



Oregon School Activities Association

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April 4, 2017

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 first public meeting on April 3, 2017 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.

The Committee received testimony from two individuals representing Football and Basketball. Each provided the group with a variety of strategies and suggestions on how their local is addressing recruitment and retention.

After receiving public testimony, the group convened to a closed work session during which they discussed the testimony they received and completed a comprehensive review of previous recommendations by the group. After this review the following items continue to have group consensus:

- The recruitment and retention of game officials is a responsibility shared by the OSAA member schools, OAOA, OACA and the OADA. All affiliated groups must play a role in solving this issue.
- Current trends indicate that we are losing game officials faster than we are retaining them. We have 15.9% fewer unique registrations over the last 6 years and the trend will continue in the future if actions are not taken to address the issue.
- Reducing associated costs for beginning officials is important to the recruitment process.
- Low numbers of game officials in some sports are having a direct impact on scheduling of contests in many areas of the state.
- Member schools have the responsibility to develop a positive relationship with their local associations and to create a safe welcoming atmosphere for officials before, during, and after the contest.

Currently, the Committee is supporting investigating further each of the topics listed below:

- Development of a funding source for statewide recruitment efforts including but not limited to job and career fairs, creation of digital media snippets and public service announcements, and potential partnerships with some type of marketing consulting service to provide advice and guidance for the future.
- Development of incentive programs to encourage current officials to recruit others into the avocation.
- Implementation of a social media campaign that integrates several commonly used platforms (Facebook, Instagram, Twitter, etc.) to enhance communication goals.
- Expansion of the current repository of information related directly to recruitment and retention strategies that have shown positive results within local associations.
- Modifications to current OSAA policy related to age restrictions for officials.
- Creation of a communication pathway to ensure that Superintendents in all Oregon school districts are aware and understand the issues surrounding lack of officials and related implications.



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- A comprehensive delineation of “administrative expectations” related to coach, player, and spectator sportsmanship expectations.

The Committee requests that the focus of testimony for the next meeting be related to ideas that will increase the total number of registered game officials and improving retention rates.

The OSAA staff will provide a Committee update, similar to this one, to all officials 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>.

Written suggestions and proposals, as well as other recruitment and retention related ideas should be emailed to the OSAA at bradg@osaa.org or krisw@osaa.org. Any communication received by the OSAA will be shared with all committee members for review and discussion.

The next public meeting of the Officials Recruitment and Retention Committee will be at 9am on Monday, June 5, 2017, at the OSAA office in Wilsonville. The general format for the meeting will be for the Committee to receive public testimony followed by a closed work session.

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