

FTEM PATHWAY FRAMEWORK

UMPIRE DEVELOPMENT

PATHWAY 2026



UMPIRING DEVELOPMENT PATHWAY: YOUR JOURNEY TO SANFL STATE LEAGUE AND TO THE AFL AND AFLW

THE UMPIRING DEVELOPMENT PATHWAY IS
DESIGNED TO GUIDE UMPIRES THROUGH
EVERY STAGE OF THEIR DEVELOPMENT, FROM
THEIR FIRST GAME TO THE PINNACLE OF THE
PROFESSION: OFFICIATING IN AFL AND AFLW.
IT USES THE FTEM FRAMEWORK AS A
GUIDELINE TO RECORD PROGRESS.



ABOUT



The FTEM (Foundation, Talent, Elite, and Mastery) framework, developed by the Australian Institute of Sport (AIS), is a widely recognised model that outlines four phases of progression for umpires.

It provides structured guidance for skill development, talent identification, and elite performance, ensuring a clear pathway from grassroots to AFL, AFLW, or State League level.

The Elite Umpiring Profile outlines the key attributes for success at the highest levels, and the FTEM pathway serves as a roadmap, supported by dedicated coaches and administrators, to help umpires achieve their goals.



FTEM AT A GLANCE

FOUNDATION

Umpires are actively contributing to SANFL Community Umpiring Groups, building their connection to the game and cultivating a lasting passion for their umpiring pathway.

TALENT

Dedicated umpires receive development opportunities to progress through the talent phase and prepare for the elite level, with talent identification programs, State Underage Talent Competitions, and State Leagues.

ELITE & MASTERY

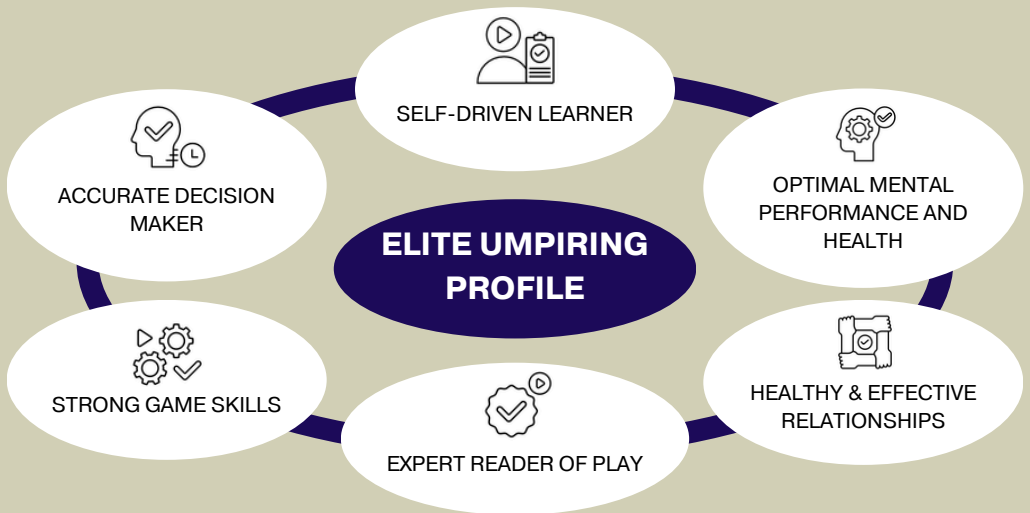
Umpires achieve elite status through selection for the AFL and AFLW list and strive to attain sustained success and mastery at the highest level.

ELITE UMPIRING PROFILE



THE UMPIRING DEVELOPMENT PATHWAY INCLUDES THE ELITE UMPIRING PROFILE - SIX SKILL DEVELOPMENT AREAS THAT UNDERPIN THE SUCCESS FOR AN UMPIRE

The profile highlights the key skills typically seen amongst the top umpires. It serves as a guide to help umpires develop elite umpiring abilities. All six of these capabilities are equally crucial, so it's important to focus on developing each one throughout your umpiring career.



ELITE UMPIRING CAPABILITIES



SELF-DRIVEN LEARNER

The umpire honestly reflects on their development needs while working hard on the actions aligned to their personal goals.

OPTIMAL MENTAL PERFORMANCE AND HEALTH

The umpire remains focused and responds with resilience when faced with stress, setbacks, or pressure, seeking support where required.

HEALTHY & EFFECTIVE RELATIONSHIPS

The umpire builds and maintains relationships with coaches, umpires and staff through their values and behaviours.

EXPERT READER OF PLAY

The umpire uses their experience, training and perception to predict and respond to the next act of play.

STRONG GAME SKILLS

The umpire executes discipline specific tasks with precision and manages the game with composure, enhancing the overall team performance.

ACCURATE DECISION MAKER

The umpire successfully applies the laws of the game as it relates to their role, using cues to assist the decision making process.



DEVELOPMENT PLANNING AND PROGRESSION

BUILDING AN ELITE UMPIRING PROFILE IS A GRADUAL PROCESS THAT DEMANDS CONSISTENT INVOLVEMENT IN YOUR UMPIRING ROLE. REACHING YOUR UMPIRING OBJECTIVES INVOLVES CAREFUL PLANNING, DEDICATION, AND EFFORT.

The Umpiring Development Pathway provides a clear continuum for umpires to assess their progress in achieving their goals. It ensures that both coaches and umpires are aligned in their approach to learning and development.





DEVELOPMENT PLANNING AND PROGRESSION

CONSISTENTLY MAINTAINING A PERSONAL DEVELOPMENT PLAN, THAT INCLUDES MEASURABLE GOALS, AND SPECIFIC ACTIONS TO HELP ACHIEVE THEM, ARE A KEY COMPONENT OF REACHING YOUR UMPIRING POTENTIAL AND DEVELOPING AN ELITE UMPIRING PROFILE.

DEVELOPMENT PLAN PROCESS

STEP 1

UMPIRE and
COACH enter
comments and
capability ratings



STEP 2

UMPIRE and
COACH meet for
development
discussion

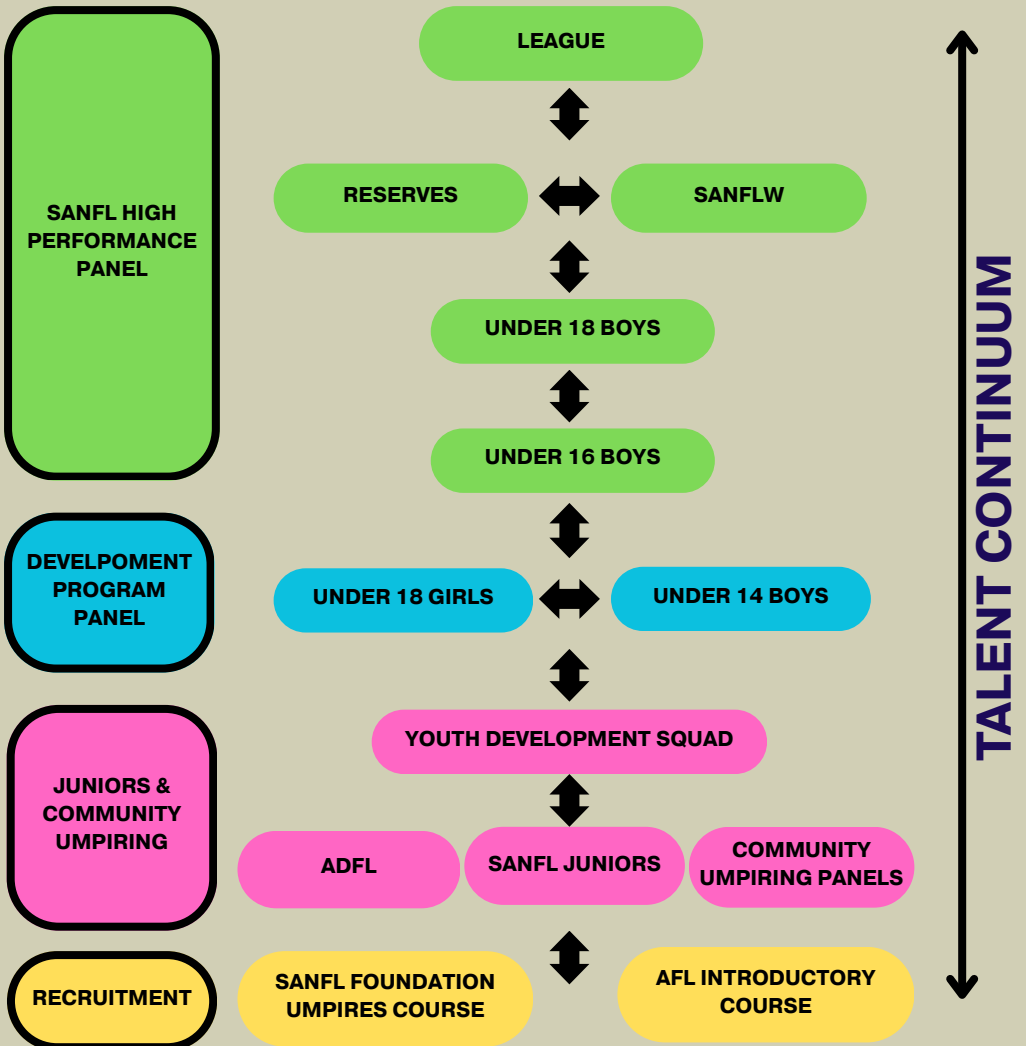


STEP 3

PERSONAL
DEVELOPMENT
PLAN updated
with goals and
actions



SANFL UMPIRING PATHWAY



GET IN CONTACT TO GET STARTED ON YOUR JOURNEY

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