

NTBOA Evaluator Scoring Guide

PURPOSE

The North Texas Basketball Officials Association (NTBOA) Evaluation Program exists to provide a fair, objective, consistent, and transparent process for evaluating basketball officials. The program is designed to promote excellence in officiating by identifying individual strengths, providing constructive developmental feedback, and establishing measurable standards for advancement.

Through a standardized evaluation process, the program assists the Referee Committee in making informed ranking and assignment decisions while encouraging the continuous growth, professionalism, and leadership of every official. Evaluations are intended to improve performance, enhance consistency throughout the chapter, and ensure that officials are assigned to contests that match their demonstrated abilities.

Evaluations shall reflect an official's demonstrated performance during the observed contest—not reputation, seniority, friendships, previous rankings, or other outside influences. Every official begins each evaluation with a clean slate, and every score shall be based solely on observable performance during that contest.

Mission Statement

The NTBOA Evaluation Program exists to develop highly skilled basketball officials through fair, objective, consistent, and constructive evaluations while promoting integrity, professionalism, leadership, and continuous improvement.

The evaluation system is designed to:

- Promote consistency among evaluators.
- Identify strengths and developmental opportunities.
- Assist the Referee Committee in ranking officials.
- Improve assignment accuracy.
- Develop officials through constructive feedback.
- Establish clear expectations for advancement.

Evaluations should reflect an official's demonstrated performance during the observed contest—not reputation, seniority, friendships, or previous rankings.

Evaluation Philosophy

Officials are evaluated using eight core competencies essential for successful high school basketball officiating. Each official shall be evaluated in the following observable performance areas

NTBOA Evaluator Scoring Guide

Core Competencies

- Appearance, Fitness & Readiness
- Communication
- Rules Knowledge & Application
- Mechanics
- Positioning & Floor Coverage
- Judgment (Call Accuracy & Selectivity)
- Game Management
- Professionalism & Leadership

Each competency is scored using the following scale.

Score	Behavioral Standard
5	Exceptional – Consistently exceeds chapter expectations.
4	Above Average – Strong performance with only minor opportunities for improvement.
3	Meets Chapter Standard – Reliable and effective.
2	Needs Improvement – Deficiencies observed that affected performance.
1	Significant Improvement Required – Performance consistently below expectations.

SCORING INTERPRETATION

Score	Tier	Performance Profile
38–40	100	Elite Chapter Official
36–37	150	Premier Varsity Leader
33–35	200	Chapter Standard Official
31–32	250	Advanced Varsity Leader
29–30	300	Proficient Varsity Official
27–28	350	Competent Varsity Official
23–26	400	Emerging Varsity Official
19–22	500	Developing Official
15–18	600	Emerging Official
10–14	700	Apprentice Official
0–9	800	Orientation Official

Overall Score Evaluator Interpretation

38–40	Elite performance with virtually no deficiencies observed.
33–37	Strong varsity performance with only minor opportunities for improvement.
29–32	Solid varsity performance demonstrating readiness for increased responsibility.
23–28	Developing varsity performance with identifiable growth areas.
19–22	Competent lower-level performance requiring continued development.

NTBOA Evaluator Scoring Guide

0–18 Developmental official requiring mentorship and additional experience.

Assignment Matrix - Example

Tier	MS	JV	2A	3A	4A	5A	6A
100	✓	✓	✓	✓	✓	✓	✓
150	✓	✓	✓	✓	✓	✓	✓
200	✓	✓	✓	✓	✓	✓	✓
250	✓	✓	✓	✓	✓	Selected	Selected
300	✓	✓	✓	✓	✓	Limited	Support
350	✓	✓	✓	✓	Limited	-	-

Chapter Tier Ranking System for Officials (2026-2027)

Aligned with Evaluation Score (40-point scale)

Four Measurable Characteristics:

- **Performance** – How consistently the official performs.
- **Leadership** – Whether they are expected to lead the crew.
- **Game Assignments** – The level of games they can successfully manage.
- **Development Focus** – What separates them from the next tier.

Tier	Rating	Score Range	Description
100	Elite	38–40	Elite Chapter Official. Consistently demonstrates exceptional judgment, mechanics, communication, and leadership in every contest. Performs at the highest level regardless of game intensity. Serves as a mentor, sets the chapter standard, and is trusted with the chapter's most competitive assignments and postseason contests.
150	Premier	36–37	Premier Varsity Leader. Highly accomplished official who consistently performs at an elite level. Demonstrates excellent leadership, poise, and decision-making while effectively managing challenging varsity contests. Frequently serves as a crew chief and mentor.
200	Advanced	33–35	Chapter Standard Official. Consistently strong varsity official who demonstrates above-average proficiency in all evaluation areas. Trusted to lead competitive games and serve as a dependable crew chief. Represents the performance standard expected throughout the chapter.
250	Developing Leader	31–32	Advanced Varsity Leader. Established varsity official with dependable mechanics, sound judgment, and effective game management. Demonstrates growing leadership and consistently handles challenging contests. Nearing chapter-standard proficiency and preparing for greater crew chief responsibilities.

NTBOA Evaluator Scoring Guide

300	Proficient	29–30	Developing Crew Chief. Reliable varsity official demonstrating solid mechanics and consistent performance. Shows leadership potential and can successfully serve as a crew chief in appropriate assignments while continuing to refine advanced game management and consistency.
350	Competent	27–28	Reliable Varsity Official. Consistently performs at the varsity level with good rules knowledge, hustle, and professionalism. Can officiate demanding contests but continues developing leadership, confidence, and advanced decision-making
400	Developing Varsity	23–26	Emerging Varsity Official. Demonstrates the foundational skills necessary for varsity assignments. Shows good effort and potential while continuing to improve confidence, mechanics, positioning, and overall court presence.
500	Developing Official	19–22	Developing Sub-Varsity Official. Capable of working in lower-level contests with consistency. Continues developing rules knowledge, mechanics, communication, and game management before assuming regular varsity responsibilities.
600	Emerging	15-18	Developmental Official. Actively building officiating fundamentals through experience, mentoring, and evaluation. Focus remains on mechanics, positioning, communication, and rule application.
700	Apprentice	10 to 14	Beginning Official. Early in officiating development. Learning proper mechanics, game administration, and confidence through middle school and lower-level sub-varsity assignments under mentorship.
800	Orientation	0 to 9	New Chapter Official. New or transferring member completing the chapter's evaluation process. Focus is on orientation, observation, mentorship, and establishing a baseline performance level for future placement.

Tier System: (100-800)

100 – eligible to work any level of any Varsity game: CC in the chapter's most impactful 5A-6A boys' games. Tournament and District titles games, Playoff games (Bi-District to State)

- 1) HIGHEST proficiency demonstrated of ALL areas of proficiency rating criteria
- 2) Referee (R) for all assignments unless with another 100
- 3) Eligible for all levels during playoffs

150 – eligible to work any level of Varsity games: CC at all levels

- 1) Proficiently demonstrates per ALL areas of proficiency rating criteria
- 2) Referee (R) for assignments. Unless with another 100
- 3) Eligible for all levels during playoffs

200 – eligible to work all games at any level: CC at 5A Boys game

- 1) Referee (R)/U1 for assignments. Unless working with higher ranking officials.
- 2) Above average proficiency per most areas of ranking criteria
- 3) Eligible for all levels during playoffs

250 – eligible to work all games at any level: CC at 5A/4A Boys and all Girl's games

- 1) Referee (R)/U1 for assignments. Unless working with higher ranking officials.
- 2) Average to above average demonstration of most areas of ranking criteria.
- 3) Consistently effective in 3-person mechanic system.

NTBOA Evaluator Scoring Guide

4) Exhibits developing crew-chief leadership and advanced game-management skills.

300 – eligible to work all games at any level: Up to and including CC at 6A/5A Girl's games

- 1) Referee (R)/U1 for assignments. Unless working with higher ranking officials.
- 2) Average to above average demonstration of most areas of ranking criteria
- 3) Above average proficiency within a 3-person mechanics system

350 – eligible to work varsity games as a CC up to 4A level. Can work Boys/Girls 6A/5A JV game.

- 1) Referee (R)/U1 for assignments unless working with higher ranking officials.
- 2) Average demonstration of most areas of ranking criteria
- 3) Average proficiency within a 3-person mechanics system

Shared Requirements for (100–350):

- All test scores must be 90+ and completed prior to the first scheduled game
- Must be a member in good standing
- Must be **ON FLOOR** in an approved pre-season developmental event/camp ***EVERY TWO*** years — either as a clinician or as an official (**350's** as an official) if available

Additional Requirement for 100, 150, and 200 Officials:

- They must complete at least 15 Varsity assignments by February 14th
- Any official can request a waiver if unable to meet the 15 game criteria

400 – eligible to work up to 3A Varsity games

- 1) Some Proficiency Skills in 3 Person Mechanics
- 2) High Proficiency for 2-person Crew Chief for sub varsity games and below
- 3) Referee (R) - Post Season JV, Freshman, Middle School Tournaments

500 – eligible to work up to 2A Varsity games

- 1) Med-High Proficiency Skills - 2-person mechanics
- 2) Eligible for Post Season Middle School Tournaments

Shared Requirements for (400 – 500):

- All test scores must be 80+ (400's), 70+ (500's) and completed prior to the first scheduled game
- Must be a member in good standing
- Should attend an approved pre-season developmental event/camp ***if available*** for improvement on 2-person or 3-person mechanics.

600 – Unranked Officials:

- 1) Newer official with limited experience
- 2) Eligible for all JV Assignments

NTBOA Evaluator Scoring Guide

700 – 1st or 2nd year official:

- 1) Eligible for middle school primarily with the potential to ascend to lower-level sub-varsity assignments as they progress during the season.

800 – New to the chapter

Rankings-New & Transfer Official(s): NTBOA will establish a ranking of 800 for officials who are new to the NTBOA or join the NTBOA as a transfer with experience for the first year. New members & transfers will have the opportunity to improve their rankings after the member(s) join or transfer to the chapter and have paid their dues. Once an evaluation has been completed the officials ranking could be changed to as high as 300 for veteran officials.