

Referee  
Education  
&  
Development  
Initiative

# REDI

The FLSRC Referee Education and Development Initiative (REDI), is a holistic approach to identifying, educating, and observing referees who wish to advance their referee careers. Mentor support, field training, classroom (in-person or virtual) training, strict fitness standards measured annually, maintaining proper off the field standards of conduct along with, receiving written evaluations/scouting reports, and practicing strict REDI accountability, are all points of emphasis to equip each participant with adequate tools to service the game at their highest competency level.

The timeline for a REDI participant is approximately 5 years. The timeline is based on availability for area, state, and regional levels of participation and the successful achievement at each level. Development will not be based on a defined number of years, or prior years of experience, or referee grade, but rather on practical and realistic achievement at each level. Self-evaluation and the ability for honest reflection is critical for success. Participation in REDI is voluntary. No one will be excluded, however, failing to meet the minimum expectations could result in removal from the REDI.

## Referee Profile

### Criteria for selection:

- Two full prior years registration completed
- Thorough knowledge of the Laws of the Game
- Committed to meet the minimum expectations of REDI policy
- Use knowledge and skills from the program to share with others
- Recommended by assignor/mentor coach

### Referee Coach/Mentor

All referees will have access to a referee coach who may provide guidance and direction. Referee coaches may include National Referees, National Coaches, PRO Officials, Regional Assessors, as well as Grassroot Mentor Coaches.

### Monthly Requirements

Utilizing an e-classroom type application you will complete the following:

- Game Log
- Self-Evaluation (Reflection)
- Fitness Log

Responses will be reviewed by the assigned referee coach as well as REDI Administration based on development tier.

### Monthly Meetings

Monthly meetings will be held either in-person or virtually and will include video analysis and other training presentations.

### **On the field training**

On the field mentoring will be statewide and in partnership with assignors for MLS NEXT, FYSA State Series, FYSA regular league games, FASA State Series, FASA regular league games, and at the FASA Florida Classic. Referee Coaches may be present at games across the state to provide feedback. All MLS NEXT games are recorded and may be utilized for virtual feedback as well as reflection.

### **The Google Classroom or Other Virtual Learning Systems**

Referees will be provided access to the appropriate e-classroom by the FLSRC administration. This is a virtual classroom that can host documents, take document submissions, provide quizzes, and post announcements. The classroom will be set up to be automated so that it is a one stop shop for needed information. Referees will not need to search emails to find information. E-classroom access is above the Area tier group. REDI staff and coaches will have access to view the monthly submissions for review.

### **MLS Next**

MLS Next assignors have agreed to work with the REDI program to assign officials to games. The game video may be made available to officials and referee coaches for further review.

### **Tier Group Placement**

Participants will be loosely placed by the REDI Administrator into the appropriate tier group based on the participants ability, the tier group's requirements, or the official's accomplishments. Officials may move up or down in the tier structure as circumstances change with their own referee pathway. An annual evaluation process will be held to review each official's status in the REDI program.

**At no time will it be acceptable for any participant to belittle any other participant based on tier structure placement nor will it be acceptable for any participant to embellish or self-promote themselves based on their own tier structure placement. Off the field issues of this type will not be tolerated. The FLSRC Prohibited Conduct Policy will be strictly enforced.**

Participants in the State and Regional tiers are expected to remain loyal to their clubs of origin and document that they worked for and with their local referees and referee assignor at least one day of a weekend per month.

***Inability to meet these minimum expectations could result in removal from the FLSRC REDI program.***

Referee application: <https://forms.gle/vXbZZSFCV6FfkeHf8>

## Referee Coach Profile

Referee Coaches will be selected by the REDI Administration using the following requirements:

- Committed to the ongoing requirements of the FLSRC
- Ability and willing to travel
- Ability to serve as a point of contact for the referees that are assigned to them
- Knowledge of upgrade requirements

Referee Coaches will be assigned to the referees based upon the tier of the referee and the qualifications of the mentor. Referee coaches can be assigned to referees in all tiers and may have multiple officials assigned to them. The mentor will be required to make contact with the referee on a monthly basis to discuss the self-reflection, current game log, and fitness log submitted by the official.

Based on their availability, Referee Coaches may be assigned to mentor referees in person at MLS NEXT games or other events where REDI program officials have been assigned. Referee coaches will be compensated.

***Inability to meet these minimum expectations could result in removal from the FLSRC REDI program.***

Mentor application: <https://forms.gle/P44xEmpx5gm26kJP7>

# **Social Media and Communication Policy**

## **Social Media Use**

REDI program officials have the potential to work high visibility matches that come with a tremendous amount of scrutiny. Accordingly, an official's online presence must remain professional, non-partisan and unbiased.

Do not utilize social media to criticize or question referees that you see on television.

Do not utilize social media to complain or talk about other referees at any level.

Do not utilize social media to complain about a coach, player, team, or spectator.

Do not wear logos of teams on apparel or gear.

Do not express any fan sentiments.

Do not utilize social media to communicate political, religious, or otherwise provocative statements.

Do not use social media to self-promote anything about your lifestyle or anyone else's lifestyle.

Always remember that pictures taken by others can also be posted, so be sensitive to the situations in which you put yourself.

## **Email Use**

REDI program officials should have a professional email address that includes their full name in the email address (ex. johnsmith16@icloud.com).

REDI program officials need to check their email daily and provide timely responses to assignors, administrators, and match officials.

REDI program officials must maintain a professional tone in all email communication with assignors, administrators, and match officials

## **Game Officials/Arbiter/US Soccer Learning Center Use**

REDI program officials should have a professionally presented headshot photo connected to their profile in all assigning program accounts that they are members.

***Inability to meet these minimum expectations could result in removal from the FLSRC REDI program.***

## Match Dress Code Policy

REDI program officials are expected to follow the established FLSRC REDI Match Dress Code Policy. A professional first appearance presentation is of utmost importance, as a first impression is a lasting impression.

### Matches not assigned by US Soccer

Arrive and depart all fields or venues with no locker rooms in referee shorts, running shoes and athletic tee shirt (FLSRC branding preferred or US Soccer Referee Program branding)

- No flip flops or sandals
- No team branded jerseys or tee shirts
- No referee jerseys or referee socks

If you are not actively working a match, do not wear referee gear

- Do not walk around and watch games in referee attire
- If you are going to the bathroom between games or at half time, put on a jacket or remove your jersey

### Matches assigned by US Soccer National Assignors

USL Championship, MLS Preseason, US Open Cup (Third Round and higher)

The referee assigned to the match dictates arrival and departure attire (either full suit or slacks/polo).

If the match referee does not dictate arrival and departure attire, slacks and polo is the default attire.

REDI program officials will depart in the same attire in which they arrived unless otherwise dictated by the referee assigned to the match.

If the match referee allows different attire for departure, minimum expectation for departure attire is slacks and polo as described below:

#### Slacks and Polo Attire

**All:** Black or grey slacks  
Black, dark blue or white US Soccer Referee Program polo  
Black Dress shoes

#### Warm Up Attire

Black athletic shirt (US Soccer Referee Program or PRO branding)

#### Referee Kits

Full selection of new-style short and long sleeve Official Sports jerseys required

If a locker room with showers is not available or functional, REDI program officials may depart in full-length Adidas or Nike athletic pants, running shoes and a US Soccer Referee Program polo.

USL League 1, USL League 2, NPSL, US Open Cup (Second Round and lower) Youth National team games

REDI Program match officials will arrive and depart in the same attire.

**All:** Black or dark grey slacks  
Black, dark blue or white US Soccer Referee program polo  
Black dress shoes

Warm Up attire

Black athletic shirt (US Soccer Referee Program or PRO branding)

Referee Kits

Full selection of new-style short and long sleeve Official Sports jerseys required.

If a locker room with showers is not available or functional, REDI Program match officials may depart in Adidas or Nike full length athletic pants, running shoes and a US Soccer Referee Program Polo.

**Matches assigned by MLS NEXT assignors**

REDI program officials will arrive and depart all fields or venues that have no locker rooms in referee shorts or full-length Adidas or Nike athletic pants, running shoes and athletic tee shirt or polo. (FLSRC branding is preferred or US Soccer Referee Program branding)

- No flip flops or sandals
- No team branded jerseys or tee shirts
- No referee jerseys or referee socks

If you are not actively working a match, do not wear referee gear

- Do not walk around and watch games in referee attire
- If you are going to the bathroom between games or at half time, put on a jacket or remove your referee jersey

Warm Up attire

Black athletic shirt (FLSRC branding preferred or US Soccer Referee Program branding).

Referee Kits

Full selection of new-style short and long sleeve Official Sports jerseys required.

***Inability to meet these minimum expectations could result in removal from the FLSRC REDI program.***

## Administrative Guide

The following is an administrative guide for REDI staff: the FLSRC State Director of Instruction as REDI Administrator, other State Directors, Area Referee Administrators, other Administrators; for Referees, and Referee Coach/Mentors, regarding the REDI program tier structure

### Goals for each development tier group

- **Area Tier**  
The goal of this tier is to determine who is interested in the program and whether the referee has the ability and desire to advance in the program. The ARA's are responsible to track those with the ability and the desire to advance. The Area tier group will be directly managed within the 4 FLSRC areas without assigned mentors. Referees in the Area tier could be invited to state level events but not necessarily selected to travel for out of state events. The SYRA can assist the ARA's with any under-aged referee issues.
- **State Tier**  
This tier is to introduce the referee to higher level state series events and learn the experience of the referee coach/mentor observing and guiding referees. Grassroots referee mentors have the ability to keep the referee on the right track and provide guidance. Grassroot referees in the tier should begin to think about and working toward the requirements for becoming a Regional Referee. Referees in the tier should also have a goal to be invited to state level events for the possibility to travel to a youth regional event or youth national showcase event.
- **Regional Tier**  
The goal of this tier is for referees to be selected and attend a youth regional event or for Regional Referees to attend a US Adult regional event. Having been introduced to state series events as well as traveled around the state, the focus should be on selection for a regional event for exposure to higher levels of the game and be seen refereeing at a regional or national level. Referee Coaches in the tier are familiar with the selection process for regionals and the expected referee performance at regional events. Referees should be a Regional referee or Grassroots who are qualified to upgrade to Regional referee.
- **National Tier**  
The goal of this tier is to advise referees who have "graduated" from the Regional tier and provide guidance on how to further advance their career to the National Referee grade. No additional REDI requirements. Referee Coaches could be National Coaches and/or Coaches with the P.R.O.



## **Area Tier Details**

### Objective

The purpose of this tier is to identify officials who show the potential and willingness to advance their referee careers.

### Requirements

Recommended by assignor/referee mentor/referee coach/administrator.

### Monthly Requirements

Utilizing a google type classroom application you will complete the following:

- Game Log
- Self-Evaluation (Reflection)

Responses will be reviewed by REDI staff

### Referee Coach

Report directly to the applicable REDI Administrator. Referee coaches may be available for guidance.

### Monthly Meetings

Monthly meetings will be held virtually and will include video analysis and other training presentations. Attendance at the virtual meetings will be optional but highly recommended.

### On the field training

In this tier on the field or virtual video analysis will occur on game such as MLS NEXT other league games, as well as FYSA State Series events.

### Events

In this tier officials could be invited to state level events but not necessarily selected to travel for out of state events.

## **State Tier Details**

### Objective

The purpose of this tier is to encourage Area tier officials to begin traveling within the state.

### Requirements

Referee coach/mentor/administrator recommending advancement from Area tier.

### Yearly Requirements

Attend at least 1 FYSA State series event  
1 successful referee coach evaluation

### Monthly Requirements

Utilizing a google type classroom application you will complete the following:

- Game Log
- Self-Evaluation (Reflection)
- Fitness Log

Your responses will be reviewed by your assigned referee coach as well as REDI staff.

### Referee Coach

Referee coaches will be available to referees in this tier and will review monthly requirements and monitor referees in the tier.

### Monthly Meetings

Monthly meetings will be held virtually and will include video analysis and other training presentations. Attendance at the virtual meetings will be required.

### On the field training

In this tier on the field or virtual video analysis may occur on MLS NEXT games, other league games, as well as FYSA State Series events.

### Events

In this tier officials should have a goal to be invited to state level events for the possibility to travel to a youth regional event or showcase event.

## **Regional Tier Details**

### Objective

The purpose of this tier is to further encourage State tier officials traveling within the state to be selected and attend a youth regional event or Regional Referees to attend a US Adult regional event.

### Requirements

Recommended by Referee Coach/administrator for advancement from the State Tier.

### Yearly Requirements

Attend at least 1 FYSA State series event

1 successful referee coach evaluation

1 successful trip traveling on behalf of FLSRC

### Monthly Requirements

Utilizing a google type classroom application you will complete the following:

- Game Log
- Self-Evaluation
- Fitness Log

Responses will be reviewed by the assigned referee coach as well as REDI staff.

### Referee Coach

Referee coaches will be available to referees in this tier and coaches will review monthly requirements and monitor referees in the tier.

### Monthly Meetings

Monthly meetings will be held virtually and will include video analysis and other training presentations. Attendance at the virtual meetings will be required.

### On the field training

In this tier on the field or virtual video analysis may occur on MLS NEXT games, other state games, as well as FYSA State Series events or any other select events.

### Events

In this tier officials strive for an invitation to FYSA State Series events, youth regional events, national showcase events, or US Adult regional events.

## **National Tier Details**

### **Objective**

The goal of this tier is to advise referees who have “graduated” from the Regional tier as to the process of how to further advance their referee careers to promote to the National Referee grade.

### **Requirements**

No additional REDI requirements.

The pathway from Regional Referee to National Referee is strictly managed by the US Soccer Referee Selection Committee according to the US Soccer Referee Pathway.

REDI graduates are free to remain within the REDI program. They may request an assigned referee mentor who could be a National Coach and/or a Coach with the P.R.O. depending on availability.

It is the wish of the REDI program that once a referee graduates from the Regional Tier into the National Tier, they have also been identified on a national level as future National Referees and/or Professional Referees.