

# WBSC Umpire Appointments & Evaluations Framework

## 1. Appointments

- Eligibility Criteria
  - Must hold a valid WBSC umpire license (Levels 1–3 as per WBSC Licensing Guidelines).
  - Minimum level required per event tier according with the *Guidelines and Criteria for Umpire Licensing* (e.g., Level 1 for U-12/U-15, Level 2 for U-18/U-23 Men’s and Women’s Baseball WC, Level 3 for Premier12/Olympics).
  - Demonstrated activity at the highest level of their National Federation, with a record of WBSC or continental event participation.
  - Positive evaluations in prior WBSC events (score  $\geq 85$ ) – crucial for maintaining World Cup eligibility.
  - Up-to-date physical fitness certification and renewal of rules knowledge every 4 years.
- Appointment Process
  - Step 1 – Annual Collection of Officials List:
    - List prepared by WBSC Office - AUGUST
    - General Review by Umpire Commission - AUGUST
    - National Federations are requested to validate—by providing the required supporting evidence—that the listed licensed umpires are in good standing, have no pending suspensions, and are not subject to any conflict of interest that could affect their performance in any potential participation in international events. National Federations may also request licensing opportunities for local umpires who are not currently licensed - SEPTEMBER
    - Broken down list by region is shared with the Commission for reporting and review by Regional Directors - SEPTEMBER

- Step 2 – Regional Reporting: OCTOBER
  - Regional Directors provide an annual Excel report ranking officials:
    - General Ranking: All active umpires by performance level.
    - Prospects Ranking: Recently licensed or under-evaluated umpires.
- Step 3 – WBSC Commission Review: OCTOBER
  - Assignments balanced by:
    - Quota per region (fair continental representation).
    - License/qualification match for the event category (e.g., Level 1 for U-12 WC, Level 3 for Olympics).
    - Evaluation scores and recommendations from UICs.
    - Country distribution (broad representation across nations).
    - Local representation to monitor logistic costs.
    - Gender balance where possible.
    - Visa considerations to avoid logistical challenges.
- Step 4 – Selection & Notification: NOVEMBER/DECEMBER
  - WBSC Umpire Commission proposes appointments to the leadership.
  - Leadership review & feedback to Commission
  - Commission makes adjustments and sends list to Leadership for final validation.
  - Appointments confirmed and sent to umpires and federations

## 2. Evaluations

- Evaluation Framework
  - Game-by-game assessments completed by UICs (plate and base work).
  - Tournament summary evaluation issued for each umpire, scored 0–100, with feedback.
- Evaluation Categories
  - Pre-Game: preparation, appearance, equipment readiness.
  - Game Management: leadership, communication, rule application, response under pressure.
  - Mechanics: plate and base positioning, timing, rotations, strike zone consistency.
  - Conduct: professionalism with crews, teams, and staff (on and off field).

- Post-Game: engagement in debriefs, responsiveness to feedback.
- Performance Outcomes
  - 85–100: Eligible for advancement and higher-tier events.
  - 70–84: Maintains current level but flagged for targeted improvement.
  - <70: Subject to review and potential demotion or removal from selection list.

### 3. Reporting & Integration

- Seasonal Evaluations
  - After each WBSC event, UICs submit evaluation sheets for all umpires within 30 days.
  - Evaluations include score, written observations, and recommendations for level progression or demotion.
- Annual Review
  - WBSC Umpire Commission consolidates reports into an annual ranking (General & Prospects lists).
  - Each umpire receives an annual status:
    - Recommended for higher level events
    - Maintain current level
    - Not recommended for further WBSC assignments
- Link to Appointments
  - Evaluations directly feed into the selection pool for World Cups and top events.
  - Poor evaluations (score <80) trigger review; repeated issues may lead to removal from World Cup eligibility.