

# THSADA NEWSLETTER

Presented by Home Team Marketing



July 2019

## THSADA State Conference and Professional Development Program 2019 Conference Review

### *Rusty Dowling – Executive Director*

The 48th annual THSADA State Conference and Professional Development Program concluded a successful four-day Conference in Waco at the Waco Convention Center. This was the third year in a row that the THSADA hosted a Conference in Waco. The State Conference next year will also be held at the Waco Convention Center April 5-8, 2020.

The THSADA State Conference saw record 612 attendees during the four-day Conference that included Athletic Administrators, Head Football Coaches and Athletic Staff members. There was also a large turnout of Athletic Directors/Head Football Coaches that attended. The Tradeshow was also the largest that the THSADA has ever had with 200 Exhibit Booths on display in the Chisholm Hall. The Tradeshow has grown significantly over the years and another large turnout is expected next year.

THSADA membership is reflective of the interest and participation of Athletic Administrators throughout the State of Texas. THSADA membership has reached 1,224 and consistently increases each year. The immediate goal of 1,500 member is within reach.

The 2019 State Conference also featured the 2nd year of the Texas Athletic Administrators Certification program. The significant increase in attendance can be traced to the TAAC program as many first-time attendees came to the Conference to go through the TAAC program. Participation in the TAAC program

at the Conference far exceeded expectations and the THSADA has spent a good deal of time recording and cataloging all the TAAC cards that were collected.

The State Conference opened on Sunday with a meeting of all THSADA Committee Chairs that was followed by a meeting of all eight THSADA committees.



The Texas Athletic Administrators Certification program got started with two Sunday sessions featuring Mr. Jim Walsh of the law firm Walsh Gallegos Trevino Russo and Kyle PC who gave an excellent presentation on those legal issues that are critical and conducive to Athletic Administrators. Mr. Walsh's presentation was followed by the annual Sunday Night Kickoff Reception that was held in the McLennan Ballrooms and hosted by Environmental Turf Services. This event has become a very popular way for both attendees and exhibitors to share some significant social time together before the start of the Conference and attendance by both attendees and exhibitors was outstanding.

Monday morning featured the an-

nual presentations by both the UIL and TAPPS. Each Executive Director and staff members addressed their respective attendees as they were split between UIL attendees and TAPPS attendees. Both UIL and TAPPS conducted back to back TAAC sessions that were highly attended.

Attendees came back together for the rest of the Monday TAAC sessions which started with a presentation by Paragon Sports Constructors President-William Chaffee. Mr. Chaffee presented a valuable session on Construction, Installation and Renovations. Scott Galloway of White Settlement ISD and Dr. Damon Blueitt of SMU presented a well-attended session on Concussion Management. Reclassification and Realignment presentations by both UIL and TAPPS followed next with good turnouts at both sessions. Long-time sponsor PBK Sports presented on Capital Project Planning with Trey Schneider and Juan Lopez presiding. In response to the high number of Head Football Coaches attending, THSADA conducted 2 separate panels on the organization and administration of the Athletic Administrator/Head Football Coach position. One panel was comprised of 5A/6A coaches while the other panel was 4A/TAPPS and below.

The Monday keynote speaker was Kevin DeShazo who is a very well-known motivational and character development speaker. Kevin delivered a great message to the attendees as many of them commented afterwards on his presenta-

*Story continued on page 2...*

*...Continued from Conference Review*

tion. The Daktronics Tradeshow Festival opened with a great turnout of attendees going through the Tradeshow, networking with colleagues and exhibitors and putting a great finishing touch to the end of a fantastic day.

Tuesday morning saw the Tee Off of the Hellas Construction-Benny Carter Memorial Golf Tournament that was held for the third year at the Cottonwood Creek Golf Course. There was maximum turnout for this event which also raises scholarship money for the Whataburger Scholar-Athlete scholarship that is awarded to one female and one male student-athlete. As always, a great event put on by Hellas Construction and a good time was had by all. Opposite the golf tournament additional TAAC courses were held back at the Waco Convention Center. The Tuesday TAAC sessions started with several excellent presentations by Joey Florence-Denton ISD on Athletic Department Staff meetings and then both Scott Galloway and Traci Randermann on Special Medical Conditions. Paul Wildeman from Daktronics presented a session on Video/Digital systems and that was followed by Ray Zepeda speaking on Athletic Facilities Management and Andre Walker-Houston ISD delivering a session on Crisis Management. The afternoon sessions brought several more

500 level classes with Scott Galloway and Traci Randermann and an additional TAPPS presentation by the TAPPS staff. Hellas Construction presented the golf awards from the tournament then everyone adjourned to the PBK Sports Tradeshow Festival.

Wednesday was the final day of the State Conference and started with THSADA Board Committee meetings followed by the THSADA General Session where all of the Fall award recipients were presented. Jeff Altman-Whataburger Restaurants conducted the next session which featured announcements of both the Male/Female Whataburger Scholar Athlete Awards as well as introducing the candidates for THSADA Vice-President. The last session featured the UIL conducting an open mic forum with the attendees. This proved to be very productive with both UIL and attendees actively participating. The annual Mega Drawing event concluded the Wednesday session and the 2019 State Conference. The THSADA State Conference has gained attendees and exhibitors every year and the 2020 THSADA State Conference is expected to surpass the records that were achieved this year.

The THSADA would like to thank all THSADA members and non-members that made the effort to attend, participate in the TAAC program, network with

their colleagues and be involved with their Association in working to make the profession of Athletic Administration a respected and honored position. ★

**THSADA Committee Chairs***Publications*

**Bernie Mulvaney-Goose Creek ISD**

*TAAC Committee*

**Jerry Littlejohn-Frisco ISD**

*Awards*

**Rodney Saveat-Beaumont ISD**

*Membership*

**Scott Moehlig-Alief ISD**

*Legislative*

**Vince Sebo-Tomball ISD**

*Athletic*

**Andre Walker-Houston ISD**

*Officials*

**Johnny Tusa-Waco ISD**

*NIAAA*

**Brenda Marshall-Corpus Christi ISD**







# Notes from the Assistant Executive Director

*Bob DeJonge - Assistant Executive Director*

It seems like we just finished up with our 2019 THSADA State Conference but a new year is already on the horizon. For this article I'd like to cover four important topics as we launch the 2019-2020 campaign. Regional Meetings, Group Membership, the work of our Committees and our newest initiative - THSADA Fall Forum

**Regional Meetings** - This past year our eight THSADA Regions hosted 40 meetings with nearly 3,000 Athletic Administrators in attendance - We welcomed over 120 presentations by state sponsors as well as receiving substantial support from over 260 Regional Sponsors! Meetings were laden with important content and opportunities for professional development. Content consisted of presentations from the UIL, TGCA and THSCA, content specifically related to THSADA initiatives, THSADA committee reports, State Conference, THSCA Coaching School, UIL updates and regional content consisting of items specific to each region including reflection topics and panel discussions.

**Membership** - Over the years we have offered individual membership opportunities and have watched our membership numbers grow from 250 to over 1200! After much input from our membership and the skilled work of our membership committee, we came up with the THSADA Group Membership initiative to be added to our current individual membership program. The main purpose of Group Membership program is closely aligned to our TAAC program. In the past, Athletic Director training has primarily consisted of the job training, so Athletic Administrators have had to learn as they go. Our TAAC (Texas Athletic Administrator Certification) program provides critical professional development for aspiring, new and experienced Athletic Administrators. Since we now have this certification opportunity, it was incumbent on THSADA to offer this to offer this training to a wider

range of athletic administrators, such as campus coordinators, head coaches, middle school coordinators campus administrators, athletic trainers or anyone with athletic department oversight responsibilities; with the primary goal of preparing Texas Athletic Administrators for the rigors of running an athletic program from 2019 and beyond. We predict a substantial increase in membership aligned with TAAC certification to over 2,000 in the next couple of years. As an additional note of interest, we should mention that Superintendents from around the state as well as UIL leadership are much in favor of the more comprehensive training opportunities for athletic administrators.

Individual and Group membership renewal and new will begin August 1, 2019

**The plan is to offer membership opportunities for:**

**Individual members - \$55 each**

**1-3 members - \$55 each**

**4-8 members - \$50 each**

**9 - 12 members - \$45 each**

**13 and up - \$40 each**

**THSADA Committees** - The THSADA office is always seeking to grow our footprint by involving a significant number of our members to serve as a guiding light in defining the purpose and direction of our association. To that end we have eight member-based committees - Membership, Awards, Publications, Athletic, Officials, Policy, NIAAA and TAAC. These committees have representation from each of the eight regions and are charged with recommending possible proposals for THSADA's annual legislative initiatives. Additionally, THSADA has three board committees

- Financial, Policy and Bylaws. These board committees are made up of THSADA officers, Regional Directors and Committee Chairs. Committees work throughout the year via electronic communication but also meet in person at our annual State Conference as well as Coaching School.

**Coaching School Programming** - Key THSADA programming for THSCA Coaching School will consist of Sunday morning and afternoon committee and board committee meetings followed by our annual General Session consisting of our installation of officers and THSADA Awards Ceremony. The event will be held at 5:00 PM Sunday afternoon in the Marriott Marquis Hotel Houston Ball Room. Award presentations will include - NIAAA, NFHS awards, Regional Athletic Administrators of the Year and conclude with the presentation of the PBK Athletic Administrator of the Year. Details for these meetings and events will be available on the THSADA website in the upcoming days.

**THSADA 1st Annual Fall forum** - One of the key goals of our association is preparing our membership for the challenges of effectively running today's athletic program. With that in mind we wanted to provide an additional professional development opportunity for our membership. This event will occur on September 24-25 at the Dub Farris Athletic Complex at Northside ISD in San Antonio. Plans are to offer and welcome reception and leadership presentation on Tuesday night followed by Wednesday's lineup of State-of-the-Art Facility Planning (TAAC 401), Safety and Security of Athletic Events (TAAC 502), UIL update including discussion of October's Legislative Council agenda followed by a guided tour of the Dub Farris Complex. Look for more information on the THSADA Website in the upcoming days. As noted above TAAC 401 and 502 will be available for credit. ★

# DON'T REACH FOR IT!

By Sheila Henderson - Lockhart, Athletic Director



When supervisors have been asked, “What is the biggest productivity killer in the work place,” the overwhelming response that tops the list is the use of cell phones. 95% of Americans own a cell phone of some kind and 77% own a smart phone. According to Pew Research Center an average of 109.5 messages on a normal day are being exchanged which is 3,200 text per month by millennial users. 84% of millennials open text messages within 90 seconds of receiving them. Most employees spend about 48 min on personal tasks each workday. In 2017, the average American spent approximately 2 hours and 51 minutes on a cell phone. Over a lifetime, that is 5 years and 4 months. Cell phones are like digital candy. How much does your staff spend eating each day? How productive is your staff? Makes you wonder what they are doing with their time? Steven Minzt Ethics estimates people check their phones on an average of 85 times a day an actually use it forty to fifty times a day. Most people actually use their phones twice more than they think. How do you think cell phone usage impacts coaches meetings, practices, games, parent meeting and professional development?

Research has shown technology does not make always make us better. It can actually impair attention, productivity and memory, lessen creative thinking, increase stress levels, reduce sleep quality and lead to cognitive errors like walking into people or things. Did you know there is an actual name for cellphone addiction? It's called nomophobia. An irrational fear of being without your mobile phone or being unable to use your phone for some reason, such as the absence of a signal or running out of minutes or battery power. Have you ever wondered why social media apps are free? It's because customers are advertisers. The product being sold is your attention. Our attention is one of the most valuable things we have (www.health.com). Did you know tech innovators try to shield their own children from any type of mobile devices as long as possible? Steve Jobs didn't let his kids use ipads. Bill and Melinda Gates did not let their children have cell phones until they were fourteen.

Let's face it, the reality is cell phones are here to stay and a part of modern-day life. Therefore, there must be clearly conveyed limitations and cell phone etiquette when using the cellphone in the workplace. The limits you set depend on the nature of your business and experiences. You must define when it is acceptable to use cellphones during the workday. We take for granted everyone knows what is appropriate. Most people feel, if their phone rings or they get a text, they must respond immediately. What about when you send a text to someone on your staff, what is the expectation of their response?

**Here are a few suggestions for use or limited use of the cell phone in the workplace.**

***Cell Phone Limitations/No Cell Phone Zone (take approximate breaks to allow use)***

- During meetings/training sessions
- Interactions with customers/parents
- Conferences
- Situations that pose a safety concern
- Consider a “Do Not Disturb Message” just like when you drive during certain hours of the day

***Cell Phone Etiquette (If a call has to be taken)***

- Keep calls short (consider frequency and length of call)
- Speak quietly
- Set phones to vibrate or silent
- Bluetooth or headsets could be allowed in certain situations

Everyone should take a screen time challenge and check your own screen time. Will you be surprised by what you find out? Which apps are you spending the most time using and what time of day are you using them? Now, just think about the things you could have been doing or could have accomplished by spending just an hour away from your phone. I did it and read half a book. Stop, put it down, resist the temptation.★



# Impressions of New Assistant A.D.

By: Lee Martinez - Goose Creek CISD

Coming in to this job reminds me of when I got my first head coaching position in fall of 1996. I had all the answers, and everything was going to be just great. Becoming an Assistant Athletic Director was going to be an extension of coaching, because I knew what a good program should look like, the consistencies of a staff's daily grind, the involvement of the school faculty and community, upgrading facilities, and more importantly, the importance of the feeder programs. So setting up the Head Coaches throughout the district to have success is going to be easy.

I quickly learned that it is not that easy. There is a lot that I need to learn. I never realized all the details that go in to running a school district. Being an Assistant Athletic Director has given me a different perspective on how I look at a school district, and athletics. The roles the School district's directors play in upgrading facilities has really intrigued me. I never realize the amount of work that goes into simply upgrading a facility. Every director in our school district is affected when a school bond is passed for an upgrade when it comes to athletics. Each director has to have their input about the upgrade, to make sure it is cost efficient, it is safe, installed properly, etc. Each director has a role to play as the facility is built. I have learned the importance of passing School Bonds. After a bond is proposed it still has to be approved by the voters in the community. So, to assist with the bond there has to be a strategic plan in place that shows the community the purpose and the importance of the bond. That side of athletics I have never been a part of. It gives me a better understanding why upgrading facilities is not an easy thing to do. As

a former head coach, I never knew all this red tape had to take place in order to improve facilities.

Athletics to me was just sports; football, baseball, soccer, volleyball, etc., nothing else. In this position, anything and everything that has to do with sports is a part of my job. Dealing with lockers, equipment, an emergency plan for a team, and in one case, an individualized emergency plan, community organizations that want to be recognized, alumni, and the inevitable District Pass; everyone wants one. Community Organizations that raise money for the school district want to see you involved in their organization; and attending their weekly events or meetings is not uncommon. The amount of detail that goes in to managing a stadium is something that I will never take for granted again. For example, the press box. There has to be food set up every week for visitors, board members, and the superintendent. Rosters that label the Home and the Visiting team are in every booth for coaches that are scouting, stadium announcers, guests, and the local sports reporter. Is the scoreboard properly working? Making sure all lights not only turn on, but their respected functions are efficient as well. Bus parking to me was something I never thought about in my 23 years of coaching. Now it is something that I look at as soon I get to any other athletic stadium. Do we have enough stadium workers, ticket takers, security, law enforcement? Is the ambulance located in strategic place that enables easy on field access? These are very important details that go in to properly running a stadium for every single event.

It amazes me on how much money is ex-

pected by the Head Coaches. I have not met a head coach yet whose budget is enough. I mean that in a respectful way. Any good head coach is always looking to improve in every aspect of their program. It does not matter the sport, every head coach wants more. As an Assistant Athletic Director that is tough to listen to and not explain to them that there is a process that must be followed, and other programs that have needs as well. While a head coach I can say I never understood that either, now I get it. I just thought if the Athletic Director wanted to increase my budget he/she could. Budgets go much further into detail than that. There are so many expenses that go unnoticed, that budgets have to be manage with a strategy that is suited for everyone. Dealing with fields, chemicals, ants, weeds, wear and tear, community usage, lights, rentals, etc. all have to be considered when dealing with budgeting. When you're a head coach, you are solely focused on your program, as an Assistant Athletic Director your focus is the entire district.

There is so much more to this job. With all this, you still have to find a way to keep the coaches happy at all levels. As I did in the fall of 1996, I soon realized how wrong I was, and how much I did not know about the way athletics is managed as an entirety. I know I have gained a new respect for the Athletic Director position and everything that has to be endured. I see things so much differently now. There are many things that were not even noticed by me before that have now become vital to me. I feel privileged to be in this position and look forward to the challenges it will present to me. I realize that this is a tough job, but it is also very rewarding. ★

## Hello retired THSADA members,

We hope you are enjoying retirement as much as we are and have been able to take time to relax, travel and enjoy family. We are trying to communicate with our retired colleagues so that we can stay in touch and so you can stay in touch with THSADA members and activities. We need your help.

I am sure you know that membership in THSADA is FREE for retired athletic

directors with at least ten years of service. We hope you have taken advantage of this benefit. If not, membership for 2019-2020 begins in August. Just go to the THSADA website at that time to join.

At this time, we are trying to be sure we have contact information (email addresses) for as many retired ADs as possible. There are many others we are

lacking and we need your help. Please let us know of anyone not on the list so we can add them to our contacts.

We hope you have a great summer. We will be communicating soon! ★

Best Wishes,

**Bill Daws - [Bill.Daws@thsada.com](mailto:Bill.Daws@thsada.com)**  
**Joe Barnett**



# Head Coaching Job - Heart and Mind

*Written by Armando Jacinto  
Assistant Athletic Director and Willie  
Amendola Athletic Director Spring  
ISD*

The purpose of this article is to equip all aspiring coaches with the tools needed to become the leaders their minds envision and their hearts desire.

I have been an Assistant AD for the last 5 years and previously held a position as a Head Football Coach/Campus Coordinator for 5 years. Throughout the 10 years of interviewing candidates, I have come to this conclusion: even though prospective candidates feel in their hearts that they are ready to take the next step to become a head coach, it is incumbent of them to strengthen themselves in these four areas to become selected for a head coaching position. Being weak in any of the following four areas will not forfeit you as a candidate,

but they certainly will hurt your chances of being selected as the head coaching position in which they interviewed

**1.** Lacking specificity in accomplishing goals for your program: For example, not setting specific sequence and timelines of events (pre-season, in-season, off-season, summer workouts) and expectation for goals to be achieved.

**2.** Deficient in knowledge pertaining general UIL rules (general and new rules) and guidelines- specifically practice times: Candidates lacked knowledge in areas regarding UIL coaches' annual certifications and knowledge of the PAPF procedural process for prospective student-athletes.

**3.** Poor interview etiquette (posture, positioning of hands, dress and delivery of answers)during interview: Constant fid-

getting can place focus on what the interviewee is doing rather than saying, resulting in a poor interview.

**4.** Lack of research: Prospective candidate has not researched the school's history and which lead to incorrect assumptions by interviewee pertaining to the school's programs and sports. (EX: summer program, facility use, question administrative support, program importance).

In conclusion, I strongly encourage all prospective coaching candidates to follow your heart and pursue your career goals. This is where your "why," your passion and your knowledge help shape future leaders of tomorrow begins. However, also look into this same heart and prepare your mind and equip yourself with knowledge to carry out what your heart envisions. So you can not only be selected to interview but land that first head coaching position. ★

## INTERN BIO

My name is Ricky Sandoval and I will be graduating from the University of Houston in May of 2020. I will be graduating with a Bachelor of Science in Sport Administration and a minor in Business Foundations. I was raised in Pearland, Texas where I attended Pearland High School from 2012-2015. I have a huge passion for sports, and I plan to take all that I have learned in my academic career coupled with what I learn while working with THSADA in order to successfully put myself in a position to be involved in the sports industry in some capacity. I am extremely excited to be working with THSADA and cannot wait to see what the future holds. ★





# AG Paxton: Texas Supreme Court's Decision in Kountze Cheerleaders' Case is a Win for Religious Liberty

August 31, 2018 | Texas Supreme Court

Attorney General Ken Paxton today issued the following statement after the Texas Supreme Court decided not to review a lower court's decision upholding the constitutional right of Kountze cheerleaders to display banners with Bible verses at high school football games. The Kountze Independent School District appealed last year's ruling by the 9th Court of Appeals that said the Bible verses on banners were not government speech that could be regulated by school officials.

"The Kountze cheerleaders case involved personal expressions of faith and an ill-advised school district change of policy that mislabeled their expressions as government speech," Attorney General Paxton said. "Religious liberty is the foundation upon which our society has been built. The Texas Supreme Court's decision ensures that the Kountze cheerleaders and other cheerleaders across the state will be able to display their expressions of faith on banners at football games."

In September 2015, Attorney General Paxton filed an amicus brief with the Texas Supreme Court in *Matthews v. Kountze Independent School District*, supporting the constitutional rights of Texas' public schoolchildren to express their own messages at school and school-related events. The attorney general's office intervened on behalf of the cheerleaders' lawsuit in 2012. ★

## Legal Brief

**Vega v. North Canton City School District**  
In Ohio State Trial Court  
October 2017

**Facts:** In October 2017, a Hoover High School (Ohio) football player received a two-day, in-school suspension and was dismissed from the team for the remainder of the season pursuant after a coach saw an e-cigarette (vape pen) fall from his pocket. The chemical-abuse policy, included in the student handbook's section for sports and extracurricular activities, imposed as punishment for violations immediate removal from a team or activity for the remainder of the season and explicitly included in its definition of prohibited substances "tobacco" and "tobacco-related products," including electronic cigarettes and vape pens. The player's father exhausted all of his administrative appeals and then filed a lawsuit, arguing that his son had been denied due process and equal protection, because in previous school years, students caught using tobacco products had been sanctioned under a separate misconduct policy imposing a punishment of suspension for

only 10 percent of a sports or activity season. However, prior to the 2017-18 school year, the school had notified all students and parents, including football players and their parents, that going forward, punishment for tobacco-related violations would be handled under the chemical-abuse policy, resulting in full-season suspensions.

**Issue:** Were the due process rights and equal protection rights of the football player violated by the change in the handling by the district of tobacco, e-cigarette, and vape pen violations to the chemical-abuse policy?

**Ruling:** No. After holding a hearing at which the player's attorney and school district counsel presented their arguments, Stark County Ohio Common Pleas Judge John G. Haas found in favor of the district, holding the student involvement in sports or other extracurricular activities is

considered a privilege, not a constitutional right, and that the player-in-question had been adequately protected legally by the pre-school-year notification to students and parents that tobacco, e-cigarette, and vape pen offenses would henceforth be handled under the chemical-abuse policy.

**Standard of Practice:** The case illustrates the longstanding principle that participation in school sports and extracurricular activities is a privilege, not a constitutional right, and that sanctions imposed for policy violations will not be overturned by a court if the policy had been adequately communicated in advance to those affected. ★

*This article, written by attorney Lee Green, was originally published in the January 2019 edition of High School Today magazine and reprinted with permission by the NFHS.*





# TEXAS ATHLETIC ADMINISTRATORS CERTIFICATION

*Assistant TAAC Coordinator-Johanna Denson*

Texas Athletic Administrators spend long hours in a high-profile position, making decisions that affect the lives of young people and the coaches that lead and guide them. This position, like so many administrative positions did not come with instructions, nor are there others in a similar position in the district. So many decisions are made by "trial and error" by the new athletic administrators, due to the lack of knowledge and skills.

The Texas High School Athletic Directors Association (THSADA) Board of Directors and Executive Director Rusty Dowling recognized a need to assist Texas Athletic Administrators in developing the skills and knowledge to effectively and efficiently lead their school districts. The Texas Athletic Administrator Certification (TAAC) program was created to fill this void. Through the collaboration of THSADA members, Superintendents, UIL/TAPPS staff and THSADA Board of Directors, the TAAC guidelines and curriculum were developed.

The Texas Athletic Administrator Certificate (TAAC) is a two-year state certification program developed specifically for athletic administrators in the State of Texas. The curriculum consists of five sections of courses that focus on enhancing the Texas Athletic Administrator's ability to successfully perform their duties and responsibilities, with an emphasis on UIL/TAPPS compliance. The five sections include: Section One: Governance; Section Two: Organization/Administration; Section Three: Community/School Engagement; Section Four: Athletic Facilities and Section Five: Health and Safety

In order to become a certified Texas Athletic Administrator, begin by joining THSADA and attending the THSADA State Conference. The cost to take

TAAC courses is included in the current THSADA membership. Courses are available to members who attend the THSADA State Conference. The TAAC information is located under the Professional Development tab on the THSADA Website. Under this tab, members can find TAAC Course descriptions, individual members attending the State Conference, courses completed and courses that are not completed. In addition, those courses that are avail-

will be a repeat of the 2018 course offerings with updated information.

Once a THSADA Member is TAAC certified, a member must take 6 TAAC courses over a 3- year period to maintain an active certification. Three of the 6 classes that are required every year include courses 101, 302, 304.

THSADA continues to improve the information provided in each TAAC course; while working to develop procedures that validate courses attended. Two TAAC courses will be offered at the THSADA Fall Forum in San Antonio on September 25 to accommodate members who are interested in attending courses this Fall.

New athletic administrators, as well as, experienced ones are encouraged to participate in the TAAC program provided by the Texas High School Athletic Director's Association. Due to the success of the TAAC program, membership numbers and State Conference attendance has increased significantly. Executive Director Rusty

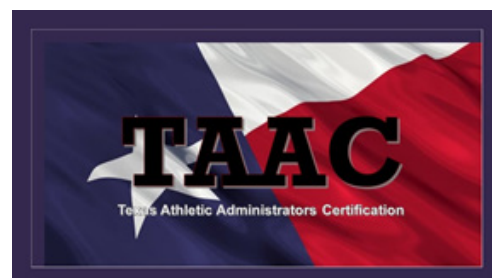
Dowling, Assistant Executive Director Bob DeJonge and TAAC Coordinator Larry Peil attended the NIAAA conference, where numerous states have expressed an interest in the TAAC format used in Texas. Once again THSADA is on the cutting edge of providing the best professional growth opportunities for its members.

Don't miss this opportunity to be one of the most qualified athletic administrators in the State, be TAAC certified. ★



able via video, and annual TAAC Course offerings are also identified. A link is also included to access available videos. Only members that attended the State Conference can access the videos through this link. Due to the strong profile of the TAAC program, Clell Wade Directory is now instrumental in the production and creation of all TAAC videos.

Currently, 60 THSADA members have completed the TAAC program and will receive their certificate at the first 2019 Regional Athletic Director's Meeting. All members that attended the 2019 State Conference have an opportunity to view the videos of the courses they missed through August 31. After this date, all videos of the 2019 courses will no longer be available. The TAAC courses for the 2020 State Conference



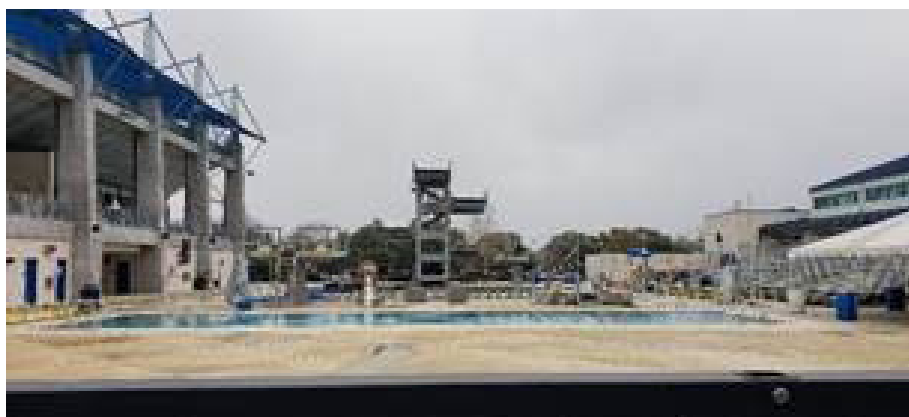


**Inaugural THSADA Athletic Administrators Fall Forum**  
**Tuesday, September 24th-Wednesday, September 25th - 2019**

Aimed at providing another learning opportunity for the THSADA membership. Speakers will include Superintendents, Military Leaders, Coaches, Sponsors and State-wide leaders in marketing, facilities and fundraising. This also gives **Athletic Administrators** a chance to network and discuss issues relevant to their classification.

Registration and Workshop Agenda information will be posted at [www.thsada.com](http://www.thsada.com) in the near future.

**\$55.00 Registration Fee. TAAC 502 and TAAC 401 are available**



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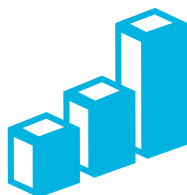
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**KEVIN GREENE**

Executive Director of Athletics, Forth Worth ISD, TX

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