

**Licensed Officials Proposal, Public Comments/Responses**

Thanks to everyone for their feedback. We appreciate your support in this process.

<b>No</b>	<b>Comment</b>	<b>Response</b>
1	<p>Well thought out. No suggested edits.</p> <p>Thank you each for your volunteer expertise, time and dedication. Much appreciation.</p>	
2	<p>I worked with a great group so thank you for your time and effort.</p>	
3	<p>Written examination testing during a show season/fiscal year is totally wrong. The testing needs to be completed prior to the start of the show season. The traditional show season is January 1 thru Dec 31 or some other fiscal year. The testing and re-issue of licenses needs to be completed in the 90 days prior to the close of the previous show season.</p> <p>Why? Judges will be hired in advance of the show season, and with testing not be held until the show season has started, this can cause a problem for show management and officials. Situations can arise to request extensions by officials, and by conducting the testing outside of the show season, this will allow for reasonable adjustments.</p> <p>The methodology for maintain a judges license is based upon the judge's ability to compete and be successful in the sport. This is a self-limiting process especially in a sport that is just starting to grow and build. Once the sport has been established with depth in the officials, then is the time to implement a stricter requirement for licensing.</p> <p>The fact show management are required to complete reports on all officials who officiate at their event creates an unfair burden on the show management. Further, the officials needs to view a copy of the document as that is a part of their personnel file. In fact, anytime a report/comments are formally filed on an official with the organization, the official should be immediately notified of the filing, regardless of the nature of the report. By doing so, this keeps the reporting process in compliance with all other HR related issues associated with maintenance of official's files. By not providing the official with the report and used later in a disciplinary process with expose the process and organization to legal rebuttal.</p>	<p>For the merger process for combining both organizations' roster of Licensed Officials, the testing will take place from January 1, to February 1, of 2021. This timeline allows test writers and test takers the opportunity to review and study any rule changes released on December 1<sup>st</sup> of 2020. Officials will have the opportunity to retake the test.</p> <p>The program, testing, and requirements are being developed by the Licensed Officials Committee. The riding requirements have been updated to "optional" for both organizations to apply or maintain a judge's license.</p> <p>Requiring completed competition evaluations for Licensed Officials allows the committee to see a complete view of an official's performance. Without this requirement, official complaints are often the only feedback the LOC receives; requiring an evaluation from each competition will also populate the personnel files with positive evaluations.</p> <p>The program, testing, and requirements are being</p>

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.	<p>The concept of licensing officials as instructors creates another level of check and balances, adding to the challenges of managing the LOC by volunteers. If the desire is to reduce the number of seminar instructors, perhaps there needs to be a list made public about the individuals that are approved to conduct seminars? Ultimately, the LOC should be establishing a curriculum and selecting the most effective instructor(s) to teach the curriculum. This is far more efficient and will lead to more successful outcomes. Answer the question: Who are the most effective instructors, communicators? Not who has a license. Follow the ploughed ground of other associations and avoid this trap.</p> <p>The concept of "absolute" testing is dangerous for the sport. Even USEF provides for make-up exams and alternatives to disqualifying officials who have established records within the sport as an official. The phenomena of good test takers is rapidly entering the picture while at the same time the judicial temperament of the same person is weak, no existent, and lacking the self-confidence to grow and develop without additional education and mentoring. So, where is mentoring entering into this process?</p> <p>Not all officials should be considered to be capable of conducting a judging session with a learner judge/applicant. The guidelines for working with an applicant judge need to be clear for the official and learner to understand the bounds of communication. Perhaps the LOC should select officials who have demonstrated sufficient skills and knowledge and let the select group serve as learner judge mentors at competitions.</p> <p>One member of the LOC needs to be designated as the Board Chair and Liaison, to participate in Board meetings, providing committee reports on activities and strategic planning. In the absence of the Liaison, an alternate needs to be appointed to fill-in at appropriate times, perhaps a Vice-Chair.</p> <p>There is no mention of the protocols for due process, where and how is this afforded to the officials via the LOC?</p>	<p>developed by the Licensed Officials Committee. An instructor licensing program is in development.</p> <p>For the merger process for combining both organizations' roster of Licensed Officials, the testing will take place from January 1, to February 1, of 2021. This timeline allows test writers and test takers the opportunity to review and study any rule changes released on December 1<sup>st</sup> of 2020. Officials will have the opportunity to retake the open book test.</p> <p>The program, testing, and requirements are being developed by the Licensed Officials Committee. An instructor licensing program is in development.</p> <p>Committee structure will be addressed by the Governance Merger Committee.</p> <p>Complaints and due process will be addressed by the Ethics Merger Committee. The LOC will serve as a resource only when a complaint involves a licensed official.</p>

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4	<p>Being that WE is so new and is trying so hard to be correct, it is possible that after everything is said and done, there will be other modifications deemed necessary. I would suggest that a system that is simple, but does reflect the majority be addressed, so that changes can be made as needed in a timely manner. If you stagnate, you will be going backwards and flexibility is key to keep at the top of any sport.</p> <p>I myself would be very interested in the education and judging of WE and am willing to do it however is most accommodating at this time. My complete resume can be sent and I can travel, when we can officially travel :-)</p>	
5	Appreciate what you are doing. Looks good to me.	
6	Reasonable merging of the LOCs. No suggestions.	
7	<p>The only part that I have a comment on , is committee selection. The proposal is that the 5 members should consist of 2 licensed officials and 3 non licensed members. I disagree. I feel that at least 3 of the committee should be LOs. My rationale is: 1) we have been through the testing process 2) we understand better than anyone what it takes to be a judge or TD 3) we are in the front of the firing line when it comes to shows and 4) we see the issues we have to deal with, as regards to knowledge ( or lack of), rules, consistency of information, organization, show venues and suitability of venues, and the behaviour of competitors/ members in show conditions.</p> <p>Thank you Rebecca Algar</p>	The committee structure will be addressed by the Governance merger committee, this proposal had only made recommendations regarding the committee structure to the governance merger committee.
8		
9	Acceptable. No suggestions	
10	Looks nifty!	
11	This all looks fair. Thank you for your time and careful thought.	
12	I'm ok with this	
13	Looks great! Thank you!	

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14	I believe if the program is combined all current licensed officials from both organizations go through a review process to determine level of licensure; Exactly because the two sets of requirements are quite dis-similar. If there are recommendations for LO's to complete more requirements to maintain licensure they should be given one year to complete. I feel this should be in the form of apprenticeship /real time judging and evaluation for personal performance evaluation in addition to the continuing education requirements outlined above. There have been too many LO's whom have not had real time, real feedback evaluation given leading to a huge discrepancy in scoring standards in the US. Additionally I feel the needs to be a defined process for handling show evaluations and complaints requiring due process.	In reviewing the LO requirements it became clear the requirements had strong similarities. The committees did their due diligence in licensing these officials at their current levels.
15	Seems well thought out and very reasonable, am in favor of these proposals	
16		
17	Question: What committee will be responsible for sanctioning officials who behave in an unethical or unseemly manner? I do not see that listed as a responsibility of the LOC. As a long-time FEI official I can say from experience you will need a committee, arbiter or panel to adjudicate issues with officials. Perhaps that is in place and not in this document?	Complaints and due process will be addressed by the Ethics Merger Committee. The LOC will serve as a resource only when a complaint involves a Licensed official.
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19		
20	Very well done! Respectfully, Barbara Caiado	
21	The merger is important but getting it right has to be the ultimate goal.	
22	I agree with the proposals and thank those who worked on this committee.	
23	Your committees have done an excellent job in working together. As a competitor I really appreciate.	
24	Great job on this section. I really like the provisional TD approach.	

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25	<p>After reading the proposed LOC merger plan - I have a few questions and concerns.</p> <p>In regards to the Committee responsibilities - I think a few of the bullet items needs some explanation on how the item is going to be accomplished. One that caught my eye is Overseeing Licensed Official Related Web and Social Media Publications. What is this? Is the LOC now going to be publishing items? If so who is receiving them? If this bullet is not referring to publications - can we please get some explanation about what the line is referring to?</p> <p>#3 in the Feedback - This person makes has really good points that we should consider going forward.</p> <p>#8 in the Feedback - I agree</p> <p>Thank you all for your hard work.</p>	<p>The LOC is responsible for ensuring the information available on the Licensed Officials page of the organization's website is accurate and up to date, including the list of Licensed Officials. The LOC is also responsible for providing information regarding Licensed Officials and LOC programs for the newsletter and to the social media management.</p>
26	<p>The composition of the Licensed Officials committee is concerning. The majority of members should be licensed officials as they have the experience and working knowledge to affect appropriate and realistic rules development.</p> <p>Assessment of a licensed official by show management provides a timely and first hand evaluation. Every effort should be made to provide a tool that allows show management to quickly and easily complete that assessment. A copy of the evaluation should be provided to the licensed official with an opportunity for them to respond on the same form. Allowing equal opportunity for positive and negative feedback results in a better picture of the official's performance.</p> <p>I agree with Comment #3 in regards to timing of examinations 90 days prior to show season to allow for planning.</p>	<p>The committee structure will be addressed by the Governance merger committee, this proposal had only made recommendations regarding the committee structure to the Governance merger committee.</p> <p>For the merger process for combining both organizations' roster of Licensed Officials, the testing will take place from January 1, to February 1, of 2021. This timeline allows test writers and test takers the opportunity to review and study any rule changes released on December 1<sup>st</sup> of 2020. Officials will have the opportunity to retake the test.</p>
27	<p>Great Work! I admire both organizations coming together with a shared goal. Striving to keep our LO's at the very most excellent level of knowledge and education is one of the most important ways we keep this sport growing!</p>	

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	<p>Thank you for keeping the Prov TD option in there to help us keep our B Rated Shows more affordable.</p> <p>I also appreciate the fact that everyone will start at the same place moving forward. Keeping all on the same page is great!!</p>	