



PIAA Junior Officials Program

Goal-assist in the recruitment of officials

Key Points:

For Chapters

- 16 and 17-year-olds can officiate ninth grade and below contests.
- Chapters must employ a Mentorship Program which must be strong and active.
- Assignors must be aware of Junior Officials and assign them with their mentor.
- Social media access for these groups should be considered.
- Chapters must make these Junior Officials feel welcome at meetings and engage them in conversation during these meetings.
- Junior Official must be given opportunities to work immediately
- Attendance at meetings required.
- Junior Officials are not volunteers and need standard remuneration for contests worked.
- Use social media to publicize events/clinics for prospective officials.
- Conduct separate Junior Official meetings prior to regularly scheduled chapter meetings.
- Create an Officials' Closet for new officials to get uniforms, etc. early in their career.

For Current Officials

- Actively seek out prospective officials.
- Engage Junior Officials in conversations on officiating.
- Become a mentor and work contests with your mentee and provide person to person feedback before, during and after contest.
- Check in periodically with the Junior Official during the week and season.
- Provide video resources to the Junior Official for them to view at their pace.

For Schools

- Game management must be especially alert and active when a Junior Official is working.
- Must actively reach out to prospective officials (students within the school).
- Create/sponsor a club or activity within the school regarding officiating. Use teacher/official as club advisor.
- Provide notoriety to students engaged in the program, congratulate the students in your school.
- Pay standard game fees to Junior Officials.

Coaches' Responsibilities

- Encourage students/players to become officials.
- Treat all officials with respect.
- Leave the adversarial position at the door.
- Provide encouraging feedback to Junior Official through the chapter.

Why Become an Official?

- Hang out with friends.
- Stay fit.
- Opportunities for all sports.
- Make extra money.
- Learn life skills.
- Stay connected to sports by learning rules, assists those who want to coach.

Roadblocks to the Program

- Lack of interest by students and administrators.
- Continued poor treatment of Junior Officials.
- Conflicts with those playing the sport.
- Lack of contests to work.
- Alienation by chapter members.
- Startup costs for Junior Officials.

Additional information

- Registration fees are waived by PIAA for Junior Officials.
- Can officiate at current school district thereby eliminating transportation concerns.
- Junior Officials can graduate to an active, registered PIAA official at age 18 or when they graduate from high school after submitting clearances.
- The Chapter should consider conducting an exit interview for those leaving officiating.
- Conflict of Interest should not be an issue with lower-level contests.
- Officially Sports, “The Official Licensed Supplier of the PIAA” will provide uniforms at reduced costs.

How Will the Program Get Started?

1. PIAA will make formal announcement via news release on social media platforms and with news media directly - ***DONE***
2. PIAA members schools through athletic departments will be provided details regarding the program and how prospective officials can apply - ***DONE***
3. All prospective applications will be forwarded to the PIAA Officials’ Department(khill@piaa.org) for review and creation of PIAA profile.
4. Direct contact made by PIAA staff with applicant via email and telephone regarding the application - ***DONE***
5. Notice provided to chosen chapter secretary regarding Junior Official joining their chapter - ***DONE***
6. Affected chapter secretary will immediately notify Chapter Mentorship Coordinator to assign mentor - ***DONE***
7. Mentor shall reach out to Junior Official to introduce themselves - ***DONE***

8. Assignors should also make direct telephone contact with the Junior Official to advise them of the assignment process.
9. At season's end the chapter Mentorship Coordinator must personally interview the Junior Official to gather feedback about the season and provide any further guidance for the following season.
10. Chapter Presidents are encouraged to provide a written summary to PIAA Officials Department regarding the number of Junior Officials in the chapter and an evaluation of the program from the chapter's point of view.

