

ADmission

SPRING 2020

VIRGINIA INTERSCHOLASTIC ATHLETIC
ADMINISTRATORS ASSOCIATION NEWSLETTER





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VIAAA Partnerships



Platinum Partners

Dynamite Sports

Gold Partners

BSN Sports (Dixie)

Herff-Jones

Musco Lighting

Neff

Silver Partners

Daktronics

Xenith

Scholastic Sports/Designing Memories

Virginia Lottery

Pepsi Cola

FieldTurf

Hudl

Dick's Sporting Goods

STAC

US Army

Bronze Partners

Dodson Pest Control

Varsity Athletics

Time Technologies/Fairplay

CFS/Spirit Fundraising

Big Teams

RSchool Today

Patron Partner

ESC

VACorp

Josten's

Sports Image



President's Message

Joe Breinig, CMAA
VIAAA President
John Champe High School

How to be a COVID-19 Athletic Director

The recent Corona virus or COVID-19 has made a tremendous impact, not only on our school, but our nation. All of us have had to adjust, what we considered normal and make changes to our everyday life. Not only have we had to change from a personal perspective, but from a daily work schedule everything has been turned upside down. I know for me, it has been tremendously challenging. As an athletic director, our work schedule is like no other. In the spring, I know normally during the spring season I work at least 3-4 nights per week. It is non-stop grind for 3 months and the crazy thing is I love it and miss it.

Athletic Directors are a different breed. We are unsung heroes. So much of what we do is behind the scenes. When I first transitioned from a coach to AD, I struggled. The relationships with kids was different. I settled in and created a new normal. As an athletic director we create and develop relationships with the coaches, student athletes and parents in a slightly different way than we once did as a coach.

As athletic directors, we are all faced with a similar challenge. First, no spring sports. For our seniors, that is devastating. Parents with a million questions, from meal money refunds, athletic fee refunds, pictures they paid for and how do I get access to the school for my kids gear in their locker. Not to mention, the daily struggle to fall in line with what the local jurisdiction has said and what you must do. How do we recognize our seniors? How do we connect with our kids? Our traditional end of the year awards – how do we make that happen? How do you keep your coaches engaged? Additionally, as AD's we are constantly looking to the future. How will all this impact our fall sports season? Will we start on time? How do we conduct interest meetings for fall sports? Current

8th graders are especially a concern as they simply don't understand how high school sports are organized.

My advice to everyone is to get into a routine. Don't let it overwhelm you. First and foremost, take care of yourself and your family. For me, my son and my parents are the most important people during this time and we are doing great. Find time to do those home projects that you have been putting off. My son is almost 4 years old and I have had to channel my inner most teacher and work on ABC's and 1,2,3's. Not to mention arts and crafts. I never knew I had in me – Ha! Ha! Take care of your family. Once you have that, then you can focus on being the best AD you can for your school. Focus on your school, students, parents, coaches and the community.

Many things that we do are dictated from our local school jurisdiction and that is to be expected. I would challenge everyone to make sure you go above and beyond, to be the best you can! A couple events and activities we did at my school was to participate in the "Be the Light" campaign. I went to the school and turned on the lights to the stadium, baseball and softball fields for 20 minutes to honor our seniors (class of 2020). I had a 3-4-minute message, to our John Champe family that was sent out via social media (Instagram, twitter and Facebook). We then had a parade of cars come by the stadium and honked their horns. There was a 20 ft long banner that was taped it to my truck and displayed as everyone drove by. That said "Seniors 2020 we love you." It was an unbelievable turn out and everyone appreciated the effort. We also send out weekly updated messages via all our social media platforms. The intent behind that is go above and beyond to keep everyone informed. Additionally, all the head coaches and I created a "pass it on video" where each of us shared a special message to our student athletes. We simply wanted to let them know that we miss

them, and we are thinking of them. Our Principal had a special message in this video, as well. Lastly, I also hold regular zoom meetings with our coaches to stay in touch, make sure they are doing ok and plan for next year.

Whatever you do, make the effort to be there for your school and community. We are all in this together and there is strength in numbers. Come up with a slogan for your school, if you don't already have one. You want to give everyone something to rally around. We are the John Champe Knights and we use #Champestrong and #Knight Nation. Our community loves it and appreciates every little thing that we do during this difficult time.

One of the great things I have recognized and appreciated as an athletic director, is that we all share ideas with each other. I would be willing to share anything I have with a

fellow AD. As colleagues and we can lean on each other no matter what. There is an unlimited network out there of support. Yes, we certainly want our school to be successful and hang banners, but we are also there for each other professionally. I want you to know, you have my support for whatever you need. I know that I have benefited from so much love and support from fellow AD's, that I cannot mention them all. We are here for each other, don't ever forget that. If you need anything just ask.

Especially during this difficult and challenging time, please do not hesitate to reach out. The VIAAA is an amazing organization and I am about to embark on the extremely fortunate journey to be your President and I hope I don't let you down. In the great words of past President Dave Rhodes..... VIAAA all the way baby!!!!!!!!!! ■



Reopening Virginia's Schools and Fall VHS� Athletics

Dr. Billy Haun
VHS� Executive Director

The COVID-19 pandemic has drastically affected the way of life for citizens in every state. The country has banded together to fight this terrible virus and try to protect the health of our citizens. Social distancing, quarantine, and stay-at-home are words commonly used in everyday conversations.

Seniors in the class of 2020 have missed memorable parts of their high school experience. They did not have the opportunity to participate in senior prom, graduation, spring sport season and senior nights. I feel badly for all of the student-athletes, coaches, parents and fans who missed the opportunity to play and support their spring sports seasons. Many people had put in many hours of hard work and commitment preparing for the season that did not take place.

Our attention now moves to the fall season. High school sports are a large part of every school community. Coaches, players, and parents are passionate about high school sports and are anxious to see high school activities return. Being part of a team and playing sports are an integral part of the high school education experience. So, what will it take for athletics to happen this fall?

The Virginia Department of Education, state superintendents and educators across the Commonwealth are currently working on plans to reopen Virginia's schools. They are furiously creating plans for both summer school and the beginning of the new year in the fall. These plans are all dependent on the health status of our communities. The Center for Disease Control (CDC), Virginia Department of Health (VDH) and Governor's office will soon be issuing guidelines for opening schools. These guidelines will have to be followed for each phase of the reopening.

Depending on the phases that will be outlined, there are several scenarios that could play out for the reopening of schools. Schools could open on time or have a delayed opening. When the reopening does occur, there will undoubtedly be requirements that will be part of the "new normal". There will be requirements and guidelines on social distancing and safety that will address class sizes, busses, and school activities.

These requirements put in place for the reopening of schools will be a factor in the role athletics will play in schools this fall. There is a possibility athletics and other extracurricular activities may not be allowed or included in the initial stages of reopening schools. When athletics can return, there may only be small group work outs that mandate social distancing. Team activities and practices could return later. If and when we return to competitions, attendance at games may be limited and playing rules could be modified.

As much as everyone wants to return to the fields and courts and begin competing, safety has to be the number one priority. Coaches, athletes, and communities need to be patient. We will need to take this one-step at a time and incorporate health and safety guidelines for coaches, officials, student-athletes, and fans.

The high school community needs to understand the road back will be slow and have challenges, but with the help and cooperation of everyone, we will eventually get back to some level of high school athletic programs. ■



Question and Answer Session

Bruce Bowen, CMAA
Executive Director

How are things with the VIAAA?

What a spring! The Coronavirus has affected more people for a much longer time than anything in my lifetime, with only World War II and the Great Depression being worse. The virus has shut down schools, our State AD Conference, our Section 2 meeting and many businesses along with us sheltering in place. As Athletic Administrators, we are saddened our teams and individuals could not finish their year. But, as we preach to our athletes, we will get back up and continue.

How has your year as our Executive Director gone?

I serve the Officers and the Board of Directors, represent the VIAAA and of course, raise money! With the virus hitting us the second semester, we have lost some of our Partners as they have shut down their business for the time being. Most will return when things get back up and running. But even with that, we still have had a good year with Partnerships: \$70,000 worth of Partnerships with \$40,000 in cash. In the past twelve years, we have over \$800,000 in Partnership funding in either cash or product! So we have been able to expand our VIAAA projects and scholarships over that time and I am proud of that help to our members.

What are you plans for this summer in regards to your position?

I have spent the last 47 years in athletics-as a teacher, coach, Athletic Administrator and the past 12 as your VIAAA Executive Director. As many of you know, I will be retiring this summer. I have enjoyed serving the VIAAA as we help Athletic Administrators and are highly respected around the country. I am excited that my friend and VIAAA Past President, Bob Stratton, will be taking over. He will be outstanding and I wish him well. Thank you for allowing me to serve as your first Executive Director-this is a great organization! ■



NIAAA News

Bob Stratton, CAA
NIAAA Liaison

As I prepare this article for our Spring 2020 newsletter I hope each of you and your families are well and safe!

I am both honored and humbled to serve as the next VIAAA Executive Director and NIAAA Liaison beginning July 1, 2020. I personally want to thank Executive Director, Bruce Bowen and NIAAA Liaison, Dave Nelson, for their many years of service in these roles as they both will be retiring from the positions at the end of June. To each of them I say "Thank You" for your dedication, loyalty, commitment, and support you each gave to both the VIAAA and NIAAA. Your friendship means more to me than you will ever know. While you may be retiring you will never be forgotten!

Here are a few items of news:

- Join your professional organizations VIAAA and NIAAA
- Please keep Chris Rollison, our VIAAA awards chairman, up to date on your NIAAA career awards
- Section 2 meeting in West Virginia June 17–19 has been canceled. It will now be a Zoom meeting for the 5 Virginia Delegates on June 19.
- May I encourage you to pursue your Professional Development by becoming a certified RAA, CAA or CMAA athletic administrator
- NIAAA National Conference
Tampa, Florida
Marriott Waterside/Convention Center
December 12–16, 2020
- The following nominations have been submitted to the NIAAA for consideration:
NIAAA Section 2 Student Scholarship
Hannah Pritt–Bath County High School
Jack Miller–Strasburg High School
- NIAAA State Award of Merit – Derek Farrey
- NIAAA Frank Kovalski Professional Development Award – Rick Lily
- NIAAA Distinguished Service Award – Bob Stratton
- National Federation High School Citation – David Rhodes

In closing please do not hesitate to let me know what the VIAAA/NIAAA can do for you. Thank you for your leadership, support, and friendship, always!



LTI Update

Kevin Adams, CAA
Varina High School

2020 VIAAA LTI Schedule including dates and course offerings.

- Summer Institute/New ADs Workshop– July 14-16 (Charlottesville): 501, 502, 504, 508, 611, 618, 627, 710A, 723, 799
- Fall Seminar – October (Charlottesville): 503, 506, 510, 608, 617, 705

Due to the unique circumstances our country is facing, many state athletic administrator association conferences have been cancelled. In response, the NIAAA has decided to institute a variety of Spring learning opportunities to provide professional development to our members that may be affected by these cancellations. These opportunities include daytime webinars, evening webinars, and free workshops.

2020 Summer Webinar Schedule

These dates are subject to change. All courses begin at 7:30 p.m. EST.

- 501* – Tuesdays July 21 and July 28
- 502* – Mondays July 27 and Aug 3
- 510* – Wednesdays July 22 and July 29
- 503* – Thursdays July 23 and July 30
- 611 – Tuesdays July 7 and July 14
- 626 – Mondays July 6 and July 13
- 700 – Wednesdays July 8 and July 15
- 630 – Thursdays July 9 and July 16
- 633 – Mondays July 6 and July 13
- 715 – Tuesdays July 7 and July 14

2020 Fall Webinar Schedule

These dates are subject to change. All courses begin at 7:30 p.m. EST.

- 501* – Tuesdays October 27 and November 3
- 502* – Thursdays October 15 and October 22
- 504* – Thursdays October 29 and November 5
- 506* – Tuesdays October 13 and October 20
- 511 – Wednesdays October 14 and October 21
- 631 – Mondays October 26 and November 2
- 705 – Mondays October 12 and October 19
- 703 – Wednesdays October 28 and November 4
- 726 – Mondays October 26 and November 2
- 503* – Wednesdays – October 14 and October 21
- 790 – Monday/Tuesday – October 5 and 6

*Available as an online course



Kemper's Korner

Dick Kemper, CMAA

VISAA Vision Statement:

Develop a nationally recognized community of student-athletes with unparalleled competitive opportunities for participation and DEVELOPMENT IN strength of character

VISAA Mission Statement:

Provide accredited member schools the resources and competitive environment in education-based programs that establish a foundation for excellence founded in integrity, sportsmanship and leadership

It has been a chaneling spring for all of us as Distant learning has been institute and many of us have had to use the Zoom platform or Google Classroom to keep in touch with our coaches and student athletes during this pandemic.

We have all look at ways to honor our spring athletes that missed their season. With the use of these and other social media platform hopefully that goal has been achieved.

The VISAA has also been busy trying to hold Zoom meetings and work on the Fall 2020 season with school and athletic competitions starting on time. If not, we are developing alternate plans.

But as we do our focus is on what will we see and learn from this pandemic? Distance learning has maybe become somewhat of the norm. It will continue to be utilized in some form. Zoom meetings will continue to be a way to communicate with our coaches and student-athletes. Will it be a way for us to conclude at least one meeting (maybe in the unpredictable winter season), a year by Zoom or some other platform. What guidelines need to be developed that protects that way of communication. How would that impact our yearly budget? Is it a cost effect means of cutting expenses?

What will the face of education-based athletics be in the future? Will there be changes? What will the face of the VISAA look like in the next for years? The VISAA doesn't have answers to those3 concerns but will be working of them through planning for our next strategic plan which the officers hopefully will be able to finalize at their summer retreat in late June.

The Executive Committee of the VISAA continues to explore ways to serve the membership through their work on the three sub-committees of Finance, Operations and Programs.

The Committees have accomplished these bullets from our 2019-2020 goals:

• Finances Committee –

- Continue to work on a branding statement:
Suggested starting point:
 - » **V–Virtues** (Authenticity, compassion, commitment, cooperation, excellence).
 - » **I–Integrity** (character development, professionalism, acting morally).
 - » **S–Sportsmanship** (fairness, honesty, fair play, honor, example).
 - » **A–Athletics** (competition, participation, leadership).
 - » **A–Accountability** (personal behavior, attitude, responsibility, self-discipline)
- Working with a company to Increase sponsorships and partnerships. (Signed an agreement with TPG in February to help in finding sponsorships and partnerships)
- Passed entry fees for teams participating in Cross-Country, Indoor Track, Track & Field State Champion events (\$10 an individual up to \$100 per

team per gender), golf (\$25 per golfer) starting in the 2020-2021 school year

- Raised the minimum (\$400) and maximum (\$4,000) membership starting with the 2020-2021 fiscal year.
- Working on an amendment budget for the 2020-2021 school year with the loss of spring championship revenue and possible postponed of the start of the 2020-2021 school year.

- **Operation-**

- Continued Review of current Rules and Guidelines for corrections and additions and clarifications
- Work on response to the coronavirus pandemic.
- Presented wording for new membership criteria for any new school that wants to join the association. (Will be voted on at May 2020 meeting)
- Create a spreadsheet, along with the Operation committee, of what sports each school offers to make sure current member schools are not impacted by the proposed wording of a member school must offer one sport per season per gender to be eligible for membership. Current member schools would have until 2024-2025 to comply

- **Programs-**

- Compile spreadsheet of names from schools that had three sports seniors who participated in three sports this year, Award of Merit certificates are being sent to the schools. (accomplished April 2020)
- Continue to promote and increase the number of AD's that are National certified
- Continue to explore current Division breakdown and determine if a fourth division is needed based on enrollment. Also, look at other ways to develop Divisions for state competition.
- Supports the current VAHS Mountain biking Championships (2020) and work to bring it in as a VISAA Championship sponsored event in Spring 2021

Many changing times ahead and we are fortunate to GET to tackle them and not HAVE to tackle them. ■



Coaching Coaches to the School Culture

Brad Bauder, CAA

Athletic Director at Freedom HS (SR) – Region 5C Rep.

On a daily basis we have High School coaches that ask athletes to go above and beyond to be successful. Student athletes are asked to work on their own both in and out of season to improve performance. Student athletes are consistently paying outside companies for training that goes above what a coach offers. But, how many coaches are doing more than what they are asked to improve their coaching?

I coached multiple sports for over 10 years. I was very fortunate to have athletes that not only excelled at the high school level but continued their playing careers at the next levels. During my whole coaching career, I had very supportive Athletic Directors. They encouraged me to attend conferences and coaching clinics, but many of those clinics never truly related to the student athlete, just to the sport. At my current school we have set up a professional development atmosphere that discusses school culture and coaching the athlete, not just the sport.

We developed a three-phase implementation program. Over the last two years it has been an ongoing effort to adjust and improve.

Phase 1–Athletic Department Conference. In August of 2018 we put on our own 1-day conference. It was focused on the culture of the school and the ability to coach the overall student-athlete. We had two keynote speakers and multiple breakout sessions that talked about a variety of topics. This was at the start of my second year and this was the first time I was able to get in front of all my coaches and discuss my “why.” This is where I shared my mission statement and my vision of what a high school athletic department should look like. Although many coaches enjoyed the day we did feel that it was not enough, so we worked on how to do more.

Phase 2–Increasing PD opportunities. After setting a foundation and recognizing the School Culture, we wanted

more. Our county adopted the 1-day conference idea to share with all coaches. We did not want to overwhelm our staff by adding too much, so we encouraged them to now attend that one. We then setup monthly opportunities for coaches to meet for professional development. Some of these were developed and run by me or our Assistant AD. Some were run by an outside person and some by our coaches. This worked well, but as the year went on the attendance lowered and it seemed to have become more forced. Of course, before the phase ended, school itself ended. With the year ending abruptly it has given us time to look strongly at phase 3.

Phase 3–Ongoing. After one and a half years, and looking towards the future, we have really come to have learned that this is always going to be a work in progress. Using the VHSL and the direction of the “InSideOut Initiative” we are working on setting up what’s next. We are looking to set up quarterly sessions but adding a retreat next year. Of course, this is all still unknown with the current situation that is impacting the entire nation. Over the past few weeks we have been working with coaches to collaborate on what they think we need. So as of now...phase 3 is...to be continued.

From the beginning of my coaches’ career to now my administrative career, the role of the Athletic Director has changed. We are no longer facility and event managers, we are school leaders. Coaches need guidance now more than ever. If you can understand your school culture and teach your coaches to understand it, your coaches and student athletes will have a better overall experience. About 1 in 14 high school student athletes play at the next level. Coaching to the overall wellbeing of the student athlete will impact them far more than teaching them how to throw a curveball. ■



Scholarship Winners

Chris Felton, CAA
Bayside High School

Each year the VIAAA gives six \$1500 scholarships' two honoring the organizations most significant contributors – Ms. Claudia Dodson and Mr. John Youngblood, along with our Past President's Leadership Award Scholarship. This year the VIAAA received 110+ applications from across the Commonwealth from a stellar group of student-athletes. The recipients of our scholarships are truly the quintessential epitome of what we all hope our student-athletes strive to be.

A special "THANK YOU" goes out to our selection committee: Mr. Mike Costello, Committee Vice-Chairman; Ms. Wendy Baylor; Mr. Rusty Beamer; Mr. Doug Campbell; Mr. Ed Dike; and Mrs. Lisa Makowski.

CONGRATULATIONS TO THIS YEAR'S WINNERS:



**The Claudia Dodson Scholarship
(\$1,500 sponsored by
Dodson Pest Control)
Jaedyn Williams –
Ocean Lakes High School**

This honor student has a 4.24 GPA and proudly started the Girls Varsity

Lacrosse Club at Ocean Lakes High School. She has served on the Student Cooperative Association Executive Board and Leadership Workshop Staff's for her high school and middle school. She has earned a varsity letter in both field hockey and gymnastics all four years of high school; as well as receiving the honor of Second Team All-Region for Field Hockey. She has led at Ocean Lakes as a member of the Yearbook staff, National Honor Society, and the National Spanish, English, and Science Honor Societies. Jaedyn has volunteered at the St. Mary's Home for Disabled Children, Operation Smile, the Ocean Lakes Kid2Kid Club where she also serves as president,

and went on a mission trip to Ecuador to tutor children. Jaedyn has been able to accomplish all of this while holding three part-time jobs as a Lifeguard, Water Safety Instructor, and Tutor for children with Autism.

Ms. Carlin Conway, AP Psychology teacher and SCA Adviser at Ocean Lakes, stated, "Jaedyn stands out among her peers because of her maturity and perspective. She is the even keel in a group, refusing to allow a group she was working with to lose sight of their end goal. When Jaedyn is in a room, I can depend on her to sensibly, intelligently articulate a thought in a way that most adults cannot. She is a self-starter who takes initiative to get things done and possesses that outstanding quality of being a behind the scenes worker who is never afraid to do the work that no one else immediately volunteers for to ensure the job is done." When asked to describe how she has overcome adversity through athletics, Jaedyn stated, "During my junior year, my friends and I wanted to start a girls lacrosse club at school. After several weeks, our petition was approved. I enlisted friends to help recruit students who were willing to try a new sport. Despite only having a few months to create a team, we had a successful first season and made it to the playoffs." Jaedyn Williams plans to pursue a degree in the medical field and will attend Virginia Polytechnic Institute and State University in the fall.



**The Past Presidents' Leadership
Award (Sponsored by the VIAAA
Past President's)/NIAAA Female
Scholar-Athlete Award
HANNAH PRITT –
Bath County High School**

Hannah holds a 4.392 GPA and is a decorated student-athlete, earning a varsity letter in Volleyball, Basketball, and Softball while also being a section leader in the Marching Band. Her involvement doesn't stop

there, she is a member of the National Beta Club, serves as the Student Liaison for the local School Board, member of the Fellowship of Christian Athletes, all while being a Junior Black Belt and Junior Instructor in American Free-style Karate. Hannah serves her community by being a Junior Member of the Millboro Rescue Squad, is active in her youth group, helps with Samaritan's Purse Operation Christmas Child, and tutors middle school students.

When asked how this scholarship will help with her aspirations, Hannah states, "Since I was young, I had always known that I wished to become a doctor of some sort. It wasn't until recently that I decided to become a neurosurgeon after my uncle developed an unidentified degenerative soft-tissue disease that mainly affected his brain and motor functions. I am well aware that my post-high school journey will be very long and tedious, but I am absolutely ecstatic about the coming eight plus years."

Ms. Lisa Hamilton, Math Teacher at Bath County High School wrote, "Hannah excels in academics. She is currently going to Dabney S. Lancaster Community College the first half of the school day; then comes to finish her day at the high school. She has done this for the past two years. This requires her to get up early in the AM in order to be at DSLCC by 8:00AM. She takes honors classes and goes the extra mile when completing special projects. An average student would find it difficult to keep up with Hannah's daily schedule, but for her she is focused and determined to meet her goals". Hannah Pritt plans to become a Neurosurgeon in the future and study Biomedical Sciences at Liberty University in the fall. Additionally, Hannah was selected as the NIAAA Female Scholar-Athlete Award recipient for the VIAAA and will compete for the Section II and NIAAA Scholarships.

THE JOHN C. YOUNGBLOOD SCHOLARSHIPS:



VAKIRAH BARBOUR – Western Albemarle High School

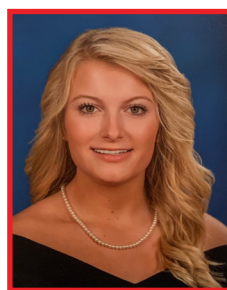
Vakirah is a three-time letter winner in Varsity Basketball and two-time letter winner in Varsity Track & Field at Western Albemarle High School. She serves as a Youth Basketball

Coach and is an avid Photographer. She has had her photography displayed in her school's Literary Magazine

and in a School-Wide Diversity Project. Last year she was 5th in the Region for Shot Put. When not involved in school activities she is helping with her younger siblings and spending time with her family while they manage the journey through a family illness.

Vakirah's Photography teacher at Western Albemarle High School, Ms. Kim Powers, stated in her recommendation, "Vakirah has been an asset to my photography classes. Her ability to communicate and work well with others are qualities that help ensure the successful outcome of class projects. She has participated in photography projects that have had an impact schoolwide. Whether it was taking portraits for the yearbook or candid pictures of classmates showing diversity in her school, she was successful in all aspects of seeing the project through from start to finish."

In her essay about how her leadership and character have affected her school and community Vakirah stated, "Ever since I graduated from middle school, I decided that I wanted to come back to help the girls that play basketball and coach them. I enjoyed helping others out because it makes my day that I can make people laugh and smile especially when I'm doing something I love. When I was playing my freshman year, I knew the girls from the middle school would have fun playing in high school since they would play more than 4 teams." Vakirah Barbour plans to attend Virginia Commonwealth University in the fall.



SUMMER BARDEN – Powhatan High School

Summer is an honor student with a 3.73 GPA and will graduate with over ten Industry Certifications. She has earned a varsity letter in Cheerleading for three years and served

as captain of the varsity squad this past year. She also earned an Academic Letter for two years. Her extra-curricular activities include FCCLA, Interact Club, National Technical Honors Society, and SkillsUSA where she serves as Chapter President and District Vice-President. She has volunteered with Youth Cheerleading Camps and at local Senior Citizen Homes. Besides taking numerous Advanced Placement courses she also has won 1st Place in Nail Design/Care at the VA Southwest Cosmetology Fall Festival and the Virginia State Fair. Summer also has had a job at a local Salon all four years of high school.

In her essay about how her leadership and character have affected her school and community Summer wrote, "My favorite event that my team and I would do, is the Recreational Cheerleading Camp. We got to take the little ones under our wings and show and teach them how to be a varsity cheerleader. Then once they learned the material, they would join us on the field at a game. The whole community loved seeing them and us together."

Summer's Cheerleading Coach and School Counselor, Ms. Sarah Baltimore, stated in her recommendation, "She has been able to balance her academics with her dedication to cheerleading and has a strong GPA. Over the years, Summer has elected to take a variety of honors and AP courses but her true passion lies in Cosmetology. Through the Cosmetology Program at PHS, students can sit for the Virginia Board of Cosmetology licensing exam. In order to do so, they must meet the required hours of classroom education and hands on training. The curriculum is time consuming as it takes up the majority of their classes during 11th and 12th grade. This does not leave a lot of flexibility in scheduling. However, due to Summer's strong work ethic, not only will she complete the requirements for her cosmetology license this year but will also graduate in June with an Advanced Diploma." Summer Barden plans to own her own business in the future and she will attend James Madison University in the fall and study Business Administration.



**JOHN MILLER –
Strasburg High School - NIAAA
Male Scholar-Athlete Award**

John has scored a 1320 on the SAT and currently has a 4.30 GPA. He is a four-sport student-athlete, lettering in Cross Country, Swimming, Track &

Field, and Scholastic Bowl where he also served as two-time Captain. He also was a member of the State Championship Wrestling team for one season all while playing in the Marching Band. John is a member of FCCLA where he has won gold medals at the State and National level for competition. He has served as SCA Secretary and currently serves as Senior Class President and National Honor Society President. He is also a member of FFA, Athletic Leadership Council, and has worked as a Lifeguard for three summers.

In his essay on how this scholarship will benefit him and his family in achieving his higher educational goals, John wrote, "My fascination with architecture began before I started school. I remember sitting in my living room among thousands of Lego bricks and building for hours. Meticulous, before anything (my little sister) happened to my Legos, I would be sure to follow the instructions precisely. Reflecting on my Lego menagerie, I liked the quality of my builds and focused on detail. My aspirations have led me to follow a college education majoring in architecture. With the skills and knowledge, I will gain at college, I hope to become a residential architect, instilling joy to all who are affected by my architecture."

John's Family and Consumer Science Teacher and FCCLA Adviser, Ms. Heather Hiserman, said about him, "Jack has managed to balance the demands of school, sports, and extracurricular activities very well. This has required him to be very independent, trustworthy, and responsible. He exhibits these traits at the highest level. Jack is such a well-rounded person which will make him an asset to any college campus. He is involved in sports and that is an important part of his life, but he has also been elected as Senior Class President, National Honor Society President, and Captain of the SHS Scholastic Bowl team. I believe this speaks highly of what his peers think of his abilities". John Miller plans to pursue a career in Architecture and will enroll in the School of Architecture at the University of Virginia in the fall. Additionally, John was selected as the NIAAA Male Scholar-Athlete Award recipient for the VIAAA and will compete for the Section II and NIAAA Scholarships.



**LEVI MILLER –
Honaker High School**

Levi has earned a varsity letter in Football and Baseball for all four years of high school, all while earning a 4.0 GPA. One of his biggest athletic accomplishments was being named

captain of both of those teams.

His service does not only come on the field; he is a member of FCA, FBLA, BETA Club, and Spanish Club at Honaker High School. He has also helped coach youth at Honaker Football Camps. Levi also participated as

a Dental Assistant at the University of Virginia at Wise Missions of Mercy Dental Clinic. He has also been named "Player of the Week" in both Football and Baseball by the Bristol Herald Courier and the Lebanon News.

Levi's math and social studies teacher, Mr. Christopher G. Anderson, stated, "During his career, Levi has endured many hardships on the athletic field. He suffered a torn ACL that led to him missing much of his freshman year in football and a portion of his baseball season as well. He showed tremendous perseverance by battling back from that injury and starring in both sports. During the opening game of his senior football season, Levi tore the ACL in his other knee that prematurely ended his senior year. Despite these circumstances, Levi has been the consummate teammate. He has served as an inspiration for players and

coaches alike. He has always maintained a positive attitude and has done anything he could possibly do to help his team. Levi received the ultimate sign of respect from his teammates when he was elected team captain."

In his essay on how this scholarship will benefit him and his family in achieving his higher educational goals, Levi wrote, "Approaching college and the career that I want to pursue, is exciting, but also quite stressful for me. I want to further my career in Dentistry and I know that the student loans are going to be overwhelming. The field is very competitive, and I want to be able to attend school without having to be submerged in student loans." Levi Miller plans to pursue a career in Dentistry and will start his studies this summer by attending Southwest Virginia Community College. ■



To Create a Hall of Fame or Wall of Fame? Or Both!

Darrin Matthews

Activities Director, Carroll County High School

A number of articles have been written on creating a Hall or Wall of Fame for High schools and how to go about the process and all the things to consider in creating the Hall or Wall? I have read a lot of those articles and been to several workshops to get ideas for our high school.

Carroll County High School came into existence in 1970, as three high schools were merged into one school for the entire county. It has always had about a thousand students coming in the doors from the very first day. Sometime before 1981, when I first entered the school as a student, a "Wall of Fame" was added for accomplishments after graduating from our high school.

I came to be the Athletic Administrator at Carroll County in 2004, with a "Wall of Fame" in existence at the time in our Gym lobby. The criteria for being inducted into the Wall of Fame were a collegiate All American, a National Championship, or Olympic or Professional career. That is a very select group of people over the 50 years of our schools existence. (See picture below)



In 2013 Carroll County High School created an athletic Hall of Fame for the first time. We felt that over the years we had a significant number of students, coaches, and contributors that had made our schools athletic program a successful and integral part of our small community. The

purpose was to preserve the heritage and tradition of our excellence at Carroll County High School and honor the very best of our athletes.

Student /Athlete Criteria:

- Nominees must be a CCHS Graduate
- Candidate shall be eligible to be nominated no less than four years after their graduation
- Candidate must have been a varsity team member of the sport for which they are being nominated
- Candidate must have made a positive impact on the team(s) for which they played, including measurable athletic achievement(see suggested benchmarks below)
- Candidate must have conducted himself/herself in such a way as to reflect honor to the school and must have exhibited those qualities of character and standards of during and after high school, consistent with their status as a role model to the community.
- Carroll County reserves the right to remove any individual from the Hall of Fame for personal conduct which reflects discredit upon the school.

Coaches Criteria:

- Candidates must have coached the varsity sport in which they are being nominated.
- Candidate must have made a positive impact on the team(s) for which they coached, including measurable athletic achievement (see suggested benchmarks below)
- Candidate must have conducted themselves in such a way as to reflect honor to the school, and must have exhibited those qualities of character and standards of conduct during and after employment with their status as a role model to the community. Carroll County High School reserves the right to remove any individual from the Hall of Fame for personal conduct which discredits the school.

Contributors Criteria:

- Candidate must have conducted themselves in such a way as to reflect honor to the school, and must have exhibited those qualities of character consistent with their status as a role model to the community.
- Candidate must have made a positive impact on the team(s) for which they supported. (see benchmarks below)

Suggested Benchmarks:

- All State Honor
- VHSCA All Star Game Participant
- State Championship
- Retired Jersey/number
- Field named in Honor of Person
- Twin County Sports Hall of Fame (Local Hall of Fame for our area)
- Outstanding Measurable Contribution
- National Honor
- National Championship

Selection Committee:

- CCHS Principal
- CCHS Athletic Director
- 2-4 Community Members familiar with Schools history
- 2-4 Head Coaches
- Current Members of the CCHS Hall of Fame(after initial induction)

Selection Process:

Names for nomination may be submitted by anyone for committee review. Nominations are due no later than 30 days prior to the selection Committee meeting date, which will be published on the school athletic website. The candidate must have 75% of voting members approval to gain induction.



Induction Process:

Each inductee will receive an 11x 13 plaque bearing their accomplishments. A duplicate plaque will be placed on the wall in the Hall of Fame entrance.

We begin with the first classes nominations from 1970-1979, the first decade of the schools existence. The second class would be from 1980-1989. The third class would be from 1990-1999. The fourth class from 2000-2010. At this point we would ready for anyone from the schools creation to the last four years of the schools athletics program.

We also decided to have our induction ceremony during basketball season to make it more personal for those being inducted and for our fans to have a better view of inductees. We schedule games for a Friday night in January and attempt to have both Varsity Basketball teams play home that night. The induction is done between the two games.



This is especially important since both our Varsity Coaches are members in the Hall. And currently two other Assistant Coaches are also in the Hall of fame. Inductees and their families are then treated to photo session and reception with snacks in our cafeteria. The induction ceremonies have produced an incredible environment each of the last eight year. The gym is packed with spectators, family members, and fans. The ceremony is special, even for the opposing teams that play that night. I have had multiple coaches, fans, and administrators from other schools complement the ceremony and the way it is carried out.

In conclusion, I would have to say that creating the Hall of Fame for our school was the ultimate complement to our Wall of Fame that was created long before the thought of a Hall of Fame. We are able to recognize more people and our small community really embraces our school and the role athletics plays in our community. Many former athletes and Coaches on both walls have sons/daughters and niece's/nephew's come through our school system, and a lot of them have participated in our athletics programs. ■

COVID-19 and Its Effects on Booster Clubs

Originally from
athleticbusiness.com, April 2020

David Waldack

According to PTO Today, in the United States alone, there are more than 30,000 high school athletic booster clubs that are responsible for approximately \$4 billion in spending each year. This number is compounded when you add other booster clubs for band, chorus and other non-athletic programs. These organizations, run by parent volunteers, are responsible for raising funds for their respective programs. As an example, in Fairfax County, Va., the athletic boosters are not only responsible for uniforms and equipment, but for turf field maintenance which alone could cost \$15,000 per year.

As the world grapples with the far-reaching implications of the COVID-19 pandemic, booster clubs will certainly fall below their fundraising goals with the suspension/cancellation of the spring athletic programs. Typically there are around 12 sports that are active during the spring season and they include:

- | | |
|-----------------------|------------------|
| • Outdoor Track Girls | • Soccer Girls |
| • Outdoor Track Boys | • Soccer Boys |
| • Baseball | • Lacrosse Girls |
| • Softball | • Lacrosse Boys |
| • Tennis Girls | • Crew Girls |
| • Tennis Boys | • Crew Boys |

Removing crew as a non-concession sport, this puts the number at 10 spring sports. On average, each team will host 5 home games/matches at their respective schools and this does not include any district or regional tournaments that they may host, which are the more lucrative events for concessions. Typically, each event will bring in around \$150 (excluding expenses) in revenue for the booster club. In total this would be worth \$9000-\$11,000 in concession sales revenue and does not include ticket sales directly benefiting school athletic programs. According to Brian Garvey, the Activities Director at Justice High School, the loss of ticket sales will add approximately \$10,000 in additional lost revenue.

While fall sports programs generate the majority of booster club concession sales due in part to the football season, the loss of revenue from all spring sports will not be trivial.

What can be done to help? Unfortunately, not much can be done to offset these losses until the start of the next school year, but there are still steps booster clubs can take. Demographics have a big part in this. Some school booster clubs will be able to absorb the financial impact while others will struggle. It will certainly require an "it takes a village" approach to see that sports programs do not suffer.

Here are some viable options:

1. For the 2020-2021 school year pick a concession item that a surcharge can be tacked onto, such as low-cost items like hot dogs, a staple concession item and let people know why there is a price increase.
2. Donation tables at all events. Instead of forcing donations via a price increase, give spectators the option to make donations.
3. Local business sponsors. While most booster clubs already do this, the idea is to find a larger business based in the community and promote them as a "Premier" sponsor of all the sports programs for the year.
4. Provide as many mechanisms as possible for people to donate, especially online contributions.

As we all come to grips with the new normal due to COVID-19, we must remember our student-athletes, some of whom have lost their senior seasons. We as parents, family members and alumni, need to step up and ensure that these kids do not suffer the consequences going into the next school year. A little bit will go a long way. ■

David Waldack is currently the Treasurer of the Justice High School Athletic Booster Club in Fairfax County Virginia and CEO of NUI Media.



2020 New Athletic Directors Workshop

by Christopher Felton, CAA and Lisa Corprew, CAA
Bayside High School

2020 New Athletic Directors Workshop: Tuesday, July 14th – Thursday, July 16th at Charlottesville High School

The VIAAA will sponsor our annual workshop July 14th – July 16th at Charlottesville High School in Charlottesville, Virginia.

This workshop will provide a comprehensive overview designed for the new athletic administrator, an aspiring athletic administrator or any athletic administrator desiring a refresher. The philosophy is to assist the athletic administrator in the many and varied duties associated with the position.

The workshop will be 1) introducing topics, 2) provoking thought, and 3) providing resources. The Workshop will be presented over a three day span – starting at 1:00PM on July 14th and concluding at 12NOON on July 16th. Each participant will be enrolled in and complete NIAAA Foundation Courses - LTC 501 & 502 and then be given information of how to complete LTC 503 within 60 days of finishing the workshop. This will allow each participant to have met all of the requirements to apply for their first

level of national certification and receive their RAA.

Topics addressed will include Financial Procedures and Budgets, Human Resources procedures, Legal Issues, The First Year Experience, NIAAA certification, Getting Organized with Staff – Office – Community – Events, Independent School-specific Topics and VHSL/VISAA-specific Topics. The registration fee is \$195 (on or before July 2nd – after July 2nd there will be an additional \$55 fee). Each participant will leave with a resource drive to utilize throughout their first year and beyond.

All registration information is located on the VIAAA Website: <https://viaaa.org/professional-dev-t/new-athletic-directors-workshop>

We look forward to seeing all of our new athletic administrators from around the Commonwealth on July 14th!

For more information or questions: contact Christopher Felton, cfelton@vbschools.com or Lisa Corprew, lcoprew@vbschools.com. Anyone wishing to register after the July 2nd deadline will need to contact Christopher Felton or Lisa Corprew directly. ■



New Trying Times

Gregory M. Wade, RAA
Radford High School

As the new year begun, we all had dreams of finishing winter sports strong and moving into spring sports. This did not work as usual for no one. Only a select few basketball teams were crowned champions and the VHSL did a first and crowned co-champions in all levels but 2A. Spring was shut down for a wait and see approach. This at the time seemed for a short time, however that changed quickly as federal and state officials step in to put this shutdown into a longer hiatus. With this being put into place, we need to try and do something for our athletes to keep them engaged.

We are placing sport specific workouts on our webpage each week. Each coach is doing a different workout per

day, Monday thru Friday. The workouts are to change each week and to try and keep the athletes working during the spring. Why do this? First, to help our players as they face uncertain times. Also, to show that we care! Lastly, VHSL has stated that in May that they will meet and decide if we will try to do some version of spring sports during the summer.

At this time, we are still in the middle of this pandemic. Times are truly uncertain right now. Hopeful things will soon get better. This new experience will change things forever. Hopefully, we will be stronger and wiser after this passes. ■



Jimmy Sanabria
Centreville High School

Game Plan for the Office

As Athletic and Activities Directors, we look for our coaches to develop game plans for their respective teams. The best coaches try to think of all contingencies that may occur during a game and practice for them to be successful. The Student Activities/Athletics office should be no different.

All DSA's probably have developed multiple plans for schedules, budgets, coaching vacancies etc... but what about cancer...

Last year, after a Friday night football game, I went home to celebrate a Wildcat victory with a warm slice of pizza and a bowl of cereal. Not the best of meals but it would do on a Friday. The next few days I was more exhausted than usual after a long week... and I felt achy. Way too early for the flu, I thought. Luckily, my yearly physical was coming later in the week, so I would just do the best I could until then. Well, needless to say, that day turned into 48 hours of every test imaginable and a diagnosis of cancer. It wasn't the pizza and cereal after all. I was scheduled for surgery four days after the diagnosis. I would be out of work 4-6 weeks at the minimum.

As I weighed the sudden turn of events, I thought of the office and the many responsibilities that I own. Who would do them? How would decisions be made? How could I make the office run smoothly? Luckily, after the initial panic, I sat down with my staff and went over all the major assignments that would need to be done. While completing these assignments, I realized the office is much more than tasks. So, the game plan to handle the consistent and surprise scenarios would be this:

1. Do your assignments first.
2. Follow the office philosophy with all matters: we enthusiastically center our decisions based on what is best for students and coaches

3. All office members have decision making powers to solve issues in a timely manner
4. Financial decisions will follow protocol as usual with the ADSA making the final decision, in consultation with staff and principal.
5. Smile—project confidence when dealing with all parties
6. Develop a weekly calendar of DSA duties and handle them one a time. (Don't take on more than you can handle in a day or week)
7. Seek help from other faculty members. (Never be afraid to ask for help)
8. WWJD (What would Jimmy do) That's me, the DSA.

I missed my first high school football game in 26 years and countless volleyball and field hockey games. I missed the camaraderie and friendships of my staff and the faculty. I missed the daily interactions with the students and community. Yet, with all those misses, what wasn't missed was a single deadline by the office nor a single request by a coach or student. All issues, big and small were solved in a timely manner and not one decision was made without the philosophy of the office playing an integral part in the decision - making process.

I did return, cancer free and with an enormous amount of gratitude to my office team. I believe it worked out because of the trust that I instilled in them to do the job. They worked together and consistently employed the same philosophy in all situations; the students and coaches never left the center of what they did. Who knows if the cancer will ever return, but I do know, the office will not miss a beat with our game plan and for that... I am most proud. ■



On the Road Again

by Jon Hartness (*Cave Spring High School*) and Jacob Gruse

Imagine this. School in a trailer park. Bathrooms in porta potties. No gym. Nowhere to practice. No team room. No weight room. Imagine having to bus everywhere you went...not only for games, but for practices. The back of a coach's car looked like a moving company with uniforms, basketball, etc. What if you found out that this team would end up winning the State Championship? Welcome to construction of Cave Spring High School and welcome to the traveling band that was Cave Spring High School Boys' Basketball Team.

Practice! The daily routine was to get out of class at 3:15 and hurry to the bus to pull out of the parking lot at 3:20 in order to avoid the traffic nightmare that hit once school was dismissed. From there the bus would travel to Cave Spring Middle School to pick up the 9th grader players (9th graders were housed at the middle school due to limited space from construction). Now there was a 30 minute bus ride to Spectrum Sports Academy where we would practice from 4:00-6:00 for the first six weeks of the season. Yes, get on a bus and travel for six weeks. Logging an hour of travel time every day for practice. A coach's nightmare that ended up being the best for our teams' chemistry. After those six weeks were over, practices were held at Cave Spring Middle School, the Salem Civic Center, Roanoke College, and at Hidden Valley High School, literally anywhere that had space available and would allow us to practice.

Games! No true home game. We hosted two home games at Cave Spring Middle School, but due to its

seating capacity, no other games were allowed there. If there was a one day classic or event, you could find Cave Spring High School on the schedule as the "home" team. Home consisted of games at the Chance Harman Classic in Floyd, VA, the Lea's Winter Classic at the Berglund Center in Roanoke, VA, and the Adam Ward Classic in Salem, VA. Also, the home court of our cross town rival became our "home away from home".

Adversity! Is not having a school or a gym enough? This team also faced other adversity. There was the sudden loss of a beloved teacher in the middle of the season that not only rocked the team and the school, but also the entire community. An assistant coach experience the loss his father. Once again, the TEAM and the community rallied around each other. This TEAM became what this community needed.

Post-season! The Knights finished the regular season 20-2. The two losses came to a 5A team by a combined total of 7 points. The District Tournament was held at Hidden Valley High School, our cross town rival's floor, and somewhat of a "home" game for the team. Cave Spring High ended up winning the tournament, defeating the 5A team that had been the only team to defeat Cave Spring. The team earned the number one seed and home court advantage in the Regional Tournament, so where was "home" court? Once again it was hosted at our "home away from home", Hidden Valley High School. Winning the Region Tournament allowed Cave Spring to be the host site for the State Tournament, which was

Roanoke College for the State Quarterfinals, and the Salem Civic Center for the semifinals.

TEAM! This TEAM was special. The overall season record ended at 27-2, most wins in school history. Add to that: River Ridge District Champions, Region 3D Champions, and finally, State Champions. The team consisted of 14 players: five seniors, seven juniors, one sophomore, and one freshman. It also included several First and Second Team All-District, All-Region, and All-State honors, along with State Player of the Year. Pretty special season that was immersed in adversity. It was an incredible team that did not

allow the trials and tribulations they went through to give them an excuse, a way out! They embraced it! The community also embraced it, and didn't let the travel get in their way. Where ever this team went, the community came along! This adventure and season could not have happened without the unwavering support of the school's Administration, Athletic Director, Superintendent, and School Board.

What a magical run and a magical team this was. This was a once in a lifetime team...a TEAM OF DESTINY! ■



How Do I Fill My Time?

Kirk Litton, CAA
Eastern Montgomery High School

During the past few weeks, like all of you, I have had some unexpected free time on my hands. Of course, there are some areas I can get ahead, some I need to get caught up on and some, such as learning how to adapt to our current situation, I am learning how to get through. However, the one area that I have had to fill is what to do when I want to be watching my spring sports teams play. In my mind, that is a hard void to fill. There is nothing better than listening to a crowd and watching the excitement of our student athletes playing on three fields that are all within sight of each other. So my question became: How do I fill that time?

One of the last things I did before all this chaos became the norm, was to attend the InSideOut Coaching Initiative in Richmond. It was a very interesting presentation and for me was one that started the thought process of how can I (we) make this work at Eastern Montgomery High School. In my opinion, while this presentation was more of an introduction to InSide Out Coaching, it accomplished what I feel it was supposed to accomplish and that was to open ourselves up to how we define success. So what was the next step? How about spending some time reading. When would I have time to read since I find it hard to have time to read any book or at least finish one that I do get started. Normally when I do get the opportunity to read I am a quick reader. How much do I really take in when I read? So let's take a different approach. I've got a lot of time to fill. I decided to limit the number of pages I read each day so I could be more focused on the content and see how it im-

pacted me on a personal level. So I had the answer to my question. How do I fill my time? Read, but with a purpose because what I take from the InsideOut Coaching Initiative would not only affect me but will hopefully have an impact on our coaches, players and community long after I am retired.

I am only going to focus on two areas that really caught my attention. While there were many, I ranked these at the top of my list. I won't go into much detail because I think anyone who coaches or is in administration is looking for something different to help themselves improve. First, my religion is very important to me and while I have taught Sunday School at different times in my life, I never looked at Moses as a coach. I saw him as a leader but I never thought about his answering the call (when we decide to coach or be an AD), and convincing millions of people who had been down trodden, told they were no good and basically been convinced they were the bottom of the barrel to follow and trust him. Sound familiar? Only difference is we do it with smaller numbers. What type of households do our student athletes come from? Not an easy group to work with as Moses would find out but the only way he could convince them was to build their self esteem. Tough starting point. But this is something we do on a regular basis and sometimes we don't realize it because we don't know what is going on with our athletes away from school. Moses needed to convince the people of Israel to re-imagine themselves from the inside out and move ahead with that image. We need to do this within ourselves so we can con-

vince others. The other was viewing Dorothy, from the Wizard of Oz, as a coach. She led in a different way. As they followed the yellow brick road her team got bigger and bigger. Why? Because she made sure The Tin Man, The Lion and The Scarecrow were all accepted as members of the team. Not only did she get to know her team but they got to know each other. They became a family. While each had their own weakness, like many of our student athletes, each had their own strengths, they just had not found them yet and Dorothy helped lead them. The key to Dorothy's success in the end is her ability to build relationships. Do we help our athletes and coaches find their individual strengths that make the team better? Do we build relationships with all of our coaches in order to help them build relationships within their individual teams?

We should always look at life from different perspectives. Leadership especially, comes in different forms, from those that lead by example, some are vocal leaders, some are quiet leaders. But leadership, in a positive way, almost always promotes growth and we need to open up our eyes to how and the direction in which we are growing and how we can help our coaches and athletes grow. I learned this within a week after I finished the book as I was conducting an interview. The interviewee said a lot of things that related to the goals of the InsideOut Coaching Initiative. Even some things that related to the leadership approach of Dorothy. Had they read the book? Probably not, but they caught my attention. So, back to the question, How do I fill my time? I did it with reading but with a purpose. What I do believe is the time I missed watching my teams this spring has been productive and I look forward to the fall. ■



Professional Development Opportunities Virtually

Kristy Hunter, CAA
Glouster High School

During these unfortunate times of no in person school and no spring sports, it gives us some unexpected free time to take advantage of online professional development opportunities. This is a great chance to get those couple of LTI classes done to earn your RAA, RMSAA, CAA, or CMAA certification. The NIAAA website lists courses that can be taken as webinars, or online at your own pace. These courses can be found under the Spring Learning page and Leadership Training page at these links: <https://members.niaaa.org/page/SpringLearning> and <https://members.niaaa.org/page/LeadershipTraining>.

The VIAAA will be hosting the New Athletic Directors Workshop July 14 – 16, 2020 in Charlottesville, this is a great opportunity to take the CAA exam. During the workshop the LTI instructors will also be offering a variety of LTI classes for anyone to take. The full list of classes and registration can be found on the VIAAA website: <https://viaaa.org>.

Many organizations are also offering professional development trainings for athletic administrators, coaches, athletes, and parents. Some of these include the Hudl Digital Coaching Center: <https://www.hudl.com/blog/digital-coaching-center>. BSN is providing weekly clinics for coaches, the schedule can be accessed at <https://www.bsnsports.com/ib/bsnwebinars>. The NFHS Learn is offering courses for a wide variety of people. The courses offered to athletes are a great opportunity to promote areas such as sportsmanship and leadership. An idea to help encourage students to take courses is to offer a free game tickets for each course completed. Coaches, parents, athletes & officials can access these free and paid courses at <https://nfhslearn.com>.

Information on how to achieve any of the NIAAA certifications can be found on both the NIAAA website and VIAAA website under Professional Development. Upcoming CAA exam dates offered by the VIAAA include Thursday July 16th, and Thursday October 15th. ■



The Elephant in the Room

Michael Bolt

Director of Athletics, The Carmel School

Are our scholastic athletics caught in a triangle that diminishes sport participation? Schools across the nation offer a three-season schedule as Fall, Winter and Spring thus creating a void that is filled by outside school influences. Our desire as administrators is to achieve an ethos of community involvement in our day-to-day school environment. However, this culture is being influenced by well-meaning parents planning the best for their student-athletes' perceived hopes and dreams of competing at the next level. They do this by overextending their children and themselves in postseason opportunities for athletic development outside of our school parameters.

Parents and athletes are whisked away in pursuit of that elusive athletic scholarship by outside offerings thus diminishing the importance of our school sports programs and making them more like practice sessions.

The reason for this troubling trend in overindulging athletics is or could be because of how historically schools have and continue perpetuating the three-season model. Certain sports continue to be offered during a particular season because that's the way we have done it for over 75 years.

Our schools are investing time, money and sweat equity into programs that provide the best possible experience for our young athletes. Our coaches are better trained and certified, our facilities and infrastructure are better planned and more equipped and staffed. When our athletes leave our schools to participate in outside activities, they sacrifice well planned venues for expensive, undervalued, unsafe, activities.

Is it time to think about how we can better serve our students, parents and families? Is it time to reconsider what sports we offer in a particular season? We must think about a new course of action that allows our stakeholders opportunities to stay at school and participate in personal choices over the course of our school year? Can we develop seasons or offerings that diminish the desire for them to look to outside opportunities that cost too much, provide unbalanced competition, create unnecessary travel and so on.....?

Hypothetically, a student playing volleyball for a school in our traditional fall season August to November and will transition to outside opportunities in Jan-March or longer. Then we start volleyball in August, and all starts again. This model is duplicated with most sports we offer.

How do we keep our students participating in our school athletic programs after their prescribed season is over and not disrupt our school culture or the rest of our school teams during their seasons? Is it time for individual school leagues to discuss the elephant in the room and brainstorm new solutions to this situation? Let's brainstorm ideas to offer programs that increase school participation that promote positive school culture. Let's find ways to empower our parents to stop the merry go round of the outside influences and rest in knowledge that schools offer the most complete programs for their young athletes. ■



What Will Our New “Normal” Look Like?

Paul Frye, CAA
Kettle Run High School

It is difficult to see our fields and locker rooms standing vacant. We did not start this year or even our spring seasons with the expectation that it would all come to an abrupt end because of a pandemic. Just months ago who would have predicted a public health crisis would stall all sports across the United States and the world. As we try to navigate the immediate need to keep people safe and facilities secure, we cannot help but consider what all this means for our future, both short and long term. How do we get back to where we were a few short weeks ago, or will we ever get back there? What will the changes be as we transition out of social distancing and how long will the transition take? Will there be a second wave and will it stop there? There will be many new considerations and requirements in order to open our schools up for business, but here are a few smaller issues we can consider now in terms of prevention. The first thing that comes to mind is water and water bottles. It is unclear how we could ever return to the days of team water bottles. If coolers are provided we need to secure lids to prevent students dipping from the top of the cooler. Student athletes may need to supply and clean their own water bottle. Second, what will happen to handshakes? While you would think when you come off the field after two hours of sweating, leaning and being in close contact, that a handshake

would seem pretty harmless; however, it is hard to imagine that handshakes will be allowed between players and/or competitive personnel. Third, there will need to be increased diligence in disinfecting chairs, benches, score tables, equipment, locker rooms and training rooms. While disinfecting equipment between uses is possible, how will game balls be handled during play? Fourth, is it time to stop using locker room showers as storage areas and instead recommend or require our athletes to shower after games and workouts. Fifth, will it be possible to continue ice baths and whirlpool treatments? Can our training rooms assume the responsibility of keeping athletes separated and shared equipment disinfected between uses? How will our training services look differently? It may even be necessary for athletes to have their temperature taken in order to be eligible to participate in practices and competitions. We will need to consider how our daily procedures could change. This is not to say that having these practices in place a few months ago would have prevented or slowed this pandemic; but, they will be important to have in place moving forward in the summer and fall. As you plan, remember these preventative measures are an important aspect in making people feel safe and comfortable. ■



What have you read that has influenced your philosophy as a coach?

Ryan Ritter
Broadway High School

If you'd ask my friends and family, it's doubtful anyone would say they consider me a reader. I only read about 1 to 3 books a year and often they are ones I received for Christmas gifts, so I often find myself reading at the end of December and finish before spring. When I give that some thought, I'm not sure why I don't read more; each time I enjoy my time sitting and learning, and usually end up finishing the book rather quickly. Many of the books I have read relate to coaching or leadership or are biographies. The most recent books I've read were suggested by one of the presenters at the 2019 NIAAA National Conference: *Above the Line* by Urban Meyer and Wayne Coffey and *InsideOut Coaching* by Joe Ehrmann. As I've reflected on my experience reading, I am reminded of the joy I have found in doing so and the importance of continuing to read if my goal is to grow as a leader.

During my 8 years as an athletic director, I've had the opportunity to hire 15 varsity head coaches out of the 18 teams we field. I began to notice during the interview process that our best candidates would mention books or authors they regularly read or followed. Recently we added a standard interview question: "What have you read that has influenced your philosophy as a coach?" and it is now one of my favorite questions to ask! The responses range from a puzzled look and not much of an answer to sharing insightful and detailed leadership philosophies from Coach K, John Wooden, etc. If we want our coaches to continually improve in their roles as leaders, we should expect them to be lifelong learners. And as athletic directors, shouldn't we be doing the same thing?

Here are some books (in no particular order) that have been helpful to me as a leader. Much of the information gleaned in these books can be applied beyond coaching

and in my role as athletic director and have been helpful to me in marriage, parenting, or general self-improvement. Make it a goal to read a book (or two!) this summer!

- ***Above the Line* (Urban Meyer and Wayne Coffey, 2017)**

In *Above the Line*, Coach Meyer reflects on his 2014 championship season. He discusses not only the highlights but also the hardships and how they were overcome with the "Above the Line" principles and team building. He shares the proven strategies he's found that empower those around him.

- ***Good to Great* (Jim Collins, 2001)**

Jim Collins uses in-depth research and practical stories from the business world to clearly instruct how to take leadership skills and organization to the next level. I routinely refer back to the principles in this book.

- ***InsideOut Coaching* (Joe Erhmann, 2011)**

Soon after finishing his book, the VHSL announced the opportunity to not only meet Joe but participate in the statewide *InSideOut* coaching initiative. Joe uses self-reflection from his childhood experiences participating in youth sports and playing at the high school, college, and professional levels to shape a newer better way to get the most out of our athletes. One of his main themes is helping coaches move from being *transactional* to *transformative*.

- ***Coaching Matters* (Tom Osborne, 2018)**

Coaching Matters pairs well with *InsideOut Coaching* as Tom Osborne makes the case that coaches should focus on the athletes' body, mind, and spirit. This book is written to be used as a group study and has questions at the end of each chapter to help facilitate discussion.

- ***The 7 Habits of Highly Effective People* (Stephen Covey, 1989)**

While over 300 pages, this is still a quick read. Covey gives practical data-driven solutions to problems that everyday leaders face. I often use his principle of “begin with the end in mind” as well as “be efficient with things and effective with people”.

- ***The 21 Irrefutable Laws of Leadership* (John Maxwell, 1998)**

I have found this book to be a great read if you can't read in large chunks of time. Each chapter is broken into small sections. You can sit down and read for as little as 5 minutes at a time and come away with something practical to implement. Maxwell shares his insight alongside intriguing stories from famous people and companies. Learn why the world loved Princess Diana but wouldn't give her husband the time of day, or why Henry Ford nearly sent his own company into bankruptcy.

- ***The 360-degree Leader* (John Maxwell, 2005)**

As an athletic administrator in a high school, do you often feel as though you can “only do so much” because you are not the principal? John Maxwell gives strategies and real-life stories on how to lead “from the middle.” No matter what position we are in, there will be people above you and people you are in charge of. Learn how to be a leader to everyone.

- ***The Leadership Challenge* (James Kouzes and Barry Posner, 1987)**

The Leadership Challenge is a long book at over 350 pages but well worth the time. Learn how leaders mobilize others to have the desire to do extraordinary things in an organization. There are chapters on vision, challenging the process, and encouraging others. ■

