



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

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www.VHSL.org

&

www.VIAAA.ORG

President's Message

Happy New Year to all VIAAA members, Past Presidents and Athletic Administrators across the state!! I truly hope that you had a very Merry Christmas and enjoyed time with your families! I also hope that during your Christmas break you were able to get some much deserved rest and were able to sit back and enjoy the season. Even though we would like to take this time to slow down, it seems as if we continue to move at a high rate of speed both on the

job and off. The NIAAA Conference at National Harbor in DC this year was in our own back yard, so I

hope you were able to attend and found it to be a most wonderful and rewarding experience. This is the first time it has been so close to home, and it increased Virginia's representation significantly. Thanks to our Executive Director-Bruce Bowen, for helping plan and oversee our states get together on Monday the 15th. It was a great time for all! It is my opinion that Virginia had the best representation this year and I appreciate, and I thank all who were able to make it. While in DC, I and a couple of colleagues stayed busy the entire trip. We were able to take a couple of LTI classes, and I was able to represent Virginia at the state Presidents' breakfast. I found that time very enlightening, and rewarding. Virginia was also represented at the Section II Meeting and the delegate's assembly the next day. Special thanks to President Elect-Lisa Corprew, Secretary-Rick Lilly, Scholarship Chair-Steve Heon, and Executive Director-Bruce Bowen for attending these two meetings. Mr. Lilly and I made a presentation during a workshop session which took place on Tuesday.

It is really hard to believe that I am more than half way through my year as President of the VIAAA! As we get ready to meet at our conference in March, let us continue to keep our pre-set goals in mind; providing what is best for the student/athletes of Virginia in both the public and private realms. May we also stay focused on the daily challenges that we face (as a group) and attempt to make the best of all situations. Remember...we are all in this together. If you, as a VIAAA member or Athletic Administrator in High School/Middle School, public/private, ever need assistance there is always someone out there in our field who is willing to assist. If for some reason you



D. Scott Morris, CAA

VIAAA Partnerships 2014-15

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Continued...

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can't find someone or can't locate the answer you are looking for, please don't hesitate to call me at Fluvanna (434-510-1913). I will strive to point you in the right direction to get the help you need. We are fortunate to have so many knowledgeable and "class A" Athletic Administrators in our state and they're all willing to assist.

Two of the main goals of my Presidency this year have been to promote membership and certification. Our numbers continue to increase and the certification numbers are rising as well. We again need to remember that we are still educators, and educators still need to be educated. Let us continue to work and strive to improve our knowledge, and network from other DSA's across the state. The resources are right here in our own backyard.

As I've often stated, please reach out to me and let me know what I can do to better assist you in any way. I know that my coming into the role of President was a time of uncertainty and change for the association, but I hope that you all agree that we have remained focused on the mission as we travel to Richmond. This experience has been very rewarding, and I have truly enjoyed my time as President and serving as an officer on the board. Having served as your President for the past year has been quite an honor, and one that I will cherish. You are a remarkable group of men and women, and I am very proud to have had the opportunity to work with you!

Don't forget the 43rd annual VIAAA Conference will be held in Richmond this year. The dates are March 24th - March 29th. It is entitled "The Road to Richmond." I hope that you will be able to attend, and that you will find it a great and rewarding experience.

Once again, I want to express a sincere thanks to all of the officers of the VIAAA for working with me during the past year, the VIAAA Board of Directors who continued to support the Association, and the Past Presidents for their support. What a great honor it has been to serve such a wonderful organization, and to work with a great group of men and women. I look forward to continuing our work as a Past President and life time member of our great organization.

Sincerely,

D. Scott Morris, CAA
VIAAA President

2014 VIAAA Claudia Dodson Memorial Golf Tournament

The VIAAA Claudia Dodson Memorial Golf Tournament was held on Monday, November 10, 2014 (following a rain out from the original date) at the Old Trail Golf course in Crozet, VA. The tournament was under the director of Steve Heon, AD at Western Albemarle High School.

A special thanks to Steve Heon for the great job that he does with the tournament and to all of the golfers who supported this event.

First place honors were awarded to the team of Major Warner, Ed Starzenski, Paul Frye and Jerry Carter, in that order pictured to the right.



Question and Answer Session

Bruce Bowen, CMAA

VIAAA Executive Director



Question and Answer Session with Bruce Bowen, our Executive Director.

Tell us about the National AD Conference at National Harbor?

Over 1600 Athletic Administrators from around the Country were at National Harbor in Maryland in December for the National Athletic Director's Conference. The Gaylord hotel was very nice and a convenient location for our attendees.

There were informative sessions, a large vendor area in the Convention center, LTC classes, an Awards luncheon and Banquet. Numerous Virginians were teaching, presiding or presenting-our own **Dan Checkosky, Rick Lilly, Scott Morris** all taught or co-taught a session. **Kevin Adams, Dick Kemper** and **Jeff Dietze** also taught LTI classes. **Kevin** even made a trip to Philly to watch his beloved Cowboys beat the Eagles, getting back to the hotel at 3:30am. But he was up and at the Conference early the next morning! I was honored to receive the NFHS Citation along with seven others at the Conference Luncheon.

Our Baggo/Cornhole team of **Bob Stratton** and **Rick Lilly** finished 3rd in the NIAAA Tournament of States competition. **Way to go, guys!!**

We again hosted a sponsored hospitality reception for all the Virginia ADs on Monday night. We gathered at a restaurant across the street, had a turnout of 60 ADs and everyone had a good time, including several unnamed individuals who tried to ride the mechanical bull later in the evening. They did not stay aboard long, including our President Elect!

At the NIAAA Business meeting we gave away a gift basket of Virginia made products that we shipped to the winner (an Idaho AD). And **Lisa Corprew** was a lucky double winner at the Business meeting-a State Door prize and one of the 50/50 raffle winners!

Did you meet with other Executive Directors at the National Conference?

Now that I also serve on the NIAAA Board of Directors, I was a busy guy at the Conference. I wore one of those navy blue NIAAA sportcoat and was hustling to meetings at all times of the day. I also met with The National Executive Directors Council (NEDC) and NIAAA Liaisons. With 40 states having an Executive Director, it is always good to hear from other states and how their position is handled. Virginia will be hosting the 2015 Executive Director Summit in Williamsburg and we expect a large turnout. I also attended our Section 2 meeting and the NIAAA Delegate Assembly.

Have you secured more Partners?

Securing Corporate Partnerships and Conference Sponsorships is a never ending process. Last year was a terrific year and this year will be good. Most of our 25 Partners are returning and I have made contacts with some new potentials. Allstate came in as a Platinum Partner last year and will do so again this year. That is great news as they fund our Student-Athlete Scholarships.

Our overall Partnership level will be a bit lower than last year's, but still somewhere between \$50-70,000 (which, financially, keeps us up in the top ten states nationally).

How are the vendors for this year's Conference progressing?

Marilyn Watkins, our Conference Vendor Chair who retired four years ago, is still helping me with vendors. We have already sent out packets to prospective vendors and we passed out info to all the vendors at the National Conference, encouraging them to attend our Conference. Vendors are the lifeblood of any Conference. We will again have several big events in the vendor area to keep ADs circulating, including the ice cream social, the "Donut Derby" and our every popular **Vendor Gala** on the first night of the Conference. We are again lining up several great Conference gifts and door prizes including a Gearboss Transport Cart (\$1,500). With 80 vendor booths filled last year in Norfolk, we had a full room and that news gets out to other companies to come join us. Space is more limited this year in Richmond so the 80 booths we have will be full.

How does the rest of this year look for you?

My work with the VIAAA, the NEDC, the NIAAA and VHSL keep me busy. But I am happy to say, I am home most nights and do not have any of those parental calls you have to deal with so life is good!!

My daughter lives ten minutes away and our son, daughter in law and granddaughter live in California. Sometimes your kids move down the street, sometimes across the county. You just want them safe and happy. But we had them all in town at Thanksgiving and my wife and I go out to California to visit several times a year.

I continue to enjoy serving as Executive Director and am honored to be able to represent the VIAAA across the State and Country. Thank you for the opportunity and for your support.

Facebook Friends



Retired AD's- Keep in touch on Facebook! Go to: VA Retired AD's!

Let us know what you have been doing in your retirement- contact John Williams at John.Williams@VBSchools.com to be a part of our "Where Are They Now?" feature in upcoming editions of the A.D.mission!

NFHS National Conference

NIAAA – NFHS National Conference was held at the National Harbor in Baltimore this past December. Here are some pictures of Virginia Athletic Administrators enjoying the opportunity to meet with friends – old and new and to continue to educate themselves in the world of Athletic Administration.

NFHS Citation Award

Bruce Bowen, CMAA, Mechanicsville, Virginia



Bruce Bowen (center) receiving the NFHS Citation Award

Bruce Bowen, CMAA, has been executive director of the Virginia Interscholastic Athletic Administrators Association (VIAAA) since 2008 after an outstanding 37-year career as a teacher, coach and athletic administrator at Hermitage High School in Richmond, Virginia. Bowen returned to his high school alma mater in 1972 and coached football, boys track, boys cross country and girls cross country during his highly successful 15-year stint as a coach at the school. In 1987, Bowen became the school's athletic administrator and served 22 years before retiring in 2009. He was responsible for more than \$1 million in facility improvements during his tenure.

Bowen was the founder of the Central Virginia Interscholastic Athletic Administrators Association, and served as its chairman for six years between 1997 and 2003. He also was the district awards chair from 1987 to 2009 and managed 100 district, regional and state tournaments. He started the district cheer competition and directed that event for 10 years.

Before becoming VIAAA executive director, Bowen was president in 2004-05 and served as chair of several VIAAA committees, as well as chair of the 1997 and 2002 VIAAA State Conferences. Bowen also served on the Virginia High School League Executive Committee in 1999-2000 and currently serves on its Foundation Board and Hall of Fame Selection Committee.

In his work with the NIAAA, Bowen has served as a moderator at several National Athletic Directors Conferences and is a state Leadership Training Institute instructor. He is a member of the National Executive Directors Council (NEDC) and has

represented sections two, three and four on the NEDC Executive Committee. He is currently the NEDC representative on the NIAAA Board of Directors and will be hosting the 2015 NEDC Summit in Williamsburg. Bowen is also the author of four articles for NIAAA publications.

Bowen has been a member of the NIAAA and VIAAA for 27 years. Among his awards, he was named VIAAA State Athletic Administrator of the Year in 1999-2000, and he received the NIAAA State Award of Merit in 2003 and the NIAAA Distinguished Service Award in 2011. Bowen was inducted into the Virginia High School Hall of Fame in 2007.

Upon his retirement in 2009, Bowen was inducted into the Hermitage High School Hall of Fame and the Hermitage Gymnasium was dedicated in his honor.



Rick Lilly (left) and Bob Stratton (right) – our Baggo Tournament Nationally Ranked team. They advanced to the final four before bowing out finishing third in the nation!



Congratulations to Bruce Bowen – NFHS Citation Award Winner – (first row – 3rd from left)

NFHS National Conference...continued



Award Winner Bruce Bowen with members of the VHSL Staff- (L-R) Tom Dolan, Lora Bickley, Bruce Bowen, Joyce Sisson, Ken Tilley



Finally a golf course that Jerry Carter can master!



Dick Kemper imparts knowledge at a LIT class



Tim Wolf and Lisa Corprew make new friends in Baltimore



Joe Breinig, Jr. and Jerry Carter take a moment to relax



David Rhodes sports his Safety Yellow-NIAAA gear



Virginia Beach Attendees well represented at the Conference.

Continued...

NFHS National Conference...continued



President Elect Lisa Corprew tames the bull



President Scott Morris, Steve Heon, and Rick Lilly at the Conference Banquet



Some Virginia Attendees at the Conference

Ask the AD

Helping Coaches with Communication

Dr. David Hoch, CMAA

Question: Communication is vital in athletics. How can I help our coaching staff communicate more effectively with the parents of their athletes?

Dan – New Jersey

You are absolutely correct, Dan, that communication is extremely important. While coaches have to teach skills and sport-specific strategies, ineffective communication can cause major problems and may derail careers. Although coaches communicate daily with athletes in practice sessions and games, efforts with mom and dad may be much more critical.

The following tips should help your coaches:

- Always be proactive. This means anticipating what parents want and need to know. For example, how the team will be selected is a normal question that may arise. Consider this and other topics before they happen, provide the information and fewer problems should occur.
- Take time and think before you speak and organize before you write – and this would include email messages. Time, effort and planning are essential for better and more effective communication.
- Be extremely clear. Think ahead and only use words and expressions that accurately explain or describe the procedure, expectations or concept. This means being very careful and avoiding jargon that may not be familiar to all parents.
- Try to use the Journalistic Cues – who, what, where, when, why and how. By doing this, you will thoroughly cover most things that are on parents' minds.
- Never use foul or inappropriate language that might slip in casual or emotional situations. In education-based athletics, coaches have to remember that they are teachers and this necessitates correct and proper communication.
- Always be polite and respectful. While your coaches do not have to agree with parents, they do have to conduct themselves as professionals, role models and representatives of the school. Even in difficult conversations, always thank the parent for sharing their thoughts or concerns.

As the athletic administrator, you can present these simple guidelines in your preseason coaches' meetings and easily use them in reminder emails and one-on-one sessions throughout the year. Good effective communication is always a work in progress and a little guidance never hurts.

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Why Get Certified?

Melody Modell & Jeff Dietze

Education (teaching and administration) is a field where certification is usually mandatory; athletic administration is an exception to that in most places! So, I have recently been reading articles on the topic of gaining voluntary certification in your professional arena. These articles covered a wide range of occupations – including technology, information management, health care professions (nursing, surgery, and healthcare management), business occupations (analysis, management, and accounting), sales (from ground floor work to administration) and energy production and management. The overwhelming consensus is that the advantages of gaining certification are numerous and valuable.

Below is a compilation of many of the advantages that appeared in the articles. It is readily apparent that the results of gaining certification are universally advantageous to the practitioner, the employer and the “customer” and that this is absolutely relevant to athletic administration.

- Builds confidence in your knowledge of the profession.
- Connects you with a strong network of certified peers.
- Demonstrates your commitment to your profession.
- Helps you earn credibility and respect in your field.
- Improves quality, public perception of the given occupation and increase the industry’s prominence.
- Improves your earning potential
- Improves your skills and knowledge and thus, your ability to do your job
- Keeps you valuable and marketable.
- Opens the door to more opportunities for career advancement
- Proves your willingness to invest in your own development.
- Provides a foundation of broad and deep understanding
- Provides a measure of protection to the public by giving them a credential for judging the competency of practitioners;
- Provides personal recognition
- Provides you with personal satisfaction that you’ve mastered new material
- Raises management’s confidence level when they need to move to newer technologies that the staff is ready for the challenge
- Separates you from peers
- Shows initiative
- Shows that your skills are current
- Validates extra resources spent on training and gaining experience.
- Verifies to management that the certification provider is effectively validating your skills for them

Why get certified? Why not?

The NIAAA offers a three level certification with an additional certification level for middle school administrators. The levels are designed to provide an increased professional challenge and

an increased opportunity to expand professional knowledge. Every athletic administrator who is serious about his/her profession and position responsibilities can, through the NIAAA Certification Program, realize the benefits enumerated above by becoming certified and by continuing to meet the requirements at the next certification level. In fact, just by taking Leadership Training Institute Courses, everyone can improve professional knowledge in areas that they feel the need for more knowledge; that is what those courses are designed to do. Just log onto www.niaaa.org, look for the “Programs” link, then “NIAAA Certification Program” and/or “Leadership Training Institute” in the dropdown menus. For additional assistance or to have questions answered, call either Melody Modell (mrmodell@fcps.edu, 571-423-1265) or Jeff Dietze (jeffdietze@verizon.net, 703-915-8528).

2014 Sports Law Year-In-Review

This edition of the **A.D.mission** contains excerpts from the High School Today publication - *2014 Sports Law Year-In-Review* by Lee Green, J.D.

Legal Issues in Athletics Administration

Liability for sports injuries. Concussion management protocols. Title IX compliance. Student-athlete free speech rights. Social media policies. Student-athlete freedom of expression. Freedom of religion issues. Student-athlete privacy rights. Equal protection issues in athletics programs. Rights of transgender student-athletes. Hazing. Sexual harassment. Disabilities law.

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Poster & Quote: Keep Getting Better even if you think you’re good enough.

Michael Josephson

1. Be honest and more BE HONEST – even when others aren’t and it may cost more than you want to pay.
2. KEEP YOUR PROMISES – even when it’s costly or inconvenient.
3. TREAT EVERYONE WITH RESPECT – even if they don’t deserve it.
4. FULFILL YOUR RESPONSIBILITIES – even if you could dodge them.
5. DO WHAT’S RIGHT – even if you have a right to do something less.
6. BE ACCOUNTABLE – even if have a good excuse or scapegoat.
7. BE FAIR – even when you can take more than your share.
8. BE KIND – even to strangers and people who can’t help you.
9. PLAY BY THE RULES – even when others aren’t.
10. KEEP GETTING BETTER – even if you think you’re good enough.

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In Game Atmosphere

Patrick J. Mackey, SAC at Brandon Middle School, Virginia Beach

I recently attended the NIAAA Conference in Washington D.C. this past December and attended the session called “In Game Atmosphere” presented by Mr. Fred Smith the athletic director at Buchanan High School. The school district council awards the school who displays the best sportsmanship by judging the student body by the following criteria: positive sportsmanship, student body participation, school spirit, originality of cheers, organization of the group, student section leadership, and overall impression of fun.



Sportsmanship is an important part of educational athletics, and student cheering sections can be a key factor in creating a festive school event.

The program is student driven to promote school spirit by demonstrating positive cheering for the home team. The students called the “The Herd” meet twice a week to decide song choices for sing-a-longs, the group creates positive cheer chants and slogans, and in game atmosphere energy ideas. The students also come up with theme nights such as neon night, super hero night, school spirit night, dedication night and much more. This creates a positive atmosphere and keeps the undesirable behavior away from school events.

Mr. Fred Smith the athletic director at Buchanan High School, which is a small school with a big heart, helped jump start this program called “The Battle of the Fans” established in 2010 within his school district. He started this program due to the lack of crowd participation and a few instances of negative fan behavior. After starting #BOTF, his student body section has become a pillar of positive cheering, good sportsmanship for the school and the community. The program has inspired other schools within his district and beyond.

The district encourages to promote their fans by posting videos on Youtube, Instagram, and twitter with the hashtag #BOTF. Check out The Herd from Buchanan High School in action during their Battle of the Fans Championship year. The student body received recognition and a banner for their hard work and dedication promoting positive sportsmanship on the internet at the following web address: http://youtu.be/SCcizYO_oCw.

This is an excellent way to promote positive sportsmanship within a school and also within a school district. Your school can show how loud, organized, positive, and original they can be today. Remember to reinforce sportsmanship, it is the key component to having one of the top student groups in your community.

Liability for Sports Injuries - Legal Issues in Athletics Administration

In July, a week before the suit was scheduled to go to trial, a \$1 million settlement was agreed to in the wrongful death civil suit *Crotty v. Buncombe County Board of Education*. In the summer of 2011, 15-year-old Donald Crotty, a varsity football player at Asheville (North Carolina) Roberson High School was struck by an ATV driven by a fellow student-athlete immediately following a football camp workout session. The four-wheel vehicle was being used to move water coolers from the field and at the time of incident was allegedly being driven at approximately 20 mph when it approached from behind a group of players walking along a paved path leading from the practice fields to the gym and locker rooms.

Although the others were able to dive out of the way of the ATV, Crotty was struck, fell, and his head was run over by the vehicle. The suit, which named as defendants the school district, the head football coach and the student driving the ATV, alleged negligent operation of the vehicle, negligent supervision because no coaches were on the field at the time of the accident, and an unsafe playing environment because students were allowed to operate motorized school vehicles on and around the practice facility. Shortly after Crotty’s death, the district enacted a policy banning students from operating school vehicles and other motorized equipment owned by the school.

In February, a \$1.7 million settlement was reached in *Donkor v. Manchester Public Schools*, a case addressing natatorium supervision and safe environment issues. In November 2012, 14-year-old Manchester (Connecticut) High School student Malvrick Donkor drowned during a physical education class, an incident in which the boy was discovered at the bottom of the pool 17 minutes after surveillance cameras showed him climbing down a ladder into the deep end and disappearing below the water’s surface. In May of 2013, the Connecticut legislature enacted a pool safety law establishing new natatorium safety standards, mandating a second supervisor for all school aquatic activities, including swim team practices, and requiring schools to develop and implement aquatic activity safety plans.

In July, in *Cross v. Wood County Schools*, a jury awarded \$136,030 to a Parkersburg (West Virginia) South High School football player who was injured in a locker-room fight with another team member. The altercation was allegedly encouraged by an assistant football coach who, even after it became clear that the victim was being severely injured, did not intervene to end the fight. District and school officials were found liable for failing to establish an overall plan for the athletics program and for failing to train, supervise and evaluate the assistant coach.

“Things I’ve Learned by Andy Rooney

I’ve learned..... That the best classroom in the world is at the feet of an elderly person.

I’ve learned..... That when you’re in love, it shows.

COLLEGE THEME

Sports Trivia Contest

sponsored by:

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



Answers appear on page 22.

1. Name the city where each of these colleges are located.
 - a. University of Alabama
 - b. University of South Alabama
 - c. University of Iowa
 - d. Iowa State University
 - e. University of Wyoming
 - f. Gonzaga University
 - g. University of South Florida
 - h. University of South Carolina
2. Name the colleges associated with the following nicknames.
 - a. Lobos
 - b. Rattlers
 - c. Hoyas
 - d. Chippewas
 - e. Cowboys
 - f. Flyers
 - g. Owls
 - h. Zips
3. Name the states where these groups of colleges are found.
 - a. Butler, Ball State, and DePauw
 - b. Amherst, Northeastern, and Tufts
 - c. Austin Peay, Carson-Newman, and Belmont
 - d. Emory, Mercer, and Valdosta State
 - e. Bowling Green, Wright State, and Youngstown State
 - f. Canisius, Colgate, and Iona
4. John Wooden won 10 NCAA men's basketball championships as the head coach at UCLA, the last one coming in 1975. Since '75, what coach has won more NCAA Division I men's basketball championships than anyone else?
 - a. Bobby Knight
 - b. Jim Calhoun
 - c. Mike Krzyzewski
5. Name the only school to score more than 100 points in an NCAA Division I men's basketball championship game.
6. For the past 13 years, the school that captured the NCAA Division I women's basketball championship resided in either the states of Connecticut, Tennessee or Texas, except in 2006. Name the school that won the title that year.
7. Which one of the following schools has not played in the NCAA Division I men's basketball championship game in the last 20 years?
 - a. Illinois
 - b. Georgia Tech
 - c. Oklahoma
 - d. Utah

How Long Am I Going To Be An Athletic Director?

Charlie Williams, CAA

Director of Athletics, Timberlake Christian Schools

I have always been very glad to have the job I have as an athletic director. Well, most of the time. I often look at some other jobs and am thankful I don't have to do them.

While being an athletic director requires many days of long hours and often means dealing with unhappy parents or coaches, it is certainly not a routine or boring position.

I guess because I've been an A.D. for over twenty years and have reached a "mature" age, people have started to ask me when I'm going to retire or how long I'm going to stay on as athletic director. This probably becomes a question for other long time or even younger athletic director's sometimes. Recently I was with a local athletic director friend at a large school and he mentioned that he was locking up at 10:30 at night after games and asked himself how much longer he wanted to do this. The length of being an athletic director has also been impacted by the dual roles they have in many schools, along with the long hours and the politics with parents and school administrations. We all know how important it is to have a good, supportive administrator.

I don't know about others but I have also questioned my continuing in this position and dealing with modern technology. I confess to often having a high degree of frustration with technology. Younger people seem to be much better than me. While computers, smart phones and social media are great assets, it's hard to keep up with this fast moving area. On some frustrating days I wonder if I shouldn't let a younger person do this job. And the older I get, like my local AD friend, I wonder how long I want to keep working long hours and dealing with conflicts associated with the position.

So how long do I want to be an athletic director? While when to give up an AD job is different for everyone, I've decided there are several things that answer the question for me. I like working and believe it would be detrimental for me not to have goals or look forward to accomplishing something each day. As long as I still overall enjoy what I'm doing then I want to keep doing it. As long as I enjoy working with people and using my experience and knowledge build up over many years, and as long as my administration likes my work, then I want to keep doing the job. I can, and will need to get technology help but fresh learning is always good. So how long to work as an athletic director depends to a large degree on how much you still enjoy it!

I've learned..... That just one person saying to me, 'You've made my day!' makes my day.

I've learned..... That having a child fall asleep in your arms is one of the most peaceful feelings in the world.

I've learned..... That being kind is more important than being right.

Managing Your Time As An Athletic Director, Teacher, Coach, and Parent/Husband

Rickie Vencill, Athletic Director, Richlands High School

There are only 24 hours in a day and seven days in a week. So how do you manage your time with so many different hats to wear during the week? As an athletic director, you are responsible for all the athletics at your school. As a teacher, you are expected to teach all of your classes each day, and prepare your students for state testing. As a coach, you want to make sure athletes are prepared to compete at the highest level possible. As a parent/spouse you never want to neglect your family and you must be there for them.

As the athletic director at a Richlands High School, I am responsible for 31 sports teams. I am given two class periods a day, on a seven period day to take care of my athletic duties. I must use my time wisely to get all on my duties accomplished. I keep a weekly check list on my desk and check things off as I get them done, and add things to the list as they come up. I am very lucky to have a school secretary who keeps up with the master eligibility list and a bookkeeper who fixes all the money boxes for me. One thing that I have done to help me is to use rschool for all my middle school and high school schedules. I also have two excellent principals who help me anytime that I need help.

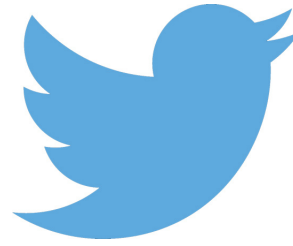
Teaching is the job that I was hired for in the county. I am a teacher first and an athletic director second. I teach four Dual enrollment mathematic classes a day on a seven period day. I must keep organized and prepared so that my classes don't suffer because of my athletic director duties. I have certain things that I do each day of the week to help keep me organized. For example, I do my lesson plans on Monday for the next week, I update my webpage on Tuesdays, and I submit my lesson plans to the principal on Thursdays. I always try to keep my lesson prepared two or three days a head of time. I keep a notebook for each class I teach with the notes for each section in it. It is also helpful that I have a great student worker to help with my coping and mail each day.

I still enjoy coaching after 21 years of teaching and coaching. I took a break from coaching when I first became the athletic director. At the beginning of my third year as the athletic director, my cross country coach resigned at the beginning of the season. I took over as coach and have been coaching for the last seven years. I have been able to coach and be the athletic director with only minimal problems. I now try to schedule fall sports so that on nights I have cross country meets there are no home events. I also create a practice schedule and a season plan to help keep me organized during the season.

In closing I would say never neglect your family because of your duties as an athletic director. Set time aside each week to spend with your family. Try to take your family with you to as many events as you can. Spend as much time with them between the sport's seasons as possible. If you have children, they will grow up before you know it and you don't want to miss anything.

Tweet This

Ryan O'Meara, Student Activities Coordinator, Green Run High School



At the beginning of this school year, I finally took the plunge and started a Twitter account (@GreenRunSports) to promote our athletic programs in the world of social media. I am far from the first to use this platform and I know I can learn much more from veteran Twitter users. My hesitation in not creating an account

rested in worry it would consume a lot of my time. It doesn't. I wondered, "Are people going to expect me to tweet updates and final scores from every game?" They don't. Instead, I have found Twitter a fun and easy way to get out the good news I would like to share with people about our kids quickly to a mass audience. Well, it will eventually be a mass audience as I currently am approaching a triple digit number of followers (92 at the time of writing this article).

For those who want to start Twitter accounts at their schools, here are a few things I have learned in my first few months using the service:

1. Tweet scores to events. As a word of caution, be careful about setting a precedent. If you start tweeting the live scores to every game, be prepared to keep up that pace as your followers will expect it. To get your feet wet, start by tweeting the scores to the events you attend.
2. Tweet happenings of all sports teams, not just the high profile sports. Advertise upcoming games or special events.
3. Post pictures from games. The students especially like to re-tweet these posts.
4. Highlight teams and players for specific accomplishments whenever possible.

At the recent National Athletic Director's Conference, I attended a social media session led by Andrea Osters, the Social Media and Brand Coordinator for the Michigan High School Athletic Association. From her presentation, I realized I should also start an Instagram account as it allows users to "pretty up" the pictures before posting them. She also recommended apps that allow users to overlay text on photographs. However, her best recommendation was, regardless of how you choose to use social media, to treat your school like a brand. Determine how you want people to view your school and find the best way to share that vision with the public.

If you currently have a Twitter account for your school, then certainly none of this is new to you. If you have not started one, I encourage you to consider trying it. Like me, you may find it useful. #VIAAA

Concussions - Legal Issues in Athletics Administration

In July, a Montana court approved a \$300,000 settlement in *Rouchleau v. Three Forks School District*, a case involving a traumatic brain injury suffered by a high school football player who allegedly was returned to action prematurely after suffering a concussion during a practice in 2009. The original filings in the suit claimed that shortly after being diagnosed with a concussion, the school's coaches allowed the player to return to action without written clearance by a licensed medical professional as mandated by the state's concussion protocol law and that the student-athlete then sustained a helmet-to-helmet hit that rendered him unconscious, resulting in permanent brain damage.

In August, a lawsuit was filed against a school district and soccer coach alleging premature return to action after a concussion in violation of the duty of reasonable care to evaluate student-athletes for incapacities, including return-to-action protocols after an injury. In *M.U. v. Downingtown (PA) Area School District*, the pleadings contend that a 14-year-old female soccer player suffered a concussion when, while attempting to strike a header, the girl's face collided with the head of another player. The suit asserts that she was removed from the game for a few minutes and, despite exhibiting multiple indicia of a concussion, was allowed to return to action where she suffered another head-to-head hit resulting in a "second impact syndrome" traumatic brain injury. The suit invokes the state's concussion protocol law, which requires that student-athletes who show signs of a concussion be immediately removed from play, cannot return to play the same day, and may return to action only after clearance from a licensed medical professional.

In January, the governor of Mississippi signed into law the Mississippi Youth Concussion Act. All 50 states and the District of Columbia now have a sports concussion law in place. Most of the state laws contain three common tenets: ① any athlete suspected of having sustained a concussion must immediately be removed from play; ② the athlete may not be returned to action the same day; and ③ the athlete may be returned to action only after written clearance is provided by a licensed health-care professional (the definition of which varies widely from state to state).

Some of the state laws contain additional requirements, including mandates that athletics personnel complete an annual concussion education course, that baseline testing be implemented by schools, or that student-athletes and parents be provided with concussion education materials and sign a concussion-information form. The full-text of each state law may be accessed through the National Conference of State Legislatures website at www.ncsl.org/research/military-and-veterans-affairs/traumatic-brain-injury-legislation.aspx.

Constitutional Law: Freedom of Expression - Legal Issues in Athletics Administration

In February, the U.S. Seventh Circuit Court of Appeals, in *Hayden v. Greensburg (IN) Community School Corporation*, held that the policy of an Indiana high school boys basketball team regulating hair length violates the Fourteenth Amendment's Equal Protection Clause and Title IX because female basketball players at the school were not subject to comparable grooming restrictions. The decision reversed a lower court ruling upholding the grooming policy. The standard of practice reflected by the case is that athletics programs should establish grooming policies that set forth comparable, even if not identical, standards for both male student-athletes and female student-athletes and carefully review those policies to ensure that they do not burden one gender to a greater extent than the other.

The Cowboy Code

Michael Josephson

I grew up in much simpler times. Television was in its infancy, and the idea of a hero was exemplified by a white-hatted cowboy. There was a clarity and simplicity to this hero's moral code that left no doubt there is a right and wrong.



As I became more sophisticated, it was easy to ridicule these simplistic approaches to ethics and living. Yet the more I've learned, the more I've come to think there's just as much danger in muddying our choices into endless shades of gray.

Sure, there are extenuating factors and exceptions that challenge the validity of every ethical principle, but on balance we need clear prescriptive benchmarks of virtue. Such guidelines are provided in the quaintly old-fashioned Cowboy Code promoted by the late Gene Autry:

1. Don't shoot first, hit a smaller man, or take unfair advantage.
2. Don't go back on your word or a trust confided in you.
3. Tell the truth.
4. Be gentle with children, the elderly, and animals.
5. Don't advocate or possess racially or religiously intolerant ideas.
6. Help people in distress.
7. Be a good worker.
8. Keep yourself clean in thought, speech, action, and personal habits.
9. Respect women, parents, and the law.
10. Be patriotic.

With a little updating, this code still works.

When Is Too Much Just Too Much?

Jimmy Swindler, M.Ed., RAA, Director of Athletics, Rappahannock County Schools

Lopsided Mismatches. Most coaches do what they can to minimize them, to prevent a one sided victory from becoming ugly. Many sports have slaughter rules which prevent scores from getting grotesquely huge. But what about those that don't? What should a coach (and an athletic administrator), whether on the winning side or the losing side, do when these situations arise?

First of all, we need to define "lopsided". Beating your rival by 20 on a night when they just cannot buy a basket or stay out of foul trouble is not lopsided. Taking a 30-2 lead in the first quarter while running a full court press is. Taking a 3 touchdown win over a rival who had four turnovers and three key dropped passes is not lopsided. Going up 4 or 5 touchdowns to nothing by the end of the first quarter is, well, you guessed it. Mismatches are probably always going to occur, and many occur each week without a gargantuan margin of victory. However there are still those games whose scores look like a misprint, those that cause a double take when they show up on the wire, and those are the games that we as administrators (and coaches) should strive to avoid.

But what's wrong with a massive blowout victory? Why not strive for the record books for your team and some of your players when that hapless opponent comes into your sights?

Lots of things are wrong with it. Little or no good can come to the winner in such a game, other than to put up stats that should have an asterisk next to them. And really, who truly enjoys a victory that was not in question from the outset. I have yet to meet the AD or Coach who excitedly told me about the great 82-16 basketball game they hosted the night before. Additionally, outright harm can come to those on the low side of those scores, who have good cause to feel humiliated and embarrassed during and after such "games". Not to mention the outright harm that can result from injuries that result from fouls that relate from frustration and anger. Do we really want players thinking "well I can't score any points but I can sure use all five of my fouls!"

Sportsmanship plays a role here but I would say that common sense has to come into play as well, as much so if not more. Coaches have to realize that little good can come out of beating an opponent by an eye popping margin. And while I believe that typically coaches DO realize that, as scores from time to time indicate it still happens.

So how do you avoid them? What do you do when your team is so overwhelmingly better than your opponent that your bottom reserves can spank their starters? Or when you are on the flip side, when you know that your opponent is head and shoulders, maybe even knees and toes above you?

Scheduling can eliminate many of these contests. As the AD, you probably know when you have a team that is on the down

side of a cycle and you can schedule, at least your non district events, accordingly. And when you have a team on the up side, resist the temptation to schedule the Little Sisters of the Poor for Homecoming or Senior Night and maybe try to find an opponent that will give you a game experience that might serve you well in the coming playoffs, which you are sure to be in.

As with many problems, communication can go a long ways towards helping these situations. As alluded to above, sometimes those lopsided games are against a District or Conference opponent against whom you are just woefully outmatched. In this case reach out to your fellow AD ahead of time, let them know that your upcoming game might be a good time for his/her coach to start some reserves, to work on the passing game, to do anything other than look at this as an opportunity to break the century mark on the scoreboard! With any luck your peer will respond positively to your heads up, even if for no other reason than to realize that the wheel will eventually turn and they will likely one day be in your shoes, in at least one sport that you two share.

One of the best games I saw last volleyball season was a JV match in which my coach, with the top ranked team in the JV standings, was coming up against the last place, and winless, team. He used this as a chance to give his bench some key time, not just time on the court but time on the court under pressure. By the end of the first match, which we won, he had taken all his starters out. He left his bench in for the second match and it was a close game but the opponent earned a rare victory. And then for the deciding third game..... He left his bench in there. As he told me later, the win wouldn't have changed the outcome of the standings (we would still be in first, they would still be in last) but the opportunity to give more girls some key playing time could very well change their game, make them better players and the program stronger. It was a thrilling game and in the end we won. But it wasn't just our players who got something positive out of it. The other team, although they lost yet again, had a rare meaningful game and left the court feeling good about themselves.

I doubt many coaches or ADs are willing to put themselves in a situation of possibly losing a game to an opponent that could have been handily beaten, as my JV coach did. But maybe we would find fewer of these hideously unequal scores if more coaches or ADs were at least willing to sit their starters for a night and let the bench prove itself (as a Middle School Coach of mine has done numerous times this season). You can always put the first string back in, but you probably won't have to. And if your leading scorer sits the whole game, his ppg average won't be hurt a bit. If even the bench is too much for your opponent, how about having those "benchwarmers" work on their passing, play execution, ball control, anything except scoring within ten seconds of touching the ball. At game's end, you'll likely still have a convincing victory AND you hopefully have two teams that had some fun – one because they earned a win that they had to work for and the other because they were competitive, somewhat anyway, with their vanquishers.

There are a myriad of other stories I could relate, most about being on the OTHER side of a disparate score, but we all have had those experiences and most of us would just as soon forget them – I know I would. What we need to remember is this - having fun is the number one reason our kids play sports. No one has “fun” when winning is as easy as tying your shoes; not the victors, not the losers, not the coaches and not the fans. Don’t give up “guaranteed” wins if you find yourself in such a situation, no one wants to do that. But don’t take the fun out of it by turning a win into an embarrassment; an embarrassment borne not only by the loser but by the “winner” as well.

It’s Not Easy

Michael Josephson

Let’s be honest. Ethics is not for wimps.

It’s not easy being a good person.

It’s not easy to be honest when it might be costly, to play fair when others cheat, or to keep inconvenient promises.

It’s not easy to stand up for our beliefs and still respect differing viewpoints.

It’s not easy to control powerful impulses, to be accountable for our attitudes and actions, to tackle unpleasant tasks, or to sacrifice the now for later.

It’s not easy to bear criticism and learn from it without getting angry, to take advice, or to admit error.

It’s not easy to feel genuine remorse and apologize sincerely or to accept apologies graciously and truly forgive.

It’s not easy to stop feeling like a victim, to resist cynicism, or to make the best of every situation.

It’s not easy to be consistently kind, to think of others first, to judge generously, or to give the benefit of the doubt.

It’s not easy to be grateful or to give without concern for reward or gratitude.

It’s not easy to fail and still keep trying, to learn from failure, to risk failing again, to start over, to lose with grace, or to be glad of another’s success.

It’s not easy to look at ourselves honestly and be accountable, to avoid excuses and rationalizations, or to resist temptations.

No, being a person of character isn’t easy. That’s why it’s such a lofty goal and an admirable achievement.

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I’ve learned..... That you should never say no to a gift from a child.

I’ve learned..... That I can always pray for someone when I don’t have the strength to help him in some other way.

I’ve learned..... That no matter how serious your life requires you to be, everyone needs a friend to act goofy with...

I’ve learned..... That sometimes all a person needs is a hand to hold and a heart to understand.

A New AD’s Perspective

Jessica Horning, Student Activities Coordinator, F.W. Cox High School

Overwhelmed. Nervous. Frustrated. Anxious. These are all words that can describe my first year as the Student Activities Coordinator (SAC) at Frank W. Cox High School. My path to a high school coordinator came rather quickly. I spent 5 years in the classroom, 4 years as a middle school coordinator and I am entering my 2nd year as a high school coordinator.

To those of you who are new to athletic administration, these feelings never truly go away. Over time though and with a strong support system, the feelings do start to diminish.

When I served as a middle school coordinator, there was a consistency to the job that allowed me to get into a rhythm and gain confidence in myself and my ability to do the job. My sports seasons were wrapped up into four nice, neat nine week quarters and I thrived on the leadership and student activities aspect of the job. I did leadership workshop events on the weekends and chaperoned dances, I scheduled picture days and ran athletic eligibility. I printed honor roll certificates and put together an end of year 8th grade celebration. Most days I would come home and my husband would ask what I did that day and I simply couldn’t tell him, but I knew I didn’t stop working the whole day. Words that described me were; excited, confident and eager. Today, I have to balance being a mom, wife, daughter, friend and SAC. My sports seasons often spill over into one another and there are no nice, neat nine weeks packages. Eligibility mistakes can make the front page of the paper and student activity events are facilitated by the students rather than adults. I seem to have my hand in everything, but yet I do not facilitate much.

Every day, I wonder if high school was the right move for me. I question if I can make it, if I can do it. Will my ticket reports ever be correct the first time? Will I ever not stress about eligibility? Will I be able to take a more active role in facilitating the student centered events? Will Frank W. Cox ever know the middle school SAC that felt so confident and strong?

The answer is yes.

Remember, change takes time and Rome wasn’t built in a day. A strong leader recognizes where he excels and where he can grow. A strong leader reflects, accepts helps and isn’t afraid to admit he was wrong. Overtime, I will grow into the high school SAC that I know I am meant to be.



Kempers Korner

VISAA Vision Statement:

The Virginia Independent Schools Athletic Association (VISAA) will develop a nationally recognized community of student-athletes with opportunities for participation and

unparalleled competitive strength of character.

VISAA Mission Statement:

The VISAA will provide accredited member schools the resources and competitive environment that establish a foundation for excellence based on integrity, sportsmanship and leadership.

As we venture into a New Year the VISAA has decide that the word for the year will be “**relationships**”.

We want to continue to develop positive and meaning relationships with the different association we are affiliated with and make sure we are develop that positive relation with all schools in Virginia as we further the goal of developing athletics in educational based programs.

The Association is continuing the effort of professional develop for our member schools. We are looking into programs that we can develop that will teach coaches and students the basic principles of leadership and relationships. One goal of our professional development sub-committee of the Board has been and will continue to be the national certification of more of our athletic administrators.

WE are exploring with our sports medicine advisory Board an on-line program for coaches in the area of concussion awareness, hydration, and the proper fitting of protective equipment.

The Association continues to look at the relationship between members and out website. How can we continue to expand the site to offer the information all need in a concise and efficient manner. In that vein Cathy LaDuke from Chathall Hall has assume the role of technology Chair.

If you haven’t checked out our new website please do so at www.visaa.org.

Important Initiatives for 2015-2016:

- **Professional Development: New VISAA membership benefit:** The VISAA will continue to offer as a membership benefit the payment for all its athletic administrators’ memberships into the VIAAA and NIAAA. The membership form has been sent to all athletic directors
- **Establishment of a Hall of Fame Committee for the VISAA:** The VISAA is excited about establishing a committee to explore the formation of a Hall of Fame. The committee is hard at work formulating the process, categories and criteria for selection members for the first class to be inducted in November 2016 or 2017. The two categories for consideration are before 1998 and after 1998 when the Association was official incorporated.

- **Partnership with NFHS Network/Play on Sports:** The VISAA has signed an agreement with Play On Sports (part of the NFHS network) for the exclusive online distribution rights to all VISAA- sanctioned Championship events for the next five years and is development that relationship further in the New Year
- **VISAA Standards of Operation manual:** The main focus in The New Year is approving the procedure process for selecting the next Executive Director.
- **Development of a marketing statement:** Hopefully we will have a 7 to 8 work statement developed of who we are and what we stand for is done by the spring addition of the A.D. mission. Not an easy task but our VISAA sub-committee on Website/ Marketing are hard at work on that statement.
- **Working with other Non- Public School Athletic Associations across the country:** A good workshop at the December national Conference was on “Non-Public School Athletic Administrators”. Some of the topics covered were; Transfer issues; Scholarship & financial Aid; managing concerns with recruiting; Eligibility guidelines; Inter-district choice school programs; leveling the playing field between public and non-public schools; Relationships/communication with area public schools.
 - o All of these are concerns that the VISAA realizes are pivotal in their relationship with schools in the VHSL. Topics that the VISAA will/is developing position statements on and work to improve understanding/ relationships in during the New Year.
- Our ongoing goal is to continue to improve the relationship between the VISAA and the VHSL and the VIAAA. Our goal in the relationship with the VHSL is have a statement approved by the VHSL Executive Committee that states we are in partnership to ensure that all accredited schools in Virginia provide educational based athletic programs and activities for their member schools. Our major goal this year is focus on Sportsmanship with the general theme being:

Sportsmanship has been our goal for the 2014-2015 school year. We are hoping to have more schools participate in our “Best Student Cheering Session: during the basketball season. The winners of the contest will be announced in February.

Sportsmanship = Learning to Win with Humility and losing with Grace

Along with that slogan we offer the following statement:

**“The behavior you will tolerate is the
behavior you are going to get.”**

If we fail to stand up for the behavior we expect then bad things will happen and no change takes place. Make a stand for what is right, positive and respectfully of all. Change the negative culture of sportsmanship. Set the standard.



NIAAA Notes

Dave Nelson, CMAA, N.I.A.A.A. Liaison

I hope those of you who attended the National Conference in December enjoyed it and were able to bring back some valuable information!

Future NIAAA Conferences:

December 11-15, 2015

Orlando Florida - Marriott World Center \$195.00 plus tax

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

Future bids: Austin, Dallas, Indianapolis, San Antonio

Potential sites: Tampa, Atlanta, New Orleans, Orlando

Consider getting involved by volunteering for any of the many vacancies on national committees.

There are many LTI classes offered at the conferences and there are also Webinar opportunities. Check the NIAAA website where there are 40 courses to choose from for professional growth. A reminder that CAA certification testing dates can be found on the NIAAA and the VIAAA websites. Please consider working for your CMAA certification as well.

There are also opportunities to obtain your Master's Degrees at colleges and universities that work with the NIAAA.

Again I would like to emphasize the importance of joining the NIAAA and VIAAA through dual membership. Be a part of your professional organization.

Another service of the VIAAA is the chance to receive 3 graduate credit hours from Hampton University at our State Conference at the Shortpump Hilton this March 2015. A course outline/information sheet can be found in this newsletter. This is a great opportunity to obtain recertification points.

Feel free to contact me with any questions or concerns at: ednelson@cox.net.

I've learned..... That simple walks with my father around the block on summer nights when I was a child did wonders for me as an adult.

I've learned..... That life is like a roll of toilet paper. The closer it gets to the end, the faster it goes.

I've learned..... That we should be glad God doesn't give us everything we ask for.

Virginia Athletic Directors Conference 2015

College Credit Requirements

Course Number: 681 EDUC. 681 PEDU

Course Title: V.I.A.A.A. "Road to Richmond, The Mission Continues"

Course Cost: V.I.A.A.A. Member \$690.00 Non-member. \$ 740.00

Course Description: A one-week seminar designed to provide series of lectures, motivational techniques discussions, leadership seminars, and skill techniques, which will enhance the sports administration, education skills and techniques for, qualified persons in the field of athletic administration.

Course Requirements:

A. Attend 7 required sessions:

1. College Credit Registration
2. Classification Meetings
3. Opening General Session
4. VIAAA Business Meeting
5. VHSL Staff
6. VHSL Hot Topics
7. VIAAA Awards Luncheon

B. Attend the 8 remaining sessions.

1. C. A. A. Test session counts as two sessions.
2. Each Leadership Training Courses counts as four sessions.

C. Submit a written one-page summary addressing the educational theme of each of the 15 sessions attended.

D. On a correspondence basis in order to complete a minimum 50-class hour equivalency, each participant will be required to submit 5 pages addressing the educational theme of the following topics:

1. Budget
2. Team Travel Arrangements
3. Scheduling
4. Tutorial Program for Athletes
5. Sexual Harassment
6. Bullying
7. College Recruitment Procedures
8. Using Technology

E. Conference session papers are to be completed and mailed by April 3, 2015 to:

Dr. Walter Lovett
C/O Ms. Tunisha George-Twine
Division of Continuing Studies
P.O. Box 6162
Hampton University
Hampton, Va. 23668

Course Dates and Location: March 25 through March 28, 2015.
Hilton Hotel, Short Pump, VA Class Registration: Wednesday, March 25 at 8:00 in Conrad Room.

**PAYMENT: CASH OR CHECK MADE OUT TO
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News from the VHSL

Shawn Knight, VHSL, Assistant Director



During the September 17, 2014 meeting of the VHSL Executive Committee, the committee approved **Champions Together**, a partnership between the League and Special Olympics Virginia. In the first year of this partnership, we established

a goal of acquiring commitments from twenty (20) schools to establish UNIFIED track and field programs. UNIFIED sports involve teams comprised of roughly an equal number of students with intellectual disabilities and students without intellectual disabilities competing with other UNIFIED teams. The Connecticut Interscholastic Athletic Conference was the first state high school association to establish a Unified Sports partnership with Special Olympics in 1992 and several other states have followed suit with varying levels of UNIFIED sports programming. With the advent of Champions Together, the VHSL re-affirms its commitment to our mission of promoting “education, leadership, sportsmanship, character and citizenship for students by establishing and maintaining high standards for school activities and competitions.” In keeping with our mission, the League aspires to expand opportunities for students with disabilities to participate in athletics through our member schools. As Jason Haddix, Coordinator of Sports for the National Federation of State High School Associations (NFHS) shares, *“Participating in high school sports allows young people the opportunity to achieve [] memorable moments, and steps are being taken by many school systems and state associations to give all students that chance. Those changes allow students with intellectual and/or physical disabilities a chance to become student-athletes.”* Champions Together represents a step in that direction for Virginia.

Champions Together provides a wonderful opportunity for schools to increase the number of students engaged in physical activity, while promoting inclusion and awareness of students with disabilities. Participating schools can provide a quality experience of sports training and competition in an inclusive environment that allows friendships and lifelong bonds to form between students with, and without, intellectual disabilities. For many schools this expansion of opportunities will translate into an increase in program offerings and additional expenses to start and maintain UNIFIED programs. Understanding the fiscal challenges many schools face, we seek to facilitate our schools’ pursuit of this worthwhile endeavor by reducing the fiscal impact on school programs. Through Champions Together, Special Olympics Virginia agreed to offer twenty \$2,500 grants to member schools to support the schools’ efforts to establish UNIFIED track and field teams to compete with other schools and/or school divisions fielding UNIFIED track and field teams. The grants are intended to assist schools with the start-up costs associated with these programs, such as uniforms and equipment, stipends for coaches, catastrophic insurance for

participants, transportation, etc. With the financial “roadblocks” removed, schools can establish these programs and structure them to generate the revenue required to maintain the programs going forward.

Here is how it works. First, participating schools are required to commit to Champions Together for at least a two year period. Schools are expected to have a minimum of two coaches assigned to UNIFIED track and field and these coaches must complete the NFHS Special Olympics UNIFIED Sports course, a free online course. We also encourage UNIFIED coaches to satisfy the VHSL coaching education requirement through the NFHS or ASEP. Keep in mind that the grant is designed to cover such costs. Participants are expected to practice at least twice per week over a minimum of eight weeks and participate in at least two competitions. Competitions can be structured as stand-alone events or incorporated into the school’s regularly scheduled dual-meets at the discretion of the school(s). Each school has the flexibility to tailor the programs to its unique situation and Special Olympics Virginia can provide assistance in this area.

As a part of Champions Together, schools are asked to have an inclusive student leadership team that will plan and administer school-wide activities to promote awareness, respect, and inclusion annually. Fundraising is a major component of a school-wide program. While contributing to the sustainability of the Champions Together program, it can greatly benefit participating schools beyond maintenance of UNIFIED programming. 25% of the funds raised are used by Special Olympics Virginia to run the Champions Together program. The other 75% of the funds raised remain with the school to maintain its UNIFIED program. In this way, the program is designed to pay for itself. However, that is not the only benefit to the school. Any revenue generated by the school above and beyond what is necessary to maintain its UNIFIED program also remains with the school to support other school programs at the school’s discretion. This is a wonderful opportunity to support inclusion and awareness in your school and support your other programs at the same time. Any school meeting the minimal requirements of the program will receive a specially designed Champions Together banner to hang in the gymnasium or other prominent location in the school.

Currently, we have met our originally stated goal, as more than 20 schools (and programs) have committed to Champions Together. We salute the following schools for their commitment to promoting inclusion and unity through Champions Together:

Rock Ridge High School - Loudoun
 Robinson Secondary School – Fairfax
 Lee High School – Fairfax
 Mt. Vernon High School - Fairfax
 Washington-Lee High School – Arlington
 Warhill High School – Williamsburg – James City
 Prince George High School – Prince George
 Lee Davis High School – Hanover
 Albemarle High School – Charlottesville

Western Albemarle High School – Charlottesville
 Monticello High School – Charlottesville
 William Monroe High School - Greene
 Central High School – Woodstock
 Handley High School – Winchester
 Blacksburg High School – Blacksburg
 Patrick Henry High School– Roanoke
 William Fleming High School – Roanoke
 Hidden Valley High School - Roanoke
 Cave Spring High School- Roanoke
 Riverbend High School – Spotsylvania
 Massaponax High School – Spotsylvania
 Gateway Academy/Courthouse Academy – Spotsylvania
 (Specialty Programs)

It is important to note that while we have satisfied our goal of twenty commitments, we are working with Special Olympics Virginia to secure funding for additional schools who may want to join this effort. Additional information about Champions Together is available on the VHSL website (www.vhsl.org/disabilities) or you can contact Shawn Knight in the League office (sknight@vhsl.org). We ask all VIAAA members to encourage your schools to pursue this wonderful opportunity to promote unity and understanding in your buildings while generating additional revenue for your programs. **Let's be Champions Together.**

Observations Made Since Year Round Practice

John M. Woodrum, AD; Turner Ashby High School

Over the last four years, since year round practice was implemented in Virginia, I have made several observations where I work as athletic director. Turner Ashby High School is located about three miles south of Harrisonburg, in the Central Shenandoah Valley. Our student enrollment is about 1,100 in grades 9-12. Approximately 60% of our students' parents are graduates of TAHS, making us a true community school. Sharing this information is relevant because the observations I have made may be somewhat unique in our demographic. You may have experienced different things at your school, and/or in your division. I should also point out that our county has chosen not to place any additional restrictions on the VHSL Out of Season Practice Rule, which I will refer to as OOSPR.

Specialization

One thing that I had a concern about from the beginning was specialization. Not that this is a new issue to high school sports. After all, specialization has always been around; however, what I see now is a drastic increase. More and more athletes feel they must pick a sport and put all of their time and effort into it. I feel like this is a direct result of the year round rule. Athletes should be able to experience the entire high school experience. We all know stories of athletes who claim their success is due to the fact that they participated in multiple sports.

www.stopsportsinjuries.org is but one source that cites a direct correlation between athletic overuse injuries in teens, which are typically seen in adults. As a personal example, we recently had a 14-year-old pitcher who had Tommy John surgery. College coaches in Divisions I, II, and III have encouraged our athletes, with whom they are recruiting, to play multiple sports.

Loss of coaches

When year round practice was implemented, we lost some veteran head coaches, specifically because of the policy. As you know, finding coaches can be difficult. I have made the comment that it's not only hard to find a good coach, it can be hard to find a bad one! And there are really good coaches out there! We have difficulty finding coaches who are willing or able to commit the time required to athletics. People don't apply for coaching jobs like they once did. In fact, one local school posted the head wrestling position during the summer, but could not fill the job until after Thanksgiving this year. I am sure that this problem is not solely due to the new policy, but it hasn't helped. When the policy was passed, I met with all of our coaches, explained the OOSPR, and informed them that my expectations had not changed in terms of the amount of time I expected them to invest in their sport. One of our most seasoned coaches replied, "Your expectations may not have changed, but what about the community's". Our coaches, for the most part, don't like the OOSPR, but feel they must have practice out of season to keep up with everyone else. I feel like coaches will burn out faster at this pace.

Another issue is the increase in paraprofessionals, those coaches who are not employees of the school division. None of us could operate our athletic programs without them, and I am happy to have them on staff; however, through no fault on their part, this can create issues with communication, availability for practice, school protocol. This year, we only have 12 head coaches who are teachers in our building; only 18 out of 60 coaches at TAHS are educators.

Loss of assistant coaches

Not only are we seeing athletes specializing, coaches are also specializing, now. Since the OOSPR, I have observed that some assistant coaches feel like they have to choose one sport to coach. We all know the value of our assistant coaches. It seems as though we can no longer share athletes **or** coaches. Many of our assistants have as much wisdom as our head coaches. In the past, we had a number of "crossover" coaches. With the new policy in place, it has been much more difficult for these coaches to help with multiple sports. Therefore, we are left with an already shallow pool of candidates, many with less experience and expertise.

Practice space

During the winter, we have boys and girls basketball, wrestling, and gymnastics sharing two gyms. We also have the OOSPR for football, baseball, softball, and boys and girls soccer sharing the same two gyms and a weight room. It is a scheduling nightmare. Basically, we have teams using our facility from 6:00 a.m. – 9:30

p.m. Monday – Friday, and 8:00 a.m. – 6:00 p.m. on Saturday. This creates stress and wear and tear on our equipment. I am seeing a shorter life span on some equipment. We all struggle with funding, now we have to pay even more attention to the durability of what we buy and dig deeper into our pockets.

Working directly with athletes

Here's a positive, with regard to the OOSPR: I like that coaches are better able to work individually with kids on their weaknesses. I can remember being frustrated when I coached if one of my players wanted me to work with them in the off-season, because I was unable to do so. I have always felt that a coach should be able to work with their kids anytime of year. Now they can. After all, who better than the coach to work with the athlete? Until now, too many "travel team" coaches, who may lack expertise and coaching education, have played that role. The athletes' high school coach can now work to develop the whole player the way he/she sees fit. That being said, I feel that allowing team practice in the off-season takes it too far; coaches and athletes need a break from each other.

Multi-sport athletes and excess practice time

Encouraging our kids to play multiple sports has been commonplace and is best practice. The OOSPR makes this more difficult because even though a kid may have been a three sport athlete, he/she still had some down time in their off season. With the inception of the OOSPR, multi-sport athletes can be out four or five nights a week, all year long. While we make it clear that the OOSPR is not mandatory, many athletes feel that if they don't go to out of season practice, they will get behind.

There is a reason they are student-athletes. They are students first and foremost. When do these kids study? It's my opinion that this also deprives students the opportunity to be involved in other valuable school activities.

Parent involvement

I have observed an increase in parent issues since the OOSPR took effect. While the majority of our parents are supportive and involved in an appropriate way, we do have those parents who live vicariously through their child, cause disruptions during games, or are otherwise a thorn in the side of the coach (or athletic director) as they pilot their helicopter over their child 24/7. That comes with the territory, but typically took place during the season. Not anymore. Practicing year round means those same parents can be disgruntled all year long. Our coaches are encouraged, of course, to be honest with their athletes (strengths, weaknesses, leadership, sportsmanship, position on the team, playing time, etc.). That honesty can be hard to swallow by some parents and now they hear it, or hear about it from their child, throughout the year. It helps that our policy states that we do not discuss playing time, strategy, or other athletes with parents, but there will always be those who knock on the door, in and out of season.

The multi-sport athlete

The flip side to student-athletes feeling like they need to specialize is that a few are now opting **not** to do so, and are playing multiple sports. These students find that the OOSPR is too strenuous, and/or they just want to participate in other

sports. This is a good thing; not many do it, but that may change. Time will tell.

Does it really help?

Even though many coaches feel like they must have out of season workouts, I have not observed a big improvement, overall. While coaches are more prepared early in the season, I have not seen a change in wins and losses as a result of the OOSPR. In fact, one specific program we have does not participate in out of season activities and that program continues to excel.

Restrictions

There are a few school systems that have implemented restrictions on the policy with success. I would like to see the VHSL put in a statewide policy that includes restrictions other than dead periods. I have seen several models out there with merit.

Having been involved with high school athletics for 32 years, I know that extracurricular activities are important to the development of a child and helps with academic achievement. I am concerned that we may be missing the point. High school sports are changing and not all of it is good. I want to see high school sports thrive! I don't want us to develop a system that resembles many of the "travel" teams. After all, the goal for our high school athletes should be to have fun, set and achieve goals, and learn self-discipline and the ability to work as a team. Less than 1% of student-athletes receive money for college. We seem to lose sight of this. There is a mindset that approaches high school athletics as though 50% or more of our athletes will receive an athletic scholarship.

I am by no means an expert, and I don't have all of the answers. These are simply observations I have made and I would like to help find solutions to current and potential problems. You may have opposing opinions. One way to find solutions and common ground is through dialogue. I welcome and encourage your ideas.

Failure to Report Child Abuse - Legal Issues in Athletics Administration

In March, in *Smith v. State of Indiana*, a case with implications for school and athletics personnel nationwide, the Indiana Supreme Court upheld the conviction of a high school principal for failing to report a student-on-student rape as mandated by the state's child abuse reporting law. The principal argued that he had acted in good faith, but had merely misinterpreted the law, believing that student-against-student abuse did not constitute child abuse pursuant to the language of the statute. The state Supreme Court disagreed, concluding that the rape of a minor student by another student was clearly covered by the child abuse law and that school officials, without exception, had the affirmative duty to report all instances of abuse against minors.

Title IX - Legal Issues in Athletics Administration

In September, the U.S. Court of Appeals for the Ninth Circuit issued its ruling in *Ollier v. Sweetwater Union High School District*, upholding a series of previous lower court decisions against the district. The case originated with a narrow dispute in 2006 over the substandard condition of Chula Vista (California) Castle Park High School's softball facilities as compared to its baseball facilities, but resulted in a comprehensive investigation of the entire athletics program and judicial determinations that the school was in violation of Title IX's "three-prong test" mandating equal sports participation opportunities for female students, in violation of Title IX's prohibition on retaliation against those who lodge complaints about inequities because the softball team's coach had been fired in response to his complaints about the facility inadequacies, and in violation of numerous requirements related to equal treatment of female student-athletes in the "other athletics benefits and opportunities" component of Title IX, including equipment, uniforms, supplies, storage, locker rooms, practice facilities, competition facilities, access to quality coaching, scheduling of practices and games, and access to athletic training and medical services. This case is an instructive one for school and athletics administrators and provides a blueprint for the expectations of the federal courts with regard to Title IX compliance by scholastic sports programs. The full-text of the decision, including its extensive set of recommendations for Title IX compliance by high school athletics programs, is available at <http://cdn.ca9.uscourts.gov/datastore/opinions/2014/09/19/12-56348.pdf>.

In February, the Indianapolis Public Schools entered into a resolution agreement with the U.S. Department of Education's Office for Civil Rights (OCR), which had in 2010 initiated a Title IX compliance review of the athletics programs at seven district high schools. The resolution agreement establishes a timetable for the district to remedy its Title IX problems over the next two years and, in the same way the Ollier case is instructive regarding the expectations of the federal courts regarding Title IX, the Indianapolis settlement is instructive regarding the expectations of the OCR regarding Title IX. The full-text of the resolution agreement is available at www2.ed.gov/documents/press-releases/indianapolis-public-schools-letter.doc.

I've learned..... That money doesn't buy class.

I've learned..... That it's those small daily happenings that make life so spectacular.

I've learned.... That under everyone's hard shell is someone who wants to be appreciated and loved.

I've learned..... That to ignore the facts does not change the facts.

I've learned..... That when you plan to get even with someone, you are only letting that person continue to hurt you.

Sexual Harassment - Legal Issues in Athletics Administration

In April, a 37-year-old softball coach at Westlake (California) High School was arrested and charged with four felonies related to his unlawful sexual relationship with a 15-year-old student-athlete. Police and school district investigations are ongoing regarding the school and athletic program's sexual harassment policy and whether it was effectively implemented, whether all coaches were in-serviced regarding the policy, whether all student-athletes and parents were educated regarding the policy and its reporting mechanisms, and whether implementation of the policy was sufficient to effectively protect students and student-athletes. The parents of the victim have filed paperwork indicating their intention to sue the district and school athletics personnel for negligence for failing to adequately safeguard the well-being of their daughter.

In March, a Tinley Park (Illinois) High School wrestling coach was charged with multiple counts of felony criminal sexual assault, aggravated criminal sexual abuse from a position of trust, and criminal sexual assault of a victim under age 18 for having sex with a female student-athlete. A school district investigation is focusing on the effectiveness of its sexual harassment policy, whether personnel are adequately in-serviced regarding the policy, and whether students and parents are adequately educated regarding the reporting mechanisms of the policy.

In February, a Marion (Ohio) Elgin High School cross country coach was charged with felony sexual battery for having sex with a teenage, male student at her school. She pleaded guilty to the lesser charge of gross sexual imposition, received a 15-day prison sentence, one-year of probation, and permanent registration as a sex offender which will preclude her from ever again teaching or coaching.

In January, a former basketball referee was convicted by a Jefferson County (Colorado) jury of nine counts of unlawful sexual contact for inappropriately touching female basketball players during games. Five girls who attend schools in the Jefferson County Public Schools and the Denver Public Schools testified at the trial that they had been groped by the official, who touched the girls' breasts, buttocks and legs when handing them the ball for inbounds passes or when they were standing on the court during dead-ball times. After his arrest, it was discovered that the referee had been arrested in the early 1990s on a felony sexual assault charge and pleaded guilty to a lesser sex crime. In response to the case, the Colorado High School Activities Association enacted rules mandating criminal background checks on sports officials, who because they are not employed by school districts and are classified as independent contractors, had not previously been vetted before being allowed to officiate high school and middle school sports.

What I Believe

Michael Josephson

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.

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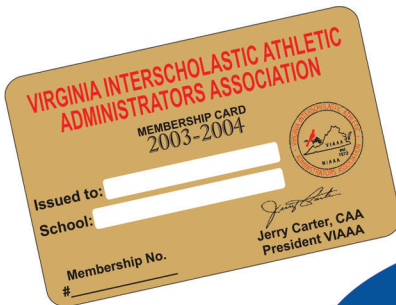
I've learned..... That the easiest way for me to grow as a person is to surround myself with people smarter than I am.

I've learned.... That everyone you meet deserves to be greeted with a smile.

Constitutional Law: Equal Protection & Pregnancy - Legal Issues in Athletics Administration

In July, the U.S. Equal Employment Opportunity Commission (EEOC) issued a policy guidance titled Enforcement Guidance on Pregnancy Discrimination and Related Issues (available full-text at www.eeoc.gov/laws/guidance/pregnancy_guidance.cfm). Although the guidelines focus on the subject of discrimination against pregnant and parenting workers, the position statement also discusses the broader application of the Pregnancy Discrimination Act and the Americans with Disabilities Act to a variety of individuals who encounter pregnancy-related discrimination, including college and high school students and student-athletes. The document supplements guidelines issued in June 2013 by the U.S. Department of Education's Office for Civil Rights titled Supporting the Academic Success of Pregnant and Parenting Students Under Title IX of the Education Amendments of 1972, a position statement that sets forth in detail the obligations of schools to pregnant and parenting students and student-athletes. For full text, [LINK HERE](#).

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Dick's Trivia Questions... Questions on page 9.**Answers:**

- Name the city where each of these colleges are located.
 - Tuscaloosa
 - Mobile
 - Iowa City
 - Ames
 - Laramie
 - Spokane
 - Tampa
 - Columbia
- Name the colleges associated with the following nicknames.
 - University of New Mexico
 - Florida A&M University
 - Georgetown University
 - Central Michigan University
 - Oklahoma State University
 - University of Dayton
 - Rice University
 - University of Akron
- Name the states where these groups of colleges are found.
 - Indiana
 - Massachusetts
 - Tennessee
 - Georgia
 - Ohio
 - New York
- John Wooden won 10 NCAA men's basketball championships as the head coach at UCLA, the last one coming in 1975. Since '75, what coach has won more NCAA Division I men's basketball championships than anyone else?
 - Mike Krzyzewski
- Name the only school to score more than 100 points in an NCAA Division I men's basketball championship game.

University of Nevada at Las Vegas in 1990
- For the past 13 years, the school that captured the NCAA Division I women's basketball championship resided in either the states of Connecticut, Tennessee or Texas, except in 2006. Name the school that won the title that year.

University of Maryland
- Which one of the following schools has not played in the NCAA Division I men's basketball championship game in the last 20 years?
 - Oklahoma

I've learned..... That no one is perfect until you fall in love with them.

I've learned.... That life is tough, but I'm tougher.

I've learned..... That opportunities are never lost, someone will take the ones you miss.

You Tube for Sportsmanship

Josh Aldrich, (former) Activities Director, Deep Run High School

As we get geared up for the spring season and our parent meetings are coming up – You Tube is a great resource to spark the Sportsmanship conversation –

You Tube has so many excellent videos (and they are not too long) for viewing for personal use or to use in a meeting situation – these videos can be shown during presentations to coaches, parents, and players. Everyone usually can relate to the situations and its sparks a tremendous conversation – showing good and bad sportsmanship moments on You Tube get people really thinking about their behavior and conduct at sporting events.

Videos such as:

Great Sportsmanship Moments

Helping your child develop good Sportsmanship

Bad Sportsmanship

Talking with you child about Sportsmanship

And the list goes on: ***Just type in Sportsmanship on You Tube and they are there –***

One of my favorites that I viewed recently was - <https://www.youtube.com/watch?v=nUnbAc4Sap4> – its called “What Kids Want Their Parents To Know About Sportsmanship” – high school athletes talking about situations in Sportsmanship and actions they have observed – they give some tips on what they want their parents to do at games and how they want them to “Be a Fan – Not a Fanatic” a great saying that we all should have posters of!!

Fan - an enthusiastic devotee, follower, or admirer of a sport, pastime, celebrity, etc.:

Fanatic - enthusiast, zealot, bigot, hothead, militant. Fanatic, zealot, militant, devotee refer to persons showing more than ordinary support for, adherence to, or interest in a cause, point of view, or activity

Happy New Year to all and have a great 2015

A.D.Mission

A.D. Mission is a publication of the Virginia Interscholastic Athletic Administrators Association. If you have questions regarding this publication, please contact the VIAAA Publication Chair:

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