



# UIC DRILL GUIDE



## APPENDICES:

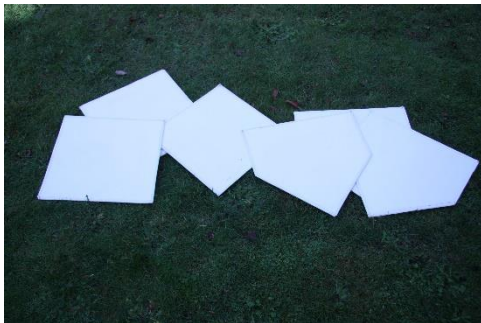
- #1 - How to set up an umpire practice equipment bag
- #2 - UIC/umpire coordinator annual timeline checklist
- #3 - umpire recognition and engagement
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- #5 - how to fill out the mentorship form online

# HOW TO SET UP AN UMPIRE PRACTICE EQUIPMENT BAG

For your practice sessions, the following items will assist you in the implementation and organization of the drills to support the association's umpires.



1. A dozen softie baseballs:
  - o Talk to your equipment manager, who should be able to supply them to you
  - o Keep them organized by putting them into a bag with a draw string. Or, throw them in an old bucket or cloth bag.



2. Throw down bases:
  - o Basic throw down bases or make your own from corrugated plastic (Tenplast) or painted 1/4" plywood.



3. Soccer-style cones:
  - o Have about 4-5 in various colours
  - o Use these to map starting positions and movement in drills
  - o Also use them as markings for foul lines

Other items (optional):



Extra gloves



Masks



rope

# **UIC/UMPIRE COORDINATOR ANNUAL TIMELINE CHECKLIST**

## **January:**

- Get your BCBUA membership (gives you access to our online resources)
- Enrol in any relevant BCBUA clinic
- Inquire about sites and dates for holding your local Level 1 and 2 clinic

## **February:**

- Confirm the date and site for your local Level 1 and 2 clinic
- Inform BCBUA area rep of the date and site for Level 1 and 2 clinic
- Contact last year's umpires to confirm interest in new season
- Inform umpires with this year's clinic information
- Check and organize equipment for upcoming season

## **March:**

- If you are the assignor, begin requesting schedules for the season
- If you are the assignor, create and implement a routine for scheduling
- Meet with your senior umpires about mentorship (if applicable)
- Plan practice schedule and get fields booked
- Attend association's coaches meeting – introduce yourself
- Note: hopefully by the end of March, your local clinic has been completed

## **April:**

- Have first practice (session 1 in this program manual)
- Plan exam writing event for your umpires (level 1 and 2) (if applicable)

## **May:**

- Have second practice (session 2 in this program manual)
- Have exam writing event (support level 1 and 2 umpires in accessing the test online and answering the questions) (if applicable)
- Have third practice (session 3 in this program manual)

## **June:**

- Have fourth practice (session 4 in this program manual)
- Plan recognition event for Level 1 and 2 umpires (if applicable)
- Identify potential and interested umpires for summer season

## **July:**

- Schedule assignments for summer season

## **August:**

- With senior umpires and development team, nominate and choose umpires for association's umpire awards (if applicable)

## **September:**

- Clean and store umpire equipment for next season

# UMPIRE RECOGNITION AND ENGAGEMENT

One of the tools a UIC or Umpire Co-ordinator can use to retain umpires is to set up annual events and initiatives that celebrate your umpire team. The following are some ideas to recognize and engage your team.

- **Umpire Orientation:** for your first-year umpires, have a meeting at the park to introduce them to the storage locations of the plate equipment and to show them the location for umpire crews to meet before and after the game.
  - Summarize the dress code and describe the expectations of association of how umpires are going to present themselves
  - Properly show new umpires how to adjust their masks, chest protectors and shin guards.
  - Show how the equipment should be worn (ie. Shin guards underneath your pants) and distribute any apparel or accessories your association supplies.
- **Exam day:** If possible, set a time to access the online exam as a group and support each umpire through the process of answering the questions. Use the exam as a learning opportunity to discuss and dialogue each question and explain why the answer is correct or not.
- **Monthly or on-going raffles:** Use raffles to draw umpires to monthly meetings or practices. Raffle for umpire accessories (line up card holder, plate brush, ball bag or indicator), ball caps or carrying bags. Devise a raffle process that recognizes all umpires that participate in your umpire program. As a UIC, when you are buying your own gear buy an extra unit of something that you can use as a prize (\$5 to \$20 range).
- **Annual awards:** with consultation and approval from the association's executive acknowledge umpires for their hard work for the year. Decide what you what to recognize (eg. Senior Umpire of the Year, Junior Umpire of the Year, Most Improved Umpire, Most Reliable Umpire, Most Dedicated Umpire).
- **Umpire Scholarships:** with consultation and approval from the association's executive, look for opportunities to recognize a long-time umpire by creating a scholarship in that person's name. Think about commitment by the younger umpire as well as academic achievement when considering candidates.

# GRASSROOTS MENTORSHIP PROGRAM

BCBUA believes that umpire development starts at the local level. To support this, BCBUA has members of their Education Committee, who can inform you of our Grassroots Mentorship Program and support your association in developing a mentorship team. These umpires attend games with level one umpires and instruct, support and give feedback for umpires before, during and after the game.

For this, your association usually give some form of game fee to your mentors for their time and support to your game umpires. After the game, the mentor fills out the online mentorship form that the umpires can access on BCBUA member's page.

To support your association, BCBUA will reimburse your association \$10 for each mentorship completed by your mentorship team up to \$500.

## MENTORING TIPS TO SUPPORT YOUNG UMPIRES

- Communicate your purpose: As a mentor, get to know the young umpire; to celebrate the umpire's progress; and to support his/her development.
- Remember a 12-year-old umpiring his/her first (or 2nd or 3rd) game has a limited capacity to absorb feedback.
- Try to have a minimum 2 positives for each correction. If you are giving feedback on a skill to improve, give strategies to master that skill.
- Be as specific as possible when praising the young umpire: "on that hit to right field..." "on the steal of 2nd..." "on your foul call last inning..." "your appearance inspires confidence." Similarly, be specific on skills to work on and improve.
- Consider safety when offering ways to improve. A base umpire standing in fair territory or too close to a fielder, a plate umpire standing too close to a batter, or not standing square to the pitcher should be corrected
- Consider an umpire's credibility: You want to give pointers that help in the umpire's game management like firming up a timid voice, sharpening an unclear mechanic, slowing down a rushed call (pause, read, react), or adjusting a positioning error.
- Let your mentoring build confidence for umpires to make calls. Let him know you are behind them, rooting for them. Make it a safe place to learn from your mistakes
- Be sincere and focus on the things done right, and work on correcting one thing at a time. Don't dissect and overwhelm with information.

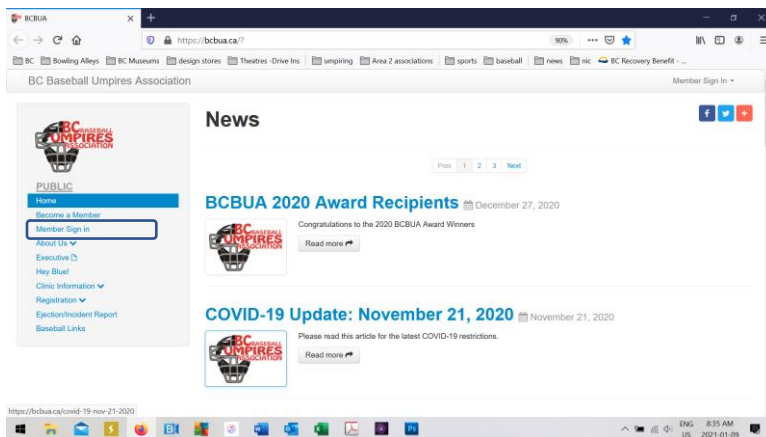
Area Co-ordinators:

- Program Manager: Rhonda Pauls
- Lower Mainland/Fraser Valley: Gord McFarlane
- Vancouver Island: Brad Jones

For further information, contact: [mentorship@bcbua.ca](mailto:mentorship@bcbua.ca)

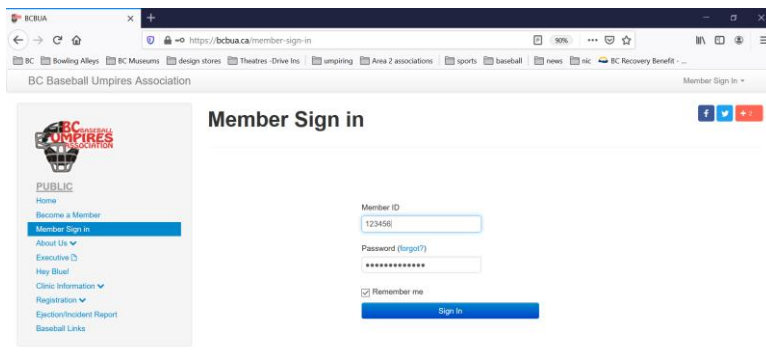
# HOW TO FILL OUT THE MENTORSHIP FORM ONLINE

If your association participates in the BCBUA Grassroots Mentorship Program, the easiest way to input your feedback into the system is through the online mentorship form. The form can be accessed by your association's mentors through their members page on the BCBUA. Here are the steps to fill out a form.



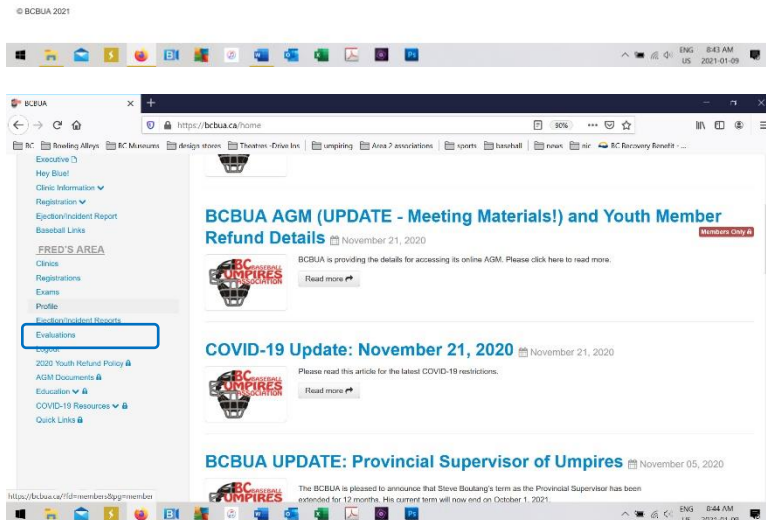
Access the BCBUA's web site at [www.bcbua.ca](http://www.bcbua.ca)

Click **Members Sign in** in the left column.



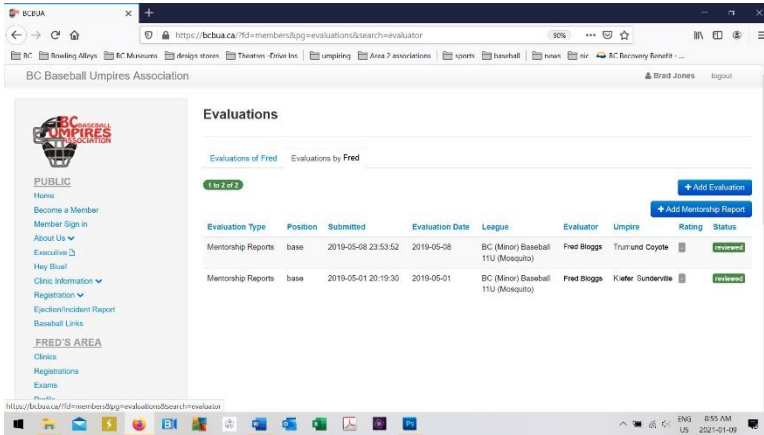
Type in your **member id** number and **password**; click blue **Sign in** button

If you are not a member yet, click on the Become a Member button on the left-hand side



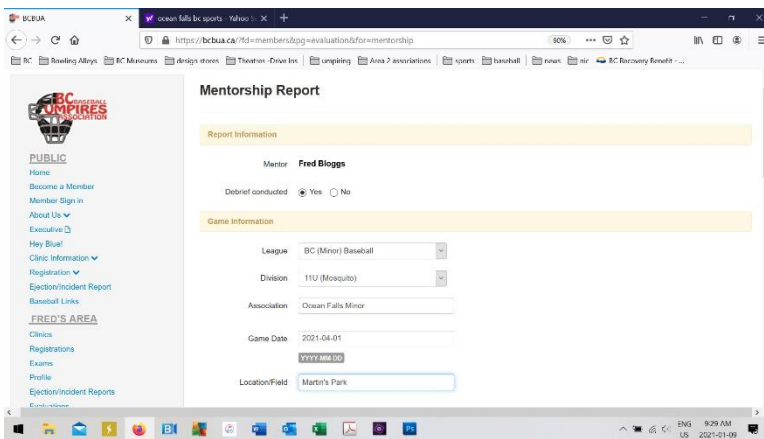
Scroll down to the section call "Your Name's" Area. Here the person's name is **Fred's Area**.

Click on **Evaluations**.



Click on Evaluations by "Your Name." This case it is **Evaluations by Fred.**

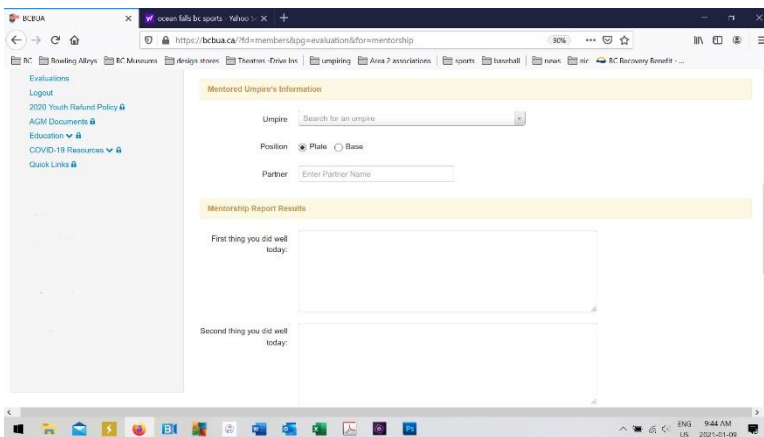
When this screen comes up, click on the blue **Add Mentorship Report** button on the right.



The online mentorship report will appear with your name on top.

Click on whether a debrief after the game was completed.

Fill out the game information for the game you mentored.

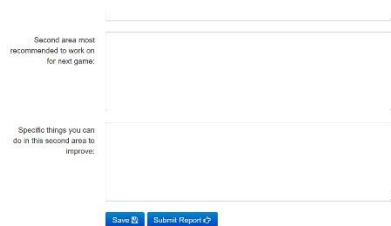


Fill out the Mentored umpire's information

Complete Mentorship Report Results section where you offer feedback to the umpire in:

- Two things they did well
- Two things to work on
- Two strategies to do so

Focus on Baseball Canada standards



When completed, click on the blue **Submit Report** button.

