

Hall of Fame Officiating Evaluation Rubric

1. Excellence and Impact in Officiating

Demonstrates high-level officiating skill and professionalism, through either sustained long-term service or significant impact over a shorter period.

Level	Description
Exceptional	Excellence shown through many years of dedicated service or remarkable contributions in a shorter time that advanced officiating standards. Widely respected and recognized as a role model.
Proficient	Reliable and competent service or sustained and/or meaningful contributions. Shows leadership or mentoring and upholds the core values of track and field.
Developing	Positive involvement but needs more evidence of sustained excellence or significant impact.
Limited Evidence	Insufficient demonstration of excellence or impact.

2. Mentorship and Leadership

Contribution to the development of other officials through mentorship, training, leadership roles, and by serving as a role model of character and integrity.

Level	Description
Exceptional	Actively mentors multiple officials, leads training programs, and inspires others to grow. Demonstrates strong leadership in officiating organizations or event management. Widely recognized for upholding and modeling the highest standards of character, integrity, and fairness.
Proficient	Provides mentorship or occasional leadership; contributes positively to the growth of others. Demonstrates consistent ethical behavior and professionalism in interactions.
Developing	Some involvement in mentorship or leadership but limited in scope or impact.

	Displays generally positive conduct, though consistency in leadership or ethical modeling may be lacking.
Limited Evidence	Minimal or no documented mentorship or leadership roles. Limited demonstration of leadership qualities or character-based influence.

3. Professional Contributions

Involvement in activities that promote officiating excellence such as rule committees, innovation, or program development.

Level	Description
Exceptional	Has made significant contributions to officiating rules, policies, or program innovations at local, regional, or national levels. Recognized as a leader in advancing the profession.
Proficient	Participates in committees, supports program improvements, or contributes to officiating resources.
Developing	Limited involvement in professional development or contributions.
Limited Evidence	No clear evidence of professional contributions beyond officiating duties.

4. Community Engagement and Representation

Engagement with the community to promote the sport of track and field and officiating, fostering respect and positive relationships.

Level	Description
Exceptional	Highly active in community outreach, recruitment, and promotion of officiating. Builds bridges between officials and the community, enhancing the sport's reputation.
Proficient	Participates in community events, supports recruitment efforts, and represents officials positively.
Developing	Some community involvement but limited scope or consistency.
Limited Evidence	Little or no community engagement related to officiating.

5. Knowledge and Application of Rules

Demonstrates thorough understanding of track and field rules and applies them consistently and fairly during officiating.

Level	Description
Exceptional	Exhibits comprehensive knowledge of rules and consistently applies them with fairness and accuracy. Recognized as an authority and resource by peers.
Proficient	Has strong knowledge of rules and applies them correctly in most situations. Maintains fairness and consistency.
Developing	Basic understanding of rules with occasional inconsistencies in application. Continues to improve knowledge and consistency.
Limited Evidence	Lacks sufficient knowledge or demonstrates inconsistent application of rules that impacts officiating quality.

6. Other: (not included in scoring but evaluators may give special consideration)

Unique Contributions

For example, outstanding contributions to the community through volunteer work and service orientated activities.

How to Use the Rubric

1. Evaluate Each Category 1 thru 5 Independently

For each category, assign a score from 1 to 4 based on the candidate's documented contributions and impact.

<u>Level</u>	<u>Score</u>	<u>Description</u>
Exceptional	4	Demonstrates outstanding qualities well beyond expectations
Proficient	3	Meets expectations with solid, reliable contributions
Developing	2	Shows promise but requires further growth or evidence
Limited Evidence	1	Lacks sufficient documentation or impact

2. Provide Supporting Comments

Briefly note examples, accomplishments, or observations that justify the assigned score.

3. Calculate Total Score

Add the scores across all four categories for a total possible score of 20. Consider rubric interpretation guidelines.

<u>Score Range</u>	<u>Interpretation</u>
18–20	Outstanding Candidate — Clear Hall of Fame caliber.
15–17	Strong Candidate — Worthy of serious consideration.
12–14	Moderate Candidate — May be considered with context or legacy contributions.
Below 12	Not Recommended — Insufficient evidence of impact.

4. Consider Overall Context

Use the total score as a guideline but also consider the candidate's overall legacy and unique contributions beyond numeric ratings.

5. Make a Recommendation

Based on total score and qualitative assessment, select a recommendation and substantiate with supporting comments.

Overall Recommendation:

- ☐ Recommend for Hall of Fame Induction
 - ☐ Legacy Contributor
- ☐ Recommend for Further Development
- ☐ Do Not Recommend at This Time

Evaluator Tips

1. Review the candidate's full history, including officiating records, letters of recommendation, awards, and other contributions.
2. Consider impact both quantitatively (years served, events officiated) and qualitatively (leadership, mentorship, professionalism).
3. Keep bias in check by focusing on documented facts and verified contributions.
4. Use comments to provide constructive feedback for candidates who may be considered for future recognition.
5. Evaluators should provide brief comments for each category to support transparency and help future committees understand scoring decisions.

Evaluator Discretion

1. Evaluators may also take into account exceptional circumstances that either enhance or diminish a candidate's overall qualifications. This may include noteworthy contributions not explicitly addressed in the rubric, as well as serious concerns such as prior misconduct or legal issues involving harm to others. These disqualifier's may override the score, removing the candidate from consideration. Such factors should be considered with careful judgment and fairness, in alignment with the standards and values of the officiating profession.
2. Posthumous nominations: Evaluators should consider legacy, historical impact, and the strength of community testimony where direct documentation may be limited.
3. Consideration for Legacy Contributor

Legacy Contributor (Special Consideration Category)

Reserved for individuals whose contributions to track and field officiating are so exceptional, enduring, or foundational that they merit recognition beyond the standard rubric.

Possible Qualifying Criteria:

Pioneering Impact

Played a foundational or groundbreaking role in developing the structure, culture, or visibility of track and field officiating at the local, regional, or national level.

Sustained Excellence Over Time

Demonstrated an extraordinary level of service, leadership, or influence over an extended period (e.g., multiple decades), contributing significantly to the advancement of the officiating profession.

Enduring Legacy

Contributions have left a lasting mark—whether through systems created, officials mentored, policies influenced, or standards raised—that continue to benefit the officiating community today.

Elevated Recognition by Peers

Widely respected and recognized by fellow officials, coaches, and administrators as a central figure in the history and success of officiating in the sport.

Ambassador of the Profession

Represented the values, professionalism, and spirit of track and field officiating with exceptional integrity and character, elevating the reputation of officials both on and off the field.

Note:

1) Nominees under the Legacy Contributor category should meet a significantly high bar for impact and influence. This recognition is intended for rare and distinguished individuals whose contributions transcend traditional measures and stand as a model for generations of officials to come.

2) In rare and exceptional cases, a nominee with a score below 18 may still be inducted under the Legacy Contributor designation if their long-term influence or foundational contributions merit special recognition.

Posthumous Hall of Fame

For posthumous Hall of Fame nominees where detailed records may be sparse, a **narrative-based nomination format** is often more appropriate than a rubric. This allows you to honor the nominee's legacy using qualitative information, testimonials, and contextual achievements, rather than relying on checklists or point scales.

Recommended Format for Posthumous Nominees:

Posthumous Hall of Fame Nomination Summary

Nominee Name:

Years Active:

Primary Sport(s):

Known Roles: Official, Mentor, Advocate, etc.

Nominated By:

Narrative Summary (500–1000 words)

A narrative overview highlighting the nominee's contributions to officiating and the sport. This section should aim to tell their story—how they were viewed by peers, their influence, and the legacy they left behind. Include notable memories, achievements, and qualities if known.

Legacy Consideration (if known):

- **Community Recognition:** Were they known or remembered locally, regionally, or nationally for their officiating?
- **Mentorship or Influence:** Are there accounts of others they mentored or impacted through their work?
- **Character and Integrity:** Can testimonials or anecdotes be used to illustrate their personal and professional values?

- **Pioneering Roles:** Did they break barriers, start traditions, or establish long-standing practices?

Supporting Materials (if available):

- Newspaper clippings
- Photos
- Letters or testimonials
- Game records or tournament involvement
- Quotes or interviews from peers or family

Review Criteria for Selection Committee:

Instead of applying a full rubric, evaluators can consider these key guiding questions:

Area	Guiding Questions
Influence	Did the nominee leave a lasting impact on the sport or community?
Respect	Were they respected and valued by their peers and athletes?
Commitment	Is there evidence of long-term dedication to officiating or sport advocacy?
Legacy	Does the nominee's story align with the values and standards of the Hall of Fame?