesign our training & development Education Plan, with distance learning as an “opportunity” to expand learning modalities at all levels, preserving / increasing our quality of education.
- Asses and adapt education objectives & tools adequate to the different modalities and in line with FIH Academy programs.
- Strengthen training, guidance & resources for on-line method of delivery preserving the objectives & style followed by the FIH Academy.

### **5.3 Third Party Courses**

- L1 to L2 courses requested and sanctioned by NAs: PAHF guidance / support.
- Coaches on-line courses (private group): analysis and review of implementation.

**5.4 Guideline for Promotion of Courses, Webinars & Training Education Events:** document in progress

**5.5 Demographic Table (MS Excel Document) of PAHF Tournament Officials & Coaches:** maintain updated

**5.6 Register of all Tournament Officials & Coaches:**

PAHF has and maintains separate register of all Tournament Officials and Coaches. – To maintain updated

**5.8 Elaborate Syllabus for each level of courses:**

- Achieve commonality & synergies between platforms
  - Contents and programs based on FIH Skill Matrix
  - Realigned with FIH new documents and /or other modifications

### **5.9 Mentoring Program:**

Develop a Common Mentoring Structure amongst platforms

- Umpiring in progress.

### **5.10 Data Base**

Maintain a Data Base of CF Presentations & Education activities:

- Education is mandatory – realign with FIH criteria
- Register of CF activities and progress

### **5.11 Program for NAs Development of Tournament Officials – U / TO – Education activities**

- Based on a landscape that identifies real countries necessities, analysis that will provide strategies to move forward.
- Considers NAs potential, necessities, educational structure, resources, people continuity, reality, other particular factors.
- Identify real needs for NAs development to provide adequate “format” responding to their situation / request and according to PAHF Education Project.
- Enhance interest and importance of NAs to develop Tournament Officials and strengthen support of their careers.
- Prepare a template and circulate it for PAHF Education Project Group analysis

### **5.14 UM Development Program & Workshops:** in progress

### **5.15 Education communication plan & structure:** proposal presented by L. Rinaldini in progress

### **5.16 Education Plan review, adjustments and update**

- Analyse outcome & review courses / webinars / education presentations & activities.
- Follow up of PAHF Education Programs – realign with FIH Education plans & guidelines.
- EP meeting agenda: plan review / work distribution / establish priorities and timelines / EP Member’s exchange & input.

Dic. 20<sup>th</sup>, 2021 - MLP