

The Recruiting and Retention of Officials Pennsylvania's Best Practices

Patrick B. Gebhart

Associate Executive Director

PIAA

pgebhart@piaa.org





Issues Affecting the Recruiting and Retention of Officials in Pennsylvania

State Mandated Clearances

- 60-month renewal
- Approximate \$60 cost

Spectator and Coach Abuse

- Active Athletic Administrators?
- Increased Penalties

Low Pay

- Independent Contractors
- Budgeting Issue

COVID

Uniform Costs



Retention of Officials

Charting the Numbers:



**Began in September 2022
with 13,455 Officials**

Steps Taken by PIAA Board of Directors:

- 1. Budgeted Monies**
- 2. Increased Penalties**
- 3. Creation of Junior Officials Program**
- 4. Others Assisting**



Budgeted Monies by the Board of Directors



Budgeted Monies by the Board of Directors



Budgeted Monies by the Board of Directors



Budgeted Monies by the Board of Directors



WE WANT YOU

APPLICANT FEE WAIVED FOR STUDENTS

REWARDS TO BECOMING AN OFFICIAL:

- EARN EXTRA INCOME
- STAY INVOLVED IN ATHLETICS AFTER YOUR PLAYING DAYS ARE OVER
- COME BACK TO THE SPORT YOU LOVE
- PROVIDE SUPPORT FOR TEENAGERS IN YOUR COMMUNITY



APPLICANTS MUST BE 16 YEARS OLD OR A HIGH SCHOOL GRADUATE
WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY

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Public Service Announcements

Use NFHS Provided

Create Our Own

Use Others Provided In Kind







Increased Penalties Passed by the Board of Directors

Bad Actors Should Suffer Increased Penalties

A Supplemental Disqualification is triggered when a Coach or contestant is ejected from a contest and a component of the disqualification is the any of the following actions: confronting an official, coach, or contestant; physically contacting an official, coach, or contestant; directing foul or vulgar language/gestures toward an official, coach, contestant or spectator(s); using ethnic or racially insensitive comments. This section is NOT intended for other infractions described as "rules of the game" or actions which do not meet the above criteria. Established 2020



Increased Penalties Passed by the Board of Directors

Designed to Assist with Recruiting and Retention
Did It work?

Ejections for Soccer

2019-404

2020-79/252

2021-124/351

2022-174/406

2023-196/477

Failed in Reducing DQs



Creation of the Junior Officials Program

Open to 16- and 17-year-olds

- 625 Applied – 250 (approx.) completed reg.
- May work 7th, 8th, and 9th grade contests only
- PIAA waives registration fees (\$40)
- Still require:
 - Testing
 - Meeting attendance
 - State mandated clearances



Assists from Outside PIAA Offices

Job Fairs and Recruiting Events



GIVE BACK | GET PAID | GO PLACES

SIDE HUSTLE

PIAA DISTRICT III OFFICIALS CLINIC

SATURDAY, JUNE 22, 2024 - CENTRAL DAUPHIN HIGH SCHOOL

EVENT IS 9:00 AM TO 12:00 PM



Assists from Outside PIAA Offices



Additional Steps to Assist with Recruiting

- Meet with all PA Athletic Directors
- Schools Requesting Curricula
- NFHS Bench Bad Behavior Campaign
- NFHS National Campaign Leads
 - 2020-2021: 939
 - 2021-2022: 892
 - 2022-2023: 456
 - 2023-2024: 348
 - 2,635 Total



Retention Efforts by PIAA Officials Appreciation Weeks



Retention Efforts by PIAA

Officials Appreciation Weeks

- Press Release Provided to All PA Media Outlets
 - Announce the Weeks
 - Advise What ADs are Provided
- PA House of Rep. Proclamation-Rep. Kulik
- PA Senate Resolution-Sen. Martin
- Becomes a Competition Between Schools
 - Schools are Provided a Tool Kit to Assist
 - Twitter Re-Posts



Retention Efforts by PIAA

5-40 Year Anniversary Emails

Good afternoon-if you are receiving this email, you are celebrating a forty-year milestone of being a PIAA registered official.

On behalf of everyone at PIAA we want to thank you for your service to PIAA, its member schools and the athletes competing.

Without your dedicated service, students across the Commonwealth would not be able to participate in high school athletics.

Thank you.

Sincerely,

Pat Gebhart
PIAA

Patrick B. Gebhart
Associate Executive Director
PIAA
717-697-0374 Ext. *121
Become an official:
www.piaa.org/officials/become



Retention Efforts by PIAA

Yearly Officials Convention (29th year in 2024)

30 Years of Service Banquet

Gold Watches Provided to 30 Year Officials

Lifetime Guarantee

Increased Championship Pay

\$100 to \$125

Also - provide pin, jacket and patch



Retention Efforts by PIAA

Charting the Numbers:

Began in September 2022 with 13,455 Officials

Now (June 1, 2024) at 14,725 Officials

Increase of 1,270 over 21 month period.



Recruiting and Retention Efforts by PIAA

Why have we been successful?

- Combination of Efforts
 - ADs being more active
 - Funding by BOD
 - Appreciating Current Officials
 - Junior Officials Program
 - General Overall Awareness
 - Media and PSAs



Recruiting and Retention Efforts by PIAA

Questions??

