Why the Shortage -
How the Athletic Administration can help recruit officials

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The importance of good officials is vital to conduct any level of Interscholastic competition where a result is needed.

On a basic level in the world of athletics, without officials Interscholastic competition would not take place.

Sports officials are able to bring control to chaos, understand fairness, promote safety and encourage good sportsmanship.

In junior competitions the officials can be an extension of the coaching staff aimed at teaching and skill development rather than winning.

Officials have been known to help in the early learning stages of beginner sports teams making them an influence on the participants' experience and enjoyment of the sport.
A 2017 Survey conducted of over 50 assignors across the U.S.

We asked these questions of assignors of interscholastic competition to collect our data.

- What is the average population of high school you assign?
- Are there certain sports in your area/region that are more popular than other?
- How have the number of officials/referees/umpires increased or decreased over the past 2-5 years?
A 2017 Survey conducted of over 50 assignors across the U.S.

- What aspects can an Athletic Director or Athletic Administrator improve to encourage more individuals to officiate a high school athletic event?

- Are there certain factors that affect the number of interested applicants entering officiating?

- What is something you would like to share with Athletic Administrators?
There has been a steady decline in officials over the 2-5 years with these reasons shared:

- Retiring individuals
- Treatment of the individual at the competition sites
- Stagnate pay rate
- Background Check policy being implemented
- Low advancement (low opportunity to advance from junior to high school to college due to limited number of openings each year)

Concluding that if there remains a decline of officials that will lead to fewer games for kids to participate year round
Officials Concerns...

- Lack of respect in regards to profession
- Middle/Jr. High coaches treatment of first time of officials
- Emphasis on game environment, game management. (security, dressing, crowd control, parking, hospitality)
- Compensation for all sport officiating.
<table>
<thead>
<tr>
<th>School Year</th>
<th>Use of Profanity</th>
<th>Disrespecting Official</th>
<th>Total Ejections</th>
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<tr>
<td>2013-2014</td>
<td>100</td>
<td>88</td>
<td>489</td>
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<tr>
<td>2014-2015</td>
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<tr>
<td>2015-2016</td>
<td>111</td>
<td>124</td>
<td>678</td>
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Key Practices for Retention

- Coach’s Professional Development
- Rethink hospitality
- Implement, review and enforce staff/spectator behavior
- Evaluate compensation practices and options
- Appreciation
Questions?

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