

Q21 – Members comment (200 words or less).

1. Never had a mentor or meet whomever it was suppose to be but I felt like everyone answered my questions and mentored me in a special way.
2. The assigner & sub-assigner are unresponsive to emails. The evaluations are biased. Rankings are not based on ability. The Assigning process is broken. Also, people who didn't have the qualifying games for the Recommendation list is more of a who's who. Evaluations are more of a punishing tool that a teaching tool. Evaluations are non-existent or take too long to be delivered and unable to see the game evaluations. Also, Pete Battaglia is obsolete, maybe 20 years ago, but the game has evolved and he has not since he can't properly evaluate referees. Assignments come out too late.
3. Do not use Pete Battaglia he comes across as a "Joe Know it all" his delivery is more talking down to you than teaching, they only feedback he is interested is his own. Assigner is unresponsive to emails. Also, the assignments are coming out really late leaves no room to plan your week. Assigner has a group of "favorites" which are always in the Top games no matter how they louse them up, time for a change. This also applies to the co-assigner. It comes across that the President makes his own decisions without the input from the Board. Also, there are no minutes in our website, are they been taken? Do we have a Secretary? Apparently the Board is disfunctional at this time. They only think about themselves and not the members.
4. Test is a joke! All officials at every level should notify there partner a day ahead of time to make sure there are no changes(not enforced by ECBOA) another folly your partner evaluating you(Never bad mouth a Brother official)! The Athletic Director should have a say in an officials professionalism(on time, uniform, demeanor etc.) And finally, never leave the gym without your Brother official (ECBOA officials very seldom wait for each other). There I'm done venting after 50 years of officiating at all levels(4 different IAABO boards) I find ECBOA lacking in professionalism! Sorry my take.
5. Stuck at 130 ranking for 3 years without formal evaluation or specific reply to feedback requests. Postgame comments requested by me to sent by crew chief to evaluation committee never acknowledged. That said, great, professional and diverse group to work with and pleased to be part of ECBOA.
6. Get game assignments out quicker . 1-3 days notice is ridiculous. And you wonder why guys secondary else where. 2 man varsity games should be paid more. Prove me wrong !
7. I still don't feel as if the fun has been brought back to this association. The state of the association I feel is still in a bad place and needs to be addressed. I still feel as if the assignor has to much say/control of officials game assignments. I don't believe he always follows the rules that are in place for him to follow. Pete should be replaced. IMO his message does not come across well. I feel that Darin is a better evaluator and his message comes through more clearer for new and upcoming officials. Just my opinion.
8. Brand new officials coming into the association -are consistently being moved past longer tenured officials within the Association which have caused veteran officials to move onto other sports. Rank movement is based on who the Assignor and President likes those officials that are currently doing lower level college games. The younger the official the higher the rank movement. No path to progress is being honored. It's pretty much who the the President/ Assignor likes and are within their inner circle that determines rank movement. There are many

officials that are high ranking that can't get up and down the court that still maintain there ranking. Too much noticeable leap frogging going in the rankings on. With officials continually being passed over.. Evaluation process continues to be flawed and remains inconsistent at all levels which is why many officials have moved onto officiating

9. other sports creating a shortage of officials. Certain Executive board members are making decisions outside some of the board members knowledge and approval.
10. The assigner & sub-assigner are unresponsive to emails. The evaluations are biased and skewed towards those who are part of the inner circle. Rankings are not based on ability when you have those who can't keep pace with the game ranked higher than others. The Association still has "favorites" and those get the marquee assignments regardless if they can never get a block/charge right. Also, people who didn't have the qualifying games for the Recommendation list were allowed to referee. The President has too much power and doesn't share with the Board disregarding their opinions or actions.
11. All of the questions pertaining to the recommendation committee list are mostly irrelevant. The state is going select whoever they want to go to Lakeland, regardless of placement on the list and/or local ranking.
12. An officials want and desire to move up, as well as their tenure with ECBOA, has NOTHING to do with their ability level and plays no part in whether they move up in rank or not, or advance on the state list. 2. Assignments need to come out 1-2 weeks in advance in order to keep par with neighboring associations. 3. I would like to see my dues remain the same or decrease rather than waste our association funds on paying someone to train people. That is a responsibility of the association not a paid position.
13. I have completed two years. My first year I was assigned a mentor named Mike. I contacted him 1-2 times that year. I don't recall him contacting me. There has been no interaction my second year and I don't recall his last name. So the mentoring isn't working! Overall though, I enjoy the group of reps and my experiences! I will want to progress to varsity soon and am registered for the lake worth camp in June!
14. REQUIRE: a New Department - Information Department Member- maintaining an active ecboa Facebook page /email blast/games of the week suggestions other than duplicate Banquet reminders.
15. Make the master schedule for all games viewable for transparency
16. I would like to see clear, detailed steps in the ranking evaluation process, especially considering that on-court evaluations do not stand on their own to move up in rankings.
17. Alternative eval idea: give all members a preliminary ranking based on committee consensus. A member can request an eval at anytime but would pay for it (a fixed game fee equivalent). Member can request as many and as often as they want. Use a third party service with composite game film if live evals are too difficult.
18. Assign games more than three days before games!
19. I know that lots of people will complain about their ranking and game assignments. Further, appreciate the leadership's frequent communication and desire to improve the Assoc. Lastly, some of these questions sound like someone has an ax to grind.

20. Training and recruitment should be focal points of the association. Followed by accurate and unbiased evaluations.
21. Members of the board should be fair and consistent Joe, you need to realize your not above any other member of this association, because you hold the title of president doesn't make you any better than any other official
22. Thanks for the survey.
23. The survey has a sense that the questions are written by people unhappy with their rankings and looking for ways to improve upon it. Our system is not perfect, but it works. Better officials need to be on better games. We should also look at having a rules interpreter position, most associations do.
24. Appreciate ECBOA's interest in hearing from the membership regarding the issues and topics noted herein. Let's have a great season!
25. NA
26. This should be done in a neutral no buddy buddy treat everyone base on there experiences. And not be look down like he can be a good official. The mentor things was never assigned the evaluation was never given and it's takes to long
27. 3 ref training prior to season then get opportunities during season
28. Evaluations are extremely lacking. Assigning feels like momentum and name recognition are the most important. Multiple officials with high ranks who are unable to keep up with play, unable to productively mentor new officials. New officials consistently feeling that there is limited path forward without having a benefactor vouching for you to get games in front of the right people. Camps are egregiously priced, and even considering camp attendance as a metric of evaluation or ranking adjustment is extremely inappropriate. There are good officials who can not/will not pay for a camp run by the ECBOA, and holding that against them when considering ranking adjustments borders on corruption or pay to play officiating.
29. N/a
30. Need less drama and to focus more on being great officials than being keyboard warriors taking shots at each other
31. The ECBOA should be pushing their younger officials who are attending trainings outside of the HS season. That's not to say that veterans don't have a place on bigger games. I believe they should be there to help, mentor, and teach. But to load up our "veteran" officials, despite their lack of training, on higher level games needs to stop. Let's reward those that work hard and invest in themselves. The game should always be put first, and by putting officials on games because they are "veterans" does not help the game.