

# 2019 Speech, Debate, Theatre Roundtables

## Enforcing deadlines

- Know the difference between the due date (soft) and deadline (hard); encourage adherence to due dates
- Publish master calendar with dates things are expected by
- Email blast reminders, targeted individual emails
- Fines: sometimes people just pay for the convenience of working on their own terms instead of the organization's/tournament's
- Theme of not punishing kids for the transgressions of adults — whenever possible and not disruptive to the overall contest operation
- Reframing late fees to early bird discounts
- Not being able to vote on rules changes if dues aren't submitted on time
- Ineligible for school/sweepstakes awards if late, but kids can still compete
- Admonition that capacity for timeliness is often related to resources — or a lack thereof — and disproportionately impacts schools and students from lower socioeconomic backgrounds. To be inclusive, we must consider that impact.
- Oregon is stringent with deadlines — if you miss it, you don't participate.
- Texas is a little less stringent — if you miss the deadline, the administrators from each of the schools in the district vote (so the principal of the transgressing school has to make the case to their peers).
- Pre-registration — expecting to participate, so office knows who to remind for deadlines.

## Making Performing Arts Students feel special

- Press release/media alerts - news coverage – Debate team and Speech team – Newspaper headline coverage
- Social Media engagement -- Facebook page – coverage of events – Twitter Accounts are more “fashionable” – Snapchat?
- Sponsor the competition rooms – This informative speaking room is sponsored by the “meat packers association” (IOWA)
- Stream competition – copyright issues – stream awards – rent dvd of performance and return (within copyright)
- Education – athletic directors should include performing arts in school recognitions.
- Hire a professional photographer – photography intern – make a tournament highlight real – photos are free to competing schools – (no cost to schools)

- Track and link performing arts and educational success – Students engaged in fine arts have better ACT scores etc.... Promote scholarship successes – Work with local schools – support at local school board level meeting
- Awards and celebrations (Mr. Hollands Opus) style
- Monetary incentives
- Space on website to upload news content
- Skit at lunch (See Kevin Berlat)
- Use students to tell their story – Interview with students
- Use platforms to testify on the impact and success of performing arts
- Recognitions at assemblies
- State qualifying send offs – Parade of champions – Champions march
- NFHS Performing Arts Award – Craig M. – Now it's a local award in Kansas as well - James can describe
- Integrations of activities – ability to integrate with other disciplines – How does fine arts permeate into our world – Career focus – Destination Imagination
- Triple A approach – Academics, Athletics, Arts – Athleticism poster must also compliment an activities poster
- Rings for performing arts state championships
- Banners for state championships the same as sports state championship banners
- Department of transportation or similar road signs that promote fine arts state championships – as folks drive into a town - 1A music championships
- Align athletic administration process with activity level administration – Scholastic standing, budgets, uniform & equipment rotation, etc...
- Activity letter jackets – letters for performing arts – All-state jackets
- Leadership oversees sports and activities – so they also must administer an activity
- All-state casts – nominations from judges from every show – promote pictures & names on websites
- Be constantly mindful of promotion

## Inclusion - overcome barriers

- Going away from best actor/actress to two best performers
- Coach conferences - EDI
- Inclusion statement (consider posting/placing on ballots)
- Places to request accommodations on registrations
  - Some software will support accommodations (example: student in wheelchair is always in the same room or in a room on the first floor)
- Consider adherence to rules vs. where kids/coaches are
- Making students feel welcome so they return as coaches and judges
- Strategy for diversity in leadership (being proactive vs. reactive)
- Color blind casting/choose plays for your community
- Suggested reading lists that include plays with diverse characters

- Unified performing arts classes
- Judge training to increase awareness of bias and help judges focus on quality of performance (not competitor dress, set, lighting, etc)
- In Oregon, the state tournament is FREE and a travel stipend is given to schools that have to travel in order to participate
- Look for ways to collaborate among activities to support the involvement of a diverse population of students
- “Trade” with a sports team to give athletes an opportunity to build public speaking skills and create connections
- Attend events (UDL, Lakota events)
- Be aware of financial barriers (uniform set pieces for one acts)
- Seek corporate sponsors in order to decrease cost to schools/students (in CA, food debit cards are sponsored by different groups)
- National organizations need to be aware of where tournaments are held (CA bans use of public school funding to travel to 10 states, consider real ID implications for students)
- Seek diverse judge panels
- Event that is offered for English Language Learners
- Provide 3rd gender option for all spaces that request gender and provide gender neutral restrooms
- Gender neutral clothing is a challenge in performing arts
- Bottom line - eliminate barriers to participation whenever possible

## Balancing work, career, family

- No, doesn't happen
- Spousal support
- Technology - accessible — never away from work
- Family calendar
- Rotate off responsibilities
- Child care at tournaments
- Get family involved: judging, registration desk etc.
- Never miss the big days (anniversary etc.) put them in the calendar first
- Use your down time for reconnecting with family
- Impose self limits (ex. no cell phone at breakfast)
- When applicable let family travel with you on business trips
- If you are the boss offer flex time options (ex. If they work Saturday come in Monday at noon)

## Trend in LD Debate - “progressive” - “Policy LD”

- Trend in pockets (not nationally pervasive)
- Exemplified by a range of techniques: speed, critical argument, case disclosure, presenting plans on value resolutions, etc.
- Where it exists it is having a negative impact on involvement, driving traditional schools away from activity.
- Solutions — came back to what Rich said in presentation yesterday - rules-based - sometimes worth discussing adapting to changes happening - driven by students.
- Some states have banned the use of plans in LD, or taken other measures to empower judges to penalize speed.

## Refereeing, Protests, Grievances

- We are there to advocate for kids!
- Find the coach of the student is a TOP priority!
- Only coaches can protest – in some cases, only the head coach/Team Member . Must be in writing, official protest form, committee of coaches that hear the protest.
- Violations HAVE to be put in writing!
- A committee of individuals handle the disputes.
- The tournament director is key! Many states also have a “Head Appraiser” or Ombudsmen
- Not allowing parents or spectators (or even judge in some states) to file grievance
- Violations/rules broken go to a body instead of an individuals
- CA had 0 protests at their state competition last year. They have a board of directors who first vet the complaint before an official grievance is turned in. They pull the area chairs, discuss with the coaches. They call it an “inquiry.” Every inquiry is placed on a google doc for 2-years of inquiry/rules. It is shared with the board of directors at the end of the year and left anonymous
- 2 Admins have to sign-off on scripts is required.
- People sometimes interpret rules differently in different parts of the state. Doing it in writing can help solve this.
- State-wide group of individuals (8) are selected, by nomination and vote(from all coaches) to serve as a protest committee at the state/regional/qualifying competitions.
- Ombudsmen gets to make the final decision – this individual is not connected directly to the tournament.
- Never publicize our grievances. We see repeats over the years.
- Debate grievance committee. Executive group.
- Should we publicize the grievance results?
- Speech/Theater in a festival world -

- New Jersey allows the student to have a say/voice. They call it a dialogue vs. a grievance.
- NCFL has a protest violation committee. They call in the director of the league, coach and student. If needed the executive board is also called in. Seeing more pushing of the rules because events have evolved.
- Contest manager who is the official. Ethics violation (answer to the state) with an executive committee. State executive committee.
- Quality of judges can impact how rules are interpreted.
- Indiana – Don't re-run rounds.
- Instead of "gotcha" - work on things ahead of time (submit titles ahead of time). KS

## Adjudicators - background check

- There aren't many systems in place on the administrative level
- Onus on individual schools - this can be very hit and miss
  - State 1- School based
    - One school mentioned how it was \$200 cost to the district for a background check
  - State 2 - Concerned with coach background checks
    - Onus on the individual
  - State 3- On the schools
    - Only formal check for the coaches
  - State 4- Adjudicator background check for State Championships (\$7 per person)
    - Nothing in terms of adjudicator background checks
    - Individual schools sometimes check volunteers and those with 1 on 1 interactions
  - State 5- Not evenly enforced (different between organizations and schools)
  - State 6- Training for judges, based on sustained performance
    - Not really doing much from an association level in terms of criminal background checks on Adjudicators
  - State 7-
    - Coaches background check = \$70
    - Judges don't have to do one but have to sign a 2-page waiver
    - Implemented a Harassment Discrimination Policy (Discrimination Hotline) this year
      - Pull judges if there are negative comments (in a non-performance related way) about them. No tolerance policy
    - Also do an anonymous poll/comment box before large tournaments
      - Students able to tell administrators "anything that they want to in confidence" - sometimes get comments about being worried about being in a room alone with an adjudicator
    - Use college kids from local programs that professors recommend

- State 8- School based, very unequal
  - Anything on a college campus requires a background check usually
    - This usually costs around \$25 and the college pays for
- State 9- State organization not require anything - tough to get adjudicators as is
- State 10- No routine background check
  - Have used background checks in specific certain instances (had to get permission to do this)
  - Sports officials are randomly checked (1/3 of them ever year)
- State 11- University checks when have tournaments there
  - Use a free listing/search for background checks to do due diligence
- State 12 - Nothing at all on an administrative level
- State 13 - No background check
  - Veteran judges tend to not like being asked
- State 14- State level judges are coaches (in theory they already have been background checked)
- State 15- In culminating events: everyone has to go through background check
- Pressure on tournament directors to find adjudicators last minute
  - Already a struggle to get judges
- Adjudicators at one school might have to pay whereas others are covered by their school
  - This makes judges want to work at certain schools and not others
- Coaches as adjudicators for higher round (since they are supposed to have background checks)
- Required on college campuses - a lot more strict than when held at high schools
- State 7 implemented harassment/discrimination policy - Zero tolerance