

CIAC Task Force Report

to the Education Committee of the Connecticut General Assembly

Approved by Task Force Members on December 20, 2022

Please accept the final report of the Task Force to Study the Governance Structure and Internal Procedures of the Connecticut Interscholastic Athletic Conference (CIAC), created by Public Act 22-116 AN ACT CONCERNING ASSORTED REVISIONS AND ADDITIONS TO THE EDUCATION STATUTES, completed on December 20, 2022. With this submission, the Task Force's work is complete, and it shall terminate, as required by Public Act 22-116.

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The purpose of the task force was to study the governance structure and internal procedures of the Connecticut Interscholastic Athletic Conference (CIAC). As stated in Section 11 of Public Act No. 22-116, such study shall include, but need not be limited to, an examination of the leadership structure of the conference and how leadership positions are filled, and how the conference receives and resolves complaints filed by members of the conference and individuals.

CAS-CIAC Leadership Structure and Fulfillment of Leadership Positions (See Appendix A for CIAC Task Force Presentation)

An examination of CIAC begins with an understanding of its history and origin. More than a century ago, the CIAC was formed by a group of high school principals who, in the absence of any other groups or organizations, stepped forward to mitigate the unsafe and abusive practices that were prevalent in high school sports in Connecticut. Today, the CIAC works tirelessly to develop, maintain, and enforce rules of eligibility and conduct that ensure student safety and promote equitable athletic competition among Connecticut's secondary schools. What began as an organization of regulation, the CIAC has grown dramatically over the years, now providing a wide range of leadership and growth opportunities for the state's students. As stated in CIAC's mission statement, education-based athletics are an extension of a school's core values and mission and exist to enhance a student's cognitive, physical, social, emotional, and mental well-being. The changing landscape of youth sports since CIAC's inception in 1921 has resulted in perhaps sports history's greatest need to protect education-based interscholastic athletics and the interests of student-athletes.

CIAC's boards and legislative body always strive to adopt policies and practices that ensure a school's athletic program is educational in nature, aligns with its academic mission, and is an extension of the learning that takes place in the classroom during the school day. CIAC interscholastic athletic success is not measured in terms of a win/loss record, but, rather, in terms of the depth and breadth of character and life skills development that result from participation. The CIAC provides leadership and support for member schools through the voluntary services of dedicated school administrators, athletic directors, coaches, officials and consultants. All CIAC stakeholders work together towards the same shared goal: to provide safe and equitable interscholastic athletic opportunities that will prepare each and every student-athlete to be an honest, responsible, educated, and contributing member of society.

The CIAC is a division of the Connecticut Association of Schools (CAS). CAS-CIAC merged in 1953 to secure the value of education-based athletics as an important component of a well-rounded education. CAS-CIAC is a member of the National Federation of State High School Associations (NFHS). The CIAC follows all sports rules and regulations issued by the NFHS.

CAS-CIAC Mission and Purpose

A member-driven, non-profit organization, the Connecticut Association of Schools supports the state's schools and their leaders through advocacy, professional learning, recognition programs and student activities. CAS' core mission - to promote excellence in the education of all students - is achieved through the volunteer efforts of practitioners and thought leaders working to improve opportunities and outcomes for all Connecticut learners. Affiliated with the National Association of Secondary School Principals, the Association for Middle Level Education, the National Association of Elementary School Principals, and the National Federation of State High School Associations, CAS represents nearly 900 of the state's public and parochial schools.

CAS-CIAC Governance Structure

The governance and operational structures of CAS-CIAC are perhaps the most inclusive of any education-based non-profit organization in CT; and, CAS-CIAC engages more students directly in education-based work than any other similar CT organization. The governance structure of CAS-CIAC includes the Legislative Body, consisting of all member schools, with the principal the voting delegate to the Body, and a 24-member, broadly representative Board of Directors elected annually by the membership (See Appendix A for the full task force meeting presentation). Under the CAS Board of Directors are five Boards of Control — Athletic (CIAC), Student Activities (CSAC), Elementary School, Middle School and High School — and one Advisory Board (Center for Leadership and Innovation). Each board has separate and distinct functions and to each is delegated decision-making and administrative authority to carry out its functions. All lower boards are responsible to the CAS Board of Directors and, ultimately, the Legislative Body. Literally hundreds of administrators, other school personnel, and students are actively involved in the work of the Association as members of our various boards and committees. CIAC staff consists of an executive director, associate executive director, and assistant directors. CIAC staff members, including the executive director, do not have voting or proposal right on any CIAC board or committee.

CAS-CIAC strives for diverse representation among its elected school administrators. There are six (6) boards that include high school members. On those boards, 53 (49%) of CAS-CIAC member high schools are represented. CAS-CIAC's diversity expert provides input and oversight to ensure inclusion of minority principals and assistant principals.

The CT Interscholastic Athletic Conference (CIAC) Board of Control — along with the 27 sports committees that have been established under its auspices — works to establish and unify policies of oversight in interscholastic athletics, to maintain rules and regulations which allow for fair and equitable competition among schools, and to encourage and promote the

organization of athletic activities as part of the overall educational program.

The CIAC Board of Control comprises nineteen elected member principals and assistant principals as well as consultants representing various constituent groups including athletic directors, coaches, boards of education, superintendents, officials, and medical professionals. One hundred eighty-four (184) schools comprise the CIAC membership. The CIAC Board of Control empowers each of its 27 sports committees to establish and enforce the rules for its sport.

CIAC sports committees are responsible for the rules governing their respective sport and for tournament divisions and seeding. Each CIAC sports committee comprises administrators, athletic directors, coaches, and officials, all of whom are equal voting members. Overall representation on CIAC sports committees includes 73 administrators, 109 coaches, 54 athletic directors, and 27 officials. All appointed CIAC sports committee members have equal voting rights. A misperception that is sometimes propagated by the media is that CIAC sports decisions are made by a few individuals. However, as demonstrated by the makeup of CIAC sports committees, there are literally hundreds of individuals across various constituent groups involved in the decision-making process, with coaches having the greatest number of votes.

Students have a strong presence and voice in CAS-CIAC activities. High school students are the primary decision-makers on CAS-CIAC's State Student Advisory Council on Education, Student Athlete Advisory Board, and Student Equity Advisory Board; and, they play a significant role in CIAC's Sportsmanship Committee. Within these groups, students develop actionable research and activities that are implemented in member school districts to enhance the education-based interscholastic athletic experiences for all participants.

Fulfillment of CAS-CIAC Leadership Positions

All elected CAS & CIAC board positions are filled by the CAS Nominating Committee which, as dictated by the CAS Constitution, comprises twelve member school principals, six of whom are member high school principals, two of whom are member middle school principals, and four of whom are member elementary principals. The Nominating Committee is elected annually by the Legislative Body and is tasked with preparing a proposed slate of officers and board/committee members for the ensuing school year. The slate is compiled with input from relevant individuals and groups and is presented to the membership for approval at the CAS Annual Meeting.

The Nominating Committee makes every effort to ensure that the composition of the association's boards proportionately reflects the diversity of its membership with respect to factors such as race, gender, region, and district demographics. The nominations of the Nominating Committee are sent in writing to each institutional member of the Connecticut

Association of Schools at least two weeks before the Annual Meeting. Other nominations may be made from the floor of the Annual Meeting by members of the Legislative Body.

The chair and elected members are elected for two-year terms. No member serves more than two consecutive terms except that the chair may serve beyond the first four years and is limited to two terms as chair beyond other service.

It is also important to understand how individuals are selected or appointed to serve on CIAC sports committees. The CIAC executive director or his/her designee appoints CAS-CIAC member school administrators (including principals, assistant principals, superintendents, and assistant superintendents) to CIAC sports committees. All athletic directors are appointed by the Connecticut Association of Athletic Directors (CAAD), and all coaches are appointed by the Connecticut High School Coaches Association (CHSCA). Officials are appointed by that sport's state officials board.

**How the CIAC Receives and Resolves Complaints Filed by CIAC Member Schools and
Individuals
(See Appendix B for CIAC Task Force Presentation)**

CAS-CIAC is a member-driven organization that expects school administrators to adhere to its bylaws, rules, and regulations and to hold each other accountable when becoming aware of a fellow school acting in opposition to those bylaws, rules, and regulations. The CIAC maintains a procedural structure for proposing and adopting changes to its bylaws, rules, and regulations as well as a system for member schools to appeal for an exception to a published bylaw, rule, or regulation in extraordinary circumstances.

The most common request made to the CIAC is from a member school looking to appeal the eligibility status of a student-athlete. Eligibility appeals follow a multi-stage due process structure.

The next most common request is for a change to existing CIAC bylaws, sports rules, or regulations. Proposals to change CIAC bylaws, rules, or regulations may be made by an individual member school principal, a recognized CIAC member school league (11 athletic leagues and the CT Football Alliance fall under this category), a CIAC sports committee, the Connecticut Association of Athletic Directors (CAAD), or the Connecticut High School Coaches Association (CHSCA). Change proposals follow a vetting procedure based on the nature of the proposal.

Another common experience is when the CIAC initiates or acts on a charge of non-compliance with CIAC bylaws, rules, or regulations by a member school team, coach, or program. Such charges follow a prescribed system of investigation and due process. The following sections of this report will examine each of these scenarios in greater detail.

Eligibility Appeals

The CIAC works tirelessly to develop, maintain, and enforce rules of eligibility and conduct that ensure student safety and promote equitable athletic competition among Connecticut's secondary schools. Student-athlete eligibility is one of the most critical responsibilities of any interscholastic athletic association. The CIAC standards set forth for student-athlete eligibility maintain academic performance and progress toward graduating high school in four years, a State Department of Education school performance standard, as the primary elements. Additionally, age and enrollment in the school at which the student-athlete participates are essential to eligibility. To prevent sports from being the primary factor in any decision to change schools, the CIAC has established procedures for member schools to follow when student-athletes transfer school districts. Student-athletes may transfer before the start of their sophomore year or when making a legal change of address from one town to another, provided they are living with a legal parent/guardian, without any sit-out period. For example, a student-athlete who played freshmen soccer at a magnet school may transfer back to his/her home district in the fall of his/her sophomore year and be immediately eligible, without a sit-out period. Also, a student-athlete may transfer from town A to town B, recording a legal change of address while living with a legal parent/guardian, and be immediately eligible through his/her high school career. Occasionally, a CIAC member school may feel it appropriate to appeal a student-athlete's eligibility status. To accommodate these circumstances, the CIAC has established due process procedures for schools to pursue those appeals. The first level of due process is the CIAC Eligibility Committee. Six principals and one assistant principal comprise the CIAC Eligibility Committee. At this level, school principals submit a written appeal on behalf of the student along with supporting documentation. The committee reviews the submission and renders a decision on the appeal request. In 2021-2022, 45 eligibility appeals were submitted to the CIAC Eligibility Committee. Eleven (11) of these appeals were granted. Fourteen (14) of the 34 appeals that were denied at the committee level were appealed by the school principal to the CIAC Eligibility Review Board, the next level of due process.

The CIAC Eligibility Review Board is composed of seven (7) principals, one (1) athletic director, and (1) superintendent. The CIAC Eligibility Committee Chair is the only person who serves on both the Eligibility Committee and the Eligibility Review Board. This composition provides background from the committee level while introducing eight (8) new administrative perspectives into the review process. At the Review Board level, the member school principal, parents, student-athlete, and others invited by the appealing school present their case to the members of the Review Board either in-person or virtually. This level of review allows greater detail to be shared and an opportunity for Review Board members to ask questions. Following the Review Board session, a determination is rendered and communicated to the school. A final level of review by the CIAC Board of Control may occur if there is conflicting opinion between the Eligibility Committee and Review Board. Otherwise, the decision of the CIAC Review Board

is final. In 2021-2022, five (5) of the appeals sent to the Review Board were approved.

Overall, approximately ⅓ of the eligibility appeals sent to the CIAC were approved. That statistic demonstrates a fair and equitable application of rules by CIAC leadership, while also acknowledging that there are circumstances that meet a threshold for an exception to a rule. At all times, principals, athletic directors, and superintendents maintain a student-centered focus on education-based athletic decisions and understand that an exception to any rule has effect beyond the individual appeal.

CIAC Sport Rule Changes Determined at the Sports Committee Level

Unless there is a change initiated for the safety and welfare of student-athletes, any request for a change that affects a sports committee must be referred to that committee for review. The committee decides to act in one of the following manners:

- Fully support the request and endorse it to become an official CIAC proposal.
- Deny the request therefore precluding any change to the sport.
- Approve a review of the requested change so the CIAC can gather the information needed for the committee to further study the impact of the change. The committee should continually meet to discuss the information being gathered and the impact of the proposed change.

The CIAC continually receives requests for changes to sports rules; however, any such request is not considered an official CIAC proposal until it is properly vetted by the respective committee. A request can be denied any further consideration or, if overwhelmingly supported by the committee, can become an official CIAC proposal.

Once an official CIAC proposal is developed, the CIAC staff may survey any stakeholders that could be affected by the requested change. This may include the Connecticut Association of Athletic Directors (CAAD), the Connecticut High School Coaches Association (CHSCA), the Connecticut Association of Public School Superintendents (CAPSS), the Connecticut State Department of Education (CSDE), the Connecticut State Medical Society Sports Medicine Committee (CSMS), the Connecticut Association of Boards of Education (CABE), all coaches of the sport, all school principals, all athletic directors, and any other CIAC committees that govern aspects of the requested change or outside groups that may need to weigh-in. The responses of the various groups and any further modifications to the original request will be submitted back to the sports committee for review. The CIAC sports committee will then decide whether to make a recommendation to the CIAC Board of Control to implement the official CIAC proposal. The committee must consider an implementation date that allows adequate time for notification and best serves the CIAC member schools.

Rules change requests that impact multiple sports are first considered by the CIAC Board of Control to determine which sports committee will review and vet the request. After the aforementioned process is followed, a recommendation is made back to the CIAC Board of Control for consideration.

An example of the change process can be illustrated through the workings of the CIAC boys' and girls' basketball committees, which approve and implement the formula used to determine basketball divisions and tournament seeding. It is important to remember the committees' composition in consideration of their responsibilities. The CIAC boys' and girls' basketball committee each has five (5) administrators, five (5) coaches, two (2) athletic directors, and one (1) official as voting members. As is demonstrated by the committee composition, coaches and athletic directors have a significant voice in the tournament design and rules that govern their sports. This is critical when considering proposals for rule changes.

Recently, the boys' and girls' basketball committees approved the adoption of a shot clock for the 2023-2024 season. Prior to the adoption of this change, the shot clock proposal was vetted by the athletic directors and coaches within their respective organizations. Feedback from those organizations resulted in modifications to the original proposal, and a final proposal was vetted with all CIAC member school principals. Each principal was asked to respond with one (1) vote representing the joint position of the school's principal, athletic director, and coach. After receiving significant support in the vetting process, a vote was taken by the CIAC Boys' and Girls' Basketball Committee. The committees' principals voted in alignment with the positions of member school principals; the athletic directors voted in alignment with CAAD; officials voted in alignment with their state board, and the coaches voted in alignment with the position from the CHSCA. In this instance, the proposal passed with support from all.

The process of sport-specific changes is the same for any CIAC sports committee. It provides an opportunity for open dialogue and the potential to change any aspect of sports governance that is the membership's will.

CIAC Bylaw Changes

Procedural aspects of the [Bylaws] regulations for the CIAC may be altered, amended or repealed by the Board of Control members present and voting at any duly called and held meeting of the Board of Control. A change in the [Bylaws] regulations may be submitted by any voting member school through its representative (principal), CIAC sports committee, any CIAC member school league, CAAD, or the CHSCA to the Executive Director of the CIAC at least one month before the next meeting of the Board of Control. It is mandatory that the CIAC Board of Control consider any such proposed amendment and act upon it. It is mandatory that the CAS Board of Directors submit any recommended proposed amendment to member schools at least two weeks before the meeting of the Legislative Body. A proposed amendment may be altered

or modified on the floor of the annual meeting, provided the subject matter thereof shall remain substantially the same as that described in the written notice of amendment. Changes in the [Bylaws] regulations made during the year by the CIAC Board of Control must be submitted to the Legislative Body at its annual meeting for a ratification vote. Every CIAC member high school principal votes when considering ratifying any CIAC bylaw change.

Cooperative team opt-out options are an example of recent CIAC bylaw changes that were ratified by the Legislative Body. The Cooperative Team Committee, in collaboration with each sports committee, has established a maximum number of student-athlete participants from each school as well as a total number of participants that a co-op may roster. The use of quantitative limits maintains the cooperative team purpose of supporting programs and providing participation opportunities while schools grow enough interest to hold a stand-alone program. A critical factor in considering the rationale for forming a co-op is that it cannot be for financial reasons, nor can it be to form a more competitive team. When teams are formed for financial or competitive reasons, the result limits participation opportunities and creates an unfair advantage over opposing teams. However, understanding that there may be circumstances when forming a co-op outside of CIAC playing rules is in the school community's best interest, the CIAC member school principals created an opt-out option.

In the opt-out option, two or more schools that exceed the permissible number of participants to be approved for a cooperative team may still apply to form a co-op by choosing to opt out of the CIAC state championship tournament. In this scenario, teams seeking to form the co-op must still complete all aspects of the application process, including written consent from each member school indicating its desire to opt out of the CIAC tournament; approval from each applying school's league; and, agreement from each opponent on the applying co-op team's schedule to play them with a full understanding that their team does not comply with CIAC rules. The opt-out option has been successful in maintaining opportunities for participation while protecting the integrity of education-based athletic competition. Last year, the co-op program was expanded at the request of a state legislator to allow any school to opt-out of the CIAC state tournament and form an initial cooperative team that exceeds permissible limits. The vote on all co-op bylaws and changes was presented to all 184 CIAC member schools.

Complaints of Alleged Violations by CIAC Member Schools

Alleged violations may be reported by a member school principal, athletic director, coach, parent, or student-athlete. The member school alleged to be in violation is notified by CIAC staff and asked to conduct a self-investigation. Member schools self-report confirmed violations.

A charge for any violation may be brought against a member school, principal, athletic director, coach and/or member of the coaching staff by another member school or by the executive director of CAS-CIAC. Any penalties assessed are administered in accordance with established

due process procedures. Due process procedures include notification to the member school charged with a violation, an investigation (self-conducted or third party assigned by the CIAC), notification of the investigative report, the school being provided an opportunity to present facts to the board of control, adjudication of the matter by the CIAC Board of Control, and potential review by the CAS Board of Directors.

Relationship of Leagues, CAAD, and CHSCA to the CIAC

CAAD, the CHSCA, and Connecticut interscholastic athletic leagues operate as 501(c)3 organizations independent of the CIAC. The CIAC's recognition of these organizations as entities with proposal and voting rights on all CIAC sports committees along with their inclusion in the vetting process for proposed changes to CIAC rules and regulations means that they are empowered with a shared responsibility for the governance of interscholastic athletics in Connecticut.

CIAC Member School League Collaboration and Oversight

CIAC member schools are aligned with one of 11 independent interscholastic athletic leagues (Berkshire League, Capitol Region Athletic League, Central Connecticut Conference, Connecticut Technical Conference, Eastern Connecticut Conference, Fairfield County Interscholastic Athletic Conference, Naugatuck Valley League, North Central Connecticut Conference, Shoreline Conference, South-West Conference, Southern Connecticut Conference). Many league commissioners/presidents and CAAD submitted to the CIAC Legislative Task Force a letter supporting CIAC's structure and governance procedures (Appendix C).

Each league operates as its own entity, independent of the CIAC. That being said, most leagues model their structure after the CIAC. For example, many leagues are governed by their principals; athletic directors meet regularly and act on logistical operations; sports committees composed of athletic directors, coaches, and administrators work to run conference tournaments. Each league independently develops schedules for their member schools and runs post-season league tournaments. A key function of CIAC member school leagues is the oversight they provide on CIAC rules and regulations.

A member-driven organization, the CIAC recognizes member school leagues as one of the entities with proposal rights. Also, leagues and league commissioners/presidents are often consulted through CIAC's rule and regulation vetting process. A recent example is the league-endorsed proposal to the CIAC Soccer Committees to modify the overtime structure of state championship games. The proposal called for using penalty kicks to determine the champion rather than ending the game in a potential tie. The CIAC accepted that proposal, vetted it with athletic directors, coaches, and all CIAC member schools, and, with strong support from all

stakeholders, implemented the requested change. As a result, boys' and girls' CIAC soccer championships no longer end with ties and stand-alone champions in each division are crowned.

Member school leagues also benefit from the innovative leadership that CIAC fosters at a statewide level. Many leagues run sportsmanship conferences, Class Act councils, and equity initiatives that are inspired by CIAC's Class Act Program and Student Equity Advisory Board. Perhaps the most impactful initiative has been CIAC's leadership in developing Unified Sports® programs throughout Connecticut.

Connecticut Association of Athletic Directors (CAAD; the full CAAD presentation can be found in Appendix D)

CAAD was formed in 1977 and in the last 45 years has had a tremendous impact on Connecticut athletics while maintaining a working relationship with the CIAC and the CHSCA. CAAD is a professional organization representing public high school, parochial school, and middle school athletic directors. CAAD is its own 501(c)(3) organization and is independent of the CIAC. The organization currently has 239 members. It is affiliated with the National Interscholastic Athletic Administrators Association. CAAD's collaboration with the CIAC serves to consult, guide, vet, recommend change, and provide oversight to the CIAC. All CAAD appointed athletic directors to CIAC sport committees are actively serving in the AD role and have full voting rights on the respective sport committee. CAAD appoints two consultants to the CIAC Board of Control. CAAD representatives stated that it prefers not to have voting rights on the CIAC Board of Control.

CAAD is composed of educators whose primary goal is to aspire to excellence for its athletic programs in member schools of the CIAC. The CAAD Board of Control is comprised of a diverse representation of athletic directors. The current CAAD Board of Control's voting members includes representatives from all 11 leagues and four (4) at-large district representatives, and its consultants. CAAD staff consists of an executive director, secretary, and treasurer. The association's board of control meets six (6) times per year and annually holds two (2) statewide professional development events and two (2) annual meetings of the entire membership.

Connecticut High School Coaches Association (CHSCA; the full CHSCA presentation can be found in Appendix E)

The CHSCA mission is to provide member coaches with opportunities, resources, professional development, member services/programs, and peer recognition celebrations with the purpose of enhancing each member's growth and performance as coaches, mentors, and leaders. Through its member coaches, student-athletes pursue academic and athletic excellence with the goal of embracing their community responsibilities now and in the future.

The CHSCA is a charter member of the National High School Athletics Coaches Association and is a free-standing member-driven not-for-profit organization. Membership currently consists of

more than 4,000 certified high school, middle school, and junior college coaches. The CHSCA recognizes all CIAC-governed sports and student activities.

The CHSCA appoints members, with voting rights, to CIAC sports and policy committees and consults with CAAD, school administrators, and sports officials. The CHSCA recognizes student athletes and member coaches through various awards including All-State, Academic All-State, CHSCA scholarships, Coach of the Year, and Assistant Coach of the Year, among others.

The CHSCA executive board consists of three (3) elected positions and seventeen (17) appointed representatives. The administration of the CHSCA is composed of its executive director, treasurer, event coordinator, secretary / membership coordinator, awards coordinator, and magazine editor. The CHSCA engages coaches in twenty-eight (28) sports/activity committees and eleven (11) operational committees.

The CHSCA serves as a catalyst for change as it seeks to build and expand partnerships with like-minded organizations through discussion, collaboration, and implementation of policies and regulations for the betterment of education-based sports and activities. The CHSCA has submitted numerous committee-driven proposals that have sequenced their way through each level of the CHSCA hierarchy to be submitted to the CIAC for vetting and approval.

CIAC Task Force Accommodations and Recommendations

Commendations

- The CIAC is a member driven organization and is structured in a way that provides all schools a voice in the decision-making process.
- Nearly 50% of CIAC member school administrators serve on CAS-CIAC elected boards and committees. Bylaw changes are vetted by member schools (principals, ADs, coaches) and require oversight approval at the annual meeting by all 184-member high school principals.
- Changes to bylaws and sport specific rules can be made by an individual member school principal, the Connecticut Association of Athletic Directors (CAAD), the Connecticut High School Coaches Association (CHSCA), interscholastic athletic leagues, and sports committees.
- All sport specific rules are determined by sports committees, on which coaches have the greatest percentage of the vote.
- CAAD and CHSCA vet most sport rule proposals and provide oversight to the CIAC.
- Members of the Connecticut State Medical Society Sports Medicine Committee (CSMS), CAAD, CHSCA, Leagues / Conferences, and the Connecticut Association of Public School Superintendents serve as consultants to the CIAC Board of Control and have a voice in determining CIAC policies, bylaws, rules and regulations.
- CIAC staff, including the executive director, have no voting rights or proposals rights on any CAS-CIAC board or committee.
- A structured reporting system is in place for the CIAC to receive change proposals, eligibility appeals, and charges of non-compliance from member school principals, athletic directors, coaches and parents.
- A structured due process system for adjudicating proposals, appeals, and complaints is followed to ensure member schools are given every opportunity to respond to and participate in CIAC's change and enforcement process.
- The CIAC actively participates in legislative work groups and task forces and meets frequently with legislators.
- The CIAC has demonstrated statewide leadership in diversity, equity, and inclusion initiatives; including, its Student Equity Advisory Board, Men of Color In Leadership program, and diversification of its boards and committees.

Recommendations

- The CIAC should consider making an annual presentation to the General Assembly to update them on the association's activities.
- The CIAC should consider opportunities to assist member school administrators and athletic directors in educating parents about CIAC bylaws, rules and regulations.
- The CIAC should consider using its website and social media to provide short reference tutorials about commonly asked questions to assist stakeholders in understanding bylaws, rules, regulations, appeal processes, and violation reporting procedures.
- The CIAC should consider that sport committee chairs are active CIAC school and district leaders.
- The CIAC should continue to develop innovative diversity, equity, and inclusion initiatives that promote minority engagement in academic and interscholastic athletic positions of leadership.

Appendix A

THE CONNECTICUT ASSOCIATION OF SCHOOLS

The Connecticut Interscholastic Athletic Association

CIAC Task Force Presentation – Understanding the Governance Structure and the Process for Filling Leadership Positions

Providing exemplary programs and services that promote excellence in the education of all children





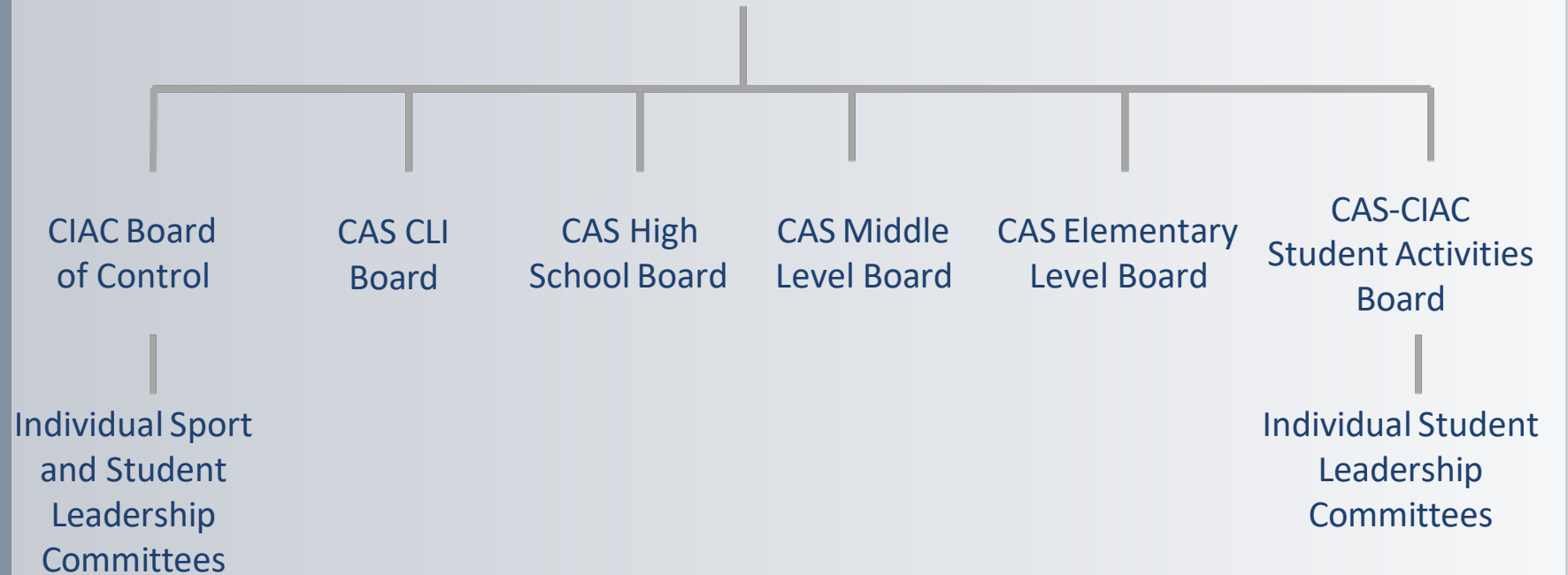
A member-driven, non-profit organization established in 1935, the Connecticut Association of Schools supports the state's schools and their leaders through advocacy, professional learning, recognition programs and student activities. CAS' core mission - to promote excellence in the education of all students - is achieved through the volunteer efforts of practitioners and thought leaders working to improve opportunities and outcomes for all Connecticut learners. Affiliated with the National Association of Secondary School Principals, the Association for Middle Level Education, the National Association of Elementary School Principals, and the National Federation of State High School Associations, CAS represents nearly 900 of the state's public and parochial schools.



LEGISLATIVE BODY

(all member schools; principal is voting delegate)

CAS Board of Directors



LEGISLATIVE BODY



CAS BOARD OF DIRECTORS



CIAC BOARD OF CONTROL



CAS-CIAC Boards:

- CAS
- CIAC
- CLI
- CSAC
- High
- Middle
- Elementary
- Eligibility Review Board

2022-2023	Total # of Members	# Female Members	# Members of Color
CAS-CIAC Boards	109	53/49%	20/18%

53 of the 109 (49%) elected board members are from unique member high schools.

Board Consultants – CAPSS, CAAD, CHSCA, CSMS, CATA, CABE, Higher Education, Officials



All elected CAS & CIAC board positions are filled by the CAS Nominating Committee which, as dictated by our Constitution, is composed of twelve member school administrators, six of whom are member high school principals, two of whom are member middle school principals, and four of whom are member elementary principals.

Consultants from CAPSS, CABE, CAAD, CHSCA, CSMS, CATA, and Higher Education are appointed by their respective organizations.

LEGISLATIVE BODY



CAS BOARD OF DIRECTORS



CIAC BOARD OF CONTROL



CIAC COMMITTEES:

- Sports committees (27 CIAC-sanctioned sports)
- Cooperative Team
- Officials
- Out-of-Season
- Seasons Limitations
- Sports Medicine
- Sportsmanship
- Unified Sports

INTERSCHOLASTIC ATHLETICS SPORTS COMMITTEES – The

CIAC Board of Control — along with the 27 sports committees that have been established under its auspices — works to establish and unify policies of oversight for interscholastic athletics; to maintain rules and regulations which allow for fair and equitable competition among schools; and to encourage and promote the organization of athletic activities as part of the overall educational program.

CIAC Sport Committee Representation 27 Sport Committees

Number of Unique CIAC High Schools 73 (28%)

**Number of Athletic Directors
(2 per committee) 54 (21%)**

**Number of Coaches
(1 per sport division on each committee) 109 (41%)**

**Number of Officials
(1 per sport) 27 (10%)**

LEGISLATIVE BODY



CAS BOARD OF DIRECTORS



CIAC BOARD OF CONTROL



CAS-CIAC STUDENT COMMITTEES:

- State Student Advisory Council on Education (SSACE)
- Student Athlete Advisory Board (SAAB)
- Student Equity Advisory Board (SEAB)
- Sportsmanship

Students Administrators ADs Coaches Staff Officials

Sportsmanship	12	4	5	3	2	2
SAAB	25	1	3		1	
SEAB	32	1	2	2	2	
SSACE	22				2	



CIAC Governance Structure Key Points

- Every CIAC member school principal is a voting member of the CAS-CIAC legislative body.
- There are 184 CIAC member high schools. Administrators from 140 (76%) unique member schools actively serve on CAS-CIAC boards and committees.
- Principals are appointed to CAS-CIAC boards by the CAS Nominating Committee.
- Athletic directors are appointed as voting members of CIAC committees by the CAAD. Coaches are appointed as voting committee members by the CHSCA.
- CAS-CIAC staff, including the executive director, have no voting rights or proposal rights on any CAS-CIAC board or committee. CAS-CIAC staff serve at the will and direction of the governing boards and committees.
- All sport specific rules are determined by sport committees, on which coaches have the greatest percentage of the vote.
- Changes to bylaws and sport specific rules can be made by an individual member school principal, the Connecticut Association of Athletic Directors (CAAD), the Connecticut High School Coaches Association (CHSCA), an interscholastic athletic league, or a sport committee (sport specific only).
- CAS-CIAC bylaw changes are vetted by every member school (principals, ADs, coaches) and require oversight approval at the annual meeting by all 184-member high school principals.
- CAAD and CHSCA vet most sport rule proposals and provide oversight, in addition to CAS-CIAC's boards and committees.
- Student agency, voice, and active participation is promoted through purposeful committee design and structure.

Questions and Future Agenda Items

- Questions
- Future Agenda Items (October 25, 2022)
 - Bylaw and Rule Proposal and Change Process
 - How the Organization Receives and Resolves Complaints Filed by CIAC Members and Individuals

Appendix B

THE CONNECTICUT ASSOCIATION OF SCHOOLS

The Connecticut Interscholastic Athletic Association

CIAC Task Force Presentation – How the CIAC Receives and Resolves Proposals, Appeals, and Complaints Filed by CIAC Members and Individuals

Providing exemplary programs and services that promote excellence in the education of all children



Eligibility Determination and Appeals

Initial eligibility is determined at the school level



*CIAC Eligibility Committee
(7 Administrators)*



*CIAC Eligibility Review Board
(10 Administrators; 1 Athletic Director; 1 Superintendent)*



*CIAC Board of Control
(only cases involving critical and conflicting opinion among
the Eligibility Committee and the Eligibility Review Board
or other compelling reasons)*

Who Can Propose a Change to CIAC Sports Rules and/or Bylaws?

- A CIAC Member School Principal
- A CIAC Member School League
- The Connecticut Association of Athletic Directors (CAAD)
- The Connecticut High School Coaches Association (CHSCA)
- A CIAC Sports Committee

Sport Specific Committee Rules Change Request Process

1. Unless there is a change initiated for the safety and welfare of student-athletes, any request for a change that affects a sports committee must be referred to that committee for review.
2. Once an official CIAC proposal is developed, the CIAC staff may survey any stakeholders that could be affected by the requested change. This may include CAAD, CHSCA, CAPSS, CSDE, CSMS, CABE, all coaches of the sport, all school principals, all athletic directors, and any other CIAC committees that govern aspects of the requested change or outside groups that may need to weigh-in. The responses of the various groups and any further modifications to the original request will be submitted back to the sports committee for review.
3. The CIAC sports committee will then decide whether to make a recommendation to the CIAC Board of Control to implement the official CIAC proposal. The committee must consider an implementation date that allows adequate time for notification and best serves the CIAC member schools.

Example: Penalty kicks to determine soccer championships.

Multi-sport Rule Change Requests or Sport Specific Rule Change with Budget Implications

- Rules change requests that impact multiple sports are first considered by the CIAC Board of Control to determine which committee will review and vet the request.
- A recommendation is made back to the CIAC Board of Control for consideration.

Examples: Fall golf option; basketball shot clock.

CIAC Bylaw Amendments

- Procedural aspects of the [Bylaws] regulations for the Conference may be altered, amended or repealed by the Board of Control members present and voting at any duly called and held meeting of the Board of Control.
- A change in the [Bylaws] regulations may be submitted by any voting member school through its representative, to the Executive Director of the Conference at least one month before the next meeting of the Board of Control. It is mandatory that the Board of Control consider any such proposed amendment and act upon it. It is mandatory that the Board of Directors submit any such proposed amendment, with or without recommendation, to member schools at least two weeks before the meeting of the Legislative Body. A proposed amendment may be altered or modified on the floor of the meeting, provided the subject matter thereof shall remain substantially the same as that described in the written notice of amendment.
- Changes in the [Bylaws] regulations made during the year by the Board of Control must be submitted to the Legislative Body at its annual meeting for vote. (*Every CIAC member high school votes to ratify any CIAC bylaw change.*)

Example: Forming a cooperative team program outside of established student-athlete limits.

Reporting Violations of CIAC Bylaws, Rules, and Regulations

- Alleged violations may be reported by a member school principal, athletic director, coach, parent, or student-athlete.
 - The member school alleged to be in violation is notified and asked to investigate.
 - Member schools self-report confirmed violations.
- A charge for any violation may be brought against a member school, principal, athletic director, coach and/or member of the coaching staff by another member school or by the executive director of CAS-CIAC. Any penalties assessed will be administered in accordance with established due process procedures.
 - The member school charged with a violation is notified. The charged school may submit a self-report or the CIAC may assign a third party to investigate the charge.

Questions



Appendix C



As league Presidents/Commissioners we wanted to share our support of the CIAC and those who are charged with running it. Member schools and their administration are important partners of the CIAC. CIAC staff regularly meet with representatives of its member schools to discuss ways to continue to improve interscholastic athletics in CT. They listen to suggestions, vet them through proper protocols, and, in many instances, adopt changes that are agreed to be in the best interest of student-athletes in our state. All changes in policy whether for a specific sport or in general to encompass all interscholastic offerings are vetted through the membership. Some very recent examples include the expansion of the football playoffs, the adoption of the shot clock for basketball starting in the 2023-24 season, and the improvement of venues for championship contests, along with many others.

We, as the leaders of conferences throughout the state of CT, are very appreciative of the consistent communication with, and the voice that we are afforded by, the CIAC when decisions that impact our student-athletes are being made. It is a partnership that has been strengthened by the combined efforts of the current leadership at the CIAC office and the member schools.

Sincerely,

Mark Berkowitz, Commissioner, South West Conference (SWC)

Michael Santangeli, Commissioner, South West Conference (SWC)

Dave Schulz, Commissioner, Fairfield County Interscholastic Athletic Conference (FCIAC)

Jonathan Winer, Commissioner, Capital Region Athletic League (CRAL)

Brian Mariano, President, Naugatuck Valley League (NVL)

Fred Williams, League Coordinator, Berkshire League

John Krot, Commissioner, Connecticut Technical Conference (CTC)

Trish Witkin, Commissioner, Central Connecticut Conference (CCC)

Damian Frassinelli, President, North Central Connecticut Conference, (NCCC)

Lynne Flint, President, Shoreline Athletic Conference

Dave Eustis, President, Southern Connecticut Conference (SCC)



Established 1994

www.SouthernConnecticutConference.org

Al Carbone, Commissioner

My name is Al Carbone and I have served as Commissioner of the Southern Connecticut Conference since 2004, and currently am the longest-tenured Commissioner among the state's high school league leaders. Please accept this letter as support for the positive relationship between the current leadership of the Connecticut Interscholastic Athletic Conference (CIAC) and the Commissioners of the various leagues in the state.

In my early years as Commissioner, it was a struggle getting information from the CIAC and other entities that athletic directors and coaches were associated with. And more frustrating than the lack of communication, was the inability of leagues to actually weigh in on important topics and issues. As the only Commissioner who is currently not (or has ever been) an athletics administrator at a CIAC-member school, it is imperative that the lines of communication are open at all times to me and more importantly to our member schools.

As leagues, including the SCC, became better organized and got more public attention, there became a desire for better interaction among league commissioners. This interaction was intended to share best practices, and possibly work together with scheduling alliances (such as the SCC's partnership with FCIAC in football and baseball; and SWC with boys ice hockey and boys volleyball). As a result, the CIAC started to host bi-annual Commissioner meetings.

Flash forward to 2022 and the current leadership of the CIAC (Dr. Glenn Lungarini and Gregg Simon). Both have made it a priority to include Commissioners in their regular communication cadence to stakeholders.

And to appreciate the level of communication is to understand the context.

When I began as SCC Commissioner in 2004, the then-leadership of the CIAC and other entities (unless you paid to be a member) hardly acknowledged the role of "leagues" in the educational-based athletic process, and much less to a degree, included the league Commissioners in any communication.

As an independent Commissioner, I have a unique perspective – one that doesn't first look at the impacts to one school/employer, but rather one who represents an entire league, especially a diverse one such as the SCC – which includes urban, suburban, public and private schools.

This wide-ranging perspective has served me well in my position, but also one I have inevitably struggled with over the years. Fortunately, as "leagues" began to develop and organize, increased their offerings (playoffs, events, etc.) to their student-athletes, and more importantly, started working together on sports scheduling issues, it has been a pleasure to share and communicate with my colleagues and CIAC leadership.

In the last five-plus years under Glenn and Gregg's guidance, and especially prevalent in the COVID-19 era, the level of communication, respect and collaboration between league commissioners and the CIAC has been productive.

Here is an example. The aforementioned bi-annual Commissioner meetings led to the formation of the highly successful Connecticut High School Football Alliance, a group of league commissioners who have addressed the often-contentious way football games were scheduled by matching up teams of like size between different conferences. The Alliance would not have happened without regular communication between Commissioners, but also for the hospitality and support of the CIAC leadership, and their belief that leagues can be an important part of the discussion for improvement, which led to the opportunity for leagues to put forth proposals on various topics to sport committees.

The ability to generate “proposals as leagues” led to a change in “power points” that are a significant factor in determining state football playoff rankings – a significant move that benefitted the Football Alliance, but also strengthened the sport.

Another recent change, which emanated from a “league” proposal, eliminated ties (and co-champions) in state championship soccer games. Even more, league commissioners are continually communicated on new developments and proposals.

As a result, league commissioners, who often have to balance the needs of their own member schools and their individual preferences, are now valuable parts of the “bigger” process to make positive changes to interscholastic athletics.

This partnership that has been made stronger in large part due to the current leadership at the CIAC and their willingness to see the big picture and include all stakeholders who share their vision – providing kids the opportunity to compete for their high school athletic teams.

That being said, the CIAC has a commitment to make their member schools (and leagues) better informed as the high school landscape continues to change – whether it be addressing out-of-season coaching, the impact of Name, Image and Likeness, and the overall health and safety of student athletes. That is why I am encouraged about the creation of the Task Force that was created by the Connecticut General Assembly (PA 22-116) and the involvement of CIAC leadership and various stakeholders.

Al Carbone
Commissioner, Southern Connecticut Conference
(203) 671-4421
commissioner@southernconnecticutconference.org



CONNECTICUT ASSOCIATION OF ATHLETIC DIRECTORS, INC.

30 REALTY DRIVE - CHESHIRE, CONNECTICUT 06410 - (203) 651-3921 FAX (203) 250-1345

To: The Task Force Created to Study the Governance Structure and Internal Procedures of the Connecticut Interscholastic Athletic Conference (CIAC)

From: The Connecticut Association of Athletic Directors (CAAD)

Date: September 7, 2022

Re: Position on CIAC Governance

The Connecticut Association of Athletic Directors (CAAD) has had a long standing relationship with the Connecticut Interscholastic Athletic Conference (CIAC) and have welcomed the opportunity to be a part of the current governing process that is in place. CAAD is an organization independent of the CIAC and we have played a major role as a consultant on all CIAC committees including the CIAC Board of Control. Over 65 different athletic directors hold those consultant positions. Our role is to assist and lend direction to the many decisions made by all CIAC Committees. Additionally, we provide a thorough vetting service with all our members to assist in the implementation of change and new CIAC regulations. In our role as consultants we, CAAD, along with the Connecticut High School Coaches Association (CHSCA), consider ourselves as providing oversight to the governance structure of the CIAC. The process currently being used insures a voice by all stakeholders in Connecticut high school sports.

While it may be healthy to revisit the governance structure and internal procedures of the CIAC once in a while, the Connecticut Association of Athletic Directors is strongly opposed to any legislative involvement in this review. Politics should never be involved in the governance of high school sports in Connecticut. There is a mechanism already in place to make changes, continually improve the conditions for high school athletes, and to provide oversight. The CIAC is a member school organization and the fate of high school sports in Connecticut should be left in the capable hands of the member schools principals, athletic directors and coaches.

Appendix D

The Connecticut Association of Athletic Directors



Who, What, When, Where, Why?

The Connecticut Association of Athletic Directors

WHO?

- A Professional Organization Representing Public High School, Parochial School and Middle School Athletic Directors.
- CAAD is its own 501c3 organization and is Independent of the CIAC.
- Currently 239 Members.
- Affiliated with the National Interscholastic Administrators Association. (2 million in liability insurance for each member)
- Consults, Guides, Vets, Recommends Change and Provides Oversight to the CIAC.

Connecticut Association of Athletic Directors Board of Control

WHO?

OFFICERS		
PRESIDENT	VJ Sarullo	Jonathan Law High School
President-Elect	Mark Berkowitz, CAA	Weston High School
2nd Vice President	Jonathan Nadeau, CMAA	Abbott Technical High School
Secretary	Trish Witkin, CMAA	Glastonbury High School
Treasurer	Ken Marcucio, CAA	CAAD
Past President	Dave Dennehy, CAA	St. Paul High School
Executive Director	Fred Balsamo, CMAA	CAAD
LEAGUE REPRESENTATIVES		
Berkshire	Kyle Weaver	Litchfield High School
CCC	Elisha DeJesus	Middletown High School
CRAL	John Krot, CAA	Parish Hill High School
CTC	Steve Wodarski	Wilcox Technical High School
ECC	Scott Elliott, CAA	Lyman Memorial High School
FCIAC	Todd Parness	Fairfield Ludlowe High School
NCCC	Jeff Farrell	Rockville High School
NVL	Paul Catuccio	Watertown High School
SCC	Steve Blumenthal	North Haven High School
Shoreline	Hildie Heck, CAA	Old Lyme High School
SWC	Mike Santangeli, CAA	Joel Barlow High School
AT-LARGE DISTRICT REPRESENTATIVES		
District #1	Brooke DiFormato, CAA, 2025	Ellis Technical High School
District #2	Marc Romano, 2024	Fitch High School
District #3	Doug Marchetti, CAA, 2023	Norwalk High School
District #4	Matt Martorelli, CMAA 2026	Farmington High School
CONSULTANTS		
Awards	Anne MacNeil, CMAA	Housatonic Regional High School
BIPOC	Chris Fulton	Windsor High School
CIAC Sports Consultants	Damian Frassinelli, CMAA	Stafford High School
DEIB	Elisha DeJesus	Middletown Public School District
Mentoring	Hildie Heck, CAA	Old Lyme High School
Newsletter/Social Media	Lynne Flint, CMAA	Haddam-Killingworth High School
Officials	Diane Callis, CMAA	Bulkeley High School
Professional Dev./NIAAA Liaison	Trish Witkin, CMAA	CAAD
Retired AD's	Joe Monroe	CAAD
Scholarship Committee	Heidi Schmidt, CAA	Hartford Schools
Season Limitations	Matt Perachi	Shepaug High School
Unified Sports	Paul Mengold, CAA	CIAC Unified

30 Voting Members
1 Non-Voting Member

Connecticut Association of Athletic Directors Consultants on CIAC Sports Committees

WHO?

BOYS' COMMITTEES:

Baseball	Lindsey Boutilier, Manchester HS & Steve Baldwin, CAA, Brookfield HS
Boys' Basketball	Kevin Burke, CAA, Bacon Academy & Matt Perachi, Shepaug Reg. HS
Boys' Cross Country	Paul Catuccio, Watertown HS & Ellen Turner, CAA, Wheeler High School
Football	VJ Sarullo, Jonathan Law HS & Damian Frassinelli, CMAA, Stafford HS
Golf	Steve Wodarski, Wilcox Technical HS & Brian Maltese, Granby HS
Ice Hockey	Jeff Pinney, Simsbury HS & Steve Trifone, Cheshire HS
Lacrosse	Doug Marchetti, Norwalk HS & Jake Jarvis, CAA, Guilford HS
Boys' Soccer	Jim O'Brien, Windsor Locks HS & Scott Elliott, CAA, Lyman Memorial HS
Boys Swimming	Craig Semple, Masuk HS & Diane Callis, CAA, Bulkeley HS
Boys' Tennis	Dick Cerone, Westhill HS & Tom Curran, Fairfield Prep HS
Boys' Indoor Track	Sterling Scanlon, Weaver HS & Ashley Kitchens, Glastonbury HS
Boys' Outdoor Track	Hildie Heck, Old Lyme HS & Dane Street, Ridgefield HS
Wrestling	Ernie Goodwin, Amity HS & Keith Lipinsky, New Milford HS
Volleyball	Dave Francalanga, Berlin HS & Matt Martorelli, CMAA, Farmington HS

All have voting privileges on CIAC Sports Committee's.

GIRLS' COMMITTEES:

Girls' Basketball	Elisha DeJesus, Middletown HS & Fred Williams, Northwestern Reg. HS Girls'
Cross Country	Paul Catuccio, Watertown HS & Ellen Turner, CAA, Wheeler HS
Field Hockey	Kim Church, CMAA, Canton HS & Mike Maltese, Wethersfield HS
Gymnastics	John Krot, CAA, Parrish Hill HS & Jason Siegal, West Hartford Schools
Girls' Soccer	Ashley Mara, Northwest Cath. HS & David Dennehy, St. Paul HS
Softball	Kelly Maher, Cromwell HS & Jon Nadeau, CMAA, Abbott Technical HS Girls'
Swimming	Diane Callis, CAA, Bulkeley HS & Anthony Verderame, East Haven HS
Girls' Tennis	Ann MacNeil, CMAA, Housatonic Reg HS & Shaun Russell, East Hampton HS Girls'
Indoor Track	Ashley Kitchens, Glastonbury HS & Sterling Scanlon, Weaver HS
Girls' Outdoor Track	Hildie Heck, Old Lyme HS & Dane Street, Ridgefield HS Volleyball
	Peter Georgiou, Greenwich HS & Tim Kohs, CAA, Mercy HS
Girls' Lacrosse	Tim McCluskey, Tolland HS & Todd Zenczak, Suffield HS
Cheerleading	Mark Ottusch, New Fairfield HS

Connecticut Association of Athletic Directors Mission Statement

WHAT?

The Connecticut Association of Athletic Directors (CAAD) is comprised of educators whose primary goal is to aspire to excellence for its athletic programs in member schools of the Connecticut Interscholastic Athletic Conference (CIAC). The mission of CAAD is to:

- **promote the role of the athletic director** as the leader, coach and facilitator of exemplary athletic programs
- provide opportunities **for professional development** for all members in the areas of athletics, athletic program administration and best practices.
- create opportunities for the **exchange of ideas and information on best practices** in athletic administration
- foster greater **communication and cooperation** between member schools
- encourage and support strategies that promote the widest student-athlete participation with the highest possible **academic and sportsmanship standards**
- promote the importance of high school athletics as it relates to **teamwork, sportsmanship, individual responsibility and life-long skills**
- **improve relationships** between and among athletes throughout Connecticut schools
- disseminate appropriate and pertinent **information on national and state athletic issues** specific to the administration of high school athletics
- model and foster high standards of **professionalism, proficiency and ethics**

The Connecticut Association of Athletic Directors

WHEN?

- The Connecticut Association of Athletic Directors was formed in 1977 and in the last 45 years has had a tremendous impact on athletics in out state while maintaining a working relationship with the CIAC as well as the CHSCA.
- The Connecticut Association of Athletic Directors Board of Control meets 6 times per year.
- The Connecticut Association of Athletic Directors annually hosts 2 Statewide Professional development events and 2 Annual Meetings for the entire membership.

- The Connecticut Association of Athletic Directors
WHERE?

The Connecticut Association of Athletic Directors
30 Realty Drive
Cheshire, CT 06410
www.caadinc.org

Rented Office space is located within the CIAC Building.

• The Connecticut Association of Athletic Directors

WHY?

In Summary, CAAD exists to have a positive impact on ALL the student-athletes of Connecticut!

Just a few CAAD's Initiatives that resulted in change to CIAC rules, regulations and programs:

1. Out of Season Non-school team Coaching elevated to 50% of "fielding a team" from 3 athletes.
2. Out of Season Coaching to allow conditioning year-round.
3. Transfer Rule added exception to sit for 50% of season for non-athletic transfers.
4. Season Limitation beginning and ending dates.
5. Class Act Sportsmanship Program.
6. Optional Fall/Spring Golf Seasons.

The Connecticut Association of Athletic Directors



Q & A

Appendix E

Connecticut High School



Coaches Association

Established 1952



CHSCA Mission Statement

The CHSCA mission is to provide member coaches with opportunities, resources, professional development, members services/programs, and peer recognition celebrations with the purpose of enhancing each member's growth and performance as coaches, mentors, and leaders. Through our member coaches, student- athletes will pursue academic and athletic excellence with the goal of embracing their community responsibilities now and in the future.

Connecticut High School Coaches Association



CONNECTICUT HIGH SCHOOL
COACHES ASSOCIATION

- ❑ CHSCA is a Charter Member of the National High School Athletics Coaches Association
- ❑ CHSCA is a free-standing member driven not for profit organization.
- ❑ Membership - 4,000+ Certified HS, MS, & Junior College Coaches
- ❑ CHSCA recognizes all CIAC governed sports
- ❑ CHSCA recognizes student activities
 - Cheer & Dance - Girls Ice Hockey - Robotics
- ❑ CHSCA membership is invited to serve on sport and policy committees with the CIAC staff,
CT Association of Athletic Directors, school administrators, sport officials, and sport consultants
- ❑ CHSCA recognizes members & non-members with various annual recognitions - i.e., HOF, COTY, ACOTY, OOTY, & 3 Major Awards
- ❑ CHSCA's Hall of Fame is maintained within Rentschler Field at Pratt & Whitney Stadium
- ❑ CHSCA recognizes student-athletes & coaches
- ❑ All State Recognition by Sport/Activities
- ❑ Academic All State by Sport/Activity
- ❑ Athlete of the Week
- ❑ CHSCA Scholarship Awards

CHSCA Structure

Executive Board

Elected (3) - Appointed (17)

Representation from each of the 11 leagues

Administration

Executive Director

Treasurer / Event Coordinator

Secretary / Membership Coordinator

Awards Coordinator

Magazine Editor

Committees

Sports/Activity (28)

&

Operational (11)



Canadian Hockey Soccer Council of America

Connecticut High School Coaches Association **“Catalyst for Change”**



- The CHSCA now rents office space is within the CASCIAC building, 30 Realty Drive, Cheshire
 - Rationale - To build and expand partnerships with like-minded organizations through discussion, collaboration, and implementation of policies and regulations for the betterment education-based sport and activities.
 - CHSCA has submitted numerous committee driven proposals that have sequenced its way through each level of the CHSCA hierarchy to be submitted to the CIAC for vetting and approval.
 - Example: CHSCA Football Committee proposal to change CIAC football championship divisions from 4 to 6 divisional championships.
 - To This date, all proposed changes have been ultimately vetted, approved, and is currently practiced doctrine.

Connecticut High School Coaches Association

Member Benefits



As coach/advisor member in good standing, you are eligible to:

- Participate in one of the oldest professional education-based coach/advisor associations in the country. CHSCA was established in 1952.
- Participate on CHSCA & CIAC committee(s) to support, guide, and regulate sport and/or activity.
- Opportunity to collaborate with other education-based coaches to provide CHSCA post-season coaching and student-athlete competition opportunities.
- Opportunities to be recognized statewide and nationally as a National Hall of Fame Inductee and Coach of the Year by the CHSCA and National High School Athletic Coaches Association.
- Participate in the nomination and selection of All State recognition(s) for student-athletes and students-activity teams and individual members.
- Participate in the nomination and selection of Academic All State recognition(s) for student-athletes and students-activity team and individual members.
- Participate in the nomination and support in the CHSCA general scholarship program for your students.

Connecticut High School Coaches Association

Member Benefits



Connecticut High School Coaches Association

- Be selected to serve and be recognized as an All-Star team coach or advisor.
- Participate in the nomination and selection of your sport/activity's All Star team selection
- Inclusion and insured by the CHSCA Liability Insurance Policy Participate in the CHSCA professional coaching clinics, CEU presentations, and conference on the state and national level.
- Receive and to contribute to the nationally recognized Connecticut Coach Magazine.
- Free or reduced admission with the (presentation of your valid CHSCA membership card) to middle and high school sponsored regular season athletic competitions.
- Unlimited networking opportunities to expand your professional growth with likeminded professionals.
- Opportunities to participate in the ongoing business discount program.

Connecticut High School Coaches Association Administrative Team

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President - 2022-23
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Connecticut High School Coaches Association



Thank You