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benchmarks

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Cover Story: Close-Kint Family Rolls Out Welcome Mat



4 Without them, our games could not be played. It takes a special combination of characteristics to join the family of contest officials, and additional traits to stay there. This issue sheds light on the people who make – and answer – the call.

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The Vault – 20

The Right Stuff Have you got what it takes to make the calls at crunch time? Officials who got it right at the right time reflect on a pair of memorable finishes at two MHSAA Finals.



Play On – 39

Participation numbers for 2011-12 in Michigan fell slightly overall, as did enrollments, but high water marks were set in four sports.



Regulations Review – 46

Co-Opportunities

Cooperative programs are plentiful, but schools are urged to do homework and legwork before looking for a partner.



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Can't Change Their Stripes; Officials Are About People

Who could have imagined in August of 1986, when I started with the MHSAA, that we would someday be registering officials “online?” We didn’t even know what “online” meant in 1986! Who could have imagined that schools would be rating officials online? Who could have imagined we would be conducting criminal history checks at all, much less online.

Who could have imagined in 1986 that someday officials would submit their schedules online, that officials would submit their contest reports online, and satisfy their rules meeting obligations online, as more than 90 percent did during the 2011-12 school year?

I don’t have the capacity to conceive what’s next – what changes are in store for how we serve and support officials or how officials receive training, assignments and ratings or evaluations even five years from now, much less 25 years from now. It certainly will include ways of doing things that are not yet invented – in fact, have not yet even been imagined.

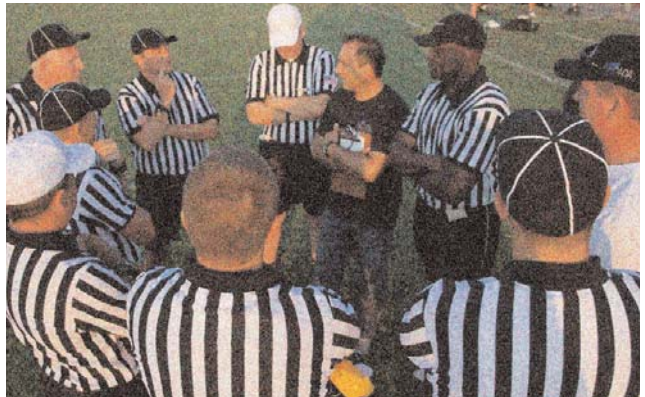
All of that being said, however, the “bottom line” of officiating is not information technology, but human interaction. It’s person-to-person contact. It’s people skills. Talking pleasantly, listening genuinely. It’s patience, politeness and professionalism.

Officials who wish to advance – whether that advancement is from the junior high school to the high school level, from the JV to the varsity level, from the high school to the college level, or from regular-season to postseason assignments – will do so, after basic knowledge of rules and proper execution of mechanics, based on their people skills.

The best officials not only like sports, they like people. They’re active in officiating not only for the recreation, but for the human interaction. Not merely for some money, but mostly for more meaning in their lives through fellowship with a crew of officials, friendships with area coaches and administrators, and working with young people.

Person-to-person contact is the key to recruitment, the key to training and the key to retention of officials. Technology is great; it’s needed and helpful; but touch is greater. It is the magnet that draws and the glue that holds officials to local, state and national associations. It’s the key to success, both for individual officials and for associations of officials. Nothing can replace it; nothing can supplant it as Job One for all of us concerned with serving and supporting officials, and for those committed to advancing as officials.

The answer to recruitment? The answer to retention? It’s each official inviting a new person and mentoring a new person. For people come where they are invited and stay where they are welcomed and nurtured.



John E Roberts

John E. “Jack” Roberts
MHSAA Executive Director

Sportsmanship Right on Track

Following are comments in response to **"From the Director"** the twice-weekly blog featured on MHSAA.com from Executive Director Jack Roberts, and/or features from the **MHSAA Second Half** website. Archived blogs may be accessed from the "News" page of the website, and features appear at secondhalf.mhsaa.com.

A Champion of Sportsmanship (secondhalf.mhsaa.com, 5/14)

This article brought me to tears as did watching the race last week. I almost didn't stay for the 3200M run as our son, who was a distance runner for Walled



Sportsmanlike acts such as Garret Zuk's last spring epitomize school sports. Here' hoping 2012-13 will be filled with many more. For the story, please visit secondhalf.mhsaa.com, or scan the QR code at right.



Lake Northern and now runs for Grand Valley, graduated last year. I will never regret staying for the race that will be talked about for a long time to come. Zuk is an example of a class act and I can't wait to see what the future holds for him.

– Kari Routledge

This made my day! It is kids like these who will be tomorrow's leaders. What a great example of putting someone else first!

– Amy Day

What a great article!

It's always special to see kids who truly understand what it takes to be a REAL champion.

– Jeff McNeil

Geoff (Kimmerly) does a great job of magnifying the incredible aspects of high school sports! This is what educational athletics should be about. Congratulations to both runners – many lessons learned.

– Coach Dartt

I received a copy of the letter that Mr. Routledge wrote via an email circulated by the Walled Lake Northern freshman baseball team, I was awed and brought to tears. I sent it to everyone I knew would have an interest and was delighted by all the positive responses.

– Donna Hurshe

The Long View (*"From the Director,"* 5/8)

Here, here for our high school sports programs. With all the concerns and criticism that we hear about education and the cutbacks that seem to be unavoidable, our athletic programs are stellar. To all coaches, directors and student-athletes: congratulations.

Keep the ball rolling!

– Lonnie Spencer

An Errant Drive (secondhalf.mhsaa.com, 5/16)

This event is an example of the value of school sports. No part of the Michigan Merit Cur-

"Here, here for our high school sports programs. With all the concerns and criticism that we hear about education and the cutbacks that seem to be unavoidable, our athletic programs are stellar. To all coaches, directors and student-athletes: congratulations."

riculum teaches what was demonstrated here. Many people had a hand in causing this display of sportsmanship and care of a fellow human being, including Junior's and Nate's parents, teammates, and coaches. Great job guys.

– Guy Reece

Generations of Girls Tournaments (*"From the Director,"* 6/22)

Due to Title IX, more girls have been able to benefit from organized athletics. Every bit helps when it comes to creating opportunities for all children.

– Karen Adams

Shots on Goal offers readers a forum for feedback. Submit your opinions, share your experiences or offer suggestions to benchmarks@mhsaa.com. Be sure to visit MHSAA.com for MHSAA Executive Director Jack Roberts' twice-weekly blogs. Comments are encouraged, and may also appear here in **Shots on Goal**.



Making – and Answering – the Call

Before any of the MHSAA’s 12,000 officials can make a call, they have to answer one to become part of a vital group. Recruiting new family members and retaining current personnel is an ongoing mission for the MHSAA.

“Life is a game with many rules but no referee. Small wonder, then, that so many play dirty, that so few win, that so many lose.” – Joseph Brodsky, Russian Poet and Essayist

To varying degrees, the world of athletics mirrors society. There are winners and losers. There are participants who look for ways to skirt the rules. However, in considering Mr. Brodsky's quotation above, there is one glaring difference between sports and life. Our games *do* have referees. Because of that, dirty play is less rampant and our games have more winners than losers, for the scoreboards only tell part of the story. There are lessons in winning *and* losing within the framework of enforced rules, lessons which equip young people with the tools to make society a little better in the future.

In life, the deck is stacked in favor of the players. According to one 2010 census, there were 1.8 police officers per 1,000 citizens in Michigan, a ratio which ranked 40th in the United States.

In contrast, during the 2011-12 school year, there were 37.2 registered MHSAA officials per 1,000 high school participants. Maybe, just maybe, that's why school sports are at odds with Brodsky's depiction of society; there are simply more cops on the beat.

At the very least, officials play a vital role in the existence of school sports. The games can't go on without these men and women, and the MHSAA annually seeks improved recruitment and retention methods to promote growth of this group so integral to the health of its product.



cover story

“The 23 Most Powerful Lessons in Officiating” are offered by Bill Topp, vice president of *Referee Magazine*, and will appear throughout this issue of *benchmarks*. Topp presented these tips during his keynote address July 28 at the “Officiate Oregon Day” which preceded the 2012 NASO Summit in Portland, Ore. The 2013 Summit takes place in Grand Rapids next July.

The 23 Most Powerful Lessons of Officiating

1 For all but a few, officiating is an avocation.

Keep your personal life, your professional life and your officiating in *balance*.

So who are these people whose best work goes unnoticed; of whom perfection is the expectation; and who automatically alienate 50 percent of interested parties each time they make a decision? Who applies for this job? Why are some suited for the task, and others not? Asking why people leave the officiating life can often reveal just as many clues as talking to those who stay.

In 2004, the MHSAA conducted a survey targeting former officials to reveal their reasons for leaving the avocation and ask what might be done to bring them back.

The top three reasons people hung up their whistles or other tools of the trade were as follows: 1) career change/job demands; 2) poor sportsmanship by coaches and fans; 3) local association politics. Time spent away from family was also cited as a prime reason for leaving the games.

Eight years later, in a survey this August, the MHSAA again called upon former officials to generate data which can be helpful in recruiting new officials or luring back “retired” veterans.

Of more than 600 respondents at press time, the consensus of comments indicate a shift in culture. Career and personal demands no longer top

the chart as reasons for leaving. Today’s barometer indicates that local association politics (the ability to receive games and advance through the ranks) and a lack of adequate training for new, younger, officials rank as the prime reasons for people exiting the game relatively early in their quest.

Sportsmanship concerns for the behavior of coaches, parents and participants still rates as the second-greatest deterrent.



Rob Kaminski, MHSAA

Meetings like this October 2011 gathering of Capital Area Activities Conference football coaches and Capital Area Officials Association members help to foster positive relations between the groups and provide a better environment for the student-athletes.

tered officials. “I think we’ve successfully addressed some issues based on the findings from the 2004 survey, and we expect to analyze this year’s questionnaire at length to address the most pressing issues accordingly.”

The majority of the slips filling the suggestion box from the August survey: 1) provide increased

– continued next page

The **23** Most Powerful Lessons of Officiating

2 This “business” is seldom fair.

Work on the things you can control. Gracefully accept the rest.

training opportunities for new officials; 2) work with local associations to create more opportunities for new people to receive a greater number of games; 3) allow officials to rate

schools and coaches, and develop programs for peer evaluation, rather than receiving ratings from coaches only.

The MHSAA has made strides in tackling each issue, and this year’s data will further focus its efforts to improve the officiating environment.

In recent years, the MHSAA has conducted officials camps in basketball and football (see stories on pages 14 and 33) and created an officials video training page on MHSAA.com.

While the officials ratings still come from the schools, local approved officials associations now submit candidates for MHSAA tournament assignments, and the nominations hold more weight with the MHSAA than ever before. As a result, local associations are better evaluating their members.

Additionally, officials can now access and submit a school sportsmanship feedback form to rate school facilities and coach, player and spectator behavior. Findings from this year’s survey indicate that officials would like a more detailed system, and a greater emphasis on sportsmanship education for coaches. To that end, the MHSAA offers one of the most comprehensive coaches education programs in the nation through its Coaches Advancement Program, and offers incentives to those who register for classes, many of which tout sportsmanship.

“We also encourage local associations to communicate with leagues and conferences outside the playing boundaries,” Uyl said. “Several associations invite coaches to a meeting or two each year for honest, face-to-face discussion. We’ve also been told of schools which invite a veteran official to parents meetings or team meetings prior to the season to help explain rules and their role in the games. Conversation in these settings serve our members well and assist in breaking down barriers.”

Key to growth and improvement of MHSAA sports officials are the efforts of local approved associations.

“There is no question that any successes we enjoy as a state association are directly related to the leadership of our local associations,” Uyl said. “Through programs like our train-the-trainers sessions each summer we can put the wheels in motion, but the real grass-roots education of our men and women happens in communities throughout the state. And, the people in place to carry out our officials education are second to none.”

If there’s anything you’ll take from this issue of *benchmarks*, it’s that there are no better recruiters, – no more qualified individuals to blare the trumpets – than officiating’s own family members. It’s a

recurring theme repeated by numerous individuals.

Carl Van Heck, assig-ner for the West Michigan Umpires Association, said his association attempts to identify MHSAA-registered umpires in the area not currently members of the WMUJA and invite them to join. His association also attracts a few individuals per year through an ad in the *Grand Rapids Press*. The real recruitment and retention begins once the rookies are in the association.

“Our executive board recently voted to install a mentoring program which will pair a veteran official to work a number of games with a new official to get him or her started on the right foot,” said Van Heck. “This is on a voluntary basis for both the veteran and the newcomer, and they are assigned these games in addition to their regular schedule.”

“We also conduct an annual clinic on a Saturday at Grand Valley State University that is free to all of our members. We want the best-trained umpires both new and old to put on the field for the schools we work for.”

That’s the hook; making new officials feel comfortable while increasing their skill level and affording them ample opportunities to work.

While much of this responsibility falls to the local level, much is also expected of the MHSAA to assist in this process.

“The biggest obstacles young referees face in officiating high school soccer matches are legalistic rule changes, lack of expert feedback and lack of opportunity,” said Alex Smith, president of the



MHSAA File Photo

The MHSAA has begun to conduct officials camps and clinics for a limited number of sports in recent years. Plans to expand those models to other sports, such as soccer, are on the drawing board.

Greater Lansing Area Soccer Referees Association. Smith opines that onfield issues in soccer are often met with the addition of a new rule, and in many instances there aren't enough knowledgeable leaders to assist the younger soccer officials.

"For excited young or new referees looking to improve, there are few, if any, options for unbiased or expert feedback for them to consult," Smith said, while adding that continued efforts between GLASRA and the MHSAA could soothe development issues.

"Certainly, in recent years GLASRA and others have given MHSAA credit for beginning to address these weaknesses. It's our hope that MHSAA continues to refine, streamline and improve its development and retention of new officials," Smith said.

Uyl agrees, and welcomes input from all entities around the state.

"Some of the areas identified from GLASRA and other associations in other sports continue to be on the radar for improvement and change," Uyl said. "Frank, honest and professional feedback is the only way we can keep moving forward in the right direction together with all of our officials."

At times, it seems, the biggest roadblock to officials advancement is officials themselves, resulting from a collision of two eras.

When it comes to younger officials proclaiming a lack of training opportunity and game assignments, how much of it is a reflection of societal change? Newer officials are raised in a world of instant gratification; from fast food, to satellite TV, to smart phones and the Internet, they are of the culture that gets anything it wants, when it wants.

Older officials, who tend to be the assigners, have an understanding of what it takes to work the highest levels of a sport. They know what they've been through to move up the ranks,

— continued next page

On Target

MHSAA Narrows Scope to Target New Officials

Several years ago, MHSAA schools received thousands of postcards imploring graduating student-athletes to "Stay in the Game" by registering as contest officials.

A miniscule portion of that quantity found its way back to 1661 Ramblewood Drive. It's a better bet you are reading this issue of *benchmarks* on the rest, in the form of recycled paper.

The plan for 2012-13, then, was to move away from the mass marketing approach and narrow the scope with the help of school administrators. Each MHSAA member school athletic director was sent a memo last May, along with two registration invitations. The memo simply asked the ADs to identify two officiating candidates from the senior class and deliver the special registration form. Completed forms were returned to the MHSAA, which not only waived all sign-up fees for the student's first year, but also set the rookies up with local associations and training opportunities.

"We took this approach as a more measured strategy knowing that officiating is not for everyone," said MHSAA Assistant Director Mark Uyl. "Instead of marketing to everyone, we hoped that ADs would give serious time and thought in selecting two graduating seniors who seemed best equipped in terms of personality and comportsment for officiating."

Uyl set a modest goal of attracting 50 new officials through this program, and the Association is nearly halfway there at this printing, as 22 young men and women will make their first calls during the 2012-13 season.

Or, at least their first calls at the high school level. One of the "rookies" is Jake Hodges, who co-captained Grosse Pointe Woods (University Liggett) to the 2012 MHSAA Division 3 Ice Hockey title.

"I have been a USA Hockey ref for six years, and I plan to continue in college. It is good income," said Hodges, who also plans to work lacrosse. "I had planned to register anyway so the free registration was great. I expect to work often and continue to be a solid ref. I also played lacrosse for four years and think that will allow for a good transition."

The process has culled candidates from Michigan's cities, suburbs and rural areas, from below and above the Mackinac Bridge.

"I have always been interested in officiating. The biggest incentive was the free registration," said Negaunee's Kevin Price, who registered in baseball, softball and basketball. "I hope this year will be a learning experience as I work games with long-time officials. As a player, I got to know many officials and we have become friends. The local officials in my area have done a great job giving me advice on my upcoming 'rookie' season."

Many students registered for more than one sport, with a high of seven sports for Montrel Hill of Melvindale.

Early returns give Uyl and the MHSAA reason for optimism.

"We will continue this incentive plan again next year as we try to grow the pool of new, young officials," Uyl said.



Hockey Weekly Action Photos
Jake Hodges' farewell appearance as a high school hockey player was a memorable one, hoisting the MHSAA Division 3 trophy last March. The next time he steps onto the ice at the prep level, he'll be in stripes.

The 23 Most Powerful Lessons of Officiating

3 Officiating demands a high ethical standard.

Your actions must be *above reproach*. Don't give a reason to have your motives questioned.

and they know who they've moved up with. It becomes a matter of trusting the known, and being suspicious of the unknown. Yes, at times, the industry can be a "good ol' boy network."

The challenge is to make sure the new kids are aware of existing training

opportunities and the investment necessary for advancement, while opening the veterans' eyes to a pool of new talent and identifying those best suited to lead the neophytes.

"Again, I think this is an area that's improving as we try to encourage our leaders around the state to take ownership in the development of our young officials," Uyl said. "We constantly encourage our associations to nominate 'new blood' for our tournaments, and I think associations can take pride in turning out young people who are knowledgeable, physically fit and passionate about this business we're in. It's a people business, first and foremost, so it's paramount that our own kind work together."

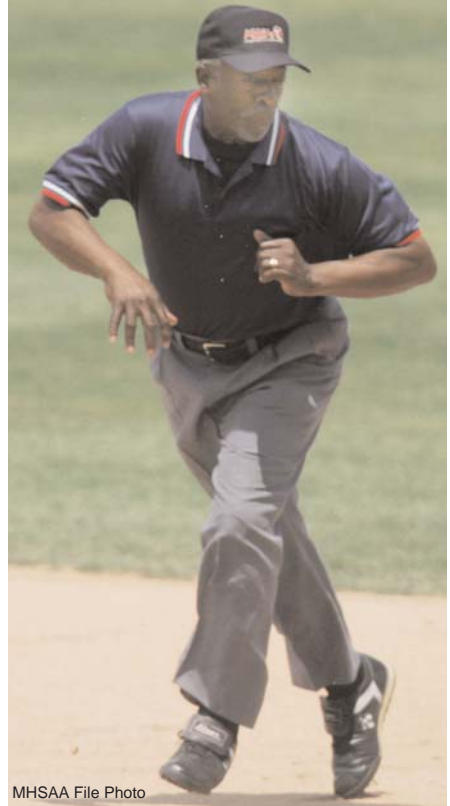
As mentioned, the MHSAA began seeking greater input from approved associations for its tournament selection a few years back. While the coaches rating system still serves as one of the gauges, the ratings are not the be-all, end-all when it comes to assignments. Local associations need to take that lead.

"We promote our officials from the subvarsity level to the varsity level based on ratings, and there is a lack of ratings from our local schools for officials working on the subvarsity level," Van Heck said. "We tend to lose officials who after the third year are not advancing due to lack of ratings."

The WMUA's new mentor program can serve to change the culture there. As more feedback is gathered from veteran officials working with the newcomers, less weight can be attached to coaches ratings which seldom arrive.

In any line of work, people want to be rewarded for their efforts, or, at the very least, appreciated by their peers. If it's motivation, education and affirmation that young officials are seeking, there will be no better place to look than Grand Rapids next July. A day-long event tailored to high school officiating in Michigan takes place Saturday, July 27, preceding the 2013 National Sports Officials Association Summit. All registered MHSAA officials are encouraged to attend. More information appears below.

— Rob Kaminski
MHSAA benchmarks Editor



MHSAA File Photo

A big part of retention hinges on veteran officials who are willing to devote time to the development of younger officials. In turn, the recruits must be patient in the advancement process.

Great Lakes, Great Call



Officials throughout Michigan should plan to attend one of the most significant officiating events in state history on July 27, 2013, in Grand Rapids, as the MHSAA hosts a comprehensive day of training and celebration for school sports officials. The event precedes the 2013 National Sports Officials Association Summit, and will include presentations and motivational speeches from some of the nation's most respected and renowned leaders in a wide array of sports.

As if taking a cue from the MHSAA's August Survey, the NASO Summit theme is "Game Assignments: Right People, Right Place, Right Time — The Right Way."

Much of that material will be incorporated into the Michigan event as the MHSAA strives to provide the best possible environment for current and future officials.

"The MHSAA is pleased and grateful to be hosting the 2013 Summit in Grand Rapids, which visitors from across the country will find to be a welcoming and engaging site," said MHSAA Executive Director Jack Roberts.

Registration information will be posted to MHSAA.com later this fall.

LAST CALL:

Survey Examines Reasons for Calling it Quits

Following is a sampling of responses from former officials offering reasons for leaving the playing fields and arenas, along with suggestions for retention. Complete survey results can be found on the Officials page of MHSAA.com, or by scanning the code at the bottom of this page.

“Maybe some further education for the coaches, who in turn can educate their parents, might help the process. We, as officials, don't question the play calls of the head coach publicly. Why should it be fair for the coach to question the calls of the official publicly?”

“Find a way to schedule officials who want to work games. People want to work, but no one wants to schedule them. I often hear it is a lack of experience, but you can't get experience unless you work games.”

“When a new member comes on board, have an experienced official contact him or her immediately about assignments. This will make his or her first game more comfortable. Officials are team players just like those who they will officiate.”

“The time away from family, the cost and effort to stay certified, and the commitment to staying conditioned and prepared for the level of play unfortunately does not surpass the "lack of fun" that refereeing soccer has become. A solution seems unrealistic because of the scope of the problem – but it needs to start somewhere. Great idea to send this survey and begin the process of improvement.”

“I was woefully unprepared and lacked the knowledge necessary to be an effective official. If it weren't for an optional clinic I took part in, I would have been a disaster. A lot of that is on me, but I can't believe I was let on the field by the MHSAA considering how little training and information I was provided. Rookie officials need more shadowing and more observation before being put into a game.”

“I just wanted to officiate middle school sports and was very comfortable with this level. I quickly learned being part of a local association of officials and going through that hoopla was more of a pain. I got a couple games because I knew the middle school administration, but that was too short-lived.”

“Legislate how much the assigners can charge young official to attend camps. I found that the amount of instruction was not commensurate with the charge. I don't have a major problem with assigners being compensated for their organizing and other things they might be doing. However, officials should not have to break even or operate at a loss when the assigners are padding their pockets.”

“Improve education on how to prepare for unreasonable fans, coaches and parents. Also improve on the efforts of team's comprehension of rules. Coach and fan behavior: I've officiated 25-30 minor league baseball games. We take more abuse at the high school level. It just got old.”

“I believe coaches and athletic directors should introduce graduating seniors to local associations. This would get younger people involved.”



For Complete MHSAA Officials Survey Results, scan the code >>

Legacy Program Serves Officiating Heritage

Implemented 20 years ago by the MHSAA, the Legacy Student Officials Program continues to spawn enthusiastic young officials who are more likely to stay in the family beyond their formative years.

The program pairs high school juniors or seniors with mentors who are already registered MHSAA officials. The one-on-one tutelage serves to introduce, educate and encourage interested students, while upping the odds for retention. Both parties sign a Legacy Pledge form outlining the basic agreement, with one condition being that the students work only subsvarsity contests with their mentor or other veteran MHSAA officials.

During the 2011-12 school year, 107 students participated as Legacy officials, bringing the total to 1,156 since 1992. It's another example of the officiating lineage growing from within and taking care of its own. In many cases, the vets literally are family.

"After graduating high school in the spring of 2006, my father, Rick (an MHSAA registered official for more than 25 years), inspired me to register and work the football season the next fall," said Chris "C.J." Jackson. "The worst years of officiating for me were my first two seasons because I couldn't stand the berating from coaches and fans. I wasn't good, and everyone picked up on that. My Dad was the only person who kept me in the game. Six seasons later, I find myself going into my second season of college football working as a deep wing official for the Great Lakes Intercollegiate Athletics Conference (GLIAC). This achievement can only be attributed to my dad."

Also following in Dad's footsteps are Trevor and Austin Hartley of Lansing, as father, Eric, got them involved at an early age.

"He has helped me on the field, but more importantly off of the field to become a better official in general and a better person," said Trevor of Eric. "He was responsible for getting me into officiating, but staying in has been a goal from the beginning."

Trevor's sentiment is common among the species. Once officiating gets into the bloodstream – whether from immediate family or from a mentor in the extended family – it tends to stay.

Mentors in the Legacy Program take their roles seriously, and spend countless unpaid hours helping their students develop. The finished product is all the compensation they need.

"If it weren't for my mentor pushing me and telling me I could be a really great official, I never would have kept going this far. I continue to officiate because it is a great opportunity to give back and be a part of something I love with a passion, and that is sports," said Detroit Martin Luther King grad Kyle Bowen, who first registered in 2008 under the guidance of Detroit's Darryl Jones.

The basketball official has taken his skills to Grand Rapids, where he attends Grand Valley State University and continues work as an official while discovering its ancillary benefits.

"Being an official has helped me so much in a lot of different aspects in my life," Bowen said. "I work at Grand Valley as a supervisor in the intramural program. That job entails developing and training new officials so we can produce quality officiating in our program.

"Darryl showed me how important it is to have tough skin and how to handle adverse situations when they come up and not let them linger. He taught me that officiating is probably one of the best things you could ever do, but it's *not* for everyone."

Not for everyone, but thanks to a growing list of sports, there are more opportunities to lure potential

candidates. When the Legacy Program was launched, competitive cheer and lacrosse were not yet MHSAA-sponsored sports. Cheer hit the tournament scene in 1994, while lacrosse arrived in 2005. As participation in those sports continues to increase, the pool of potential officials expands.

For recent Oakland University graduate Leah DiCristofaro, cheerleading was something she'd enjoyed since the age of 5. Her mother Renee is a veteran official for the Michigan Cheer Judges Association, where Candy Cox also serves as one of the state's top judges.

"When Leah was a senior in high school (St. Clair Shores Lake Shore), she registered as a Legacy official," Cox said. "She had a mentor who was with her at every competition during that year. At her first competition, she worried that she would miss something and not credit the teams properly. But, with guidance from her mentor and fellow judges those fears were short-lived."

DiCristofaro continued to judge during college, but on a limited basis. The fact she took on any assignments at all illustrated her commitment, as she not only was putting up grades worthy of making



Legacy products C.J. Jackson (left) of Dearborn Heights and Luke Bowman of Jackson have enjoyed early success in their officiating careers.

The **23** Most Powerful Lessons of Officiating

4

Each assignment you work is an audition.

Look the part – **dress, demeanor, discipline.** You are the medium. The medium is the message.

Know of an aspiring official, or student-athlete who possesses the potential skills, demeanor and desire? Scan the code for Legacy Program information.



the national honor roll, but she was a four-year starter for the Grizzlies softball team. As a catcher and designated player, DiCristofaro led the team with a .308 batting average as a sophomore, and tied for the team lead with six homers as a senior last spring.

“She accepted a limited amount of meets, but she kept officiating throughout all four years of college. Last year she filled in several times for officials who cancelled at the last minute,” Cox said.

Across the state, Helen Young experienced a similar childhood centered around athletics. Her parents, Neal and Vicki, coach lacrosse for Grand Rapids Christian schools. Vicki oversees the youth program, 3rd through 12th grades, and coaches the middle school. Neal is the varsity head coach at Christian High School, where Helen excelled and earned numerous honors.

they are there for me off the field as well.”

That’s the beauty of the Legacy Program. A dedicated mentor sets the wheels in motion and opens a world of possibilities to students dedicated enough to seek advancement. There are no limits to the number of contacts and support groups in the industry.

Luke Bowman is a 2008 Jackson Lumen Christi grad who still leans on mentor Chuck Walters from time to time.

“Chuck has been a huge influence in my officiating career. I am always able to give him a call to bounce rule questions off of, even after I left my hometown being 100 miles away up at Central Michigan University.”

Like all young officials, Bowman soon realized that there were more people like Walters wherever he went; an endless supply of support personnel the further one delves into this avocation.

“The Capital Area Officials Association in Lansing has helped me grow as an official by constantly challenging my skills and abilities,” Bowman said. “Each meeting begins with a closed-book rules quiz to test our knowledge. Why is it closed-book? On Friday nights we can’t bust out the rules book on the field. The tools and resources available to the members range from evaluations at games and scrimmages to working with veteran officials.”

A couple common threads bond Legacy officials who continue to register with the MHSAA. Many are college-bound, or first officiated at the youth level.

Michael Reseigh fits the bill. While playing soccer at Rochester High School, Reseigh officiated local club games for five years. When his playing days were done he set his sights on officiating the high school level and contacted Pat Hayes of the Soccer Referees Association in the spring of 2009.

Now a senior at the University of Michigan, he has been at it ever since, with help from Hayes.

“When I went to college, my availability became limited. I was almost completely unavailable for the boys season in the fall. I was available, however, for the girls season since my semester at college finished at the end of April. I expressed my desire to Pat Hayes that I remain active in the association despite my limited availability. She has been great to me, giving me as many games as possible for the month of May when I come home,” Reseigh said.



“If it weren’t for my mentor pushing me and telling me I could be a really great official, I never would have kept going this far. I continue to officiate because it is a great opportunity to give back and be a part of something I love with a passion, and that is sports.” – Kyle Bowen, 2008 Legacy Class

Through her experiences, she also began to help her mother coach the middle school team, and made acquaintances like Nancy Lapekas of the West Michigan Lacrosse Association. Young was hooked.

“Nancy Lapekas has been so helpful in teaching me, assigning me, and supporting me on and off the lacrosse field,” said Young, who last spring earned a \$1,000 scholarship from Michigan Lacrosse. “She has kept me going. As a young ref, if she didn’t have my back I don’t think I would have been able to continue. I love all aspects of the sport. I play, coach, and officiate, and it is nice to see the game from all angles.”

Young is a freshman at Michigan State University, and already plans to have a busy spring, when she’ll be balancing classwork and officiating.

“The most rewarding part of being a younger official is that I get to meet and ref with wonderful role models,” she said. “Some of the greatest people are adults I get to work with on the field. The cool part about my relationship with these other refs is that

Of course, not all in the world of fun and games is, well, fun and games. Young officials will experience all of the pitfalls that come with the uniform; tense moments, nervousness, missed calls and clashes with coaches.

They also have the additional burden of learning mechanics, contest rules and philosophies while working the lowest levels where the most chaotic action and least sympathetic coaches preside. Then, there's the final hurdle of perception, simply brought on by their youthful appearance. It's been said by many a veteran official that the least experienced officials have the toughest games to work.

"Some of the challenges I have had are due to my age," Young said. "I think coaches don't take me seriously, and expect I don't know what I am talking about. If I let it bother me, then I probably wouldn't be able to ref. One time I made a call, and



photos courtesy of Vicki Young

Helen Young got a jump on officiating while still playing at Grand Rapids Christian, calling youth lacrosse games for several years before becoming a Legacy official.

the coach proceeded to scream at me and yell at me and come onto the field. The behavior was even more ridiculous because it was a 5th/6th-grade game! I think that he felt like he could yell at me because I was a young ref."

Trevor Hartley relates a similar scenario.

"I have had to deal with it since Day One," Hartley said. "In my first-ever football game, a youth game, a coach was arguing a no-call with me and questioned if I was any older than the 5th and 6th-grade players on the field."

The participants at that level are far from perfect. Having people understand that is one of the luxuries youth players have and officials don't. It's one of the great double-standards of athletics.

"A first-year official doing a 5th-grade football game is expected by coaches, players and fans to

Legacy Product Libka Chasing the Dream

As a high school junior eight years ago, John Libka began his officiating career as part of the MHSAA Legacy Program under the watchful eye of his father, Gary.

Now 24, Libka – who grew up in Mayville and attended school at Juniata Christian in Vassar – is a baseball umpire in the Class A Midwest League.

Libka took time for a little Q & A during his summer run through the communities that make up the Midwest League, including Lansing, Midland and Comstock Park in Michigan.

Do you think your experience playing baseball in high school helped you during your early and present umpiring career?

Yeah, probably a little bit. I got to see the other side. I received insight on why certain things happen, and how plays and situations develop. It also helped me develop the instincts I needed to be successful.



Alexandria K. Lentz, Holland

2004 Legacy official John Libka punches out a batter in West Michigan this summer as he strives to climb the ladder in professional baseball.

What was the biggest factor in choosing the MHSAA Legacy Program over a senior season of baseball (Libka played for his school as a junior)?

I like spending time with my dad (who is still registered in four MHSAA sports) and going to the Legacy Program was a great way to do that. He umpired for 30 years, so he was a good mentor and there was no better option to spend time with him. I also love baseball, so I knew I wanted to stick with baseball in some way.

What was your favorite childhood baseball memory?

I lived for going to Tiger Stadium, and Comerica Park for that matter. The memories at Tiger Stadium were the best. I went to the third-to-last game ever at the stadium, against the Royals. It was an awesome experience and a great memory.

look like, act like, talk like, and officiate like a Big Ten football official,” Jackson said. “Yes, every game is important, no matter the level of play, but it is impossible to expect the greatest officials at every level of play.”

Again, this is where the Legacy Program pays dividends, as the young officials are not left on an island. There is support early and often, all the while allowing officials to grow. For those who understand their role in the game, the benefits stretch beyond the fields and gyms.

“I would tell students who are hesitant to take the step and try officiating, as there is really nothing to lose,” said Reseigh.

“I have learned how to manage any type of situation due to officiating. It has taught me respect

for the game and all involved with it as well as taking responsibility for my own actions,” Jackson said.

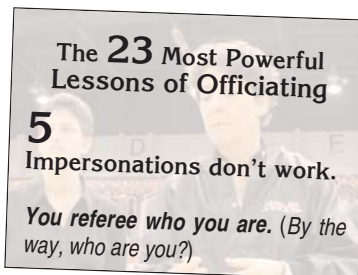
“To younger people who want to officiate I would say, ‘Go for it,’” said Young. “It is such a great experience and it really helped me mature and be confident.”

“In the heat of the moment, you are going to have to effectively communicate with coaches and players in intense conversations,” Bowman said. “These skills will translate to the workplace as well. I directly attribute my success in the workplace to officiating.”

“The best advice I can give is, ‘Just go out there and try it,’” Bowen said. “No one will be perfect and get every call, but if you put your best effort forward then you can do great things.”

Sounds like they’ve been well trained from those before them, and are more than capable of carrying on the officiating legacy.

— Rob Kaminski
MHSAA benchmarks Editor



“I would tell students who are hesitant to take the step and try officiating, as there is really nothing to lose.”
— Michael Reseigh, 2009 Legacy Class

What is the most important piece of advice you’ve been given as an umpire?

The most important advice I think I’ve received is probably just to stay even-keel. You can’t get too high or too low being an umpire. You have to take every play or every pitch the same, and that is true for all levels, not just in pro ball. You just have to keep a good perspective on everything.

Being on the road a lot, is there any specific restaurant that you look for? Where do you go, and what do you go for?

We actually try to mix it up a lot. I like to go to Panera. If we could go anywhere, I like going there. The broccoli and cheese bread bowl is usually my favorite. We like to go get the bread bowl for a pregame meal. I also like going to McDonald’s every morning to get an iced coffee. It’s a great way to start the day.

According to an interview conducted with MLive, you worked for Bronner’s this past winter in Frankenmuth. Which do you prefer more, an artificial Christmas tree or a real Christmas tree?

I prefer an artificial Christmas tree. However, after working there you have to have a good eye. The tree has to be just right.

You must catch some flak from coaches and fans; is there any game that sticks out, in which you or your partner received the most verbal abuse?

We actually had a game earlier this year in Fort Wayne where we had three ejections in a postgame incident. We were actually commended for how we handled it. Those are the times when you learn the most.

How do you get through a game where a fan or coach is being unruly?

The best advice is to stay even-keel and not to pay attention to a lot of the fans. You handle stuff when you need to, you ignore stuff when you need to. Overall, you just stay objective. If you take the high road most of the time and make the fans or coaches decide their fate, you can’t go wrong.

Do you have any advice for aspiring umpires hoping to make it to the big time?

The best advice I can give is to continue to be a student of the game. It is one of the toughest sports as far as the rules go. Tim Kurkjian once said, “You can go to the ballpark and see something different every day.” When I watch a game on TV, I watch the umpires and not the game. It’s the best way to learn.

— Brian Spencer
MHSAA Second Half

MHSAA Camp Offers Unique Live Training

Frequently in pairs, they lined up beside linebackers, ran the sidelines and monitored the goal lines, next to many of Michigan's best recently-graduated high school football players.

The athletes were practicing for the Michigan High School Football Coaches Association All-Star Game at Alma College. But beside and all around them, officials also worked to hone their skills for the upcoming 2012 season.

A group of 34 attended the MHSAA's summer clinic in June, run in conjunction with the all-star game for the second year. Some were veterans brushing up on new rules, while others – like Flushing's Tim Collick – were newer officials hoping to pick up some knowledge from 12 clinicians providing instruction and feedback.

“The biggest thing is just the different tips from experienced guys you don't find in the books,” said Collick, 32, who was one of 14 chosen from clinic participants to officiate the final game. “Different, helpful clues like keys that made them successful, or made things easier for them.”

Instructors shadowed Collick and other participants during two practices and a scrimmage, providing guidance and feedback along the way.

Those practice sessions were combined with classroom instruction, similar to what the MHSAA has conducted during previous summers with basketball officials at Michigan State University camps.

Every participant came from the Lower Peninsula, but as far north as just below Mackinac Bridge, east from Detroit and west from the Grand Rapids area.

Two crews of seven officials were chosen from the camp participants to work the Saturday game. The crews alternated quarters, with five instructors also on hand to provide feedback.

The MHSFCA has been putting on the All-Star Game for 32 years, and has been a fantastic partner in providing an opportunity football officials don't often receive during the offseason, MHSAA assistant director Mark Uyl said.

“Football is unique in that there isn't a way to get live reps, while basketball, baseball and softball have summer team camps,” Uyl said. “This is an opportunity for football officials to get training in the real thing.”

“We had more officials than ever at Alma, up nearly 15 officials from 2011. The neat part of the camp moving forward is the opportunity for selected campers to work the ‘all-star’ game on Saturday each year. Officials get to work live snaps in both practice and game settings, which sets this event apart from all other football training,” said Uyl.

Collick, a Flint Hamady grad who has been mentored by longtime Flint-area official Tom Rau, is heading into his third season of football as a back judge with a crew from the Genesee County Coaches and Officials Association. Although he'd heard a few of the speakers at the clinic before, he didn't know any of the officials before that Monday. But he was sure to soak up as much as possible, with an eye on officiating for years to come and eventually, perhaps, at the college level.

“For me, one of the biggest things (at the clinic) is getting to make contacts with much more veteran officials. I'm learning from those guys,” Collick said. “The instructors have worked at high levels as college officials, and as high school officials for many years. It's nice to pick their brains.”

— Geoff Kimmerly
MHSAA Second Half Editor



The MHSAA Football Officials Clinic at Alma College in June provided officials the unique opportunity for field training.

The 23 Most Powerful Lessons of Officiating

6

What's expected is facilitation – players play – you give permission.

Nobody ever paid to watch an official perform. Stay off stage center.

Orchestrate.

Common Ground



High school sports can be a launching pad for aspiring officials; and a *destination*.

Lamont Simpson's "home" is a place he visits twice a week during his peak season, when NCAA Division 1 officiating duties have him navigating the Midwest like a person in a race for frequent flyer miles.

His travels pale in comparison to **Stacey Thomas**, who has lived in Latvia, Turkey and Sweden thanks to the game of basketball.

Then there's **Jim Garofalo**, who authored his own cheat sheets to assist with the eight different rules books which intertwined during a period of time in his hockey officiating career, which included a trip to the Olympic Games.

So, naturally, there's Simpson officiating an MHSAA Pre-District Football Playoff game in Detroit last fall, taking a postgame earful from a father who believed his son was the subject of a cheap shot during the game.

There's Thomas, blowing a whistle with teenagers at the Healthy Kids Club in Detroit this summer

There's Garofalo, ditching seven of the rules books over the last few years, and using only one now: the high school rules book.

It's true that Simpson is at the pinnacle of his career, working Big Ten, Mid-American Conference and Horizon League men's basketball, in addition to the WNBA in the summer, where he recently worked his eighth straight WNBA Finals.

And, yes, Thomas has her sights set on the NCAA Division I level and beyond, as her officiating career is still in its infancy.

Sure, Garofalo has achieved much on the ice both as an amateur and professional referee.

But, like so many in this family, they deeply appreciate their roots and the people who helped them along the way. It's a people business, first and foremost.

Following are glimpses of these officials written by benchmarks Editor Rob Kaminski

Simpson Preaches Patience, Honesty to Young Officials

The late June heat at the Kensington Valley Golf Course doesn't seem to bother Lamont Simpson. The secret to his cool aura lies in his hand, a golf ball which he has identified as "Ref" in permanent marker.

Simpson is indeed a ref – permanently – thanks to a suggestion from Robert Menafee during the late 1970s, and the 1977 Detroit Redford grad has been most comfortable in the heat of competition's spotlight ever since.

"I was at a football game at Henry Ford a year or two after high school, and Mr. Menafee, my former coach, saw me and asked what I was doing," Simpson recalled. "He said I should try officiating. That's the first I'd ever thought about it."

It would be the impetus to a craft that has consumed nearly 30 years of Simpson's life, as he now jets around the country as a top-flight NCAA Men's Basketball official, and one of the senior officials in the WNBA, where he recently called his eighth consecutive Finals.

For all of his accomplishments, Simpson can still recall with great detail various moments that led to his current standing; mental snapshots which help to explain why he still registers as an MHSAA football official each year, and why he gives so freely of himself to anyone interested in getting a start in officiating.

"I still remember my first game, thinking, 'I can't believe I'm doing this,'" Simpson recalled. "In my second year I did a PSL (Detroit Public School League) playoff game, and to this day, walking into that gym is still one of my most gratifying times. There were about two or three thousand people in the stands, and I remember the butterflies."

Fast forward to the Pontiac Silverdome in November 1992. In the waning seconds of the MHSAA Class A Football Final, a pigskin floats in the air doing its best butterfly imitation. Following a double-reverse pass, the tipped ball is finally corralled by Muskegon Reeths-Puffer's Stacey Starr at the 10-yard line and carried into the end zone to give his school a 21-18 win over Walled Lake Western in one of the most frenzied finishes in MHSAA Finals history.

Simpson had a good view of the moment.

"I was the back judge, working my first MHSAA Final. My first thought is to get in position and then, 'Oh man, the ball is tipped,'" Simpson replays in his mind. "You're part of a game-ending situation and you don't want to screw it up. You almost become a fan in a game like that—a moment like that—but you've got your job to do. Afterward, when it was all over, I just remember thinking, 'What a football game I got to be a part of.'"

Simpson would also get a shot as a Football Final referee in 2003, and worked the 1995 Boys Basketball Final which featured Flint Northern's team led by future MSU Spartans Mateen Cleaves and Antonio Smith. But, Simpson remembers that game for a different reason.

"It was the last time that the Final was worked with a two-person crew," Simpson said. "I remember the great athletes in the game, and being part of history as the last two-man crew in the Finals is something to be proud of."

Simpson is quick to point out, however, that simply having what it takes to officiate an athletic event at any level is something of which to be most proud. While it's natural for new officials to covet



As a back judge in his first MHSAA Football Final, Simpson had a great look at one of the most storied plays in MHSAA history.

MHSAA File Photo

championship assignments and careers beyond the high school level, Simpson stresses patience, hard work, and – in many cases – honesty with one’s own performance as the most valuable traits an official can possess.

“I work and speak at a lot of camps, and I stress that people need to work at the craft – mechanics, rules, physical appearance – and above all have patience.” Simpson said. “The thing I see in younger officials now that is so different than when I was coming in, is they don’t have the patience; they don’t want to pay their dues.”

Sometimes, even the greatest amount of patience, perseverance and hard work isn’t enough. And, that’s where honesty in self-evaluation comes in. Yes, there are egos in officiating. To some extent, it’s a prerequisite. However, humility can also lead to finding a niche in the game.

Simpson himself is an example.

“My goal was to work in the NBA, but after seven years in the CBA, I realized that it probably wasn’t going to happen,” he said. “But, you know, there was still a lot of good basketball out there to work. When I left the CBA, I did so on my own terms, and went to work on my college career. So, sometimes you weigh your options and focus on the next goal.

“The point is, work at being the best at whatever level you work. I’ve seen guys spend a lot of money at the same camps year after year, and never get that college assignment,” Simpson said. “Maybe it’s time for them to focus on a different level.”

In that respect, the very thing that drives officials and gets them in the game in the first place can be the very thing that drives them out. Passion and drive, the need to reach the next level, can keep people focused in their chosen quest; the frustration of not advancing can also lead to their exit.

True, Simpson is one of 32 officials in the WNBA, and just worked his eighth WNBA Final. He has a full NCAA Division I men’s basketball sched-

ule. But, the father of three grown children and grandfather of five cannot express enough the fringe benefits that officiating brings at any level.

“You become a better person through officiating. Your communication skills are sharper,” he says. “Not only what to say and when to say it, but you learn to *listen*. You have to be a listener in this business, and that’s a great skill to have in life.”

It also provides the opportunity to be a teacher and recruiter. It’s one of the reasons he’s closing in on nearly three decades as an MHSAA registered official. What better way to pass the knowledge forward?

“No matter where you end up, always remember where you started, and keep your friends,” Simpson said. “I return every call, every text. I still talk to the same guys I grew up with. From an offi-

ciating standpoint if we could all just bring along one person at a time, think of the effect that would have.”

Simpson does more than his share, from speaking at camps and clinics – all voluntarily, mind you – to the behind the scenes recruitment, such as the time he surrendered all of his baseball umpiring equipment to a friend under



from Lamont Simpson

“You have to be a listener in this business, and that’s a great skill to have in life,” Simpson says of the many benefits officiating provides.

the condition that person register with the MHSAA and begin working games.

He thinks back to the suggestion from Coach Menafee frequently. “Oh, all the time,” Simpson said. “I think of the places I’ve been, the things I’ve seen, the people I’ve met and the person I’ve become. This is what being an official does.”

There’s a scenario that Simpson replays time and again when he talks of officiating, and it doesn’t pertain to his collegiate or professional experience. In fact, it’s not even about basketball.

“It’s Friday night, and you’re working the big rivalry game between two communities. You get on the field, the bleachers are packed, the bands are playing, and you’re right in the mix,” Simpson says with reverence. “That’s *it* right there. It doesn’t get much better than that. That’s *it*.”

Garofalo Serves as On-Ice Teacher and Recruiter



Something caught his eye as Allen Park's Jim Garofalo circled the Olympic hockey rink in Salt Lake City to familiarize himself with the surroundings prior to the start of play at the 2002 Games.

"When the dimensions of a rink are laid out, everything is measured from the exact center of the ice outward," Garofalo explains. "Usually there's a washer or something small under the surface at center ice. All measurements are taken from there.

"Well, in Salt Lake City that year, a Canadian company was hired to prepare the sheets of ice, and they used a Loonie (common term for a Canadian \$1 coin) to mark center ice. That year, the Canadians beat the United States in the gold medal game and won the Olympics on U.S. soil. I later visited the Hockey Hall of Fame in Toronto, and that Loonie is there."

As Garofalo was getting acquainted with Canadian currency, an invitation in his mailbox back home went unanswered. At the time, MHSAA Tournament invitations were still sent by mail, so Garofalo was unaware the Association was awaiting his RSVP to accept his first Finals assignment.

"I was in Salt Lake City and had no idea. Now, of course, everything is online and by email, but that just shows how rapidly technology has progressed in the last 10 years," Garofalo said. "So, (fellow official) Dan DiCristofaro calls and says something like, 'Hey, do you want your state final?' It was pretty funny; the running joke afterward was that you've gotta work the Olympics to get a shot at the state finals."

Of course, that's not the case. And, if Garofalo had it his way, all hockey officials who worked hard, persevered, paid their dues and set that as a goal would get a shot at the MHSAA Finals.

A 25-year registered MHSAA official who at one time juggled rules books for eight different hockey leagues and has worked four World Championships in addition to the Olympics, Garofalo now works only high school hockey.

"From a selfish standpoint, I suppose, I like a season that has a definite start and end to it," says the New Boston Middle School social studies teacher, whose resume' at one point looked like an endless Scrabble hand that included abbreviations for USA, USA Junior, Ontario, East Coast, International, International Independent and Central Collegiate hockey leagues in addition to the MHSAA.

"Being a teacher, there's so much about the high school game that fits into education," said Garofalo, now in his 10th year with the New Boston Huron District. "There's so much to learn, and to help people learn at this level, from a playing and officiating standpoint.

"The people who officiate high school hockey are dedicated to improving, and as a veteran there's an opportunity to help them learn and advance," he says. "And, the coaches deserve kudos too. They are usually more professional and ask questions more properly than at other amateur levels. The reason is a direct result of them being accountable. They've got to answer to their principal or athletic director. Who are the junior and community league coaches accountable to? No one."

And, there's another allure to the school game compared to which other levels pale.

"The atmosphere of high school hockey is better than any other amateur level," Garofalo says. "You go do a game at Trenton, and there's a band. How many hockey games do you go to where there's a band? Detroit Catholic Central and Birmingham Brother Rice have their cheering sections. It's just a great atmosphere."

It's a scene that would surely help maintain the roster of younger, driven hockey officials. The trick is getting them there, according to Garofalo, one of the MHSAA's biggest proponents for advancement and recruitment of officials.

Part of the issue is the oversaturation of games that fill Mite, Midget and other amateur schedules. Those who simply want a paycheck are never at a loss for work as long as they know how to skate.

"Hockey is unique because high school hockey is in progress at the same time as USA Hockey. An official can get twice the pay at a Bantam/Midget doubleheader than they can for one high school game," Garofalo said. "The trouble is, who is instructing them? Who's helping them to develop?"

To that end, Garofalo, DiCristofaro and the rest of the Northeast Hockey Referees Association established a \$500 college scholarship. The recipient must be a high school hockey player who is officiating games in USA Hockey. Once they graduate from high school, many join the Association to work high school hockey.

Garofalo also offers other recruiting initiatives. In the Michigan Interscholastic Hockey League most schools play JV/Varsity doubleheaders, where the officials often let a linesman work a game at referee, while the experienced referee observes.

"At events like the Trenton Showcase, if we divide the fees differently we could get more officials involved," he suggests. "We can do four-person crews to get our good young people some varsity experience as linesmen, and move some of our experienced linesmen to referee on the same crew with some of the top referees."

It's the kind of continual teaching that perpetuates the quality of officiating, and it takes time. The goal is to have the officials ready to perform when they hit the ice.

"If I put you out there to referee or pull lines, I set you up to succeed," Garofalo says. "If I put people in too soon, I've set them up to fail, which leads to them leaving the game, and I haven't done my job."

The expectations and production of teacher and student must mesh for the system to work as intended. It requires patience as officials strive to climb the ladder, a bit of a lost art in today's society.

"The culture of newer officials today is different. It's a culture of immediate gratification," says Garofalo. "Very few want to hang around eight to 10 years as a linesman before they referee, or move up. There are some very good officials who leave each year, because they haven't become a referee, or haven't got a tournament assignment."

At the MHSAA Finals, Garofalo and DiCristofaro assist Jim Gagleard and the Livonia Ice Hockey Officials in heading up the off-ice officials. The inclusion and experience of such officials serves as a motivational tool which leads to improvement and retention. He also believes a four-person system in the MHSAA tournament would not only afford more qualified officials an opportunity for postseason assignments, but also provide better ice coverage as

the sport's speed has increased dramatically.

Not everyone can reach the summit, no matter the level. Even Garofalo himself, who once entertained dreams of skating in the NHL.

"The NHL looked at me a bit, but when I was at that age, it seemed all of the other linesmen were in their prime," he said. "It is what it is."

But, for a guy who began officiating at age 15 just to help pay for his hockey equipment, things have turned out quite well. In addition to the 2002 Olympics, Garofalo worked the Women's World Championships in 1990, and the Men's Worlds in Switzerland (1998), Norway (1999) and Germany (2001), working the Gold Medal game in 1998 and 1999. He's been a fixture at the MHSAA tournament during the last dozen years.

"My wife, Mary Beth, says, 'Wherever you go, you know someone.' I owe that to officiating; the places I've gone and the people I've met," Garofalo said. "It's taken me all over the country instructing, and even overseas for some assignments. I can't help but know people. It's a people business."

It might seem odd for Garofalo to even utter those words, describing the people-person this once shy kid has become. That's one of the many rewards officiating delivers which is more valuable than any top-level assignment or game fee.

"I was quiet when I was younger. Well, when a coach is going crazy and yelling, you've got to speak for yourself. You learn conflict resolution," Garofalo says, continuing as if he wrote the book on it. "'Coach,

get off the bench, quit screaming, and I'll explain what I saw and why I called it the way I did. Then, if you have a question, I'll answer it.' You learn to communicate with people who don't always agree with you."

Then, there are the memories. Memories won't buy a thing, but they go a long way in making 25 years on the ice, thousands of miles on the road, and countless hours away from home worth a million bucks.

"I worked 25 years for the IHL and AHL, and two years ago at the end of the regular season I was doing a Grand Rapids Griffins game. During the game, I told Brad May, 'I'm done,'" Garofalo recalls, confiding in the gritty enforcer and one-time Stanley Cup champion who had more than 1,000 NHL games under his pads.

"At the end of the game, every guy and coach skated to me and shook my hand. Then Brad May says, 'I heard you once worked the Olympics. It was an honor to be on the ice with you,'" Garofalo reveals, shaking his head. "Brad May said that to me."



Andrew Knapik Lincoln Park

Garofalo now skates solely at the high school level, where teaching is paramount.

Thomas is Right Where She's Always Been. On the Court

It's between seasons for WNBA player Stacey Thomas. She sits in her Northwestern University basketball office where she works during the offseason as director of basketball operations, listening to a message that she'd heard somewhere before.

"It was before a game in 2004, when an official for that night's game – Marvin Sykes – stopped into my office and was chatting up officiating," Thomas recalls. "He gave me recommendations for different associations, and various contacts, and that's when I actually registered and started reading rules books and studying mechanics."

Suffice to say, basketball was her life. From her days as a prep standout at Flint Southwestern to a brilliant career at the University of Michigan, and ultimately to the sport's pinnacle with a six-year career in the WNBA, Stacey Thomas had achieved hoops success beyond her wildest dreams.



from @stacey Thomas

Yet, it was two instances off the court – mere blips among the thousands of chance meetings and casual introductions in one's lifetime – which steered Thomas where she is today. Ironically, it's still on the basketball court.

The conversation with Sykes was the second moment, and it struck a familiar chord with a message she had heard years earlier as a collegiate player in Ann Arbor.

"The first time I ever thought about officiating was when I was playing at the University of Michi-

gan. A little bug was put in my ear during the pre-season when officials come in to talk about officiating, the rules changes, how the game is going to be called; that sort of thing," Thomas recalls. "It was Patty Broderick (professional and collegiate official who currently serves as Coordinator for the Women's Basketball Officiating Consortium). And at end of that talk she told us how officiating could be a great career and a way to stay in the game."

In the short term, however, Thomas had other ways to stay in the game. You could even say, she stole her way into extending her playing career. As a Wolverine, Thomas set a Big Ten Conference record with 372 career steals, 157 more than any player in U of M history. Her 1,556 points rank fifth in the Wolverine books.

Those numbers and her work ethic led to six seasons in the WNBA, highlighted by a championship with the 2003 Detroit Shock. Thomas played 175 games over six seasons with four teams. And, when her days in "The League" were done, Thomas' skills took her overseas to stints in Sweden, Turkey and Latvia over three years.

All the while, however, Thomas had her sights set further down the road, for when the game stopped. As it turns out, it hasn't stopped at all.

"As the years went by and I decided I was done playing, I thought about what I really wanted to do. I knew I wanted to stay in basketball," Thomas said.

Stacey Thomas accomplished more in her playing days than most people could ever dream. Now, she is back on the court starting over in stripes.

"I was an assistant coach at Central Connecticut State in 2004; it was a good experience, but I liked the administrative job at Northwestern better."

And, of course, there was always that officiating thing she'd heard about.

"While I was looking, I thought maybe I needed to really explore the officiating option," Thomas said, and she now enters her sixth year as an MHSAA registered basketball official. "As involved as I was with basketball, it gave me the opportunity to stay in the game and be surrounded by the game. It's a source of pride, and for me it's the ongoing concept of getting it right and always striving to be better. I want to be professional, set goals and be the best official I can be."

In other words, she approached officiating in the same manner she attacked opponents on the basketball floor. It's still the game she's known her whole life, just from a different perspective.

"As a player, I was around a lot of different coaches and a lot of different teammates, and they all have their own personalities. Understanding that really helped in the transition to officiating," Thomas said. "You learn to pick your battles and to take



“Sometimes the younger officials get too caught up in what other officials are doing. Who’s got the big games, the pay rates, and so on. I played in The League, and I knew going in I wouldn’t just come in and have the best games. You’ve got to put the time in.”

things in stride. You can't take things personally. Some coaches try to rattle you by being vocal and boisterous, and others are sarcastic and joking. As a player or as an official you have to read personalities. Playing the game helped me learn how to react, speak to them, and communicate.”

At times, her fame comes into play as well. It's not easy to hide when officiating in the same state where Thomas' star began to rise, and coaches often remind her that she used to be on the floor reacting to, rather than blowing, the whistle.

“I am a very laid-back individual, and it takes a lot for me to get rattled, so I use that to my advantage. I might hear from certain coaches, ‘Come on, you played in The League; they didn't call that in The League,’” she laughs. “I just take it for what it is, whether they are trying to get under my skin, or be humorous. I know as an official to just let them have their say.”

The former prep all-stater who finished second in Michigan's “Miss Basketball” voting as a senior in 1995, also was a three-time high jump champion and ran cross country at Southwestern. She hasn't totally left track and field behind either, as she is a registered track & field/cross country official with the MHSAA as well.

Thomas, who now resides in Novi, regularly works boys and girls high school basketball in the Metro Detroit Area, and runs on Michigan's community college circuit and at the NAIA level in the Wolverine-Hoosier Athletic Conference. The competitive fire that drove her as a player transfers to her uniform in stripes, as she eventually hopes to land NCAA Division I assignments.

“My playing experience helped me learn that you've got to pay your dues. You've got to work hard and have patience,” Thomas said. “I know that there are plays I have to still see over and over and over, so I will get them right on a consistent basis. I need to get to the camps, continue to learn the rules book, and my time will come. The more games, the more reps, the more situations, the more you learn.”

It's a quality and regimen she tries to impress upon up-and-coming officials, and she also expresses that it's important the many benefits of officiating aren't lost in the quest for top games.

“I've developed so many friendships and made so many friends by getting into officiating. What better way to have an impact on a sport?” Thomas asks. “I tell people to have fun, enjoy it and work hard. Most of all, I always tell them being compen-

sated is a bonus for doing something you love to do.

“Sometimes the younger officials get too caught up in what other officials are doing,” she continued. “Who's got the big games, the pay rates, and so on. I played in The League, and I knew going in I wouldn't just come in and have the best games. You've got to put the time in.”

Thomas has noticed impatience not only among young officials, but in the playing ranks as well.

“On certain levels, the speed and physical nature of the game has increased,” she said. “There's all this talent, but at the same time the players have become a little bit lazier compared to back in the day. Years ago, kids had more passion for the game, because nothing was given to them. They were better listeners to coaches, peers and parents.”

When Thomas shares the floor with today's high schoolers, they are definitely getting her best effort and maximum attention. She understands what's at stake, and what the high school game is all about. It's why she accepts games nearly every night of the week during the season, and why she relishes those weeknights in the gyms.

“First of all, it's a special time in their lives, and it's their turn to shine and to play at a high level and to be seen by their classmates and by the community,” Thomas says. “There's nothing like that seven o'clock rivalry game, with a big crowd packing the gym, and it's a close game and you are right there in the fire. It's an adrenaline rush that pumps you up. Those are the games you strive for.”

Thomas has been on the floor for plenty of those games, and will have countless more in the future. That's what makes it most special to know where she was this June when she could have been elsewhere. Thomas spent some time at the Healthy Kids Club in Detroit, helping director Mariah Lowson with basketball leagues for kids who ranged from 8 years old to high school age. Officials paid \$20 to attend the camp and gain experience that will help them down the road. It certainly doesn't hurt to see someone there like Thomas helping out.

“The nice thing is, it's younger kids in the league, so young officials would not be intimidated,” Thomas said. “The motivation for them is to do well in these games, understanding that they can make money doing peewee leagues while continuing to learn. There were some kids as young as 13 or 14 years old, up to 17 years old, working games.”

And there was Thomas, right on the court as she's always been.

Seeing Can Be Deceiving; Tools of Trade are Changing

I received an invitation on Jan. 11, 2012 to participate in a workshop at the National Association of Sports Officials (NASO) Summit this past July. The invitation came from *Referee* magazine publisher Barry Mano; and his email began: “It used to be said, ‘Call them the way you see them.’ Today the mantra needs to be, ‘Call them the way they are.’”

Then, just five days later, I watched the NFL Playoff game between the New York Giants and my beloved Green Bay Packers, a game where even loving Green Bay Packer fans know the officials gave the Packers some gifts, a game after which nearly everyone agreed that the on-field officials did **not** get them the way they were, and the replay officials did **not** get them the way they should have been either.

It’s as if Barry knew this would happen, as if he willed it to happen to give his invitation to participate in the NASO Summit workshop more urgency. So I accepted, knowing my role would be to provide perspective from the high schools’ point of view, as my co-panelists came from loftier levels of sports business and officiating.

The force behind the shift from “Call them as you see them” to “Call them as they are” is electronic media, both video broadcast media and social media.

Originally, the role of video broadcast media was to deliver the game to television viewers. The networks produced the video presentation of the event. They packaged and presented what the contestants provided. But that has changed, and television now plays the role of judge and jury over disputed calls.

On higher levels of sports, it is now expected that all the available resources of broadcast media be used to get calls correct; and with the modern professional sports arena equipped with many cameras, multiple angles and super slow-motion, getting it right is now a reasonable expectation of participating teams, in-person fans and at-home viewers.

In contrast to the vast resources at major college and professional sports venues, the vast majority of varsity and subvarsity high school events, whether in sports of high profile or low, do not have such assets. High school facilities rarely come equipped with cameras. High school events rarely are televised. And when they are televised at the local level, it’s usually single-camera coverage, even two- and three-camera productions are rare.

For some Final events in some high school sports, multiple cameras may be available, but nowhere near the quantity of cameras available when the Giants played the Packers at Lambeau Field. And even then, the officials – on the field and in the booth – still got some big calls wrong!

The problem for high schools is that, even with frequent imperfection, college and professional sports organizations’ video review of plays has raised expectations of fans where resources can’t match those expectations. And to make matters worse, while the high school contest may not be broadcast, many people in the stands are packing a camera, cell phone or otherwise; and they are able to post their videos of bad calls overnight on YouTube, and post and comment on Twitter and Facebook instantly.

While a few state high school associations are using video replay to review very limited circumstances at the culminating level of tournaments in one or two sports, I don’t know of a single state high school association that will utilize video from the crowd to review officials’ decisions; nor should they do so. But clearly, you see the problem. An official makes a critical call at perhaps a game-deciding moment. One team wins and the



As media – and social media – scrutiny reaches new heights, often times the most tense moments for professional and collegiate officials might be those spent behind curtains.

losing team’s fans post the egregious call on YouTube. Dozens of times as many people will see that video the next day as were in the crowd during the actual contest.

It’s a nightmare for the state association and an even worse experience for the official who called it as he or she **saw** it, but not as it **was**.

One saving grace of this little scenario is that it won’t be the worst story forever. Before long, it will happen again; and this next “egregious call” which the state association will not review and reverse will soon be replaced by another “egregious call” which the state association will not review and reverse.

Still, it’s tough on everyone: state associations, participating schools and contest officials. It’s a social media maelstrom for those parties; a social media feeding frenzy for others.

An even more important saving grace of our situation is this: the stakes for high school sports are lower. Fortunes will not be made or lost by a blown call in a high school game. In high school sports, it’s education more than business.

And if we do the education thing right, we seize the teachable moment, which here is, “Sometimes in life you lose when you deserve to win, and sometimes in life you win when you deserve to lose.”

Social media just makes the lesson clearer: makes it even more obvious when you get more than you deserve as an athlete, coach or team; and when you get less.

“The problem for high schools is that, even with frequent imperfection, college and professional sports organizations’ video review of plays has raised expectations of fans where resources can’t match those expectations.”

From Increased Scrutiny to Improved Training Opportunities, Technology has Rewritten the Rules

The group of approximately 50 officials from the Capital Area Officials Association watched the same high school football play repeatedly for nearly a half hour at a regular Monday meeting last fall.

There was spirited discussion as to whether the play resulted in a touchdown or fumble. Opinions flowed as to how their fraternity brothers on the big screen for all to critique – some of whom were also in the room that night – might have positioned themselves differently, focused on keys differently, reacted differently.

And, at the end of nearly 30 minutes, no definitive conclusion was reached.

“Maybe that’s the best we could do with a crew of five,” CAO Executive Director Mike Conlin said that night. “But, what we *can* do is be aware of what part of the field the snap is taking place, and expect these situations on every play. Go over your keys in your head on every play. Be prepared.”

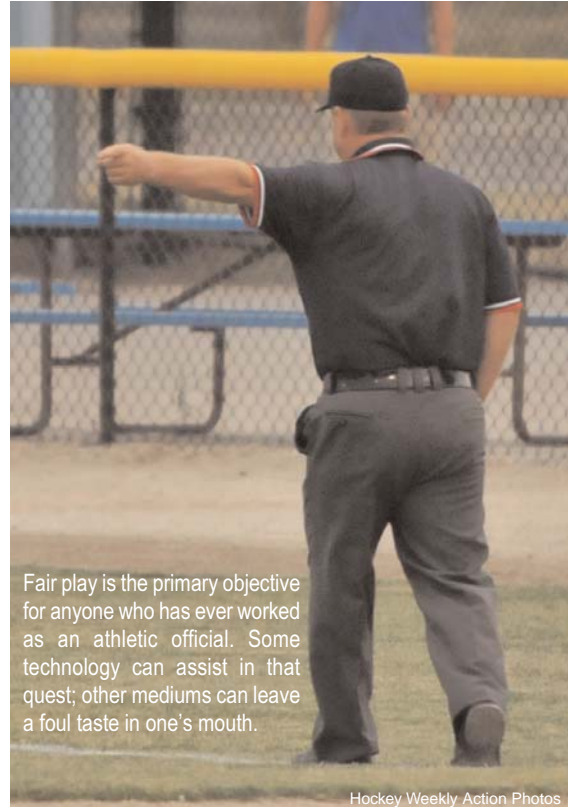
As always, he added, “We’re not showing this to make an example of these guys or to second-guess them. It could have been any one of you guys out there. We want you to be prepared when this happens in your game.”

Keep in mind, the group was watching *one* camera angle, from high atop a press box. This was not a call to Mike Pereira of FOX Sports to break down a play from 15 different angles with the aid super slow motion.

Therein lies the Catch-22 syndrome surrounding high school officials today. They are, more than ever, expected to get *everything* right, because that’s what people expect on Sundays under the brightest lights with the most innovative technology. Fans want results, not excuses.

“The biggest change in the games today, basketball, football, baseball – whatever sport – is technology,” said West Bloomfield’s Lamont Simpson, MHSAA registered official for nearly three decades. “And with technology comes increased expectations. It used to be that people could accept an occasional missed call. Now, they want you to get them all right. The level of scrutiny has greatly increased because there are cameras everywhere.”

Yes, even in high school. While each team might just have a single video camera recording the game, you never know how many people have



Fair play is the primary objective for anyone who has ever worked as an athletic official. Some technology can assist in that quest; other mediums can leave a foul taste in one’s mouth.

Hockey Weekly Action Photos

hand-held devices catching every play. Additionally, many contests include the presence of local TV news cameras.

“Expect that everything you do can and will end up on YouTube,” says veteran ice hockey official Jim Garofalo of Howell. “The worst part about YouTube and other internet video is that there’s no accountability.”

The proliferation of, and accessibility to, video has increased the number of armchair officials, most of whom have never opened a rules book and only know what they hear from play-by-play commentators at the professional and collegiate levels.

High school officials learn a great deal about NFL, NBA and college rules from the bleacher inhabitants while correctly applying high school rules to similar scenarios.

“It’s very tough to take criticism from people who don’t know nearly as much about the game as

– continued next page

you do,” says high school and college football official Chris “C.J.” Jackson, from Dearborn Heights. “Technology makes it tough because now everyone is watching your every move. Even when you get it right, people say you are wrong. This makes officiating difficult.”

But, all hope is not lost. The mere fact that video for the game mentioned in the lead of this story was available – and that nearly 50 people were interested enough to set meeting dates aside during their family time on Monday evenings – signals the tremendous advancements being made in the education of high school officials.

Much of the progress is due to the three-headed monster of technology, which can hover like a noose, act as a crutch, or serve as the fuel that drives officials training. The key is to tame the beast and make it work for all involved. When it’s at its best, it rights the occasional wrongs.

Good or no good? In 2010, the MHSAA adopted limited use of video to assist officials with last-second shots in its Basketball Semifinals and Finals.



“Technology has been very beneficial,” says high school and college basketball official Stacey Thomas of Novi. “Scheduling is more convenient and, as we do higher levels, we can use whatever monitors are available to get the plays right. I’ve seen new equipment that’s mind-blowing, to zoom in and slow things down to the millisecond to determine if that last shot left the shooter’s fingertips in time.”

In 2010, the MHSAA adopted the use of video on a limited basis. For both genders of the MHSAA Basketball Semifinals and Finals, officials may use

the court-side monitor to determine whether an attempt is good or no good, or whether it is a 2-point goal or 3-point goal, only when the clock reads 0:00 at the end of a game.

Ice hockey began to employ a similar system in 2011 for its Semifinals and Finals, only reviewing “puck crosses the line/beats the clock” scenarios.

“I was involved in putting a bug in the ear regarding the use of video for our Finals,” said Garofalo. “Why not use it if it’s there? And, only when the goal line is involved. Simply is it a goal or not a goal? Did the puck go in or didn’t it? That’s all we need. From that standpoint, technology is a great tool. We all want the right results.”

Video consultation is also permitted at the MHSAA Cross Country/Track & Field Finals for situations at the finish line if there is a challenge, an error in the finish placement, or malfunction of the timing system.

As most MHSAA Finals are now either televised or streamed, video is readily available, making such use a possibility. However, there is no intent to bog down school sports contests with an abundance of replay, for a number of reasons.

For one, the presence of adequate video equipment is lacking at all levels for all games. The MHSAA has adopted use only in extreme circumstances at the highest level, where solid video evidence may exist.

For another reason, high school contests remain – above all – extensions of the classroom. High school sports are educational business, not big business.

“The stakes for high school sports are lower. Fortunes will not be made or lost by a blown call in a high school game. In high school sports, it’s education more than business,” said MHSAA Executive Director Jack Roberts in his article on page 22 of this issue. “And if we do the education thing right, we seize the teachable moment.”

It is no surprise that some of the students with the greatest thirst for such knowledge in educational athletics are the officials. Their advancement and success largely depends on their rules knowledge and performance. Technology plays an enormous role in an official’s ability to improve both.

From online rules meetings, to online forums and video portals, to regular association meetings and “film” review, technology continues to provide a bounty of learning tools for the hungriest officials.

Not surprisingly, those with the biggest appetites are often the youngest officials, for whom technology is as natural as breathing.

“I can’t think of a time that technology has had a negative impact on officiating,” said Kyle Bowen of Detroit, currently a Grand Valley State University student who works basketball. He first registered with the MHSAA in 2008 through the Legacy program. “Technology has been super beneficial because I am constantly watching training videos, play clips, and anything else that can be helpful to me as an official.”



Just a high school official? In today's world, assume that a camera can find anyone, anywhere, and anyone's performance can end up online.

Luke Bowman, a Central Michigan University student from Jackson, first registered for football, basketball and baseball in 2007. From the registration process to his growth as an official, technology has helped pave the way.

"Any negative effect of technology is only temporary, and quickly turned into a positive," Bowman explains. "When my assigners, evaluators, or crew members watch the video and notice mistakes, I may get some criticism at the moment, but it only helps me to improve in the long run."

"Watching game video helps things become more clear when we see similar plays on the field. Technology continues to become cheaper and more readily available."

Not only is the technology itself more affordable, but it serves to cut down expenses considerably for a group that arguably travels more than any other group in school sports.

In 2007-08, the MHSAA entered the realm of online rules meetings for the first time, using its track & field meetings as the litmus test. The results merited a greater number of sports offering the online option in 2008-09.

Attendance for coaches and officials in the online format was overwhelming, and when converted to tangible numbers, the figures were staggering.

It is estimated conservatively that the travel savings from the convenience of online meetings during 2008-09 was 966,000 miles – 39 times around the earth – reducing fuel consumption by approximately 39,000 gallons of gas, and saving about \$100,000 for coaches and officials.

With only a partial list of sports served with the online format during the 2008-09 school year, approximately 6,000 more persons participated in the meetings (both face to face and online) than in 2007-08.

The list of in-person meetings continues to dwindle each year, and with good reason. In 2011-12, rules meeting attendance by coaches and officials was 21,395, with more than 90 percent of those people satisfying the requirement online.

For today's generation of young officials, turning on a computer is as commonplace as turning on a light switch.

"Technology has made it easier to become a better official these days," Jackson said. "With email comes the ability to send tests to all members of an association. With video it's easier to learn for each other. At our meetings, video made it very possible to learn how to better our own games."

With the electronic expectations of today's younger generation of officials, association leaders and trainers have to stay in step with the demand.

In some cases, associations use young officials more familiar with video software to produce training files with game videos obtained from schools. It gets newer officials involved, and provides association leaders with a valuable teaching tool.

Associations such as the CAOAs have used membership dues to purchase video equipment and software. The Association gives subvarsity officials a small stipend to record varsity games, and in turn the newer official often times will travel with the crew and be a part of the pregame and postgame discussions.

"It's just another way to involve our newer people and get them excited about officiating," Conlin says. "It's a motivational tool and a learning experience. Anyone in our association is welcome to travel with a veteran group or sit in on a pregame, and we've seen more of that in recent years."

— Rob Kaminski
MHSAA benchmarks Editor

The 23 Most Powerful Lessons of Officiating

7
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Online rules meetings represent just one of the many ways in which technology has grown to benefit athletic officials.

We're All in This Together

Officials Recruitment and Retention Efforts Pose Annual Challenge for State Associations from Coast to Coast

The conversation usually begins with a shake of the head followed by “Wellll...” when the topic of officials recruitment and retention is brought up to industry leaders. Not just here in Michigan, but throughout the country.

Not that anyone is trying to keep secrets from one another. The lifeblood of officiating kin courses through state boundaries and flows overseas. If there was a magic recipe for keeping the family healthy and growing, it would be shared.

“The nature of officiating is so dependent on individual personalities. Either they get excited or they don't. Like I tell people when they ask: ‘It's not for everyone,’” says Kevin

For younger, enthusiastic officials fresh out of high school or college, it's often times a commitment of a different kind that derails potentially successful officiating tenures: real jobs.

“In Eugene (Oregon) and Corvallis (Oregon State) where the universities are, and at several of the small colleges, too, we attempt to reach the intramural programs to find students who might be looking for a few extra bucks,” said Jack Foliard, executive director of the Oregon Athletic Officials Association. “The problem is retention of those people. They graduate.”

There are other potential talent pools in which associations can cast lines. Thanks to the over-sat-



“As a state association, we believe the best recruitment comes through local associations and individuals. We talk to them about recruiting their own. Who better to get young people interested?” – Dr. Ralph Swearngin, Georgia High School Association



Merkle, associate director of the Minnesota State High School League, who also oversees the state's 6,500 officials.

It's a two-pronged challenge facing school sports officiating leaders nationwide: one, recruitment, and two, getting those recruits to stay in the game.

As the perceived importance of athletics – even at the high school level – continues to weave its way into today's culture, so do the pressures now inherent in playing, coaching, parenting and officiating. It's an atmosphere some people just don't want to be part of.

“One of the biggest challenges in recruiting new officials, is that there are more demands on officials, in terms of preparation, than existed in the past,” said Dr. Ralph Swearngin, executive director of the Georgia High School Association.

“As the games evolve, officials have had to keep in step. Physical and mental preparedness are stressed, and we have mandatory meetings. When someone enters officiating today, they need to make a real commitment.”

uration of youth sports programs nationwide, there is never a shortage of community sports activities. And, where there are games, there are officials.

“There are so many who work park bureau and recreation games, so we are trying to identify the leadership of those leagues to market ourselves through the youth programs,” says Foliard, who heads up Oregon's 3,100 registered officials.

In Minnesota, some community programs offer an incentive for officials to register with the MSHSL.

“I work closely with some community programs, and they actually set up a program to get their officials registered through us,” Merkle said. “In turn, the people who register with us make \$2 or \$3 more per game in the youth leagues. The hope



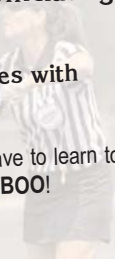
courtesy of MSHSL

Events such as this recent football clinic in Minnesota serve to educate officials and generate enthusiasm for the avocation.

The 23 Most Powerful Lessons of Officiating

8 Criticism comes with the territory.

Plan on it. You have to learn to love it when they BOO!



The **23** Most Powerful Lessons of Officiating

9 The hallmark of great officiating is neutrality.

Each word and deed must reinforce your impartiality.

is that there is enough incentive for them after doing X number of youth level games that they will want to advance, and in this case they are already registered.”

Swearngin re-

ports that officials registrations in Georgia have increased during the last several years, although shortages still exist in some sports. The 8,500 registrations account for some 6,000 individuals, all of whom can serve as the best recruiters an association can hope for.

“As a state association, we believe the best recruitment comes through local associations and individuals. We talk to them about recruiting their own. Who better to get young people interested?” Swearngin asks.

Upon registration, the state associations can take over and do what they do best: train, educate and support.

“State associations can assist in retention by providing the training resources they need and giving them support,” Swearngin said. “We can help with sportsmanship issues, facility issues; provide the proper setting for an enjoyable experience.”

Merkle echoes those sentiments, and adds that training is a continuous process.

“We know that properly training officials is key to retention. With proper training they will have a better experience, and are more likely to stay around long enough to gain the skills necessary to be successful,” Merkle said. “Almost all of our hockey officials come to us after having been trained through USA Hockey, and our retention level is quite good. The challenge for us is to provide on-going training opportunities.”



“The nature of officiating is dependent on individual personalities. Either they get excited or they don’t.”

Like I tell people when they ask: ‘It’s not for everyone.’” – Kevin Merkle, Minnesota State High School League



ans don’t want to give up any dates to give the new guys a chance,” Merkle said.

“Generally, we lose officials in the first few years. If we hold on to them for six or seven years, they get the bug and stay,” said Folliard, an officiating lifer in his 31st season of football in the Pac-12 Conference who still works high school basketball.

Swearngin believes long-term retention can occur in just a couple years for the right individuals, but societal changes have drastically reduced the number of those particular candidates.

“We live in a microwave world where people want immediate results,” Swearngin said. “Officiating is an apprenticeship-based avocation. You work certain levels before moving up. As such, we also lose people after eight or nine years because they haven’t moved up as quickly as they’d like.”

If technological advancements of recent years have extinguished patience, they have propelled entertainment options.

“There’s so much for people to do today,” Folliard said. “In Oregon we’ve seen a bit of a change in family structure – and it’s a good thing – where families are doing more together during the free time they have. Officiating takes away from that.”

Swearngin has noticed a change in the workplace as well as in the home.



“Generally, we lose officials in the first few years. If we hold on to them for six or seven years, they get the bug and stay.” – Jack Folliard, Oregon Athletic Officials Association



It is important to make the new officials to feel as comfortable as possible. After all, the majority of their “work” takes place in settings where they seldom are made to feel welcome. Therefore, it is incumbent on veteran officials, local associations and state associations to do all they can to nurture the rookies and encourage their growth. That doesn’t always happen.

“Our veteran officials and our associations always say we need new officials, but then the veter-

“I sense that employers today are a little more reluctant to be as flexible with our officials as they once were,” Swearngin said. “Where once they saw it as a way to give back to the community, that value isn’t as prevalent today.”

That value however, is alive and well in the business of officials recruitment, as leaders nationwide continue their annual quest.

— Rob Kaminski
MHSAA benchmarks Editor

ArbiterOne Targets Officials Assigners

Getting I.T. offers helpful hints and instructions pertaining to information technology as it relates to the MHSAA and school sports in general.



Geoff Kimmerly, MHSAA

The day officials' assignments come out are a lot like kids' birthdays. The kids rip open presents in a wisp of the time parents spent shopping for, wrapping and delivering the goods.

On this magical day in an official's life, a season's worth of assignments are digested in a matter of a few scans up and down the monitor, then synced to Blackberrys, iPhones, Outlook and Google calendars. Done.

Only the assigners truly know the amount of planning, juggling and matchmaking that went into each schedule.

And, of course, there are the returns – this one doesn't fit, that one's not the right style, already got one from a relative – that keep assigners busy all year long.

Officials strive to go through a game without being noticed. It's the mark of a job well done. Assigners needn't worry about that; flying under the radar is just part of the job.

Enter ArbiterOne, a software program under the ArbiterSports umbrella, which understands perfectly the unenviable task of assigners, and aims to make life a little easier for them in the near future.

"Arbiter One will allow all associations and assigners to have access to the Arbiter scheduling and assigning system," said MHSAA Assistant Director Mark Uyl, who heads up the more than 12,000 registered officials in Michigan. "In the past, the biggest hurdle for associations or assigners using Arbiter has been cost, and the new ArbiterOne program will allow groups to use the system at about a 90 percent cost savings from previous years."

ArbiterOne is scheduled for implementation in January 2013.

A statewide meeting of officials assigners took place in July to introduce ArbiterOne, online assigning software which is expected to be in place by January 2013. The software program will help consolidate and identify registered officials throughout the state while assisting assigners with scheduling and roster maintenance.

ArbiterOne™

Already an industry leader in the scheduling business, approximately five million assignments passed through ArbiterSports a year ago, serving close to 4,000 leagues and associations ranging from six to 21,000 officials.

Thus, it's not a matter of re-inventing the wheel. It's more the challenge of training experienced drivers for the vehicle while bringing all related parties into the same traffic stream.

"At the outset, we need to determine the best input method for scheduling accuracy while eliminating duplication of effort," Uyl said. "Should that be done by the AD, league or assigner? As we transition to this new online system, there will be some bumps in the road as all parties involved figure out the best way to manage the logistics. MHSAA staff is working with Arbiter staff each day to ensure a smooth transition period."

ArbiterOne is just a single component of the more global ArbiterGame system being launched this school year to aid school administrators with their daily scheduling duties. As such, it is necessary that all facets of event scheduling are tied together, including practice times, transportation,

conflicts, start times, school contract and contest officials.

The intended result is one-stop shopping for all users in the system, from the athletic director, to the bus driver, to the officials assigners.

“This system will yield a couple of major benefits once the ‘Super Group’ of users becomes a reality,” said ArbiterSports Coordinator of Officiating Education Mike Conlin, who also serves as executive director of the Capital Area Officials Association in Lansing. “First, assigners and ADs aren’t going to have to worry about whether an official is registered or not. If he or she is assigned through ArbiterOne, then they are registered. For assigners with 350-400 officials, in the past you’d just take an official at their word because many times it wasn’t easy to look up.”

The second major advantage to ArbiterOne directly involves officials, and quite possibly the retention of newer officials. Once an official registers with the MHSAA, they will appear in the system. And, when all assigners are using the same system, more sets of eyeballs will see their availability.

“We always hear one of the biggest frustrations for new officials is the ability to get games; to get assigned. It’s one of the things that drives them away,” Conlin said. “This will help because they can’t fall through the cracks. Right now we rely on new officials to contact the associations or the assigners. We might not even know who the new registered people are in our area. This (ArbiterOne) will fix that. All assigners will easily be able to see all the registered officials in their area. And, if you can see them, you’re likely to put them to work.”

The MHSAA and Arbiter are aware the success of this massive undertaking will be measured by results. To achieve the desired results, however, all parties must buy in, including those to whom “technology” is a word with six letters too many.

“The Arbiter platform will increase consistency across the state as schools, associations and assigners will do business using the same tools,” Uyl said. “In some cases, yes, it will require people to use new procedures, which might require them to leave their comfort zone. Whenever you have anything new or different, there will be growing pains, and even resistance, to the new methods.”

The hook, however, is that school administrators and assigners have been searching for the “perfect” tool to meld their initiatives together for quite some time. Various scheduling soft-

wares were quite proficient in many areas, but lacking in others, depending on the user. ArbiterGame aims to be the one-size-fits-all solution.

It also could get a vote of confidence from a group not typically considered an ally, at least in the officiating realm.

The 23 Most Powerful Lessons of Officiating

11

The rules are the foundation of the game.

Acquire a *reverence for the rules* and be guided and inspired by it!

The 23 Most Powerful Lessons of Officiating

10

Participant safety is a primary responsibility.

Your game decisions should err on the side of **safety**. Always!

“The beauty of this is, once one person enters a game, the information is there for all appropriate users to see,” Conlin said. “Game contracts, officials contracts, transportation needs, and *notifications to parents*. What will drive schools to enter games into the schedule? Forget to enter a game or two and then take the calls from parents, and things will change in a hurry.”

In the assigning business, changes on the fly come with the territory. ArbiterOne aims to make those last-minute cancellations and turnbacks a bit more manageable.

— Rob Kaminski
MHSAA benchmarks Editor

Quench Your Thirst

The MHSAA frequently receives inquiries from officials requesting training videos and other study aids. The following are excellent resources:

MHSAA.com Video Training Page

Go to the Officials page of MHSAA.com or scan this code



Referee Magazine, the top officiating publication written for, by and about officials. Go to referee.com for subscription info, and also visit referee.com/publications for training materials.

Officials at all levels are encouraged to join **NASO**, the National Association of Sports Officials, which provides both online and printed educational and training resources, in addition to numerous member benefits. naso.org

Among our favorite video resources are:

Football

- officiallyspeaking.com/footballdvd.php
- refereclinic.com/videos

Basketball

- iaabo.org

Baseball

- umphub.com/

The Right Stuff at the Right Time

The “MHSAA Vault” typically features stories from past publications. In this issue, we look back at two memorable moments in MHSAA Finals history when the right people found themselves in the right place at the right time, and delivered – absolutely – the right calls. — Rob Kaminski, benchmarks Editor

MHSAA Championship history is filled with unforgettable moments for participants and spectators alike. Every now and then, the contests on the biggest stage deliver the cliché finish that everyone dreams of: close game, final seconds, trophy on the line, someone’s gotta win, someone’s gotta lose.

For the three teams out there, it’s as exciting as it gets. Yes, *three* teams. For every classic crunch-time moment, there are officials who have earned the right to share that moment with the participants.

Following, *benchmarks* reflects on two such moments from the viewpoints of those in stripes.

THE STAGE

Ford Field, Detroit, Nov. 24, 2006
Muskegon (13-0) vs. Warren DeLaSalle (11-2)
At Stake: MHSAA Division 2 Football Title
Officials: Referee Charles Sprang (3rd MHSAA Final); Umpire Mike Wallace (1st); Linesman Troy Miller (2nd); Line Judge Reginald Smith (1st); Back Judge Trenton Withrow (1st)

THE MOMENT: DeLaSalle trails 32-30 with time running out, when QB Brian Lewis completes a slant pass to Don Fowler. Fowler is into the clear and headed for the end zone when he is hit by Muskegon’s Ronald Johnson at the 4-yard line, and stretches for the end zone. The ball pops loose, Fowler’s knee goes down, and Muskegon’s Bobby Miller recovers the ball in the end zone within a few furious seconds. The Big Reds get the ball, the undefeated season, and the championship.

Withrow: “They were in a hurry-up on the last drive and the game, which was fast-paced the entire time, got even faster. When the receiver got into the open, I knew I had to get back to the goal line and keep my eyes on the play. That was the first thing on my mind; if I don’t get to the goal line, I can’t make that call.”

“Immediately after I made the call (correctly, a fumble and touchback), I just remember chills down my spine, the DeLaSalle kids trying to argue that he was down, and hoping I got it right. We don’t have the luxury of replay. It was



The ball is out before the knee is down in a memorable MHSAA Finals finish for all involved; including the officials.

a bang-bang call; knee coming down, lost ball, goal line right there.”

Smith: “As the play took place, I was telling myself not to rush, but be precise in my call. Just move in to box the play with Trent and watch for the ball at all times as the play developed.”

Sprang: “I did not see the fumble as I was about 60 yards up field. I got to Trent and said, ‘What do you have?’ Trent said, ‘Touchback.’ Mike Wallace asked, ‘Are you sure?’ Trent never wavered and said, ‘He never got in the end zone with the ball. It was out at the 1.’ I asked again, ‘Are you sure?’ Trent said, ‘No doubt.’ Trent, as I saw on film, was in perfect position. That call was the game and he nailed it.”

Miller: “It was great that Reggie and Trent spent very little time communicating and they had the same ruling. Being on the Warren DeLaSalle sideline, I explained to the head coach what we had and there was really no reaction, as I believe he saw exactly what Trent had seen, and knew that Trent was in great position.”

Wallace: “I just remember seeing the play from a distance as I was the umpire. I saw the call and just said to myself, ‘I hope that was the right call.’ I didn’t have any doubt, but just didn’t want a call missed at that point in the game. The call was so smooth, as if he had made the call a hundred times.”

“Moments afterward I just remember telling him ‘That was a heck-of-a-call,’ and I was not even sure if he got it right or not.”

The 23 Most Powerful Lessons of Officiating

12

There are the rules and then the spirit of those rules.

Enforcing the “spirit of the rule” is possible when you use good **common sense**.

Withdraw: “I’ll never forget when Mike came running down the field, he said, ‘That’s why I’m glad I’m the umpire; so I don’t have to make that call.’”

“Chuck and I discussed it, and he just wanted to make sure of what I saw; I told him exactly what happened, and then he repeated the signal.”

Sprang: “At every opportunity, we talked about ‘staying in the game.’ Muskegon had a two touch-down lead twice in the game and DeLaSalle fought back each time to either tie or go ahead. I am not sure if Mike Wallace had a crystal ball, but he said, ‘One play is gonna win this game, be ready.’”

Miller: “I remember walking up the tunnel going back to the locker room and walking past a reporter from one of the Detroit papers and having him say, ‘Nice job guys, that was a great call.’”

Sprang: “I knew at that point Trent had it right and the replay only confirmed it. When I saw the replay, it sure was a great feeling to see that ball pop out at the 1-yard line and Trent on the goal line

with his bean bag. He made four other guys on the field that day look very, very good.”

Withdraw: “Looking at the replay, I was surprised my bean bag came out, because I didn’t remember that during the play. It’s a reaction, and I just relied on mechanics. If you do all the right things mechanically, you’ll be in position to make the calls, and it certainly paid off at that moment.”

Wallace: “In the locker room it felt like we just went 15 rounds with Apollo Creed and we were still standing. We knew that we all worked hard, concentrated and nailed it. Maybe it was just that one call, but it was an incredible feeling of success that you strive for when you officiate.”

The 23 Most Powerful Lessons of Officiating

13

A solid pregame conference makes a difference – a big one.

Take the lead! Make yours **timely, tactical** and **tactful**.

THE STAGE

Breslin Center, East Lansing, March 27, 1999
Muskegon Western Michigan Christian (25-2) vs. Detroit City (22-3)

At Stake: MHSAA Class D Boys Basketball Title
Officials: Dick Kalahar (4th MHSAA Boys Final), Mike Robillard (2nd), Tim Belt (1st)

THE MOMENT: Game tied, clock ticking down, as Muskegon Western Michigan Christian’s Nick Bultema uses a screen and goes airborne to launch a last-second three-point shot. The ball is tipped by Detroit City’s Michael Williams, but momentum takes his body into Bultema’s before the shooter reaches the floor. Foul. 0:00 on the clock. Bultema makes the second free throw, and secures the title.

Kalahar: “I was the trail official, and as the clock was winding down I was looking for a three-point shot, as Detroit City’s defense on the inside was very good. As the player (Bultema) attempted the shot, a very big Detroit City player tried to block the shot. The WMC shooter was still in the air after releasing the ball, when the Detroit City player contacted the shooter and drove him into the table at press row.

“I made a foul call on the Detroit City player just before the horn went off. Before I went to the table to report the foul, I met with Mike and Tim to confirm the foul was called before time ran out. We all agreed there would be three shots given to the WMC player.”

Robillard: “I knew going into the game I was with two outstanding officials, and we would handle any situations that might occur. As the game was getting into the final minutes I was hoping for overtime because both teams had com-

peted so hard and the game had such a great flow.”

Kalahar: “I reported the foul and explained to the table what we were going to do. I also called both head coaches together to explain what the call was and how we would proceed. Both coaches were gentlemen.”

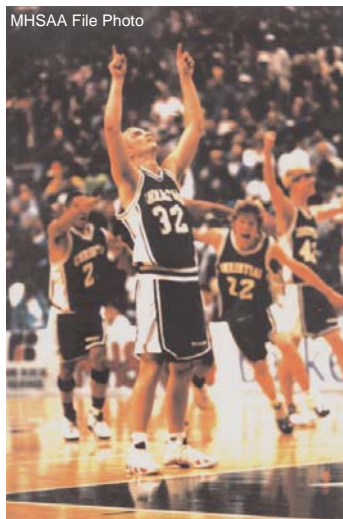
Robillard: “As the end of the game approached, our crew communication was outstanding. We knew we had to be out on the perimeter and protect the shooters. So when the left-handed shooter pulled up behind the three-point arc, both Dick and I had him booked in. It was Dick’s primary, but I was doubling back to protect the backside of the shooter. As soon as the defender ran into the shooter, Dick nailed the whistle.”

Kalahar: “Experience always helps. Trying to anticipate what might happen as well as good concentration in a game like this comes with experience. Having two good partners is also a key.

“As we entered the locker room, much to my surprise, Jack Roberts, Nate Hampton and Tom Minter of the MHSAA office were there. I will always remember their support. Our crew then talked about the game, and felt we gave the teams a good game. Mike or Tim told me they thought the last call took courage and they were proud to be a part of this crew.

“I had some very anxious moments the first time I saw the replay. As officials, we always want to get the call right, especially in a game like this. I’ve seen it many times, and to this day I believe the right and fair call was made.”

Zeros on the clock, a tie game, and three shots to make one to win the title.



Nothing is Out of Reach



"If you want it, go get it. It's out there."

Annette Babers has lived on both sides of that message, as both the pursuer and achiever. And she explained how today's high school players can do the same in speaking to more than 200 athletes, parents and coaches attending the MHSAA's Reaching Higher girls basketball clinic in July at South Lyon High School.

Reaching Higher, in its fourth year and in coordination with the Basketball Coaches Association of Michigan, provides the state's elite basketball prospects with a day not just of basketball training, but also instruction in what it takes to succeed both academically and socially at the college level.

And becoming a well-rounded athlete – physically, mentally and spiritually – was a main point of emphasis for Babers, considered one of the nation's top high school players in 1988 while a senior at Saginaw High (she averaged 24.8 points, 21 rebounds, 15 blocks per game) before playing at Michigan State University and professionally in Turkey.

She's also the aunt and a major influence in the life of Draymond Green, who finished his career at MSU this spring and was drafted by the Golden State Warriors.

Mixing in the lessons she'd learned while telling the story of her basketball career, Babers provided these nuggets:

- "Listen (and) be obedient. If you're obedient, you're going to have that drive. You're going to have that determination – if you've got love for the game."
- "If you want that next level, it's right there. Go get it. It's out there. You don't realize how much you can do ..."

The Fourth Annual Reaching Higher Basketball Experiences focus on growth on the court and in the classroom

The **23** Most Powerful Lessons of Officiating

14 There's no score at the start of the game.

Start each game without a bias. A memory will **dig you a hole** faster than a shovel.

- "You know there's more to this than just playing. You've got to get your body physically fit. You've got to get your mind ready."
- "Whatever you do, please, (mind your) attitudes. You never know who's watching."
- "Your parents have given you the tools of life. You've got to use them."
- "You've got to find the circle you're going to be in. And make sure your parents are part of it."

Combined, 280 of the state's top boys and girls players were invited to Reaching Higher, as chosen by a selection committee made up of coaches from all over the state. The boys came to South Lyon on July 18, followed by the girls on July 26.

The six-hour sessions included skill training and three 36-minute games, plus a variety of speakers including current and former players Babers, University of Michigan standout Zach Novak and former Wake Forest and current German League standout Kyle Visser, who played his high school basketball at Grand



Geoff Kimmerly, MHSAA

"You know there's more to this than just playing. You've got to get your mind ready." – Annette Babers

Rapids Forest Hills Central. Also providing valuable insights were coach Marc Comstock, Childress Sports Consulting, Dave Ginsberg of

Management and Motivational Strategies and University of Michigan NCAA compliance officer Elizabeth Heinrich.

Total, 81 coaches from 55 college programs attended either the boys or girls sessions, representing all three NCAA levels and the NAIA. Games were reffed by MHSAA officials, who also participated in training sessions throughout both days.

— Geoff Kimmerly
MHSAA Second Half Editor



Geoff Kimmerly, MHSAA

A combined 280 boys and girls basketball student-athletes were invited to the 2012 Reaching Higher Experiences in separate sessions in July at South Lyon High School.

Event Also Provides Training Ground for Officials

In tandem with the Reaching Higher Basketball Experience, the MHSAA takes advantage of the competition to train aspiring officials.

Officials for the 2012 Reaching Higher program were nominated by selected MHSAA Registered Assigners. These assigners were asked to nominate officials who have been working varsity regular-season games, but have not yet advanced past the District level of the MHSAA tournament in either boys or girls competition. The Reaching Higher experience hopes to identify those “up-and-coming” officials who have the potential to advance to higher levels of tournament play in the future through continuing education and experience. Two groups of 30 officials were invited to be a part of either the girls or boys sessions in 2012.

Each Reaching Higher official engaged in classroom presentations focusing on rules study, three-person mechanics/court coverage, officiating philosophy, people skills and game management strategies. During the game sessions, all officials are given feedback by a Reaching Higher observer pointing out the areas of strength and areas for growth that each official demonstrated while working. Officials received feedback in conversation with the observer immediately following the game-sessions, as well as in a written format following the Reaching Higher experience.

“We seek instructors who are more concerned and interested in giving the official authentic instruction and feedback rather than sharing ‘war stories’ or sharing their resume of ‘big games’” said MHSAA Assistant Director Mark Uyl.

In other words, the MHSAA invites clinicians who bring credibility to the training session yet focus on the attendee first and foremost. The staff also takes great pride in finding teachers who are great communicators; who can work with experienced and inexperienced officials in a given setting.



Geoff Kimmerly, MHSAA

All three rounds of games during both Reaching Higher sessions were officiated by MHSAA referees, who received on-court instruction and evaluation. Above, Kendal Smith from the Metro Detroit Officials Association illustrates a point during a break.

The 23 Most Powerful Lessons of Officiating

15

Bad body language will silence good words.

Learn how to deliver the message, especially when they won't like what you have to say!

Bring on 2012-13: Student Leadership Ready to Roll

The MHSAA gains valuable input during the school year from its Student Advisory Council, while providing leadership training to the 16-member group of seniors and juniors representing schools of all sizes from all over the state. On June 19-20, 14 current SAC members got a kick start to their upcoming duties with an overnight stay at Mystic Lake Camp near Farwell.

It was the second straight year the group convened for a summer session to meet one another and set goals for the coming school year.

Applications are closed for the Class of 2014, but students in the Class of 2015 can find information forms on the Student Advisory Council page of MHSAA.com. Selection for that class takes place in April 2013.



2012-13 Student Advisory Council. Front Row: **Ryan Fischer**, Grandville; **Thye Fischman**, Vandercook Lake; **Taylor Krumm**, Walled Lake Central; **Madeleine Martindale**, Lake Orion; **Kiersten Mead**, Saginaw Swan Valley; **Evan Lamb**, Rogers City; **Zachary Nine**, Pinconning. Back Row: **Coby Ryan**, Manistique; **Emileigh Ferguson**, Bear Lake; **Kristen Law**, Bloomfield Hills Andover; **Ellesse Lehman**, Portland St. Patrick; **Abigail Radomsky**, Kalamazoo Hackett; **Carly Joseph**, Pontiac Notre Dame Prep; **Matthew Freeman**, Owosso. Not Pictured: **Kyle Short**, Rockford; **Hayden Smith**, Hamilton.

SAC Application Process

To be eligible for the committee, candidates must:

- Complete the official application, including the three short answer questions.
- Have a cumulative GPA of at least 3.0.
- Be available for all scheduled meetings, and possibly available for other commitments.
- Submit a letter of recommendation from an athletic director, principal or other school administrator stating why the candidate should be selected to the committee.

In addition, candidates should:

- Show a history of leadership on athletic teams as well as with other extracurricular activities, community service projects, or in the workplace.
- Show an understanding of the role of school sports, and have ideas for promoting a proper perspective for educational athletics.
- Applications for students in the graduating class of 2012 will be available this winter and due in mid April. Check back later for more information.

QUESTIONS? Contact Andy Frushour at the MHSAA – 517-332-5046 or afrushour@mhsaa.com.

SAC Belief Statement

As the voice of Michigan's student-athletes, the Student Advisory Council's role is to convey the message of how high school sports are supposed to be played. We are responsible for helping the MHSAA maintain a positive and healthy atmosphere in which interscholastic athletes can thrive.

*We believe **athletes** should be competitive, sportsmanlike and excel academically. We believe **students** in the stands should have fun, but not take the focus away from the game. We believe **coaches** should act as teachers, helping student-athletes develop while still keeping high school sports in perspective. We believe that **parents** should always be positive role models and be supportive of their child's decisions. We believe **officials** commit their own time to high school sports and respect should always be shown and given to them.*

The most important goal for student-athletes is to enjoy high school sports while keeping a high level of respect between all those involved in the games.

– Written by the Student Advisory Council, adopted by MHSAA Representative Council November 2007

SCHOLAR-ATHLETE AWARD APPLICATIONS

For more than 20 years, Farm Bureau Insurance has sponsored the MHSAA's Scholar-Athlete Award. In 2012-13, 32 \$1,000 scholarships will be awarded from a pool of the best and brightest high school seniors. Eligibility requirements and applications can be found at MHSAA.com on the "Students" page. **Applications are due to the MHSAA on Nov. 30.**

STUDENT LEADERSHIP GRANTS

The MHSAA has earmarked \$20,000 to help students become better leaders. This fund originated from a gift to the MHSAA from student leadership training leader, the former W.B.A. Ruster Foundation. Scholarships are available to students to attend existing student leadership camps, and schools can receive grant money to create student leadership programs in their communities. Funding is available NOW. There is no deadline – applications are accepted, and money is distributed, year-round. Visit the "Students" page at MHSAA.com.

SPORTSMANSHIP SUMMIT SERIES SET

The MHSAA will once again host Sportsmanship Summits around the state this fall. The hands-on, interactive sessions aim to prompt student-athletes to take action in promoting sportsmanship in their schools and communities. One of the many benefits of the summits is the interaction among so many students who realize that, while their school colors differ, they all share similar interests and issues. Students from all grades, all sports and all parts of the state work together throughout the day; and in the end, some fantastic ideas for promoting sportsmanship are born.



Attendance fee at each site is \$25 per student. Please refer to MHSAA.com for registration information for this year's events, which are scheduled as follows:

- Oct 8 – Lexington Hotel (Lansing)
- Oct 10 – DeCarlos Banquet Center (Warren)
- Oct 29 – Treetops (Gaylord)
- Nov 5 – Downtown Radisson (Kalamazoo)

CAPTAINS CLINICS

The purpose of the MHSAA Captains Clinic series is to give basic leadership training to both current and future team captains. The training session is only four-and-a-half hours long, so there's no way these students can learn everything they need to become effective team leaders. Instead, we use this time as an opportunity to give the students the basics of being a team captain – we answer the question, "I was named a team captain, now what am I supposed to do?" We walk through the role of a team captain, we discuss common team problems, and we finish the day by making a "To Do" guide for all of each school's team captains.

Several clinics will take place in the coming year, and the MHSAA would love to come to your



league. If you can get your entire league on board, guarantee 100-150 participants, and suggest a good location (preferably a school on a professional development day), the MHSAA will do the rest. The Association will coordinate the registration process, negotiate with facilities if necessary, provide the curriculum and supplies, work with the caterers and bring facilitators to the clinic.

Contact Andy Frushour to learn more about the Captains clinic program – andy@mhsaa.com.

The **23** Most Powerful Lessons of Officiating

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I heard you twice the first time.

Be clear, concise and coherent.
Minimize the chance of misinterpretation.

Concussion Awareness Remains at the Forefront

Already administering a strong set of protocols addressing the removal and return to play of young athletes suspected of sustaining concussions in competition, the MHSAA is further ramping up its concussion education efforts of coaches, student-athletes and parents for the 2012-13 school year.

In partnership with the University of Michigan's NeuroSport and the Pediatric Trauma Program at C.S. Mott Children's Hospital, required online rules meetings for coaches and officials will include an education component illustrating the serious nature of concussions; recognition of the signs and symptoms; a review of return to play protocols; applicable MHSAA regulations; and downloadable co-branded resources from NeuroSport, as well as materials produced by a joint effort of the Brian Injury Association of Michigan, the Detroit Lions, the Center for Disease Control and the MHSAA.

This is the second year the MHSAA has included concussion education in its online rules meetings, which are annually viewed by nearly 20,000 coaches and game officials. This year, the Michigan NeuroSport Concussion Education - High School Coach edition, endorsed by the American Academy of Neurology last fall, has been modified for the MHSAA audience. The MHSAA will also promote the availability of the NeuroSport concussion education modules offered specifically for parents and coaches.

"These educational efforts, coupled with protocols addressing concussions when they take place on the field of play, put our schools in the best possible position to minimize the risk to young people," said Jack Roberts, executive director of the MHSAA. "We're pleased to have our new partnership with University of Michigan NeuroSport and our ongoing partnership with the Brian Injury Association of Michigan which put our state at the forefront of addressing the critical health issue for interscholastic athletes."

Roberts added that the same educational materials the Association has co-branded with its partners will also be used to help raise concussion awareness in other youth sports by other sponsors in the state.

"We are proud to

The **23** Most Powerful Lessons of Officiating

17

It takes extraordinary restraint to get the job done.

Use your emotions and your focus to bring **calm out of chaos**.

HELMET COVERS UP FOR DEBATE

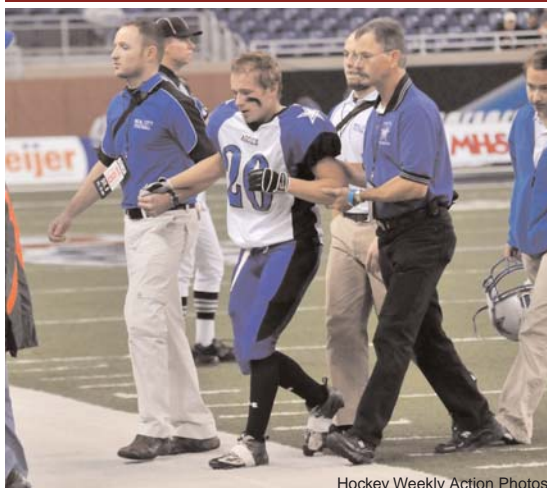
A recent story in *USA Today* explored the effectiveness of "helmet covers," gel-padded orbs that attach outside traditional football helmets.

The "Guardian" sells for \$69.95, and while more than 150 had been sold nationally as school-aged players hit the gridiron in August, the protection level is largely unproven.

Medical researchers remain skeptical as to the level of protection provided by the device.

"Generally speaking, the protection ought to be put on the inside, not the outside, of the helmet," Robert Cantu, neurosurgeon and medical director of the National Center for Catastrophic Sports Injury Research, told *USA Today*.

For the full story, scan the code provided here.



Hockey Weekly Action Photos

partner with MHSAA and bring the most up-to-date concussion education to those on the frontline of athletics. Education is a vital component to improving player safety," says Amy Teddy, injury prevention program manager at C.S. Mott Children's Hospital. "We believe that 'it takes a team to keep concussions on the sidelines.' Parents, coaches, teammates, officials and athletic trainers all have a role in protecting athletes from serious injury.

"In addition to our coach modules, we recently launched our parent edition to help another member of the 'team' better recognize and understand concussion," added Teddy, who also is director of education for Michigan NeuroSport.

The NeuroSport online programs for parents, high school and youth sports coaches is now available at MichiganNeuroSport.com.

An online program for athletes will be available soon.

NeuroSport has also produced a 60-second public service announcement in which one of the state's all-time winningest football coaches – John Herrington of Farmington Hills Harrison – talks about concussions. This video, along with a 30-second PSA recently updated by the MHSAA, "No Such Thing As Just Getting Your Bell Rung," will be made available to media outlets in time for the coming sports season, and will be shown during MHSAA programming online and on cable TV.

Water's a Necessary Aqua-sition

Whether it's between an inning, before the next set or at halftime of a basketball game, schools will often offer the officials water. Rehydrating with water while engaging in conversation with our partners about how we can improve the game is beneficial and the sign of an excellent crew.

Drinking water can help us stay healthy, lose weight and keep in shape for officiating. In order to consume the proper amount of water in ounces, calculate your body weight and divide by two. Taking half of our body weight and drinking that many ounces helps hydration and suppresses appetite to avoid overeating.

Spring, purified and mineral are three types of water. Spring water comes from the surface of the earth through seepage, filtration, fracture or tubular springs that are channeled through a unique process. Its natural physical properties cannot be modified and the water must be collected by the spring. Spring water contains small amounts of natural minerals and has a crystal clear or tea-colored appearance.

Although natural minerals from the spring are removed through purified water, bacteria is removed by forcing toxins and waste products out of the body. That process is known as reverse osmosis and distillation.

Compared to spring and purified water, mineral water is the most expensive. Consuming mineral water can be an alternative to eating foods containing necessary minerals needed by our bodies. Mineral water



Officials are just as vulnerable to dehydration as players. Take the necessary precautions, and utilize water breaks as intended.

contains calcium, iron and magnesium.

Adding a lemon to water creates a likeable twist. According to the article "10 Reasons Why You Should Drink Lemon Water in the Morning" by LaJolla Mom, lemons can boost the immune system and relieve respiratory problems. Lemons contain vitamin C and potassium. That aids in fighting colds and chest infections. The potassium stimulates brain and nerve functions and controls the blood pressure.

Other fruits can offer a sense of fullness while keeping one hydrated. For example, a watermelon is 92 per-

cent water; cantaloupe, grapefruit and strawberries are at least 90 percent; a pear is 84 percent and a banana is 74 percent. Those are foods low in calories and high in fiber, vitamins and minerals which support a balanced diet.

Vegetables have the same benefits as fruit and are higher in water content. Iceberg lettuce contains 96 percent water. Celery and radishes have 95 percent water, and zucchini, spinach, tomato and eggplant have 90 percent water.

Foods carrying water with a percentage of 60 or higher are fish, chicken, beef, eggs, soup, yogurt and ice cream.

It is imperative that sports officials hydrate to avoid having performance suffer.

A loss of one percent body weight in water is equivalent to a decrease of 10 percent in athletic performance. Fatigue, lack of stamina, dark urine, migraine headaches, dry skin and muscle cramping can all result from dehydration.

By making the right call and drinking water, officials can not only reduce the possibility of dehydration, but can reduce the risk of certain cancers and have healthier skin, leading to a healthier appearance on and off the field.

— Carly Morton

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Referee Magazine, July 2012

The 23 Most Powerful Lessons of Officiating

18

Don't call 'em the way you see 'em, call 'em the way they are.

What you "see" might in fact be at odds with what actually happened. **Describe with care.**

Administrators, Coaches and Officials: Refer to MHSAA.com for Hot Weather Guidelines. Frequent Water Breaks are a Necessity!



Spring Representative Council Actions Affect 2012-13

In addition to authorizing a vote of its membership to allow for waiver of its maximum age rule under certain circumstances, the MHSAA Representative Council also approved a variety of regulations and policies during its annual Spring Meeting last May in Gaylord.

The Spring meeting of the 19-member legislative body is generally the busiest of its three sessions each year. The Council considered 33 committee proposals and also dealt with a variety of eligibility rule, postseason tournament and operational issues.

A couple of the most visible changes take place in ice hockey beginning with the 2012-13 school year, which will see longer games in the MHSAA postseason tournament and the addition of one regular-season contest.

Tournament games will now have 17-minute periods, something which had been allowed by local adoption for regular-season games previously. The regular-season game limit was also raised, to reduce the number of scrimmages to one in exchange for the addition of a 25th contest.

Enthusiastic, well-behaved student sections have long been a staple of the MHSAA Tournament scene, but isolated incidents in recent years have resulted in facility damage. School chaperons and hosts will bear increased responsibilities beginning with 2012-13.

Here is a summary of other sport/contest matters from the Spring Meeting which take effect this school year:

- Responding to situations where celebrations by student-athletes and spectators have resulted in property damage at MHSAA postseason tournaments, the Council approved the following language for inclusion in participating team and tournament managers materials addressing team and spectator conduct:

*During contests, officials will penalize under applicable sportsmanship or playing rules those student-athletes or coaches who leave the field of play and contact or approach spectator areas for celebration.

*Each tournament manager or MHSAA Staff may determine an acceptable number of crowd supervisors necessary for each school, dependent on the situation, including inappropriate celebrations and other crowd control issues.

*The cost for repair or replacement to facilities damaged as a result of participant and/or spectator conduct shall be paid by the school involved directly to the host facility within 30 days of the bill being submitted to the school. MHSAA reimbursement or revenue sharing will be withheld until such damages are paid for by

the offending school. Future tournament hosting privileges or school reimbursements to offending schools may be withheld if payment is not made.

- In Golf, the Council approved a committee recommendation to allow coaching contact for one designated coach during MHSAA tournament competition on all areas of the course, except when players reach the green. The school-designated coach must be identified and approved by the school prior to the MHSAA tournament. A committee recommendation to exempt one qualifying round of the Michigan Amateur Tournament from the limited team membership rule beginning in 2013, replacing the exemption approved in 2010 for the two U.S. Open qualifying stages, was adopted.



Hockey Weekly Action Photos

- In Boys Lacrosse, a committee recommendation to limit entry in the MHSAA postseason tournament beginning in 2013 to those schools that play no fewer than 50 percent of their regular-season schedule against other MHSAA member school teams was approved.

- In Soccer, the Council did not adopt a National Federation rule adoption that eliminates substitution for a player who receives a second yellow card. This action affects the 2012-13 school year only during which the Soccer Committee will consider this rule change further and its impact on Michigan's 10-minute sit-out rule after a yellow card.

- A second day of weigh-ins will take place at the MHSAA Team Wrestling Finals, independent of the previous day's weigh-in, and all competitors are given a 1-pound growth allowance for consecutive days of weigh-in. Additionally, wrestling practice may now begin two Mondays before Thanksgiving. The first day of competition does not change.

Sports Participation Drops With Enrollment Decline

For the first time in eight years, participation in high school sports in which post-season tournaments are sponsored by the MHSAA dropped below the 300,000 mark during the 2011-12 school year, but the decrease was still slower than the drop in the general student population at member schools

A total of 297,317 participants took part in the 28 tournament sports offered by the Association in the past year – a 1.5 percent decrease from the 2010-11 school year figure of 301,921.

Student enrollments at MHSAA member schools were down by 3.7 percent for the past school year. Girls participation was down 1.2 percent from a year ago with 124,724; and the boys total of 172,593 was down 1.7 percent. Since 2006-07, the student population at MHSAA member schools is down from 531,903 to 487,651 – a



RunMichigan.com

drop of 8.2 percent. Participation in that time span has dropped from 313,093, a decrease of 5.0 percent. The totals count students once for each sport in which he or she participates, meaning students who are multiple-sport athletes are counted more than once.

Records for participation in 2011-12 were set in four sports – two for boys and two for girls. Once again, cross country and lacrosse numbers hit all-time highs in both genders.

Also of note in this year's survey:

- Only two sports exhibited a drop in participation that was well beyond that of the drop in student enrollment. Boys golf was down 6.6 percent, and boys swimming and diving was down 4.7 percent.
- Boys tennis continues a downward slide, with this year's participation of 6,815 the lowest point since the Association began tracking the numbers in 1991-92. Its losses since 2006-

07 are the highest in terms of percentage of any sport at 21.5 percent (1,868 participants). By comparison, girls tennis participation is stable – up 0.6 percent in the same time period.

- Girls cross country set another record at 8,135, and participation in the sport is up 15.0 percent since 2006-07. In that same time period, boys cross country participation is up 6.1 percent.
- Basketball figures dropped 1.9 percent for boys and girls in 2011-12; also continuing a decline faster than the drop in student enrollments, and participation in both sports are at their lowest points since the Association began tracking the numbers in 1991-92. Since the 2006-07 survey, girls participation is down 10.9 percent and the boys number is down 8.8 percent – the second highest drops in raw numbers of all sports – girls are down 2,100 participants, boys 2,131.

Participation in girls cross country is up nearly 15% since 2006-07.

- In terms of raw numbers, football has seen the biggest drop since 2006-07, down 3,203 participants – a drop of 6.9 percent

- A total of nine sports show participation dropping at a faster rate since 2006-07 than enrollment numbers would suggest – boys tennis, girls swimming & diving, boys and girls basketball, boys and girls skiing, girls gymnastics, softball, and girls track & field.

- Seven sports have seen significant increases in participation since 2006-07 – boys & girls cross country, boys and girls bowling, boys swimming & diving, and boys and girls lacrosse. In percentages, girls lacrosse is up 30.3 percent and boys lacrosse is up 26.2 percent.
- Ten sports had increases in participation in 2011-12 (7 girls-3 boys) and 18 sports had drops (7 girls-11 boys).

The participation figures are gathered annually from MHSAA member schools to submit to the National Federation of State High School Associations for compiling its national participation survey. Results of Michigan survey from the 2000-01 school year to the present may be viewed on the MHSAA Website – mhsaa.com – by clicking on Schools > Administrators > Sports Participation.

Complete 2011-12 Participation Numbers



Four Honored with 2012 Bush Awards

Four athletic administrators who additionally have made significant contributions at the league, state and MHSAA tournament levels – **Robin Dilday** of Utica, **Robert Dowd** of Troy, **Curt Ellis** of Saline and **Greg Lattig** of Mason – have been named the recipients of the Michigan High School Athletic Association's Allen W. Bush Award for 2012.

Al Bush served as executive director of the MHSAA for 10 years. The award honors individuals for past and continuing service to prep athletics as a coach, administrator, official, trainer, doctor or member of the media.

Dilday has been a leader not only in his home school district of Utica, but as a voice throughout Macomb County. A graduate of Utica High School, Dilday has worked in education 38 years and for Utica Community Schools for the last 28, including the past 18 as District Athletic Director.



Robin Dilday

Dilday is in his 18th year as president of the Macomb County Athletic Directors Association and also works with the Macomb County Special Olympics and as community fundraising chair for his district's middle school sports programs. He was named to the Utica High School Hall of Fame in 2011.

"Robin Dilday has provided stable leadership through the changes and challenges high school athletics have faced during his nearly four decades of service," said MHSAA Executive Director Jack-Roberts. "He has experienced high school athletics from a variety of perspectives – athlete, coach and administrator – and worked to provide the best for those in every position."

Dowd might be known best in Oakland County for his contributions to lacrosse during the last two decades. But as an assistant principal and the athletic director at Troy Athens High School the past 16 years, Dowd also has hosted MHSAA Finals in five sports and a variety of tournaments at the District, Regional and Semifinal levels.



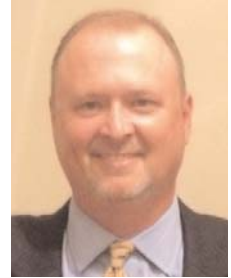
Robert Dowd

He served as president of the Michigan Scholastic Lacrosse Association from 1990-94 and then as executive director from 1996-2004. Dowd was named the Michigan High School Lacrosse Coaches Association Man of the Year in 2006 and was selected for the MHSLCA Hall of Fame in 2011.

Dowd was named Oakland County Athletic Director of the Year in 2009.

"Robert Dowd's contributions – particularly as a Finals host – have been invaluable to the MHSAA," Roberts said. "He is a passionate supporter of high school athletics."

Ellis served as an athletic administrator in Michigan for 16 years, including the last eight at Novi High School before leaving the district in the fall to become Executive Director of Human Resources for Saline Area Schools. His Novi athletic program was a recipient of the Exemplary Athletic Program Award from the MIAAA.



Curt Ellis

He's served as a tournament manager for multiple MHSAA Ice Hockey and Soccer Finals over the last decade and for more than 125 District and Regional tournaments since 1997. He's also served on the ice hockey, volleyball, officials and site selection committees, among others.

Additionally, Ellis has served in various leadership roles statewide. Ellis earned his bachelor's degree in organizational communication from Eastern Michigan University and is pursuing his master's in educational leadership, also at EMU.

"Curt Ellis has been a consistent source of leadership and a true advocate of high school athletics," Roberts said. "He has brought great perspective to those working with him both locally and through the MIAAA."

Lattig has served four school districts – Mason, Eaton Rapids, Leslie and Lansing Christian – as a coach or administrator. Also a host of numerous MHSAA tournaments and member of various committees, Lattig twice served as president of the Capital Area Activities Conference and previously was secretary of the Capital Circuit league.



Greg Lattig

A Certified Master Athletic Administrator, Lattig also has served on various MIAAA committees – including as co-chair of the scholarship committee – and as a regional representative to that body. He has guided the athletic department at Mason the last four years after nine at Eaton Rapids. He coached varsity track at Leslie and middle school basketball at Lansing Christian.

"Greg Lattig has provided a significant voice during the evolution of the Capital Area Activities Conference over the last decade, and is a helpful source of input both to the MIAAA and MHSAA," Roberts said. "He has a great understanding of the complex lives of students and a desire to help them achieve."

Kicking the Pay-to-Play Trend?

Survey shows little change in the percentage of MHSAA member schools utilizing participation fees over the last two years.



Although the use of participation fees to help fund interscholastic athletics in Michigan high schools has doubled during the last nine years, the percentage of schools assessing them has held steady over the last two, according to surveys taken by the MHSAA of its member institutions.

The most recently completed survey indicates that of 514 member schools participating, 260 schools – 50.5 percent – charged participation fees during the 2011-12 school year. In the 2010-11 survey, fees were being used at 50.4 percent of schools participating.

There were 763 senior high schools in the MHSAA membership this school year – the survey generated a response rate of 68 percent. This was the ninth survey of schools since 2003-04, when members re-

ported that fees were being used in 24 percent of schools.

The most recent survey also showed that fees incurred by students who paid once for an entire year of participation increased slightly from 2010-11 to 2011-12 – although the maximum fee per family decreased slightly.

The most popular method of assessing participation fees continues to be a payment per sport, used by 41.5 percent of schools in 2011-12. That median fee among schools in the survey has increased only \$5, to \$75, since 2009-10.

A standardized annual fee per student was used by 24.5 percent of schools in the past year. Since Fall 2003, that fee has increased from \$75 to \$120 – a 60 percent increase – with the fee increasing \$20 per athlete from 2010-11 to 2011-12.

Beginning with the 2004-05 survey, schools were asked in the survey if they had a cap on what individual student-athletes and families could be charged. Caps on student fees have been used by the majority of schools, but that number has dropped from 71.3 percent in 2004-05 to 55 percent in 2011-12. However, the number of schools instituting a cap on what a family pays has increased from 41 percent having a limit in 2004-05 to 49 percent in 2011-12.

Other data from the 2011-12 survey shows 64.5 percent of schools with participation fees have some kind of fee-reduction or waiver program in place based on existing programs for subsidized lunch and milk (down from 68 percent in 2010-11); that 14 percent of schools using fees report a drop in participation; and that slightly more than 1 percent of schools report losing students to other school districts because they are charging fees. Five percent of schools not assessing fees in 2011-12 report transfers to their districts because of the absence of fees. Also, 7 percent of schools not assessing fees had done so previously.

The survey for 2011-12 and surveys from previous years can be found on MHSAA.com by clicking on Schools – Administrators – Pay-To-Play Resources.

For a PDF of the 2011-12 survey, scan the code at left.

2011-12 Pay-to-Play Survey Results



2012 Norris Award to Lyle Berry

Rockford's Lyle Berry, an official for more than 50 years and a longtime contributor to multiple officials associations, received the MHSAA's Vern L. Norris Award for 2012. He is pictured with MHSAA Executive Director Jack Roberts (left) and former Executive Director Norris, for whom the Award is named.

The Norris Award is presented annually to a veteran official who has been active in a local officials association, has mentored other officials, and has been involved in officials' education. It is named for Vern L. Norris, who served as executive director of the MHSAA from 1978-86 and was well-respected by officials on the state and national levels.

Berry continues to officiate both cross country and track and also has officiated basketball over more than five decades. He also has served both as president and rules chairperson for both the West Michigan Officials Association and the Association of Track Officials of Michigan.

He was honored at the Officials' Awards & Alumni Banquet on May 5 at the Kellogg Center in East Lansing

"Lyle Berry has dedicated a lifetime to bringing a fair and objective voice to our competitions," said MHSAA Executive Director John E. "Jack" Roberts. "His dedication to that mission is obvious as he continues into his sixth decade of officiating. Lyle actively recruits new officials, and through additional duties with ATOM has worked to keep his colleagues current on rules changes. We are pleased to recognize Lyle Berry with the Vern L. Norris Award."

Berry began both his education and officiating careers in 1960. Also a former teacher and coach, he worked for Tawas, Farwell, Wayland Union and Wyoming Godwin Heights schools before retiring in 1992. He was inducted into the Michigan High School Football Coaches Association Hall of Fame in 1988 and the Michigan High School Coaches Association Hall of Fame in 2008.

He received ATOM's Presidential Leadership Award in 2009 and its Bob Bloomer Award in 2010. Berry was the WMOA Basketball Official of the Year in 1988 and continued as a basketball officials evaluator for the O-K Conference.

Berry is a graduate of Grand Rapids Central High School, Grand Rapids Community College and Central Michigan University. He earned both Bachelor and Master's degrees at CMU.



John Johnson, Okemos

The 23 Most Powerful Lessons of Officiating

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Mistakes are made, and we make them every game.

If you make one, make it for the *right* reason. If you clearly have made one, *own up!*

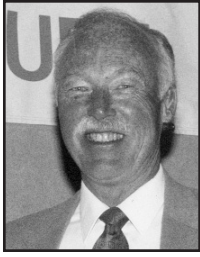
MMOA Honors Two from White Cloud

Each year the Mid Michigan Official's Association (MMOA) presents a pair of scholarships to area athletes who are nominated by their athletic directors and coaches. The scholarships are funded by the Mike Rohen Memorial J.V. Volleyball tournament held each fall and are presented to student athletes who display exemplary character and behavior both on and off the field. The award honors the legacy of former Whitehall HS coach Mike Rohen, who taught his student-athletes to exhibit the highest level of respect and sportsmanship toward the officials and players of the game.

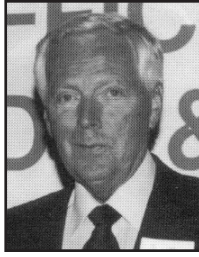
This year the recipients were **Breanna Manchip** (left) and **Kelly Keith** from White Cloud High School. The girls were recognized before a softball game last spring by MMOA officials **Jim Helgemo** (left) and **Dave Baldus**. Each played volleyball, basketball and softball for the Indians and showed leadership in uniform and in the classroom. Manchip was valedictorian with a 4.16 GPA and now attends Grand Valley State University, where she will study to become a physician's assistant. Keith graduated with a 3.4 GPA and attends Ferris State University, where she will pursue a nursing degree.



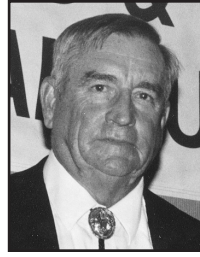
Celebrating Past Norris Award Winners



1992
Ted Wilson
East Detroit



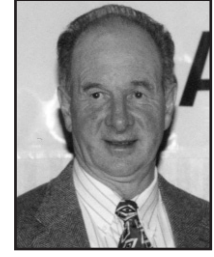
1993
Fred Briggs Sr.
Burton



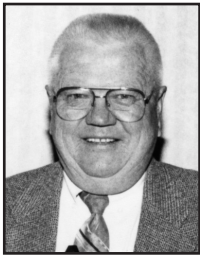
1994
Joe Brodie
Flat Rock



1995
Jim Massar
Flint



1996
James Lamoreaux
St. Ignace



1997
Ken Myllyla
Escanaba



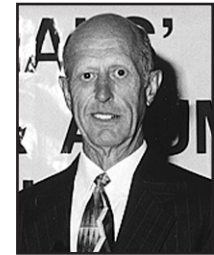
1998
Blake Hagman
Kalamazoo



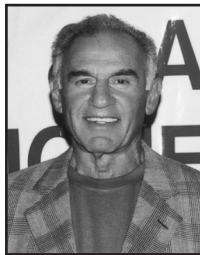
1999
Richard Kalahar
Jackson



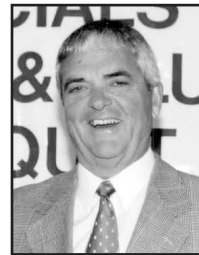
2000
Barb Beckett
Traverse City



2000
Karl Newingham
Bay City



2001
Herb Lipschultz
Kalamazoo



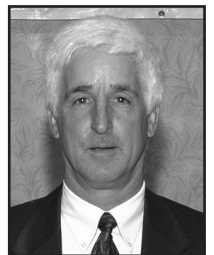
2002
Robert Scholie
Hancock



2003
Ron Nagy
Hazel Park



2004
Carl Van Heck
Grand Rapids



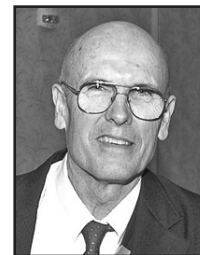
2005
Bruce Moss
Alma



2006
Jeanne Skinner
Grand Rapids



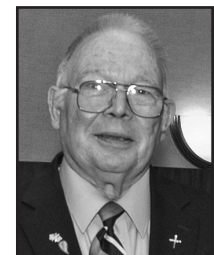
2007
Terry R. Wakeley
Grayling



2008
Will Lynch
Honor



2009
James Danhoff
Richland



2010
John Juday Sr.
Petoskey



2011
Robert Williams
Redford

Norris Award History
and Nomination Form



Rules of the Games

Sharpen your skills with the following rules questions/case plays for volleyball, soccer and football. Answers appear in red on the next page.

Volleyball

1. **T or F:** For regular-season competition, the only volleyballs that are legal for play are the solid white ball and the royal blue/grey/white ball (as long as they have the NFHS authenticated mark).
2. **T or F:** Jewelry shall not be worn by players during warm ups and/or competition. This includes (but not limited to) string bracelets, commemorative bracelets and body jewelry. Taping over earrings or other jewelry is not permitted.
3. **T or F:** Unnecessary delay is charged to the offending team when an illegal substitute attempts to enter the set?
4. **T or F:** Illegal alignment is charged to the offending team when an illegal substitute is identified in the set after the whistle/signal for serve?
5. **T or F:** Team S libero sets the ball with finger action while in front of the attack line. Player S 3 then attacks the ball while it is completely above the height of the net. Legal, play on.



Soccer

1. Player A2 takes a penalty kick, but before the ball touches another player, or before the ball hits the crossbar or goalpost, a dog runs onto the field and stops the ball.
 - a) The referee shall restart the game with a drop ball.
 - b) The referee shall make A2 retake the kick regardless of the outcome of the kick.
 - c) The referee shall award a corner kick to Team A.
2. Team A takes a free kick outside of its penalty area, but the kick goes untouched into the team's own goal.
 - a. The referee shall award Team B with a corner kick.
 - b. The referee shall award a direct kick for Team B from spot of Team A's kick.
 - c. This is a goal for Team B.
3. An official, while in the field of play, is struck by a direct free kick which rebounds into the opponent's goal.
 - a. The referee shall award a goal.
 - b. The referee shall award a corner kick.
 - c. The referee shall award a goal kick.



Football

- In what year do all gloves need to meet the NOCSAE test standard at the time of manufacture with a visible stamp?
 - 2012
 - 2013
 - 2014
 - 2015
- T or F:** Play cards are allowed to be worn on the belt.
- T or F:** Contact (a block) with a defender's hands below the waist that continues into the defender's body below the waist is a legal block because the contact was first with the hands, not below the waist.
- T or F:** Ball carrier A1 runs around the right end and defender B2 grabs his facemask, pulling his helmet off as both players fall to the ground. With the new rule this year, A1 must leave the game for at least one snap since his helmet came off during the down.
- T or F:** Ball carrier A1 runs around the right end and defender B2 tackles him to the ground. As the players contact the ground, A1's helmet pops off as both players fall to the ground. With the new rule this year, A1 must leave the game for at least one snap since his helmet came off during the down.



The **23** Most Powerful Lessons of Officiating

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A wrong call will get lots more attention than a right one.

You won't be paid a premium for making the best call of your career.

Volleyball Answers: 1. T (3-2-1 and MHSAA modifications); 2. T (4-1-6); 3. T (10-3 Pen 1); 4. T (10-3 Pen 1); 5. F (9-5-6)

Soccer Answers: 1. b. (14-1-7); 2. a. (17-1-Exception); 3. a. (9-1, 13-1-1)

Football Answers: 1. b. (2013; 1-5-2b); 2. F (1-5-3 c (8)); 3. F (2-3-7); 4. F (3-5-10 d); 5. T (3-5-10 d)

Officials for Kids Going Strong

Officials For Kids began in early 2003 as a small group of mid-Michigan officials dedicated to the future of children's healthcare & the Children's Miracle Network. The ultimate hope for the program is that officials personal & association pledges, along with participation in fundraising events & initiatives, will make Officials for Kids a name synonymous with the continued improvement of children's healthcare across the state.

The Officials For Kids Program takes on a local focus at each Children's Miracle Network Hospital in the state, including Sparrow Hospital in Lansing; Beaumont Hospital in Detroit; Helen DeVos Children's Hospital in Grand Rapids, and Hurley Medical Center in Flint. One popular way for officials to donate is through the "Give A Game" program, offering a game check to one of the hospitals.

Visit the Officials for Kids page of MHSAA.com for more information.



It Takes Two (or More) to do the Co-Op Tango

Cooperative programs are plentiful along the MHSAA landscape, but schools are urged to do homework and legwork before looking for a partner

Cooperative programs are not for every school, but so many exist that one might think otherwise. At the end of the 2011-12 school year there were 232 high school programs covering 405 sport teams, and 62 cooperative programs involving member middle schools representing 221 sport teams. First adopted in 1987, cooperative programs have been an exceptional vehicle to enhance participation.

Cooperative agreements typically are of assistance to smaller schools in most sports (less than 1,000 students when enrollments are combined) and smaller sports (those sponsored by fewer than 250 schools). Agreements in sports sponsored by fewer than 250 schools have a combined enrollment cap of 3,500 students and include the following for both boys and girls: swimming and diving, alpine skiing, lacrosse; boys ice hockey and girl gymnastics.

There is yet a third type of agreement known as a “startup” provision which allows schools which have not sponsored a sport the previous year to form together a new sport in excess of the 3,500 student cap. The startup allowance is for three years, after which the program must dissolve or reformulate to less than 3,500 students. Many lacrosse programs

began this way, for example, and as the sport’s popularity grew so did the number of single-school teams. In other words, cooperative programs served as a springboard to introduce a new sport to numerous schools, and as an impetus for schools to sponsor the sport.

MHSAA staff is often asked if the combined enrollment is for all sports, or just the sports in the agreement. A school’s enrollment for MHSAA tournament placement applies only to the sport in which the cooperative agreement is entered into.

At present there is no regulation which limits the number of schools involved in an agreement. While most agreements involve two or three schools, some ice hockey agreements involve as many as seven schools. Hockey remains the most active

sport when it comes to cooperative agreements with a total of 53 cooperative programs out of 170 teams entering the 2012-13 school year.

Because cooperative programs are exceptions to the MHSAA’s most basic rule – that a student must be enrolled at the school they play for – there are requirements and deadlines to which schools must adhere, especially for agreements between high schools. The MHSAA Executive Committee must approve every cooperative agreement



MHSAA cooperative programs in sports such as lacrosse provide participation opportunities which otherwise would not exist for some student-athletes. Last June, Birmingham Seaholm (primary school) and Birmingham Groves students celebrated a championship.

Officials Ratings

Schools are responsible for rating officials who officiate contests involving their teams in sports for which officials’ ratings are maintained. Schools which fail to rate any officials during the season shall be subject to the penalties outlined under *MHSAA Handbook* Regulation V, Section 4. The school principal or athletic director shall verify that the ratings submitted are truthful and accurate, have met with the approval of the appropriate school administrator and are submitted on the school’s behalf.

All Ratings are to be submitted online at MHSAA.com.

FALL DEADLINE: Dec. 1 WINTER DEADLINE: April 1 SPRING DEADLINE: June 1

prior to schools' initial participation. While some seek to add a cooperative program at the last minute when turnout is less than expected, this is realistically and practically a solution best suited for the following year when all parties have time to consider all the issues.

All schools entraining into a program must have the expressed approval of their boards of education, or the governing body of a non-public school. High school agreements must also submit the written approval of the league or, if there is no league, the support from a minimum of four future opponents. The firm deadlines for submitting an application to the MHSAA are adhered to in most all instances: April 15 for fall sports, Aug 15 for winter sports and Oct. 15 for spring sports. In some cases, partial applications are submitted pending the approval of a league or board and that is acceptable.

While it sounds like a difficult process, the advance "leg work" is the most challenging. Finding another school that is the right fit and willing to enter into the agreement is the first step; submitting the paperwork follows. Often, and especially for small middle schools, it is involvement in a cooperative program which causes that school to become an MHSAA member. One frequently asked question: If we become an MHSAA member school, do we have to follow all the rules in all the sports we sponsor or just those sports that are involved in the cooperative program? The answer is *yes*, a school must follow all the rules in all sports in which the MHSAA sponsors a tournament.

Included in the application material are documents that are intended to assist schools in decision-making. Available on MHSAA.com under AD Forms and Resources the application pages include "Advance Preparation Material and Guidelines for Schools to Consider," a Board Resolution and a Cooperative Program Board of Control consisting of

the athletic director and school administrator from each school. There are many questions to be resolved between schools before they enter into an agreement, including: who will be considered the primary school, uniforms, practice and contest location, transportation, and funding. As is our tradition in school sports, the cooperative program application process attempts to ensure that all the rules are known before the game begins.

Another safeguard to ensure that cooperative programs are serving their intended purpose is the every-other-year cooperative agreement renewal process. Agreements of three or more schools or those involving at least one Class A or B school must submit a renewal form by May 1 prior to the next season. The form must include the approval of the league, win-loss record and number of students cut from the team.

Cooperative agreements are intended to operate for a minimum of

two years. Should a school withdraw from an agreement before two years, the offending school would not be allowed to enter into another agreement in that sport until the two-year period is up.

After the initial two years, a cooperative program may be dissolved for any reason by a school without penalty and should be done before May 1 for fall sports and Aug 15 for other sports of the preceding year. Agreements which drop a team or dissolve after the deadline may not have tournament classification changed if the tournament has already been set.

An initiative of then-incoming Executive Director Jack Roberts in 1986, cooperative programs have well served to meet the MHSAA's top priority of increasing participation in school sports. Cooperative programs serve some, but not all, while protecting the integrity of school-sponsored athletic programs.

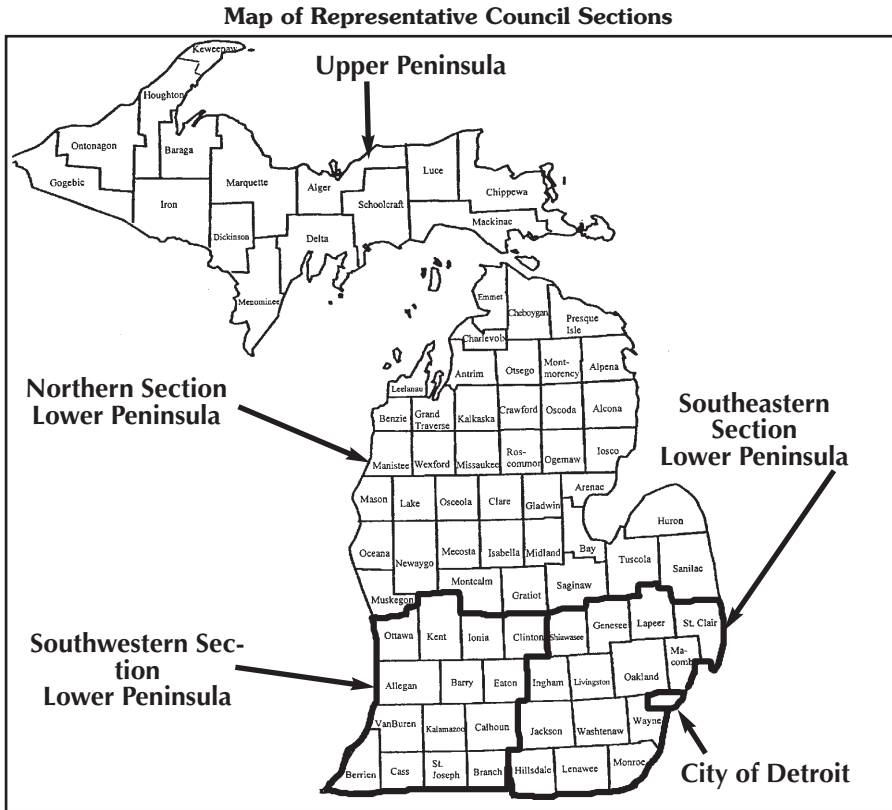
For more specific information on Cooperative Agreements see MHSAA.com (ADs > Forms and Resources), contact the MSHAA Staff or see the 2012-13 *Handbook*: Pages 27-29 Regulation I, Sections 1 E , F and Interpretations 12-14 and Page 73 Regulation III, Section 1 D.

Efficiency is Effective...

The MHSAA is always willing to assist with issues concerning Association regulations. Please remember, however, the most efficient method of communication with the MHSAA on eligibility questions is through the athletic director or principal. Athletic directors should gather all information necessary on a question and then call or write the MHSAA. Coaches or parents calling the MHSAA on eligibility matters can create confusion and delay. ADs or principals are encouraged to contact the MHSAA office directly. Please follow this efficient path of communication.

The Only Official Interpretations are Those Received in Writing

Representative Council and Upper Peninsula Athletic Committee Elections



Ballots for Representative Council elections were mailed to principals of member schools from the MHSAA office Aug. 30, 2012. The ballots were due back in the MHSAA office Sept. 13, 2012.

Seven positions for membership on the Representative Council will be up for election this fall. Vacancies for two-year terms beginning December 2012 will occur as follows: Class A-B Northern Section L.P., Southwestern Section L.P. and Southeastern Section L.P.; Class C-D Upper Peninsula and Northern Section L.P.; Statewide At-Large; Junior High/Middle School, elected on a statewide basis; and Private and Parochial High Schools.

In addition to the above named Representative Council positions, there are two Upper Peninsula Athletic Committee positions to be voted in September. A representative of the Class D schools and an Athletic Coach will be elected by the principals of the Upper Peninsula schools.

Details of the Representative Council composition may be found near the beginning of the *MHSAA Handbook*.

Following the due date of Sept. 13, 2012, the Board of Canvassers as provided in Article IV of the Constitution of the Michigan High School Athletic Association, will meet and declare the winners for the various vacancies.

In accordance with the approved nomination and election procedures, listed candidates submitted their desire to run for a position by March 15, 2012. They included an approval to serve from their respective Superintendent or Principal and certified their qualifications to run for the office which they seek. No write-ins are possible because each candidate must be approved by March 15 in order to run for a position on the Representative Council.

On the next page are the declared candidates and the vacancies which will occur in December 2012.

MHSAA Representative Council

William Chilman IV**

Superintendent
Beal City Public Schools
Class C-D — Northern Lower Peninsula

James Derocher**, President

Superintendent
Negaunee Public Schools
Class C-D — Upper Peninsula

Ken Dietz*

Athletic Director
Watervliet High School
Class C-D — Southwestern Michigan

Scott Grimes**, Vice President

Assistant Superintendent of Human Services
Grand Haven Public Schools
Statewide At-Large

Kyle Guerrant (ex-officio)

Director, Coordinated School Health & Safety Programs Unit
Michigan Dept. of Education, Lansing
Designee

Kris Isom*

Athletic Director
Adrian Madison High School
Class C-D — Southeastern Michigan

Carmen Kennedy**

Principal
St. Clair Shores South Lake High School
Appointee

Maureen Klocke*

Athletic Director
Yale Public Schools
Appointee

Karen Leinaar*

Athletic Director
Bear Lake High School
Statewide At-Large

Jason Mellema*

Superintendent
Pewamo-Westphalia Schools
Junior High/Middle Schools

Vic Michaels**, Secretary-Treasurer

Director of Physical Education & Athletics
Archdiocese of Detroit
Private and Parochial Schools

Steve Newkirk**

Principal
Clare Middle School
Junior High/Middle Schools

Peter C. Ryan**

Athletic Director
Saginaw Township Community Schools
Class A-B — Northern Lower Peninsula

Fred Smith**

Athletic Director
Buchanan High School
Class A-B — Southwestern Michigan

Paula Steele*

Principal
Perry High School
Appointee

John Thompson**

Athletic Director
Brighton High School
Class A-B — Southeastern Michigan

Al Unger*

Athletic Director
Kingsford High School
Class A-B — Upper Peninsula

Alvin Ward*

Administrator of Athletics
Detroit Public Schools
City of Detroit

Mark Woodson**

Director of Student Development and Athletics
Romulus High School
Appointee

*Term Expires December 2013

**Term Expires December 2012

REPRESENTATIVE COUNCIL CANDIDATES FOR SEPTEMBER 2012

Northern Section, Lower Peninsula -Class A and B Schools — Peter Ryan, CMAA, Athletic Director, Saginaw Township Community Schools

Southwestern Section, Lower Peninsula - Class A and B Schools — Fredrick J. Smith, CMAA, Athletic Director, Buchanan Community Schools

Southeastern Section, Lower Peninsula - Class A and B Schools — Aaron Setlak, Athletic Director, Warren-Cousino High School; John Thompson, CMAA, Athletic Director, Brighton Area Schools

Upper Peninsula - Class C and D Schools — James Derocher, Superintendent, Negaunee Public Schools

Northern Section, Lower Peninsula - Class C and D Schools — William C. Chilman IV, Superintendent, Mt. Pleasant-Beal City Public Schools; Dave Derocher, Athletic Director, Reese Public Schools

Statewide At-Large — Ben Bandfield, Athletic Director/Assistant Principal, Grosse Pointe North

High School; Scott C. Grimes, Principal, Grand Haven High School; Darren Kecskes, CMAA, Athletic Director, Southfield Lathrup High School Andrew Laboe, Athletic Director, Kalamazoo-Loy Norrix High School

Junior High/Middle Schools — Steve Newkirk, Principal, Clare Middle School; Kevin O'Rourke, Athletic Director, Rockford-North and East Middle Schools

Private and Parochial High Schools — Vic Michaels, Director of Physical Education & Athletics, Archdiocese of Detroit

UPPER PENINSULA ATHLETIC COMMITTEE

Athletic Coach — Mike Berutti, Principal/AD/Football Coach, Iron River-West Iron County High School; Daniel Olkkonen, Boys Basketball Coach, Kingsford High School; Paul Polfus, AD/Assistant Boys Basketball Coach, Carney-Nadeau High School;

Class D Schools — Don Gustafson, Superintendent, St. Ignace Area Schools; Jeff Markham, Athletic Director, Baraga Area Schools

Failure to Rate Officials

Member schools of the Michigan High School Athletic Association have agreed through Regulation II, Section 7(B) to rate officials in several of the sports for which the MHSAA conducts a postseason tournament and to be subject to penalties when a school fails to rate any officials in a sport that requires it.

Recent surveys indicate schools value the opportunity to rate officials and do not want that opportunity eliminated.

Most officials would prefer an evaluation process over ratings by participating schools; but

under our current system, officials need schools to rate them so they can amass the number of ratings necessary to be considered for advancement and tournament assignments.

On March 23, 2001, the MHSAA Representative Council adopted the policy of publishing the names of schools which fail to rate any officials in a sport and to do so as soon as possible following the season.

Following are schools failing to rate officials for the 2010-11 school year.

Failure to Rate Officials - Fall 2011

Football

Ann Arbor-Multicultural Academy
 Detroit Community
 Detroit-Central
 Detroit-DEPSA Early College
 Morenci

Boys Soccer

Detroit-Cristo Rey
 Flat Rock
 Northport

Girls Volleyball

Dearborn-Fordson
 Detroit-Central

Detroit-DEPSA Early College

Dundee
 Grand Rapids-Creston
 Martin
 Westland-John Glenn
 Ypsilanti-Arbor Preparatory

Failure to Rate Officials - Winter 2012

Boys Basketball

ADetroit-Midtown Academy
 Detroit-Central
 Grand Rapids-Ottawa Hills
 Inkster
 Swartz Creek-The Valley School

Girls Basketball

Detroit-Plymouth Educational Center
 Greenville-Grattan Academic

Competitive Cheer

Carleton-Airport
 Leslie
 Onsted
 Rochester Hills-Lutheran Northwest
 Tawas City-Tawas Area
 Three Rivers
 Traverse City West
 West Bloomfield
 Whitehall

Ice Hockey

Linden-Lake Fenton

Wrestling

Ann Arbor-Huron
 Bellevue
 Hanover-Horton
 Montrose-Hill McCloy
 Newport-Lutheran South
 Portage Northern
 Ypsilanti-Willow Run

Failure to Rate Officials - Spring 2012

Baseball

Auburn Hills Christian
 Detroit-Central
 Elk Rapids
 Fairview
 Marlette

Boys Lacrosse

None

Girls Lacrosse

Lowell

Girls Soccer

Ann Arbor-Eastern Washtenaw Multi Cultural
 Ann Arbor-Rudolf Steiner
 Bath
 Clarkson-Everest Collegiate
 Harper Woods
 Kentwood-Grand River Prep
 Marshall Academy
 New Buffalo
 Potterville
 Taylor-Baptist Park

Girls Softball

Burr Oak
 Detroit-Osborn
 Harrison Township-L'Anse Creuse
 Kinross-Maplewood Baptist Academy
 Taylor-Trillium

2011-12 Officials Reports Listing

(Schools that received 3 or more negative Reports)

In accordance with the May 1996 Representative Council adoption of the "Comprehensive Sportsmanship Package" the names of schools that received three or more "concern" or "ejection" Officials Reports in the school year are listed in this report.

Royal Oak	14	Milan	6	Brooklyn Columbia Central	4
Rochester	13	New Baltimore Anchor Bay	6	Caledonia	4
Ypsilanti Lincoln	13	Novi	6	Canton	4
Ann Arbor Pioneer	12	Otsego	6	Caro	4
Haslett	12	Portland	6	Cedar Springs	4
Kalamazoo Central	11	Richland Gull Lake	6	Clinton Twp Chippewa Valley	4
Pinckney	11	Romeo	6	Clio	4
Waterford Kettering	11	Saginaw Heritage	6	Coldwater	4
Bangor	10	Saugatuck	6	Dansville	4
Grand Rapids Creston	10	Stevensville Lakeshore	6	Dearborn Edsel Ford	4
Otisville Lakeville Memorial	10	Tawas Area	6	Dearborn Heights Crestwood	4
Saline	10	Warren Cousino	6	Delton Kellogg	4
Brownstown Woodhaven	9	Waterford Mott	6	Escanaba	4
Clarkston	9	Albion	5	Essexville Garber	4
Millington	9	Benzie Central	5	Farmington Hills Harrison	4
North Farmington	9	Berkley	5	Fennville	4
Portage Northern	9	Birch Run	5	Fife Lake Forest Area	4
Walled Lake Central	9	Bloomfield Hills Lahser	5	Flint Carman-Ainsworth	4
Wayne Memorial	9	Chelsea	5	Flint Kearsley	4
Birmingham Seaholm	8	Clawson	5	Flint Powers Catholic	4
Brighton	8	Coleman	5	Flint Southwestern	4
Charlotte	8	Dearborn	5	Garden City	4
Grand Rapids FH Central	8	Detroit Catholic Central	5	Gibraltar Carlson	4
Holt	8	Detroit Country Day	5	Gladwin	4
Lansing Eastern	8	Dexter	5	Grand Rapids FH Northern	4
Lapeer West	8	Dryden	5	Grand Rapids Union	4
Monroe	8	Fraser	5	Grant	4
Perry	8	Grand Blanc	5	Howell	4
Walled Lake Northern	8	Grand Ledge	5	Hudsonville	4
Walled Lake Western	8	Grand Rapids Northview	5	Lake Orion	4
Allen Park	7	Grandville	5	Lapeer East	4
Ann Arbor Huron	7	Harrison Twp L'Anse Creuse	5	Madison Heights Lamphere	4
Farmington	7	Holly	5	Madison Heights Madison	4
Goodrich	7	Jonesville	5	Manchester	4
Grand Rapids West Catholic	7	Lansing Catholic	5	Manton	4
Lake Odessa Lakewood	7	Lansing Everett	5	Maple City Glen Lake	4
Macomb Dakota	7	Livonia Stevenson	5	Marcellus	4
New Boston Huron	7	Lowell	5	Melvindale	4
Northville	7	Macomb L'Anse Creuse N	5	Mt Morris EA Johnson	4
Pinconning	7	Millford	5	Onsted	4
Rochester Adams	7	Monroe Jefferson	5	Ortonville-Brandon	4
Romulus	7	Muskegon	5	Oxford	4
South Lyon	7	Niles	5	Parma Western	4
St Clair	7	Petoskey	5	Pontiac	4
Temperance Bedford	7	Plymouth	5	Ravenna	4
Utica	7	Pontiac Notre Dame Prep	5	Redford Thurston	4
Westland John Glenn	7	Redford Union	5	Saginaw Swan Valley	4
Ypsilanti	7	Roscommon	5	Sandusky	4
Adrian	6	St Clair Shores Lakeview	5	Southfield Christian	4
Bad Axe	6	St Clair Shores South Lake	5	St Clair Shores Lake Shore	4
Battle Creek Central	6	St Johns	5	Standish-Sterling Central	4
Center Line	6	Taylor Truman	5	Swartz Creek	4
Corunna	6	Tecumseh	5	Taylor Kennedy	4
Dearborn Heights Robichaud	6	Trenton	5	Traverse City West	4
Eaton Rapids	6	Troy Athens	5	White Lake Lakeland	4
Grosse Pointe South	6	West Bloomfield	5	Whitmore Lake	4
Hamtramck	6	Ada Forest Hills Eastern	4	Wyoming Rogers	4
Holland West Ottawa	6	Almont	4	Alma	3
Jackson	6	Ann Arbor Skyline	4	Alpena	3
Jenison	6	Auburn Hills Avondale	4	Baldwin	3
Kalamazoo Loy Norrix	6	Battle Creek St Philip	4	Battle Creek Harper Creek	3
Lansing Waverly	6	Bay City Central	4	Battle Creek Lakeview	3
Marysville	6	Birmingham Groves	4	Bay City John Glenn	3

- continued next page

2011-12 Officials Reports Listing (continued)

Bay City Western	3	Gaylord	3	Ogemaw Heights	3
Belleville	3	Grand Haven	3	Plainwell	3
Benton Harbor	3	Grand Rapids Christian	3	Quincy	3
Big Rapids	3	Grand Rapids Kenowa Hills	3	Richmond	3
Blanchard Montabella	3	Greenville	3	Riverview	3
Brethren	3	Grosse Ile	3	Rochester Hills Stoney Creek	3
Burton Bentley	3	Grosse Pointe North	3	Rockford	3
Byron Center	3	Grosse Pointe Woods Liggett	3	Salem	3
Cheboygan	3	Harper Woods Chandler Park	3	Southgate Anderson	3
Chesaning	3	Hazel Park	3	St Louis	3
Comstock	3	Houghton	3	Sterling Hs Parkway Christian	3
Concord	3	Ionia	3	Sterling Heights Stevenson	3
Davison	3	Kalamazoo Christian	3	Sturgis	3
Dearborn Fordson	3	Leslie	3	Traverse City Central	3
Dearborn Heights Annapolis	3	Lincoln Alcona	3	Troy	3
Dowagiac	3	Lincoln Park	3	Utica Ford	3
Durand	3	Marshall	3	Vermontville Maple Valley	3
East Jackson	3	Mattawan	3	Warren Mott	3
Ecorse	3	Mio	3	Warren Woods Tower	3
Elk Rapids	3	Monroe St Mary CC	3	Wayland Union	3
Farwell	3	Morenci	3	Wyoming Park	3
Flat Rock	3	Muskegon Orchard View	3	Zeeland East	3
Flint Beecher	3	Muskegon Reeths-Puffer	3		
Flint Northern	3	Napoleon	3		
Flushing	3	Negaunee	3		
Fowlerville	3	New Buffalo	3		
Frankenmuth	3	Niles Brandywine	3		
Freeland	3	North Adams-Jerome	3		

2011-12 Officials Reports Summary

Sport	Concern	CODE: P = Player C = Coach O = Other					Sportsmanship
		Praise	P-Eject	C-Eject	O-Eject		
Baseball	152	17	96	40	1	15	
Boys Basketball	125	15	63	34	3	25	
Boys Lacrosse	45	1	34	4		7	
Boys Soccer	301	11	242	30	3	26	
Boys Swimming	1		1				
Football	211	50	172	19	2	18	
Girls Basketball	70	7	25	25	6	14	
Girls Lacrosse	7		3	4			
Ice Hockey	152	2	136	7		9	
Softball	25	1	5	13	2	5	
Girls Soccer	72	7	48	13	1	10	
Volleyball	8	3		3		5	
Wrestling	74	5	56	10	2	6	

Distribution of Reports

Reports of Concern	No. of Schools	Reports of Praise	No. of Schools
1	184	1	83
2	109	2	15
3	73	3	2
4	34		
5	30		
6	11		
7	9		
8	5		
9	3		

The **23** Most Powerful Lessons of Officiating

21
Do What When?

Wrong Action, Wrong Time: **DISASTER**
 Right Action, Wrong Time: **RESISTANCE**
 Wrong Action, Right Time: **MISTAKE**
 Right Action, Right Time: **SUCCESS**

Teams Practicing Out-of-State Required to Submit Out-of-State Travel Form

The tradition of taking a team on a “spring trip” for practice only is a separate issue from sanctioning a competition. Any school which conducts practice sessions out of state at a site more than 600 miles round-trip must submit to the MHSAA office a Travel Form for Out-of-State Practice at least 30 days in advance of departure. This does not allow schools to compete in a scrimmage, practice or competition with a team from another school.

The following interpretation was adopted at the May 2004 Representative Council meeting and became effective for the 2004-05 school year:

“When a school-sponsored team, or group of students which resembles the school team, intends to conduct practice sessions out of state at a site

more than 600 highway miles round-trip from that school, the Travel Form for Out-of-State Practice is required. For the purpose of this Section, it shall be considered a practice for a school team if a school coach in that sport is present with any number of players from that school’s team, other than his/her family members.”

MHSAA catastrophic insurance does not cover such events.

The form can be found on the MHSAA Website. Pursuant to action of the Representative Council in May 2003, all schools which complete this form will be listed in *benchmarks* at the end of the school year.

A list of schools which completed the form in 2011-12 appears below.

Schools Submitting Out-of-State Travel Forms for 2011-12

<p>None</p>	<p>FALL</p>	<p>Laingsburg Lawrence Mt. Pleasant-Sacred Heart</p>	<p>Holt Howard City – Tri County Hudsonville</p>
<p><i>Skiing</i> Grand Haven</p>	<p>WINTER</p>	<p>Petersburg-Summerfield Petoskey Pinckney Portland Rockford Saline Stevensville Lakeshore Swan Valley Union City Vermontville-Maple Valley Wyoming Park</p>	<p>Jenison Laingsburg Lansing Waverly Lapeer West Lowell Muskegon Orchard View Muskegon Reeths-Puffer New Baltimore Anchor Bay Portland Saginaw Swan Valley Southfield Christian Vestaburg Wyoming Park Zeeland East</p>
<p><i>Boys Swimming & Diving</i> Brighton</p>	<p>SPRING</p>	<p><i>Softball</i> Alma Bath Bay City Western Belding Caledonia Chelsea Clinton Coopersville Davison East Kentwood Eaton Rapids Flint Kearsley Fremont Grand Ledge Grand Rapids Kenowa Hills Grandville Hamilton Hesperia Howell Hudsonville Jackson Northwest</p>	<p><i>Boys Golf</i> Southfield Christian Wyoming Park</p> <p><i>Boys Lacrosse</i> Birmingham Seaholm BH Cranbrook-Kingswood Clarkston</p>

The 23 Most Powerful Lessons of Officiating

22
Pour no gasoline!

You are *prohibited* from making things worse.



The Best Laid Plans . . . Require Re-Planning

Many have said that if you don't have any goals, you won't realize any; but John Kay's *Obliquity* (The Penguin Press, 2010) argues comprehensively and convincingly that the most effective pursuit of large goals is indirect, derived from a process of setting smaller goals, making unexpected discoveries and modifying plans along the way.

"In obliquity," writes Kay, "there are no predictable connections between tensions and outcomes. Oblique problem solvers do not evaluate all alternatives: they make successive choices from a narrow range of options."

The author challenges the notion that there is only one way or even a best way to solve problems, citing Charles Lindbloom, former Yale University economics and political science professor, who claimed, "The test of a 'good policy' is typically that different people involved find themselves agreeing on the policy without agreeing that it is the most appropriate means to an agreed objective." It's "an incompletely theorized agreement," according to legal scholar Cass Sunstein, President Obama's regulatory czar.

Kay appropriates a 1959 quote from Professor Lindbloom who described "the science of muddling through," a process of "building out from the current situation, step by step and by small degrees."

"Oblique approaches to high-level objectives," according to Kay, "should not be equated with

Read any good books lately? News articles? We'd love to know. Submit recommendations to benchmarks@mhsaa.com.

"High-level objectives – live a fulfilling life, create a successful business, produce a distinguished work of art, glorify God – are almost always too imprecise for us to have any clear idea how to achieve them."

unstructured, 'intuitive' decision making. Lindbloom's vision of 'muddling through' is a disciplined, ordered process.

"Through oblique methods," writes Kay, "striving for high-level objectives by constant adaptation" has been the secret sauce for success in both corporate and personal enterprise.

"Good problem solving and decision making is necessarily oblique,"

writes Kay, "because in the process of solving problems we learn not just about strategies for achieving our high-level objectives, but about the nature of the objectives themselves.

"The creation of a sustainable business – a high-level objective – calls for achieving a variety of intermediate goals – profitability, good products, motivated employees, customer satisfaction. In turn, these goals require a series of actions – cost reduction, pricing policies, product launches.

"High-level objectives – live a fulfilling life, create a successful business, produce a distinguished work of art, glorify God – are almost always too imprecise for us to have any clear idea how to achieve them."

A good pairing with *Obliquity* is David Kord Murray's second book, *Plan B* (Free Press, 2011), subtitled *How to Hatch a Second Plan That's Always Better Than Your First*. It's about "planning for plans to change."

It's "adaptive management" which Kord posits is more essential in these fast-moving and modulating modern times. It's "the process of making real-time modifications to the original plan."

Plan B is not a contingency plan to the original plan, according to Kord; Plan B evolves from the original plan.

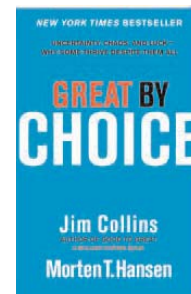
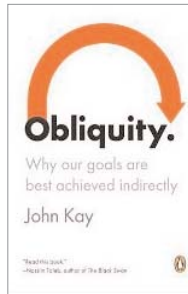
Preparation and Paranoia

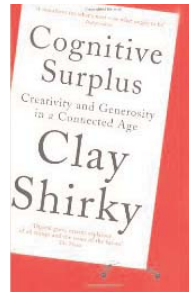
Jim Collins is the author of a fist full of well-researched, easy-reading, best-selling books popular with business readers but useable in many walks of life. His latest, *Great by Choice*, includes this spot-on observation:

"A single stroke of good luck, no matter how big, cannot by itself make a great company. But a single stroke of extreme bad luck . . . can terminate the quest."

It's because of this that "productive paranoia" is a helpful trait for leaders of almost any enterprise, large or small, profit or nonprofit, public or private. To be worried about what could go wrong is a necessary leadership preoccupation.

But so are preparation for those times and persistence during them, because hard times





come to almost any enterprise engaged in work that matters.

It's resilience during bad times, not the good luck to avoid bad times, that is the "signature of greatness," according to Collins.

Collins profiles several examples of companies that not only survived bad luck, but had defining turn-arounds as a result of what seemed like bad luck at the time.

The book is *Great by Choice: Uncertainty, Chaos and Luck – Why Some Thrive Despite Them All* (Harper Collins, 2011). It's co-authored by Morten T. Hansen.

Using our Fancy Free Time

Clay Shirky has written two books that help us understand how communication is changing and how such changes are challenging established ways and

changing the world. In 2008 he delivered *Here Comes Everybody: The Power of Organizing Without Organizations*. In 2010 it was *Cognitive Surplus: Creativity and Generosity in a Connected Age*

(both published by The Penguin Press).

"Cognitive surplus" is a fancy phrase for "free time." Shirky reports that for decades following the introduction of television, it was the TV that monopolized that time. It was a time of sitting passively and receiving programs prepared for our consumption.

Today, it's a "participating culture" in which content can be generated by anybody and shared with everybody. Consumption is no longer the only way to use media; creating it and sharing it are equally important to a growing number of people, a number (or scale) now large enough to make a difference in

how people think about things and do things.

Shirky admits that the average quality of what is created has declined, just as it did when moveable type replaced scribes and when paperbacks began to be marketed alongside hard-bound books. But there's compensation, writes Shirky: ". . . abundance brings a rapid fall in average quality, but over time experimentation pays off, diversity expands the range of the possible, and the best work becomes better than what went before."

Our new media presents problems and invites abuses; but Shirky prefers to see the upside: "When opportunity changes a lot," writes Shirky, "behavior will as well . . . The harnessing of our cognitive surplus allows people to behave in increasingly generous, public, and social ways, relative to their old status as consumers and couch potatoes."

We can hope he's correct.

Bulletin Board Material

"Life is a game with many rules but no referee. Small wonder, then, that so many play dirty, that so few win, that so many lose." – Joseph Brodsky, Russian Poet and Essayist

"I'm going to shake his hand and say thank you for coming back." – New York Giants Receiver Victor Cruz, on his plans for when the 2012 NFL Officials lockout ends

"Having one child makes you a parent; having two you are a referee." – British Journalist David Frost

"The referee is going to be the most important person in the ring tonight besides the fighters." – Boxing Great George Foreman

STUDENT ILLUSTRATOR WANTED

The MHSAA is seeking a student illustrator/satirist for *benchmarks* during each school year. If your school has a talented, artistic individual looking for a platform to display his or her talents, this is the perfect opportunity. Interested candidates should send samples of their work to editor Rob Kaminski at benchmarks@mhsaa.com. The illustration will relate to the theme of each *benchmarks* issue as determined by MHSAA staff. Call Rob at 517-332-5046 for further details.

From Portland to Grand Rapids: NASO Here in 2013!



The NASO Summit moves across the northern fringe, going from Portland, Ore., in 2012 to Grand Rapids (below) – right in our backyard – for 2013.



In Portland, the National Association of Sports Officials was “Taking Care of Business” at the 2012 Summit in July. Next July in Grand Rapids, the theme is “Game Assignments: Right People, Right Place, Right Time — The Right Way.”

Your assignment: attend the July 27 event for Michigan officials, jam-packed with motivational speeches and educational breakout sessions tailored to suit every official’s needs. The “state days” preceding the NASO Summit have become a staple of the event in recent years. In Portland, 750 officials attended the unique gathering.

“Officiate Oregon Day truly was the single most important event we have ever hosted for our high school officials,” said Tom Welter, executive director of the Oregon School Activities Association.

“The feedback we received was extremely positive and encouraging,” said Brad Garrett, OSAA assistant executive director. “Officials who attended enjoyed the format, speakers, and opportunity to share information with those having common interests. Many have requested a repeat event in 2013.”

Speakers and session leaders include some of the industry’s premier personalities, sharing their experiences and knowledge in a one-day extravaganza unlike any other officiating clinic setting.

Mark your calendars for July 27, 2013. The MHSAA will contact registered officials with registration details as the event draws near.

the buzzer



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