CALIFORNIA INTERSCHOLASTIC FEDERATION

REPORT TO THE LEGISLATURE

2016

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December 14, 2015

The Honorable Edmund G. Brown Jr., Governor
State Capitol, Suite 1173
Sacramento, CA 95814-4900

The Honorable Kevin de Leon
Senate President pro Tempore
State Capitol, Room 205
Sacramento, CA 95814-4900

The Honorable Toni G. Adkins
Speaker, California Assembly
State Capitol, Room 219
Sacramento, CA 95814-4900

We are pleased to submit to you the report highlighting the evaluation and accountability goals and activities regarding high school interscholastic athletic programs in California. This report complies with Education Code 33352 (b)1.

Since the last report to the Legislature and Governor in 2005, the California Interscholastic Federation (CIF) has made major strides in many areas including student safety, equity and quality of coaching. As a whole, the volunteer-run statewide federation has worked hard to change its constitution and bylaws to address emerging athletic issues regarding student athletic eligibility and appeals processes, Title IX-related issues and student health and safety. We have improved our methods and frequency of communication to enhance stakeholder transparency and have worked hard to implement several new student safety laws. Additionally, in 2015, CIF's Executive Director participated in the Assembly Arts, Entertainment, Sports, Tourism and Internet Media Committee informational hearing entitled Homophobia & Transgender-Phobia in Sports: Are LGBT Athletes Playing on a Level Field.

During the reauthorization period, CIF has supported several bills including: AB 25 (2011) which requires the immediate removal of an athlete suspected of sustaining a concussion or head injury during a school-sponsored athletic activity; AB 2127 (2014) which limits full-contact football practices and requires a student-athlete who has suffered a concussion or head injury to complete a graduated return-to-play protocol of at least seven days; SB 1349 (2014) which requires school districts to make public specific information regarding student participation in competitive athletics; and, AB 949 (2015) which made competitive cheerleading a CIF sport.

Without a doubt, the CIF and its member schools have worked diligently to improve interscholastic programs for all students that participate in high school sports. However, the continuing fiscal challenges being faced by public schools has a major impact on interscholastic athletic programs, as many school districts have been forced to consider cancelling and/or reducing their athletic programs.

Additionally, legal expenses continue to grow as parents become more litigious when they disagree with a decision at the local level regarding the state rules governing student eligibility. These are areas CIF will continue to focus on in the future.

In conclusion, education-based interscholastic athletics provides a rich educational experience, an extraordinary preparation for life and self-knowledge to a degree unreachable in most other pursuits. Discipline of mind, development of body and exhilaration of spirit are the results of the best experience in athletics. CIF seeks to foster and enhance this experience by promoting "victory with honor" as a guiding principle for the organization and high school sports in California.

Sincerely,

Reginald Thompkins
President
California Interscholastic Federation
Director, Administrative Services
Corona-Norco Unified School District

Sincerely,

Amy McNamara,
President-Elect
California Interscholastic Federation
Associate Superintendent
Acalanes Union High School District

Report to the California State Legislature, Governor Jerry Brown and Interested Parties

The following report, as required by California Education Code 33353 (b)1, is intended to provide the Governor, the Legislature and the public an update on the goals and objectives of the California Interscholastic Federation (CIF) on issues affecting high school interscholastic athletics in California including evaluation and accountability activities undertaken by CIF. Specifically, the statute calls for an update on the following:

(A) The governing structure of the California Interscholastic Federation, and the effectiveness of that governance structure in providing leadership for interscholastic athletics in secondary schools.

(B) Methods to facilitate communication with agencies, organizations, and public entities whose functions and interests interface with the California Interscholastic Federation.

(C) The quality of coaching and officiating, including, but not limited to, professional development for coaches and athletic administrators, and parent education programs.

(D) Gender equity in interscholastic athletics, including, but not limited to, the number of male and female pupils participating in interscholastic athletics in secondary schools, and action taken by the California Interscholastic Federation in order to ensure compliance with Title IX of the federal Education Amendments of 1972 (20 U.S.C. Sec. 1681 et seq.).

(E) Health and safety of pupils, coaches, officials, and spectators.

(F) The economic viability of interscholastic athletics in secondary schools, including, but not limited to, the promotion and marketing of interscholastic athletics.

(G) New and continuing programs available to pupil athletes.

(H) Awareness and understanding of emerging issues related to interscholastic athletics in secondary schools. Consistent with the statute, CIF held public comment periods related to this required report at each of its regularly scheduled Federated Council and Executive Committee meetings during 2011, 2012, 2013, 2014 and 2015. Consistent with the Brown Act, all of these meetings were publically posted and made available on CIF's website.

Additionally, each CIF Section allowed for public input at each of their regularly scheduled meetings during the same time period. Also, the CIF began in 2007 and expanded in 2012, an outreach effort through CIF's website to invite public questions, feedback and comments. The CIF has continued additional outreach through statewide

parent presentations and through other statewide educational organization meetings and conferences as noted throughout this report.

The report is structured in the order of each required element contained in Education Code 33353(b) 1. The report consists of both a comprehensive update of CIF activities pertaining to each required element and a corresponding addendum that outlines what is included in the supporting documentation.

CIF'S GOVERNANCE STRUCTURE

(A) The governing structure of the CIF and the effectiveness of that governance structure in providing leadership for the interscholastic athletics in secondary schools.

The California Interscholastic Federation (CIF), founded in 1914, is a voluntary organization consisting of 1,576 public, public charter and private high schools that are aligned into ten geographical sections for the purpose of governing education-based high school interscholastic athletics in grades nine through twelve (9-12).

Only two state high school interscholastic athletic organizations in the nation operate as federations: California and New York. This type of governance structure allows each of the CIF Sections to operate with a large degree of local control, autonomy and independence.

While each CIF Section has autonomy from the State CIF and has its own governance structure, Section control and oversight is carried out by school representatives from that geographical region. These representatives include school board members, superintendents, principals, teachers, coaches and athletic directors from each high school who come together to carry out the CIF's mission as outlined in the CIF Constitution and Bylaws. The CIF Constitution and Bylaws is the product of the actions of CIF elected representatives who serve on the CIF Federated Council and Executive Committee.

As per California Education Code 33353 (A). (1) the school representatives must be approved by their local school district Board of Education. These are the only representatives that are allowed to vote and approve CIF Section and State policies, rules and regulations.

The CIF is comprised of 1,172 public high schools including charter schools and 403 private high schools; 1.8 million high school students and more than 800,000 students who compete on their high school sports teams.

CIF's governance structure is grassroots and school districts have considerable authority over the administration of local high school interscholastic athletic programs including, but not limited to, responsibility for the provision of equipment, facilities,

number of teams provided in each sport, contracting for game officials, and equity of opportunity for participation.

California Education Code 35179 states that locally elected school boards are responsible for ensuring that all policies, programs and activities related to interscholastic athletics in their school district are required to be in compliance with state and federal law.

Each participating school appoints an individual to serve as their voting representative, with school board approval, to their local League. Most often this is the school principal. These representatives enact League policies, elect League officers, and develop League sports and schedules.

Each League elects a representative to their respective CIF Section Board of Managers or Council. CIF Sections consist of all of the individual Leagues within a region. There are ten CIF Sections in the state. Each has its own governing body (referred to as a "Board of Managers" or "Council"). Two of the CIF Sections—Oakland and San Francisco—are entirely contained within and operated under the authority of their respective school district's Board of Education.

Each CIF Section governing body elects officers, establishes Section policies, develops Section playoff sports and schedules and elects, from among themselves, their representative to serve on the CIF Federated Council.

The statewide Federated Council serves as the governing body of CIF and is responsible for enacting CIF statewide rules and policies (CIF Constitution and Bylaws) using Roberts Rules of Order and consistent with the Brown Act.

The elected membership of the CIF Federated Council consists of school and school district representatives elected from the ten CIF Sections. State council membership voting is weighted to reflect the number of schools and students served by the respective CIF Sections. Additionally, voting members of the CIF Federated Council include: representatives from the California Department of Education (CDE); California School Boards Association (CSBA); Association of California School Administrators (ACSA); California Association for Health, Physical Education, Recreation and Dance (CAHPERD); California Coaches Association (CCA), California State Athletic Directors Association (CSADA), California Association of Private Schools Organizations (CAPSO), California Association of Directors of Activities (CADA), and California School Superintendents.

CIF receives no state or federal funding and in large part is financially supported by state championship game receipts (42%), corporate support and sponsorships (31%) and limited membership dues (8%). Local school programs are supported by their school district general fund, game receipts and fundraising by coaches, student-athletes and booster clubs.

In 1994, CIF implemented two advisory committees; the Statewide Policy and Procedures Committee and the Economic Viability Committee. By 2015, CIF expanded its statewide advisory groups to over thirty committees that has resulted in CIF becoming the recognized leader in education-based high school interscholastic athletics not only for California, but throughout the nation.

See Appendix A for all supporting materials.

CIF METHODS OF COMMUNICATION

(B) Methods to facilitate communications with agencies, organizations and public entities whose functions and interest interface with the CIF.

CIF communicates to stakeholders and the public using a wide variety of platforms and methods. The CIF and each CIF Section maintains separate websites that provide extensive information regarding a multitude of education-based high school interscholastic athletic issues, policies, and current news. The websites also include meeting dates, agendas and materials that are posted and available for download, at no charge, prior to every meeting as well as meeting minutes. The public and other stakeholders can also email and provide feedback through a link on the CIF website.

CIF Leagues, Sections and the State Executive Committee and the Federated Council hold meetings throughout the year that are also governed by Roberts Rules of Order and the Brown Act. Public notice and public comment is agenized and encouraged at all meetings.

CIF publishes a printed Newsletter, *CIF News*, three times a year that is distributed to every high school principal, athletic director and school district superintendent along with all of the CIF "Allied" organizations such as the CDE, CSBA, ACSA, CAPSO, to name just a few. In addition, *CIF News* is mailed to all members of the California Assembly and the California Senate. The *CIF News* is also made available for the public on the website at no cost.

CIF developed and began distributing two email newsletters in 2008 to parents and coaches. In 2013, that number was expanded to six specific newsletter groups that include parents, coaches, athletic directors, principals, superintendents and education-based CIF leaders. Each email newsletter is published seven to eight times a year with information that is of interest to these respective groups of stakeholders. The subscription list has grown to over 50,000 individuals and the newsletters are provided at no charge. Anyone, including members of the public, can sign up to receive the newsletters on CIF's website.

Annually, CIF's leadership presents at CSBA's, ACSA's, CSADA's, and CADA's annual and periodic statewide conferences regarding topics affecting high school education-based athletics.

In February 2015, the CIF held a four-city (Santa Clara, Los Angeles, San Diego and Davis) two-day tour to promote concussion safety and protocols in football. Over 1,100 football coaches were in attendance. This highly successful program, which has been copied and used nationally by at least 14 other state associations, was a result of CIF implementation of AB 2127 and the addition of CIF's previously adopted rules and regulations. A video of the program was also made available, at no charge, on CIF's website for those coaches who could not attend.

CIF plans an expanded multi-city program that will stress health and safety issues impacting female student-athletes that participate in high school education-based athletics in the spring 2016.

See Appendix B for all supporting materials.

CIF COACHING EDUCATION EFFORTS

(C) The quality of coaching and officiating, including, but not limited to, professional development for coaches and athletic administrators, and parent education programs.

CIF has been a leader in ensuring high school interscholastic athletic coaches and officials receive training in areas ranging from student safety to modeling appropriate behavior. CIF, working in cooperation with the National Federation of State High School Associations (NFHS), currently offers 39 different courses for coaches, administrators, officials, parents and students. Sixteen of those courses are offered free of charge.

Coaches Education:

CIF sponsored legislation in 1995 that set forth the curriculum that is now mandated training for high school interscholastic athletic coaches in California (Education Code 35179.1). Since the inception of the CIF High School Coaching Education Program, more than 150,000 individuals have successfully completed the "Coaching Fundamentals" course. This nationally acclaimed class has been endorsed by the National School Boards Association, National Association of Secondary School Principals and the National Interscholastic Athletic Administrator Association. The course has also received national accreditation from the National Association of Sport and Physical Education which validated that it met and exceeded the "teaching domains" that are required of all high school athletic coaches. Individuals completing this course may also receive either college credit from the University of Colorado or Continuing Education (CE) credit from the United States Sports Academy.

In 1999, the CIF Sports Medicine Committee began developing and distributing information to coaches, parents and student-athletes on the rapidly changing medical environment surrounding high school education-based athletics, including concussions.

In 2010, the CIF was at the forefront nationally when it became only the second state in the nation to mandate that all high school athletic coaches receive training on the signs and symptoms of concussions. Additionally, the CIF Federated Council mandated that all member schools provide information on signs and symptoms of concussions to players and parents, in all sports, prior to student participation and made that information available, at no charge, on its website. Today, all 50 states have followed CIF's lead and provide similar coaching education and student safety mandated programs. In 2012, 2014 and again in 2015, the CIF worked in collaboration with the California Legislature to revise the state concussion safety law to reflect the latest in sports medicine and to ensure coaches are properly trained by their schools and school districts. The latest figures show over 112,000 California education-based high school interscholastic athletic coaches have completed the free online training course in signs and symptoms of concussions.

CIF continued to be a national leader on student-athlete safety when the CIF Federated Council took proactive steps in 2015 to require all high school interscholastic athletic coaches receive training on the signs and symptoms of Sudden Cardiac Arrest (SCA). In the just the first four months, over 17,500 coaches completed this online training at no charge.

Administrator Training:

In 2004, CIF began offering education and training classes for California high school interscholastic athletic administrators developed by the National Interscholastic Athletic Administrators Association (NIAAA). Over 4,000 individuals from CIF member schools have completed classes in 39 different course offerings that cover legal issues in the areas of Risk Management, Title IX, Sexual Harassment, Hazing, American with Disabilities Act, Employment Law, and Event Management.

Individuals taking these courses can enter into and receive credit toward a master's degree from the following Universities:

- Indiana University/Purdue University, Indianapolis
- Ohio University, Athens, Ohio
- Virginia State University, Petersburg, Virginia
- Western Kentucky University, Bowling Green, Kentucky
- William Woods University, Fulton, Missouri
- Concordia University, Irvine, California

Individuals who take the courses can receive post-graduate credit (non-master's program) from:

- Indiana University/Purdue University, Indianapolis

Additionally, in 2012, CIF began producing informational webinars for school administrators including Athletic Directors, Principals and Superintendents. Over 40 webinars were recorded covering topics which included including: emergency action plans for after school activities, heat illness education, concussion, sudden cardiac arrest, pre-participation physical exams, Title IX, academic requirements, out of season football contact rules, and risk management and minimization strategies.

CIF leaders also participated in numerous speaking engagements targeted toward school administrators including, but not limited to:

- CSBA's annual conference
- ACSA's annual superintendent conference
- CSADA's annual conference
- CIF Section athletic directors conferences and trainings
- NFHS National Summer Meeting
- Section 7/8 Meetings (Western States)
- 2015 Practice like the Pros football training
- 2015 Sudden Cardiac Arrest training
- Speaking engagements at high schools throughout California on various topics including parent education, CIF rules, and health and safety

Sport Officials Education and Training:

In 1998, CIF began an "accreditation program" for sport official associations in California that provides service to high schools throughout the state. The accreditation program is a voluntary peer review of the education and training that each local officials association offers to their local individual sport officials.

CIF established a committee that is comprised of "officials' association leaders" from around the State. The Committee established the recommendations and best practices for the education and training of sports officials. As of September 1, 2015, the CIF has 151 officials' associations/units that are meeting these established standards and are officiating games in California. Additionally, CIF hosts "Rules" meetings throughout the state at the beginning of each sports season with officials to update the latest playing rules and regulations. Attendance at these meetings is required for the education and training of leaders of the local officials association to maintain their officials' association accreditation status.

Parent Education Programs:

CIF conducts many presentations throughout the state for the parents and students participating in high school education-based interscholastic athletics.

CIF's website also provides valuable resources for parents that focus on the following:

Concussions:
NFHS A Parent's Guide to Concussion. Adopted by the NFHS Sports Medicine Advisory Committee.
Keeping Quiet Can Keep You Out of the Game. Two-minute video produced by the Centers for Disease Control and Prevention, regarding concussions for parents and students to watch together.
Play It Safe. Concussion and heat safety tips for parents.
Concussion in Sports, What you Need To Know. Free NFHS concussion safety course.
CIF Concussion Information Sheet. Form recommended form for use by the CIF Sports Medicine Advisory Committee (SMAC) to comply with CIF Bylaws and California Education Code.
CIF Acute Concussion Notification Form for Parents. Form recommended by the CIF SMAC for schools to use in communicating with parents/guardians when a student-athlete displays signs and symptoms of concussion.
CIF Graded Concussion Symptom Checklist Form. Form recommended by the CIF SMAC for parents/guardians and student-athletes to use when communicating signs and symptoms of a concussion to their physician.
Return To Learn (RTL). Documents provided to assist the concussed student and their parent/guardian in the "return to the classroom and learning environment" in a scientific manner regarding brain activity.
Return to Play (RTP). The CIF Concussion Return to Play Protocol Form is recommended by the CIF SMAC for use by all parties involved with returning a student-athlete to play.

Sudden Cardiac Arrest:
NFHS Sudden Cardiac Arrest (SCA) Course. In 2015 the NFHS began offering a free course on the signs and symptoms of Sudden Cardiac Arrest.
A Parent's Guide to Sudden Cardiac Arrest Video. Eric Paredes Save a Life Foundation video of the signs and symptoms for students and parents
Eric Paredes Foundation Sudden Cardiac Arrest Fact Sheet. A written document of the signs and symptoms for students and parents.

Sportsmanship:
NFHS Positive Sport Parenting Course. Provides guidelines and strategies to aid parents in becoming good sport parents.
CIF State Sports Parent Presentations. CIF Sports Parent Presentation is a program that features a CIF trained speakers presents, a "Parents Guide to a Successful Sport Experience" and videotape regarding "What Kids want Their Parents to Know about Sportsmanship." This 45-minute presentation is a perfect complement or supplement to any school parent function.

Character Counts and Pursuing Victory with Honor$_{sm}$ Survey. A survey that is provided to aid the Josephson Institute and CIF in their combined efforts to promote character and ethics and to teach life lessons through CIF's athletic programs.
Positive Coaching Alliance Scholarship. Provides information regarding the *Positive Coaches Alliance Triple Impact Competitor Scholarship Program*, which honors exemplary student-athletes.
Scholarship/Awards Programs. Provides information regarding how to apply for CIF's annual award programs including: Statewide Scholar-Athlete, Spirit of Sport, Model Coach, and other academic awards.

Other CIF Resources for Parents:
Sports Medicine Handbook, 4th Edition. Provides the latest information on health and safety-related matters, including information on signs and symptoms of concussions..
MRSA Information for Parents and Students. Provides valuable information regarding the staph infections and prevention.
Heat Illness Information. Provides information on protecting a student-athlete from the dangers of heat overexposure.
Supplements, Steroids and Nutritional Information. Provides information about steroids and performance-enhancing dietary supplements and their effects on students.
Teen Safe Driver Coalition. Graduated driver's license information for parents.

GENDER EQUITY AND TITLE IX

(D) Gender equity in interscholastic athletics, including, but not limited to, the number of male and female pupils participating in interscholastic athletics in secondary schools, and action taken by the California Interscholastic Federation in order to ensure compliance with Title IX of the federal Education Amendments of 1972 (20 U.S.C. Sec. 1681 et seq.).

CIF is committed to actively train school administrators and coaches regarding gender equity and Title IX. CIF offers Leadership Training Institute (LTI) classes – 506 Title IX and Sexual Harassment (see course description on following page) each year at the California State Athletic Directors annual conference for school administrators.

CIF developed a local level Title IX resource network of volunteers from around the state who offer expertise and services free of charge to CIF member schools to promote gender equity and help resolve any issues at the local level whenever possible.

CIF works closely with the Office of Civil Rights (OCR) in San Francisco and other equity rights organizations to assist CIF member schools in promoting equity within their high school interscholastic education-based athletic programs.

Education and Training:

CIF offers *LTI 506 Athletic Administration: Legal Issues II (Title IX, Sexual Harassment)* courses to school administrators. This course offers in-depth coverage of compliance issues regarding Title IX and gender equity in an interscholastic athletic program, including the methodology for a school to perform a Title IX self-audit, and provides strategies related to the development of an effective policy for the prevention of sexual harassment in high school interscholastic athletic programs.

CIF maintains an easy to navigate webpage specifically dedicated to Equity and Title IX. Information and resources on the page include:

- "A Guide to Equity" A program assessment for each CIF member school to use to determine compliance with Title IX guidelines.
- "Grievance Form" Outlines the process, procedures and directions on how an individual can file a complaint through the Uniform Complaint Process (UCP) including the form that must be filed with the school, school district, the State CIF, the CDE and OCR.
- "Fair Play for Girls in Sports" Includes a video and brochure, which is available, at no charge on CIF's website.
- Time Out: Does Your School Play Fair A guide designed to help students, parents, schools and administrators better understand Title IX and the benefits to school athletic programs from the California Women's Law Center.
- Play Fair: A Title IX Playbook for Victory This guide is aimed at helping athletes, coaches, parents, administrators and others to ensure that girls and women receive equal opportunities in high school and college sports from the Women's Sports Foundation founded by Billie Jean King.

Gender Identity Participation:

The CIF continues to be a national leader on gender identity in sports issues. In February, 2013, CIF's Federated Council, with support from the CIF Sports Medicine Advisory Committee, passed a bylaw that includes a policy related to transgender student participation in high school interscholastic athletics. California became only the third state high school interscholastic athletic organization in the nation to do so. The CIF worked closely with the State Legislature to support AB 1266, which provides additional nondiscrimination protections for transgender students.

Participation Survey:

CIF sends member schools an annual survey to assess the participation of student-athletes by gender, with in each sport in California. This survey is part of a nationwide survey conducted by the National Federation for State High School Associations (NFHS).

When the CIF began tracking participation by female athletes in 1971, only 7% of participants were female. In the 2014-2015 survey, 41% of participants are female, equating to over 300,000 female athletes participating in CIF high school interscholastic athletics in California.

In 2008, as a result of the survey and the increased interest shown by female students in the sport of wrestling, CIF began offering post-season events for female wrestlers and teams comprised of only female students. Prior to this post-season opportunity, 1,012 female athletes were competing on high school wrestling teams. Today, that number has grown to 2,771 reflecting the continued growth and interest in the sport by female student-athletes.

See Appendix D for all supporting materials.

HEALTH AND SAFETY EFFORTS

(E) Health and safety of pupils, coaches, officials and spectators.

CIF continues to be recognized as the nation's leader in the development of rules and regulations regarding student-athlete health and safety. CIF has been at the forefront and proactive on risk and injury minimization since 1997 when the Sports Medicine Advisory Committee (SMAC) was formed and the SMAC has been instrumental in the development and proposal of policies, rules and regulations regarding concussions and return to play protocols, sudden cardiac arrest, practice time allowance and limitations, full contact in football, among other things.

The CIF SMAC is comprised of some of the most preeminent health care professionals in California who advise CIF on the most up-to-date information on the prevention and care of sports-related injuries and illnesses.

The *Sports Medicine Handbook,* first developed and published in 1999 by the CIF, is now in its fourth edition and covers topics including, but not limited to, the treatment of sports-related injuries, heat related issues, and the management of concussions. The CIF SMAC continues to update the materials as the latest medical science and information is made available. The 88 page handbook, in its entirety, is available free of charge on CIF's website.

Concussion Education and Training

In 2006 the CIF Sports Medicine Advisory Committee (SMAC) began an intensive discussion and review of the advances in the medical and scientific transformation occurring in the recognition, diagnosis and treatment of concussions. As a result, in 2008-2009, the CIF began its "Play it Safer" educational program for coaches, students and parents and created a dedicated area on the CIF website for concussion and concussion care.

Over the past six years this dedicated section has grown to more than 20 items including training and informational videos for coaches, students and parents, as well as recommended *"return to play"* and *"return to classroom"* protocols developed by the SMAC. The website also contains materials developed to assist all stakeholders, including medical professionals, with the latest medical updates on the signs, symptoms and treatment of concussions. The vast majority of these actions took place in advance of the "national spotlight" on concussions at the recommendation of the SMAC to help reduce injuries and minimize risks and is continually updated to reflect the latest advances in medical science.

In 2010, CIF became one of the first state high school organizations to develop and enact Concussion Protocol Bylaws including the training of all coaches, paid and volunteer, in the signs and symptoms of concussions. The CIF also implemented rules that required immediate removal from a contest or practice of any student-athlete that show signs or symptoms of a concussion. This CIF Bylaw was revised twice (2012 and 2015) in response to advances in medical science and legislation enacted by the California Legislature: AB 25 (Hayashi); AB 588 (Fox); AB 2127 (Cooley). CIF also instituted the Practice Allowance/Restriction Bylaw in 2014, which placed both daily and weekly limitations on the amount of time teams could practice during their season of sport.

As a result of a cooperative effort with the State Legislature in 2015, CIF embarked on a statewide informational tour regarding the issue of "full-contact" practices in the sport of football. More than 1,100 high school football coaches and athletic administrators attended these workshops to hear the latest information from leaders in high school, collegiate and professional football.

Sudden Cardiac Arrest Education and Training

Additionally, in 2015, the CIF Federated Council approved the Sudden Cardiac Arrest (SCA) Protocol Bylaw and its corresponding policies which mandates and promotes education and awareness of SCA among all constituencies of high school interscholastic athletics. In just over four months, 12,000 coaches have completed the free online video webinar on signs, symptoms and appropriate actions to take when observed.

Emergency Action Planning Guide for After School Activities

In August 2015, CIF mailed to 1,576 CIF member schools both a hard copy of the guide and a CD Rom entitled, *"Anyone Can Save a Life."* The Emergency Action Plan program is designed to help schools address potentially dangerous gaps in emergency response during after-school athletics and activities practices and events. The program is also available, at no charge, on CIF's website.

As previously mentioned, CIF developed and launched a free email newsletter that is published seven to eight times a year for parents and guardians of CIF student-athletes.

See Appendix E for all supporting materials.

STATE CIF AND MEMBER SCHOOL ECONOMIC VIABILITY

(F) The economic viability of interscholastic athletics in secondary schools, including, but not limited to, the promotion and marketing of interscholastic athletics.

CIF receives no state or federal funding. Financial oversight responsibility and decisions are made by the elected CIF Executive Committee with CIF's final annual budget adopted and approved by the CIF Federated Council consistent with Roberts Rules of Order and the Brown Act. Presently, CIF's budget, which is subject to annual financial audits, is financially sound. Decisions made by CIF's Executive Committee over the years, including purchasing an office building and fully funding retiree health benefits, have had a positive impact that will be felt for decades to come. In addition, success of CIF's marketing and corporate support program and Regional Football Championship revenues over the past three years, combined with steps taken by CIF to reduce expenses has resulted in the return of nearly $3.3 million to CIF Sections and member schools.

Income:

The major sources of income for the CIF are 1) state championship events ticket sales *(42%),* 2) marketing and corporate support *(31%)* and (3) dues paid by member schools *(8%).*

The CIF finances are audited annually by an outside, independent Certified Public accounting firm that specializes in non-profit organizations and those reports, along with the state and federal tax returns, are made public.

State Championship Events

In the past 10 years, CIF Regional and State Championship events have an increased income as a result of the addition and expansion of championship events and

competition. Ticket prices for events, however, have not increased in the past 10 years, except at select venues where a "local ticket tax" was applied by the municipality. Every two to three years, CIF staff reviews ticket prices for events to more accurately reflect the market while recognizing that ticket prices must be affordable for students and parents.

Marketing and Corporate Support
Prior to 1995, marketing and corporate support was very limited for education- based high school athletic associations across the United States. In 1995 the CIF employed an outside firm to secure outside corporate support of CIF. In 1997 the CIF made the decision to dissolve the contract with the outside firm and hire an in-house "Director of Marketing." In 2005, the addition of the State CIF Football Bowl games, Corporate Support and Broadcast Rights increased revenue by almost 100% going from $477,636 to $943,672. This occurred despite the state-wide economic downturn.

Expenses
The major expenses for CIF include 1) Championship events *(28%)* with the substantial majority of this expense item being the reimbursement to participating schools for their travel, food and housing costs incurred when participating in Regional and State Championship Events; 2) Legal, liability and insurance costs *(27%);* 3) Salary and benefits for employees *(22%)*; and 4) Marketing and corporate support *(16%).* It must be noted that the majority of the marketing expenditures are the result of revenue sharing with the 10 CIF Sections to support their local efforts and not for expenses incurred by the State CIF.

Legal Expenses
The long term economic viability of high school interscholastic education-based athletics is constantly tested by economic factors that face both the nation and California. The past seven years has seen a significant increase in legal challenges and associated expenses to high school interscholastic athletic rules and regulations. CIF member schools are responsible for funding legal costs to defend their approved rules, policies and regulations regardless of the outcome of a case.

Since 2010 CIF and its member schools have been confronted through the legal system approximately 51 times and the courts have found in favor of the CIF rules, regulations and process 95% of the time (36 of 38); nine legal actions were dropped in advance of the court appearance by an agreement to arbitration/mediation (one pending) and three additional cases were dismissed when the plaintiff dropped their complaint. However the fiscal implications of the increasing use of litigation in our society has grown to be a major economic concern for high school interscholastic education-based athletics and in California schools. CIF member schools have spent more than $3.6 million in direct legal counsel fees since 2010. CIF, its Sections, leagues, schools and the CIF General Counsel proactively monitor legal trends and where possible, revised and adopt bylaws to better clarify rules and regulations.

See Appendix F for all supporting materials.

NEW AND CONTINUING CIF STUDENT PROGRAMS

(G) New and continuing programs available to pupil-athletes.

The CIF continues to offer and expand new and continuing programs to student-athletes. Appendix (G) has a complete listing of those programs and two recent additions are highlighted below.

Inclusive Opportunities for Students with Disabilities

CIF has partnered with California Special Olympics, U.S. Paralympics and the California Department of Education to increase athletic participation opportunities for California high school students with disabilities. Students with disabilities now have increased access to the benefits of and the potential for an enriched educational experience through participation in athletic activities at their local high schools.

CIF has published on its website "Best Practices" for planning and implementing programs to assist high schools at the local level. This information was garnered from the CIF partnerships with U.S. Special Olympics and U.S. Paralympics and from numerous school districts in California who have successfully implemented athletic programs of inclusion for their students with disabilities who are interested in interscholastic athletic participation.

In addition, CIF is working to provide additional opportunities for students by including events for students with disabilities into existing Track and Field Championships in 2016 and into the Swimming & Diving Championships in 2017. In 2016, the CIF Los Angeles City Section will add an Inclusive Sports Division for student-athletes with disabilities and the CIF San Diego Section is assisting school districts with implementing Unified Sports programs. Several school districts within the state, including Los Angeles Unified School District and Liberty Union High School District have implemented "model" Unified Sports programs for their students.

Competitive Cheerleading Policy Development

With the passage of AB 949 in October 2015, CIF, in consultation with CDE will be working to develop guidelines, procedures, and safety standards for the purpose of classifying competition cheer as an interscholastic sport. These guidelines are due no later than July 1, 2017. CIF will be seeking a United States Department of Education Office for Civil Rights Title IX compliance designation for competition cheer, and until that time will specify that competition cheer shall not be counted toward a school's Title IX compliance.

CONTINUING PROGRAMS:

CIF/FARMERS Scholar-Athlete of the Year Scholarship Program

This scholarship program awards fifty thousand dollars ($50,000 in scholarships and honors 11 male and 11 female student-athletes statewide based on excellence in

athletics, academics and character. The top two honorees, one male and one female, are recognized by the Legislature each year.

CIF/Subway® Spirit of Sport Scholarship Award Program
This scholarship awards program recognizes one male and one female senior student-athlete during each season of sport. The student-athletes are selected based on exemplary sportsmanship, school and community service and leadership. Six state-wide winners (three boys & three girls) receive a $2,000 college scholarship sponsored by Subway. Additionally, one boy and one girl from each of the 10 CIF Sections receive a scholarship award of $1,000 each, also funded by Subway. All applicants receive a sportsmanship certificate.

Model Coach Award
This program recognizes coaches who have served as positive role models in their schools and communities and who have exhibited the traits of the 16 Principles of Pursuing Victory with Honor$_{sm}$. Winners, nominated through their local CIF Section office, receive their award and are honored in conjunction with their respective sport's State championship or at an event of the recipient's choosing.

CIF Academic Team State Champions
This program recognizes teams in CIF-approved sports who have achieved academically. Based on the most recent official grading period, schools submit varsity team GPAs to their Section Office in competition for the highest team GPA in that specific sport and to be named Section Academic Champions. Sections forward their winning team to the State CIF for consideration for the statewide academic championship. Prior honorees can be found on CIF's website.

Additional Award Programs

CIF Section Student Scholarship and Awards Programs

- CIF North Coast Section, Touchstone Golf Foundation Scholarships
- CIF Central Coast Section, Scholar-Athlete Scholarship Programs
- CIF Sac-Joaquin Section, A. Dale Lacky Memorial Scholarships
- CIF Sac-Joaquin Section, Clarke Coover Memorial Scholarships
- CIF Southern Section, Champions for Character Scholarships

Community Service Awards

- CIF Central Coast Section, Distinguished Service Awards
- CIF Southern Section Distinguished Service Awards
- CIF Sac-Joaquin Section, Community Service Awards
- CIF Sac-Joaquin Section, Foundation Games
- CIF Southern Section, Champions for Character Awards

Individual and Team Scholastic Awards

- CIF North Coast Section, Elmer Brown – Team Scholastic
- CIF Los Angeles City Section, Academic Team Excellence Awards
- CIF Central Coast Section, Scholastic Team Awards

- CIF Northern Section, Adamson/LeMaster/Hendrix Scholar-Athlete
- CIF Northern Section, All Scholastic Team Achievement Awards
- CIF Southern Section, Commissioner's Cup

Hall of Fame Awards

- CIF Los Angeles City Section, Hall of Fame Awards
- CIF San Francisco, Prep Hall of Fame Awards
- CIF Oakland Section, Inaugural Hall of Fame Class 2013
- CIF Southern Section, Hall of Fame Awards
- CIF Sac-Joaquin Section, Hall of Fame Awards

Women in Sports Programs

- CIF Sac-Joaquin Section, Women in Sports Leadership Conference
- CIF Southern Section, Women in Sports Leadership Conference
- CIF State Women's Sports Health Symposium (2016)

Sportsmanship Programs

- CIF San Diego Section, Battle of the Fans
- CIF Central Section, Ethics in Sports Contract
- CIF Southern Section, Champions for Character Awards
- CIF Southern Section, Kenny Fagins- Shake for Sportsmanship Awards
- CIF North Coast Section, Sportsmanship/Community Moments
- CIF Central Coast Section, Sportsmanship Tool Kit
- CIF Central Coast Section, Sportsmanship Awards

Student Television and Internet Broadcast Programs

Many California schools participate as members of the NFHS Broadcast Network. The NFHS Network is a joint venture among the National Federation of State High School Associations (NFHS), its member state associations including the CIF, and PlayOn! Sports.

The NFHS Network celebrates and showcases the unique accomplishments of students, whether he or she is a student-athlete participating in the 27 different sports covered by the Network, or one of the student broadcasters from schools around the country that produce events through the student- run School Broadcast Program. In 2015, El Capitan High School in Merced won the "Best New School Broadcast Program" in the county.

California Office of Traffic Safety - Graduated Driver Licensing

In partnership with the California Office of Traffic Safety, the CIF posts and makes available "Graduated Licensing" information for parents and students using the CIF website and other media platforms.

See Appendix G for all supporting documents.

EMERGING HIGH SCHOOL INTERSCHOLASTIC ATHLETIC ISSUES

(H) Awareness and understanding of emerging issues related to interscholastic athletics in secondary schools.

As a grassroots organization, CIF learns of emerging issues on a daily basis from a wide variety of individuals. The organization has a process in place to address issues and problems. Since the last report to the Legislature in 2010, the CIF has revised, modified, created or deleted one hundred and twelve (112 policies (bylaws) that directly reflect the ongoing transformation of education today.

The most significant change in student athletic eligibility occurred in 2013 when a change in the bylaws, approved by the CIF Federated Council by an overwhelming majority, allowed a much greater degree of school choice without the loss of athletic eligibility during a student's academic career. Since the inception of this modification of residential eligibility, 10,885 students and families changed schools without a change of residence and maintained athletic eligibility that previously would have been denied. This bylaw change originated through a CIF Advisory Committee and reflects effectiveness of the grassroots structure of the CIF organization.

CIF has over 30 standing advisory committees as well as numerous subcommittees that range from sport specific advisory committees to policy and risk management oversight committees. In 1996, CIF developed a Sports Medicine Advisory Committee (SMAC) that today is comprised of some of the most distinguished medical professionals in California who volunteer their time and expertise on health and safety issue in sports. The SMAC has been instrumental in assisting CIF in policy development on such issues as concussion, sudden cardiac arrest in adolescents, steroids and performance enhancing supplements using the latest medical and scientific information, which keeps CIF at the forefront of these critical student health and safety issues both in California and nationally.

All of CIF's Advisory Committees are charged with the task of making recommendations to the CIF Executive Committee and CIF Federated Council for consideration. These recommendations occur when a majority of a Committee favors a revision, deletion or the addition of a new policy. Once a revision, deletion or new policy has been authored with the support of the Committee, it must go back to all CIF member schools and Leagues for consideration and a vote at the local League, Section and finally must be approved by the State Federated Council.

In addition, the CIF's leadership, CIF's Executive Director and administrative staff periodically attend and participate in national sports related organizational meetings during the year to learn and share information regarding emerging issues affecting high school interscholastic education-based sports in the United States. In September 2015, the CIF hosted a conference in Southern California with attendees from the eleven (11) western states of the NFHS to discuss the numerous issues and challenges facing high school interscholastic athletic programs.

CIF's Executive Director visits annually, or as necessary, with representatives from the CDE, and various other statewide education organizations such as California School Boards Association (CSBA), Association of California School Administrators (ACSA), California Association of School Business Officials CASBO, California Association for Private School Organizations (CAPSO), California Coaches Association (CCA) and other state high school athletic affiliates.

CIF also networks with the Legislature and Governor on various issues throughout the year, and has responded timely to concerns that have been raised in the areas of foster youth, homeless youth, transgender students, student athletic eligibility, school and team playoff eligibility, concussions, limits on full contact football practice and other issues brought to CIF's attention.

CIF annually conducts participation surveys of its member schools that identify emerging sports and trends across the state. The survey includes gathering statewide data to identify student interest in specific sports and activities not currently offered by CIF.

See Appendix H for all supporting documentation.

STATUS OF LEGISLATIVE INTENT

Education Code 33353 (a) states that it is the Legislature's intent that the CIF, in consultation with the CDE, implement the following policies;

(A) During years in which the California Interscholastic Federation is not required to report to the Legislature and the Governor pursuant to paragraph (1), it shall hold a public comment period relating to that report at three regularly scheduled Federated Council meetings per year.

CIF Status Report:
CIF ensures, through CIF Constitution Article 4.44, that all League, Section and State meetings affiliated with the CIF be subject to the notice, hearing requirements and public comment of the Ralph M. Brown Act (Chapter 9 (commencing with Section 54950) of Division 2 Title 5 of the Government Code through Article 4, Section 44 of the Constitution.

Minutes of CIF Federated Council and the CIF Executive Committee are posted and available on CIF's website and are also included in Appendix A of this report.

(B) Annually allow public comment on the policies and practices of the California Interscholastic Federation at a regularly scheduled Federated Council meeting.

CIF Status Report:
CIF ensures that all League, Section and State meetings affiliated with the CIF are subject to the notice, hearing requirements and public comment of the Ralph M. Brown Act (Chapter 9 (commencing with Section 54950) of Division 2 Title 5 of the Government Code through Article 4, Section 44 of the Constitution. CIF Constitution Article 4.44.

Minutes of CIF Federated Council and the CIF Executive Committee are posted and available on CIF's website and are also included in Appendix A of this report.

(C) Require Sections of the California Interscholastic Federation to allow public comment on the policies and practices of the California Interscholastic Federation and its Sections, and the report required pursuant to paragraph (1), at each regularly scheduled section meeting.

CIF Status Report: CIF ensures that the 10 CIF Sections be subject to the notice, hearing requirements and public comment of the Ralph M. Brown Act (Chapter 9 (commencing with Section 54950) of Division 2 Title 5 of the Government Code through Article 4, Section 44 of the Constitution. CIF Constitution Article 4.44.

The 10 CIF Section meeting agendas and minutes are posted on each Section's website and examples are included in Appendix A.

(D) Engage in a comprehensive outreach effort to promote the public hearings described in subparagraphs (A) and (C).

CIF Status Report: The CIF Executive Committee has prioritized a specific goal each of the past (5) five years that included a comprehensive outreach plan to increase communication and transparency with stakeholders and the public. The goals and objectives are reviewed at each meeting of the CIF Executive Committee and are posted on CIF's website and included in the published minutes.

These outreach and communications efforts and improvements include many methods and platforms such as traditional print media and new and emerging social media including Facebook, Twitter, Instagram, and YouTube.

Below are just a few highlights of the outreach and communication elements that have been implemented since the 2010 CIF Status report to encourage and engage public participation in CIF. Additional examples and exhibits can be found in Appendix B.

2010-Present – The CIF Executive staff spoke more than 50 times per year at various conferences and meetings throughout the state including "Parent Nights" and during "Back to School Nights" at CIF member schools to encourage participation and to receive feedback.

2011 – Began "Sports Media" tele-press conferences prior to all CIF Federated Council meetings to review and encourage media coverage and attendance at the meetings.

2012 – Added a Frequently Asked Questions (FAQ) Section to the CIF website, including an email form for any member of the public to submit with inquires or to seek clarifications on any issue.

2013 – Added four targeted email newsletters for stakeholders and other interested parties who can sign up online.

2013 – Began "cross-promotion" and outreach with statewide education organizations to promote greater involvement and participation including, but not limited to, California Healthy Kids and California Teachers Association (CTA), California Coalition for Teen Safe Driving, California Parent Teachers Association CAPTA), and CSBA.

2013 – Began CIF online Video Webinars that are available to all stakeholders and the public prior to all CIF Federated Council meetings to highlight and discuss agenda items and encourage participation.

2014 – Reformatted the CIF website to be simpler and more user friendly. Resulted in better functionality and increased user traffic on CIF's website.

2014 – Expanded CIF's "cross-promotion" with Max Preps -- the #1 High School Sports website in the United States -- to promote CIF meetings, policies and educational programs for student-athletes and parents.

2015 – Expanded the use of Twitter and other social media outlets to post announcements, meeting agenda's and results of actions taken by CIF's Federated Council and CIF's Executive Committee.

Additional examples and exhibits can be found in Appendix B.