



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 first public meeting of the 2017-18 year on January, 24, 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 group received testimony from two individuals and then convened to a work session to discuss and finalize recommendations.

During the work session the group discussed and reconfirmed the desire to continue to support each of the following items with items as noted:

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 is encouraged to see that the OAOA will be conducting a summer workshop in June with all Commissioners and the OSAA staff. Continued opportunities to develop leadership at the local levels is critical moving forward and the group encourages organizers to consider dedicating some time to addressing recruitment and retention of officials in the future.
3. Data reveals that an official who has been mentored is much more likely to stay involved. Many local associations have some form of mentorship program in place but these programs range from mandated participation to loosely organized. The Committee has reached consensus that all local associations should have some form of mentorship program in place to begin the 2018-19 school year. The group is currently reviewing a variety of different model templates to make available to locals for review, consideration, and potential adoption.
4. The Committee received an update from the OSAA Sportsmanship Committee related to their efforts to address unsportsmanlike behavior. This 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.
5. 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.

6. The Committee continues to support finding ways to incentivize the process of recruiting and retaining officials. No specifics were discussed at length but 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.

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) or Kris Welch (krisw@osaa.org) at the OSAA if you have any questions.

Next meeting of the Committee will be conducted on Monday, April 2, 2018.