



March 2019 Issue

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UNITED DAIRYMEN – A DAIRY WEST PARTNER



IHSAA EXPRESS

Supporting Education Through Activities



29th ANNUAL IDAHO ATHLETIC ADMINISTRATORS ASSOCIATION CONFERENCE

“PROMOTING WAYS TO STRENGTHEN YOUR ATHLETIC PROGRAM”

Sunday March 31 - Tuesday April 2, 2019
Riverside Hotel, Boise Idaho

WHY SHOULD MY ATHLETIC ADMINISTRATION ATTEND?

Leadership Training Courses

- Leadership Training LTC 608
Athletic Administration: Management Strategies and Organization Techniques
- Leadership Training LTC 503
Athletic Administration: Enhancing Organization Management
- Leadership Training LTC 720
Athletic Administration: Community Centered Educational Athletics
A Character Based Approach to Identifying and Unifying the Whole Team

High School and Middle School Professional Development Opportunities

- “14 Legal Duties and Preparing Coaches for the New Season”
- “Using Social Media to Benefit Athletics”
- “Perfect Practice: Schedule Star Tips to Keep You Ahead of the Game”
- “Booster, Title IX, and #Me Too”
- “Striving for Greatness When You Are Not Very Good”
- “Promoting Ways to Strengthen Your Athletic Program”
- “Reflections on Leadership and Organizational Culture”

- New AD's Session
- IHSAA Update & Review
- Athletic Administrator's Roundtable Discussions

Awards & Banquets

- Athletic Director of the Year
- IAAA Hall of Fame
- NIAAA Awards & Scholarships
- IAAA Awards & Scholarships

IAAA Conference Staples

- IAAA Annual Meeting
- Jim Reed Memorial Golf Tournament
- Exhibits of the latest Equipment & Tools
- College Credit Available



Tracy Leinen, CMAA
State Executive Director



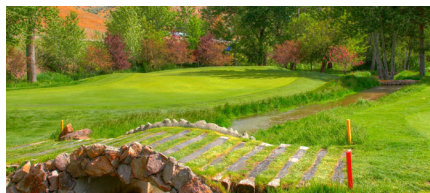
Todd Gilkey, CMAA
State President



Ted Reynolds, CAA
State Conference Chair



Beth Holt
State Membership Chair



powered by dairy west

Dairy West proudly partners with the Idaho Athletic Administrator Association (IAAA) to support fueling young athletes. Dairy West is excited to announce Cliff Garbett, Teacher & Coach from Soda Springs will be presenting at the IAAA Annual Conference on April 1st from 12:15-1:30 at The Riverside Hotel in Boise. He will discuss *“Promoting Ways to Strengthen Your Athletic Program”*. We hope to see you there!

Dairy West is looking for coaches willing to participate in a focus group

Your input will help us as we develop our Coaches Toolkit designed just for YOU to be your go-to resource for all things Sports Nutrition! If interested, contact Jaclyn St. John at jstjohn@dairywest.com or 208-810-7559



NUTRIENTS TO REFUEL

PROTEIN TO REBUILD

BACKED BY SCIENCE



ADMINISTRATION CORNER

DATES TO REMEMBER

3/8-3/9	State Debate
3/4	State Dance/Cheer Rosters Due
3/10	Daylight Savings Time
3/15	State Dance - Ford Idaho Center
3/16	State Cheer - Ford Idaho Center
3/31	IAAA Conference & Golf Scramble
4/1-4/2	IAAA Conference - Riverside Hotel
4/3	IHSAA Board of Directors Meeting



TO DO IN MARCH

- ___ Register for the IAAA Conference
- ___ Finalize Fall Contracts for 2019-2020
- ___ Finalize Winter Contracts for 2019-2020
- ___ League Meetings
- ___ Verify spring bus schedules
- ___ Turn in Concussion Survey for Winter Sports
- ___ Verify Eligibility for Spring Sports
- ___ Nominate a student for the IHSAA Student Advisory Council
- ___ Nominate a student for the Interscholastic Star Scholarship
- ___ Nominate a student for the Spirit of Sport Award
- ___ Put together a Unified Team from your school



SPRING PARENT MEETINGS

The role of the parent in the education of a student-athlete is vital. Fairness and respect are lifetime values taught through athletics and activities.

This checklist are the principles of good sportsmanship and character that can be addressed at a pre-season parent meeting. As a parent of a student-athlete(s), you are a role model and teacher of behavior, your goals should include:

- Realize that athletics are part of the educational experience, and the benefits of involvement go beyond the final score of a game
- Encourage students to perform their best, just as we would urge them on with their classwork
- Participate in positive cheers that encourage our student-athletes; and discourage any cheers that would redirect that focus – including those that taunt and intimidate opponents, their fans and officials
- Learn, understand, and respect the rules of the game, the officials who administer them and their decisions
- Respect the tasks our coaches face as teachers and support them as they strive to educate our youth
- Respect our opponents as student-athletes, and acknowledge them for striving to do their best
- Develop a sense of dignity and civility under all circumstances.

Academic State Champions are awarded to the team of each classification with the highest team cumulative GPA in all IHSAA sports. These awards are sponsored by the Idaho Army National Guard.

Congratulations to the 2018-19 IHSAA Winter Academic Champions

Girls Basketball

5A - Skyview	3.863
4A - Blackfoot	3.848
3A - Fruitland	3.919
2A - Soda Springs	3.872
1A DI - Greenleaf Friends Academy	3.885
1A DII - Nezperce	3.888

Boys Basketball

5A - Timberline	3.894
4A - Century	3.830
3A - Parma	3.735
2A - North Fremont	3.751
1A DI - Compass Charter	3.825
1A DII - Logos	3.910

Wrestling

5A - Highland	3.603
4A - Bishop Kelly	3.531
3A - Sugar-Salem	3.350
2A - Declo	3.378

Dance

5A - Boise	3.765
4A - Century	3.800
3A/2A/1A - Declo	3.639

Cheer

5A - Madison	3.709
4A - Bishop Kelly	3.698
3A - Weiser	3.770
2A/1A - Declo	3.774

NFHS GUIDELINES ON HANDLING PRACTICES AND CONTESTS DURING LIGHTNING or THUNDER DISTURBANCES

National Federation of State High School Associations (NFHS) Sports Medicine Advisory Committee (SMAC)



These guidelines provide a default policy to those responsible or sharing duties for making decisions concerning the suspension and restarting of practices and contests based on the presence of lightning or thunder. The preferred sources from which to request such a policy for your facility would include your state high school activities association and the nearest office of the National Weather Service.

Proactive Planning

1. Assign staff to monitor local weather conditions before and during practices and contests.
2. Develop an evacuation plan, including identification of appropriate nearby safe areas.
3. Develop criteria for suspension and resumption of play:
 - a. When thunder is heard or a cloud-to-ground lightning bolt is seen, the leading edge of the thunderstorm is close enough to strike your location with lightning. Suspend play for thirty minutes and take shelter immediately.
 - b. Thirty-minute rule. Once play has been suspended, wait at least 30 minutes after the last thunder is heard or flash of lightning is witnessed prior to resuming play.
 - c. Any subsequent thunder or lightning after the beginning of the 30-minute count will reset the clock and another 30-minute count should begin.
4. Review annually with all administrators, coaches and game personnel.
5. Inform student athletes of the lightning policy at start of season.

COACHES CORNER

COACHING TIP OF THE MONTH

Nine Reasons I Swear in Sports

by Joe Ehrmann, Inside Out Coaching

1. It pleases my mom so much
2. It is a display of my manliness
3. It proves I have great self control
4. It indicates how clearly my mind functions
5. It makes conversation so pleasant
6. It leaves no doubt in anyone's mind as to my upbringing
7. It impresses people
8. It makes me a very desirable personality to women and children
9. It is an unmistakable sign of my culture and refinement



NFHS LEARN COURSE OF THE MONTH

COACHING UNIFIED SPORTS - Unified Sports is an inclusive sports program that unites Special Olympics athletes (individuals with intellectual disabilities) and partners (individuals without intellectual disabilities) as teammates for training and competition. This course will help you understand and implement Special Olympics Unified Sports in your school.

DID YOU KNOW... - NFHS Learn has many courses that are designed specifically for student-athletes. All courses are **FREE** at NFHSLearn.org

- Appearance and Performance Enhancing Drugs and Substances
- Bullying, Hazing and Inappropriate Behaviors
- Captains Course
- Concussion for Students
- Hazing Prevention for Students
- Heat Illness Prevention
- Introduction to Pitch Smart
- NCAA Eligibility
- Social Media for Students
- Sportsmanship
- Sports Nutrition
- Student Mental Health and Suicide Prevention
- Sudden Cardiac Arrest



5 Coaching Lessons from a Golfer

-by Lindsay Scarletelli, Coaching Tips from the Mental Edge

Golf – one crazy game. Here are five lessons learned from the sport that can apply to coaching in high school and life.

LESSON 1: INTEGRITY



Golf is an honest game. A game where you learn about integrity, after all, you call penalties on YOURSELF. In times where integrity is a growing concern. To me, the day you lose your integrity, have your character called into question, is the day you have lost it all. I cannot and will never understand those that can sleep peacefully at night without a lick of integrity. It's inevitable, there will be at least one time in life where we are faced with a tough decision. Even though others might never find out, do we "call the penalty" or let it slide? Remember, there is never a wrong time to do the right thing.

LESSON 2: "NO PRESSURE, NO DIAMONDS"

I learned that pressure can either make you or break you. The first time I was put in a high-pressure situation as a team leader, the youngest on the team, I didn't just fall victim to the pressure, I added my own, and then crashed and burned badly with no hope in sight. I ultimately cost our team a chance to move on and compete for a championship. I used this experience to further motivate me, learned to deal with it, and would eventually thrive under future high-pressure situations...including help lead our team to another opportunity to compete for a championship. To quote Kobe Bryant, "Everything negative – pressure, challenges – is an opportunity for me to rise." However, every now and then, the thought of the situation would creep back into my mind, which leads me to my next lesson...



LESSON 3: FOCUS ON THE NEXT SHOT



I learned that if you focus on the water hazard (the negative), then yes you will find the water hazard. You cannot worry about the bad breaks, bad shots, or the end result, you can only focus on what you can control and that is the next shot (and your attitude). Golf requires short-term memory. Sometimes you can have the best round of your life and follow it up with the worst round of your life. Much like life, each shot is unpredictable and we cannot always control the good and the bad, you just have to "play it as it lies." We have a tendency to focus on the bad or on all of the failure and frustration that we have experienced. We forget the good. Learn what you can from your failures but no matter how difficult things are, remind yourself of the good and "focus on the next shot." You get what you focus on.

LESSON 4: MAKE ADVERSITY YOUR FRIEND

I redshirted my freshman year in college. After I had just competed in my first collegiate tournament as a sophomore and was on the cusp of securing the final "starting" spot for our remaining fall tournaments and first spring tournament, I suffered what would be a career-ending back injury. The injury: a torn L5-S1 and substantial damage to the two discs above that. Regardless of sport, not at all how any collegiate athlete envisions their career. It took a LONG TIME for me to learn this, but the biggest perceived setback of your life can sometimes lead to the greatest setup of your life. You see, no longer being able to compete with the golf team allowed for more time devoted to travel and increased responsibilities with the women's basketball program. It was a blessing in disguise as it helped me along my current career path. Occasionally I will wonder, "what if?" but being a person of faith, I realize the "what if" wasn't in God's plans for me.



LESSON 5: HUMBLE YOURSELF OR LIFE WILL

True humility is not thinking less of yourself, it is thinking of yourself less."

C.S. Lewis

"One of the most fascinating things about golf is how it reflects the cycle of life. No matter what you shoot – the next day you have to go back to the first tee and begin all over again and make yourself into something." It is like what Lou Holtz once said, "If what you did yesterday still seems big, you haven't done anything today." Each day is a new slate, a new mountain to climb, a new opportunity to be a better you. What's foolish is to think success will naturally come without the work, that we have all the answers and no longer need to learn or that we have nothing to learn from others, and that we no longer need to improve. I was preparing for the first tournament of our season one year, and going into this tournament had received some "pre-season honors." I was paired with some players that had signed with various Big Ten schools and felt it was my chance to "prove myself." I was feeling confident – a little too confident. Arrogant, really. In my mind, I had already put in my work. Result? I shot a 14 on one hole. A 14. FOURTEEN. On ONE hole. Needless to say, it was a reality check that brought me back down to earth and humbled me a whole lot. Just because you have achieved success in the past doesn't guarantee it moving forward. You have to work for it and when you achieve it, work even harder to keep it. Always stay humble and hungry. You could also work for it, give it everything you have got, and still not achieve the level of success you had hoped for.

#MYREASONWHY



The NFHS Network School Broadcast Program provides your school with the software and tools you need to produce and broadcast professional grade events over the Internet. Broadcast live coverage of your school sports, graduations, school news shows, guest speakers, interviews and award ceremonies.

The NFHS Network is a joint venture among the National Federation of State High School Associations (NFHS), its member state associations and PlayOn! Sports.

What Your School Gets:

- Dedicated school-branded channel on NFHSnetwork.com to broadcast your live events and host your entire video library
 - Archive storage of all broadcasts
 - All content is available on mobile devices and tablets, including the NFHS Network mobile app for iPhone and Android
- Production software to broadcast live events that includes the ability to use graphics and insert videos – just like a TV broadcast
- Web-based content management system for managing events and cutting highlights
- Standard on-call customer support, training, and software updates
- Account Manager to be your primary contact and to assist with the implementation and development of the program
- For administrators, the SBP provides a platform to reinforce the school's key priorities and focus public discussion on more than just test scores
- For teachers, the SBP includes access to an A/V broadcasting curriculum and also provides an engaging learning experience for students
- For students, the SBP teaches not only real-life broadcasting skills but also sportsmanship, communication, teamwork, critical thinking, and leadership

Generate Revenue for Your School:

- Live broadcasts of sporting events (and for 72 hours after initial broadcast) will require a subscription to watch
- All non-sporting events, archived sporting events (after 72 hours), and highlights are free for viewers
- School may produce an unlimited number of events and highlights
- School may include sponsorship elements within the broadcast and keep 100% of funds raised
- School may elect to purchase discounted Annual subscription passes in bulk quantities and resell to fans - contact PlayOn for more information

What You'll Need:

- School will need an Internet connection, a laptop, video capture device, or use their existing streaming setup
- Designate a program coordinator to be the main point of contact at the school
- Please take a look at our SBP Quick Start Site at support.nfhsnetwork.com

To Get Started:

- Please contact SBP@NFHSnetwork.com :
 - To receive participation agreement
 - Schedule a remote software installation
 - Schedule a remote training session



The Entitlement Cure: Not Everyone Gets a Trophy

Written By: Julie Fournier

Psychologist Dr. John Townsend defines the attitude of entitlement as the belief that I am exempt from responsibility and am owed special treatment.

Entitlement is an attitudinal disease.

This disease can come in many different forms.

Entitlement is refusing to accept responsibility.
Entitlement is thinking I am the victim.
Entitlement is thinking it's not my fault.
Entitlement is believing I deserve.

Entitlement is thinking I am above the rules.
Entitlement is thinking it's not my problem.
Entitlement is thinking I should be appreciated just for showing up.

"Whatever the cause of the sense of entitlement, the end result is that the person believes that he or she doesn't have to play by the rules of responsibility, ownership, and commitment." (Dr. Townsend)

This Disease Has a Cure

Entitlement is an attitude, which means it's a habit of thought, and you choose your thoughts. Although entitlement has been around forever, this might be the most entitled generation yet. Many believe they deserve a trophy, deserve more playing time, deserve a scholarship, and deserve to take more shots in a game -- all without having to do the hard work to earn them. Parents, culture, and experiences may influence someone towards entitlement, but they don't create it.

Entitlement is a choice. Instead, adopt the attitude that we are responsible for our own lives, and no one owes us anything. The solution to entitlement is doing life the hard way. Dr. Townsend defines the hard way as the habit of doing what is best, rather than what is comfortable to achieve a worthwhile outcome. Dr. Townsend offers 4 solutions that all focus on doing hard things the right way to achieve a worthwhile result. Make no mistake, there is no easy way. There is the hard way and there is the harder way. The harder way (entitlement) takes shortcuts that catch up to you in the long run.

The Four Solutions to Entitlement:

1. Understand the Power of Words

Words matter. Words reveal your thoughts. It is physically impossible to say something you haven't first thought about. Words affect our feelings, behavior, relationships, and emotions. The first step to curing entitlement is to remove the phrase "I deserve" from your vocabulary, and replace it with "I am responsible".

I deserve is a dangerous phrase.

"I deserve more playing time"
"I deserve to be the mvp"
"I deserve to take a day off"
"I deserve to start"
"I deserve to be more appreciated"

What did you do to deserve this? "I don't know, I just deserve it" You have lots of needs, but you don't deserve anything in the basketball world. The phrase "I deserve" is *DISEMPOWERING*. It takes the power out of your control because it means what I want has to be given to me. There's nothing I can do to get it, I have to sit around and wait for someone else to give it to me. I have no power.

The phrase "I am responsible" is *EMPOWERING*. It places the ball in your court. Responsibility puts you in charge and gives you the choice to take action.

Example: "I deserve more playing time." Feel out that thought; now try this: "I am responsible to do what it takes to earn more playing time." The second phrase implies "I need to get more shots up, work on post moves individually with my coaches, watch more film and know the plays, get in better shape, and talk more on defense." You feel helpless when you think you deserve things. When you are a person of high ownership, you feel capable of anything because you have the power to make a change.

2. Do The Hard Things First

Successful people have tough mornings and easier evenings. They do the hard assignments, then the easy ones. Positive reinforcements motivate us. You eat your dinner then get to eat dessert. This eliminates the temptations of procrastinating and taking shortcuts. Make your #1 priority doing the next hard thing. Even if it's painful and boring, requires more energy, takes more time, and feels uncomfortable, success is on the other side of that. Choose discipline.

3. Keep Inconvenient Commitments

Entitlement says I'll keep this promise as long as it's convenient and a better offer doesn't come up. Be more empathetic. Feel the impact you have on other people. Be impeccable with your words. If you say you'll be on the court by 5:00, be early, even if you don't feel like it. Live by your commitments, not by your feelings.

4. Engage in Service

Many psychological studies have been done on happy people, and what truly makes people happy is helping other people. When you help someone, your brain releases hormones that make you happy and make you feel like you matter. It's hard to be thinking about what you deserve when you're busy helping people who are less fortunate. Serving others shifts your perspective. Look for opportunities to serve -- they're everywhere. Bring out the basketballs before practice, rebound for a teammate, volunteer and do community service. Experience the cure for entitlement.

Managing Millennials

Members of this up and coming generation are the product of over-parenting. From the time they are born, their parents have been telling them how special they are. While I am a firm believer that each individual is unique and has special gifts, that is not an excuse to expect everything to be handed to you. Louisville women's basketball head coach Jeff Walz went on a classic rant about entitlement during a post-game interview in 2014. He talked about how this "everyone gets a trophy mentality" has taught kids that it's okay to lose. Unfortunately, there is a loser in every basketball game. You have to compete every day to win. Once players understand that, the choice can be made to do hard things the right way. Once you commit to a life of responsibility, you won't have to learn the harder way -- losing due to lack of effort, which will catch up to you even after your playing days.

It's hard to coach an entitled person. It's hard to teach them the game of basketball when you don't know if they'll buy in. In the book *Not Everyone Gets a Trophy*, Bruce Tulgan provides effective ways to lead and coach Millennials.

- Get them on board fast with the right message and diversify your sources
- Train and engage them from day 1 and keep them up to speed
- Give them the gift of context -- help them understand where they fit in your picture
- Teach them how to manage themselves (help them make their schedules, decide their priorities)
- Teach them how to be managed by you and your staff (regular 1-on-1 meetings, set ground rules)

Bruce Tulgan also debunks several myths about Millennials:

- Millennials are disloyal. Reality: they offer the kind of loyalty you get in a free market -- transactional loyalty. Remind them frequently what lessons they are getting out of it, about how the hard work now will benefit them later. When they understand how committed you are to them, they'll give you the same commitment.
- They won't do the grunt work. Reality: they won't do the grunt work if no one is keeping track. They are perfectly capable of working hard. They just don't want their hard work to go unnoticed. Incorporate the recording of everything into your program. This could be as simple as having players write on a board how many shots they put up after practice, how much time they spent on their ball handling, or even recording their progress in the weight room.
- They want the top job on day one. Reality: they want to hit the ground running on day one. As long as they feel like they are making progress every day toward that starting job or superstar role they want, they'll buy in.
- It's impossible to turn them into long-term players. Reality: you can turn them into long-term players, you just need to do it one day at a time.

Coaches:

Yes, Millennials are high maintenance players. It's a big investment, but it will be worth it. Build those relationships and grow them every single day. Don't enable entitlement. Challenge players to change their thinking.

Players:

You don't get a trophy for showing up and doing your job. If you want more, do more. You're not entitled to anything. You don't deserve anything, but if you put in the hard work, you can earn anything you want.