

Assigning Dynamics

Fact vs Fiction

Fiction: Bruce Bird petitioned the Denver leagues to give him authority over all assigning dynamics.

The leagues in conjunction with the CHSAA approached Bruce Bird to coordinate with all assignors, schools and

Fact: leagues into one method of assigning and one point of contact. All sports in the Denver area have moved to one coordinator.

Fiction: Bruce Bird ranks the officials on their referee skill without input from the CVOA Area Directors and CVOA leadership.

Fact: The CVOA Area Directors or other CVOA leaders set the referee's skill level.

Fiction: The #1 reason an official is moved between assignments after acceptance is due to a school change.

Fact: The #1 reason an official is moved to a new location is one of their peers declined/turned back a game.

Fiction: Travel limits are ignored - part 1

Travel limits are looked at closely, but at times the assignment may require a little flexibility to get coverage.

Fact: Officials that cannot work the new travel requirement may return the contract without penalty by following the decline/turn back procedures.

Fiction: Travel limits are ignored - part 2

During the assignment review process with area directors, leadership and assignors, the travel limits may be overridden to put the best possible crew balance on the night for the betterment of the teams playing. Pairing of

Fact: crews with the correct team match-ups helps create a win-win situation for all parties involved. Officials that cannot work the new travel requirement may return the contract without penalty by following the decline/turn back procedures.

Fiction: Date blocks are ignored on rescheduled games

Fact: Per CHSAA assigning guidelines any rescheduled game is to be offered to the same officials first, thus the block is not ignored but overridden in case the official so chooses to accept the new date without losing the contract.

Fiction: If there is a problem or concern with the Bruce Bird as an assignor, there is no one to speak with since he is the assigning coordinator and CVOA President.

Fact: First step is to speak with Bruce Bird to try and resolve the matter, and if it is not resolved then speak with the CHSAA official's liaison. CVOA has no jurisdiction over assigning and will not intercede in assigning matters. The CHSAA oversees all assigning policies, procedures and matters surrounding assigning.

Fiction: If there is a problem or concern with the Bruce Bird as CVOA President, there is no one to speak with to address the concern.

Fact: All CVOA matters related to professionalism are brought before the CVOA Executive Committee in conjunction with the CVOA professionalism committee with the CVOA Secretary/Treasurer as chairperson. Bruce Bird would be excluded from participating in reviewing the complaint and or procedures surrounding the process.

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Fiction: There are no checks and balances in place to address CVOA members concerns when the concern is about someone who wears multiple hats within the volleyball community.

Fact: Every concern has procedures in place whether that is on the CVOA side or the CHSAA side (assigning) that protects members. The procedures will not allow any member to influence a process, but gives members a way to voice concerns without fear of reprisal.

Fiction: When one accepts a tournament place holder it is for only working the morning shift.

Fact: Accepting a tournament place holder means one is available all day depending on the tournament format, unless otherwise communicated from the assignor.

Fiction: There is no acceptable turn back/decline number that will not effect one's referee ranking.

Fact: Expectation is that officials will keep their calendar accurate to avoid turn backs/declines, but assignors understand with high school assignments that three or less turn backs/declines during the season is acceptable, and will not effect a referee's ranking, thus allowing for life changes that are out of our control.

Fiction: Schools are unhappy with the new assigning processes.

Fact: Volleyball has the highest rate of approval with the schools from the last 15 years.

Fiction: Self-assign allows officials to be more successful with committing to assignments.

Fact: Self-assign allows officials to take games they are not qualified to work. Self-assign creates an imbalance among officials not allowing everyone the same opportunity to work all contests they qualify. Officials are allowed to work with the assigning coordinator to find opportunities for success that is fair to all members.

Fiction: Lower ranked officials should not be assigned as the R1 on varsity matches.

Fact: Officials should be given the opportunity to grow. The assigning coordinator works with the assignment review committee (area directors, CVOA leadership) to find opportunities for growth.

Fiction: After the initial draw process, Bruce Bird makes all decisions on where to shuffle officials.

Fact: The area directors and or designated CVOA leadership review and send suggestions to the assigning coordinator for changes. This process is ongoing throughout the season as red flags are identified in the referee assignments.

Fiction: USAV and college officials are discriminated against with CVOA only certified officials getting priority assigning.

Fact: All officials are treated the same, the rankings dictate what and how assignments are distributed. The rankings are set by the area directors and designated CVOA leadership and an official's own choices on turn back/declines. The ranking is never effected by what an assignor feels personally.

Fiction: Officials should not be held accountable for their choices.

Fact: This is a business, and when an official accepts an assignment it is a legal contract to work. Officials need to treat the contract with respect and understand their own choices put them in a position to be considered for future assignments.

Fiction: Coaches have the most influence on how assignments are handled.

Fact: Athletic directors working in conjunction with the assignor have the final say on how assignments are distributed.