



CONTINUOUS LEARNING

SCAS REGIONAL JUDGES CONFERENCE 2020

A target with a dart hitting the bullseye. The target has concentric rings of yellow, red, blue, and grey. A white dart with a red fletching is hitting the center yellow bullseye.

BACKGROUND

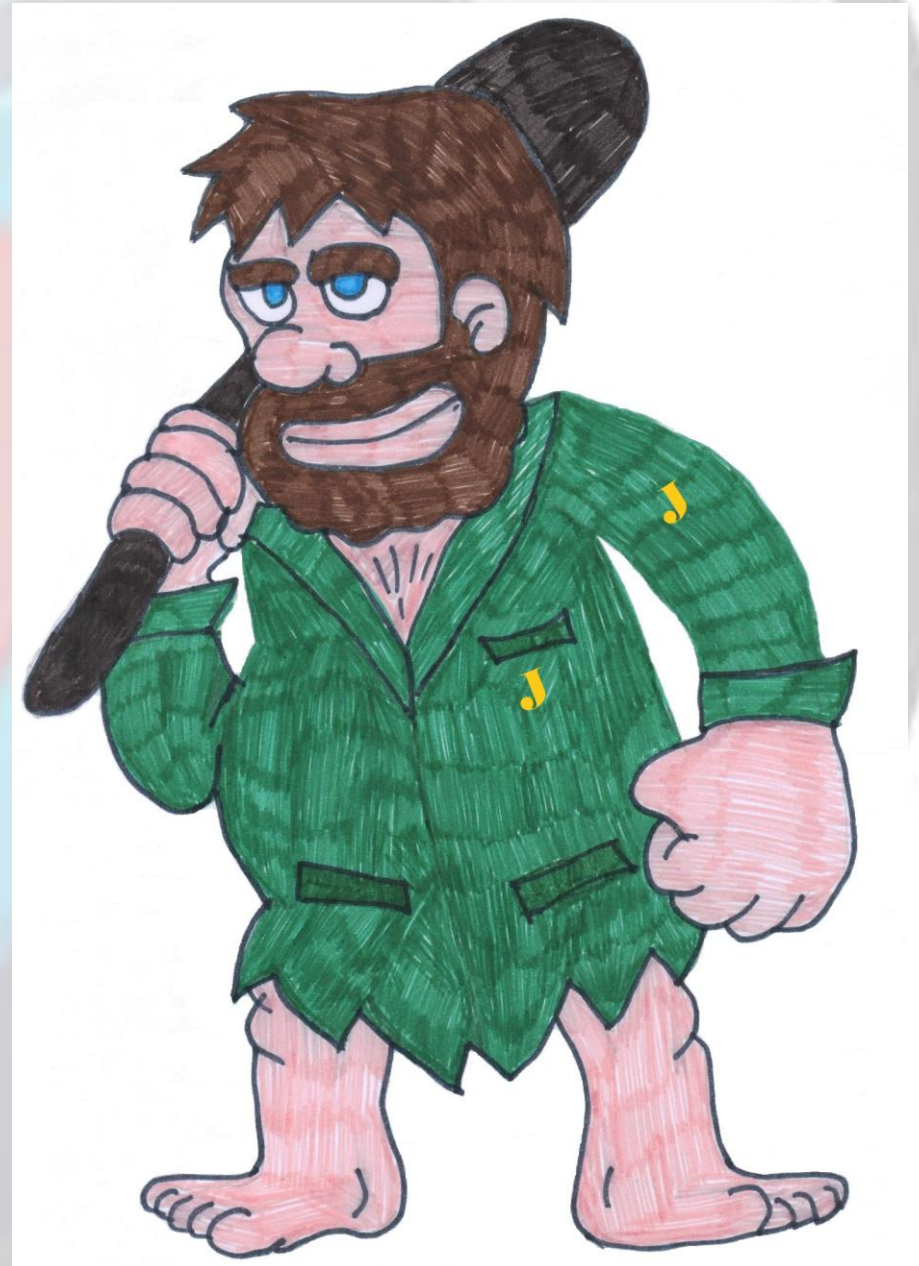
Some History

Once upon a time,
in the olden days -

BACKGROUND

Some History

Once upon a time,
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SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

- Education is not the learning of facts, but the training of the mind to think. - *Albert Einstein*

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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- Tell me and I forget. Teach me and I remember. Involve me and I learn. - *Benjamin Franklin*

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- Wisdom comes not from age, but from education and learning. - *Anton Chekhov*

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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- Much to learn, you still have. – *Yoda*

A target with a dart hitting the bullseye. The target has concentric rings of yellow, red, blue, and grey. The dart is silver with a red fletching.

**SCAS REGIONAL JUDGES CONFERENCE 2020
CONTINUOUS LEARNING**

I'm not telling you
anything new.

A target with a dart hitting the bullseye. The target has concentric rings of yellow, red, blue, and grey. The dart is white with a red fletching and is positioned diagonally across the target.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

I'm not telling you anything new.

Most people experience a type of Continuous Learning or Development at work.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

- We already use much of the ideas in our existing training and development.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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- As Judges of all grades we need to be on top of our game. We need to continually look at how we can be better individually or as a group, and how we can improve our techniques and knowledge.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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- That is Continuous Learning!

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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- As Judges of all grades we need to be on top of our game. We need to continually look at how we can be better individually or as a group, and how we can improve our techniques and knowledge
- That is Continuous Learning!
- However, there are some gaps in the system we use, some areas that need improving, and that is the idea of today.

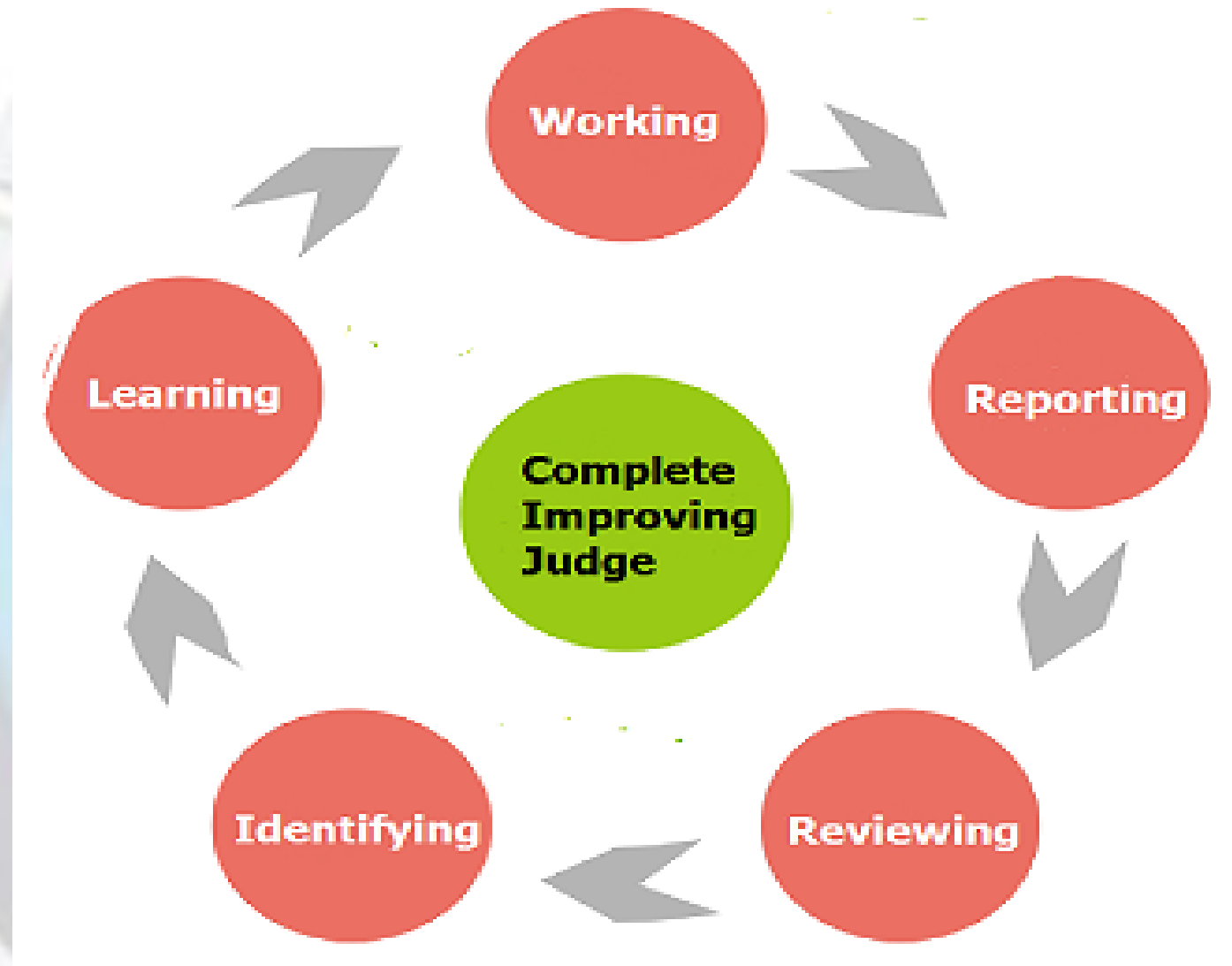
A large, semi-transparent target with concentric rings of grey, blue, red, and yellow. A single red dart is shown hitting the center bullseye. The target is positioned on the right side of the slide, and the text is overlaid on the left and top portions.

**SCAS REGIONAL JUDGES CONFERENCE 2020
CONTINUOUS LEARNING**

How does
Continuous
Learning Work?

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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Continuous
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SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

- Many of the ideas of CL we already use in our training and reporting set up, many companies would be pleased if they had as much in place and working as we do.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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- We have newsletters and published documents from World Archery, AGB, and SCAS

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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- We have informal meetings at tournaments.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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- We have training workshops, conferences and events
- We have newsletters and published documents from World Archery, AGB, and SCAS
- We have informal meetings at tournaments.
- We have a structured system of workshops and assessments for all grades of judges, and we have a rolling programme of re-accreditations to check that our knowledge is up to date. So we don't need to do anything new about learning.

A target with a red arrow hitting the bullseye. The target has concentric rings of grey, blue, red, and yellow. The arrow is red with a white shaft and a black tip, hitting the center yellow bullseye.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

- However, there are some gaps in the system, some areas that need improving, and that is the idea of today.
- Where we fail is in our recording and reporting system.

A target with a red arrow hitting the bullseye. The target has concentric rings of blue, red, and yellow. The arrow is red with a white shaft and a white fletching.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

- However, there are some gaps in the system, some areas that need improving, and that is the idea of today.
- Where we fail is in our recording and reporting system.
- We do have a system of recording and reporting, it is called a J5, and it has developed, mainly by SCAS, through many different forms over the years to be a better document.



SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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- This document, when completed correctly, see Debbie Horn's presentation of 2018 at the SCAS Judges Conference, is a great means of showing areas of training that are needed, areas that may be a potential problem, and areas that can be developed.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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- All Candidate Judges have a J5 report done on them.
- All County and Regional Judges should have a J5 completed at each event they work at. However, there is a weakness in this in that most Judges who don't wish to be considered for promotion to the next grade won't offer J5's for completion. Over the years it has become custom and practice not to offer J5s if you are not seeking to go higher in grade.

A target with an arrow hitting the bullseye. The target has concentric rings of red, blue, and yellow. The arrow is white with a red fletching and a silver shaft.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

J10, Item 17

“Candidate, County and Regional Judges should keep a booklet of Tournament report forms (J05), to be completed at tournaments by an appropriate judge. These reports will be considered during the Judge’s assessment when seeking a higher grade. They should also complete the J05 Checklist which will form part of the assessment process. Judges are required to submit returns to the JLO. Failure to do so may affect reaccreditation or progression to the next grade.”

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

- So, our reporting system has a fault, in that many of us are not reported on, and it tends to be the senior or longer served judges that escape.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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- Many Regional Judges don't have reports completed because they just don't realise that they should, how often do we read the J10?

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

- So, our reporting system has a fault, in that many of us are not reported on, and it tends to be the senior or longer served judges that escape.
- Many Regional Judges don't have reports completed because they just don't realise that they should, how often do we read the J10?
- National Judges, in the whole, me included, don't realise that we should enforce the J10 statement.

A target with a dart hitting the bullseye. The target has concentric rings of grey, blue, red, and yellow. The dart is silver with a red fletching.

**SCAS REGIONAL JUDGES CONFERENCE 2020
CONTINUOUS LEARNING**

REPORTING

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**SCAS REGIONAL JUDGES CONFERENCE 2020
CONTINUOUS LEARNING**

REPORTING

Candidate – All Candidates have J5s completed.

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SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

REPORTING

Candidate – All Candidates have J5s completed.

County – Most County Judges have J5s completed.

A target with a red arrow hitting the bullseye. The target has concentric rings of grey, blue, red, and yellow. The arrow is red with a white shaft and a white fletching.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

REPORTING

Candidate – All Candidates have J5s completed.

County – Most County Judges have J5s completed.

Regional – Some Regional Judges have J5s completed



**SCAS REGIONAL JUDGES CONFERENCE 2020
CONTINUOUS LEARNING**

REPORTING

Candidate – All Candidates have J5s completed.

County – Most County Judges have J5s completed.

Regional – Some Regional Judges have J5s completed

National – No standard reporting system



SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

REPORTING

Candidate – All Candidates have J5s completed.

County – Most County Judges have J5s completed.

Regional – Some Regional Judges have J5s completed

National – No standard reporting system

International – A very intensive reporting system at each event they work at, which they must sign to say this has been discussed. As they rotate the positions they hold then they all get the reports at some time.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

So there is one glaring omission in this system of reporting that we use, in that National Judges are not reported on at all, unless they have made a terrible error.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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- Our International Judges are reported on, they have the system of a report to World Archery at each event. They also have much harder re-accreditation system, with both open and closed book tests as well as a timed stress test, as well as having to complete compulsory case studies as “What If’s”, each time a Judges Newsletter is published.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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- So, those of us who are National Judges fall through the reporting net and have a very easy time with reporting on training.

A target with a dart hitting the bullseye. The target has concentric rings of grey, blue, red, and yellow. The dart is white with a red fletching and is positioned in the upper left quadrant, pointing towards the center of the target.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

- This could allow problems to arise when a report is not done.

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SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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- Firstly, this could compromise the re-accreditation for the Judge, because there is no record of work performed.

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SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

- This could allow problems to arise when a report is not done.
- Firstly, this could compromise the re-accreditation for the Judge, because there is no record of work performed.
- Secondly, we all change at the years go by, we might not have picked up on rule changes between re-accreditations, and if this is not recorded and noted then any Judge does not know there is a problem.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

- If a complaint is made about any Judge at any time, then AGB and SCAS need to have a way of reviewing and reporting on the complaint. It is hard to think that we are not all so perfect that people would complain or that we would miss something, but amazingly it does happen.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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- If there is no record of a Judge being told politely and in a spirit of kindness and development, that there is either a problem, or a potential weakness in the way that Judge works, then all other Judges at any event leave themselves open to potential sanction because they have not been seen to have dealt with any situation or potential situation.



SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

- If any weakness or problem is recorded, then, as with any other Judge who does have J5's completed, they are presented and read by the Judge in charge at the next event, who can then help with any retraining or education that is required, and can then comment that the Judge has been observed in the same situation and has been seen to have dealt with this is the correct way.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

- To complete the loop for us all National Judges should have a report completed on them, maybe not at every tournament but at least 25% of the events they work at, whether they are the Judge in Charge or not. They should be completed at every National Tournament the Judge works at, preferably by a Judge from another region.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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- These can be completed either by another National Judge or by a Judge of any grade that is working at the same event, it may be quite interesting sometimes to see what a County or Candidate Judge thinks of the leadership style of a National Judge.

A large, faint target graphic is centered on the page. It features concentric rings in shades of grey, blue, and red. A white arrow with a red fletching is shown hitting the center bullseye.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

- A report for a National Judge would be worded differently to a standard J5, and a sample proposed form is attached. Unlike the normal J5 for Candidate, County and Regional Judges, a copy of these reports would need to be sent to the JLO with the annual report figures, so as the JLO has information regarding any potential training requirements.



SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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- In that way it is a complete circle and the reports are not just kept in a folder and no action taken regarding the contents.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

HEADER AND FOOTER OF THE FORM STAY THE SAME

Involvement of all the team of Judges

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

HEADER AND FOOTER OF THE FORM STAY THE SAME

Involvement of all the team of Judges

Assessing / fulfilling training needs

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

HEADER AND FOOTER OF THE FORM STAY THE SAME

Involvement of all the team of Judges

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Accessibility and approachability

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

HEADER AND FOOTER OF THE FORM STAY THE SAME

Involvement of all the team of Judges

Assessing / fulfilling training needs

Accessibility and approachability

Delegation of tasks and duties

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

HEADER AND FOOTER OF THE FORM STAY THE SAME

Involvement of all the team of Judges

Assessing / fulfilling training needs

Accessibility and approachability

Delegation of tasks and duties

General demeanour, knowledge and help

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

HEADER AND FOOTER OF THE FORM STAY THE SAME

Involvement of all the team of Judges

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General demeanour, knowledge and help

Conduct towards Judges, Archers & Field Party

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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Conduct towards Judges, Archers & Field Party

Involvement of other Judges in J5's & Reports

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

HEADER AND FOOTER OF THE FORM STAY THE SAME

Involvement of all the team of Judges

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Involvement of other Judges in J5's & Reports

Miscellaneous Comments / Observations

A target with concentric rings of grey, blue, red, and yellow. An arrow with a red fletching is hitting the yellow bullseye in the center.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

- Judging must be a continuous circle of working, learning, and training. Without this we stay still and do not improve.

A target with an arrow hitting the bullseye. The target has concentric rings of color: a grey outer ring, a blue ring, a red ring, and a yellow center. An arrow with a red fletching is shown hitting the center. The background is white with a faint grey circular border.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

- Judging must be a continuous circle of working, learning, and training. Without this we stay still and do not improve.
- We need to continually be improving and staying up to date if we are to offer a service that is appropriate for modern archery and meets the needs of both the competitors and the spectators.



**SCAS REGIONAL JUDGES CONFERENCE 2020
CONTINUOUS LEARNING**

So, I have two proposals for discussion and decision.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

So, I have two proposals for discussion and decision.

These are Regional Proposals only, if we can make them work and show some benefits then we can offer the system to the Judges Working Group or whoever is responsible for the Judges through AGB at the time. This won't be the first time SCAS has done this, I'm also sure it won't be the last time we try.

A target with a red arrow hitting the bullseye. The target has concentric rings of yellow, red, blue, and grey. The arrow is red with a white shaft and a white fletching.

SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

1. That we, as a Region, should work to the J10 document, and all County and Regional Judges should have a J5 report at each shoot.

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SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

1. That we, as a Region, should work to the J10 document, and all County and Regional Judges should have a J5 report at each shoot.
 - Before you start on about the extra work, remember that the Judge in Charge doesn't need to complete the J5's, they can be distributed to others and in doing that we are fulfilling the need to train other Judges in this part of their role.



SCAS REGIONAL JUDGES CONFERENCE 2020 CONTINUOUS LEARNING

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2. That we, in this region, should start a trial system of reporting on National Judges using the different J5.

**SCAS REGIONAL JUDGES CONFERENCE 2020
CONTINUOUS LEARNING**

THANK YOU FOR LISTENING.

As I slide slowly away from Judging can I wish that you all have the fun that I've had, and can make such wonderful friendships throughout the country and the world.

A target with a red arrow hitting the bullseye. The target has concentric rings of yellow, red, blue, and grey. The arrow is red with a white shaft and a silver tip, hitting the center yellow bullseye.

**SCAS REGIONAL JUDGES CONFERENCE 2020
CONTINUOUS LEARNING**

Anyone who stops learning is old,
whether at twenty or eighty. Anyone
who keeps learning stays young. -
Henry Ford

