

USA RUGBY DEVELOPMENT STRUCTURE of the Pathways Working Group (PWG)

Regional Development Group (RDG) SELECTION GUIDELINES

Each RDG selects a maximum of 25 referees.

The purpose of the RDGs is to identify referees for development who are competitive at their current level or want to advance. RDGs should select referees who:

- Illustrate promise and have a solid skill foundation
- Commit time to develop to referee higher levels of play
- Participate in the local and regional learning process
- Maintain a fitness level necessary for faster paced matches
- Willing to commit their schedule regularly for games
- The diversity of the referees strives to mirror the diversity of the player population

Once the nominations are revisited seasonally, the RDGs will meet to ensure that the tiers are equivalent in skillsets. The objective is to achieve equity, not equivalency, across the regions and the referees participating in the Pathways.

REFEREE GROUPS

HIGH PERFORMANCE REFEREE GROUP (~8)

Level 4 and above

Selected by the PWG in concert with Major League Rugby (MLR).

- Top performing referees identified for future excellence in 15s at national (MLR) and international level who officiate the best domestic games in the US
- Eligible to promotion to MLR based on the individual's performance
- Referee creates, develops, and manages their development plan with support and input from their coach
- Required to be leaders within their local and regional RDG. Coordinate and provide training to peers
- Minimum fitness standard is Bronco level 5
- Referee maintains match Level 4 or better skills.

NATIONAL DEVELOPMENT GROUP (~40)

Tier 1 (~20)

Level 4 and above

Selected by the PWG out of the total names in the RDGs

- Top 20 referees who officiate the best domestic games in the different performance leagues and are prioritized for national assignments
- Referee creates, develops, and manages their development plan with support and input from their coach
- Required to be leaders within their local and regional RDG. Coordinate and provide training to peers

- Minimum fitness standard is Bronco level 5:15
- Referee maintains match Level 4 or better skills

Tier 2 (~20)

Level 5 and above

Selected by the PWG out of the total names in the RDGs.

- Referee learns to create, develop, and manages their development plan with guidance from their coach
- Required to participate within their LRO. Assist in training within their RDG and their LRO
- Minimum fitness standard is Bronco level 5:45
- Referee maintains match Level 5 or better skills

OTHER REGIONAL DEVELOPMENT GROUP REFEREES (~60)

Tier 3 (max 60 across the 4 RDGs)

Level 7 and above

Consists of RDG referees nominated by their LRO and not selected in the NDG.

- LROs continue to provide development and coaching resources to develop these referees' skills to build to Level 5
- Growth mindset required. Referee seeks games and training opportunities and shows continuous patterns of improvement
- World Rugby Level 2 course recommended
- Participate in fitness testing and submit Bronco fitness score
- Referee maintains match Level 7 or better skills

Women's Focus Group (~6)

Selected by the PWG from referees in Tier 3

Women who are Tier 3 referees who are provided targeted support and development specifically addressing the experience they are having navigating rugby. In addition to the requirements of Tier 3 referees, this group will:

- Meet as a group on a regular basis
- Referee works with their mentor to develop and manage to their development plan