



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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President's Message

Greetings Members of the VIAAA, I would like to wish you a Happy New Year! Can you believe that it is already 2016? They say that time flies when you are having fun, and this year thus far has been a BLAST! As you blastoff into 2016, I trust that you will continue Moving Mountains in the lives of the people who we inspire each day. Remember, we can continue to move mountains by removing one small pebble at a time together.



Lisa Corprew, CAA

I was able to attend the National Athletic Director's Conference in Orlando, Florida in December, and the experience was truly rewarding. The opportunity to attend the National Conference and represent such a great organization puts a huge smile on my face. It is a reminder that many athletic administrators from across the world deal with some of the same challenges that we face in our great commonwealth. At one of the sessions that I attended, I met an athletic administrator from Shanghai, China. So from one of my many learnings from conference, I greet you with a "nin hao." One of my responsibilities while at the conference was to attend the NIAAA State President's Breakfast where Virginia was recognized for maintaining 103.5% membership for 2015. We missed the 10% increase in our membership numbers from the previous membership year by a mere 2% with 325 members recorded by the NIAAA. Please continue to work on increasing our membership numbers. If you know of athletic administrators who still have not joined the VIAAA and NIAAA, please encourage them to do so by sharing a membership application. Remember that we are a dual membership state. The NIAAA is now using the membership portal to provide more information. It will be important in the future for you to familiarize yourself with the [NIAAA membership portal](#). The NIAAA is using the resource more and is expecting that all members do so as well. Mr. Kemper has volunteered to give the VIAAA Board of Directors an overview of the portal. We will ask that the Regional Representatives share this information with the athletic administrators in their region.

While at the breakfast, I met the Presidents from Arkansas, New York, North Dakota, Iowa, and Utah. We all have very unique structures of how our state organizations are organized, but they too face some of the challenges of increasing membership and certification. There were 58 athletic administrators from Virginia who attended the National Conference in Orlando. We hosted our annual hospitality room and had over 30 attendees at the event. Thank you Mr. Bowen for always making the

Continued...

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arrangements to make the VIAAA hospitality fellowship a successful event. A big congratulations to three of our Past Presidents for being recognized for their accomplishments at the national level. Dave Nelson and Dave Morgan were inducted into the Hall of Fame, and Dick Kemper received the Thomas E. Frederick Award. When you see or talk with either of these gentlemen, give him a big hug or hand shake and tell them to keep making the VIAAA proud.

I hope that you have penciled into your calendar the 2016 VIAAA State Conference April 12 – 16, 2016, at the Short Pump Hilton in Richmond hosted by the CVIAAA. The conference is an opportunity to not only better ourselves, but to bring back ideas, techniques, and excitement to our programs and local community. All of the detailed information about the conference is now posted on the VIAAA website. As a quick reference, please use this [link](#) provided to obtain the all of the conference information.

As a reminder to each of you, I would ask that you continue to use the VIAAA as a resource and spread the word of this great organization. I am certain that you are aware that the VIAAA offers a wealth of knowledge and experience to assist you with almost any situation. We have a plethora of members on the board are willing to assist you.

As my tenure as President comes to an end at the conference in April, I would like to take this opportunity to thank you for your support. I wish you all continued success in all of your current and future contributions to our profession as athletic administrators. I hope to see you at the VIAAA Conference in April, and let's continue Moving Mountains, one small pebble at a time.

Lisa Corprew, CAA
VIAAA President

Question and Answer Session

Bruce Bowen, CMAA, VIAAA Executive Director



Tell us about the National AD Conference at in Orlando?

The December Conference in sunny Florida at the Orlando Marriott World Center had over 1600 Athletic Administrators from around the country. As usual, we had informative sessions, a large vendor area, LTC classes, an Awards luncheon and Banquet. Several Virginians were teaching, presiding or presenting. **Rick Lilly** and **Scott Morris** presented at a session and then did a repeat session the next day (more on that later). **Kevin Adams** and **Dick Kemper** taught LTI classes. The Banquet on the final night of the Conference was a great night for the Virginia as **Dick Kemper** received the Thomas E. Frederick Award for Excellence and both **Dave Morgan** and **Dave Nelson** being inducted into the NIAAA Hall of Fame. Congratulations to these outstanding VIAAA Past Presidents!

National Champs!! Our Baggo/Cornhole team finished first in this ever popular Tournament. Interestingly, **Rick Lilly** and **Scott Morris** were our entries but had to present at a session at the same time so they brought in the relief duo of **Steve Heon** and **Jim Woodson**, who both played well in an exciting final. They had the lead, fell behind and then **Steve** put in two, back to back, to lift our team to victory! **Rick** does want partial credit for rounding up his subs!! Really, Rick?!

We again hosted a sponsored **Hospitality Reception** for the Virginia ADs there on Monday night. We rented a large room at the hotel for the evening, went out and got snacks, beverages and then had pizza and wings delivered. With a turnout of 60 ADs and guests, everyone had a good time. At the NIAAA Business meeting we also gave away our traditional gift basket of Virginia made products that we shipped to the winner-an AD from South Carolina. For the first time I can remember, we did not have a winner in either the 50/50 or State Door Prize drawings. Oh, well! Lastly, **Scott Morris** was selected by Section 2 to run for the NIAAA At Large Board position that

will be open next December. He will now face candidates from Section 1 and 3 for a spot on the NIAAA Board of Directors. Those Virginia and Section 2 attendees in Nashville will help Scott in his Election Campaign! We are rooting for you!

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

As a member of the NIAAA Board of Directors, I was a busy guy at the Conference. I wear one of those navy blue NIAAA Navy Blazers and was hustling to meetings and Receptions at all times of the day. I did meet with The National Executive Directors Council (NEDC) and NIAAA Liaisons. Minnesota will be hosting the 2016 Executive Director Summit in Minneapolis. I also attended our Section 2 meeting and the NIAAA Delegate Assembly.

Have you secured more Partners?

One of my main responsibilities is securing Corporate Partnerships and Conference Sponsorships and this is a year round endeavor. Most of our 25 Partners are returning and I have made contacts with some new potentials. We always lose a few but I am usually able to replace them and this year should be no different.

Our overall Partnership level will be similar to last year's, somewhere in the \$70,000 range, which helps keep us be financially stable and able to continue all of our projects.

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

Marilyn Watkins, our Conference Vendor Chair is still helping with vendors. We have already sent out packets to prospective vendors and to all the vendors at the National Conference, encouraging them to attend our State 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 lining up several nice Conference gifts and door prizes (big screen TV and a Gearboss Transport Cart-\$1,700 value). With 60 vendor booths filled last year in Richmond, we hope to add a few more this year. **Make plans now to come to Richmond for your State AD Conference!**

How does the rest of this year look for you?

Busy! Serving the VIAAA, the NEDC, the NIAAA and VHSL keep me moving!

My son and his wife have moved from California to Maryland along with our two granddaughters so we can now see them on a more regular basis.

I continue to enjoy serving as Executive Director and am honored to be able to represent the VIAAA across the State and Country.

Promoting Sportsmanship Does Work!!

Josh Aldrich - Former Activities Director, Deep Run High School

Happy New Year! As we start a new year we are always reminded how short life is – it happens quickly and we always wonder “where did the time go? – How did we arrive at 2016 so fast?” - before you know it, it will be the end of this school year – with that said, teaching children and promoting good sportsmanship yesterday and today will pay dividends in the future.

Promoting sportsmanship does work, don't miss those moments, the future is coming, ready or not – schools who took time in the past for the administration to make sportsmanship announcements, athletic directors making announcements, teachers discussing good sportsmanship in classes, coaches discussing it with their players and teams, sometimes (hopefully all the time) show excellent sportsmanship at events! And when they do, let them know it!

Letting kids know they did a great job at events goes a long way in setting that tone in the future – simply monitoring students sections and being there in case things go wrong, may not be enough – If the student section shows great sportsmanship at an event, take the time to let them know. – if they make a change (even if it's just a little better than last time) and the event goes well, make sure they are told – kids are proud of their behavior as much as we are proud of their behavior – letting them know through announcements and news letters to the community is a positive way of promoting excellent sportsmanship – the student leaders and parental leaders in the school will then know it is noticed and noted.

I was extremely impressed recently during a huge rival game – it was a fantastic high school atmosphere and adrenaline was pumping – you could see the players step up in response to the energy as the fans got into the game – both student sections were hopping – both were cheering for their own team and players – you could tell the tone had been set in the past – previous announcements and letting students know how great they did all through the year played a huge role in the special event - because of that, it was something great for the students and fans to be a part of – “it has become a habit for these students to do the right thing at events” said the AD I spoke with after the game, and “these two schools have created a positive sportsmanship environment, hopefully the trend will continue! (at these schools as well as all schools) so that sporting events are a pleasure to attend!”

All the best for a wonderful 2016!

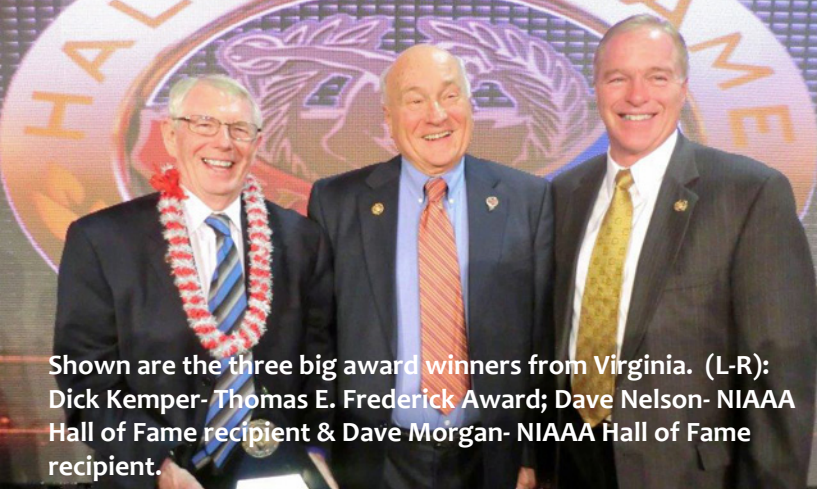
Stuff You Didn't Know...

In the 1400's a law was set forth in England that a man was allowed to beat his wife with a stick no thicker than his thumb. Hence we have 'the rule of thumb'.

NIAAA Conference



A few members enjoying themselves at the conference are (L-R) Scott Morris, VIAAA Past-President; Matt Pearman; Steve Heon; and Rick Lilly, VIAAA President-Elect



Shown are the three big award winners from Virginia. (L-R): Dick Kemper- Thomas E. Frederick Award; Dave Nelson- NIAAA Hall of Fame recipient & Dave Morgan- NIAAA Hall of Fame recipient.



Bruce Bowen, retired AD and Executive Director of the VIAAA enjoying his visit to the National Conference in Orlando.



The Virginia Group celebrating with our national award winners at the Orlando conference.



**David Nelson, CMAA
Poquoson, Virginia
Hall of Fame**

David Nelson retired in 2006 after a tremendous 40-year career as a teacher, coach and athletic director at two Virginia high schools and a wealth of service to state and national athletic administrator organizations.

After graduating from Salem (West Virginia) College in 1966, Nelson was a teacher and coach at Kecoughtan High School in Hampton, Virginia, for 10 years. He was head tennis and junior varsity basketball coach and was an assistant coach in several other sports, while teaching government and history classes.

Nelson then served the final 30 years of his career (1976-2006) at Poquoson (Virginia) High School. He was head boys basketball coach for 15 years and head girls basketball coach for nine years and compiled a combined 358-261 record. He also taught government, sociology and world history classes at Poquoson and was chairman of the social studies department for two years. During the final 21 years at Poquoson High School, Nelson was the school's athletic director, leading the school's teams to 60 district titles, 34 regional titles and three state championships. Nelson was responsible for the addition of numerous sports during his tenure, as well as the construction of softball and field hockey fields.

In addition, Nelson established a coaching education program at Poquoson High School and developed the first handbook for coaches, parents and students. He also hired the school's first certified athletic trainer and certified strength instructor in 1999.

At the state level, Nelson has been a member of the Virginia Interscholastic Athletic Administrators Association (VIAAA) Executive Board since 1987. He was president of the VIAAA from 1991 to 1993 and has been a presenter at the VIAAA state conference every year since 1991.

On behalf of the Virginia High School League (VHSL), Nelson was a leader in establishing coaching education and training new athletic directors across the state. He has served two terms on the VHSL Executive Committee and has also served on the VHSL Policy Committee, Steering Committee, Appeals Committee, Sports Advisory Committee and the Coaches Education Committee.

Nelson also directed VHSL state championships in girls and boys tennis, softball, volleyball, wrestling and football and hosted numerous VHSL regional and district championships.

Nelson also has devoted countless hours to the Virginia Coaches Association, serving on its executive board from 1983 to 1992.

Despite his full schedule within the state, Nelson has been an active NIAAA member for many years. He served on the organization's Communications, Issues and Resolutions Committee, including a term as vice chair. He later was chair of the NIAAA Resolutions Committee. Nelson also was involved with the Strategic Planning Committee and has been a presenter at the National Athletic Directors Conference.

Among his awards, Nelson was VIAAA Athletic Director of the Year in 1992 and was selected to receive the VIAAA John C. Youngblood Lifetime Achievement Award in 2005. He received the NIAAA State Award of Merit in 1995, the NIAAA Distinguished Service Award in 2002 and the NFHS Citation in 2005. In 2009, Nelson was inducted into the VHSL Hall of Fame.



**VIAAA President,
Lisa Corprew, makes a
new friend in Orlando.**



Richard Kemper, CMAA, Richmond, Virginia
Thomas E. Frederick Award (pictured above)

For more than 50 years, Richard Kemper, CMAA, has been a leader of athletic administration in the state of Virginia and nationwide. He spent his entire career at St. Christopher's School in Richmond, Virginia, and became one of the nation's first executive directors of a state athletic administrators association in 2001.

Kemper joined St. Christopher's School in 1964 after graduating from Emory (Virginia) and Henry College, and remained at the school until 2006. Kemper became the school's assistant director of athletics in 1969 and remained in that position until 1990 when he took over as director of athletics. In that position, he oversaw an athletic program of 11 sports.

He also was the school's head football coach from 1972 to 1999, winning 60 percent of his games and leading the program to back-to-back Virginia Preparatory League championships in 1990 and 1991. He earned the Virginia Prep League's Football Coach of the Year award four times. A four-year stint as St. Christopher's basketball coach saw Kemper lead the team to the 1988 Prep League championship.

The Virginia Prep League was led by Kemper, first as executive secretary from 1973 to 1990, and then as its executive director until 2006.

Kemper's involvement with the VIAA was extensive even before becoming the group's executive director in 2001. He has been a VIAA board member since 1995 and served a term as VIAA President in 2005-06. In addition, Kemper was the VIAA State Conference Treasurer in 1997 and 2002. From 1997 to 2004 and then from 2007 to the present, Kemper has served as the VIAA's State Leadership Training Coordinator.

Also at the state level, Kemper has led the Virginia Independent Schools Athletic Association since 2006 and was the executive director of the Virginia Independent School Football Association from 1994 to 2000. In 1998, Kemper was named VIAA Athletic Director of the Year.

Kemper was a trailblazer at the national level as well. In 1996, he participated in the NIAAA's first leadership training seminar, and he was one the first athletic administrators to earn both his CAA and CMAA distinctions. From 2000 to 2009, Kemper served on the NIAAA Certification Committee, and since 1992, he has served on the editorial board of Athletic Management Magazine.

Kemper has been recognized at the national level with an NIAAA State Award of Merit (1999), the NIAAA Distinguished Service Award (2005) and an NFHS Citation (2007).



Pictured right: Scott Morris was selected as the Section 2 nominee for the NIAAA At-Large position. The election for the NIAAA position will be held at the Nashville conference next year. Congratulations Scott!



The Virginia Baggo/Cornhole team of Steve Heon (center) and Jim Woodson (right) brought home the National Championship at the Orlando Conference. Great Job!



David Morgan, CMAA
Mineral, Virginia
Hall of Fame

David Morgan has distinguished himself as a leader in athletic administration at the local, state and national levels, including 41 years in the Fairfax County Public Schools (FCPS) and Arlington County Public Schools (ACPS) in northern Virginia.

A graduate of the University of Virginia in 1974, Morgan was a teacher and coach at several high schools in Arlington and Reston for 10 years before becoming director of student activities at J.E.B. Stuart High School in Falls Church in 1984. After five years at Stuart, Morgan accepted a similar position at South Lakes High School in Reston, where he served for 12 years. He concluded his career as director of student activities at Oakton High School in Vienna, Virginia, from 2001 to 2004.

Before moving into athletic administration on a full-time basis, Morgan coached football, wrestling, track, golf, baseball and softball for 10 years – seven years as a head coach.

After a brief retirement, Morgan returned to the FCPS in 2008, where he has served the past seven years as assistant principal/director of student activities at various high schools for short-term vacancies.

During his 20 years as an active athletic director, Morgan's teams won 52 district titles, 10 regional titles and six state championships. More than 20 individuals claimed state championships during his tenure, and two students earned national titles. In addition, he assisted the Virginia High School League (VHSL) by hosting state tournaments in football, field hockey and girls gymnastics. He also hosted more than 30 regional tournaments and 60 district tournaments for the VHSL and served on numerous committees. Within the Virginia Interscholastic Athletic Administrators Association (VIAAA), Morgan has served on the VIAAA Board of Directors since 1985 and was an officer from 1991 to 1997, which included a term as president from 1993 to 1995. He has chaired the Professional Development, Corporate Sponsors and Past President's Council committees, and was a member of several other VIAAA committees.

Nationally, Morgan has been a tireless contributor to the NIAAA.

He served on the NIAAA Board of Directors from 1995 to 2000, including a term as president in 1999. He also was chair of the NIAAA Professional Development Committee and Past President's Council, and he served as NIAAA parliamentarian from 1990 to 1994. He was an original member of the NIAAA Hall of Fame Committee and served six years until 2013.

Morgan was involved with starting the NIAAA Endowment Committee in 1999 and has been involved with the NIAAA Leadership Training Institute as an instructor since 1997. He was the first chair of Leadership Training Course 514 and served on the Leadership Training National Faculty for 10 years. Morgan also was chair of the Programs Committee for the second NIAAA Strategic Plan.

In addition, Morgan was a coaching education instructor from 1990 to 2004 and has been a speaker and moderator at numerous National Athletic Directors Conferences. He also authored several articles for the IAA Magazine and was co-author of the "Profile of the Athletic Administrator in the 90s" published by the NIAAA.

Among his many awards, Morgan was selected Virginia AAA Athletic Director of the Year in 1992 and has been inducted into the Arlington County Sports Hall of Fame, the South Lakes High School Sports Hall of Fame and the Virginia High School League Hall of Fame. Nationally, he received the NIAAA Distinguished Service Award in 2001 and the NFHS Citation in 2003.

More Stuff...

Many years ago in Scotland, a new game was invented. It was ruled 'Gentlemen Only...Ladies Forbidden'...and thus, the word GOLF entered into the English language.

Every day more money is printed for Monopoly than the U.S. Treasury.

Competition in its Purest Form

John Woodrum, Athletic Director, Turner Ashby High School

I guess I have always had a soft spot for students with disabilities. My mother taught the deaf for 33 years, and I was always impressed by what her students could accomplish and how they adapted. I used to attend sporting events at her school. Those kids not only competed against other schools for the deaf but also against public schools. The most amazing thing was watching the wrestlers compete. Several of the wrestlers were also blind, but you wouldn't know it by the way they competed and often won! In the fall of 2014, I started wondering what a basketball league for students with disabilities would look like. This turned out to be a wonderful decision. It was great to see the student partners work with the students with disabilities. These students were patient and genuinely cared. I contacted the Special Olympics and the Department Head of Special Education at Turner Ashby High School. Daniel Leake, from Special Olympics, felt that we should make the league a Unified Basketball League, so that we could also involve general education students as partners to help the game move along.

The next thing I did was pitch the idea to the athletic directors. They were on board so we held a meeting with Tom Dolan of the VHSL, RCPS personnel, Scott Bojanich, Scott Hand, the athletic directors from all four high schools, Daniel Leake of Special Olympics, and Gary Leake Commissioner of the Shenandoah Basketball Officials Association. All were supportive. Scott Hand took the proposal to the School Board who unanimously approved the program.

This whole initiative couldn't have taken place without all of the support. The League was a great success. The students involved became a part of the spirit of their school, and the community became a part of that spirit, too. I really don't think that I have ever seen anything bring communities together more than this league. When we started the Unified Basketball League, I had expectations for the program, but what took place surpassed anything that I ever would have imagined. The night of the first game, we knew we had stumbled upon something special. Our Special Education Department Head, Gina Troyer, called me around 10:30 p.m. that night, still in the TAHS parking lot. She said she couldn't go home, because she was part of the best thing she had ever been involved in since getting into education, and she was still excited about it. Over the next five weeks, everyone who attended the games shared the same sense of excitement.

In a time when we see so much negativity in the world of athletics, the league put things in proper perspective. This was honest, uncorrupted sports in the purest form.

Each participating high school had multiple stories of how lives were changed as a result of their involvement in the League. One in particular was brought to my attention by a special education teacher of one of the players. This student is autistic and has other disabilities. His teacher told me that he has been in her class

for five years and has never spoken a word. After playing in the unified basketball league, the young man started speaking and answering questions in class. She said without his participation in the League, this would have never taken place.

Another story came to me from the parent of an autistic child. The parent had been a high school athlete and had played at the college level, too. She said she didn't have a lot of hope for her child to play for her alma mater. This parent wrote about how sad they were when they found out their child was autistic. She brought her young child to one of games and was impressed with the total atmosphere that night. She was so excited to know that activities such as the Valley Unified Basketball League would be available to her child when he is old enough to play. These are just a couple of stories that came to me; there have been many more. People from other areas have reached out to us, as well.

I have discovered that the League has become a haven for friendly competition. The element of winning and losing is still present but is out-weighed by the effort to see and help others succeed. We don't keep any individual statistics. We only stress the importance of team and how achievement is met through the team.

When I coached, we had a plastic star that hung over the threshold of our locker room door. All of our players had to touch it when they exited the locker room. The significance of the star was simple. I told the players that there are 5 points to the star, just as there are 5 players on the floor at a time. Each point of the star is just as important as the other, as it is on the basketball court. Without one point, you don't have a star, and the only way to have a star is for all 5 players to play their role. This same concept is what we wanted to have in the Unified Basketball League.

That happened. Everyone that made this league possible is a star. Of course, the students with disabilities were one point. The partners, the second point, played a huge part in the way they helped others succeed. The coaches were the third point; they taught the kids not only how to play the game, but also how to be a part of a team. The officials were the fourth point. They officiated the games based on the level of the play. Finally, the fifth point of the star involved the administration for supporting this initiative.

The result was a melting pot for Rockingham County where four rival schools collaborated on something bigger than each school. A genuine respect for each other developed. Parents were happy, regardless of the outcome, and competition was fun.

Since the end of the season, we have met to discuss how we want to make the league better. We all agreed that there is little to tweak. When the season was over, the students and members of the community told me that they didn't want the season to end. I feel like that is proof within itself how well things went.

I have had numerous inquiries from other school systems from around the state that would like to start a Unified Basketball League of their own. I also have been contacted by the Arc of the

U.S. for interest in possibly doing a documentary of the league. In the end, our Unified Basketball teams were treated like all of our county sports teams. They were part of the Fall Sports Banquet, and all received a school letter and recognition. This was a special night for everyone. The Valley Unified Basketball League has been the most fulfilling activity that I have been involved with in the 33+ years I have been in education.

Sports Trivia Contest

sponsored by:



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

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

Questions

1. In darts, how high off the floor must the bullseye measure?
2. The nickname "Georgia Peach" was given to which famous baseball player?
3. In which Olympic sport is the wearing of a beard prohibited?
4. What is the height of the center of a tennis net in feet?
5. Who ran the first sub-four-minute mile?
6. In 2014, who set the record for the fastest serve by a female tennis player?
7. The Thrilla in Manilla was the final match between which two boxers?
8. Which notable female runner tripped during the 3000 meter run in the 1994 Olympic Games?

Answers appear on page 20.

Stay Connected with the VIAAA!

Check out the website: www.viaaa.org

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Kempers Korner

VISAA Vision Statement:

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

VISAA Mission Statement:

We provide accredited member schools the resources and competitive environment that creates a foundation through educational based athletics for excellence based on integrity, sportsmanship and leadership.

The VISAA continues to work on its word for 2015 building "relationships". That has been accomplished by working with the VHSL and VIAAA to help foster positive relationships where public and private schools can continued to work on developing educational based athletic programs that foster the best environments for competition.

We continue to work with the VHSL to 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. We continue to explore ways to make this relationship better and more meaningful.

Professional development continues to be a primary focus of the VISAA. The Association will have two more Positive Coaching Alliance workshops one in January and one in February for coaches and potential team leaders on "Developing Leaders", (Coaches workshop), and "Developing the Triple- Impact Competitor" (for team leaders). There is also a push to get more of our athletic administrators certified in 2015-2016.

Since the fall we have been hard at work in developing a new Strategic Plan for 2016-2020. A meeting in November developed the framework for bullets under the three areas of concern; programs, finance, and organization. In January the rest of the work on developing the plan will be conducted. The Plan will be discussed in region meetings in April and approved at the May Executive Committee meeting. Implementation will start on July 1, 2016.

On a personal note I want to thank the VIAAA membership for their support of me at the national conference in December where I received the Thomas E. Frederick Award for Excellence. It was a humbling experience for me and I accepted the award in behave of all the outstanding athletic administrators who's friendship and mentoring have mean so much to me. "THANK YOU".

Liability of Schools, Athletics Personnel for Encouraging Use of Illegal Techniques

Lee Green, J.D.

The Legal Issue

Recent incidents involving allegations that schools and coaches have permitted or actively encouraged student-athletes to engage in excessively violent play, to use techniques banned by the rules of a sport, or to take actions tantamount to criminal assault or battery have brought renewed attention to the legal duties of athletics personnel to exercise reasonable care to protect the safety and well-being of all of the constituents associated with school athletics events, including student-athletes, officials, spectators and other third parties.

Victims injured in such incidents have filed civil lawsuits for money damages either for the intentional torts of assault and battery or for the tort of negligence, typically naming as defendants school districts, superintendents, principals, athletic directors, coaches and other individuals in the hierarchy of potential vicarious liability for the victim's injuries. Often paralleling such civil suits are criminal prosecutions against the direct perpetrators of "bad acts" committed during a sports contest that clearly fall outside the normal parameters of the game and which rise to the level of unlawful assault and battery.

A Recent Incident

On September 4, 2015, two football players for John Jay High School, a science and engineering magnet academy in the Northside Independent School District in San Antonio, Texas, attacked umpire Robert Watts during the final moments of a road game at Marble Falls High School. Strong safety Victor Rojas was the first to assault the official, blindsiding him from behind as the referee watched a play, knocking him face-first onto the ground. Defensive back Michael Moreno then dove on top of the official, helmet-spearing him in the back. The players later admitted that they had targeted the referee, claiming that they were instructed to do so by a John Jay assistant football coach, Mack Breed.

Video of the incident circulated widely on the Internet, with one recording captured by a spectator on his smartphone garnering more than 11 million views on YouTube, sparking a national conversation about sports ethics and the supervisory obligations of coaches regarding excessively violent play and the use of explicitly illegal techniques.

In a September 18 interview with the two players conducted by George Stephanopoulos on the ABC show *Good Morning America*, Rojas stated, "I can't explain it. I was just doing what I was told" and Moreno said that the assistant coach (Breed) had told him, "You need to hit the ref. He needs to pay the price." Stephanopoulos then asked, "Your coach told you to attack the official?" Moreno answered, "Yes. That's correct. The coach pulled me and another player aside and told us you need to hit the ref.

He needs to pay the price. I was just doing what I was told."

As the interview continued, both players expressed their remorse and their desire to apologize to the referee. Both also claimed, while looking nervously back and forth between one another and speaking furtively to Stephanopoulos, that the official had made racist comments to teammates earlier in the game. It was unclear whether they had directly heard the alleged inappropriate comments or whether the claims were hearsay communicated to them after their attack on the official by either the coach (Breed) or by other players on the John Jay team.

During a September 24 meeting in Austin, Texas of the University Interscholastic League's State Executive Committee, convened to hear testimony regarding the incident, representatives of the Texas Association of Sports Officials presented an analysis of the game film and the results of an extensive investigation into the allegations that Robert Watts had made racial slurs. Based on interviews with players on both teams, coaches on both teams, the other game officials, other individuals who were on the sideline during the contest, and fans in attendance at the game, the TASO officials stated that there was no evidence that Watts had made any statements at any time during the game referencing the race or ethnicity of any of the players.

NISD Superintendent Brian Woods, District Athletic Director Stan Laing, John Jay Principal Robert Harris and head football coach Gary Gutierrez all testified at the UIL hearing, addressing the events that transpired during the game and the overall team culture at the school. Laing stated, "This whole incident has lack of self-control written all over it, so that's where we're going to start." Gutierrez acknowledged that two Jay players had been ejected earlier in the game, the first in the third quarter for throwing a punch and the second in the fourth quarter immediately before the assault on the official, but stated "this is not reflective of our team or our program." Harris testified that the assistant coach (Mack Breed) had admitted to ordering the hit, saying "I later met with Coach Breed at John Jay High School. He wanted to take full responsibility for his actions."

On the same day as the UIL hearing, Breed resigned from his coaching position, but then recanted his admission that he told the players to attack the referee, stating "I only made my earlier statement to try and save the boys from being kicked off the team. I wanted more time to teach them the discipline and character they need."

The two players were expelled from the football team, suspended from school, reassigned to an alternative high school, and following an NISD disciplinary hearing were informed they will be allowed to return to John Jay for the spring semester. On October 15, the UIL announced its sanctions, suspending the players from all 2015-16 UIL activities and requiring a hearing for any request of future reinstatement. Mack Breed was suspended from coaching any UIL sports for the remainder of the 2015-16 school year, was issued a public reprimand, and received two years of probation.

Gary Gutierrez was issued a public reprimand and two years of probation. Police in Marble Falls, where the game was played, are continuing a criminal investigation into the matter and as of October 21, no decision had yet been made whether to charge Rojas and Moreno with assault, battery or violation of the Texas state law criminalizing assault against sports officials.

Civil Liability Court Cases

There have been numerous civil lawsuits over the years involving allegations that coaches have actively encouraged excessively violent play or affirmative misconduct by players, the cases typically asserting vicarious liability for school districts, athletic directors or head coaches for the actions of subordinate athletics personnel. The following are two such cases, each illustrating important standards of practice for school athletics programs and administrators.

In *Molina v. Christensen and Wichita State University*, a 2001 decision by the Court of Appeals of Kansas and a landmark case at the college level with repercussions for scholastic sports, Anthony Molina was severely injured when struck in the eye by a pitch intentionally thrown at him prior to an April 23, 1999 baseball game between WSU and the University of Evansville at Rusty Eck Stadium in Wichita. WSU pitcher Ben Christensen, widely regarded at the time as the best pitcher in college baseball and who would finish his college career 21-1, was on the pitcher's mound warming up. Molina was standing outside the Evansville dugout stretching when Christensen intentionally threw a pitch at Molina's head, shattering his eye socket and ending his playing career. Christensen maintained that his actions were motivated by instructions given to him consistently throughout his time at WSU by head coach Gene Stephenson and pitching coach Brent Kemnitz that pitchers were to always throw at any opposing players who appeared to be timing pitches and that it looked to Christensen at the time of the incident as though Molina was timing Christensen's warmup pitches.

Christensen and Kemnitz were suspended for the remainder of the 1999 season. Molina's suit against Christensen was settled for a reported \$400,000 after Christensen was chosen with the 26th pick in the draft by the Chicago Cubs and received a \$1.06 million signing bonus from the team. In the part of the suit against WSU and its coaches for encouraging the use of a clearly dangerous and explicitly illegal (per the rules of the game) technique, although the court ruled in favor of the defendants based on procedural technicalities, the written decision stated that "there is no doubt that the injury to the plaintiff was deliberate and unjustifiable" and the ruling made it clear that an educational institution would incur vicarious liability for the actions of coaches whose promotion of excessive violence or illegal techniques was considered to be gross negligence involving willful or wanton conduct.

In *Brokaw v. McSorley and Winfield-Mount Union Community School District*, a 2010 decision by the Supreme Court of Iowa, Brokaw was a player for Iowa Mennonite High School who was viciously and intentionally elbowed away from the game action by McSorley, a player for WMU High School, an act resulting in the offending

player receiving a technical foul and ejection from the game. The state high court upheld a trial court award to Brokaw of \$23,000 against McSorley for committing the intentional tort of battery, but ruled in favor of WMU's coaches regarding Brokaw's \$1.5 million request for damages against them for having allegedly encouraged WMU's players to go beyond the limits of competitive play and to engage in excessively violent play. The court found no evidence that the WMU coaches had in any way encouraged intentional or willful disregard of the rules of basketball or that they had used the type of overly-emotive language often found in cases where liability is assigned to coaches for making statements such as "we need to take out a certain player" or that "we're going to go out there and kill them" or similar communications to players affirmatively promoting the use of techniques expressly illegal in the rules of the sport. The court's ruling made it clear, however, that if the evidence had indicated that the coaches had encouraged or promoted excessively violent play or the use of techniques banned under the rules of the sport, the district and district personnel would have been found vicariously liable for Brokaw's injuries. The court also acknowledged the "contact sports exception," a principle that there is no liability to an injured athlete or other individual (official, coach, fans) for merely accidental conduct during a contest and that liability arises only from intentional, willful or wanton conduct resulting in harm to the victim.

Recommendations

School and athletics administrators must take affirmative steps to communicate to all coaches the imperative of avoiding any form of explicit or implied encouragement to student-athletes to engage in excessively violent play or to use techniques that are expressly prohibited by the rules of a sport. Courts have made it clear through multiple rulings that the "contact sports exception" will shield individuals against liability in situations where athletes are merely engaged in aggressive play within the rules of the game; it is only when athletes are specifically encouraged to intentionally and willfully inflict harm outside the normal parameters of the competition that co-participants and coaches will be found legally responsible for injuries.

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More Stuff...

Men can read smaller print than women can; women can hear better.

Coca-Cola was originally green.

It is impossible to lick your elbow.

The State with the highest percentage of people who walk to work: Alaska.

VIAAA Administrators Professional Development

NIAAA Leadership Training Spring Seminar Registration Form

Date of Seminar – Tuesday, March 8, 2016

Site of Institute – Doubletree Hotel Midlothian – 1021 Koger Center Blvd. - Richmond, Virginia

Registration deadline is – **February 26, 2016**. Late registrations will be accepted but there will be an additional fee. Manuals will be shipped after the course for all late registrations.

Name _____ School _____

Home Address _____ School Address _____

City/County _____ City/County _____

State _____ Zip _____ Home Phone _____ Work Phone _____

Email address _____ or _____

Certification (Circle) RAA CAA CMAA

Please place an X on the line in front of the course you wish to take.

March 8, 2016

Time 8:00am -12:00pm

____ LTC 504 – Legal Issues in Athletic Administration I: Risk Management

____ LTC 608 – Management Strategies & Organization Techniques

____ LTC 705 – Character and Coaching: Coach-Centered Educational Athletics

Time 1:00-5:00pm

____ LTC 506 – Legal Issues in Athletic Administration II: Title IX & Sexual Harassment

____ LTC 613 – Technology II: Advanced Computer Application Skills (Bring Laptop w/at least Windows 2003)

____ LTC 710A – Current Issues in American Sports (3 Topics of Contemporary Issues will be presented)

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

1 class - \$100.00

2 classes - \$190.00

Late Registration Fee of \$25.00 per course.

Registration forms should be mailed to:

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

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

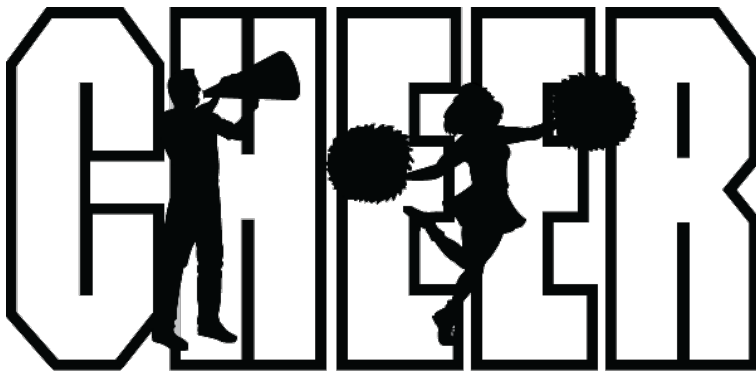
For information, call Kevin G. Adams at 804-640-3242(Cell) or email him at kgadams1@henrico.k12.va.us.

Cheerleading and The Law

Lee Green, J.D.

The History of Cheerleading

In the decades following the first intercollegiate football game, the 1869 contest between Princeton and Rutgers University, all-male pep clubs were formed to support the emerging sport at colleges throughout the Northeast. In 1884, a graduate of Princeton, Thomas Peebles, took his alma mater's cheers to the University of Minnesota where a squad of male "Cheer Leaders" led the crowd at football games in chants to support the Gophers. In 1898, one of those squad members, Johnny Campbell, used a megaphone to incite fans to rally the team to victory with what is acknowledged as the first scripted cheer, "Rah, Rah, Rah! Ski-U-Mah! Hoo-Rah! Hoo-Rah! Varsity! Varsity! Minn-e-so-tah!"



Although women began to join collegiate cheer squads in the 1920s, it wasn't until the '40s during World War II when most college-aged men were away serving in the military that the gender makeup of university cheer squads shifted to primarily female. In the years immediately following WWII, cheer began to filter down to the high school and middle school levels and staples of the activity such as pom poms, spirit sticks, flashcards, flips, pyramids and stunt runs began to be widely used, with female participation numbers at the interscholastic level increasing significantly during the last half of the 20th century.*

According to a 2009 study conducted by the NFHS, 394,694 high school girls participated in "sideline" cheer at the 18,922 NFHS-member schools offering the activity and per the NFHS 2014-15 Annual High School Sports Participation Survey, 125,763 girls participated in the sport of "competitive" cheer at the 5,358 schools offering such programs.

The growth over the years in cheerleading participation numbers has been accompanied by a parallel growth in litigation involving a variety of categories of sports law issues, including liability for injuries to cheerleaders, the constitutional rights of cheerleaders when they are sanctioned for alleged violations of program codes of conduct, the criteria for counting cheerleaders as athletes for purposes of Title IX compliance, liability for hazing in cheer programs, the accommodations legally mandated for cheerleaders with disabilities, and liability for sexual harassment of cheerleaders. Only through an understanding of the legal

standards governing such issues can school administrators and athletics personnel take the proactive steps necessary to fulfill their obligations to the hundreds of thousands of students participating in the activity of sideline cheer and the sport of competitive cheer.

Liability for Cheerleader Injuries

In an extensive series of rulings over the years, courts have consistently held that the same duties imposed on schools and athletics programs with regard to safeguarding the health and well-being of student-athletes are also owed to cheerleaders, including the duties of planning, supervision, selection and training of coaches, proper technique instruction, warnings regarding the risks of participation, safe playing environment, protective athletic equipment, emergency medical response plans, immediate medical assistance, proper return to action protocols, and safe transportation. Fulfilling these duties to cheerleaders is an exceptionally important safety mandate for schools - studies published by the National Center for Catastrophic Sports Injury Research (April 2015) and the Journal of Pediatrics (October 2013) indicate that cheerleading is the second most dangerous sport in terms of the risk of catastrophic injuries, with only football ranking higher.

In *Verhel v. Independent School District No. 709* (1984), the Minnesota Supreme Court upheld a \$214,200 jury award to a cheerleader severely injured in a 5 a.m. auto accident in a van driven by a fellow cheerleader while the squad was "bannering" the homes of football players, concluding that school personnel had failed to exercise reasonable care to satisfy the duties of planning, supervision, training the cheer sponsor, and providing safe transportation.

In *Rollins v. School District No. 1 and Fergus High School* (2000), the Montana Supreme Court denied relief to a cheerleader who sustained a serious back injury in a fall from a pyramid while attending an independent summer cheer camp, but made clear in its ruling that schools and athletics personnel are liable for failure to supervise, provide proper technique instruction, communicate warnings, and to ensure proper immediate medical response at summer camps attended by cheerleaders at the direction of or under the sponsorship of high schools.

In *Schultz v. Foster-Glocester Regional School District* (2000), the Rhode Island Supreme Court reversed a lower court summary judgment for the defendants and held that the school and its cheer sponsor had potential liability for failure to supervise, provide proper technique instruction, provide a safe playing environment, and provide reasonable medical assistance to a cheerleader severely injured at practice when she fell onto a hardwood floor during a botched "basket toss" stunt. The district settled the case after it was remanded to the lower court for a full trial.

In *Sharon v. City of Newton* (2002), the Supreme Judicial Court of Massachusetts upheld a lower court grant of summary judgment to the defendant city, school, and athletics personnel, concluding that the waiver of liability signed by a cheerleader injured in a fall

from a pyramid was valid and enforceable because it was sport-specific, included a thorough set of warnings regarding all of the risks of participating in cheer, and had been thoroughly explained to the cheerleader and her parents before it was signed.

In *Noffke v. Bakke* (2008), the Wisconsin Supreme Court ruled against a cheerleader who sued a fellow squad member whose alleged negligence as a spotter caused the plaintiff to suffer serious injuries in a fall onto a hardwood floor. The court held that the “contact sports exception,” a legal standard shielding a participant in a contact sport from liability for ordinary negligence causing injury to another participant, applies to cheerleading – essentially a ruling that because of the high level of danger involved in many of its stunts, cheerleading is to be considered the equivalent of a contact sport.

In *Lail v. Cleveland County Board of Education* (2007), the North Carolina Court of Appeals declined to apply the state’s governmental immunity law, a type of statute enacted to shield public entities and public employees against lawsuits, to limit the liability of a school and cheerleading coach for a fractured skull sustained by a cheerleader during an inadequately supervised practice. The decision is consistent with a nationwide trend in rulings in recent years eroding the application of statutory immunity to limit the liability of coaches and athletics personnel for injuries to students in their charge.

And in a suit filed in May 2015 and yet to be resolved, *Schoerke v. New Trier Township School District*, a cheerleader who sustained a concussion in a fall during a “flying stunt” is suing her Illinois district, school and three athletics personnel for allegedly ignoring recommended return-to-play protocols for head injuries, illustrating the importance of complying with both state concussion management laws and state association policies, along with providing education for all athletics personnel regarding the mandates of the applicable law and policy.

Title IX & Cheerleading

Regardless of the designation of a cheer squad as an “activity” or as a “sport” by its school, district, state association or national governing body, its classification for Title IX purposes depends entirely on whether the squad satisfies the criteria set forth in the September 17, 2008 U.S. Office for Civil Rights Dear Colleague Letter titled *Athletic Activities Counted for Title IX Compliance*, a policy guidance setting forth an extensive set of factors to be used in evaluating whether a school activity constitutes a sport. The DCL is available [HERE](#).

To date, the OCR has not ruled that any cheer program, college or high school, sideline or competitive, sufficiently satisfies the criteria in the DCL for cheerleaders to be counted for purposes of the “substantial proportionality” component of Title IX’s “three-prong test,” a methodology for evaluating whether a school is providing adequate sports participation opportunities for the girls enrolled at the institution. In *Biediger v. Quinnipiac University* (2012), the landmark Title IX case in which a federal court held that even competitive cheer does not yet satisfy the criteria from the

2008 OCR DCL, the judge wrote, “in reaching my conclusion, I do not mean to belittle competitive cheer as an athletic endeavor. Competitive cheerleading is a difficult, physical task that requires strength, agility, and grace. I have little doubt that at some point in the near future ... competitive cheer will be acknowledged as a bona fide sporting activity by academic institutions, the public, and the law.”

The key for schools or state associations wishing to count competitive cheer teams as a sport is to continue to shape cheer programs to better comply with all of the factors set forth in the 2008 DCL and to petition the OCR to recognize programs as in compliance. Although it appears unlikely that the OCR or federal courts will ever find that a sideline cheer squad satisfies the 2008 DCL criteria, the acknowledgment by the OCR of even one high school competitive cheer squad as fulfilling the criteria and therefore constituting a sport for Title IX purposes would provide a blueprint for compliance by other schools.

Constitutional Rights of Cheerleaders

In *Kowalski v. Berkeley County Schools* (2011), a cheerleader who was suspended from school and the cheer squad for lewd and vulgar postings on social media used to bully another member of her team filed a free speech challenge to the school’s sanctions against her, arguing that she made the postings at home and that the school’s authority to limit student speech did not extend off school property. Although acknowledging that off-campus social media postings are beyond the reach of school authority unless they create a substantial disruption on campus, a U.S. Court of Appeals ruled in favor of the school by holding that the extreme level of bullying in the cheerleader’s posts were presumptively a substantial disruption of the work and environment of the school. Schools typically lose student free speech challenges when the speech occurs off-campus unless the institution can document that the off-campus speech resulted in a substantial disruption back on campus and the trend in judicial rulings seems to be that bullying or threats presumptively constitute such a substantial disruption.

In *Matthews v. Kountze ISD* (2014), a Texas Court of Appeals upheld a lower court ruling that banners bearing Bible verses displayed by cheerleaders at Kountze High School football games did not constitute a school-sponsored message and, as such, were not a violation of the First Amendment’s Establishment Clause, the constitutional provision creating the so-called “wall of separation” between church and state. The Texas Supreme Court has agreed to hear the appeal of the ruling and oral arguments will take place in the fall of 2015.

In *James v. Tallassee High School* (1995), a U.S. District Court in Alabama ruled against a cheerleader dissatisfied with being chosen captain of her squad during football season, but not for basketball season, and who had sued claiming that her constitutional rights had been infringed and that she had been denied adequate due process by the cheer coach and school. The court held that, consistent with a long line of case precedents, participation in school extracurricular activities and sports is a

privilege, not a constitutionally-protected right.

Hazing in Cheer Programs

The importance of schools developing, implementing, and consistently enforcing anti-hazing policies was illustrated in *Harris County v. Garner, et al* (2008), a criminal case, in which seven high school cheerleaders were charged as adults with violating the Texas hazing law for an initiation ritual in which they pushed new members of their cheer squad, bound and blindfolded, into a swimming pool. The seven received a year of pre-trial diversion, with conditions similar to probation and following successful completion of which their criminal records were expunged.

In *Bagai v. San Marcos USD* (2006), a settlement was reached in a civil claim in a case involving freshmen cheerleaders who were hazed during a summer cheer camp held on a college campus through a variety of humiliation rituals, including being walked across campus wearing dog collars and leashes by the varsity members of the team.

Sexual Harassment & Cheerleading

In *Doe v. Forest Hills School District* (2015), a \$600,000 settlement was reached in a civil lawsuit involving a cheerleader who was sexually assaulted on school premises by a star basketball player. The complaint asserted that after school administrators were notified of the assault, they discouraged the student and her parents from reporting the incident to police and that the school's delayed investigation of the situation was biased towards keeping its star player on the court and that in the interim, the player committed a second sexual assault against another girl at the school. In a preliminary ruling in the case, a Michigan federal judge found that the district had violated Title IX by failing to train its personnel on how to appropriately respond to a report of sexual assault and by failing to provide training for the district's federally-mandated Title IX Coordinator regarding how to handle sexual assault allegations and investigations.

The obligations of schools to address sexual violence and other forms of sex discrimination is set forth in detail in an April 29, 2014 Policy Guidance issued by the U.S. Department of Education's Office for Civil Rights titled *Questions and Answers on Title IX and Sexual Violence*, click [HERE](#).

** The information regarding the history of cheer is from Doris Valliant's 2002 book The History of Cheerleading, published by Mason Crest (ISBN 978-1590845349).*

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More Stuff...

The percentage of Africa that is wilderness: 28%
(now get this...)

The percentage of North America that is wilderness: 38%.

Staying One Step Ahead With Security and Safety

Rickie Vencill Athletic Director Richlands High School

Security and Safety are always on my mind when I think of athletic and academic events at our high school. I always send a copy of all of the sports schedules to the local police department and rescue squad. I also send copies to all central office personal and administrators. By keeping people informed of our athletic and academic events I will have more people at the events that can help with emergencies and other situations. The key is to keep people informed.

At the beginning of each season, I send an emergency plan to each head coach and ask them to update it and send a copy back to me. All coaches have a medical bag with them at all times. In the medical bag they keep a copy of their emergency plan and a copy of a medical release form for every player. We also have parent meetings at the beginning of each season so that we can get all the contact information for each student athlete in case of an emergency. I also meet with the head of our rescue squad at the beginning of each season. They come to has many games as they can and they always know when we are having events.



Our school resource officer is the best asset I have in game security. He is always at our games and he can be reached twenty four hours a day if we need him for any reason. I usually have at least two police officers at each basketball game and at least four police officers at football games. At our other athletic events the police officers that are on duty come in out and during the games to monitor. The

presence of a police officer at events helps to keep the crowd under control. I can call the police dispatcher at any time and have an officer at our gyms or fields in a matter of minutes. I also invite teachers to attend as many events as they can. The presence of teachers at events helps to keep the students under control. Our county has a policy that all county employees are admitted free to athletic events and this has been a big help in getting teachers to attend events.

In closing, I would say that the more staff and administrators you can get to attend your events the less likely you are to have trouble with students at the game. Having a resource officer and other officers at your events will cut down on the problems that you have with fans. You also can never have too many medical personal at a school event. You never know when an emergency or crisis will occur and all you can do is try to be prepared to handle whatever comes up.



NIAAA Notes

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

The N.I.A.A.A has reached the milestone of 10,000 members and is still growing. Be a part of this fine organization and join today.

The cost to join both the VIAAA and the NIAAA (dual membership) is \$115 per year. Virginia membership grew 8% in 2015 to 325 members.

Career Awards- NIAAA career awards are recognized in 5 year increments. If you are eligible for an award- please contact Dave Nelson by email at ednelson10@cox.net or by mail at:

Dave Nelson, C.M.A.A.

NIAAA Liaison

224 Cedar Road

Poquoson, VA. 23662-2112

Career Awards are presented at the VIAAA State Conference each year.

A number of new programs are being added or will be started including:

Athletes for a Better World

NCS4 Best Practices Guide

Professional Development:

2016 Webinar Schedule

2016 New Courses/Course Renew

Recognition of State Instructors

Jim Teff Achievement Award Nominations

Electronic Course Evaluations/Certificates

On-line CAA exam – January 1, 2017

The LTI Webinar Schedule is as follows:

Spring, 2016: 501, 502, 504, 506, 508, 625, 701 & 799.

Summer, 2016: 501, 502, 611, 626, 630, and 700.

Fall, 2016: 501, 502, 504, 506, 511, 631, 705, and 715.

The Course Review Schedule for 2016

February, 2016: 501, 502, 611 & 707

June, 2016: 615

July, 2016: 616, 617 & 714

If you are interested in getting involved on the national level, please check out the NIAAA [web site](#) to review available opportunities.

I am very proud to announce one of our members has taken a giant step to get involved:

Past President Scott Morris, CAA has been nominated by Section 2 to run for an At-Large position on the NIAAA Board of Directors. There will be an opportunity to support Scott at the National Conference in Nashville in December, 2016. Good Luck Scott!!!

And leaving the NIAAA Board of Directors is our Executive Director- Bruce Bowen, CMAA. Bruce served as the NEDC representative. Thank you Bruce for your service!

Virginia continues to nominate members for national awards:

Kovaleski Professional Development Award:

Melody Modell, CMAA

NIAAA Distinguish Service Award:

Dave Rhodes, CMAA

NFHS Citation:

Tom Dolan, CAA, VHSL

NIAAA State Award of Merit:

Kevin Adams, CAA

NIAAA Hall of Fame 2016:

Dr. Carol Chory, CMAA

Also remember to nominate your male and female athletes for NIAAA Scholarships due to Steve Heon by February 1, 2016.

Again Congratulations to:

Dick Kemper, CMAA:

Thomas E. Fredrick Award of Excellence

David Morgan, CMAA:

NIAAA Hall of Fame

E. David Nelson, CMAA:

NIAAA Hall of Fame

Future NIAAA Conferences:

Dec. 9-13, 2016

Nashville, Tennessee

Opryland Hotel - \$175.00 plus tax

Dec. 8-12, 2017

Phoenix, Arizona

Convention Center Hyatt/Sheraton Hotels- \$150.00 + tax

Dec. 14-18, 2018

San Antonio, Texas

Marriott Hotel/Conference Center

Dec. 14-18, 2019

National Harbor, Maryland

Dec. 12-16, 2020

Tampa, Florida

Marriott Waterside Convention/Center

December 2021

Marriott World Center Orlando, Florida

Please feel free to contact me with any comments or questions at ednelson@cox.net.

More Stuff...

The cost of raising a medium-size dog to the age of eleven: \$16,400.

The average number of people airborne over the U.S. in any given hour: 61,000.

News from the VHSL



Ken Tilley
VHSL Executive Director

Besides continuing efforts to refine the alignment process and give closer attention to the League's budget and financial position, one of the organization's primary goals this year as approved by the Executive Committee is to conduct a comprehensive review of playoff and event formats to encompass bids, sites, rotation, brackets, scheduling contingencies and postponement policies, considerations to maximize revenue and minimize expense, and ensure the existence of emergency action plans.

Each year the League determines over 150 state champions in 27 sports and 12 academic activities. All contracts for state playoffs expire this year, and plans call for awarding new contracts beginning with the 2016-17 school year. Findings and specific site recommendations will be presented to the VHSL Executive Committee in order to make appropriate decisions no later than this spring.

League staff began the playoff review process by focusing discussion on the subject at our annual staff retreat in August. In addition, the website – with relevant playoff information including hosting of state events and submitting a bid for consideration – was updated. Two key documents on the website are:

- (1) VHSL State Tournament Site Requirements and Bid Process that presents comprehensive information and detailed criteria by sport; and
- (2) RFP (Request for Proposals) which lists timelines for submitting bids and general information such as dates for events and attendance history, costs and other stipulations, and evaluation criteria.

Link [HERE](#) to access the latest information, but understand that further revisions are anticipated. This document is a work in progress.

A general breakout session on State Events was held at the October membership meeting, and VHSL Assistant Director Tom Dolan presented a PowerPoint and led discussion on the topic. The PowerPoint is also on the VHSL website at the same link as above. The membership was encouraged to discuss the issue during the breakout session as well as at region meetings and to provide input and suggestions on the playoff process.

The PowerPoint incorporated initial staff recommendations on a sport-by-sport/activity-by-activity basis. For example, the concept of a Spring Jubilee combining virtually all spring sports in an Olympic Festival format at "localized" venues or areas to create an exciting atmosphere for all participants while minimizing costs and enhancing media coverage seems to be a popular option that

should be maintained. In another illustration, when looking at prospective Golf facilities, those that are willing to host and that meet necessary requirements could be part of a rotation process based on a classification's geography. Swim and Dive would seek to identify two event sites with a rotation among three facilities to balance travel geographically. The new Film Festival, for example, was extremely successful at VCU and would likely remain there or compete with a similar facility that has some connection to film. Likewise, the State Scholastic Bowl has enjoyed a tremendously successful run at the College of William & Mary, with a pool of experienced judges who provide their services voluntarily. Readers are encouraged to review the entire PowerPoint to get more extensive insight into recommendations regarding each of the League's programs.

As far back as May of 2007, the Executive Committee approved a strategic plan that included a goal "to enhance district, region and state events, venues and experiences for all participants." As part of this initiative, staff was directed to investigate and implement options that would create a positive, "big-time," special atmosphere for VHSL events. That principle has been a fundamental objective ever since.

Because hundreds of teams and tens of thousands of spectators travel to towns and cities across the Commonwealth to attend League events, staff hosted a VHSL State Championship Site/Venue Open House in early December to familiarize community leaders and facilities managers with opportunities they should be aware of relative to the playoff process. More than 40 individuals attended this event, and all seemed extremely pleased to be involved.

Members of chambers of commerce; of local convention and visitors bureaus; of sports commissions and tourism groups; of school divisions and universities; of civic arenas and facilities; and of recreation departments were among more than 40 individuals who came to the open house. Virtually all areas of the state were present, including leaders from Abingdon, Charlottesville, Chesapeake, Christiansburg, Colonial Heights, Fairfax, Hampton, Harrisonburg, Loudoun County, Lynchburg, Newport News, Norfolk, Prince William County/Manassas, Richmond, Roanoke, Salem, Virginia Beach and Williamsburg.

Most admitted that they were not aware of the scope of the League's playoff programs and that they would likely become more active in terms of giving consideration where appropriate to submitting bids and to promoting more aggressively any events in their areas to ensure strong attendance, secure local civic/corporate support, maximize revenue and minimize costs, and simply make the entire playoff experience more pleasant and memorable for all who attend.

Revenue from postseason playoffs – from district, to region, to state – can be the lifeblood of the VHSL at those respective levels. From the standpoint of the League's overall budget, playoff income accounts for more than 40% of annual revenue.

By working together to foster an improved playoff process, we can strengthen the League's financial health from the grassroots up to the statewide organization.

We encourage discussion of this topic within the VIAAA, your region and your district. Feedback and questions can be directed to League staff or to your Executive Committee representative. This is just the beginning of a long-term initiative. It will no doubt continue to be addressed at VHSL meetings, and it should be a major item for further review as part of the League's next strategic planning efforts.

One significant factor in enhancing playoffs is to build relationships and a greater level of understanding and trust with community leaders and facilities staffs, and we are already seeing the results of that effort based upon ongoing contact with many who attended the December open house. We look forward to joining with VIAAA members to keep playoff events moving in the right direction.

Valuable Information

'A SHOT OF WHISKEY'

In the old west a .45 cartridge for a six-gun cost 12 cents, so did a glass of whiskey. If a cowhand was low on cash he would often give the bartender a cartridge in exchange for a drink. This became known as a "shot" of whiskey.

THE WHOLE NINE YARDS

American fighter planes in WW2 had machine guns that were fed by a belt of cartridges. The average plane held belts that were 27 feet (9 yards) long. If the pilot used up all his ammo he was said to have given it the whole nine yards.

BUYING THE FARM

This is synonymous with dying. During WWI soldiers were given life insurance policies worth \$5,000. This was about the price of an average farm so if you died you "bought the farm" for your survivors.

IRON CLAD CONTRACT

This came about from the ironclad ships of the Civil War. It meant something so strong it could not be broken.

SHIP STATE ROOMS

Traveling by steamboat was considered the height of comfort. Passenger cabins on the boats were not numbered. Instead they were named after states. To this day cabins on ships are called staterooms.

SLEEP TIGHT

Early beds were made with a wooden frame. Ropes were tied across the frame in a criss-cross pattern. A straw mattress was then put on top of the ropes. Over time the ropes stretched, causing the bed to sag. The owner would then tighten the ropes to get a better night's sleep.

A Great Reason to Be Involved in Sports

Charlie Williams, CAA

Director of Athletics, Timberlake Christian Schools

What's your reason for being involved in sports? I have been involved in sports through coaching and being an athletic director for over 33 years. As I look back over this time I believe I now appreciate some aspects about involvement in sports that hadn't occurred to me in my early days. There have always been many satisfying reasons that make me glad for the career I have chosen, but the most outstanding part of being involved in sports has been the people I've met and the relationships I've built through sports. I know we generally think of the competition and the values of character training and teamwork in sports as the reasons for our working with young people—and they surely are extremely important. Leading an athletic program has been a wonderful experience. But, along with these things, when I retire from working in sports, I will miss most of all the people and relationships I've developed through the years.

What a thrill it is to be out about in town and have former players, some from many years past, come up and speak to me. Most of the time we relive and discuss past games and incidents that occurred while they played. Seeing these former students who I had an opportunity to work with and are now mature adults—seeing the impact as a coach that I had on them—is worth more than money.

Parents are like a two-edged sword. They can often be trying, but yet are also great supporters and friends. Many parents have continued to be friends over many years.

Another of the great joys in sports is working with other coaches and athletic directors. We're like a family. Sometimes when I feel discouraged or bothered by problems at school or with people, I will go to a meeting with other "sports people" and leave greatly encouraged. When I do retire, I will certainly miss these friendships and relationships that I have developed with my peers through sports.

And one last group I will mention is officials. While we often think of officials as our problems, and I've certainly done some complaining and barking at them during my coaching years, I also will leave with an appreciation for the friendships I have built with them as well. Officials are generally people of good character who love being involved in sports as much as the coaches do. Recently before a game I enjoyed a conversation and fellowship with an official who has been an excellent college football official and worked most of the major bowl games in his career. We had a wonderful time talking about family and sports. Here's a great guy I would not have gotten to know except through sports. Now he's a friend.

So I'm reminded as I embark on another year in sports work that it's important to do my job, but it's just as important to treat all people with respect and appreciation. When I leave this profession, and even before that time, I have come to realize that though I don't have great wealth, I am a rich man through the people I know in sports.

So You're The New JV Coach?

Michael T. Fannin, Athletic Director

Stonewall Jackson High School - Quicksburg, VA

If you have no coaching experience and an institution hires you as the new head varsity coach, you probably have more hurdles ahead than this article will assist with! Chances are, if you are just entering the coaching profession, your tenure will begin on the JV or sub-varsity level. While many may think the challenges you have ahead are “miniscule” compared to a head varsity position, little do they know the obstacles you will soon face and the impact you can have on the overall program. While testing you in many ways, being a JV coach can certainly be one of the most rewarding jobs you will ever take on!

One of the first challenges a JV coach faces is being the first coach many of these athletes have had that is not “dad” to one of the players. Throughout their short athletic careers, the kids you are coaching have always been coached by a dad, or group of dads, that likely had personal agendas. Little Leagues and Rec Leagues are chalked full of parent volunteers that are all too willing to pitch in “for the good of the program”. And while their reign of coaching has come to an end when junior moves up, they often feel compelled to assist you. They are more than willing to dispense their vast knowledge of X’s and O’s and personnel alignment that led them to multiple little league championships. As the new JV coach, you not only have this to look forward to your first year, but every year, since there is a new group of dads coming that must be “appreciated” as their kids enter your program. It is critical to your longevity, and possible advancement, that you neither alienate nor embrace this group on an annual basis. Setting and communicating clear expectations of parents and their role in decision making for the program and athletes is critical. And despite these efforts, when junior isn’t the starting JV quarterback or point guard, you can trust everything from your morals to your hygiene will now be slandered in the stands. Being consistent, fair and keeping the your goals and the overall good of the program first and foremost will be your saving grace in dealing with this yearly challenge.

The next major challenge you will soon face is being the first to actually tell them “NO”! While it's not a word this current generation is used to hearing, you will soon be using the term in two major ways; when you make cuts and when you determine playing time. If you are in a sport that must make cuts, you are in for one of the most heart wrenching difficult aspects of coaching. When varsity teams cut, most are usually sophomores and they are just delegated to one more year on JV. When you make cuts (even though we always tell them what to improve for next year), you are often ending the future of that sport for the athlete. There is no one best way to perform this act, but now is when you need to rely on the varsity staff. It is a decision not to be taken lightly; therefore, the more eyes and professional opinions you have, the more confident you can be in your decisions. While there will always be the “Michael Jordan” stories, at least you will know there wasn’t something “only” you

missed. Now that you have selected your team, the second major NO comes into play. Not every athlete will play in every game and time is not divided evenly. While playing time is guaranteed in Little League (as it should be at that age level), you will now be the first to basically tell a child, “no, you’re not as good as the player ahead of you”. This is a battle you must be prepared for on two fronts. The easier front is actually the athletes themselves. Most kids, although wanting more playing time, truly know they are not as good as the one ahead of them. The second front, Mom and dad, on the other hand are a totally different story! Unfortunately their method of fixing the situation often involves telling the athlete, and everyone they encounter, that you are crazy and just don’t know what you’re doing. The best advice on this issue comes twofold: First, play the players that give the program the best opportunity of success at the onset. Second, never miss an opportunity to get every player a chance to prove themselves. While JV sports truly are not as much about wins and losses as varsity may be, part of your responsibility is to teach kids how to win and how to be successful. Of course there are going to be games that come down to the final seconds and some kids are not going to get in. That is sports and that is life. But one of the most frequent mistakes I have seen from JV coaches, especially new ones, is they get so focused on the game itself they often lose sight of personnel and substitutions. If you are fortunate enough to have an assistant, make it the responsibility of that coach to make sure the kids who have worked the hardest and earned a chance to prove themselves get that chance. These decisions can be made before the contest and under what circumstances they will be given their shot. If you are the only coach, write reminders on your clipboard that you will see frequently throughout the contest or have a preset substitution plan. Believe me, if you don’t, this can slip your mind easily in the heat of battle.

The final challenge is by far the most important. Loyalty! JV coaches often get put in compromising positions. Whether you are winning too much or losing too much, either can be a dagger in your career if handled improperly. If the JV program begins having a success, and the varsity is struggling, your eyes will soon be opened to how agenda driven parents can be. You will be amazed at some of the conversations parents will have directly and indirectly with you and others as to how “you should be the varsity coach and then they would win”. Keep in mind this is coming from parents whose child you are likely playing regularly and fear that when they get to varsity level their playing time may decrease. If you have bought into the program, and it's something you want to be a part of, know your role! Always be supportive of the varsity staff and never show any sign of wavering when it comes to jab statements like “if they would just run the plays you do” or “if they would just listen to you more”. All are designed to divide and conquer and none will have any positive outcome for your future in coaching. If the JV program is lacking in success, you can be assured you will soon come under attack for the players you're playing or the system you're running. If you truly believe the system is hindering the success of your team, this conversation needs to be had with the head varsity coach, not your parents. It may be that you can offer new suggestions that

will be helpful to the overall program! Then again, it may be more important to the head varsity coach that players just know the ins and outs of his/her scheme. Either way, this is a discussion to be had only between the two of you...no one else! If you can't find solace in the outcome of this meeting, I highly suggest for the betterment of your coaching career, you find a program that better corresponds with your ideas.

Hopefully these challenges haven't made you start questioning your decision to coach the JV team! Coaching JV level sports is challenging, fun and outright humorous. The sheer unpredictability nature of the age group certainly keeps things exciting beyond belief. And rest assured, the stories you will gather over time will fill a novel. This age group has an innate desire to please you and will fight a lion for you if they just know you care. The lack of pressure (other than what you impose on yourself) coupled with the absence of fiscal and clerical responsibilities, will enable you to truly enjoy all that coaching has to offer. To get the most out of the experience and accomplish all the goals you should have, just remember to be consistent, fair, and loyal and show them you care. That will lead them to all the success they need before entering the varsity program.

More Stuff...

Intelligent people have more zinc and copper in their hair.

The first novel ever written on a typewriter, Tom Sawyer.

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Each king in a deck of playing cards represents a great king from history:

Spades - King David

Hearts - Charlemagne

Clubs - Alexander, the Great

Diamonds - Julius Caesar

$III,III,III \times III,III,III = 12,345,678,987,654,321$

If a statue in the park of a person on a horse has both front legs in the air, the person died in battle. If the horse has one front leg in the air, the person died because of wounds received in battle. If the horse has all four legs on the ground, the person died of natural causes.

Dick's Trivia Questions... Questions on page 9.

Answers:

1. 5' 8"
2. Ty Cobb
3. Boxing
4. 3 feet
5. Roger Bannister
6. Sabine Lisicki
7. Muhammed Ali and Joe Frazier
8. Mary Decker

Eight Laws of Leadership

Take a look around. Business, education, politics. If there's one thing we don't have enough of, it's good leaders —men and women who have the vision and the ability to change things for the better.

Former Air Force General William Cohen wrote a fine book called *The Stuff of Heroes* in which he identified eight laws of leadership. Here are his rules:

1. Maintain absolute integrity.
2. Know your stuff.
3. Declare your expectations.
4. Show uncommon commitment.
5. Expect positive results.
6. Take care of your people.
7. Put duty before self.
8. Get out in front.

His laws embrace important competencies like knowledge, communication skills, commitment, optimism, caring, and a powerful sense of duty. But General Cohen also recognized that the foundation of a successful leader is character, including trustworthiness, honor, and courage.

The best leaders draw on these moral qualities to influence others through inspiration, persuasion, trust, and loyalty. They do the right thing despite the costs and risks and do it not because it will yield approval or advantage, but because it's the right thing. In these cynical times, it's easy to think such leadership is unattainable; yet in every walk of life there are hundreds of men and women —parents, teachers, coaches, civic activists — who fit this mold. What's more important, every one of us could be among them.

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A.D.mission

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Where Are they Now?

Sandy Hadaway
Salem High School (Salem)

I grew up in Elyria, Ohio and graduated from Elyria High School in 1970. My mom and two brothers along with their families still reside in the Cleveland and Dayton areas of Ohio; hence, my strong passion and allegiance for my favorite sports teams! Go Browns, Buckeyes, Cavaliers and Indians! I am a Northerner at heart but have embraced the charms of Southern culture and now call my home, the Blue Ridge Mountains of Southwestern Virginia.

I received my B.S. degree in Biology from Roanoke College in 1974. I began my career in education in 1974 working as a teacher and coach at Salem Intermediate School in Salem, Virginia. After working at Andrew Lewis Junior High School, I next worked at Salem High School as an assistant principal and as the athletic director. I held this dual assignment for many years in which I observed Salem capture several state championships in football, basketball, golf, and forensics just to name a few of them. During my time at Salem, I attended Virginia Polytechnic Institute and State University where I earned my M. S. degree in Education in 1977.

After 40 years in Education, I retired March 1, 2014. I am very much enjoying a new dimension of life that I previously did not have the luxury to experience. My time now belongs to me. My new freedom allows me to have leisurely mornings where I can drink coffee, do Sudoku and watch the Today Show.

I also enjoy playing golf three or more times a week, volunteering

for the First Tee and traveling. Some of my recent destinations include Ohio, New Orleans, Las Vegas, Tennessee, and Saint Thomas. I will be off to Orlando, Florida in December for the NIAAA National Conference for which I am on the National Endowment Committee where I will see my two good friends, Dave and Dave be inducted into the Hall of Fame. This past summer I volunteered at the Greenbrier Classic and met Tiger Woods and Shaq O'Neal. I have some great pictures of us too!

This past Thanksgiving I hosted my family as we also celebrated my Mom's 90th, her husband's 80th and my younger brother's 60th Birthdays.

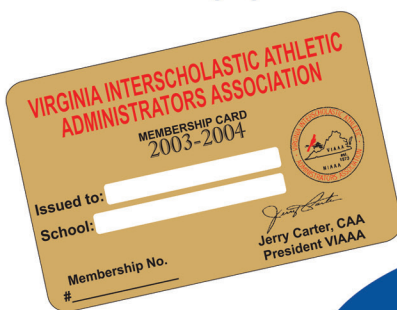
I continue to work for the Salem Schools for 24 days a year as a substitute principal and administrator for IEPs and SOL testing. I will also be helping to orchestrate the 2017 and 2018 VIAAA State Conference when it is held in Roanoke at the Hotel Roanoke.

I continue to be blessed with good health, a wonderful family, special friends and the love of a good dog, my Black Lab, Buckeye.

Blue skies and fairways,
 Sandy



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