

Communication No. 2711

ISU seminars and other initiatives for Short Track Officials in preparation for season 2025/26

1. Online Video Seminars for Referees, Starters, Competitors Stewards

The ISU has decided to hold Online Video Seminars for Short Track **ISU** and **W International Officials**, which will be organized by the ISU Short Track Technical Committee using the Zoom Communication software, as follows:

Saturday September 6, 2025,	13h00-16h00 CET
Sunday September 7, 2025,	12h00-14h00 CET
Saturday September 13, 2025,	13h30-15h30 CET
Sunday September 14, 2025,	13h30-15h30 CET

Program:

Saturday September 6:	For all categories of Officials
Sunday September 7:	For Referees only
Saturday September 13:	For Competitor Stewards only
Sunday September 14:	For Starters only

The seminars will be conducted in English.

A detailed agenda will be sent closer to the date to all registered participants.

Participants

These seminars will be open to ISU Referees, ISU Starters and ISU Competitors Stewards as listed in ISU Communication No. 2710. In addition, Referees, Starters and Competitors Stewards listed as International Officials marked with a "W" (See Rule 287, paragraph 5.e) in the ISU Communication No. 2710 may also attend. The ISU Short Track Technical Committee will confirm the attendance of these International W Officials upon registration.

Other International Officials may also attend as observers providing their attendance is approved by the ISU Short Track Technical Committee.

Sessions will be recorded and made accessible to participating ISU and International "W" Officials for future Regional and National Seminars.

Entries

Please send your entries by email not later than **August 1, 2025**, to:

- Nathalie Lambert, Chair ISU Short Track Speed Skating Technical Committee
nathalie.lambert@isu.org
- Eszter Borsodi
eszter.borsodi@isu.org

For the entry to be accepted, the email address of the Official must be properly indicated for the ISU to send the online meeting invitation.

Registration

Invitation and login details will be sent to all invited participants by email before the seminar. Participation in this seminar will be considered a requirement for ISU Officials in accordance with Rule 287, paragraph 6.a).

2. Seminar for ISU Short Track Referees & Assistant Video Referees

In parallel with the Online Seminars the ISU will host an in-person Seminar specifically dedicated to Referees working with the Video Replay System.

Only the ISU Referees listed below, who will be involved in using the Video Replay System as Referee or Assistant Video Referees during the season 2025/26 are invited to this Seminar:

- Taylor Clare AUS
- Henderson Sarah BEL
- Dumont Michel CAN
- Gibbs Stuart CAN
- Lemay Dany CAN
- Worth Peter GBR
- Markgraf Maximilian GER
- Köver Balazs HUN
- Padar Beata HUN
- Mauri Alessandro ITA
- Janssen Harold NED
- Radkowska Monika POL
- Valach Alexandra SVK
- Peunik Polona SLO
- Fiorenza Dan Jr. USA
- Grefsheim Alan USA

The seminar will be held on a location in Europe on

- Friday September 5, 2025, 9h00-18h00
- Saturday September 6, 2025, 9h00-18h00
- Sunday September 7, 2025, 9h00-14h00

The exact location will be confirmed shortly. The detailed program will be circulated to the participants closer to the date.

Participants

Invited participants are requested to send confirmation of attendance, **before May 30th, 2025**, to:

- Fabrice Prahin, email: fabrice.prahin@isu.org

Expenses and financial contributions

The ISU will pay the board and lodging expenses from dinner on Thursday September 4th until lunch on Sunday September 7th, 2025.

Since participation to this seminar will be considered a requirement for the selected ISU Referees, the ISU will pay a travel contribution for the participating ISU Referees, based on actual costs, to a maximum of:

for ISU Referees:

- from: Europe – USD 400 per person
- from North America and Asia – USD 1'200 per person
- from Oceania – USD 3'000 per person

Payment of travel contribution will be made from the ISU Secretariat to the ISU Member concerned after the seminar has been completed. A copy of the flight ticket must be submitted to the ISU Secretariat along with the travel contribution request after the completion of the Seminar.

Expenses and contributions will only be paid by the ISU at the condition that the participants are in attendance during the whole duration of the seminar.

3. Pilot Project to professionalize officiating at ISU Short Track Events

- *Short background information*
- *Levels of Officials*
- *ISU Officials Development System for Short Track Officials*
- *Transition path and timeframe*
- *Ongoing education*

Background

With the development of sports in general and specifically with the growth of all ISU disciplines, ISU needs to create a structure where key officials at ISU Events can operate in a more professional context, compared to the current situation where official serve on a purely voluntary basis. The main objective is to provide officials with better possibilities and conditions to officiate at the highest level, so that they can keep up with the ongoing professionalization of the sports and the ISU Events.

In preparation for this transition, the ISU has connected with other federations and sports – including football/soccer, badminton, baseball, American football and tennis to better understand how other sports organization operate with regards to education, evaluation and compensation of competition Officials.

During the ISU Short Track Referees' Seminar held in September 2024, the Short Track Technical Committee consulted the Referees to get their feedback on key elements for creating a more professional environment and structure for officials. This included topics as skill requirements, commitment to ongoing education, assessment and evaluation – linked to a classification of officials in different levels, with a promotion system based on performance and personal commitment. The ISU Short Track ISU Referees endorsed some basic principles, and during the season 2024/25 several education and evaluation activities, requiring additional commitment and efforts from the referees, were implemented.

For the season 2025/26 this work will be continued in a Pilot project for Short Track officials with the aim to lay down foundations on how the ISU could move towards professionalization of officiating for all its disciplines.

Levels of Officials

For the season 2025/26, ISU Short Track Officials will be classified in three levels based on roles and responsibilities, evaluation and specific requirements for extra training and preparations outside of the events where they are officiating.

LEVEL 1: ISU Referees & Video Specialists

LEVEL 2: ISU Selected Assistant Referees (A) & Next Generation of Video Specialists

LEVEL 3: ISU Officials (Assistants Referees (A), Starters & Competitor Stewards)

Officials engaged through a signed agreement with the ISU for all these Levels, will be committed to the following:

1. Requirements to be met & maintained to be an ISU Official:
 - Minimum number of officiating activities (ISU Events and other competitions)
 - Minimum availability for ISU Events
 - Minimum availability for continuous education, mandatory participation in event preparation meetings and post-event debrief meetings
 - Minimum English-speaking skills
2. Detailed evaluation/performance, including quiz, examination, in-competition evaluation, etc.
3. Confidentiality agreement & Code of Ethics agreement
4. Liability insurance

Set-up of an ISU System for Officials development in collaboration with ISU Members

As part of the Pilot Project the ISU will be working with ISU Members to create a standardized system for the overall development of officials from grassroot level to ISU level. The ISU will work together with ISU Members to develop partnerships, exchange material, share existing tools and systems in place, create educational content, and build an overall approach from grassroots to ISU level to define common requirements, evaluation tools and educational material for all categories of Officials. In due course the ISU will provide tutorials, educational tools, and evaluation protocols to be applied and implemented by all ISU Members.

To move this pilot project forward, a Working Group established by the ISU will complete the initial steps:

- Collect data from ISU Members on their current officials' development program, educational material, officials' levels, etc.
- Set the base of an ISU structure for officials' development
- Present the concept for Officials' development, education, training, mentoring and promotion.

Transition path and timeframe

Season 2025-26 will be Year 1 of the Pilot Project. The transition time to the implementation of the Officials' Development System will be 3 to 5 seasons, following a progress plan as outlined below.

Year 1:

- Draft initial agreements for ISU Officials
- Survey ISU Members on their existing programs/systems for Officials
- Create an exhaustive list of existing programs
- Develop pathways for all Officials categories
- Prepare rule changes to support the transition

Year 2:

- Revisit the ISU Officials' List to reflect the new requirements
- Launch a new structure for education & evaluation of Officials
- Continuous improvement of existing tools for both education and evaluation
- Develop the content for a system of education for Officials at all levels
- Revise apprentice program for the Next Generation of ISU Officials

Year 3:

- Identify areas of improvements in existing processes
- Finalize implementation of Officials Development System for all levels
- Define the framework for evaluation of ISU Officials and the role of evaluators

4. Further education activities for officials for the season 2025/26

Besides the Seminars announced above in this Communication, the Short Track Technical Committee is planning the following ongoing education sessions throughout the season:

- English speaking test for new International “W” Officials, and for identified ISU Officials

For Referees: (Level 1, 2 & 3)

- 5 Live referee sessions from home during ISU Events
- 5 Quiz with clips of specific events
- Mandatory debrief virtual meeting with the team of Referees officiating, after each event
- Mandatory preparation meeting prior to each event for Officials officiating at events

For Starters & Competitors Stewards (Level 3)

- Mandatory preparation meeting prior to each event for officials officiating at events
- 1 Mid season workshop

May 19, 2025

Jae Youl Kim, President

Colin Smith, Director General