



**Quad County Soccer
Referee Association
(QCSRA)
Strategic Business Plan**

March 2011

Quad County Soccer Referee Association – Strategic Business Plan

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Quad County Soccer Referee Association – Strategic Business Plan

Summary:

The Strategic plan provides a framework for managing the organization. It aligns the resources of the organization to produce results in support of its mission. It focuses resources on bridging the gap between where the organization is today and where we want to be in the future. It is also a communication tool for stakeholders to understand the organization.

This plan is reviewed and updated annually.

Mission: We educate, develop and support officials to referee soccer to a high standard.

Vision: Associations & clubs recognize QCSRA as a valued partner in providing high quality soccer.

Goals, Objectives and Activities:

1. Goal 1 - Education: Provide education programs that foster high quality soccer.

Objective 1.1: Provide Entry and Intermediate level training

Activity 1.1.1: Plan and conduct Entry Level Clinics (ELCs) in each county to meet the needs of clubs and associations (*AIC, Sponsors/Clubs*)

Activity 1.1.2: Plan and conduct ELC 2.0 (intermediate) clinics, for first and second year referees, in each county (*AIC, Trainers, Sponsors/Clubs*)

Activity 1.1.3: Plan and conduct the Fall forum for 2011 (*AIC, QCSRA Board*)

Objective 1.2: Provide Advanced training

Activity 1.2.1: Plan and coordinate an advanced training session using a college game as the venue and college referees as trainers (*AIC*)

Activity 1.2.2: Plan and coordinate advanced training for high school officials for girls and boys seasons (*AIC*)

Goal 2 – Referee Development: Develop high quality referees

Objective 2.1: Develop and implement mentoring and evaluation processes

Activity 2.1.1: Appoint a mentor champion to develop and manage the mentoring program (*Paul*)

Activity 2.1.2: Develop policies, procedures and funding model for evaluating referees and adjusting referee ranks (*Chuck, Rick*)

Activity 2.1.3: Develop mentor and evaluator forms and templates. Test and improve the templates through actual usage. (*Paul*)

Activity 2.1.4: Resolve issues regarding L&I coverage for mentors and evaluators (*Rick*)

Objective 2.2: Develop methods for referee feedback and motivation

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Activity 2.2.1: Continue to promote referee feedback function to coaches and other knowledgeable stakeholders (*Ralph, Assignors, Webmaster*)

Activity 2.2.2: Promote and oversee the Young Referee of the Year (*Mike*)

Goal 3: Support referees and assignors with tools and resources.

Objective 3.1: Provide routine communication and web-based resources to referees

Activity 3.1.1 Expand available functions of the qcsra.org website to assignors (*Rick*)

Activity 3.1.2 Educate referee community on the usage of the wasrc.org and woa-officials.com websites (*Rick, Ralph*)

Activity 3.1.3: Meet with Assignors to coordinate referee related activities (*Chuck*)

Goal 4: Improve efficiency and effectiveness of the organization

Objective 4.1: Implement repeatable processes

Activity 4.1.1: Develop standard process and templates for planning and conducting clinics. Establish shared library for templates. (*AIC, Webmaster*)

Activity 4.1.2: Develop standard process and templates for registering referees, assignors, etc. (*ARA*)

Objective 4.2: Ensure roles and responsibilities are clearly defined.

Activity 4.2.1: Update the Quadco Constitution and By-laws (*Paul*)

Activity 4.2.2: Define a governance and organization structure. Define roles and responsibilities (*Rick*)

Objective 4.3: Align resources to meet the needs of Clubs and Associations

Activity 4.3.1: Identify the club and association needs for referees.

Activity 4.3.2: Develop plans to meet the needs of the clubs and associations

Activity 4.3.3: Develop annual training schedule for clinics. (*AIC*)