



Evaluation Criteria

➤ Attitude & Efforts

- Professionalism on and off the field
 - Consistently gives best effort and represents the association in an outstanding manner by exhibiting honesty, dependability and responsibility. Exhibits and upholds the standards of integrity of the umpire profession. Bases every decision on the circumstances and the facts presented, regardless of past history with a particular player, team, club or league.
- Focus
 - Demonstrate consistent concentration and alertness for both basic and crucial elements through the game without regard to factors such as the score, inning, weather, or the standings of the team involved.
- Hustle
 - Demonstrates energetic and definitive “with a purpose” movements on the field.
- Fraternization
 - Avoids excessive casual unnecessary conversations with uniformed personnel or spectators during the progress of the game. Avoids casual fraternization with players, coaches, teams, clubs or league personnel to prevent the appearance of impropriety.
- Coachability
 - Listens to and accepts constructive criticism, directives and or suggestions; Shows eagerness to improve by using the criticism to enhance performance for advancement.
- Relationship with Others
 - Demonstrates respect and concern for peers and others, leads by example, motivates, inspires confidence and mutual respect. Officialates and communicates as a team and always supports teammates on the field. Avoids conduct that would suggest with players, coaches, teams, clubs or league personnel or fans the existence of dissension or friction within the crew.
- Administrative Duties
 - Properly submits all reports (e.g. Incident, ejection, injury, tobacco) in a timely manner while being accurate, clear and complete. Communicates effectively and responds immediately to any requests for information from the Utah State Umpire Association.

➤ Field Presence

- Confidence in charge demeanor:
 - Administers field body movements duties by exhibiting proper level of confidence and assertiveness exhibits appropriate conveyance of and mannerisms.
- Appearance in uniform:
 - Exhibits good physical condition and posture. Appears professional in uniform and takes pride in keeping it in first class condition.
- Mobility:
 - Possesses the physical ability and athleticism to create proper positioning for plays including smoothness of running style, coordination, and agility.

➤ Technical skills

- Plate Stance:
 - Demonstrates proficiency in the following areas of plate stance: helping step, torso lean, squared and level shoulders, edge height and depth, setting at proper time, stability, working in the slot and adjusting with catcher.
- Timing:
 - Consistently demonstrates proper timing on pitches, check swings, and plays.
- Judgement:

- Exhibits objective and accurate judgment/consistency for pitches, check swings, and routine/non-routine plays including rules infractions while remaining impartial.
- Communication with partner(s):
 - Demonstrates effective visual and verbal communications including pre-play signals, hand signals and verbal commands during plays.
- Reaction/positioning for plays:
 - Exhibits proper understanding of play development by correctly anticipating how plays will occur and displays effective positioning by establishing the proper angle and distance for the development play.
- Knowledge of the system:
 - Adheres to the established mechanics as outlined in the mechanics for the two-umpire or three-umpire system.
- Use of voice:
 - the checks effective voice with proper volume authority assertiveness and tone.
- Style and form of calls:
 - Projects signals consistently in a smooth, visible, crisp, clear, and decisive manner to crewmates, players, coaches, teams, clubs, league personnel and fans. The assertiveness of a call increases as the play becomes closer and more exciting.

➤ Rules knowledge

- On-field rules knowledge:
 - Displays a complete knowledge and proficiency of the official baseball rules and interpretations contained in the Babe Ruth/ Cal Ripken League, National Federation High School, Major League Baseball Rulebooks and Umpire Manuals.
- On-field rules application:
 - Properly enforces all official baseball rules sets, interpretations, policies and regulations, including those contained, Babe Ruth/ Cal Ripken League, National Federation High School, Major League Baseball, without regard to personal preference.

➤ Situation management

- Communication skills:
 - Demonstrates the ability to listen actively and skillfully communicates using the appropriate volume, authority, assertiveness and tone while maintaining a professional presence. Never uses profanity.
- Composure:
 - Shows proper self-control by remaining poised calm and even tempered while handling pressure situations such as arguments, warnings, ejections, and unexpected or volatile situations.
- Take charge approach:
 - Demonstrates the initiative to control the game with appropriate level of authority and does not hesitate to make an unpopular decision. Never tolerates personal abuse.
- Game Management
 - Demonstrates a quick and concise plate meeting. Encourages quick in and out of the dugouts between innings. Watches pitch counts between innings and controls the game play to for the pace of play.
- Coachability
 - Listens to and accepts constructive criticism, directives and or suggestions; Shows eagerness to improve by using the criticism to enhance performance for advancement.

➤ Performance scale

- Evaluators:
 - Complete an evaluation form for each umpire for every game observed. Evaluators should be impartial, compassionate, and evaluate with a constructive vision of the umpires in mind.
- Scale:
 - 5 points for **SUPERIOR**: Performance demonstrates exceptionally high degree of competency and knowledge of the category.
 - 4 points for **ABOVE STANDARD**: Performance well above standard and better than most umpires.
 - 3 points for **MEETS STANDARD**: Performance standard for most umpires functional and competent.
 - 2 points for **MARGINAL**: Performance marginally acceptable; corrective action required to prevent unacceptable performance.
 - 1 points for **BELOW STANDARD**: Performance clearly unacceptable.