



CIAC OFFICIALS' ASSOCIATION STATE-WIDE MEETING SUMMARY

JUNE 14, 2018

CALL TO ORDER

The meeting was attended by approximately 100 officiating leaders representing practically all local or state boards. The main focus of this year's meeting was "recruitment strategies and the retention of officials". To this end, the CIAC Officials Association conducted a survey on the topic and we had 100% participation from all of the officiating boards in all sports in Connecticut. We would like to commend these individuals for taking the time to complete the survey on a topic of local and national concern in the officiating industry. The raw data provided excellent information and was previously distributed to all boards, Joe Tonelli, Dan Scavone and Jadwiga Brown, summarized the responses in a booklet format that will hopefully benefit all boards. We want to thank Erin Guarino, CAS-CIAC Program Manager, for professionally designing and formatting the "Recruiting Strategies and Membership Trends" document. As always, this annual meeting is held to keep the lines of communication open, to update the members on important issues, share ideas for mutual benefit, to gain insight from speakers, and most importantly, to thank you for your dedicated service to high school athletics.

MOMENT OF SILENCE

The group observed a moment of silence for the officials in Ct. that died this past year. May they rest in peace!

INTRODUCTION OF CIAC OFFICIALS ASSOCIATION ADVISORY BOARD MEMBERS

The advisory board members introduced themselves to the group. Joe T expressed his thanks for the excellent cooperation and support that CIAC has received from the Advisory Board. They are a great group to work with and serve their respective sports well.

WELCOME & ACKNOWLEDGEMENT - Joe Tonelli, CIAC Executive Staff – Director, CIAC Officials Assoc.

Joe welcomed the board leaders and expressed appreciation for the excellent working relationship that exists between the officials' groups, the member schools and the CIAC. Joe also acknowledged the presence and introduced Gregg Simon, the former long – time athletic director at Newtown High School who completed his first extremely successful year as the CIAC Associate Executive Director.

REMARKS - Gregg Simon, CIAC Associate Executive Director

Gregg mentioned that his attendance at last year's state – wide meeting was his first official act in his new role with the CIAC. He thanked the officials for their dedication to high school sports and he emphasized that officials have the toughest job in all of high school athletics. Gregg also recognizes the challenges that officials' groups face and the need for the continued recruitment efforts of new officiating candidates and pledged his continuous support for their efforts.

CIAC OFFICIALS' ASSOCIATION

REMARKS – Joel Cookson, CAS-CIAC Director of Media Relations

Joel explained his role with the CIAC and focused how he is insisting with the recruitment efforts of officials through the use of the CIAC website. He showed the group the online recruitment brochure and the one - minute public service announcement encouraging new candidates to become a high school official. He said that video, highlighted game officials, will be added to the PSA to enhance that piece. He also shared that he spoke at the last CIAC Officials Association Advisory board meeting to encourage the group to provide him with the names and contact info of officials that he could interview regarding the reasons why they became a sports official so he can tell the many positive stories about game officials and their contributions to high school athletics. He also discussed the benefits of using social media is the best way to get the word out to younger officiating candidates. Joel stated that he is already doing that with positive results but emphasized the benefits of the local boards using Facebook, Twitter, and Instagram etc. to reach a wide audience and generate interest. Joel also mentioned that they should use their contacts with the print and TV media to tell their stories and for recruitment purposes. As an illustration, Joel showed a clip from a 4 minute WTNH Channel 8 interview by Laura Hutchinson with Bill Schule and Ralph Zingarella, two members of the leadership of the New Haven Football Officials Association. The piece aired live that day and promoted the need for officials in all sports with special focus on their football association.

REVIEW OF RECRUITMENT, RETENTION STRATEGIES AND MEMBERSHIP TRENDS – Joe Tonelli & Dan Scavone – Joe explained that the booklet contained a chart that showed the membership trends for all boards. It was color coded to indicate the boards that increased membership, decreased membership and those boards whose membership remained the same. With an aging work force we must to ramp up our efforts to recruit younger officials.

Joe thanked Dan for his efforts with recruiting and told the group that with the “tag team” approach, that Dan will start the review of the booklet to highlight the most frequent responses and the best practices. I also interjected some thoughts and the review went very well. Dan also told the group about 2 events he attended. One was the SWC leadership summit attended by under classmen from the SWC schools and the other event was a career day sponsored by St. Thomas Moore Prep School. Both events produced some interest on the part of the student athletes in becoming an official.

SPEAKER – Joe Gintoli, Past president IAABO International – Junior Recruiting and other Training Initiatives - Joe spoke about his experiences as President of IAABO International. He outlined two initiatives, which will hopefully positively impact recruitment of officials in the sport of basketball worldwide. 1. Junior IAABO Outreach Program – designed to provide high school age students with opportunities to complete a training program in the hopes of gaining interest to someday become a certified member of IAABO. While they will not become certified members of IAABO by completing this training due to age requirements, it will acknowledge that they did receive training should they pursue certification down the road. 2. Joe also spoke about an initiative to extend membership drives and trainings throughout the calendar year. This will be discussed and hopefully introduced after the IAABO Fall Interpretation meetings upcoming later this year. Essentially it would open the possibility for candidates to have access to trainings and exams via the internet any time of the year in addition to traditional programs which take place each fall just prior to the basketball season. The point of this would allow greater flexibility for individuals who seek certification.

CIAC OFFICIALS' ASSOCIATION

SPEAKER – Ray Vanacore, Interpreter, New Haven Board 10 – How to prepare New Candidates

Ray spoke about methods he and other clinicians of Board 10 use to prepare new candidates after they have successfully registered. Like items mentioned in the survey discussed earlier, Ray incorporates a series of sessions combining class room work with practical on the floor work to prepare candidates for the rules test and floor exam at the end of the program. Once they gain certification and are ready for assignments, these new recruits will have opportunities for mentoring programs, observer feedback and off season camps to enhance their progression and improve retention rates.

MEMBERSHIP TEMPLATE (2018 – 19) – Joe Tonelli and Administrative Assistant, Jadwiga Brown

Joe introduced Jadwiga, who is the administrative assistant to the CIAC Officials Association and the point person for the membership database. The boards were instructed to send additions, deletions and new candidates to officialsupdates@casciac.org as per the instructions emailed to them and included in the handout. All boards were encouraged to submit updated rosters with the appropriate payment as soon possible and before the deadline. Jadwiga emailed the individuals on each board responsible for sending in their database. The membership in the CIAC Officials' Association runs from July 1 to June 30 as does the NFHS membership for those boards that also join NFHSOA. No new members should be submitted until they have consented to a background check and provided the information required. Local boards keep the consent forms on file. Joe emphasized that we need full names, including the middle names or initials for the background checks. The CIAC membership fee is \$13 per sport and \$17 to join the NFHS Officials Association.

NFHS ELECTRONIC EXAMS / NFHS RULE BOOKS / ELECTRONIC COPIES OF EXAMS / ELECTRONIC

ANSWER KEYS – Joe mentioned that long time CIAC secretary, Joyce Smith, is retiring after 35 years of outstanding service to the organization. Joe praised Joyce and told the group that we presented Joyce with a gift card on their behalf for her efforts with the officials' groups regarding rule books, case books and electronic exams. Jadwiga Brown will be taking over those duties and she can be reached at 203-250-1111 or email her at jbrown@casciac.org. It is important that you are aware that all schools will receive rule books for the 2018-19 school year at the appropriate time. The new rules will also be in the sports packets and posted on www.ciacsports.com on the specific sports pages.

NFHS ONLINE RULE INTERPRETERS MEETINGS

Joe T will notify the interpreters since the interpreters in all sports must register individually. A schedule of all online meetings was included in the packet as well as the contact info for Jadwiga Brown for rule books. The list of meetings was distributed. Please note on the schedule in your packet that the sports of Volleyball, Field Hockey, Soccer, Football, Gymnastics and Swimming and Diving will hold 2 - day face to face meetings in Indianapolis. There will be NO online rules meetings in these sports this year. We are pleased to report that the the CT state interpreters in all these sports will be in attendance. All others will have on line meetings as in the past. Each year, the plan is to conduct in person meetings on a rotating basis and the evaluate this initiative after the first go round in all sports. The CIAC Officials Association will reimburse the CIAC state interpreter or his / her designee for these important meetings.

COACHES RULES INTERPRETATIONS MEETINGS

Boards were encouraged to provide this service which enhances the relationship amongst coaches, leagues, and officials' groups. Joe asked the interpreters to cover the important rules changes, which will

CIAC OFFICIALS' ASSOCIATION

be in all sports packets and will be posted on the sport pages in all sports. Compliments of the CIAC Officials Association, rule Interpreters will be sent preseason guides on the new rules in the sports in which the guides are published. Joe encouraged the rule interpreters to review the Communication Protocol that applies to schools, officials' groups and refs. It is always best to handle issues and concerns at the level in which they occur and with professionalism and mutual respect. In years that there are only a few rule changes, please use the meeting as an opportunity to review other important rules.

PACKET HANDOUTS

The packet contained many useful handouts that Joe reviewed with the attendees.

WRAP UP

It seems hard to believe that the CIAC Officials Association has just completed 13 years of operation. Please know that your individual and collective efforts and your dedication to high school athletics is very much appreciated.

THANK YOU!!! Have a great summer!