

# WISCONSIN ATHLETIC DIRECTORS ASSOCIATION



Volume 3/ Issue 1 August 2022

## WADA FALL CONFERENCE

### CELEBRATING EXCELLENCE IN LEADERSHIP

November 5-8th  
Kalahari Resort  
Wisconsin Dells

Registration opens on September 1st

[www.gowada.org](http://www.gowada.org)

#### Nov 5<sup>th</sup>

Admin. Assistants, and LTI Courses

#### Nov 6<sup>th</sup>

Admin. Assistants, LTI, Opening General Session, Vendors, and WADA DSA and Hall of Fame

#### Nov 7<sup>th</sup>

2<sup>nd</sup> General Session, Mini Sessions, District Caucuses, WIAA Round Table, WADA Service Awards and Athletic Director of the Year, Bowling Party, LTI

#### Nov 8<sup>th</sup>

WADA Breakfast, 3<sup>rd</sup> General Session, Final Mini-Session, Annual Meeting, Wrap-up Lunch

The new athletic seasons are here, and events have begun. There is a certainty about the month of August for educators and coaches, when the calendar turns you find out how refreshed, prepared, and internally people are ready to go for the upcoming seasons and school year.



My hope for my colleagues, coaches, and educators, is that you found down time this summer to recharge, evaluate, mentally prepare, and spend time with family and friends. I tend to think that each summer will find more time, less scheduling conflicts, a few more boat days, and lot more rounds of golf. But in all reality this summer was different than others or even more chaotic as I know have a teenage driver, who is a multi-sport athlete, as well as a newly minted Middle School student. The summer has gone by quickly with less boat days and less rounds of golf. My mentors warned me there would-be days like this, or was that what Mama said?

The Board has worked this summer looking at the final stages of our 2019-2023 Strategic Plan, discussing Member Benefits with specific regards to Mental Health resources, as well as beginning planning discussions for the 2024-2028 Strategic Plan Committee. When we send out the conference survey, we will be looking for leaders in our organization to help shape and help give future boards direction that we believe best fits the needs and desires of our membership.

Next week Wednesday, August 17<sup>th</sup>, we will start our new series of WIAA/WADA Zoom Meetings. These one-hour sessions are designed to help create more frequent communications and feedback loops to both organizations. rSchool and Ray Dretske will be the main agenda item for this first meeting. I want to thank Tom Shafranski and Stephanie Hauser for continuing and growing our partnership together for all of us. In this newsletter you will find this years schedule of dates and times for those virtual meetings. Our goal is to have at least one communication opportunity each month from our associations.

In the September issue, we will highlight our keynote speakers, Jeremy Boone, Betsy Ross, and Arvind Gopalratnam as well as the theme and connection to the 50<sup>th</sup> Anniversary of Title IX. I look forward to seeing you all in November

at the Kalahari where we will join for the 56<sup>th</sup> time for the WADA Conference for education, laughs, networking, and for personal growth to better people in our homes, schools, and communities.

Yours in Sport,



### From the Desk of the Executive Director:

I hope this newsletter finds you safely back at work and preparing for another fall of education-based athletics!

It has been a hectic month and a half. I attended the NIAAA Board of Director's meeting in Indianapolis, which was full of new and exciting news, proposals and considerations for our almost 15000 members. I then attended the NEDC (National Executive Director's Council summer meeting in Seattle, WA. These meetings are always interesting as it involves the Executive Directors of approximately 40 states discussing the issues that they are facing and ideas/initiatives that they are working on in the respective states. As with AD's exchanging ideas in Wisconsin, it is the same at this meeting.....exchanging (stealing) great ideas that work and adapting them to what we are doing here in Wisconsin.



Some important news for you to consider as we move into the middle of August.

- If you are planning on possibly attending the NADC in Nashville, registration is open for both the conference and the hotel (Gaylord Hotel). The NIAAA Board is expecting a record attendance this year so make your reservation now to prevent being relocated to a secondary hotel.

- 2022 WADA Conference registration will open on September 1st. Please go online to our website to complete the registration process.

- The link for hotel reservations will be on the website next week.

NOTE: THE ROOM BLOCK AND WADA RATE EXPIRES ON OCTOBER 12TH. IF YOU REGISTER ONLINE, YOU CAN ADD YOUR TAX-FREE ID # OR YOU MUST BRING THE INFORMATION WITH YOU TO THE KALAHARI TO AVOID PAYING TAX!

- LTI registration will also be open starting next week for classes being offered at the conference. A complete listing of classes being offered will be included on the registration site.

- This year we will be keeping online registration open through the conference so we will not have any last-minute scrambling as to who is or is not registered. Please note; there still will be a cutoff for regular registration, which will be Tuesday, October 25th. As I indicated online registration will remain open, but registration costs will include a late fee and late registrants will not receive a printed name badge and will only receive a conference gift if available.....So register early.- Please remember that online registration will also be for your 2022-23 WADA dues. If you cannot make the conference, please register for your WADA dues so that you maintain the outstanding benefits, outlines on the last page, that WADA provides for this coming school year.

Lastly, I would like to congratulate our national award winners who will be honored in Nashville this year at the NADC. Don Dalton, Burlington HS will be inducted into the NIAAA Hall of Fame and Peggy Seegers-Braun, Devine Savior Holy Angels HS, will receive the NFHS Citation award.

### 2022-2023 WADA Board Members

#### *President*

Nathan DeLany, CMAA  
Marshfield

#### *President-Elect*

Shawn Groshek, RAA  
Amherst

#### *Vice President*

*Information Coordinator*  
Eric Plitzuweit, CAA  
Burlington

#### *Past President*

Todd Sobrilsky, CMAA  
Retired

#### *Executive Director*

Greg Smith, CMAA

#### *Assistant Executive Director*

Jeff Sitz, CMAA

#### *Network and Recruitment*

*Coordinator*  
Jamie Sims  
Middleton

#### District Representative

##### *District 1*

Mary Schradle-Mau, CAA  
Turtle Lake

##### *District 2*

Jeff Dorschner, CMAA  
Crivitz

##### *District 3*

Jim Langkamp, CAA  
Baraboo

##### *District 4*

Tim Flood, CAA  
Green Bay Public

##### *District 5*

Brittany Spencer-Grant, CMAA  
Oregon

##### *District 6*

Michael LeBouton  
Horicon

##### *District 7*

Michelle Guyant-Holloway, CAA  
Wauwatosa East

## ***Those who serve***

### *LTI Coordinator*

Jeff Behrens, CMAA

### *Assistant LTI Coordinator*

Jeff Dorschner, CMAA

### *WIAA Liaison*

Tom Shafranski, CAA

### *Retired Liaison*

Mark Kryka, CAA

### *Conference Vendor Coordinator*

James Sekel, CAA

DC Everest

### *Gender Representatives*

Brian Smith, CAA

Heidi Gerndt

Cora Dillin, CAA

Jenny Bandow

Eric Nee, CAA

TBD

Kyle LeMieux

### *Scholarship Committee*

Jeff Dorschner- Chair

Todd Senoraske

Jeff Bronson

Ken Clinton

Kelly Wallace

Mike Foley

TBD

Kevin Fitzgerald

### *Golf Outing Chair*

Bryan Yager, CAA

Reedsburg

### *Awards Presentations*

Linzi Gronning, CMAA

DeSoto

Dwayne Gronning

Please reach out to me via email or cell phone if you have any questions regarding the 2022-23 WADA schedule, conference, or registration process. Have a great start to your fall schedule.

**STAY SAFE EVERYONE!!**

**Greg Smith, CMAA**

**Executive Director**

**WADA**

Dear Athletic Directors,

Welcome to the 2022-23 school year! Please know that the staff at the WIAA office are all very excited to work with you and help you through the challenges of the year ahead. We are convinced that Athletic Directors have a significant impact on your entire school and your whole community far beyond their title, position or their communities' expectations. Being the hard-working individuals that you are, we continue to look for and provide tools to keep you connected, active and fresh in this important job so that you have a maximum impact on those you serve, especially your student-athletes.

Please utilize the WIAA website and all the information we provide pertaining to NFHS and WIAA rules and regulations for each sport. Also, regularly check the AD Resources webpage for all the forms, publications, and other information you need to handle the tasks being asked of you by all your publics. In addition, we'll be providing New AD Workshops once again beginning Thursday, August 11, along with WIAA/WADA Workshops starting Wednesday, August 17. Each of these programs gives you important, up-to-date information and ideas for handling the situations you get faced with on a daily basis. Also, always remember to report scores for your teams to the WIAA website.

Napoleon Bonaparte once said, "A leader is a dealer in HOPE!" More than ever, our schools, communities and, especially our coaches, are seeking a world full of HOPE. I encourage each of you to create a vision, something to really shoot for with your athletic program that will be worth investing in. In developing your vision for your school's athletic program, put a plan together, a direction and purpose for your high school's sports teams. Ask yourself: Where are you taking your athletic program and how will you get there?

As you develop your vision, here are a couple of reflective questions you can use to get your plan started:

1. What do you like most about the athletic program at your school?
2. What do you like least about the sports programs at your school?
3. Do you have a current plan of action, vision or focus for where you are leading your athletic program and the student-athletes and coaches involved?
4. What comes to your mind when you hear the phrase "vision for my school?"



Organizing your responses to these questions will truly help you begin to develop the vision you believe in and are seeking for your athletic program. It will help you get the 2022-23 school year off to the great start you desire.

Athletic Director positions are not one for someone who is skittish and afraid of entering into fray. Demonstrate the confidence you have in yourself and your ability to triumph when faced with challenging circumstances. While your position may not be the one with the most clout in your school district, it is one that is perhaps the most visible and is a position that has access to sensitive information and knowledge way above your “pay grade.” Developing a vision right from the start shows immediately in your work the effective interscholastic athletic administrator that you truly are.

We, here at the WIAA office, truly look forward to working with you during the school year ahead. Feel free to call on us to assist you with the challenging situations your encounter during the year.

All the very best,

Tom Shafranski, CAA

Assistant Director and WADA Liaison

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### *WIAA/WADA Zoom Meetings*

*August 17<sup>th</sup> 10:00am*

*Sept Area Meetings*

*October 18<sup>th</sup> 2:00pm*

*Nov. WADA Conference*

*December 1<sup>st</sup> 1:00pm*

*January 13<sup>th</sup> 9:00am*

*February 6<sup>th</sup> 2:30pm*

*March 8<sup>th</sup> 11:00am*

*April Annual Meeting*

*May 16<sup>th</sup> 2:30pm*

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### **Focus on the Fundamentals**

Not so long ago, legendary coach John Wooden was watching a team practice for their final four semi-final. The team was working on some elementary drills, and a reporter asked coach Wooden whether he thought, in light of their big game, they were working too much on fundamentals. In his wisdom, coach Wooden replied, “Son, you can never work too much on fundamentals.”

Heading into the new school year, athletic directors should take a moment to organize their offices and focus on the fundamentals, starting with their employment contract (and terms) with the school district. Here is a good checklist to begin:

- Do you have a written contract? If so, have your reviewed it and is it up to date?
- What is your job title and description? Is that also current and up to date?
- Review days of vacation and PTO with business administrator or HR director. Are those accurate? Do you have carry-over vacation properly documented so there is not any dispute over what amount is banked? If you need to put in a vacation request, now is the time to do so.
- Identify who is your direct supervisor and ask for a meeting to review their expectations and objectives for the next year so that you can meet and fulfill those expectations, if reasonable.
- Clean house – literally. Spend a day and discard any old and unnecessary information and documents that have been tenants in your office.

It is important that as an administrator you identify who is your direct supervisor. While the buck stops with the school board, you will not report to the school board on a daily basis. If you have not had an employee review with your supervisor,



now would be a good time to schedule one. An hour of time with your supervisor may save hours of responding to ugly or unwanted emails later in the year. It goes without saying, failure to do so is where legal troubles start to grow.

Do not lose sight that you are an employee of the school district. As such, you have a duty to perform specific duties, and are subject to review by your supervisor (and employer). Without a clear understanding of what those are, it only adds more difficulty to which is already the most difficult job in the school district. Focus on the fundamentals, and your year is bound to be a success!

***Attorney Scott A. Swid*** is the managing attorney at Swid Law Offices, LLC.

*He serves as general legal counsel to WADA. WADA has retained Attorney Swid as a benefit to its members to counsel its members on certain legal issues, including their employment matters.*



## **Wisconsin Athletic Directors Association**

### **Why should your Athletic Director belong to WADA and the NIAAA?**

#### **WADA Annual November Conference**

WADA sponsors an annual conference each November which members are encouraged to attend. At this conference, Athletic Directors have the opportunity to hear national speakers, attend educational mini-sessions from top Athletic Directors in the field, take Leadership Training Courses, speak with vendors from many athletic interests, network with other Athletic Directors from throughout the state, and attend award banquets honoring the best in the profession.

#### **WADA/NIAAA/Leadership Training Courses**

The Wisconsin Athletic Directors Association, in partnership with the National Interscholastic Athletic Administrators Association, provide courses Athletic Directors can take that focus on professional growth in many areas of athletic administration. Athletic Directors can earn certifications of RAA, RMSAA, CAA, and CMAA from the NIAAA by taking these enrichment courses which enhance their knowledge of best practices in the profession and benefit their school.

#### **Continuing Education Graduate Credit Through Edgewood College**

Edgewood College has partnered with WADA and the NIAAA to provide college graduate credit for attending the November WADA Conference, as well as taking the Leadership Training Courses described above.

#### **WADA Mentorship Program**

The Wisconsin Athletic Directors Association has a formal statewide mentorship program for first year Athletic Directors. This program matches new Athletic Directors with veteran Athletic Directors from their Conference, or nearby schools, so that the new Athletic Director has someone they feel comfortable asking questions regarding the duties and responsibilities of athletic administration. In addition, WADA and the WIAA offer a "New Athletic Directors" summer workshop to help provide important information all new Athletic Directors need to know. Both opportunities provide a network of support which every new Athletic Director needs.

#### **WADA Newsletter**

All WADA members will receive access to WADA's electronic quarterly newsletter that provides insightful articles written by their own colleagues at the state and national level.

#### **NIAAA Liability Insurance and Publications**

The National Interscholastic Athletic Administrators Association provides an insurance umbrella of up to two million dollars of liability to members. In addition, a quarterly magazine and many electronic resources are provided to all NIAAA members. WADA matches this coverage.

#### **NIAAA/NFHS Annual National Conference**

Similar to the WADA annual conference, the NIAAA/NFHS provides an annual National Conference in December. At this conference, Athletic Directors have the opportunity to hear national speakers, attend educational mini-sessions from top Athletic Directors in the field, take Leadership Training Courses, speak with vendors from many athletic related companies, network with other Athletic Directors from all over the nation and attend award banquets honoring the best in the profession.

Please encourage your Athletic Director to join WADA and the NIAAA to gain valuable information, observe best practices and be the best Athletic Director possible for your school!