

NFHS Presentation
September 26, 2007

Retaining & Recruiting Wrestling Officials



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Job Opening: Wrestling Official

■ Qualifications:

- Know something about wrestling (amateur)
- Have a strong personality
- Be physically fit
- Have a sense of humor
- Have a passion

■ Perks:

- Earn \$22-\$26 per hour
- Meet new professionals
- Travel the countryside



Reality

What we don't tell them

- How would like to spend a minimum of 1 night a week learning the craft
- How would you like to spend 12 hours on the mat being screamed at by fans, coaches & athletes.
- How would you like to blow a call and everyone knows you blew the call and there is nothing you can say except –sorry.
- How would you like the sounds of whistles echoing in your ear
- How would you like to wake up on Sunday morning and hear your knees creak and feel your body ache.
- How would you like to be paid sometime before tax time.
- How would you like to spend more time with other peoples kids than with your own.

Sounds like fun to me!



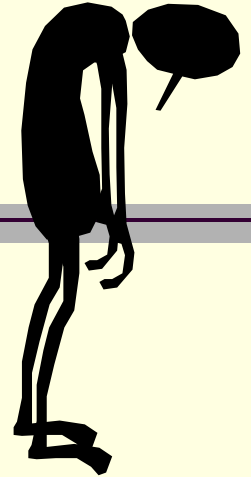
Why?



- Passion for the sport
- The love of doing something well
- The chance to give back to the sport
- Being around the best kind of people
- The chance to help others become better officials and catch the passion
- Create challenges in your life
- Of course, the money is okay!



Recruiting



California Challenges

- Finding people that fit this model No real natural feeder system established
- Good Old days: wrestle-coach-officiate
- Only eight colleges wrestle in California-down from 20 in mid-70's
- Only 23 Community College programs in California-down from 60 in mid-70's

Less programs= less educators=less on campus
coaches=less influence=less athletes, etc.....

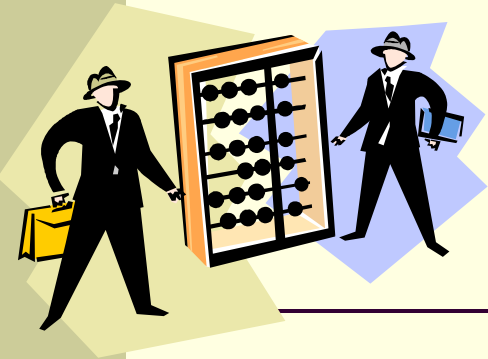
Recruiting



Other ways

- Look for ex-wrestlers who have flexible jobs
 - Educators who get out early afternoon
 - Parents who have schedules that allow them to travel
- Look to other sports official groups, such as football for officials who have wrestled
- Recruit Community College wrestlers (their season ends in December in California)
- Banners and flyers in gym to advertise the need for officials





Recruiting

- Recruit at 4-yr school officiating classes.
- Volunteer to make presentation at local colleges in officiating classes
- Go to job fairs in conjunction with other sports groups
- Mandate existing officials to bring a new person every year and reduce dues.

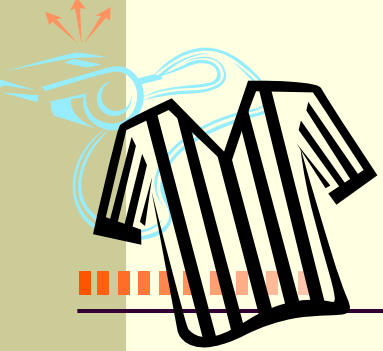


Recruiting



Existing officials
are the best
recruiters/salesman

Main reason to create a
system that effectively
trains and retains
officials



Retaining Officials

- Time is more valuable than money
- So make the **mat time** more valuable than the money and time
- Provide a positive experience, filled with useful training, collegial experiences and developing the pride of providing a good service.





Protect the Young Officials



- 1st & 2nd year officials
 - Provide special training sessions
 - Counsel coaches on dealing with rookie officials- emphasis on teaching and learning.
 - Pair with veterans and split dual meet assignments.
 - Send a master veteran to lower level tournaments as a mentoring working official.
 - Don't send a to assignment they are not ready for.
- If not protected they will be gone**
- Be cognizant when correcting young officials-remember how would you liked to have been treated when you made mistakes. (and still protect the athletes)



Involve your Master Officials

- Have your top officials teach portions of the classes.
 - Provides credibility for them and the association
 - The more they teach, the more they learn



Training System



- Provide different levels of teaching that address the veterans and rookies
- Make it interesting and up-to-date
- Mandate minimum training hours for all officials
- Mandate minimum written and mat work prior to season.
- Emphasize that this is profession, not a time to socialize and hang with the boys

Provide Opportunities

- All officials want to do a good job (no hiding in wrestling)
- All officials want to have a chance to be part of the upward mobility system
- Need to eliminate the “Good Old Boy” perception that exists in all associations,
- Need to instill in every official the realization that if they work hard and get the right experiences can attain their goals



Provide Opportunities



- Develop an honest, fair and positive evaluation system

California models NCAA D-1 evaluation model (Lynn Dyche is our head official and NCAA Head Evaluator)

1 State meet=10 mats=20 officials all evaluated (10 evaluators) and ranked-use this same evaluation system when they go back to their CIF Sections

Use the evaluations to drive assignments

- Assign fairly and equitably within abilities

CIF State Wrestling Championship

		Root	Keysaw	Kalivas	Lovell	Prosper	Juri	Williams	Morgan	Dyche	Sum	Max	Min	Adj Total	Count	Average
Official	1	1	1	3	2	1	3	2	1	1	15	3	1	11	7	1.571
Official	2	2	2	1	1	5	4	4	5	4	28	5	1	22	7	3.143
Official	3	6	3	18	3	16	1	1	2	2	52	18	1	33	7	4.714
Official	4	4	5	5	8	9	8	3	7	12	61	12	3	46	7	6.571
Official	5	19	4	11	10	10	2	6	6	3	71	19	2	50	7	7.143
Official	6	8	6	6	4	13	9	17	3	5	71	17	3	51	7	7.286
Official	7	5	7	13	6	8	7	13	4	6	69	13	4	52	7	7.429
Official	8	10	14	10	7	12	11	5	16	10	95	16	5	74	7	10.571
Official	9	9	18	17	14	7	10	14	8	9	106	18	7	81	7	11.571
Official	10	17	13	14	13	2	5	9	12	15	100	17	2	81	7	11.571
Official	11	16	12	19	15	4	6	7	11	14	104	19	4	81	7	11.571
Official	12	18	11	12	11	3	12	11	10	16	104	18	3	83	7	11.857
Official	13	12	9	9	5	18	14	18	17	8	110	18	5	87	7	12.429
Official	14	14	10	2	16	17	19	15	9	7	109	19	2	88	7	12.571
Official	15	11	16	8	9	15	16	12	15	11	113	16	8	89	7	12.714
Official	16	3	19	15	12	14	15	8	13	17	116	19	3	94	7	13.429
Official	17	13	15	7	18	6	17	10	19	19	124	19	6	99	7	14.143
Official	18	15	8	4	17	20	13	20	14	13	124	20	4	100	7	14.286
Official	19	7	17	16	19	19	18	19	18	18	151	19	7	125	7	17.857
Official	20	20	20	20	20	11	20	16	20	20	167	20	11	136	7	19.429

Recognition

- Develop an in season recognition system within group.
 - “Official” of the Tournament, etc.
 - Develop an end of year recognition system:
 - Most improved
 - Most reliable
 - Ugliest
 - Best call of the year
 - Etc. (use your imagination)



Emphasize fun here





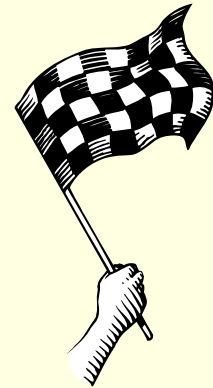
Pay Scale

- Develop a pay scale that reflects respect for the time and preparation of officials.
- Develop a mat to official ratio so that the official is not overloaded (3 officials to 2 mats is standard)
- Varsity pay scale for tournament ranges from \$22 to \$26 per hour around the state.



Conclusion

- Train to retain and instill professionalism
- Protect young officials
- Develop opportunities
- Develop evaluation system
- Develop recognition system
- Develop respectful pay scale



Make the mat experience more valuable than
the time and money

