



A.D.mission

A Publication of the Virginia Interscholastic Athletic Administrators Association

VIAAA Mission Statement

The Virginia Interscholastic Athletic Administrators Association preserves, enhances, and promotes the educational values of interscholastic athletics through the professional development of its members in the areas of education, leadership, and service. The VIAAA's commitment to provide leadership programs, resources, and services support the athletic administrator's efforts in providing quality athletic participation opportunities for students. The VIAAA promotes positive working relationships with the Virginia High School League, the Virginia Independent Schools Athletic Association, and the National Federation of High Schools.

VIAAA

A Partner in Athletic Administration
with the Virginia High School League

Visit us on the web:

www.VHSL.org

&

www.VIAAA.ORG

PRESIDENT'S MESSAGE



Rick Lilly, CAA

Greetings Members of the VIAAA,

It is hard for me to describe how excited and humbled I am to serve as the President of the VIAAA. It is with great pride that I write this letter in an effort to lay out my plan to build on the great tradition and success of this remarkable organization. Without any hesitation, I can say that the VIAAA has been pivotal in my growth and development professionally and I am certain that without my involvement in the VIAAA I would not be involved in education at this point in my life. Starting with my attendance at the New Athletic Director's Workshop two weeks into my career as an athletic administrator, it was clear that the VIAAA serves its members amazingly well and the leaders within this organization are what makes it so special.

With this in mind, it is only appropriate that I begin by thanking Bobby Straton and CVIAAA for their flawless execution of the 2016 VIAAA Conference. As the chair, Bobby led an impressive effort to create an engaging environment with precision organization, dynamic speakers, a lively vendors area, seamless scheduling and social events that were varied and fulfilling on a number of levels. From the beginning, the level of organization of this conference was evident. The speakers tackled many challenging issues facing athletic administrators and provided invaluable insight and professional resources on the best and most recent practices in high school athletics. The vendors were up this year and are critical to the success of our conference and organization both financially and professionally. The Awards Luncheon was well attended and I would like to offer my congratulations to each of the award winners for their exemplary service and dedication. For everyone who attended, the trip to the Richmond Squirrels' game was one of the highlights of the conference. I enjoyed seeing the level of engagement from everyone who attended and the many conversations I had with colleagues at the game. It was also great to see the Squirrels win their home opener and the fireworks show after the game was impressive to say the least. I left the conference invigorated and ready to finish the year strong. I hope everyone who attended feels the same way,

Continued...

VIAAA Partnerships 2015-16

PLATINUM PARTNERS

Allstate Insurance
Dynamite Sports

GOLD PARTNERS

BSN Sports (Dixie)
Herff-Jones
Neff
US Army Reserve

SILVER PARTNERS

All-American Publishing
Musco Lighting
Daktronics
Schutt
Scholastic Sports/Designing Memories
Virginia Lottery
Pepsi Cola
Hudl
FieldTurf
GTM

BRONZE PARTNERS

GearBoss by Wenger
Dick's Sporting Goods
Time Technologies/Fairplay
Big Teams
ESC
Spirit Fundraising
Patron Partners
Disco Sports

leaving rejuvenated and looking forward to the 2017 Conference at the Hotel Roanoke March 28-31. This will be the first of a two year stint at the Hotel Roanoke.

When reflecting on my time as a member of the VIAAA I have kept coming back to one concept, synergy. That is, the notion that there is an increased level of effectiveness that results when two or more people work together. Interaction. Cooperation. Team work. For me, this is the essence of the VIAAA. It is also at the core of what we do. The interactions and relationships among and between our members are what make this organization special. It is the reality that the sum of the whole is greater than the individual parts. We embrace our diversity and inspire collaboration. This is the catalyst that drives us forward in spite of our weaknesses. Synergy is ultimately our bonding agent.

With this in mind, I encourage each of you to reach out to your colleagues. Share your experiences. Learn from their experience. I know I am indebted to the officers and, specifically, Lisa Corprew, Scott Morris and Bruce Bowen, for their mentorship in my year as the President-Elect. Throughout my years as an AD, I have relied on so many of the Past-Presidents for advice and wisdom and now thank them for trusting me to be the President of the VIAAA. As athletic administrators, we recognize the value of extracurricular activities and the important role activities play in facilitating the development of engaged, dynamic, and well balanced students across our state. Through the diverse services offered, the VIAAA seeks to provide the professional resources athletic administrators need to thrive in an ever changing profession. We seek to support and develop an active and engaged membership that is able to promote high standards of achievement and ethics in interscholastic activities.

In my year as the president, I hope to build on what Lisa Corprew and Scott Morris have done in the past two years and accomplish several things that will be important to continue to move the VIAAA forward. The first is to continue to integrate technology into our organization and digitalize our membership. This will create increased efficiencies that will yield benefits throughout the VIAAA. Second, we will seek to utilize our newly redesigned website and link the digital resources we have to connect our content to our leadership training program. The website will

become a source of information as well as a source of professional development. Third, we need to ensure that we have continuity in our Executive Director's position. Mr. Bowen has done an amazing job and it is imperative to the long term stability of our organization to make sure this is addressed. Fourth, we will have to review our Strategic Plan and ensure that it is aligned with our mission and vision. Lastly, I want to highlight each of you! In an effort to continue to build synergy, I want to focus on the many great things we are doing individually that makes our organization so great. So much of what I have learned in this profession has come from conversations with colleagues. Each meeting, we will have individual spotlights that will focus on the outstanding work being done in our state.

As Stephen Covey noted, synergize is the habit of creative cooperation. It is teamwork, open-mindedness, and the adventure of finding new solutions to old problems. It is a process, and through that, people bring their personal experience and expertise to the table. Together we produce better results than we do individually. It is my opinion that this is the essence of what we do every day. We must find new and innovative ways to solve problems and be the professional resource for our colleagues. We need to use the LTI program to foster a dynamic environment of continuous professional learning and growth for our members. This will help us realize the mission of the VIAAA. We will have increased clarity through improved organization and planning. We will enhance our relationships and increase the recognition of our members.

I look forward to the year ahead and building on the past by working with the Officers and Board of Directors. Make plans to attend the Summer Institute on July 12, the New Athletic Directors Workshop July 20-21, and the annual Golf Tournament on October 12. Until then, I wish each of you the driest of weather this Spring season and a summer filled with relaxation and rest. Again, thank you for everything you do to serve your communities and our organization.

Sincerely,

Rick Lilly, CAA
VIAAA President

VIAAA OFFICERS 2016-2017

PRESIDENT

Rick Lilly, CAA
John Handley High School
lilly@wps.k12.va.us

PRESIDENT ELECT

Chris Robinson, RAA
Glen Allen High School
jcrobinson3@henrico.k12.va.us

SECRETARY

Brad Qualls, CAA
Patriot High School
quallsbj@pwcs.edu



EXECUTIVE DIRECTOR

Bruce W. Bowen, CMAA
Retired
BWBowen@henrico.k12.va.us

TREASURER

Steve Heon, CAA
Western Albemarle High School
sheon@k12albemarle.org

PAST PRESIDENT

Lisa Corprew, CAA
Bayside High School
Lisa.Corprew@VBSchools.com

EX-OFFICIO

Joyce Sisson
VHSL
jsisson@vhsl.org

Question and Answer Session

Bruce Bowen, CMAA, VIAAA Executive Director



How was the State VIAAA Conference in Richmond this year?

The Short Pump Hilton (Richmond) again hosted our Conference, with 200 ADs attending, including 73 vendor booths—both a 20% increase from last year. We started with our Golf Tournament on Tuesday, the inclement weather holding off much to the delight of sixty golfers participating. The Vendor Gala on Wednesday evening, always a highlight,

offered lots of food, drink, music and door prizes. Thursday night we attended the Richmond Squirrel's Minor League baseball game with our President, **Lisa Corprew**, getting to throw out one of the first pitches! Our Awards Luncheon on Friday had 150 in attendance. We honored four ADs of the Year (by school size), six Student-Athlete Scholarship winners and a number of other deserving people. At our Business Meeting, we recognized retiring Athletic Directors and gave them recognition for their longevity. The Board finished with a Saturday morning meeting and then headed home. Thank you to our Conference Chair, **Bob Stratton**—you can rest up now as the Conference heads to the Hotel Roanoke next year!

How has your year as our Executive Director gone?

Great! I serve the VIAAA Officers and Board of Directors and help in a variety of areas including the Conference, vendor support, Corporate Partnerships as well as representing the VIAAA. I attend

all the VHSL membership and Executive Committee meetings and serve on the VHSL Foundation Board and the Virginia High School Hall of Fame Selection Committee. I attended our State Conference, the NIAAA Conference in Orlando and I ran the National Executive Director Conference (NEDC) in Williamsburg. In addition, I also serve on the NIAAA Board of Directors as the NEDC rep.

How are our Partnerships compared to last year (show me the money)?

We had another good year with Partnerships. When all is said and done, we secured \$80,000 worth of Partnerships with \$50,000 in cash. 25% of this total went to help fund the Conference. In the past five years, we have added \$535,000 in new Partnership funding with cash or product!

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

I will be traveling to Maryland for the Section 2 meeting in June. July will be the busiest as I head to Indianapolis for the NIAAA BOD meeting, attend the VIAAA Officer's Retreat and help with the New AD's Workshop in Charlottesville. To finish the month, I head to Minnesota for the NEDC Summer Conference. It will be a busy but fun summer representing the VIAAA.

With eight years under your belt, tell us about your Executive Director Position?

My position has evolved over the years. While I continue to fundraise and help our officers, I find myself representing the VIAAA more and more, within Virginia and around the Country. Our Association is well respected across the USA.

VIAAA Past Presidents



The Past Presidents of the VIAAA gathered at the recent VIAAA Conference held in Richmond.

Row 1 (L-R): Sandy Hadaway (1999-2000), Scott Morris (2014-2015), Dave Morgan (1993-1995), Kevin Cole (2013-2014), John Williams (2001-2002), David Rhodes (2009-2010), Deb Tyson (2008-2009), Dick Kemper (2005-2006)

Row 2- (L-R): Melody Modell (2011-2012), Tom Dolan (2007-2008), Donna King 1997-1999), Dave Nelson (1991-1993), Jerry Carter (2003-2004), Bruce Phelps (2000-2001), Jeff Dietze (2002-2003), Bob Stratton (2010-2011), Bruce Bowen 2004-2005), Jimmy Omps (1979-1981).

Mr. Ken Tilley, VHSL Executive Director, Retires



Outgoing VHSL Executive Director Ken Tilley (third from left) receiving a special presentation from President Lisa Corprew, Conference Chair Bob Stratton and Executive Director Bruce Bowen.

At the VIAAA State Conference held last month in Richmond, the VIAAA presented retiring to VHSL Executive Director, Ken Tilley, a special plaque for all of his years of service and commitment to high school athletics in Virginia.

While the Executive Committee makes rules for public school athletics, it is Ken and his staff's job to put the rules into effect and make things run as smoothly as possible. While serving as the point person for the League leaves him open to criticism, Ken's efforts are in the behalf of over 100,000 Virginia high school athletes. With his leadership, Ken has expanded programs, increased

participation numbers as well as overseen governance changes allowing increased competition and recognition of achievement.

While ADs run most of the VHSL tournaments, the League has been a strong supporter of the VIAAA over the decades. They provide us a place to meet at no charge, a storage room and a wall to display our President's Board and NIAAA Hall of Fame pictures. They offer us space when we have other meetings and LTI classes. In addition, the VHSL has a liaison assigned to our Board and one of our Past President's, Tom Dolan, serves on its staff.

The VIAAA is thankful for all that Ken Tilley has done for high school sports in Virginia and for his continual support of our Organization.

President Lisa Corprew made the following presentation: "Mr. Tilley has been Executive Director of the Virginia High School League (VHSL) since 1994. Prior to that he was on the staff at the North Carolina High School Association (1975-85) before joining the VHSL staff as a Program Supervisor in 1986. Mr. Tilley is the longest tenured state high school association administrator in the country. As executive director he has supervised the overall administration of the VHSL and has been very supportive of the VIAAA in all of our endeavors during his tenure."

"Thank you Mr. Tilley for the many new and exciting programs that have occurred under your leadership. On behalf of the VIAAA Officers and Board of Directors, we would like to say congratulations and wish you and your family good health and all the best as you enter into a new phase of your life. May you enjoy the extra time that you will be spending with them."

Congratulations and we wish him well in his retirement!

VIAAA Conference Golf Tournament

The VIAAA Conference Golf Tournament was held on Tuesday, April 12 at Sycamore Creek Golf Course – sponsored by Wilson and Dick's Sporting Goods.

The results were as follows:

- **First Place, pictured right:** Joe Breinig Sr., Mike Sipe, Anthony Royse and Joe Breinig Jr.
- **Second Place:** Jerry Carter, Paul Frye, Pat McNanley and Dave Hemback
- **Third Place:** Dwayne Peters, Mike Tribus, Todd Price and Lee Martin
- **Longest Drive:** On #14- Joe Breinig Jr.
- **Closest to the Pin:** On both #8 and #15 - Jerry Carter



VIAAA Conference



Retiring AD Ted Salmon checks out one of the many vendor booths at the conference



Meeting everyone at the Double A Flying Squirrels Game



Executive Director Bruce Bowen and President Lisa Corprew participate in throwing out the First Pitch at the Flying Squirrels baseball game

A great opportunity to check out the many vendors at the conference





President Lisa Corprew with Nutsy of the Flying Squirrels



A conference favorite- Lee Green addresses the group on Legal Issues



A great opportunity to check out the many vendors at the conference

Scholarship Winners 2016

Past Presidents' Leadership Award

Hunter Dominick, Hickory High School

Claudia Dodson Scholarship

Monica Marciano, Wakefield Country Day School

John Youngblood Scholarship

Christian Delawder, Broadway High School

Marshall McGlothlin, Honaker High School

Shane O'Heir, Wakefield Country Day School

Mallory Wolf, Salem High School

NIAAA State Award of Merit

Kevin G. Adams, CMAA, Varina High School

A graduate of Penn State University and the University of Delaware, Kevin G. Adams is in his seventh year at the helm of the Varina High School student activities department in Henrico and fifteenth overall in athletic administration, counting his position as athletic director at John Marshall High School in Richmond. He began his Virginia career at Marshall as a teacher and coach in 1994. Kevin is a lifetime member of both the VIAAA and NIAAA. His service to both organizations is impressive as he has dedicated himself to the professional development of athletic administrators in Virginia and the country. Kevin has taken over thirty NIAAA Leadership Training Courses and he sits on the National Faculty. Furthermore, Kevin is the national chairman of LTI 617: Administration of Interscholastic Sports Medicine Programs, and one of Virginia's two state NIAAA Leadership Training coordinators. As you might guess with his emphasis on leadership training, Kevin has taught numerous courses on a variety of topics throughout the state and at national conferences. He has served on the VIAAA Board of Directors since 2004 as a region representative and then as the LTI coordinator beginning in 2008. Kevin derives a lot of joy from the part of his job that allows him to organize events that aid others from fund raisers and candlelight vigils to volunteer activities and disaster relief. But he cites his most rewarding experience is documenting the 4-year personal growth of senior athletes on their Senior Night.



Bill Chambers

Teacher and coach for 43 years. Inducted into the Randolph Macon College Hall of Fame for baseball and basketball. Bill started umpiring baseball when he was 14 years old and has umpired on every level including professional baseball. He had a 51-year career as a basketball official on the high school and collegiate levels. In 1966, with the help of lifelong friends from John Marshall, they established the first Fellowship of Christian Athletes Chapter in the state of Virginia.

Jimmy Dix

John Handley High School. Spent more than 50 years in selfless service to the school. He started as a volunteer clock operator for the boys' basketball team in 1967 and then started with the girls in 1978, continuing to work the clock to this day. He has also been a fixture on the chain crew for home football games since 1967. Jimmy has also served volunteer stints at Handley's track meets and as a varsity and junior varsity baseball coach.

Nate Doughty

A member of the VCU Athletic Department since 2001, Nate Doughty, Assistant Athletic Director for Event Management & Facility Operations, is responsible for event management and facility operations at VCU's athletic venues, including game management of home athletic contests and overseeing the special events hosted by the Siegel Center.

Hunter Durvin

Served over 36 years as a certified athletic trainer covering high school athletics mostly in the Richmond area. He has been a prominent figure in the field of sports medicine. Hunter manages HCA VA Sports Medicine, a leading provider of athletic training services to area high schools. He has coordinated coverage in Chesterfield, Hopewell, and Prince George as well as for Virginia State University. A charter member of the Virginia Athletic Trainers Association (VATA), Hunter has been a leading instructor on a variety of sports medicine topics, serving as an adjunct faculty member at VCU.

Dennis Spurrier

Athletic Trainer at Douglas Freeman High School since 1978. He has provided athletic training services for many region and state level athletic events. Dennis is also proud of his involvement as director of medical services for Virginia Special Olympics. In 2015 he was inducted into the Virginia Athletic Training Association's Hall of Fame and the Douglas Freeman Athletic Hall of Fame.

Pictured is Kevin Adams with his wife (left) being presented the NIAAA State Award of Merit by President Lisa Corprew.



Leadership Award

Outgoing President Lisa Corprew is presented her President's Ring from Immediate Past President Scott Morris.



Gavel Presentation

President Lisa Corprew presents the Presidential Gavel to our new President, Rick Lilly.

VIAAA Outstanding Service Awards

Steve Heon, CAA, Western Albemarle High School

Steve Heon has provided immense service to the VIAAA and the VHSL in a variety of ways. Steve has held a number of leadership positions at the state and local levels as he is finishing up the second year of his three year term on the VHSL Executive Committee. He is also a member of the VHSL Coaches Education Committee. He has served the VIAAA for the past seven years as the chairman of the Scholarship Committee, and he has also directed the Association's fund raising golf tournament each of the past seven Octobers. Steve received his undergraduate degree and Master's Degree from the University of Virginia where he played baseball for the Cavaliers. He served as assistant baseball coach at UVA for seventeen seasons while also holding down the positions of assistant promotions and marketing director for five years followed by a nine year stint as the university's licensing director. Steve then left Charlottesville to become Western Albemarle's athletic director in 2004.

Chris Rollison, CAA, Hermitage High School

Chris Rollison has made many contributions to the VIAAA, serving as a board member, as the chairman of the Ways and Means Committee, and currently as the chairman of the Awards Committee. Chris is also very involved in his Conference and Region as he has ably led the athletic administrators in Region 5A South since its inception. He has also served as chairman of the Awards Committee for his district and conference. Chris came to Hermitage in 1996 and proceeded to coach football and soccer for the Panthers. He became director of student activities in 2009 after serving as the assistant for 4 years. A graduate of Atlantic Christian College (now known as Barton College), Chris' service to the VIAAA, Region 5A South, and his conference, district, and school division goes above and beyond.



Steve Heon (left) receives the Outstanding Service Award from President-Elect Rick Lilly



Chris Rollison (left) receives the Outstanding Service Award from President-Elect Rick Lilly

Athletic Administrators of the Year



Pictured are the Athletic Administrators of the Year –
Christine Anderson, Gary Leake and Ken Wright
(absent – Mark Halsey)

Christine Anderson, CAA, Tallwood High School

Christine Anderson has served as the student activities coordinator at Tallwood High School in Virginia Beach since 2002. A former high school gymnastics and cheer coach, Christine started her career in athletic administration when she became the assistant student activities coordinator at First Colonial High School, where she coached and taught health and physical education. She moved to Tallwood in 1996, continuing to teach, coach and fulfill the role of assistant student activities coordinator until being promoted in 2002. Christine spent some time in her youth living in the Middle East, receiving her high school diploma from a school in Iran. She returned to the States after high school, completing her undergraduate degree at Elon College and her Master's Degree at Regent University. Under Christine's guidance, Tallwood High School has earned the Claudia Dodson Sportsmanship, Ethics, and Integrity Award eight times. Outside of the office, Christine volunteers extensively at her church and has taken several foreign mission trips. She and her husband Monty have three children, Rebekah, Christopher, and Elizabeth.

Mark Halsey, Chilhowie High School

A 1986 graduate of Virginia Tech, Mark Halsey is now in his tenth year as the athletic director at Chilhowie High School in Chilhowie. The school should have the greenest fields around since Mark taught an agriculture class at the school prior to becoming an athletic administrator. From time to time, he will open his agriculture shop to assist local farmers with repairing broken farming equipment. Mark cites improving sportsmanship as one of his top career highlights which is evidenced by the four consecutive Claudia Dodson Sportsmanship, Ethics, and Integrity Awards his school has received. Mark serves as the

school's girls' basketball coach, and his team captured the state championship in 2014. Additionally he coordinates the district and conference master athletic schedules. In his spare time, Mark has accompanied groups of students to help disabled students participating in fishing events. He also volunteers regularly at the local area Apple Festival. Mark and his wife of 22 years, Cindy, have one daughter, Mary Jane, who is a junior at Radford University.

Gary Leake, Highland School

With over a combined twenty-three years in athletic administration at four different schools – both private and public – Gary Leake has worked with a variety of student bodies in a variety of communities. Currently serving as the athletic director at Highland School in Warrenton, he has put down some roots as he is in his 20th year at the school. Gary graduated from Shepherd College in 1985 and immediately headed into athletic administration at Wakefield School where he also coached four sports. During his career, Gary has directed over 100 postseason athletic events. He has also served as president of his conference for eight years. One of Gary's career highlights is the initiative he took as conference president to divide the conference into two divisions based on enrollment to ensure more competitive equity among conference schools. The athletic program at Highland has grown from six sports to twenty varsity and six junior varsity under his leadership, and 80% of the student body plays a sport. An advocate for youth athletics, Gary created three AAU programs and four instructional leagues for area kids. Gary and his wife, Briar, have one son Jordan who is 23, and his step-daughter Blake is 16.

Ken Wright, RAA, Loudoun County Public Schools

Ken Wright has had a big year! In addition to receiving this award,

he was recently named the supervisor of athletics for Loudoun County Public Schools after serving as the athletic director at Loudoun County High School in Leesburg since 2004. While at Loudoun County High School, Ken was the treasurer of his district for 10 years and his conference since its inception. He also created the Raider Athletic Club, a senior-oriented service club that sponsored several charitable events. Additionally, he spent two years as a member of the VHSL Executive Committee in 2013 and 2014. Ken received his undergraduate degree from Virginia Tech and his Master's Degree from George Mason. Prior to that, he received his high school diploma from Park View High School where he had a standout track career that placed him in that school's Hall of Fame. His career in athletic administration began in 2002 when he took on the role of assistant athletic director at Heritage High School in Leesburg. Ken and his wife Kim have two children, Kelly who is 20 and Abby who is 18.

John C. Youngblood Lifetime Achievement Award



Pictured: President-Elect Rick Lilly (left) presents VIAAA Executive Director Bruce Bowen with the John C. Youngblood Lifetime Achievement Award

Bruce Bowen, CMAA

Executive Director, Virginia Interscholastic Athletic Administrators Association

Bruce Bowen, CMAA, has been the Executive Director of the VIAAA since 2008 after an outstanding career as a teacher, coach and athletic administrator at his alma mater, Hermitage High School in Richmond. He began at Hermitage in 1972 where he coached football, track, and cross country during a highly successful 15-year coaching stint at the school. In 1987, Bowen became the school's athletic administrator and served for 22 years in that position before retiring in 2009. Bowen was the co-founder of the Central Virginia Interscholastic Athletic Administrators Association and served as its chairman for six years beginning in 1997. He was also the district awards chair for all of his AD years and managed over 100 district, region and state tournament events. In addition, he started his

district's cheer competition and directed that event for its first ten years. Before becoming the VIAAA Executive Director, Bowen was the Association's president in 2004-05 and served as chair of several VIAAA committees, as well as chair of the 1997 and 2002 VIAAA State Conferences. He is the vice chair of this and last year's Conference as well. Bowen has served on the VHSL Executive Committee, the VHSL Foundation Board and the Virginia High School Hall of Fame Selection Committee. In his work with the NIAAA, Bowen has served as moderator at several national conferences and is a State LTI instructor. He is a member of the National Executive Director's Council, served as its Region A rep and currently is the NEDC rep to the NIAAA Board of Directors. He hosted the NEDC Summer Summit in Williamsburg this past summer and also is the author of several articles for NIAAA Publications. He has taught and mentored numerous coaches and ADs. Bowen has been a member of the VIAAA and NIAAA for twenty-nine years. His awards include State AD of the Year in 2000, the State Award of Merit in 2003, the NIAAA Distinguished Service Award in 2011 and the NFHS Citation in 2014. Bowen was inducted into the Virginia High School Hall of Fame in 2007.



Meet the New VHSL Executive Director, Dr. John "Billy" Haun

On March 30, 2016, Chairman Jim Stemple announced the hiring of the next Virginia High School League Executive Director Dr. John "Billy" Haun. Dr. Haun brings a great deal of leadership and education experience to the VHSL.

The A.D. mission had the opportunity to talk with Dr. Haun and to meet the man who will soon take over as our next VHSL director.

Greetings Dr. Haun! On behalf of the Virginia Athletic Administrators I would like to welcome you as the next Executive Director of the VHSL. Could you tell us a little about yourself?

Born – I was born in Chicago, Illinois. Both of my parents are from Virginia and lived here their entire lives except when my father was in the Army. It was winter (I was born in December) and my mom was not allowed to travel, so I was born in Chicago. Soon after, my father finished serving his tour of duty and we returned to Virginia.

Education – I grew up in Shenandoah County and graduated from Strasburg High School. I earned my bachelor's degree from Virginia Tech, master's degree from Shenandoah University, and doctorate degree from the University of Virginia.

Family – I have been married to my wife India for almost 29 years. We have two wonderful daughters – Brooke and Brittany. Our entire family is in education. India has experience as a classroom teacher, central office administrator, and elementary principal. Both daughters are math teachers and coaches. Brooke coaches volleyball and Brittany coaches field hockey.

I understand that you have been in education for the past 36 years. Can you share with us some of the places you have been and the positions you have held during your tenure?

I taught and coached in Pulaski County, Wythe County, Tazewell County, Caroline County, and Albemarle County. In Albemarle County, I also worked as an assistant high school principal, middle and high school principal, and assistant superintendent for student learning. Since September 2014, I have served as Chief Academic Officer and Assistant Superintendent for the Virginia Department of Education.

Share with us some of the goals you have in mind for the VHSL.

The first goal is to create fiscal stability. As most people know, the VHSL has struggled meeting their budget the last two years, so developing a sustainable funding/spending plan has to be a top goal.

A second goal will be to create a communication plan. A concern that was evident during the interview process was being transparent and developing consistent communication with all stakeholders.

A third goal is to develop a new strategic plan that continues to support the VHSL mission. We should continue to strive to provide meaningful and outstanding opportunities for Virginia's students to participate in interscholastic activities.

Who are your role models and what have they done to be such an influence to you?

This is a very difficult question because in 36 years, I've worked with so many great people and have learned a lot from all of them. I will mention a three people who certainly have been influential in my life.

The first person I will mention is my mom. She always encouraged me and my sisters to work hard and do the best we can. No one in my family had gone to college, but she was adamant about me getting an education beyond high school. She was a hard worker. She didn't get work outside the home until she was 44 years old. At that point she went to work and did not miss one day of work in the next 30 years.

The second person that I would say was a strong influence was Coach Glen Proctor. He has been a strong influence on many young people who graduated from Strasburg High School. As a teacher and coach, he emphasized hard work and discipline, but more than that, he always talked about life. He taught us that as individuals we needed to decide who we wanted to be, believe in something and stand up for what we believe in and be accountable for our actions. Coach Proctor is responsible for a lot of the strong pride that exists in the Strasburg High School and the community of Strasburg.

Dr. Anne Coughlin was the principal at Western Albemarle High School who hired me to teach and coach there. Later, I worked for her in my first assistant principal position. She had a strong influence with me on being a leader, especially in the area of building relationships with and respecting people; students, teachers, and parents.

Please offer your thoughts on some key issue that the VHSL have been focusing on in the past few years or will need to address in the near future.

Reclassification: Reclassification has been a topic for many years. Moving to six classifications for all sports has certainly provided the opportunity for more students to experience the opportunity to compete for championships than was available with three classifications. I believe Virginia made a good effort at implementing a system in the first iteration. I don't believe there was a question that there would need to be changes and tweaks to the system after a few years. I applaud the VHSL for making changes and we will continually need to monitor these changes as we move forward. Some of the school divisions in Virginia are continuing to grow in enrollment while other divisions are experiencing a decline in enrollments.

Concussion Management: Student safety is something that should always be in the forefront of our minds. In the future we will implement all of what we continue to learn about concussion management and protecting our young people.

Relations with state legislature: Relations with all of our community is important. I look forward to having an opportunity to meet with the members of the General Assembly, hearing their concerns, and then trying to develop a plan that will allow the VHSL to work with them as we provide the best opportunities possible to all of our students.

Financial stability of the organization: Financial stability is a necessity. We need to analyze our entire budget so that we can develop a plan that will allow the VHSL to be financially stable. There needs to be an analysis of income and expenditures to identify ways to build stability.

Technology and communication with the membership: Communication and transparency were topics that were discussed throughout the interview process. I believe the VHSL needs to develop and implement a communication plan. This would include an analysis of what needs to be communicated, effective strategies for communication, and a plan for implementing the new plan.

Strategic Planning: Developing a new strategic plan is extremely important. The current strategic plan has expired, so this needs to become a priority. A strategic plan is needed to provide direction and vision for the VHSL. Certainly, developing fiscal stability and a strong communication plan will be part of a new strategic plan. A plan for continuing to support opportunities for student growth and leadership will be important as well.

How best to articulate the message of the importance of maintaining strong education-based sports and activities: The Virginia Board of Education and Department of Education are working to develop a Profile of a Virginia Graduate. What skills and dispositions do we want students to have when they graduate from our schools? This profile is focusing on critical thinking, creative thinking, collaboration, communication, and civic responsibility. These five C's are things that are integral parts of Virginia High School League interscholastic activities. Our

activities play a major role in providing opportunities for students to practice and implement the five C's.

What is your favorite meal? I love most food – beef, chicken, fish, pasta, etc. I also love those foods that are so healthy for you like hot dogs, spam and fried bologna. One of my favorite meals is McDonalds. I'll eat a quarter pounder and fries any time there is an opportunity.

Favorite book or author:

When I was a middle school teacher, I would read to my students. My favorite book of all time was *Where the Red Fern Grows*. No matter how many times a person reads this book, it is pretty intense when the two dogs die.

Favorite gadget or technology device

Technology changes so fast. I'm not sure I have a favorite because as soon as I learn how to use a device, it is replaced by something better. I do love having an iPad and being able to Facetime my daughters every night.

What do you think will be the greatest challenge you will face in this new position?

I believe one of the greatest challenges with the VHSL will be creating equity between schools. Virginia's schools are so diverse in size and enrollments continue to change. Many of our schools in Regions 7 and 8 continue to lose students, while our schools in Regions 3 and 4 are growing.

Favorite Movie or TV Show:

My favorite TV show of all time is *The Andy Griffith Show*. There are several movies that I will watch anytime they are on TV: *Remember The Titans*, *Rudy*, *Sweet Home Alabama*, *Grease*, *We Are Marshall*, and *Midway*

Hobbies:

I haven't had much time for hobbies since I became a high school principal and my daughters started playing three sports. The two things I enjoy doing are trout fishing and playing golf.

As Athletic Administrators- we are all big sports fans. Tell us who you cheer for and what your favorite sports are. I like all sports.

Two of my favorites are football and NASCAR. In college football, I am a big time Hokie fan. In the NFL, I pull hard for the Redskins, but also like the Packers. In reality, I will watch any game that is competitive. In NASCAR, I am a Dale Earnhardt Jr. fan. I have two daughters who each played three sports. I still like to watch girl's basketball, volleyball, field hockey and lacrosse. It is also fun to watch students compete in interscholastic activities such as theatre, forensics, debate, and scholastic bowl.

Is there anything else you would like to share with the Athletic Administrators of Virginia? I would like to take this opportunity to say thank you for all that you do and I really look forward to working with each of you and the VIAAA. The work you do is vital to every school being able to provide quality opportunities that contribute to the education of Virginia's students. Thank you.

Thank you so much for taking time to share with us.

We look forward to your leadership and working with you.

Wisdom From a Great Coach - Don't Widen the Plate

In Nashville, Tennessee, during the first week of January 1996, more than 4,000 baseball coaches descended upon the Opryland Hotel for the 52nd annual ABCA convention. While I waited in line to register with the hotel staff, I heard other more veteran coaches rumbling about the lineup of speakers scheduled to present during the weekend. One name, in particular, kept resurfacing, always with the same sentiment — “John Scolinos is here? Oh man, worth every penny of my airfare.”

Who is John Scolinos, I wondered. No matter, I was just happy to be there. In 1996, Coach Scolinos was 78 years old and five years retired from a college coaching career that began in 1948. He shuffled to the stage to an impressive standing ovation, wearing dark polyester pants, a light blue shirt, and a string around his neck from which home plate hung — a full-sized, stark-white home plate. Seriously, I wondered, who is this guy?

After speaking for twenty-five minutes, not once mentioning the prop hanging around his neck, Coach Scolinos appeared to notice the snickering among some of the coaches. Even those who knew Coach Scolinos had to wonder exactly where he was going with this, or if he had simply forgotten about home plate since he'd gotten on stage.

Then, finally ... “You're probably all wondering why I'm wearing home plate around my neck. Or maybe you think I escaped from Camarillo State Hospital,” he said, his voice growing irascible. I laughed along with the others, acknowledging the possibility. “No,” he continued, “I may be old, but I'm not crazy. The reason I stand before you today is to share with you baseball people what I've learned in my life, what I've learned about home plate in my 78 years.”

Several hands went up when Scolinos asked how many Little League coaches were in the room. “Do you know how wide home plate is in Little League?” After a pause, someone offered, “Seventeen inches,” more question than answer.

“That's right,” he said. “How about in Babe Ruth? Any Babe Ruth coaches in the house?” Another long pause. “Seventeen inches?” came a guess from another reluctant coach. “That's right,” said Scolinos.

“Now, how many high school coaches do we have in the room?” Hundreds of hands shot up, as the pattern began to appear. “How wide is home plate in high school baseball?” “Seventeen inches,” they said, sounding more confident. “You're right!” Scolinos barked.

“And you college coaches, how wide is home plate in college?” “Seventeen inches!” we said, in unison.

“Any Minor League coaches here? How wide is home plate in pro ball?” “Seventeen inches!” “RIGHT! And in the Major Leagues, how wide home plate is in the Major Leagues?” “Seventeen inches!”

“SEV-EN-TEEN INCHES!” he confirmed, his voice bellowing off the walls. “And what do they do with a a Big League pitcher who can't throw the ball over seventeen inches?” Pause. “They send him to Pocatello!” he hollered, drawing raucous laughter. “What they don't do is this: they don't say, ‘Ah, that's okay, Jimmy. You can't hit a seventeen-inch target? We'll make it eighteen inches, or nineteen inches. We'll make it twenty inches so you have a better chance of hitting it. If you can't hit that, let us know so we can make it wider still, say twenty-five inches.’”

Pause. “Coaches ...” Pause. “... what do we do when our best player shows up late to practice? When our team rules forbid facial hair and a guy shows up unshaven? What if he gets caught drinking? Do we hold him accountable? Or do we change the rules to fit him, do we widen home plate?

The chuckles gradually faded as four thousand coaches grew quiet, the fog lifting as the old coach's message began to unfold. He turned the plate toward himself and, using a Sharpie, began to draw something. When he turned it toward the crowd, point up, a house was revealed, complete with a freshly drawn door and two windows.

“This is the problem in our homes today. With our marriages, with the way we parent our kids. With our discipline. We don't teach accountability to our kids, and there is no consequence for failing to meet standards. We widen the plate!”

Pause. Then, to the point at the top of the house he added a small American flag. “This is the problem in our schools today. The quality of our education is going downhill fast and teachers have been stripped of the tools they need to be successful, and to educate and discipline our young people. We are allowing others to widen home plate! Where is that getting us?” Silence.

He replaced the flag with a Cross. “And this is the problem in the Church, where powerful people in positions of authority have taken advantage of young children, only to have such an atrocity swept under the rug for years. Our church leaders are widening home plate!”

I was amazed. At a baseball convention where I expected to learn something about curveballs and bunting and how to run better practices, I had learned something far more valuable. From an old man with home plate strung around his neck, I had learned something about life, about myself, about my own weaknesses and about my responsibilities as a leader. I had to hold myself and others accountable to that which I knew to be right, lest our families, our faith, and our society continue down an undesirable path.

“If I am lucky,” Coach Scolinos concluded, “you will remember one thing from this old coach today. It is this: if we fail to hold ourselves to a higher standard, a standard of what we know to be right; if we fail to hold our spouses and our children to the same standards, if we are unwilling or unable to provide a consequence when they do not meet the standard; and if our schools and churches and our government fail to hold themselves accountable to those they serve, there is but one thing to look forward to ...”

With that, he held home plate in front of his chest, turned it around, and revealed its dark black backside. "... dark days ahead."

Coach Scolinos died in 2009 at the age of 91, but not before touching the lives of hundreds of players and coaches, including mine. Meeting him at my first ABCA convention kept me returning year after year, looking for similar wisdom and inspiration from other coaches. He is the best clinic speaker the ABCA has ever known because he was so much more than a baseball coach.

His message was clear: "Coaches, keep your players — no matter how good they are — your own children, and most of all, keep yourself at seventeen inches."

Pounding In and Pulling Out Nails

When my daughter was confronted with the fact that she had really hurt another child with a mean comment, she cried and immediately wanted to apologize. That was a good thing, but I wanted her to know an apology can't always make things better. So I told her the parable of Will, a nine-year-old whose father abandoned his mom two years earlier. Will was angry, and he often would lash out at others with hurtful words. He once told his mom, "I see why Dad left you!"

Unable to cope with his outbursts of cruelty, she sent Will to spend the summer with his grandparents. His grandfather's strategy to help Will learn self-control was to make him go into the garage and pound a two-inch-long nail into a four-by-four board every time he said a mean and nasty thing. For a small boy, this was a major task, but he couldn't return until the nail was all the way in. After about ten trips to the garage, Will began to be more cautious about his words. Eventually, he even apologized for all the bad things he'd said.

That's when his grandmother came in. She made him bring in the board filled with nails and told him to pull them all out. This was even harder than pounding them in, but after a huge struggle, he did it.

His grandmother hugged him and said, "I appreciate your apology and, of course, I forgive you because I love you, but I want you to know an apology is like pulling out one of those nails. Look at the board. The holes are still there. The board will never be the same. I know your dad put a hole in you, but please don't put holes in other people; you are better than that."

*A fourth-grade teacher recently told me how she tells this story to her class in the beginning of the semester and uses it throughout the year. When she comes upon a child saying or doing a mean or unkind thing, she will say, "Did you put a nail in someone?" Then she'll ask, "Did you take it out?"

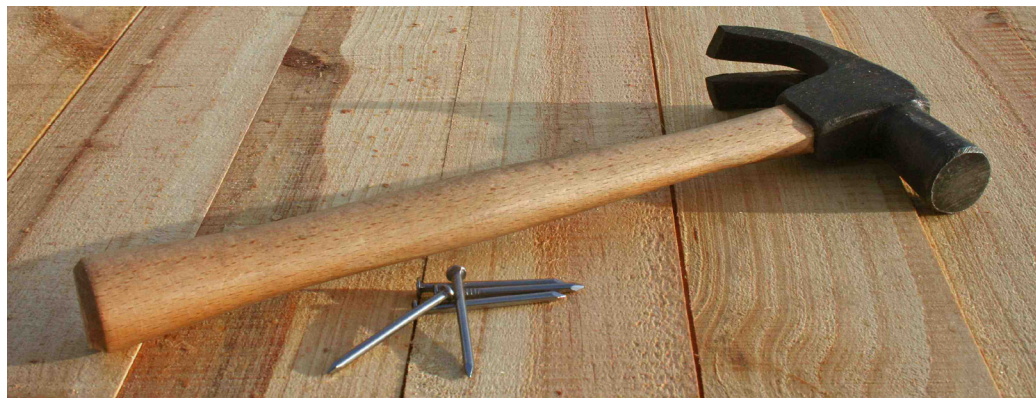
She says her students always know what she's talking about and recognize what they did was wrong, which isn't always the case if she simply asks the child what happened (that usually results in a string of blaming everyone else).

She urges her students not to use the automatic "That's all right" after an apology because usually what was done was not all right and the person saying it, rightfully, doesn't feel it was all right. She tells her class to say "I accept your apology" or "I forgive you" instead.

The teacher also uses the story to help her kids understand difficult family matters outside of the classroom. She tells them some people will never take out the nails they've pounded into the children, but everyone has the power to pull them out themselves and get on with their life rather than let others rule them.

She told me, "The story is simple, but the message is powerful — especially when reinforced with: 'You're better than that!'"

©2016 Reprinted with permission of Josephson Institute www.charactercounts.org.



What I Believe

Here's a portion of my personal list of beliefs that you may want to pass on:

- I believe I'm a work-in-progress, and there will always be a gap between who I am and who I want to be.
- I believe every day brings opportunities to learn and do something meaningful.
- I believe the true test of my character is whether I do the right thing even when it might cost more than I want to pay.
- I believe no matter how I behave, some people will be mean-spirited, dishonest, irresponsible, and unkind, but if I fight fire with fire, all I'll end up with will be the ashes of my own integrity.
- I believe life is full of joys and sorrows, and my happiness will depend on how well I handle each.
- I believe pain is inevitable but suffering is optional, and if I can control my attitudes, I can control my life.
- I believe kindness really matters, and sarcastic comments and badly-timed criticisms can cause lasting hurt.
- I believe there's joy in gratitude and freedom in forgiveness, but both require conscientious effort.
- I believe what's fun and pleasurable isn't always good for me, and what's good for me isn't always fun and pleasurable.
- I believe no one's happy all the time, but in the end, I can be as happy as I'm willing to be.
- I believe the surest road to happiness is good relationships.

©2016 Reprinted with permission of Josephson Institute www.charactercounts.org.

Transitioning Into an Established a School as an AD

Ben Stutler, Assistant Principal for Athletics and Activities - North Stafford High School

Most of us tend to have anxiety to some level whenever we hear that we are going to have a new supervisor or leader in the near future. The questions are many and the research on the “New Guy’s” background hits a fever pitch. The same can be said for teachers and coaches whenever they have a new AD coming into their school. Many emotions go into their thinking. Some are happy and comfortable with how things are and don’t want any changes. Some may be looking forward to some change in some areas. But, regardless of personal preference, you know things will be different, and that brings some anxiety. How does the “new guy” make the transition smooth for everyone?

The first thing that you as an incoming AD need to do is, to have a clear understanding of what the Principal expects his/her Athletic program to be and how it fits into the overall school climate. Every Principal has a different vision of how they want their extracurricular activities to be in the overall scheme of the school. The second step is to introduce and incorporate your goals, expectations and vision to your staff while integrating it into your Principals school climate goal which can be done through a series large and small group meetings.

The next thing, may be the most important key to making the transition as smooth as possible. That’s getting to know your staff and having them get to know that you are all working to accomplish the same goals. This can be done by having team building activities such as, a staff cook out, a family summer swim party, golf outings. Convincing them and yourself to ignore any preconceived notions that you may have about each other and getting to know and learn who each other truly are.

Learning to trust each other is the one aspect that will ensure the transition goes smoothly. When the trust factor exists, the other aspects of building and growing a program become much more effective. Having a group of motivated, committed, passionate people, usually the qualities of coaches and AD’s, all on the same page will ensure success. The last very important ingredient to success, is the willingness and ability to adapt to change or the possibility to change and to sacrifice personal goals. Which is one of the goals that we want all of our student athletes to possess. Once you have developed a united staff, as a leader, have some broader ultimate goals for your program that you give your coaches to have the freedom to develop additional more individual team goals that will help reach the AD’s and the schools goals. Examples of those goals are:

- Always have the safety and well-being of the student athletes first and foremost at all times.
- Developing each student athlete to reach their full potential.
- Helping student athletes become well rounded individuals so that they can be successful in their next phase of their life after high school.

- Teaching the student athlete to commit and to the “team” so the team can reach its’ potential.

Another aspect of building a strong successful extracurricular program is to get and have the support of the surrounding community by having open parent meetings, inviting sponsors and community members to early season scrimmages and or games to let them see what your staff and school are trying to accomplish and give them an opportunity to feel a part or being a partner in the journey. An important resource that can help you do this, is to incorporate your Booster club or group.

The more people you have that feel like they have a part of the success of the program and have a feeling of belonging to your school the more successful that it will be.

Professional Development Committee Update

The 2016 New Athletic Director Workshop will be held on July 20 (at the VHSL building) and on July 21 (at Fluvanna County HS), 2016. This workshop will provide a comprehensive overview designed for the new 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. There is an abundance of information to be shared. Topics addressed will include Financial Procedures and Budgets, Human Resources procedures, various Legal Issues, Concussion Law and Management, The First Year Experience, NIAAA certification, Getting Organized with Staff – Office – Community – Events, Independent School-specific Topics and VHSL-specific Topics. The registration form is available [HERE](#). If you have any questions, please contact Melody Modell, CMAA, 571-423-1265, mrmodell@fcps.edu.

The Professional Development Committee believes in the NIAAA certification program for athletic administrators. After taking some time to reflect and discuss, we find that we are just as certain about the value of certification as we ever were. The committee is renewed and refreshed! We will be re-launching the certification initiative soon. You can expect to hear from one of us if you have not yet attained your next level of certification! If you have any questions, please contact any committee member.

- Melody Modell, CMAA, mrmodell@fcps.edu, 571-423-1265
- Jeff Dietze, CMAA, jeffdietze1@verizon.net, 703-915-8528
- Dick Kemper, CMAA, rkemperjr@comcast.net, 804-347-3238
- Matthew Pearman, CAA, mpearman@k12albemarle.org, 434-244-3131

I've learned....

That to ignore the facts does not change the facts.



Kempers Korner

Re: VISAA Eligibility Rules

At the VISAA Executive Committee winter meeting, held on January 11, 2016, the committee discussed a number of ongoing issues related to athletic eligibility, including (1) the reclassification of students resulting in an extra year of athletic eligibility, (2) the recruiting of students for athletic reasons, and (3) the financial aid process as it relates to athletics. These practices have been discussed at the Regional Meetings over the past five months. In addition, the committee and VISAA officers have received input on these practices from various interested parties. The committee believes that these practices fly in the face of the VISAA mission, which is to “provide accredited member schools the resources and competitive environment in education based programs that establish a foundation for excellence based on integrity, sportsmanship, and leadership.” As a result, the committee will be placing emphasis on these practices for the 2016-17 school year and will study whether additional enhancements to the VISAA eligibility rules are needed. As part of this process, the committee will be requesting information relating to reclassification/financial aid on the annual membership registration. This information will be used to help guide formulation of VISAA rules going forward. The following is a summary of the eligibility rules that will be in effect for membership renewal for the 2016-17 school year.

Age Rule:

- The student shall not have reached the age of 19 on or before August 1 of the school year in which he or she wishes to compete.

Senior Status Rule:

- Attending academic classes while classified as a senior at any school marks the student’s last year of eligibility for VISAA Events. A student who has been classified as a senior at any school, who then transfers to a VISAA member school or another VISAA member school, is eligible for VISAA Events during that transfer year only.

Bona-Fide Student Rule:

- Refers to a full-time student taking an average of four hours of classroom instruction per day or at least five academic classes per semester/grade reporting period and is working toward graduation requirements at the school he or she represents.

Reclassification of a student:

- A school that reclassifies a student to repeat a grade must do so for non-athletic reasons and in compliance with all conference requirements as applicable.
- A change in grade status at any time must be reflected in all school records and publications as soon as practicable following the date of reclassification.

Financial Aid:

- Financial aid may not be given outside of a regular financial aid package. A regular financial aid package means financial aid pursuant to a financial aid procedure/plan that:
 - ❖ is in writing and on file in the school’s administrative office;
 - ❖ has been approved by the school board or governing organization of the school;
 - ❖ contains details qualifying the financial need criteria for aid;
 - ❖ includes all students in the grade structure of the school;
 - ❖ demonstrates through documentation the application and approval process of financial aid requests; and
 - ❖ shows evidence of including non-athletes in the award process of financial aid.

Transfer Rule:

- A student transferring from a VISAA member school to another member school during a sports season is ineligible to participate in that same sport that season unless both Heads of School sign a waiver permitting participation.
- A student must be enrolled at least 30 days prior to the date of the commencement of the VISAA championships in which he or she proposes to participate to be eligible for such VISAA Championship.

Recruitment of Students:

- VISAA member school coaches, teachers, administrators, other school employees or persons affiliated with such member school shall not recruit or induce a student to attend their school based primarily on enhancement of the competitive level of the school athletic program.

The committee reminds schools that VISAA membership is not automatic. In order to be considered for VISAA membership, a school must, among other things, demonstrate its commitment to the VISAA vision and mission, and agree to abide by the VISAA rules. The committee recognizes that it cannot craft rules that cover every possible scenario. As a result, the committee, as it has always done, expects member schools to comply not only with the letter of the VISAA rules, but also with the spirit of the VISAA rules, which is set forth in the VISAA’s Mission Statement.

The VISAA has also been working on a Strategic Plan for 2016-2020 in the areas of Programs, Operations and Finance. This plan will be finalized in June and take effect in July 2016 with the beginning of the new fiscal year.

The VISAA will again pay for all of its athletic administrators as a membership benefit the annual dues for NIAAA/VIAAA membership. This is another goal of its professional development initiatives under the strategic plan.

I've learned..

That the less time I have to work with, the more things I get done.

Balancing Being a Parent of High School Student While being a High School AD

Ben Stutler, AP for Athletics and Activities

North Stafford High School

We all know how much time that we as high school AD's spend at our schools doing the job that we love to do. Providing the best of everything we can for our student athletes so they can have the best experience possible. We deal with all the challenges that present themselves with some poor decision a student makes, an upset parent, an inappropriate action by an official. All the things that aren't so much fun. All of this while having our children that are involved in activities and athletics at their own schools or sometimes, in the school you work in.

As my children were young and in elementary school the time I actually got to see and spend with them was minute. I really had to work hard at making time when it was available to do something with them that they loved to do, whatever that may be. As they moved into middle school and started to be more involved in activities and sports, I learned how important it was to them that I make time to see their games or event instead of being at my school and running one of our activities. How did I learn that? They told me! Kids tell it like it is.

I knew that I had to make a decision and commit to making my children's activities my priority. After all they are MY children and I want them to have the best and I want to be the best parent possible for them. Ensuring that they have the support that they need to be the best and have the best experiences growing up. I think that we've seen first-hand as educators what the lives of children become when parents are NOT involved. And we all know that when our kids get to high school the number of games and events increase even more.

So, how was I going to be able to be there for my kids and do what needed to be done at my school to make sure that everything still ran smoothly and none of our teams, student athletes and coaches suffered or felt neglected? Hard work, planning, time management, cooperation and understanding from a lot of people. First and foremost speaking with my building principal and getting their support. Then finding enough willing and accountable people that you can trust to run the events that I would miss while at my children's events. Working to do everything I could in preparation for the event and only having personnel run the actual event was critical. And letting my coaches know why I would be missing some of their games was important to do as well.

The experience itself was and has been fantastic. I learned so much from having the experience of being the parent at the game in the stands and being the AD having to deal with the people in the stands on consecutive nights and sometimes even on the same nights. I knew what I preached to our parents, students and coaches while conducting our pre-season parent meetings each season. It was critical for me to be the example that I should be and that always doesn't come easily or naturally, unfortunately! On occasion, I found myself or was reminded by a family member that I shouldn't comment on the officiating in that manner! That was very humbling and eye opening and made me take a good

hard look at how was I conducting myself and what was I saying? This made me very conscience of what I said at all times about all situations. It made me a better AD and it made me a better parent and person. Remembering to be positive about the officials, a coaches' decision and having a positive conversation about the reasoning for the decision, rather than complaining. Being a coach for seventeen years to prior being an AD for the past eleven and a parent for twenty-two have given me a very incredible experience. It has been well worth the effort! And I wouldn't change a thing about the experience itself or the order of priority that I made. The perspective that the experience has given me from all sides has been very educational!

I've learned...

That everyone wants to live on top of the mountain, but all the happiness and growth occurs while you're climbing it.

I've learned...

That a smile is an inexpensive way to improve your looks.

Sports Trivia Contest

sponsored by:



**Proud Sponsors of the
2016 VIAAA Athletic Director's Conference!**

Questions compliments of Mr. David Rhodes, Virginia Beach City Public Schools.

Questions

1. The first World Series was played in 1903 between Pittsburgh and Boston. In the modern era, a World Series is composed of best of seven games. If the first World Series had been played to full length, how many games would've been played?
2. Who holds the career record for most homeruns and runs batted in during World Series play?
3. Which pitcher struck out more batters over his career than any other pitcher in Major League history?
4. Which Major League baseball player scored 33 runs and stole 31 bases without ever making a plate appearance during his career?
5. Name the Hall of Fame pitcher who hit a home run in his first-ever Major League at bat and then never hit another one during his 21-year career and 493 plate appearances.
6. Who is the only person to ever play in a World Series and in a Super Bowl?

Answers appear on page 25.



NIAAA Notes

Dave Nelson, CMAA, NIAAA Liaison

JOIN THE FORCE VOTE FOR MORRIS!
WHY NOT VOTE FOR SCOTT!

Past President Scott Morris continues the tradition of excellence from Virginia on the National level as he is running for the At-Large position for Region A on the NIAAA Board of Directors.

The election will take place at the NIAAA National Conference in December at the Opryland Hotel in Nashville. Scott will be running against two other candidates- one from Section 1 and one from Section 3. The last individual to run for an At-Large position was Dave Morgan who later became the NIAAA President.

Make plans now to attend the conference at the beautiful Opryland Hotel and support our goal to get Scott Elected!

We will also celebrate with Dr. Carol Chory, CMAA as she becomes the seventh person to be inducted into the NIAAA Hall of Fame from Virginia.

I will be attending the Section 2 meeting in Maryland in June along with our four other delegates. Topics of discussion include the NIAAA scholarship selection. Virginia has one male and one female student nominated for this honor. The Section 2 Frank Kovaleski nominee from Virginia is Melody Modell, CMAA. Other business includes preparation for new leadership as Michael Blackburn becomes our new NIAAA Executive Director. We wish Bruce Whitehead a wonderful and exciting retirement as he steps down from this position in July.

FUTURE NIAAA CONFERENCES:

December 9-13, 2016

Nashville, Tennessee Opryland Hotel
\$175.00 plus tax

December 8-12, 2017

Phoenix, Arizona Convention Center Hyatt/Sheraton Hotels
\$150.00 plus tax

REMEMBER- Be sure to join the VIAAA and NIAAA!

A Riddle for Smart People

Only 5% of Stanford University graduates figured this out – TRY HARD before looking at the answer – found on page 25. Can you answer all seven of the following questions with the same word?

- The word has seven letters...
- Preceded God...
- Greater than God...
- More Evil than the devil...
- All poor people have it...
- Wealthy people need it...
- If you eat it, you will eventually die...



Try hard before you look!

Pulling the Rope in the Same Direction

Kenny Bennett – Activities Director, Poquoson High School

Almost twenty-five years ago I began my career in education as a teacher and a coach. As a coach, I immediately began competing in the league we know as the VHSL or Virginia High School League. Shortly thereafter, I joined another great organization called the VHSCA or the Virginia High School Coaches Association, and have been a member every year since. As a member, I have met some of my dearest friends in coaching from all across the commonwealth of Virginia.

Nine years ago, I added the title of Athletic Director, Activities Director, or Athletic Administrator (which ever you prefer) to my resume. With the addition of that title, I also joined another great organization called the VIAAA, and have been a member every year since.

The VHSL or first organization I became a part of just by entering the coaching profession has a rich history like all great organizations. It was established in 1913, and in 1969 merged with the Virginia Interscholastic Association and began state wide football playoffs in 1970. It has gone through many changes over time but still remains a dynamic and valued league.

The second organization, the VHSCA was founded in 1947 has grown to over 9500 coaches representing 293 public schools across the state. It allows coaches to network, learn from one another, and share in both the difficulties and successes of coaching.

The third organization, the VIAAA, was the brain child of the Assistant Executive Secretary of the VHSL in 1968, Mr. Earl Gillespie. He began a conference for Athletic Administrators and in 1973, that annual conference became the VSHSADA which is now known as the VIAAA and also includes Independent and middle school athletic administrators.

As we look at the purpose and mission of the all three of these great organizations, there is one common thread, THE STUDENT ATHLETE.

The reason each of these organizations was formed, was to in some form or another, support and enhance the experience of the student athlete. The league itself was formed so athletes would have the ability to compete in an organized fashion with schools across the state. The coaches association, to support and help those coaches that work with the athletes, and the athletic administrators association to help and support the coaches and athletes.

As our mother organization, the VHSL begins its journey under new leadership in the coming months; I encourage each of you to help all three of these great organizations begin pulling the rope in the same direction. All three organizations have the student athlete at the center of every decision they make, and none can exist without the other. As an athletic administrator, I encourage you to join the VIAAA. Provide your coaches with information and ways to become involved in the VHSCA. Along with the new leadership of the VHSL, let's continue to all "pull the rope in the same direction".

Leadership Training Program Summer Institute

English Inn Charlottesville, Virginia

The VIAAA will offer the 14th Annual Summer Leadership Training Program Institute in Charlottesville, Virginia at the English Inn on Tuesday, July 12, 2016. The institute will offer eight Leadership Training Courses during the one day workshop.

The following courses will be offered:

FOUNDATION COURSES

LTC 504 Athletic Administration: Legal Issues I (Risk Management)

This course has in-depth coverage of all aspects of liability for sports injuries and risk management, including the duties imposed on athletic administrators, coaches, athletic trainers, and other athletic personnel, documentation requirements for an effective risk management program, and development of a strategic plan for risk management in the context of an interscholastic athletic program.

LTC 508 Athletic Administration: Legal Issues III (Hazing, ADA, Employment Law)

This course has in-depth coverage of the issues and strategies related to the development of an effective policy for prevention of hazing in an interscholastic athletic program, coverage of the constitutional and statutory issues affecting athletic programs, including the impact of disabilities legislation on school athletics, and coverage of employment law concerns affecting athletic programs, including contract law, equal pay and FLSA issues.

LTC 511 Athletic Administration: Concepts and Strategies for Interscholastic Budgeting and Finance Using Excel Spreadsheets

This course of study provides an overview of accepted management practices and strategies. Included are budget models, timelines, documentation practices and suggested strategies for long range planning. A major component of this course will be desktop budget management using Excel Spreadsheets. It is highly recommended that attendees bring a laptop computer with at least Windows 2003, including Excel.

Enrollees who will derive the greatest benefit: Administrators desiring to incorporate Microsoft Excel and computer programs into budget management practices.

OPERATIONS AND MANAGEMENT COURSES

LTC 614 Athletic Administration: Technology III – Enhancing Public Presentations

This course is designed for those who would like to learn to use some of the advanced features of PowerPoint such as action buttons, master slide design, narration, sound and video insertions. Participants will also learn to use Photo Story 3 as a means of creating video stories and converting PowerPoint to video. Innovative methods of presentation and steps to better presentations, as well as public speaking, are included in the course. The hands-on course offers the athletic administrator opportunities to actively take part in the presentation of the

course. For maximum benefit, it is highly recommended that attendees bring a laptop computer with at least Windows 2000, including PowerPoint and Photo Story 3, to this class.

Enrollees who will derive greatest benefit: Administrators seeking to improve their speaking and presentation skills as well as those who wish to improve their ability to use technology to enhance public presentations.

LTC 625 Athletic Administration: Management of Game and Event Announcing

This course is designed to assist the athletic administrator in understanding his/her role in managing the public address program for athletic contests. Topics include the role of the athletic administrator and announcer, announcing guidelines for addressing emergency situations, security situations, and unsportsmanlike situations, pre-game, during contest and post-game announcements; halftimes; preparing student announcers and understanding sound systems. Attendees will receive announcing guidelines endorsed by the NIAAA, NAIA and the NJCAA. A CD addresses key issues regarding public address announcing and demonstrates proper and improper announcements.

LTC 626 Athletic Administration: Student-Athletes-Effects of Alcohol, Chemicals & Nutrition on Body & Performance

This course addresses the issues of chemical health and the relationship to the student athlete's personal health, performance and long range body effects. Administrators who wish to better understand the effects of all chemical substances on student athletes will benefit. Study includes effects of alcohol, street and prescription drugs, supplements and food.

LEADERSHIP COURSES

LTC 719 Athletic Administration: Leadership, Management/Supervision and Decision Making Concepts, Methods and Applications

This course examines relevant strategies and principles that can be utilized to enhance the skills of the athletic administrator in the areas of leadership, management and decision-making. Learning begins with an introduction to the differences between leadership, management and supervision, and continues with an in-depth investigation of each. Through the analysis of specific leadership and management characteristics and techniques, students will be able to apply specific skills to improve their leadership effectiveness. Concepts and techniques of decision making strategies are discussed and demonstrated through various in-class exercises. Appendices provide relevant materials, instruments and assessment procedures that support text materials and principles.

LTC 721 Athletic Administration: Positive Sporting Behavior - For the Love of The Game

In this course students will learn to implement appropriate strategies and techniques, designed to create a positive, productive learning environment, which will support a system that encourages character and self-discipline and sportsmanship. This class will provide opportunities for self-assessment and reflection in regards to prior performance. In addition students will participate in class discussions, and activities which will increase their knowledge and skills of the effective components of successful character, citizenship and sportsmanship to share with their students, coaches, parents and communities.

Cost for the institute is based on the number of courses a student takes. See listing below:

1 course - \$100.00 2 courses - \$190.00

Late Registration Fee after 7/1/2016 is \$10.00 for one course and \$20.00 total for more than one course.

The Summer Institute has a block of rooms at the English Inn for the night of July 11, 2016.

For reservations call:

English Inn (804) 786-5400
200 Morton Drive (434) 971-9900
Charlottesville, Virginia 22903

Reservation Forms are on the [VIAAA Website](#).

([Leadership Training](#), [Summer Institute Registration Form](#)) or [Email](#) Kevin G. Adams.

A registration form can be found at: <http://viaaa.org/highlights/summer-institute>

We recommend you bring a laptop that you will be using at work or home.

Registration forms should be mailed to:

Kevin G. Adams, CAA
8211 Post Land Court
Chesterfield, VA 23832

You will be emailed a confirmation of registration upon receipt of your registration form and check.

For more information, call Kevin G. Adams at, 804-640-3242(Cell) or email him at kgadams1@henrico.k12.va.us.

Registration deadline is – **July 1, 2016**. Late registrations will be accepted but there will be an additional fee. Manuals will be shipped after the course for all late registrations. The late fee is for shipping.

Cost of Course(s): All checks are to be made payable to the VIAAA

1 class - \$100.00 2 classes - \$190.00

Late Registration Fee of \$10.00 for one course and \$20.00 total for more than one course.

Legal Issues: Moving from Duties to Care!

Rick Lilly, CAA- John Handley High School

In reflecting on school law cases in early 2016, there are multiple legal issues that have been observed in front page headlines that immediately resonate with high school coaches and administrators. There are few topics that are more challenging to school administrators than hazing and sexual assault allegations. While the recent media coverage sheds light on an incredibly difficult topic that is dividing communities across the country, it also provides the opportunity engage in really critical dialogue to address this issue.

In recent history, case law has helped define the role of coaches and provides us guidance on acceptable conduct. Mr. Lee Green (JD) of Baker University has noted that there were more than 150 incidents alleged in 2014 and the number has only grown since. The courts have ruled on a progression of cases that have defined the responsibilities of coaches. While these duties may vary from state to state, they generally are identified in the 14 legal duties of coaches found in athletic handbooks across the country. As athletic administrators, if we embrace what the courts have provided not as legal duties, but as 14 standards of care we find direction and opportunity.

We find direction in how to handle situations when they arise. Mr. Green notes that in sexual harassment law suits, based on U.S. Supreme Court precedents, courts have tended to find school personnel vicariously liable in instances where a school official had knowledge that the harassment was occurring and exhibited deliberate indifference in addressing the issue (See Sayreville, NJ case). We find opportunity in that a template is provided for schools to create and implement policies and procedures that ensure student safety. Mr. Green notes that a strong and effective written policy will be supported by the following procedures:

- Reporting and investigation protocols.
- Athletics personnel in-service regarding the policy.
- In-service regarding child abuse reporting requirements.
- Student-athletes and parents informed.
- Educational efforts focused specifically on athletes.
- Alternative team-building activities.
- Substantive efforts to enforce policy.
- Supervision over all environments and situations where hazing might occur.

With the above measures in place, athletic administrators are equipped to review and revise their policies to ensure that the most recent and best practices are in place. Changing the culture from legal duties to standards of care will amend the obligatory components of our profession. Taking a more empathetic approach will encourage more proactive measures and start the dialogue necessary to prevent such issues in schools across the country. Athletic administrators committed to helping create a dynamic environment of continuous professional learning lead to open, honest and transparent conversations that can proactively address the situations before they happen.

Disabilities Law and Reasonable Accommodations in Sports

By Lee Green, J.D.

The Issue

The December 11, 2015 settlement of a disabilities-related lawsuit, *Kempf v. Michigan High School Athletic Association*, illustrates the legal issues that prompted the U.S. Department of Education's Office for Civil Rights (OCR) to issue its January 25, 2013 "Dear Colleague" letter clarifying the sports participation rights of students with disabilities. The case also demonstrates the value of governing bodies and school districts adopting a collaborative approach to developing and implementing reasonable accommodations for disabled students in order to maximize their opportunity to participate in sports on a level playing field with other student-athletes.

The OCR's 2013 directive cites a U.S. General Accountability Office (GAO) study published in 2010 concluding that students with disabilities are not being afforded an equal opportunity to participate in extracurricular athletics in public elementary and secondary schools and sets forth a summary of federal disability law requirements applicable to direct or indirect recipients of federal funds such as school districts and state athletics or activities associations. The focus of the guidance is on the duty to provide reasonable accommodations to ensure both equal opportunity for disabled students to participate and equal opportunity *during* participation. The document is filled with common sense examples of easy-to-implement modifications to athletics competitions such as visual cues for a hearing impaired track athlete being used simultaneously with a starter pistol at the beginning of races, alteration of the two-hand touch rule for a one-handed swimmer, and school assistance with glucose testing and insulin administration for a diabetic student-athlete. The full text of the OCR Dear Colleague letter is available [HERE](#).

An examination of the *Kempf* lawsuit highlights the responsibilities of governing bodies and school districts to students based on three key pieces of federal legislation – Section 504 of the Rehabilitation Act of 1973 (Section 504), the Americans with Disabilities Act of 1990 (ADA), and the Individuals with Disabilities Education Act of 1990 (IDEA).

Kempf v. The Michigan High School Athletic Association: The Dispute

Ellis Kempf, 18, is a hearing impaired wrestler at Royal Oak (Michigan) High School who competes in the 152-pound weight class and serves as the captain of his school's varsity squad. At age 2, he suffered a 100% loss of his hearing after a life-threatening bout of meningitis, and at age 5, he received cochlear implants that partially restored his hearing. However, for safety reasons, he cannot wear the external cochlear hardware during matches, leaving him completely deaf and unable to hear his coach or the referee.

During non-sanctioned competitions, Kempf had been using an American Sign Language interpreter provided by his district, the

Royal Oaks Schools, and the interpreter was allowed to move freely around the perimeter of the 28-foot-diameter Active Wrestling Circle on the mat so that Kempf could maintain eye contact with him regardless of Kempf's body position during the match. However, during MHSAA-sanctioned competitions, the interpreter was restricted to the coach's box at the corner of the mat where he was often out of Kempf's line of sight, resulting in an inability to access instructions from his coach being communicated by the interpreter, to receive information from the referee via the interpreter, and often to even know when matches began and ended. The MHSAA argued that the intent of limiting the interpreter to the coach's box was a safety rationale – to prevent a collision between the interpreter and the wrestlers or the referee.

Following a year of unsuccessfully requesting an accommodation from the MHSAA to allow his sign language interpreter to move around the perimeter of the mat in order to maintain eye contact with him, on December 3, 2015, Kempf filed a lawsuit in a federal district court against the MHSAA alleging violations of Section 504, the ADA and the Michigan Persons with Disabilities Civil Rights Act.

Disabilities Law Applied To Sports

Section 504 and the ADA require that "reasonable accommodations" must be provided for an individual who can establish that he has a "disability" and that he is "otherwise qualified" to participate in the sport or activity in question. A disability is defined in the statutes and in cases interpreting those laws as "a physical or mental impairment limiting one or more major life activities." Otherwise qualified is defined as "satisfying all of the essential skill, ability, physical and eligibility requirements for participation either in spite of the disability or with reasonable accommodations for the disability." The IDEA also supports the mandate of "reasonable accommodations" for a disabled student-athlete, especially if an Individualized Education Plan (IEP) created pursuant to the statute sets forth in its Related Services section a recommendation that the student in question participate in the sport or activity in question. Most state civil rights laws addressing disabilities also require reasonable accommodations to support the participation by a disabled student in sports or other school extracurriculars.

Therefore, the key issue in most disability-related disputes between a student and a governing body or school district is the determination as to whether the requested accommodation is considered "reasonable." The OCR and the courts have approached this issue by defining through rulings three categories of accommodations that are considered to be patently unreasonable and which thus do not have to be granted:

Fundamental Alterations: Requested modifications which would as a matter of course necessarily transform the nature of the sport or activity in question are considered unreasonable and do not have to be granted. In the *Kempf* dispute, the issue would be whether granting a sign language interpreter 360-degree access around the perimeter of the Active Wrestling Circle would significantly change the nature of the match taking place inside the 28-foot-diameter ring or provide the hearing impaired wrestler with an unfair competitive advantage.

Undue Financial or Administrative Burdens: Requested accommodations for which implementation would impose an excessive burden on a governing body or school district are considered unreasonable and do not have to be granted. In the Kempf dispute, the issue would be whether allowing a sign language interpreter adequate opportunity to move around the mat in order to maintain eye contact with a deaf wrestler would result in significant additional costs or require the addition of extensive extra administrative oversight.

Safety or Health Risk: Requested modifications which would present an excessive risk to the safety or health of the disabled person or other participants based on objective medical evidence, careful medical reasoning and sound medical judgment are considered unreasonable and do not have to be granted. In the Kempf dispute, the issue would be whether simple safeguards could be implemented to permit a sign language interpreter to move around the perimeter of the Active Wrestling Circle, but at the same time ensure that no contact would occur endangering the safety of the participants, coaches, scorers or referee.

Terms of the Settlement in the Kempf Lawsuit

On December 11, 2015, Kempf and the MHSAA entered into a Consent Decree specifying that a sign language interpreter will be allowed to be present at all association-sanctioned matches involving a hearing impaired wrestler and that the interpreter will be permitted 360-degree access around the 28-foot-wide Active Wrestling Circle on the mat. In settings where the venue and the mat are large enough, the interpreter will be required to stay at all times at least 6 feet away from the Active Wrestling Circle, while in smaller settings the appropriate distance will be determined by the referee in conjunction with the interpreter, with the emphasis on ensuring that the interpreter avoids any contact or interference with the wrestlers, scorers, coaches and referee. The full-text of the Consent Decree is available [HERE](#).

The timely resolution of the Kempf lawsuit illustrates a best-practices strategy for any governing body or school district approached by a disabled student requesting an accommodation to facilitate his or her participation in any school athletics or extracurricular activity. The advisable course of action is to adopt a collaborative attitude free of any rigid, inflexible preconceptions and focus on creative, common-sense problem-solving oriented solely toward developing a resolution that is in the best interests of the young people affected by the decision. In a situation like Kempf's, where it is indisputably evident that granting the requested accommodation will not fundamentally alter the nature of the sport of wrestling, will not impose any significant financial or administrative burden on the governing body or school district, and will require only minimal, easy-to-implement safeguards in order to protect the safety of all involved, the wisest course of action is to acknowledge that the requested accommodation is reasonable and provide the modification with enthusiastic support for the participation opportunity it will present for a young person already valiantly battling to overcome the challenges of a disability.

One Way to Change Your Life – Change Your Expectations

Einstein said it's a form of insanity to keep doing the same thing over and over and expect a different result. So, if you want something different, do something different, or change your expectations, or both.

In my own life, I've found that adjusting my expectations has made a big difference in my ability to enjoy my life.

Unmet expectations are frequent and potent sources of disappointment and resentment — both of which generate unhappiness. For a long time, however, I resisted the idea of changing my expectations because it seemed as if I was just lowering my standards so I could become more accepting of failure, mediocrity or a lack of follow-through.

Recently, I discovered I could comfortably adjust my perspective about expectations in a way that has dramatically reduced frustration without compromising my integrity.

I came to realize I have two very different sorts of expectations. The first relates to my aspirational standards — what I want and hope for from myself, and what I often think I'm entitled to from others. In this sense of the word I think it is reasonable and proper to expect the people I deal with to be wise, prudent and genuinely grateful. Or, in another venue, I expect my teenage children to really want to spend time with me.

The second type of expectation is a prediction, not a standard. It is a reflection of what I realistically think will happen — how I truly expect people to act.

When I impose my aspirational expectations on others I am bound to be disappointed and often my judgmentalness is resented by those who have disappointed me. On the other hand, when I look at events through the lens of realistic expectations in the context of the way things really are rather than how I want them to be, it is more likely that I will be pleasantly surprised than frustrated. I've come to realize that expecting people to meet my hopes and desires is not only unfair, it's unrealistic. Human nature is such that expecting all people to be wise, prudent and grateful all the time is foolish, and when I put myself in the position of a teenager and realize how much more important it was to me to spend time with my friends than with my parents I realize my "expectations" had no basis in reality or common sense.

I find I still hope for the best, but expect much less.

So when the adults in my life are uninformed, careless or ungrateful, or my children seem neglectful, it just doesn't annoy me as much.



YOUR HELMET.



YOUR PARTS.



**ONLY ONE
RECONDITIONER.**

Schutt Reconditioning is the only facility in the industry that puts YOUR parts back into YOUR helmets.

If you send us one year old helmets, you get one year old helmets back. With YOUR one year old parts.

800.818.3892

sales@schuttorecon.com

Five Things to Learn from Your Children

1. Everything looks better after a nap.
2. People who love you keep you safe.
3. When you're not sure what's happening, just giggle.
4. All you need to have fun is a good friend.
5. Learn at least one new thing every day.

©2016 Reprinted with permission of Josephson Institute www.charactercounts.org.

Thomas Jefferson's 10 Rules of Life

Which one is most pertinent to your life?

1. Never put off till tomorrow what you can do today.
2. Never trouble another for what you can do yourself.
3. Never spend your money before you have it.
4. Never buy what you do not want because it is cheap; it will never be dear to you.
5. Pride costs us more than hunger, thirst, and cold.
6. Never repent of having eaten too little.
7. Nothing is troublesome that we do willingly.
8. Don't let the evils which have never happened cost you pain.
9. Always take things by their smooth handle.
10. When angry, count to ten before you speak; if very angry, count to one hundred.

©2016 Reprinted with permission of Josephson Institute www.charactercounts.org.

Legal Brief

Analysis of a landmark court case highlighting a key standard of practice for school administrators.

Olson v. Tukwila School District Washington Court of Appeals – October 2015

Facts: Elizabeth Olson, a resident of Tukwila, Washington, often used the running track inside the football stadium at Foster High School. On April 24, 2012, she sustained an ankle injury as she stepped down off of the bleachers onto the track when she tripped on an unmarked rise separating the two. Olson filed a negligence lawsuit against the Tukwila School District and the district moved for summary judgment, arguing that it was shielded from liability under the State of Washington's Recreational Use Immunity Statute.

Issue: Under what circumstances is a landowner such as a public school district immune from liability for unintentional injuries to those who are voluntarily present on the landowner's property?

Ruling: Based on the Washington Recreational Use Immunity Statute, to be insulated from liability for an injury, the landowner must establish that ① the use of its property was open to members of the public; ② for recreational purposes; and ③ no fee of any kind was charged to the user. Although signs were present at the Foster High School track setting forth limitations on the use of the facility (no weapons, drugs, alcohol, tobacco or motorized vehicles), the facility clearly satisfied Criterion No. 1 and was open to members of the public. Allowing community members to use the track for walking or running fulfilled Criterion No. 2's mandate that the use be solely for recreational purposes. And although the district did charge fees for the lease of its gyms

and playing fields to outside sports leagues, Criterion No. 3's prohibition on fees was satisfied because neither Olson nor any other community members had ever been charged for the use of the track for running or walking. Therefore, the court concluded that the Tukwila School District was immune from liability to Olson and granted the district summary judgment.

Standard of Practice: Although state recreational use immunity statutes across the country differ in the precise criteria required for landowners to be shielded from liability for injuries on their property, many such laws contain elements similar to those in the Washington statute. School and athletics administrators need to be familiar with the precise mandates of the applicable immunity laws in their jurisdictions in order to ensure compliance with all prerequisite elements that can shield their districts and personnel against liability for injuries when, in the interest of bettering "town-and-gown" relationships, the public is allowed to use school athletics facilities.

©2016 Reprinted with permission of High School Today, a publication of the National Federation of State High School Associations.

Rules to Survive and Thrive the Teen Years

One of the toughest jobs in the world is being a teenager. Everything is in transition. Everything is intense — even apathy. Kids on the brink of adulthood have to cope with inconsistencies and conflicts. The desire to be special and different clashes with the need to belong and fit in. The desire for independence collides with an aversion to self-reliance and personal responsibility.

Here are five suggestions to help you not only survive but thrive in the journey through adolescence:

1. Be yourself. Mindless conformity is a prison; express yourself authentically and don't be afraid to stand out, but don't try to hard just to stand out, or just prove you can. You don't need orange hair, a nose ring or tattoos to be special. In the end, it's more important to be respected than notorious.
2. Don't expect too much or settle for too little. Don't expect anyone else to make you happy, but don't allow others to treat you badly. Hang out with people who bring out the best in you, and be the kind of person who brings out the best in others.
3. Think of responsibility as a privilege, not a penalty. Dependability and self-reliance are the tickets to freedom and independence. Don't waste energy resisting what you have to do. Instead, win others' trust by doing what you should do.
4. Think ahead. The choices you make today will shape tomorrow. Remember that every act has a consequence. Don't confuse fun with happiness or forget how temporary pleasure is. Be careful: just because it feels good doesn't make it good.
5. Take charge of your own life. Your life is your ship; be the captain, not a passenger. Figure out what needs to be done to improve your life and make it happen. Your attitudes are more important than your aptitudes. You can't control what happens to you, but you control what happens in you. Pain is inevitable but suffering is optional. Let go of resentments, grudges and regrets. Learn from them and move forward.

©2016 Reprinted with permission of Josephson Institute www.charactercounts.org.

Editor's Note

Dear VIAAA members – This issue will be my last A.D.mission. After nine years I will be passing the newsletter on to the very capable hands of Jessica Horning at F.W. Cox High School and Lisa Spain at Kempsville Middle School. The newsletter will take on a new format beginning in the fall. I know Jess and Lisa will do a great job in keeping you apprised of all that is going on in the VIAAA and the world of high school athletics.

I would like to thank all who have contributed to this publication over the years. I have greatly enjoyed some outstanding articles in the field of athletic administration and celebrating the many awards and honors that have been bestowed upon our membership.

I would like to give a special thank you to Sharri Jackson. For the past nine plus years Sharri has done an outstanding job of formatting the newsletter. She has without a doubt made the publication of this newsletter a very enjoyable task.

If you are ever in need of any of the following services- Please [email Sharri](mailto:sharrijackson@gmail.com). I give her a 5 star rating!!!

Sharri H. Jackson

CREATIVE: publications, brochures, post cards, graphics

COMMUNICATION: eblasting, surveys, elections

WEB: websites/maintenance, online event registration & payments

Contact Sharri at sharrijackson@gmail.com or 317-997-9459.

Thank you for your past and continued support of the VIAAA A.D.mission.

Sincerely,

John P. Williams

VIAAA Publications Chair

Dick's Trivia Questions...

Questions on page 17.

Answers:

1. 9 games
2. Mickey Mantle - 18 HR/40RBI
3. Nolan Ryan (5714)
4. Herb Washington of the Oakland A's, a former collegiate sprint champion, served only as a pinch runner in the 1970's.
5. Hoyt Wilhelm
6. Deion Sanders

A Riddle for Smart People

From page 18.

And the Answer is:

NOTHING!

NOTHING has 7 letters.

NOTHING preceded God.

NOTHING is greater than God.

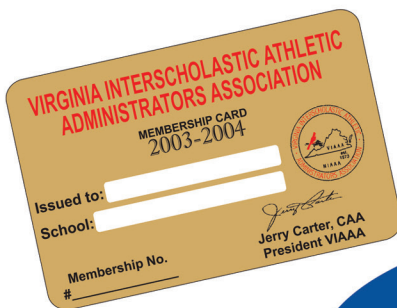
NOTHING is more Evil than the devil.

All poor people have **NOTHING**.

Wealthy people need **NOTHING**.

If you eat **NOTHING**, you will die..

ESC...suppliers of your VIAAA Membership Cards!!



One stop for everything your school needs!!

Sports Passes • Parking Passes • Custom Apparel

Discount Cards • Spirit Items • And More!

escpromotions.com Phone 888.478.5273 Fax 765.683.9375