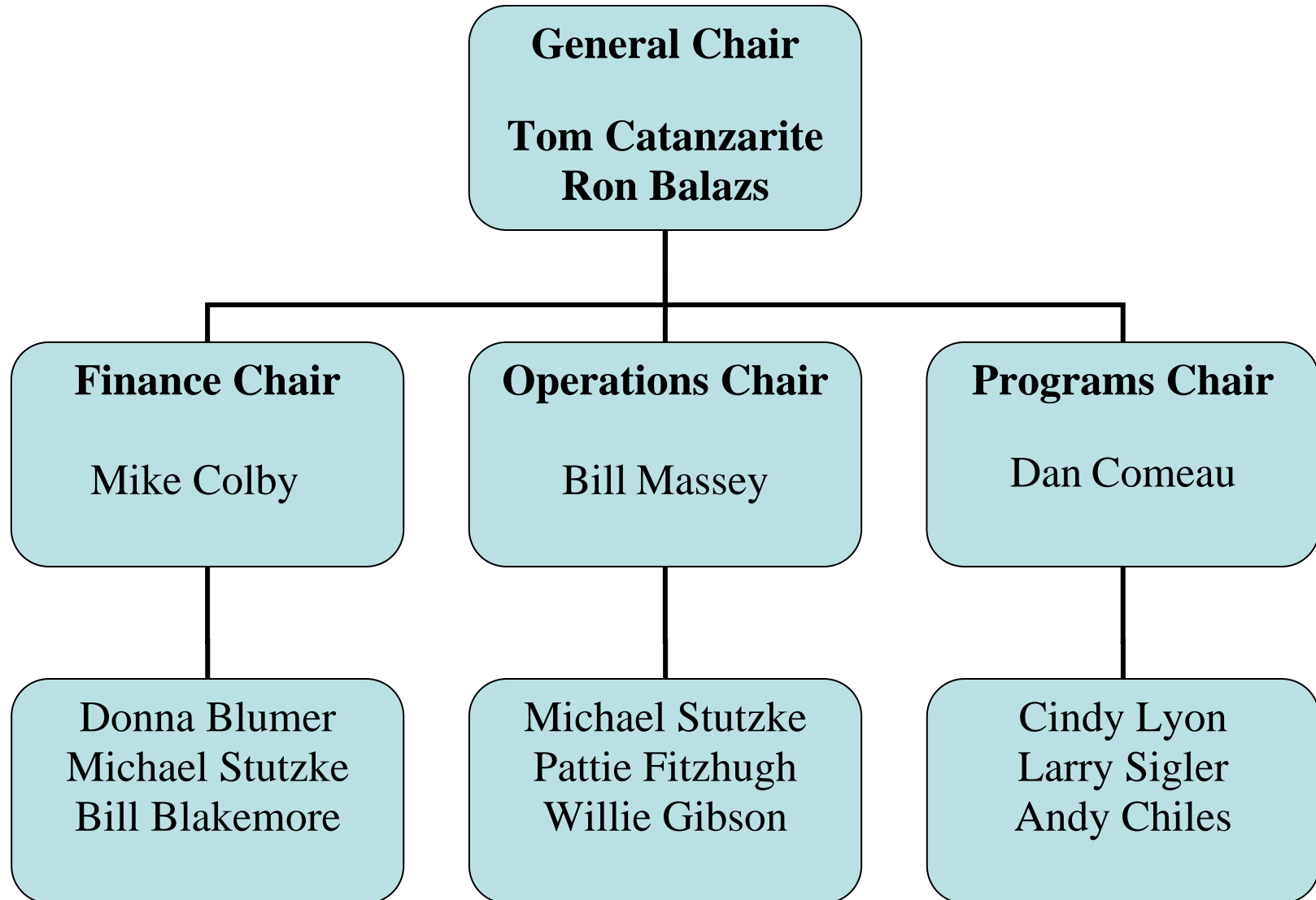


Florida Interscholastic Athletic Administrators Association Strategic Plan 2009-2014

PROGRAMS OPERATIONS FINANCE

FIAAA Strategic Plan 2009-2014



FIAAA Mission Statement

The mission of the Florida Interscholastic Athletic Administrators Association is to develop, enhance, and preserve the educational values of interscholastic athletics. The FIAAA serves its members by providing resources to develop and enhance leadership skills, developing mentorship programs for new athletic administrators and offering numerous opportunities for professional growth. In conjunction with the Florida High School Athletic Association, the FIAAA promotes the spirit of sportsmanship and fair play in all athletic contests and works to safeguard the physical, mental, social, and moral welfare of all high school students.

Current Organization Assessment

Strengths	Weakness
1. All schools are members	1. Increase membership activity
2. Professional Development Program	2. Improve the method of electing district directors
3. Quality Website	3. Establish greater influence with other athletic organizations (DOE, Principal's Association, School Board Members Association, Superintendent's Association)
4. Annual State AD Conference	4. Need greater representation in NIAAA
5. Relationship with FHSAA	5. Need greater support of our corporate sponsors
6. Representation with NIAAA	6. Increase the number and course for LTC instructors
7. Growing & Improving	7. Recognition of LTP Certification
8. Geographical representation (Districts all over state)	
9. Leadership vision	
10. Financial stability	

Areas of Concern

1. Turnover of Athletic Administrators
2. Lack of experienced Athletic Administrators

Recommendations of the Programs Subcommittee

Key \$ = Minor
 \$\$ = Moderate
 \$\$\$ = Major

RECOMMENDATIONS: EDUCATIONAL VALUES	RESPONSIBLE FOR IMPLEMENTATION	INITIATE BY	RESOURCES	SUPPORTING POINTS
1. More involved in compliance seminar	FHSAA State FIAAA Board	Ongoing	\$	a. Reach all Athletic Directors b. Educational c. Provide Leadership
2. Continue to Emphasize educational value of Annual Conference	President Elect & Board of Directors	Ongoing	\$\$\$	d. Networking e. Increase course offering

RECOMMENDATIONS: CERTIFICATION	RESPONSIBLE FOR IMPLEMENTATION	INITIATE BY	RESOURCES	SUPPORTING POINTS
3. Establish sectional certification opportunities	Certification Committee	2 years	\$	Increase number of opportunities
4. Seek endorsements for certification from FDOE	Board of Directors	Ongoing	\$	Professional recognition
5. Establish Sectional Certification Coordinator	Certification Committee	4 years	\$	Increase efficiency of certification

Recommendations of the Programs Subcommittee

RECOMMENDATION: LEADERSHIP TRAINING	RESPONSIBLE FOR IMPLEMENTATION	INITIATE BY	RESOURCES	SUPPORTING POINTS
6. Sectional opportunities for course offerings	Board of Directors & LTC Committee	2 years	\$	Increase of Athletic Administration taking courses: Increase certification numbers
7. Establish a plan to recruit additional LTC Instructors	Board of Directors & LTC Committee	2 years	\$	Enable us to teach sectional classes. Minimize instructional travel cost
8. Establish sectional LTP Coordinators	LTC Committee	4 years	\$	Increase LTC organizational efficiency
9. Provide Leadership for Coach's Education	LTC Committee	Ongoing	\$	Improve the quality of coaching staffs

RECOMMENDATION: AWARDS	RESPONSIBLE FOR IMPLEMENTATION	INITIATE BY	RESOURCES	SUPPORTING POINTS
10. Increase number of nominees for state recognition Awards	Board of Directors, Awards Committee	Ongoing	\$	More nominees to choose from
11. Promote awards on a local level	District Director	Ongoing	\$	Make the award more meaningful

Recommendations of the Operations Subcommittee

RECOMMENDATION: STAFFING NEEDS	RESPONSIBLE FOR IMPLEMENTATION	INITIATE BY	RESOURCES	SUPPORTING POINTS
12. Organize FIAAA structure to include an Executive Director	Executive Director Committee Board of Directors	Ongoing	\$\$	a. to meet operational and organizational needs

RECOMMENDATION: COMMUNICATION	RESPONSIBLE FOR IMPLEMENTATION	INITIATE BY	RESOURCES	SUPPORTING POINTS
13. The FIAAA enters into a full and equal partnership with the FHSAA regarding the planning and operation of the compliance seminar	Board of Directors	Ongoing	\$	a. currently are very limited planning partner
14. Create a policy and procedures manual	Executive Board Board of Directors Executive Director	2009	\$	a. include job descriptions, salary ranges, evaluation process, transition planning and employment procedures
15. Address emerging trends and timely issues through resolutions or position statements in conjunction with our strategic partners and alliances	AD Advisory Board of Directors	Ongoing	\$	a. opportunity to use our partners and alliances to promote our position
16. Create a document for electronic and printed distribution explaining the benefits of FIAAA	Member Services Committee	2009	\$	a. tool to educate the membership

Recommendations of the Operations Subcommittee

RECOMMENDATION: COMMITTEES	RESPONSIBLE FOR IMPLEMENTATION	INITIATE BY	RESOURCES	SUPPORTING POINTS
17. Activate the FIAAA for the Strategic Plan	Board of Directors	2009	None	Provide organizational focus for FIAAA
18. Re-define FIAAA Committees moving them from the By-Laws to the Policy and Procedures Manual	Board of Directors Delegate Assembly Annual Meeting	2009	\$	a. expands opportunities for membership on committees b. assign committees as necessary to conduct business of the association c. secretary/treasurer, executive director d. will require by-law change

RECOMMENDATION: BOARD STRUCTURE	RESPONSIBLE FOR IMPLEMENTATION	INITIATE BY	RESOURCES	SUPPORTING POINTS
19. Evaluate and re-align the functions, duties and responsibilities of the officers, Executive Directors, Executive Board and Board of Directors	Board of Directors	2009	None	a. is the board functional? b. are the officer positions functional? c. is the executive director functional? d. will require by-law change

RECOMMENDATION: TECHNOLOGY	RESPONSIBLE FOR IMPLEMENTATION	INITIATE BY	RESOURCES	SUPPORTING POINTS
20. Continue to support and expand web-site technology	Board of Directors Web Master	Ongoing	\$	a. evolving growth process

Recommendations of the Finance Subcommittee

RECOMMENDATION: DUES/FEED/REVENUES	RESPONSIBLE FOR IMPLEMENTATION	INITIATE BY	RESOURCES	SUPPORTING POINTS
21. Aggressively seek new and maintain current corporate sponsorships	Board of Directors Corporate Sponsor Committee	Ongoing	None	a. important source of revenue to assist in holding the line on membership dues b. increase in vendor interest in FIAAA

RECOMMENDATION: BUDGET	RESPONSIBLE FOR IMPLEMENTATION	INITIATE BY	RESOURCES	SUPPORTING POINTS
22. Create a General Operational Budget	Treasurer Board of Directors Executive Director	2009	None	guide the revenue sources to achieving the goals of strategic plan
23. Create a Conference Budget	President Elect Treasurer Executive Director	2009	None	Fiscal management of conference
24. Create a leadership Training Program Budget	Executive Director Treasurer State LTC Coordinator	2009	None	Fiscal management of LTC Program
25. Maintain a contingency reserve which would equal membership income for one year	Treasurer Board of Directors	Ongoing	\$\$	Assure financial solvency