

RTO Advisory Committee
Meeting #1
October 21, 2015

Group Members Present:

Tim Thomsen, WIAA Executive Board, Sumner School District AD
Rob Rainville, Chelan High School Athletic Director
Jim Piccolo, District 1 Director
Tyler Trimble, WOA Executive Board, Region 4
Will Niccolls, WOA Official
Todd Stordahl, WOA Executive Director
Brian Smith, WIAA Staff

Group Members Absent:

Jeff Gates, WOA Official

Group went through introductions and began work on creating the following foundational group agreement.

Belief Statement: The WIAA/WOA RTO Advisory Committee believes the RTO program is essential to improving the quality of officiating and increasing the number of officials which in turn has a great effect on the games, coaches, schools, communities, and the educational culture.

Goal: This group will serve as a steering committee using feedback from both associations to guide improvements of the level of officiating by the increase of accountability for all involved with the program.

Task: RTO-AC will help guide the program by monitoring the process and progress of its implementation and performance. The RTO-AC tasks include building relationships between both associations and throughout the WOA, setting measurable goals, creating proper procedures, development of a monitoring plan, and improve communication by continually educating all parties that are involved.

Break Down of the RTO:

1. The target has been the top 10-20% of the officials. More specifically those of which have been chosen by their association to do post season games.
 - A. The basic premise was a trickle-down effect from the top down
2. All officials associations now have the same expectations and responsibilities
 - A. Most important and critical component
 - B. Has cost the program time trying to encourage participation
 - C. Buy in from associations is still a battle but moving towards a system that only observed and trained officials will work post season
 - D. The associations either will change or be penalized post season official allocations
3. **Observe** – to see what the issues are/were
 - A. Collecting game tape and utilizing issues presented
4. **Training** – using the observation information to guide training for individual officials
 - A. FB has over 50 crews that have been evaluated

- B. Individual officials receive web feedback that includes video plays from the game
- 5. **Retention** – the third year of collecting data on retention.
 - A. Average is 3 years
 - B. Hard to show common threads as associations have many issues that create change
 - C. Ideal age group is missing
 - 1. Middle aged, family person, career oriented aren't officiating anymore
 - a. to many time requirements
 - b. politics within association
 - c. up to five years until they see a varsity game
 - D. Who is responsible for encouraging them to stick with it
 - 1. We all want to be cared for, valued, and held accountable
 - 2. Growth mindset – officials and coaches

RTO by Sport:

Football – observation, reports, clips, and post season leverage (100% goal)

Soccer – observation, recorded, shared, and post season requirement

Basketball – observation, recorded, shared in person

Wrestling – motivated, rubric and expectations are in place, should be at model level this season

Baseball – rubric and expectations are in place, working towards model level

Volleyball – lots of issues, personal, political, dysfunction

Group responsibility:

Group members are to report out to the Districts/Leagues/Associations of the formation of our group. The report should include the group's beliefs, goals, tasks, and details of the RTO Program to date. We should also request feedback and items of interest that can be reported back to their groups.

Group task at the next meeting:

1. Create measurable goals for the RTO program for the 2015-16 school year
2. Develop a criteria driven pool for post season officials selection into the post season
3. Compose a Quarterly Report that includes:
 - A. Fall Review
 - B. Winter Preview
 - C. Long Term Plans
 - D. Success Stories
 - E. What schools can do to support
 - F. Recruiting/Retention

Meeting was adjourned with the agreement that the RTO-AC will meet again on Dec. 9th at 10am.