

Georgia Athletic Directors Association Strategic Plan



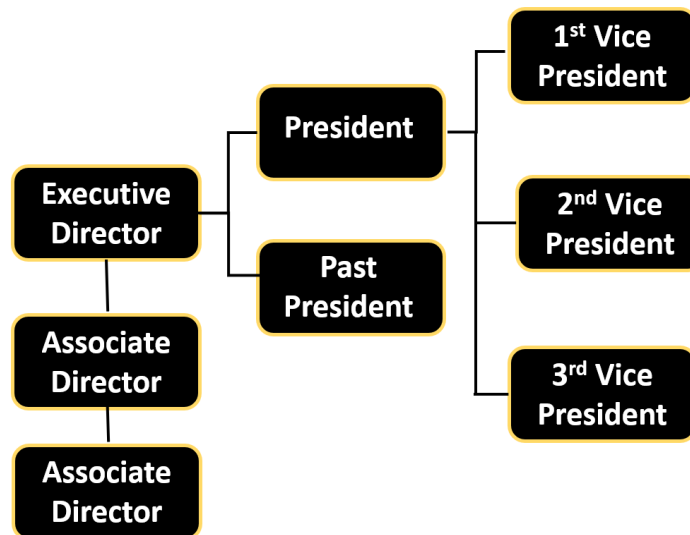
Operations

A. Reorganize the GADA Board Structure and Responsibilities

The number of organizational leadership positions of the association shall be six (6) and shall be Executive Director/Treasurer, Past President, President, 1st Vice President, 2nd Vice President, and 3rd Vice President.

Officers serve a total of five years. The first term will be 19 months starting as 3rd Vice President, at the announcement of the election, advancing annually in March at the conclusion of the GADA Conference into subsequent positions of 2nd Vice President, 1st Vice President, President, and Past President. New Vice President Officers shall assume their duties in March at the conclusion of the GADA Conference. From the announcement of the election, each officer shall hold their respective annual positions until a successor is elected or they relinquish their position.

Being an Officer of this association requires a five (5) year written commitment from the candidate to serve 19 months as 3rd Vice President in year one, the second year as 2nd Vice President, the third year as 1st Vice President, and the fourth year as President and the fifth as Past President. All Officers of the Association shall be an Active Member of the Association in good standing and shall have a responsibility in athletic administration. An exception may be approved by the Board to complete duties as Past President upon retirement from athletic administration during the term of past presidency. The Executive Director will serve at the pleasure of the membership until they decide to step down or are excused by the GADA board.



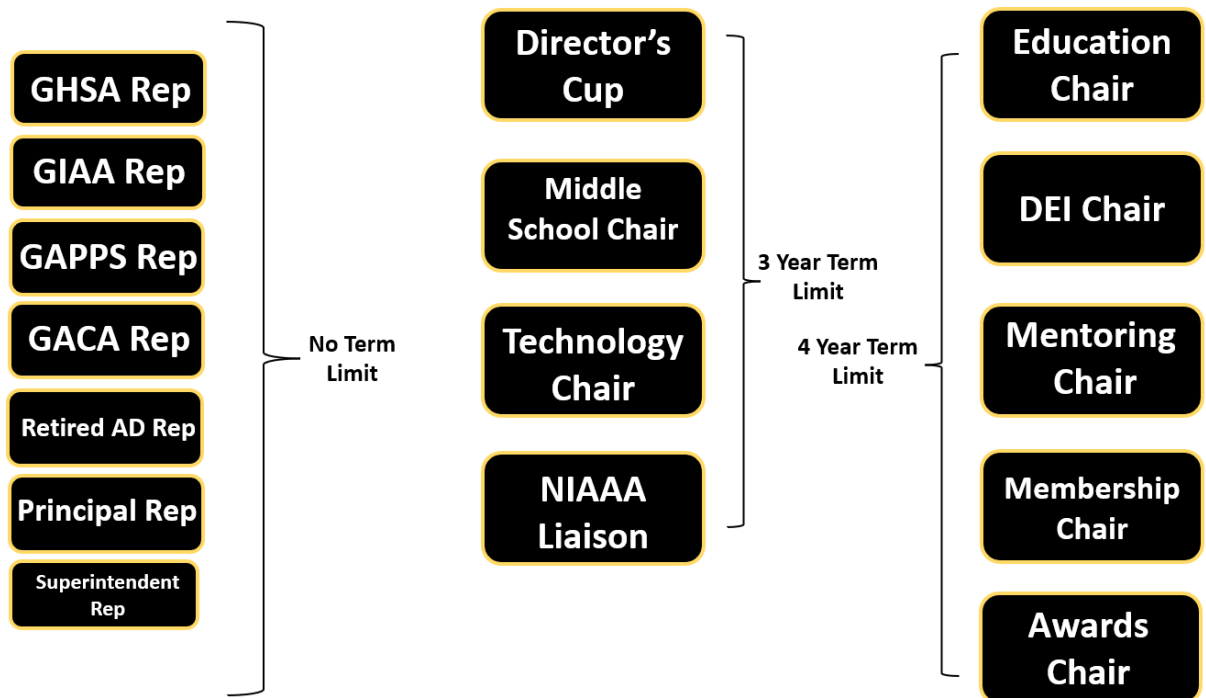
Additional Board Members: 16 total

- GHSA Representative** – No term limit
- GIAA Representative** - No term limit
- GAPPS Representative** - No term limit
- GACA Representative** – No term limit
- Retired Athletic Director Representative** – No term limit
- Principal Representative** – No term limit
- Superintendent Representative** – No term limit

- Director’s Cup Chair** – Three-year term
- Middle School Chair** – Three-year term
- Technology Chair** – Three-year term
- NIAAA Liaison** - Three-year term

- Education Committee Chair** - Four-year term
- Diversity, Equity, and Inclusion (DEI) Chair** - Four-year term
- Mentoring Chair** - Four-year term
- Membership Chair** - Four-year term
- Awards Chair** - Four-year term

Except for the Executive Director and Associate Directors, all members of the board will serve as regular voting members. The Executive Director will only vote in the event of a tie.



Board Definitions:

Executive Director/Treasurer

The primary responsibilities of the Executive Director/Treasurer shall be to preserve the historical integrity and adherence to GADA Bylaws, create additional revenue sources through corporate sponsorship, serve as the GADA treasurer, facilitate strategic plan initiatives, serve as the GADA representative to the NIAAA and provide support service to members. The Executive Director should attend all GADA Board meetings and functions and represent GADA at the GADA Conference as a Manager of the State Conference and attend the NIAAA conference as a representative of the GADA while working closely with the NIAAA Liaison.

The Executive Director/Treasurer shall have charge and custody of and be responsible for all funds, properties and securities of the Association; receive and give receipts for monies due and payable to the association from any source whatsoever, and deposit all such monies in the name of the Association in such banks and other depositories as shall be selected in accordance with the Bylaws; and in general perform all of the duties incident to the position of Executive Director/Treasurer and have such other duties and exercise such other authority as from time to time may be delegated or assigned to the Executive Director/Treasurer by the Board of Directors. Any member of the Board of Directors may inspect all records and books, for any proper purpose at any reasonable time and shall assist in the recommendation of candidates for the larger board outside of the organizational leadership. The Executive Director can be removed by the board with a two-thirds vote. In the event of a removal a vote will be held to nominate and confirm a new Executive Director.

Associate Director

The Associate Directors will work alongside the Executive Director as a non-voting member. Their main duties would include assisting with the budget, the planning for the conference, developing sponsorships, and planning the Section 3 meeting.

Past President

The Past President shall serve in an advisory role to the President as a voting member. The Past President shall perform duties as assigned by the President and shall assist in the recommendation of candidates for the larger board outside of the organizational leadership. The Past President can be removed by the board with a two-thirds vote. In the event of a removal a vote will be held to nominate and confirm a new Past President.

President

The President shall preside at all meetings of the association as the chief executive officer and a voting member. He/she will attend the National Athletic Directors Conference. He/she will have the power to appoint special committees for the purpose of improving the objectives of the association. The President may sign all papers, orders and documents which the Board of Directors shall have authorized to be executed, except in cases where the signing and execution

thereof shall be expressly delegated by the Board of Directors or by these Bylaws to another Officer or agent of the Association.

Annually, the President and an appointed committee shall review and up-date the constitution as needed. The President shall also work directly with the Executive Director with regards to the GADA, NIAAA, NFHS, and the annual GADA Conference while working closely with the NIAAA Liaison.

The President will personally address the membership a minimum of 4 times a year both in-person, at the GADA Conference, where they will report on the operations of the Association during the preceding fiscal year, and virtually via Teams or Zoom and in written form via the monthly digital newsletter.

The President, in general, shall perform all duties as may be incumbent upon the President's office or as may be prescribed from time to time by the Board of Directors and the Bylaws and shall assist in the recommendation of candidates for the larger board outside of the organizational leadership. The President can be removed by the board with a two-thirds vote. In the event of a removal, the 1st Vice President will assume the role as President and a vote will be held to nominate and confirm a new 1st, 2nd and 3rd Vice President.

1st Vice President

The 1st Vice President shall perform the duties of the President in his/her absence or inability to act. The 1st Vice President shall assist the President in any matters necessary and shall work with the President to maintain an ongoing program and transition of office in line with the objectives of the Association as a voting member. The 1st Vice President shall become President after the President completes his/her term and shall assist in the recommendation of candidates for the larger board outside of the organizational leadership.

The 1st Vice President will serve as a member of the Mentoring, Membership, and Director's Cup Committees. The 1st Vice President will keep minutes for all GADA board meetings as well as all Committee meetings they are assigned to. The 1st Vice President will serve as a liaison for the Principal and Superintendent Representatives. The 1st Vice President will serve as a liaison to 1/3 of the regional rep map. The 1st Vice President can be removed by the board with a two-thirds vote. In the event of a removal, the 2nd Vice President will assume the role as 1st Vice President and a vote will be held to nominate and confirm a new 2nd and 3rd Vice President.

2nd Vice President

The 2nd Vice President shall perform the duties of the 1st Vice President in his/her absence or inability to act. The 2nd Vice President shall assist the 1st Vice President in any matters necessary and shall work with the 1st Vice President to maintain an ongoing program and transition of office in line with the objectives of the Association as a voting member. The 2nd Vice President shall become 1st Vice President after the 1st Vice President completes his/her term and shall assist in the recommendation of candidates for the larger board outside of the organizational leadership.

The 2nd Vice President will serve as a member of the Education, DEI, and Middle School Committees. The 2nd Vice President will keep minutes for all Committee meetings they are assigned to. The 2nd Vice President will serve as a liaison for the GHSA and GIAA Representatives. The 2nd Vice President will serve as a liaison to 1/3 of the regional rep map. The 2nd Vice President can be removed by the board with a two-thirds vote. In the event of a removal, the 3rd Vice President will assume the role as 2nd Vice President and a vote will be held to nominate and confirm a new 3rd Vice President.

3rd Vice President

The 3rd Vice President shall perform the duties of the 2nd Vice President in his/her absence or inability to act. The 3rd Vice President shall assist the 2nd Vice President in any matters necessary and shall work with the 2nd Vice President to maintain an ongoing program and transition of office in line with the objectives of the Association as a voting member. The 3rd Vice President shall become 2nd Vice President after the 2nd Vice President completes his/her term and shall assist in the recommendation of candidates for the larger board outside of the organizational leadership.

The 3rd Vice President will serve as a member of the Technology and Awards Committees. The 3rd Vice President will keep minutes for all Committee meetings they are assigned to. The 3rd Vice President will serve as a liaison for the GACA and the Retired AD Representatives. The 3rd Vice President will serve as a liaison to 1/3 of the regional rep map. The 3rd Vice President can be removed by the board with a two-thirds vote. In the event of a removal a vote will be held to nominate and confirm a new 3rd Vice President.

GHSA Representative

The GHSA Representative shall serve as a voting member in an advisory role to the board on all aspects of the Georgia High School Association (GHSA). This includes, but is not limited to, changes in the structure, by-laws, or initiatives of the GHSA. The rep can be removed by the board with a two-thirds vote. In the event of a removal a vote will be held to nominate and confirm a new GHSA Representative.

GIAA Representative

The GIAA Representative shall serve as a voting member in an advisory role to the board on all aspects of the Georgia Independent Athletic Association (GIAA). This includes, but is not limited to, changes in the structure, by-laws, or initiatives of the GIAA. The rep can be removed by the board with a two-thirds vote. In the event of a removal a vote will be held to nominate and confirm a new GIAA Representative.

GAPPS Representative

The GAPPS Representative shall serve as a voting member in an advisory role to the board on all aspects of the Georgia Association of Private and Parochial Schools (GAPPS). This includes, but is not limited to, changes in the structure, by-laws, or initiatives of the GAPPS. The rep can be

removed by the board with a two-thirds vote. In the event of a removal a vote will be held to nominate and confirm a new GAPPS Representative.

GACA Representative

The GACA Representative shall serve as a voting member in an advisory role to the board on all aspects of the Georgia Athletic Coaches Association (GACA). This includes, but is not limited to, changes in the structure, by-laws, or initiatives of the GACA. The rep can be removed by the board with a two-thirds vote. In the event of a removal a vote will be held to nominate and confirm a new GACA Representative.

Retired Athletic Director Representative

The Retired Athletic Director Representative shall serve as a voting member in an advisory role to the board on all aspects of the Georgia Athletic Directors Association (GADA). This includes, but is not limited to, changes in the structure, by-laws, and a minimum of one committee assignment. The rep can be removed by the board with a two-thirds vote. In the event of a removal a vote will be held to nominate and confirm a new Retired AD Representative.

Principal Representative

The Principal Representative shall serve as a voting member in an advisory role to the board on all aspects of the Georgia Athletic Directors Association (GADA). This includes, but is not limited to, changes in the structure, by-laws, and a minimum of one committee assignment. The rep can be removed by the board with a two-thirds vote. In the event of a removal a vote will be held to nominate and confirm a new Principal Representative.

Superintendent Representative

The Superintendent Representative shall serve as a voting member in an advisory role to the board on all aspects of the Georgia Athletic Directors Association (GADA). This includes, but is not limited to, changes in the structure, by-laws, and a minimum of one committee assignment. The rep can be removed by the board with a two-thirds vote. In the event of a removal a vote will be held to nominate and confirm a new Superintendent Representative.

Directors Cup Chair - Kevin Petroski

The Director's Cup Chair shall serve as a voting member with the responsibility to communicate to the membership the scoring system, eligibility for consideration, final standings of the GADA Directors Cup, and will establish and head a committee with a focus on the Directors Cup. This position carries a 3-year term limit but the chair can be removed by the board with a two-thirds vote. In the event of a removal a vote will be held to nominate and confirm a new Directors Cup Chair.

Middle School Chair

The Middle School shall serve as a voting member in an advisory role to the board on all aspects of the Georgia Athletic Directors Association (GADA). This includes, but is not limited to, changes in the structure, by-laws, and will establish and head a committee with a focus on the Middle

School athletic administration. In addition, the Middle School Chair will help to recruit middle school athletic administrator membership and coordinate professional development directed toward the role of the middle school athletic director. This position carries a 3-year term limit but the chair can be removed by the board with a two-thirds vote. In the event of a removal a vote will be held to nominate and confirm a new Middle School Chair.

Technology Chair

The Technology Chair shall serve as a voting member working closely with the GADA Executive Leadership and other GADA board members to ensure that all digital media presented by the GADA is informative, innovative, and of a high quality as it is presented not only to the membership but the state and nation and will establish and head a committee with a focus on the use of technology within the GADA. The Chair must have the leadership skills to run all technological aspects of their organization and stay up to date on digital platforms and resources that can be used to promote the mission, vision, and accomplishments of the GADA. This position carries a 3 year term limit but the chair can be removed by the board with a two-thirds vote. In the event of a removal a vote will be held to nominate and confirm a new Technology Chair.

Education Committee Chair

The Education Committee Chair shall serve as a voting member working closely with the Executive Leadership and other GADA board members and will establish and head a committee with a focus on expanding education opportunities within the GADA. In accordance with the NIAAA, the Leadership Training Institute State Coordinators are the gatekeepers of the Leadership Training Institute at the state level. These individuals maintain the integrity of the LTI program in each state. The responsibilities of each LTI State Coordinator are: to assist in developing LTI presentation faculty, to outline course offerings available in the state, to process all orders for the LTI courses utilizing appropriate forms, to communicate to the national office those who successfully complete LTI courses using proper forms, to keep records of state LTI course offerings and attendance, and to handle the financial aspects of offering the programs. This position carries a 4 year term limit but the chair can be removed by the board with a two-thirds vote. In the event of a removal a vote will be held to nominate and confirm a new Education Committee Chair.

Diversity, Equity, and Inclusion (DEI) Chair

Diversity, Equity, and Inclusion (DEI) Chair shall serve as a voting member working closely with the Executive Leadership and other GADA board members and is the point person for diversity and inclusion initiatives for the GADA. This means they are responsible for creating, managing, and optimizing all efforts related to making the organization a fairer, more-equitable environment for all members and will establish and head a committee with a focus on DEI within the GADA. They must be able to analyze the results of existing programs, suggest improvements, and act as an advisor on DEI issues for the rest of the GADA Executive Leadership and board. The DEI Chair will create strategies to ensure diverse hiring and promotion within the organization and monitor results to measure progress. The ultimate goal of this role is to ensure an equitable environment for all members. This position carries a 4-year term limit, but the chair can be

removed by the board with a two-thirds vote. In the event of a removal a vote will be held to nominate and confirm a new DEI Chair.

Mentoring Chair

The Mentoring Chair shall serve as a voting member working closely with the Executive Leadership and other GADA board members. Their primary responsibilities will be to establish a committee to pair advanced athletic directors with those members who are new to the field of athletic leadership or are seeking expert guidance to provide one-on-one assistance that will enhance their knowledge and skills as development professionals. This position carries a 4-year term limit, but the chair can be removed by the board with a two-thirds vote. In the event of a removal a vote will be held to nominate and confirm a new Mentoring Chair.

Membership Chair

The Membership Chair shall serve as a voting member working closely with the Executive Leadership and other GADA board members to promote and monitor the growth of membership within the organization. The Membership Chair will be responsible for the creation of a regional map of the membership with regional or area coordinators to aid in booster membership across the entirety of the state and will establish and head a committee with a focus on increasing and managing the membership of the GADA. The Membership Chair will create initiatives to promote growth within the organization as it looks to be a true representation of all of Georgia. This position carries a 4-year term limit, but the chair can be removed by the board with a two-thirds vote. In the event of a removal a vote will be held to nominate and confirm a new Membership Chair.

Awards Chair

The Awards Chair shall serve as a voting member working closely with the Executive Leadership and other GADA board members. The Awards Chair will lead the effort to recognize both the state and national award winners and will establish and head a committee with a focus on awarding the members of the GADA. This includes all region award selections as well as the selection of the classification winners and state level recognitions. Additionally, the Awards Chair will coordinate the selection of NIAAA award winners. This position carries a 4-year term limit but the chair can be removed by the board with a two-thirds vote. In the event of a removal a vote will be held to nominate and confirm a new Awards Chair.

Associate Director

The primary responsibilities of the Associate Director shall be to assist the Executive Director in areas of need. This includes, but is not limited to, working closely with the GADA Conference Committee specifically assisting with the vendors and exhibit hall. This is a non-voting position. This position is appointed annually with board approval, but the chair can be removed by the board with a two-thirds vote. In the event of a removal a vote will be held to nominate and confirm a new Associate Director.

NIAAA Liaison

Each state athletic administrators association which holds organizational membership in the NIAAA shall select one person from among its members to serve as their liaison (corresponding secretary) to the NIAAA for the purpose of coordinating all communications between the NIAAA and his/her state athletic administrators association. The Executive Director and Liaison will coordinate duties within the respective state. These duties include but are not limited to:

- Attend the Section Meeting at both national conference and during the spring meetings held within the Section.
- Attend the Executive Director/Liaison meeting at the national conference.
- Serve as contact for requested items, pictures, retirees contact information, reports, records, correspondence, and surveys.
- Promote NIAAA committee membership.
- Reinforce proper attendance of State Presidents at national conference meeting of state presidents and have a representative at the meeting.
- Selection of delegates and alternates for the Delegate Assembly by October.

The NIAAA liaison will serve as a voting member. This position carries a 3-year term limit but the chair can be removed by the board with a two-thirds vote. In the event of a removal a vote will be held to nominate and confirm a new Technology Chair.

GADA Board Tenures - Non- Executive Leadership

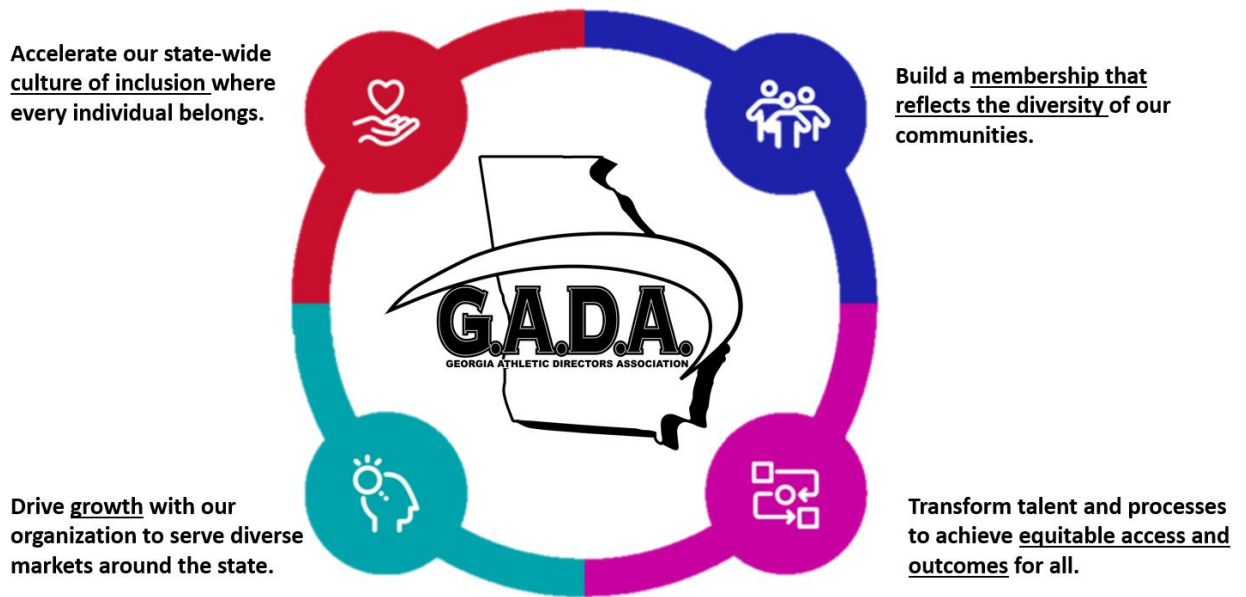
Representatives for the GHSA, GIAA, GAPPS, Principals, and Superintendents will serve until a time the representative chooses to step down from said position or is removed by the board with a two-thirds vote.

All other GADA board non-executive leadership positions will be voted on annually.

B. Increase efforts in Diversity, Equity, and Inclusion

The DEI Chair will establish a DEI Committee to assess DEI within the organization and research current trends in DEI and how they could be implemented into the GADA and will frequently give updates to the GADA board.

This begins with the introduction of a DEI Vision and Mission followed by member/leader responsibilities and then provided resources to ensure the vision and mission are followed.



Diversity, Equity & Inclusion Vision:

The vision of the Georgia Athletic Directors Association (GADA) is for every member to use their unique experiences and backgrounds together—to spark solutions that create the best possible interscholastic athletic experience for both coaches and student-athletes.

Diversity, Equity & Inclusion Mission:

Make diversity, equity and inclusion how we work every day.

Our mission is to make diversity, equity and inclusion our way of doing business. We will advance our culture of belonging where open hearts and minds combine to unleash the potential of the brilliant mix of people, in every corner of the state of Georgia. We will create equity by tailoring tools and resources to meet individual needs, and by continuously improving our systems and processes so everyone has the opportunity to reach their full potential.

Member/Leader Responsibilities:

DEI is everyone’s responsibility within the Georgia Athletic Directors Association. It requires purposeful action every day. Every GADA member is responsible for:

- Respecting the dignity and diversity of all people.

- Enhancing their awareness of potential unconscious bias and how that might hinder our ability to be more inclusive and collaborative with one another.
- Focusing on conscious inclusion to be more intentional with their actions to drive diversity, equity and belonging.
- Committing to an individual goal as part of annual goals and objectives-setting to help the GADA meet our DEI responsibilities.
- Ensuring that employment-related decisions are free from discrimination.
- Mitigating potential unconscious bias in employment decisions and talent practices (including performance and development, compensation, hiring).
- Drawing from a broad pool of talent in a region in order to inclusively reach talent, create diverse departments and, ultimately, a workforce that reflects the communities we serve.

How do we get there?

- Establish partnerships with The National Organization of Minority Athletic Directors (NOMAD, @NOMAD0619) and the Global Community of Women in High School Sports (@GCWHSS).

<https://thenomadassociation.org/>

<https://globalcommunityofwomeninsports.com/>

- Provide opportunities for DEI professional development at the GADA Conference and throughout the year.

- **Webinars**

- **Online courses such as the Implicit Bias course offered by the NFHS.**

- **LTC 638 Athletic Administration:**

- **Creating an Awareness of Diverse Groups within Athletic Programs**

This course will provide insight and understanding of the diverse groups within the athletic program. Specifically, this course will assist the athletic administrator in areas of awareness regarding sexual orientation, gender, religion, socioeconomics, racial dynamics and ageism. Those who complete this course will have a better understanding of how to create a safer and more welcoming environment for all athletic program stakeholders.

C. Create a GADA Conference site selection process.

- The Conference Committee, led by the Conference Chair, will work to accomplish all goals of the site selection process and will frequently give updates to the GADA board.
- The GADA must plan to have a secured conference location a minimum of 3 years out at any given time.
- If sites other than Savannah will be used, the location should move to a different geographic region equitably.
(Savannah, Athens, Savannah, Columbus, Savannah, Atlanta)

D. Increase the use of technology

- The Technology Chair will establish a Technology Committee to assess current technology usage and explore options and research the most up to date uses for technology within the organization and will frequently give updates to the GADA board.
- Continued efforts to use all forms of technology and social media for communication purposes.
- The GADA must look to become a paperless organization.
- With tools such as Google Drives and Microsoft Forms information can be shared and gathered quickly and accurately to help data drive decisions within the organization.
- All organizational documents must be in an editable digital format.
- Regular meetings of all committees should be done via Zoom or Teams.
- Quarterly organizational meetings via Zoom or Teams.
- The GADA should look at current vendor relationships to develop and maintain the organizational website (rSchool Today). As an organization, we cannot let a cumbersome element of this process remain, even if there is a cost to leave the previous provider.
- The strategic plan must be made available on the organizational website.
- Create and produce a yearly video to promote the GADA Conference.