



# BEFORE WE GET STARTED

Register your attendance.

*Complete this form for each session you attend.*

Session #357



Rosters

CAP  
CON  
2024

# Judge Awareness Training



# Viewing Your Role As a Judge

- To provide an educational experience  
for each competitor

To ensure the round is a safe and inclusive place  
for all students

# Who is the Judging Pool?

Is the pool

- Well-vetted?
- Random?
- Lay?

# What training do the Judges have?

- Certification?
- Educator?
- Coaching background?
- Awareness training?

# Contemporary Expectations

- Cognizant of Implicit Bias
  - NFHS Learn provides free course
- Multicultural Competence
  - National Speech & Debate provides free course

# Unintended Harmful Messages

- How do Judges sometimes make competitors unsafe?
- Contestants are not adults – they are teens!
- Comments on ballots can hurt!
- Comments can confuse.

# Unintended Result of Electronic Ballots

- Custom features are often missing
  - Judging criteria
  - Unclear rubric



# Let's Discuss a **PLAN OF ACTION**

- Awareness Training
  - Even longtime veteran judges (and coaches!) need
  - Opportunities abound

# PLAN OF ACTION

- Self-Evaluation
  - Take the time to consider your comments.
  - Are they CLEAR?
  - Are they SPECIFIC?
  - Do they point out the POSITIVE?
  - Is criticism CONSIDERATE?

# EDUCATIONAL COMMENTS

- Have a **purpose**
- Are **specific and meaningful**
- Should be **focused on the performance**
- Rankings should **not be based on your personal bias**

# Plan of Action Tournaments Can Take

- To your pre-tournament judge workshops and your procedure instructions, add awareness statements such as:

*"Hear the message."*

*"Refrain from commenting on attire."*

*"Focus on the arguments students present in the round. Avoid personal bias."*

*"Consider what the contestant can control."*

# **MOST IMPORTANTLY, Let's Continue.....**

- .....the dialogue.
- .....to learn good judging practices.
- .....to examine our own implicit bias.
- .....to respect the reality of others.
- .....to eliminate unintended harmful message.
- .....to make UIL Speech & Debate a safe place  
for all competitors!

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