

## February 2024 - Judge Selection Process For Competitions

- **Current individual CAPA member survey (478 responses received):**
  - A. Change judges frequently so as to train other judges. Rotate judges year to year so there are fresh eyes. – 2 responses
  - B. Issue with quality of some judges. Lack of judging consistency in some competitions.
  - C. Disappointed with CAPA scoring system. Judges do not seem to be following a consistent range of scoring – see wide variance between judges who are supposedly trained under the same system.
- **Past individual CAPA member survey (138 responses received):**
- **Current CAPA Camera Club survey (48 responses received):**
- **Past CAPA Camera Club survey (8 responses received):**

**Response:** Thank you for these suggestions, and we appreciate the opportunity to address each which are included in the responses below:

### **A. Change judges frequently so as to train other judges. Rotate judges year to year so there are fresh eyes. – 2 responses**

**My Response** - With the exception of the Audio Visual Competition, I am responsible for appointing judges for all CAPA competitions.

Judges are chosen from our CAPA Judges List based on their declared expertise in specific photo genres and my knowledge of their past judging experiences. When forming a team of Certified CAPA judges, I make a deliberate effort to include individuals from various regions across Canada. Typically, each team comprises two senior judges and one junior judge. This composition allows the junior judge to benefit from exposure to the perspectives and insights of more seasoned judges.

My selection process involves considering factors such as:

- Judges' expressed interest in participating in the competition
- Ensuring that the timing aligns conveniently with the volunteer judge's schedule

- Recognizing and accommodating any other pressing priorities the judge may have

Additionally, I have committed to ensuring that every Certified CAPA judge gets the opportunity to preside over at least one competition each year. This commitment reinforces our dedication to providing diverse judging experiences and fostering the professional development of our judges.

What must be emphasized is that our volunteer judges are not paid and they freely volunteer their time to support CAPA and its members. Their expertise is appreciated by all.

**B. Issue with quality of some judges. Lack of judging consistency in some competitions.**

**My Response** – CAPA continues to promote judging consistency.

It is essential to recognize that the judging process involves the subjective evaluation of an image and the assignment of scores based on a designated scoring chart. If the assessment were entirely objective, a single judge would suffice.

However, each judge contributes their unique perspective to the judging session, shaped by various factors. To mitigate potential shortcomings in expertise or the influences of a particular judge, many competitions opt to disclose on the total score for all judges, rather than revealing the individual scores of each judge. This approach helps maintain a balanced and impartial evaluation, fostering a collective and diverse assessment of the images submitted.

In our competition processes, CAPA has implemented a 're-consider-original-score' procedures to address judges' scoring variances of 3.0 or more.

Upon activation this process, images with a variance of 3.0 and above are flagged for review. All three judges are invited to re-evaluate their scores and engage in an open discussion about the details depicted in the images. There is no obligation for the judges to reach a consensus, and each judge is informed that changes are not mandatory. To ensure transparency in these discussions, I am actively involved, providing clarification when requested.

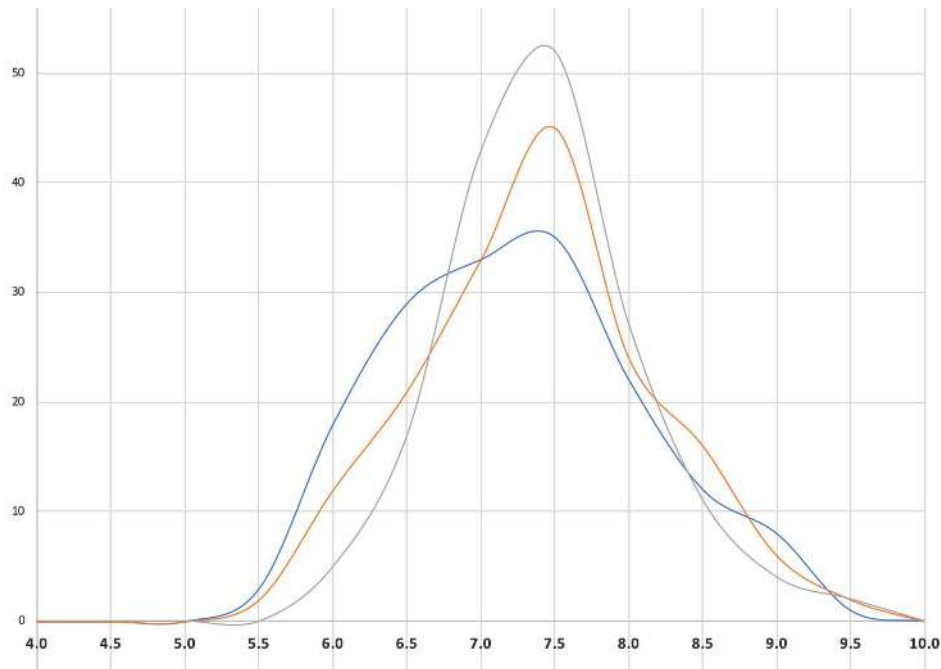
Once this review process has been complete, tie-breaking procedures are undertaken, leading to the final tabulation and the production of the competition report.

Following the completion of this report, we generate our Judges Summary spreadsheet, which analyzes the scoring of images by all judges. The analysis is categorized by individual themes and culminates in an overall judging summary.

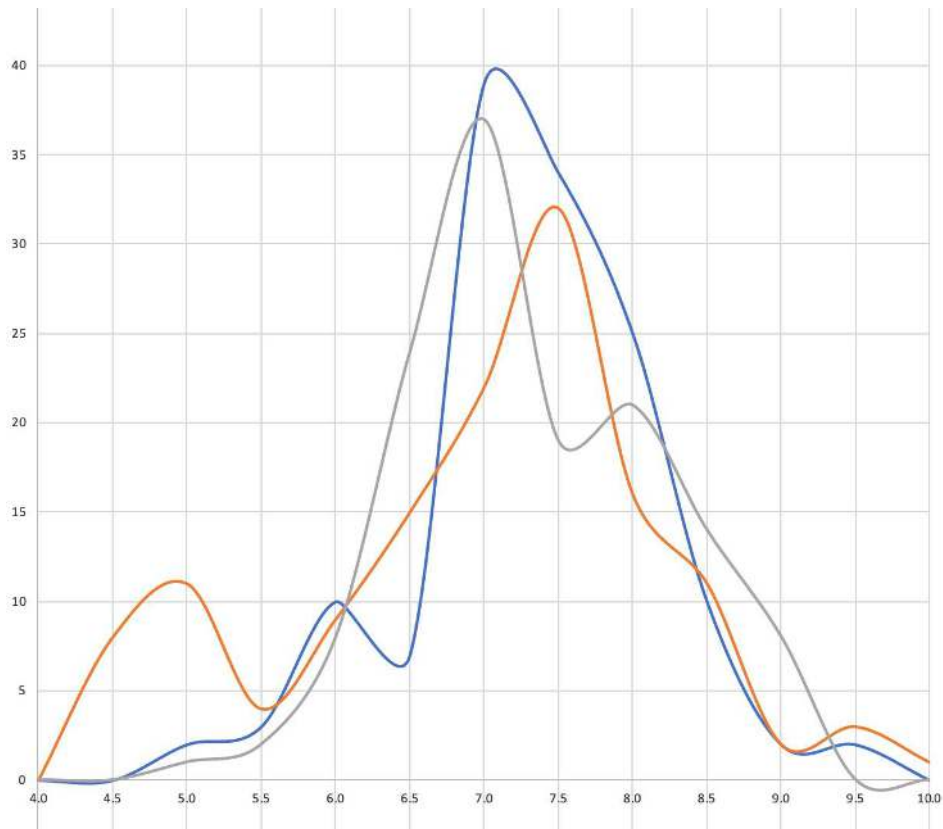
A copy of this spreadsheet is forwarded to each judge for their thorough review and reflection on their scoring perspectives. In addition to the spreadsheet, judges given access to the images they scored, along with the scores and comments provided by the other two judges.

The CAPA Judges Liaison Officer is also provided with a copy of this spreadsheet for his review and potential discussions with specific judges if concerns have been raised. This comprehensive process ensures accountability, transparency, and continual improvement in our judging procedures.

I have included below an example chart outlining the consistency in scoring of three judges which was taken from a past Judges Summary spreadsheet.



The second image below is a chart reflecting some inconsistency in the scoring by one judge.



**C. Disappointed with CAPA scoring system. Judges do not seem to be following a consistent range of scoring – see wide variance between judges who are supposedly trained under the same system.**

**My Response** – The CAPA Judges Liaison continues to refine our CAPA scoring chart which is incorporated into our online competition system.

With regards to the comment of judges do not seem to be following a consistent range of scoring and wide variances between different judges' scoring, I two responses above address these points of concern.