

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!

Jana Riggins

UIL State Speech & Debate Director

jriggins@uiltexas.org