



Oregon School Activities Association

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TO: Officials Associations, Superintendents, Principals, Athletic Directors, and Coaches

FROM: Brad Garrett, Assistant Executive Director
Kris Welch, Assistant Executive Director

SUBJECT: OSAA Officials Recruitment and Retention Committee Update

The Officials Recruitment and Retention Committee conducted their second public meeting of the 2017-18 year on April 2, 2018 at the OSAA Office in Wilsonville. The purpose of this Committee is to make recommendations to the OSAA Executive Board related to increasing the total number of registered game officials and improving retention rates.

No one was present to testify so the group convened into a closed session to continue work on recommendations.

The Committee recognizes that declining numbers of officials in all sports is not directly due to any one single factor. As a result the group has reached consensus to support the following at this point:

1. The Committee feels strongly that using targeted social media more proficiently is important as we move into the future. The OAOA is encouraged to develop a partnership with Capital Community Television (CCTV) in Salem to produce video segments/snippets that can be used for recruitment and retention efforts, training of officials, and other types of promotional video that can be integrated into website and social media platforms.
2. The Committee has reached consensus that all local associations will have an approved mentorship program in place to begin the 2018-19 school year. Locals will be able to develop their own models but they will be required to contain certain elements that all programs will have in common. The Committee will review and finalize a list of required elements at their next meeting and will provide the specifics at the OAOA Leadership conference in June to all Commissioners.
3. This OSAA Sportsmanship Committee is taking steps to better define the roles and responsibilities of school administrators when participating in OSAA sanctioned contests. Given the negative impact of unsportsmanlike conduct by coaches, participants, and spectators on official's recruitment and retention it is imperative that school administrators understand the expectations in this area, those expectations be clearly defined, and that unsportsmanlike conduct by any person be addressed immediately and consistently. A new sportsmanship initiative will involve game officials to nominating schools for good sportsmanship and winners will receive additional Oregonian points.
4. OSAA and WIAA staff have recently met and agreed that working together on the issue of recruitment and retention of officials is in the best interest of both Associations as we move into the future. The concept of convening a mixed Committee structure with representatives from the OSAA, WIAA, WOA, and OAOA has been discussed and has potential as we move forward.
5. The Committee continues to support finding ways to incentivize the process of recruiting and retaining officials. This topic remains open and shows real potential as one method to spark local association memberships to reach out to those whom they know may be interested in officiating.

6. The group is interested in further exploring a recognition program that focuses on local associations meeting a set of defined benchmarks to reach various levels. Special designations for officials, additional fees, and extra playoff allocations are all potential rewards for achieving various levels. The benchmarks would focus on training, recruitment, retention, and mentoring.

The OSAA staff will provide a Committee update, like this one, to all official's associations, superintendents, principals, and athletic directors following each meeting. The Committee roster, charge, and any additional committee information is available at <http://www.osaa.org/governance/committees>.

The Committee appreciates your support and encourages your participation in this process. Please do not hesitate to contact Brad Garrett (bradg@osaa.org) at the OSAA if you have any questions.

Next meeting of the Committee will be conducted on Monday, May 21, 2018.