

## November 9, 2023, CIAC Out-of-Season Committee Report To The Board of Control

The CIAC Out-of-Season Committee convened in the spring of 2023 to consider two proposals, one from the CAAD/CHSCA and one from the FCIAC, to modify CIAC's out-of-season bylaw. After its review, the CIAC Out-of-Season Committee determined that more information was needed to forward either proposal. As such, the CIAC Out-of-Season Committee provided feedback to CAAD/CHSCA and the FCIAC. Both organizations were encouraged to collaborate if they considered resubmitting a revised proposal.

Toward the end of the 2022-2023 school year, the CIAC Out-of-Season Committee surveyed principals to understand the membership's interest in changing the CIAC out-of-season bylaw. One hundred forty-eight (148) principals responded to that survey, with 75% of the members indicating they would like to change the bylaw during the summer months. Also, in that survey, 61.5% of respondents indicated they would be interested in offering out-of-season coaching opportunities during the school year.

In the fall of 2023, CAAD/CHSCA, in consultation with the FCIAC, resubmitted a revised proposal. In review, the representatives of CAAD and CHSCA emphasized that its revised proposal specifically addressed the existing disparities between affluent districts and those with fewer financial resources. The CIAC Out-of-Season Committee reviewed the revised proposal and moved it forward for vetting with member principals. One month was provided for principals, superintendents, athletic directors, coaches, student-athletes, and parents to discuss the proposed plan and agree upon a yes/no position representing their school community.

Following the one-month discussion period, a survey was sent to principals to cast one vote representing their school community's position on the CAAD/CHSCA proposal. Principals were directed to consult their superintendent and athletic director before submitting their votes. One hundred fifty-four (154) out of 184 CIAC member school principals responded to the survey, with 71% voting in support of the proposal and 29% voting against the proposal.

The CIAC Out-of-Season Committee met after the survey closed to discuss the results. In the discussion, a point was made that some districts voted no to the proposal because they disagreed with the restrictions and wanted the change to be more open. Additionally, a committee member shared that the survey results should note that Alliance Districts (36) comprise only 21% of the 169 school districts in CT. In that committee member's conversation with Alliance District Colleagues, there was concern that the CAAD/CHSCA initiative will create greater disparity (to access athletics) between affluent and less fortunate students across CT and widen the equity gap. Several committee members asked to dive deeper into the data from the Alliance Districts to consider the concern.

First, it was noted that equity to Alliance Districts was an emphasis for any consideration of changing the CIAC out-of-season bylaw. Alliance District equity was

evident in the committee's makeup, of which seven (7) of the 11 voting members were from Alliance Districts. Second, the CAAD/CHSCA and FCIAC's original submission was sent back specifically seeking further demonstration of how its proposal would provide equitable opportunity. CAAD/CHSCA spoke to the equity emphasis placed on the composition of its revised proposal. In analyzing the response of Alliance District schools to the vote, the following was determined:

- 47 CIAC member high schools come from the 36 Alliance Districts.
- 39 of the 47 Alliance District high schools responded to the survey. Eight did not vote.
- 31 (79%) of the responding Alliance District high schools voted yes to support the proposal.
- 8 (21%) of the responding Alliance District high schools voted not to support the proposal.

For perspective, 71% of all responding CIAC member schools supported the proposal, and 29% did not. As a subgroup, the Alliance District high schools supported the survey more than their non-alliance peers.

The survey data was further analyzed by league:

<b>League</b>	<b>Yes</b>	<b>No</b>
Berkshire	4	5
CCC	17	13
CRAL	4	1
CTC	6	3
ECC	13	1
FCIAC	15	1
NCCC	3	8
NVL	12	3
SCC	22	1
Shoreline	7	4
SWC	9	5

After discussion, a consensus of the committee was that the survey responses were submitted with collaboration between the principal, superintendent, athletic director, and coaches of each school. The survey responses represented 84% of all CIAC member schools, with 71% of respondents supporting the implementation of the CAAD/CHSCA out-of-season proposal. Furthermore, based on the 79% approval of responding Alliance Districts, the proposed CAAD/CHSCA proposal seeks to address equitable opportunity across CT. Therefore, a motion was made and seconded to move the vetted CAAD/CHSCA proposal forward to the CIAC Board of Control with a recommendation for approval. The CIAC Out-of-Season Committee approved the motion by an eight (8) to one (1) vote.