



Virtual referee development

Models, promising practices, and guidelines

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2020

Changed our world: Fewer

- Matches
- Opportunities to mentor
- Opportunities for large- or mid-size learning opportunities

WHAT TO DO??????????

Online instruction

2020

The reality

- Learn from home
- Work from home
- “Do what few have done before”

ON LINE INSTRUCTION

2020

The Realty

- Zoom
- Google Hangouts
- Got2Meeting
- FaceTime
- WebX
- Convene^R Meetings
- Microsoft Teams
- VirBela
-and more, more, more....



Helpful tools in system selection

- Instructor and/or user control
- Voting/polling
- Q&A
- Chat
- Breakout rooms

2020

The Reality

- “Zoom” fatigue
- “Multitasking” is a reality
- Present, but not
- “Hi tech, but hi touch?”
- “Do I have to sit through another.....????”

2020 Challenges

Platform decisions

- Instructor comfort v user comfort
- Learning curve
- Sustainability
- Controlled settings
- TA
- Integration tools

Considerations

- Bandwidth
- User familiarity
- Learner processing

2020 The Question



To record....

Or

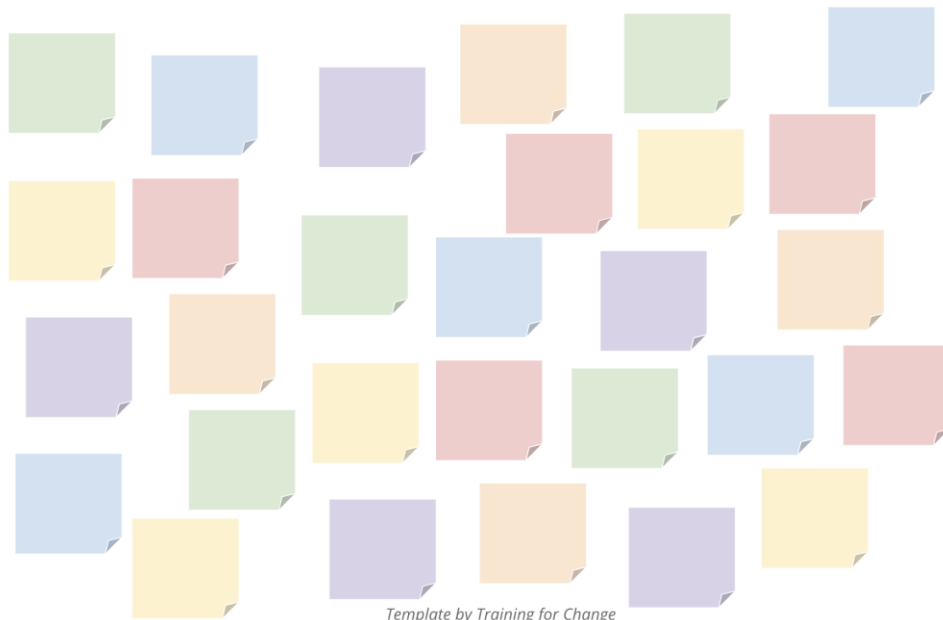
To not record....

Integrative tools

Training for change

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[INSERT PROMPT] *Double-click a note to edit*



Brainstorm: [INSERT PROMPT]

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Integrative tools

Training for Change

Where are you on the spectrum?



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TRAINING FOR CHANGE

Wisdom

Critical learning

Move from teaching to learning.

“Changing learning does not happen in a single meeting. Give it some time. Learn and adapt.”

Doug Powell

IBM Designer

Refereeing

It's harder than rocket science

Solving creative problems isn't the same as facilitating groups who are seeking to create consensus and common understanding.

Getting others to actively participate in the conversation requires talented, enthusiastic facilitators. We must look beyond the limits of the room to involve key voices in the discussion - no matter where they are located.

Distributed learning

Key considerations

- How many participants?
- How are they distributed?
- Dealing with dominant personalities.
- Dealing with silent voices.
- REG issues (unconscious bias).
- Facilitators + observers.

5 dimensions of virtual learning

1. Real time communication
 2. Asynchronous communication
 3. Sharing content
 4. Stay organized
 5. Think visually/engage
1. Reciprocity – visual and vocal
 2. Sharing expectations
 3. Virtual access to materials
 4. Time on task.
 5. Few words, polls, quizzes...

Tips for success

It's not the same 'Chevy'

- Rehearse – Timebox
 - Test, retest, and test again
- Exploit multitasking/solicit feedback
- Feedback
- Observes/self-assessment
- Solicit user feedback

Tips for success

Know your...

1. Equipment
2. Environment
3. Material

“Control the controllable”

Meeting Tips



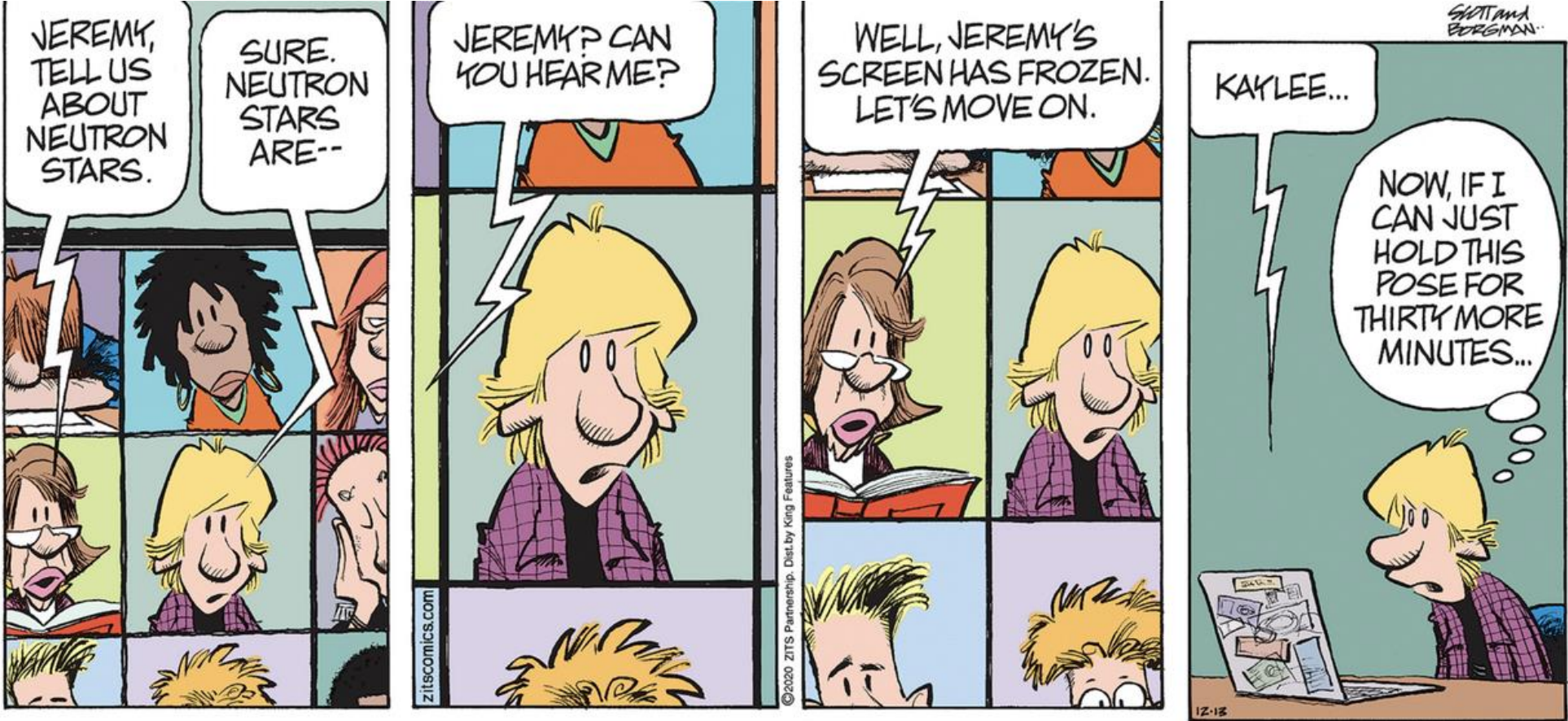
- **See people.** Click Gallery View at top right of Zoom.
- **Mute.** When not speaking for a bit, click Mute at bottom left.
- **Chat.** Click Chat button on Zoom bar – feel free to use chat for questions and comments.
- **Raise hand.** Click Participant button on Zoom bar. When you'd like to say something, click “Raise hand” button at bottom of Participant list.
 - **See everything.** If the Chat and Participant windows are floating, click the Restore Down button at the top of the browser and then click it again to maximize. They should be anchored on right side.
- **Screen share size.** When screen is being shared, you can make the area smaller or larger by holding cursor between the sections to find the edge, and dragging it to the size you want.

Pedagogical Recommendations

Session Guidelines

- All participants should give their full attention, energy, and commitment
- All participants shall be open, candid, and honest and allow others to do the same
- Respect should be the foremost goal of all participants. Focus on issues, not personalities
- Focus on gaining understanding, then convincing others
- Turn your camera on. **“I’m an equal opportunity picker.”**
- **Others?**

Soliciting feedback



Making bigger, smaller (break out rooms)

participants

“Referee Crew”

4

1 group of 4 referees

8

2 groups 4 referees

12

3 groups of 4 or 4 groups of 3 referees

15

5 groups of 3

20

5 groups of 4

21

7 groups of 3

How long?

How much is too much?

More “teaching”, shorter time

More active learning, longer time

“It’s not what’s in your wallet, but what are you doing to check for understanding”