



THSADA NEWSLETTER

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EXECUTIVE DIRECTORS REPORT

Rusty Dowling-THSADA

In writing this newsletter the common theme would be to open up with discussing COVID-19 and all of the dynamics that have accompanied the virus. Instead I would like to focus in on the incredible work that athletic administrators have done around the State of Texas in responding to this extreme challenge and putting on display the organizational and communication abilities of our profession. Athletic Administrators have been on the front line of dealing with all the athletic components of the fall out of the virus and have proven again and again that cooperation, communication and experience have been critical in developing a multitude of plans over a period of time. I've had many zoom, webinar and phone call meetings with athletic administrators that have all been pro-active in their approach to dealing with this adversity and when setbacks occur, you have re-routed your thought processes and continued forward. You have all stepped up to show the best components of our profession.

The THSADA has also been very busy during this time of COVID-19. THSADA has been on the front end of facilitating numerous Zoom meetings and Webinars that have been extremely well attended. THSADA has hosted numerous Region zoom meetings where athletic administrators have had the opportunity to network with each other regarding current issues. Specifically, the THSADA hosted a Retired AD webinar that was very well attended by our members and proved to be a good opportunity to involve our past members in sharing their experiences as athletic administrators. THSADA recently hosted a special webinar for designated THSADA sponsors that proved to be beneficial for both THSADA members and sponsors. Region meetings have been very well attended since we started using the Zoom meeting platform.

The THSADA just concluded the new Board of Directors/Chairs Orientation that will transition the THSADA leadership to the upcoming school year. David Kuykendall-Frisco ISD will take office as the new THSADA President succeeding Rodney Chant-San Angelo ISD, however Rodney Chant will preside over the December State Conference in Waco as we missed both April and July.

THSADA membership continues to increase as we approach the 1,200 mark, representing over 350 ISD's and 60 TAPPS campuses. Conference registration also has been on-going with over 630 members registered to attend the State Conference. The State Conference was moved from July to December 8-11



still in Waco. The agenda will remain the same with the PBK Sports-THSADA Hall of Honor Luncheon being added as a permanent event at the Conference.

The THSADA would like to remind all committee members that your participation on all THSADA committees, are vitally important as was evident in the recent Officials fee increase scenario. THSADA Officials Committee will be involved in working with TASO on developing a future compensation plan. If you are on a committee, make every effort to attend and participate.

THSADA would also like to commend the UIL and TAPPS for their diligence in working through these difficult times and keeping the THSADA involved and informed. They have worked tirelessly to adjust and pivot on the run to whatever new difficulty they have been up against and to keep everyone informed.

I would also like to take this opportunity to publicly thank the THSADA staff and the work they did in re-organizing the State Conference, working to coordinate both Zoom meetings and state-wide webinars and working to coordinate and maintain the high levels of professionalism throughout the course of the COVID-19 situation.

There is a separate article in this edition of the newsletter recognizing Mr. Joe Tusa-former Athletic Director Houston ISD and one of the original founders of the THSADA. I would be remiss if I did not acknowledge the huge impact Mr. Tusa had on our profession in the State of Texas and his work in developing the By Laws and structure of the THSADA. We are extremely indebted to Mr. Tusa for his service to our profession.

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ASSISTANT EXECUTIVE DIRECTOR'S REPORT

Bob DeJonge - THSADA

Well this article was supposed to be a Welcome to THSADA's 49th Annual State Conference. So many things have changed in the past five months.... I do not think there has been an extended period of time during the past fifty years that our world, nation and state have faced such significant challenges. From battling COVID 19 to the ongoing and meaningful discussions regarding social justice, I really can only come up with two terms to describe this time – Unprecedented and Life Changing. While the last few months have been challenging, we all know that we are far from having these health and social matters resolved. The thing I can comment on is the dynamic and willing leadership I have witnessed from our AD's around the state. We work in a profession that sometimes rewards decisive decision making and process-oriented leadership. What we have learned is that flexibility, willingness to listen for understanding and keeping the well being of those that live and work in our communities at the forefront of our efforts. I continue to see countless examples of leadership through service as our profession's "New Normal". Our Region Directors have hosted several webinars attended by more than 2,000 interested AD's, UIL Leadership, Superintendents, Campus Administrators, Coaches and Sponsors/ Exhibitors. This willing exchange of ideas has served to keep us focused and informed as situations continue to remain fluid. While we can't assign a date to a return to our old normal, it's safe to say that the challenges we face albeit ever-changing and monumental, will groom us to better prepared to lead in the years to come.

As we navigate through the past few months THSADA continues to experience tremendous growth in membership and as a key influencer around the state and across the nation. As a reminder of our ever-growing footprint, we can brag a bit about being the largest Athletic Administrator organization in the country! Much of this growth is due to the tremendous guidance we get from our Leadership Team consisting of our Officers, Region Directors and Committees. Our eight Directors lead their respective regions by sharing information from the state office, gathering information that will help frame the association's stance key issues and hosting regional meetings, that provide pertinent information and professional development opportunities for our ever-growing membership. Many thanks to these eight leaders.

Region 1 Director – Max Kattwinkel, Lubbock Cooper ISD

Region 2 Director – Phil Blue, Abilene ISD

Region 3 Director – Leslie Slovak, Richardson ISD

Region 4 Director – Maria Kennedy, El Paso ISD

Region 5 Director – Ray Zepeda – Cy Fair ISD

Region 6 Director – Lynn Pool – Austin ISD

Region 7 Director – Rey Ramirez, Rio Grande City CISD

Region 8 Director - Melanie Hinson, Southwest ISD

Special Thanks to 3 Outgoing Region Directors for the outstanding service during their 2-year terms. Region 1 – Mike Meeks - Lubbock ISD and Philip O'Neal – Mansfield ISD, and

Region 7 - Paula Gonzalez – McAllen ISD.

Another key area of growth is due to the work of our 8 Standing Committees. These committees are comprised of representatives from each of THSADA's eight regions and are tasked to gather information on key issues that will eventually frame the association's major initiatives each year. These committees are led by:

Membership – Scott Moehlig, Alief ISD

Awards – Russ Reeves, Rockwall ISD

NIAAA – Brenda Marshall, Corpus Christi ISD

Policy – Vince Sebo, Tomball ISD

Athletic – Andre Walker, Houston ISD

Officials – Mike Bass, Alvin ISD

Publications – Dr. Bernie Mulvaney, Goose Creek ISD

TAAC – Jerry Littlejohn, Frisco ISD

Special thanks to Rodney Saveat – Beaumont ISD for his 3 years of outstanding service on the THSADA Awards Committee.

December State Conference Hall of Honor Update

One of the highlights of this year's conference will be the THSADA Hall of Honor Celebration. In past years, this event has been held in July during our summer meetings at coaching school. We decided to move this prestigious event to our State Conference so more of our membership could celebrate those that are being honored. This year's celebration will be on Thursday, December 10, from 11:30 – 1:30 in the Brazos Ball Room. The program will consist of a catered meal followed by special guest introductions and then lead into our awards ceremony. This year's award recipients are:

National Awards

Kelly Reeves State Award of Merit - Stacey Segal, Dallas ISD

NFHS Citation Award- Paige Hershey, Spring Branch ISD

NIAAA Distinguished Service Award - Shawn Pratt, McKinney ISD

NIAAA Frank Kovaleski Professional Development Award -
Andre Walker, Houston ISD

NIAAA Hall of Fame - Ruth Meredith - Ysleta ISD - Retired

THSADA Joe Bill Fox Award

Sam Tipton – Executive Director - Texas Girls Coaches Association

THSADA Region Athletic Administrators of the Year

Region 1 - JJ Johnson, Lubbock ISD

Region 2 - Tracey Borchardt, Ector County ISD

Region 3 - Val Little, Prosper ISD

Region 4 - James Nunn, Socorro ISD

Region 5 - Ray Zepeda, Cy Fair ISD

Region 6 - Todd Raymond, Pflugerville ISD

Region 7 - Gilbert Leal, Brownsville ISD

Region 8 - Karen Funk, North East ISD

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THSADA Hall of Honor Inductees

Charles Breithaupt – Executive Director,
University Interscholastic League

Dr. Charles Breithaupt was named Executive Director of the University Interscholastic League in January of 2009. He is also an Associate Vice President at the University of Texas at Austin. He oversees the academic, music and athletic competition for nearly 1,500 high schools, 1,600 middle schools and 2,000 elementary schools in the state of Texas. Prior to being named Executive Director, he served as the Associate UIL Director and State Director of Athletics for 14 years. He has been with the UIL since his employment in 1992, following 17 years in public education as a teacher, coach, athletic director and principal. Dr. Breithaupt served as a head basketball coach for 14 years prior to joining the UIL. His teams won 81% of their games and advanced to the playoffs all 14 years while two of his teams advanced to the state finals, winning the championship in 1991. He was named Texas State Coach of the Year in 1991.

Marmion Dambrino –

Retired, Houston ISD Director of Athletics

Marmion was the Houston ISD Director of Athletics for 13 years before her retirement. Some of her many accomplishments include providing leadership development opportunities for over 1100 coaches and administrators. She served the THSADA as the Vendor Committee Chair for the THSADA State Conference and served on the State Conference and Planning Committee. Marmion is known for her tremendous leadership and passion for providing opportunities for the growth and development of student athletes in Houston ISD.

Steve Williams –

Allen ISD, Director of Athletics

Steve has worked in Allen ISD for a total of 44 years, while serving as Director of Athletics for the last 24. During that time, the Allen ISD Athletic Department has thrived under his leadership. During his tenure, Allen teams have won an amazing total of 28 State Championships! Steve was voted Region 3 Athletic Administrator of the Year for the 2017-2018 school year.

This year's 2020 December THSADA State Conference promises to be both enlightening and entertaining! It does not get any better than being an Athletic Administrator in the great state of Texas!

Bob DeJonge

THSADA Assistant Executive Director



LETTER FROM THE PAST PRESIDENT



THSADA Members,

It certainly has been a Spring and Summer to remember in 2020 and unfortunately, it is not over yet. Who could have imagined the turn of events that occurred starting with the Boys State Basketball Tournament and continuing through the end of the school year. I can't tell you how proud I am of the THSADA members and the leadership that you have shown through this current situation. Our members have been innovative in developing strategies to meet the issues head on and it makes me proud to be not only a member of this organization, but the President as well. The roundtables that have been instituted by Rusty and Bob have been invaluable to our membership. They have connected us together from across the state and allowed us to share ideas on how to meet the needs of our athletes and coaches in this time. A big thank you to our board of directors, regional directors, and committee members for the leadership that they have provided in working with the UIL and other entities in providing feedback on policies and procedures that will be implemented in the future. Last, but certainly not least, is the leadership of Rusty and Bob. We, as a membership, are lucky to have such selfless leaders for the THSADA. I truly believe that over the last several months, our organization has grown even stronger and continues to lead the way in athletic administration in the United States. Make sure you get the rescheduled THSADA State Conference on your calendar and make plans to see us in Waco in December. The decision to reschedule the conference was not an easy one, but with everything that is going on it was what was best for our members at the current time. I hope and pray that you and your family are safe and well during this time and know that we as THSADA members are here to assist you.

Rodney Chant

San Angelo ISD Executive Director of Athletics





THSADA ASSOCIATION UPDATES

2020 has been an exciting year for THSADA thus far and we look forward to what the rest of the year will bring. Continue reading for all updates regarding the THSADA and what has been done so far for the year of 2020!

STAFF UPDATE

THSADA hired its third full-time staff member, Ally Kinzy, at the beginning of 2020. Ally was promoted from Fall Intern to the Director of Administrative Services, where she continues to be the main contact for membership. Her additional responsibilities include content creation for the e-News/Newsletter/News Flash, the website, and social media, as well as assistance with events and board prep. Ally is serving as the State Conference Director Support for the 2020 State Conference. Ally can be reached at ally.kinzy@thsada.com.

THSADA Event Support Ricky Sandoval graduated from the University of Houston with a degree in Sport Administration this May. Ricky works directly with the THSADA Director of Programs, Bill Daws, to coordinate the Tradeshow and serve as a primary contact for all exhibitors. We appreciate all the work Ricky has done for the Association and continues to throughout the year.

NEW OFFICE

The THSADA staff upgraded offices as of January to account for a growing staff and membership. Located in the same office building, the new unit is an upgrade with four rooms for office space, one room for storage, and a private conference room to use for in-office meetings. The new mailing address for the Association is: 1322 Space Park Drive, Suite A258, Houston, TX 77058. Feel free to stop by if you are ever in the League City area!

An initiative for THSADA is to host more committee meetings to help identify issues and challenges in the profession and work towards the enhancement of athletics around Texas.

OFFICIALS COMMITTEE MEETING

ADs from around the state met with TASO and TGCA on January 29th at the Pearland ISD Administration building to discuss the increase in fees for officials, as well as development of a plan for compensation in the future.

Attendees: Rusty Dowling (Executive Director), Bob DeJonge (Assistant Executive Director), Bill Daws (Director of Programs), Debbie Fuchs (Clear Creek ISD, Vice President), Mike Bass (Alvin ISD, Officials Committee Chair), Carla Newsom (Alvin ISD), Jimmy Hestand (Alvin ISD), JJ Johnson (Lubbock ISD), Del Van Cox (Abilene ISD), Jay Zeller (Grapevine-Colleyville ISD), Russ Reeves (Rockwall ISD), Maria Kennedy (El Paso ISD), Ray Zepeda (Cy Fair ISD), Andre Walker (Houston ISD), Dereck Rush (Bryan ISD), Leticia Ibarra (Mission CISD), Melanie Hinson (Southwest ISD), Suzette Arriola (East Central ISD), Ben Pardo (Pearland ISD), Eric Wells (Pearland ISD), Mike Fitch (TASO), and Sam Tipton (TGCA).

METRO AD MEETING

The Association office hosted a meeting for Metro ADs from around Texas on February 11th to discuss challenges faced with being ADs in economically disadvantaged areas and begin the

conversation for possible solutions. Athletic Directors from Dallas ISD, Fort Worth ISD, Brownsville ISD, El Paso ISD, Houston ISD, Austin ISD, San Antonio ISD, Laredo ISD, and Carrollton-Farmers Branch ISD all attended the productive meeting.

Attendees: Rusty Dowling (Executive Director), Bob DeJonge (Assistant Executive Director), Bill Daws (Director of Programs), Todd Vesely (Fort Worth ISD, Meeting Co-Chair), Andre Walker (Houston ISD, Committee Co-Chair), Gilbert Leal (Brownsville ISD), Scott Jackson (Dallas ISD), Todd Howey (San Antonio ISD), Brain Clancy (San Antonio ISD), Renee Putter (Carrollton-Farmers Branch ISD), Sylvia Barrera (Laredo ISD), Tommy Ramirez (Laredo ISD), Leal Anderson (Austin ISD), Lou Mora (Austin ISD), Maria Kennedy (El Paso ISD), and Debbie Fuchs (Clear Creek ISD, Vice President).

To adapt to the spring and summer changes, THSADA provided its membership with up-to-date information to prepare their Athletic Departments for the Summer and Fall of 2020.

SPRING & SUMMER ROUNDTABLES

In partnership with AD Insider, THSADA hosted two Roundtables to provide membership with insight from Texas ADs regarding pertinent concerns to their Athletic Departments.

The Spring Roundtable featured the Board of Directors addressing budgets, summer & fall plans, and senior recognition. The Spring Roundtable was highly successful with over 550 people tuning in from around the nation. The Summer Roundtable featured a different group of ADs from each region who discussed their Summer Strength & Conditioning and fall plans. The Summer Roundtable had over 250 join in to watch the conversation. Both Roundtables are available to watch on ADInsider's website.

ZOOM REGION MEETINGS & PANELS

All 8 Regions had the opportunity of continuing their Region Meetings virtually over the months of March, April & May. All Regions had record attendances and provided their members an opportunity to discuss current and future matters concerning Athletic Administrators. We would like to thank all Region Directors, Committee Members and State Sponsors who made this possible!

THSADA hosted a Retired ADs Panel in June featuring eight retired ADs who discussed hiring & evaluating coaches, dealing with difficult parents, relationships with admin, and other relevant Athletic Administration topics. The panel was broadcasted live and attracted over 120 attendees. All region meetings and panels can be found on the THSADA website under the Member Resources tab!

BOARD ORIENTATION

The 2020-2021 Board of Directors and Committee Chairs were transitioned to their positions virtually on July 14-15. Three new Region Directors were added to the Board: Max Kattwinkel (Lubbock-Cooper ISD, Region 1), Leslie Slovak (Richardson ISD, Region 3), and Rey Ramirez (Rio Grande City ISD, Region 7). The Board Orientation was held over Zoom, and we look forward to having our first official Board Meeting in person at Fall Forum in September.



HOLISTIC UNIFIED DIVERSE DIALOGUE LEADING TO ENCOURAGEMENT

A huddle in sports can be viewed as an effective meeting that embodies the true essence of the following acronym; holistic...unified...diverse...dialogue...leading to encouragement. In a huddle, athletes from all walks of life come together as one unified unit striving for a common goal. Hence, meetings such as the Texas High School Athletic Directors Association state conference are similar to a huddle.

Athletic administrators from different cities throughout the state of Texas and people with various skills all come together to form our version of a huddle. During this huddle (conference), we are able to engage in healthy dialogue, while motivating and encouraging our peers as we strive to reach a common goal. In our case, the common goal is to serve coaches and student athletes; and conferences give us a platform to huddle annually while pursuing excellence in the field of education.

Most huddles take place sparingly throughout the game, but this type of team gathering is an effective tool to help teams get on one accord. Likewise, the Texas High School Athletic Directors Association state conference affords a team of administrators with the unique opportunity to huddle, so we can serve students and coaches through a collaborative effort. Therefore, as we break from our huddle and go to our respective positions, it is paramount we continue to promote athletics as a vehicle that fosters positive learning environments.

*Written by: Shannon Rideout
Austin Independent School District*

MEMBERSHIP UPDATES

THSADA Members,

The 2019-2020 membership year was record breaking for THSADA with nearly 1,200 members joining the Association from all around Texas. The first year of Group Membership was proven successful with 47 school districts and 7 TAPPS schools comprising over 450 members. 2020-21 membership registration will open on Tuesday, September 1st.

TOTAL MEMBERS = 1168

REGION 1 = 70
REGION 2 = 41
REGION 3 = 408
REGION 4 = 23
REGION 5 = 300
REGION 6 = 114
REGION 7 = 58
REGION 8 = 140
COLLEGE = 13

GROUP MEMBERSHIP TOTAL = 459

REGION 1 = 30
REGION 2 = 15
REGION 3 = 193
REGION 4 = 0
REGION 5 = 152
REGION 6 = 39
REGION 7 = 11



2019 LEGAL REVIEW

By Lee Green, J.D., courtesy of NFHS

CONSTITUTIONAL LAW: DUE PROCESS & BEING CUT FROM TEAMS

In May 2019, in another of the long line of precedents addressing the issue whether students have a constitutional right to participate in school sports programs, a federal trial court judge denied a motion for a rehearing of his October 2018 ruling for the school in a case involving a high school soccer player cut from his team, *Doe v. Ladue Horton Watkins High School* (MO). The 16-year-old junior, identified in court documents as John Doe, didn't make the varsity squad at the school and was barred from returning to the junior varsity team because younger players were given priority based on the coach's discretion. His family sued, claiming several constitutional and civil rights-related violations. However, in the court's written opinion in the case, U.S. District Judge John Ross stated, "[the school] argues that Doe will suffer no harm because he has no legal right to participate in high school sports ... the Court agrees ... Courts have long held that participation in interscholastic athletics programs is not a property right, but a privilege ... accordingly, Doe suffers no legal harm by being excluded from the JV team."

CONSTITUTIONAL LAW: FREEDOM OF SPEECH & SOCIAL MEDIA

In March 2019, in *Levy (B.L.) v. Mahanoy Area School District*, a U.S. District Court in Pennsylvania granted summary judgment to a cheerleader (B.L.) dismissed from the squad for inappropriate postings on social media allegedly in violation of the student-athlete code of conduct at Mahanoy Area High School, concluding that her communications were constitutionally protected by the Free Speech Clause of the First Amendment, and making permanent the temporary injunction restoring her to the cheer team that had been issued in October 2017 by the same federal court. In May 2017, off-campus and using her privately-owned phone, B.L. took a photo of herself and a friend holding up their middle fingers and posted it on the social media platform Snapchat with the caption "f*** school, f*** softball, f*** cheer, f*** everything." A few days thereafter, the cheer sponsor informed B.L. that she was being dismissed from the squad because the profane posting violated the student-athlete code of conduct because it was "disrespectful to the coaches, the school and the other cheerleaders." The U.S. District Court's 2019 decision that the cheerleader's free speech rights had been violated was based on the precedents established in the U.S. Supreme Court's rulings in *Tinker v. Des Moines ISD* – a substantial disruption had not occurred as a result of the Snapchat posting – and *Bethel School District v. Frasier*, through which the high court limited the authority of schools over students for the use of profane language to that which occurs on campus.

LIABILITY FOR SPORTS INJURIES

In August 2019, in *Platt v. Cedar Falls Community Schools*, an Iowa school district agreed to a settlement of \$60,000 with a family whose daughter was hit in the head with a bat during a bunting drill inside a batting cage during softball practice as she was picking up balls and was struck in the head from behind with a bat swung by a teammate. The victim, a member of the junior varsity team, was not wearing a protective helmet at the time of the incident, because allegedly the team had enough helmets to outfit the entire varsity squad, but not the junior varsity team. The blunt force trauma to her head caused the victim to lose consciousness, fall to the ground and begin bleeding from the ear. The original filings in the lawsuit alleged a failure by the defendants to fulfill their duties of specific supervision (supervising athletes while they are engaged in the sports activity itself) and provision of protective athletic equipment. The standard of practice illustrated by the case is that athletic personnel should exercise an increased level of caution whenever student-athletes are participating in activities where there is a foreseeably increased level of danger because of the nature of the activity – so many of the injuries resulting in litigation seem to occur when players or P.E. students are crowded together swinging bats, golf clubs or using other equipment in multi-sport environments, often indoors when practices or classes are moved because of inclement weather or other circumstances.

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HAZING

In October 2019, an external review by a law firm, WilmerHale, was released regarding a sexual assault that took place on October 31, 2018, an incident that received the most extensive national media coverage of any sports hazing occurrence in 2018, but which is representative of the dozens of such episodes that take place each year in high school athletic programs around the country. The situation involved four football players, all minors, who were allegedly attacked and sodomized with a broomstick in an unsupervised locker room at Damascus High School, a sports powerhouse that is one of 25 high schools in the Montgomery County Public Schools (MCPS), the largest district in Maryland, which serves 160,000- plus students in its 205 schools.

On the following day, the incident was reported to school district officials after victims disclosed to their parents what had happened and after social media postings by members of the team attempting to apologize to the victims became public. Upon learning of the allegations, MCPS administrators immediately fulfilled their mandatory reporting duties under the Maryland Child Abuse Reporting Act and contacted law enforcement officials. According to the police report compiled through interviews with the five alleged perpetrators and the four victims, the "brooming" ritual was a hazing practice that allegedly went back many years in the football program at the school.

In November 2018, four of the perpetrators were charged as adults with first-degree rape and other sexual assault charges, but each later had his case transferred to juvenile court. A fifth was charged as a juvenile with second-degree rape. All of the perpetrators negotiated plea deals, but because of the closed nature of juvenile court proceedings, it is unclear precisely to what charges the five pleaded guilty and the punishments imposed on each.

The WilmerHale external review was commissioned to determine whether hazing is endemic to MCPS athletics and activity programs and to identify strategies that should be employed going forward to protect students from hazing, bullying, and harassment. The review examined three key areas: 1) fostering a positive culture; 2) implementing robust supervision practices; and 3) ensuring timely reporting of incidents and appropriate responses.

The review concluded that, overall, "MCPS has fostered a generally positive culture around athletics and other extracurriculars," and "MCPS has a robust set of districtwide regulations with respect to mandatory reporting requirements and procedures." The report did, however, set forth an extensive list of procedures to strengthen supervision and safety for students participating in school-sponsored after-school activities.

2019 THSADA FINANCIAL REPORT

(AS APPROVED BY BOARD OF DIRECTORS DECEMBER 2019)

THSADA REVENUE

8/2018-7/2019

Sponsorships	\$283,813.65
Memberships	\$19,506.10
Conference Registration	\$78,162.72
Exhibitor Fees	\$108,786.92
Golf Tourn.	\$10,755.00
Raffle Tickets	\$4,274.00
Hall of Honor Banquet	\$46,120.00
Interest-Savings-CD	\$9.01
Misc.,	\$2,747.12
Total Net Income	\$554,174.52

THSADA EXPENSES

8/2018-7/2019

State Conference	\$130,260.73
Scholarships	\$3,000.00
Hall of Honor Banquet	\$86.47
NIAAA	\$547.30
Contracted Services	\$164,586.38
Operations	\$67,574.53
Meals-Entertainment	\$6,591.13
Advertising	\$2,285.00
Board	\$10,577.91
Travel	\$30,079.07
Dues	\$195.00
Misc.,	
Registrations	
Total Expenses	\$415,783.52

TEXAS ATHLETIC ADMINISTRATOR CERTIFICATION UPDATE

By: Johanna Denson

The 2020 THSADA State Conference in December will offer current and future Athletic Administrators a **VISION** to their future in athletic leadership, through the Texas Athletic Administrator Certification program.

In an effort to meet the needs of Texas school districts and the growth of athletic personnel, in 2018, THSADA implemented the Texas Athletic Administrator Certification program. The TAAC program offered athletic leaders, in the State of Texas the opportunity to gain the necessary knowledge and skills to be a successful leader in athletics. In order to gain TAAC certification, the athletic administrator must complete all 28-UIL/29-TAPPS courses which are offered over a two year period at the THSADA State Conferences or other THSADA sanctioned events. Those interested TAAC candidates must be members of the THSADA and attend the State Conference to gain access to the courses or view TAAC course videos online. At the time of this article, 82 Athletic Administrators are certified and have received the Texas Athletic Administrator Certification. To maintain TAAC certification, Athletic Administrators are required to complete six TAAC classes over a three year period. Three of the six courses are offered every year at the THSADA State Conference.

TAAC courses are offered in five areas of importance for athletic administrators:



Section One:	Governance Courses
Section Two:	Organization/Administration
Section Three:	Community/School Engagement
Section Four:	Athletic Facilities
Section Five:	Health and Safety

The TAAC courses are reviewed annually by THSADA staff and the TAAC Committee members that represent each of the eight THSADA regions. The TAAC Committee reviewed and revised the course descriptions and updated the topics in the five areas of importance in October 2019. The revisions recommended by the TAAC Committee support the current trends and needs expressed by State athletic administrators and district superintendents.

The close collaboration with district superintendents, is essential in the continued growth of the TAAC program. THSADA formed the Superintendent TAAC Advisory Committee (STAC) to advise and direct the progressive growth of the TAAC program. Ten superintendents have agreed to support THSADA as advisors to the TAAC program. With this support, THSADA will continue to transition the TAAC program to address the needs of the district superintendents and the athletic administrators in Texas.

As THSADA grows in numbers, the need to record and store large volumes of TAAC data and the need to archive videos is important to the membership. Measures are in place to scan and store members' badges as they enter the 2020 State Conference and the TAAC courses they attend. Electronically retrieving and storing members' information will enable easy access for the member to review their personal accounts and identify courses needed to complete certification.

TAAC courses will continue to evolve to meet the changing trends in athletic administration. It is through this certification program that THSADA continues to offer current and future athletic administrators the opportunity to acquire the knowledge and develop the skills necessary to be successful in Texas.

In 2020, make it your **VISION** to become a Texas Certified Athletic Administrator.



LEADERSHIP MINUTE

By: Debbie Fuchs

It is hard to believe that over half of the 2019-2020 school year has passed us by. I certainly hope that your athletic year has been a positive one for you, your coaches, your athletes and your school district as a whole. I am sure there have been many positive impacts that made a difference in the lives of your student-athletes. I am truly honored to be serving our THSADA as Vice President this year, and appreciate the opportunity to work alongside such leaders as Rusty, Bob and our Board of Directors.

When I became the Assistant Athletic Director for Clear Creek ISD, I approached my Athletic Director, Bill Daws, about adding a "leadership minute" to all of our High School and Intermediate Athletic Coordinator meetings, as well as incorporating a driving CCISD motto for each school year. He said, "let's do it" and we have made these traditions the cornerstones to instill excellence in our staff and athletes. The year that Hurricane Harvey devastated much of the CCISD area and surrounding districts, our motto was "Building Athletes of Character." Little did we know how much our athletes would bring these words to life through their actions in the wake of the hurricane. Everywhere you turned, CCISD students and athletes were helping their fellow neighbors, and even the corner supermarket, volunteering their time – and their muscle – to help those in need.

I would like to leave you with this "Leadership Minute": I want to wish each and everyone of you and awesome finish as we go into our Spring seasons. I am honored to represent and serve the THSADA in my capacity as Vice President and look forward to seeing each of you at the State Conference.

SUMMER TIME IS PLANNING TIME FOR ATHLETIC ADMINISTRATORS

By Dena Scott, Director of Athletics, Fort Bend ISD

One may think that once all sports competitions are over for the year, Athletic Administrators' jobs are done. However, that is not the case. In fact, Athletic Administrators use the summer time to plan and prepare for the upcoming school year. Several Athletic Administrators across the state have shared their summer planning process: Paula Gonzalez (McAllen ISD), Ben Pardo (Pearland ISD), Scott Moehlig (Alief ISD), Debbie Fuchs (Clear Creek ISD), and Leal Anderson (Austin ISD).

1. What are some things you do during the summer to prepare for the upcoming school year?

Paula: We review and analyze the previous year and see what things need to be done better, get information from our coaches, and evaluate all the department duties.

Ben: Going into the summer, a checklist is generated on a whiteboard for the upcoming school year and then we systematically attempt to clear everything on the list from week to week in a timely manner focusing on personnel, staffing, facilities, and fall sports.

Scott: We create a checklist for June and July that includes: coaches' evaluations due, TGCA satellite clinic, preparations for football and volleyball season, send out offseason, summer conditioning, 7 on 7 guidelines, prepare for Asst. Athletic Directors time off, update MS Athletics calendar, prepare and distribute varsity football presale tickets, summer sports camps, pay UIL membership fees for all high schools for upcoming school year, athletic physicals preparation, update website and athletic forms, THSCA/TGCA Conventions, DEC preparation, UIL Updates (Official Pay, Rule Changes, Guidelines, Eligibility Dates), closeout all purchase requests, outline meeting dates for the year.

Debbie: We have created a list that we check off during the summer days that keeps us on our toes. The list is long but of course we schedule our back to school coaches meetings, update our athletic handbook, schedule a dynamic speaker for our coaches, update our stadium guidelines and rules, maintenance checkups for both stadiums, etc.

Leal: We actually start planning for the fall sports in the spring. We order and receive equipment. We work on scheduling for Football, Volleyball, Cross Country, Tennis, Swimming etc. We work with Construction Management to plan improvements at the stadiums. We also work with our campus that have construction to accommodate their needs at our Central Facilities.

2. Are there any meetings scheduled over the summer to prepare for the upcoming school year?

Paula: We have meetings to plan our budget, meet with Facilities Director to address needs, meet with HR to discuss staffing and stipends, attend Coaching School, and meet with middle school and high school athletic coordinators and all coaches.

Ben: Athletics works year round. Head Coaches/Coordinator

Continued on Page 12....



meet in July to discuss/refresh district and UIL policies and procedures. We attend TGCA and THSCA Convention.

Scott: We attend the meeting at the TGCA and THSCA conventions as well as casual weekly meetings with Assistant Superintendent of Business Support and occasional meeting with Maintenance, HR, and Construction when issues arise. We meet weekly with department staff and Athletic Coordinators when everyone returns from vacation.

Debbie: Both my assistant and I attend the TGCA and the THSCA coaches conventions if at all possible.

Leal: We attend THSCA, TGCA, meetings in the summer to get ready for the upcoming year. We also meet with our event staff workers each year to go over new rules or meet the new people who have signed up to work. We meet as an athletic staff monthly. We meet as athletic administrators weekly each Monday.

3. What type of meetings do you plan for your coaches and what information do you include in those meetings prior to the start of the school year?

Paula: We have a UIL Orientation for all MS and HS coaches and include HR, Accounting and Purchasing Directors, and our Chief of Police. I also meet with New Head Coaches and with Head Coaches from each sport prior to their upcoming seasons.

Ben: Our initial meeting of the year for head coaches/coordinators is in July. Our all coaches meeting is in August. Fall and spring staff development for coaches is in October and/or February.

Scott: We meet with MS and HS coaches to cover UIL requirements and rules, safety issues, new UIL information and changes. At this same meeting, we also cover Alief ISD policy and procedures regarding all aspects of coaching (transportation, budget, handling of money, relationships with peers and kids, social media use, safety procedures, behavioral expectations, etc.) Sometimes we will have someone from administration speak or a guest speaker. We also have beginning of the year meetings with athletic coordinators, with all head fall sport coaches, middle school coordinators, and then each campus will hold a beginning of the year coaches meeting.

Debbie: We schedule our beginning of the year coaches meeting in which we have our intermediate coaches in the morning and our high school coaches in the afternoon. In those meetings, we discuss the UIL guidelines as well as CCISD guidelines. We also bring in our transportation, purchasing, internal auditor, and safe and secure departments to visit with our coaches. We schedule our athletic trainers meeting, and we also meet with all new coaches to the district that were hired during the summer separately to discuss the "CCISD Way". We also have our pre-season meetings for our football, volleyball, team tennis, and cross country before we get back to school.

Leal: We have monthly high school coordinators meetings and also middle school coordinators meetings four times a year. We bring in guest speakers to approximately half of our coordinators meetings depending on demand, time, schedule, etc.

As you can see by the responses, Athletic Administrators are not only busy during the school year, but all year round. However, it is important to recognize in this fast pace profession that athletic administrators must also take time out to unplug and recharge.

TEXAS HIGH SCHOOL COACH EVALUATION

COURTESY OF THSADA NEWSLETTER COMMITTEE

As athletic directors, we understand the critical role that our coaches play in the development and safety of our student athletes. Texas had 825,924 students participate in high school athletics in 2018-2019 (NFHS), and that number is increasing every year. With the number of kids our coaches influence and impact on a daily basis, the coach evaluation process, in addition to hiring, may be one of our most important responsibilities as athletic directors.

Oftentimes when we think of coach evaluations, we think of a form or rubric. Whatever tool we use, it should help us provide constructive feedback to support our coaches' professional growth. Our coach evaluations need to include criteria that are based on professional standards and the quality of coaching. In addition, it is vital that the criteria used on coach evaluations reflect the vision and/or purpose of athletics in your school district. Over 230 Texas high school athletic directors completed a survey about their evaluation process and the criteria they use in their evaluations. The survey was part of a doctoral study at Texas Woman's University. The nine most common criteria used on coach evaluations by the Texas athletic directors surveyed are:

- 1 – Communication with Parents (87%)
- 2 – Communication with Staff & Administration (87%)
- 3 – Compliance with District Policies & Expectations (87%)
- 4 – Communication with Players (85%)
- 5 – Promotes a Positive Team Atmosphere (84%)
- 6 – Inventory and Maintenance of Equipment (84%)
- 7 – Maintains Team Discipline (83%)
- 8 – Supports School & District Policy (80%)
- 9 – Professional Conduct (79%)

Contrary to popular belief, only 10% of the athletic directors surveyed indicated that number of wins or win-loss percentage was included as criteria in their evaluation of coaches. Win-loss was significantly lower than all other criteria listed on the survey. While the evaluation tool is a central piece of the evaluation process, the process needs to be intentional and encompass a yearlong plan. Critical components of the evaluation process include the following:

Timeline of when conversations, observations, and evaluations should be conducted.

- Expectation and goal setting meeting prior to the year or season
- Midyear check-in meeting to discuss progress
- End-of-year reflection meeting to discuss summative evaluation
- Intentional observations of coaches in various settings (practice, games, parent meetings, coaches' meetings, etc.)
- Walkthrough form or a list of things to look for during an observation.
- Procedures for documentation including memorandums and growth plans
- Training or professional development to support the evaluation process

In conclusion, the most important factor in the evaluation process is ongoing communication and feedback between the AD and coaches. Hopefully these tips can help athletic directors in promoting the professional growth of our Texas coaches.



A TRIBUTE TO A TEXAS LEGEND

Joe Tusa

MAY 10, 1927 – MAY 12, 2020

By: Andre Walker & Marmion Dambrino

We are who we are and where we are because of the people who came before us. Joe Tusa passed away peacefully at home surrounded by his family on May 12, 2020. He was 93 years old. Joe was one of the nation's as well as Houston's greatest High School Athletic Directors of all times.

We spent many hours with Joe over the years. He attended football and basketball games, spoke at National Signing Days, attended banquets and awards ceremonies and would simply come to the field house or stadium to walk around and look. He was such a gentleman, kind person, and was admired by so many over the years. Joe had a calm demeanor and willingness to tell stories and simply listen. He loved to watch the kids play, the coaches, officials, flip a coin, and be a part of Houston ISD Athletics in any way.

Joe was a 1945 graduate of Houston ISD's Reagan High School. After high school he served in the US Navy during World War II. After the war he attended Rice University, St. Mary's Seminary and the University of Houston. Joe played football for the Owls and Cougars while receiving his Bachelor of Science and Masters in Education from the University of Houston. Joe returned to Reagan High School as a football coach for three years guiding the Bulldogs to the State Quarter Finals in 1959. He became the Houston ISD Athletic Director in 1965 and remained in the position until 1989. Joe served as AD for 24 years which was the longest term in this position in the history of Houston ISD. During his tenure, Houston ISD won state championships in football, basketball, track, tennis, swimming, and golf. Joe was AD when Wheatley basketball teams won three consecutive state championships and Kashmere won back to back championships. Greg Swindell pitching for Sharpstown in the 1982 state baseball tournament, Yates girls winning the 1983 state basketball championship and the 1985 Jack Yates Lions football team won the state championship.

Three of the most memorable milestones Joe was most noted for and proud of was leading Houston ISD through integration of the entire athletic program in 1967 and leading in the improvement and upgrading of Ladies' athletics and sports programs due to Title IX. The third milestone was his being instrumental in formulating the Texas High School Athletic Directors Association.

Jo's honors and achievements are countless:

While over the years, Joe served as Chairperson of numerous committees, Board member of organizations, and was a member of infinite committees.



- 1969 – Organized National Council of Secondary School Athletic Directors now known as Texas High School Athletic Directors Association
- 1974-75 - Named Texas Athletic Director of the Year
- 1974-75 – Named National Athletic Director of the Year
- 1977 – Awarded the Texas High School Coaches Association Distinguished Service Award
- 1987 – Named to the Texas High School Athletic Directors Association Hall of Honor
- 1988 - Selected by the National Council of Secondary Schools Athletic Directors for Outstanding Service
- 1989 – Past President of the National Council of Secondary School Athletic Directors
- 1989 – President of the Houston Association for School Administrators
- 1989 – Honored by the Houston Jaycees for the HISD Jaycee Tournament
- 1995 – Selected for the National Football Foundation Hall of Fame
- 1995 – Selected for the Houston Coaches Football Association Hall of Honor
- 1997 – Selected for the Greater Houston Football Association Hall of Honor
- 2008 – Honored by the Houston Texans for contribution and dedication to High School Football
- 2012 – Honored in renaming of the Delmar/Tusa Athletic Complex
- 2014 – Inducted into the Texas High School Football Hall of Fame in Waco
- 2015 – Named "Touchdowner of the Year" by the Houston Touchdown Club of Houston

Joe was a true legend, leader, and mentor to many across the state of Texas. He was an outstanding role model for all AD's. Thank you for making everyone you came in contact with feel special and the support you provided Houston ISD Athletic Directors was a true gift. Rest in peace Mr. Tusa, you will truly be missed at the fieldhouse and stadium sir.

Joe is survived by his wife, Margaret Ann; and his children, Phillip Anthony (Linda), David Paul (Leslie) and Therese Helen Tusa, grandchildren, and great grandchildren.



SPORTS SPECIALIZATION

Not a Good Decision or Investment

ESPN Staff Writer Josh Weinfuss recently posted an article on ESPN.com entitled Two Sports, No Problem for No.2 Basketball Prospect Olivia Miles. Miles is one of the top, nationally ranked basketball players in the class of 2021. She's also a great soccer, and unlike many highly ranked athletes, Miles has chosen to continue to play a second sport. Student-athletes like Miles are becoming rarer these days as sports specialization continues to erode the foundation that sports is built upon.

Playing sports as a kid (term used loosely to describe middle school and high school students) should be full of wonder, fun, experiment and relationship. As the body, heart and mind develop, sports can become much more about "learning life". Similar to the classroom, where multiple topics are taught by multiple teachers, kids should be playing a variety of sports that offer a variety of lessons and rewards. In most cases, the lessons they are learning on the court or field will live far beyond their playing time on those same courts and fields.

What is "specialization"? It's when a kid decides (or his/her parents, or his/her coach) to only play one sport, year round. There are two primary reasons. One, kids specialize because they believe (or have been sold) that doing so gives them a better chance to play their sport in college. This belief completely undermines the value of youth and interscholastic sports in general and begins to point to an even larger set of issues that plague our kids today... "me" over "we". The second reason, while more honorable, is still chalk full of flaws – that if a kid doesn't compete year-round, he/she won't even be able to make their varsity high school squad. If making a varsity squad is the ultimate goal, we've failed in educating students and parents on the real value of sport.

Consider a few facts:

Most college coaches of team sports that I've talked to over the years value kids who have played multiple sports in high school. Why? Because various sports teach kids various skills requiring different mental, physical, emotional and even spiritual training, under different sets of authorities. Said differently, a kid who has played multiple sports brings more to the table than a kid who has only specialized in one sport.

Overuse injuries are at an all-time high. Kids who play one sport year round run risks of over-use injuries. This fact also ties into college recruiting. College coaches realize that recruiting a student-athlete who has only played their sport for an extended period of time is a higher risk recruit.

At the end of the day, the percentages haven't changed. 96% (average across all sports) of kids who play high school varsity athletics will not play collegiate athletics. Having the dream of playing college ball is an admirable dream, but specializing doesn't mean that you're chances of being the four percent increase. If that were the case, college coaches would want to recruit kids who have specialized (see bullet points above).

Burnout is at an all-time high. More than ever before, kids are quitting sports because they have grown tired of doing the same thing over and over again with no variety. It has become more work and less play. Fun is no longer in the equation.

Until the last decade or so, the typical kid who was interested in a sport was also interested in other sports. At minimum, the playgrounds looked different on any given day. Some days kids would toss the football around, other days, whiffle ball or kick ball. Those same kids could be found playing knock-out basketball on the asphalt or kicking a soccer ball into some version of a goal. And in most cases, adults had nothing to do with organization, team selection, rules or format. Kids were being kids.

Now, the adults have intervened and taken over. More structure, more training, more organization. Parents do not value the life lessons of sport as much as they value the potential scholarship dollars of sport (although study after study suggest that athletic scholarship dollars are a bad return on investment for most families). Higher level training in and of its self is not a bad thing. As a matter of fact, it's a good thing. But I would offer up that we've confined our definition of higher level training to mean, more and more training for longer periods of the year in the same sport doing the same thing. I would suggest that we expand our definition of higher level training to include that which will help our kids become better people for the longer term. For the sports-bent kid, playing a second sport will help them, both in the long and near term.

As parents and coaches, let's go forward 20 years and look backwards to see these kids as 30 year olds. 99.9% of them will not be playing sports professionally and 96% of them will have ended their competitive years in high school. Let's make sure the things we are leading our kids towards now, match that reality later. Playing multiple sports won't solve some of life's biggest problems, but it will yield better outcomes than specializing in one sport for a vast majority of our kids.

- Beck Brydon,
Director of Athletics, Regents School of Austin



PIONEERS OF TEXAS UIL FOOTBALL PLAYOFF

By: Joe Bill Fox, First President of THSADA

During the 1950's and 1960's attendance in high school playoffs increased dramatically. Most of the large school playoffs were played at college and university stadiums. These universities were generous in charging a nominal amount for the use of their facilities. This was a great benefit to the high schools because it enabled larger crowds to attend the games and the schools benefited from the increased game revenues. Much thanks should be directed toward the universities for their endeavors and support of the high schools.

It is with the above thoughts in mind (and the poor condition of grass fields in December) that caused some Texas school officials and coaches to make a decision to attempt to schedule the first high school playoff game to be played on artificial turf under a domed stadium in Houston, Texas at the Astrodome in 1969. After winning their quarter finals playoff game, San Antonio Robert E. Lee HS Head Coach John Ferrara jokingly suggested they play their semifinal playoff game against Beaumont Herbert HS in Houston at the Astrodome. While Coach Ferrara was halfway teasing when he suggested it to Joe Bill Fox, Director of Athletics for the North East ISD, Mr. Fox wanted to explore the possibility of playing on a good field and not having crowds limited by the weather on game day. There were several concerns with attempting to play in the Astrodome and the biggest one was getting their opponent, Herbert HS from Beaumont, Texas, to agree to the site and sharing the rental cost for the stadium. In discussions with both school administrations it was agreed that if this game could be arranged for the Astrodome, then it would be worth the expense, even if the district suffered a financial loss.

A meeting was hastily scheduled with both school's officials for Sunday in Columbus, Texas to make final arrangements for the game date, site and time. The meeting resulted in both schools agreeing to play in the Astrodome. Mr. Fox had made arrangements with 'Judge' Roy Hofheinz and Jim O'Connor, his assistant, to meet in their offices at the 'Dome'. Mr. O'Connor was in charge of the meeting and stated that the rental fee would be \$12,000 (a possible loss of \$6,000 for each school). Making a quick analysis that if each school could produce 5,000 fans and there would be an estimated 5,000 cash customers on the day of the game, school representatives felt assured that the schools would not lose money.

The final attendance for the playoff game was 22,000 which enabled the schools to pay all game expenses – and the net receipts equaled or surpassed all previous playoff game records. Of special note, neither school knew prior to the meeting that Judge Hofheinz had instructed Mr. O'Connor not to charge the \$12,000 rental fee if the schools failed to reach the required attendance revenue. Representing San Antonio North East ISD, Robert E. Lee HS would defeat Beaumont Herbert HS in the Astrodome semifinals game. Finalist for the state championship game were Wichita Falls HS and Robert E. Lee HS. Because of the travel distance between the two schools, they agreed to play at a neutral site. The legendary 1969 state championship game was played at Baylor Stadium in Waco and was won by the Wichita Falls Coyotes 28-20.

In 1971 Robert E. Lee HS again advanced to the state semifinals and it was quickly agreed that the teams, Robert E. Lee and Houston Smiley, would play in the Astrodome. The game was won by Robert E. Lee HS, and again there was over 22,000 in attendance for the game. Mr. Fox began making arrangements for San Antonio Lee HS to play Wichita Falls HS for the state championship game. He initiated contact with Mr. Tex Schramm, General Manager of the Dallas Cowboys to play the game at the new Texas Stadium in Irving, Texas. Modifying the contract developed with the Astrodome, Bert Rose, general manager for Texas Stadium Corporation, finalized the first ever, high school playoff contract for the Cowboys' Texas Stadium. When the information was presented to Mr. Joe Golding, Director of Athletics for WFISD and Coyote's Head Coach Donnel Croslyn, they both agreed. This 1971 State Championship game was the first high school playoff game played at Texas Stadium and again, the attendance was over 22,000.

As Director of Athletics Mr. Fox was involved in two other games at the Cowboys' stadium in Irving and a neutral game in Dallas. As the Director of Athletics for Irving ISD he would be involved in scheduling a game between Irving Mac Arthur and Highland Park high schools that was part of a double header played at SMU in Dallas. Mr. Fox was serving as Director of Athletics in Birdville ISD when Richland HS coached by Toby Wood played Odessa Permian HS in the 1984 quarterfinals at Texas Stadium. In 1987 Haltom HS under Head Coach Carl Copeland played Odessa Permian in the state quarterfinals at Texas Stadium, when Mr. Fox was superintendent of Birdville ISD.

Officials involved in the scheduling of playoff games:

North East School District, San Antonio, Texas: **Joe Bill Fox**, Director of Athletics

Kelly Horn, Assistant Director of Athletics

John Taylor, Principal at Robert E. Lee HS

Beaumont ISD **Sparky Adams**, Director of Athletics

Houston ISD **Joe Tusa**, Director of Athletics

Irving ISD **Hobart Lytle**, Head Coach for MacArthur HS

Birdville ISD: **Toby Wood**, Head Coach at Richland HS and Director of Athletics

Carlos Berry, Head Coach and Director of Athletics

Jack Knowles, Assistant Dir of Athletics and

Jay Thompson, Assistant and Director of Athletics

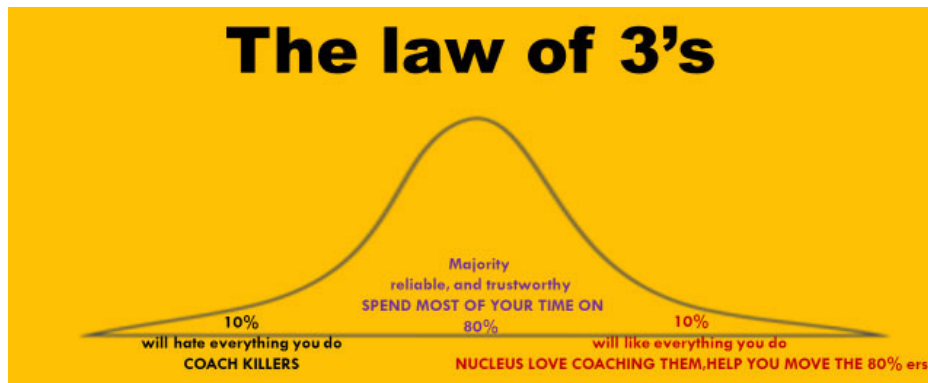


LEADERSHIP: THE LAW OF 3'S

Armando Jacinto Asst. AD Spring ISD



In every group, team, or organization the members are broken into 3 groups. The first group are your killers the blame, complain, or are defensive. The second group, which is where the majority stand, are reliable and trustworthy. This group is whom the leaders spend most of their time. The third group will like everything the leaders do and the leaders love working with the members of this group. The teams groups, and organizations that can get the most of its members to move from the 2nd group to the 3rd group are the most successful.



How is that done? Here are the 3 ways. First, Leaders have to give its members direction, which is done by giving clarity to the vision and mission of the team. Words and signs are a way to communicate the vision but for change to occur leaders have to put into practice that vision so the team can have success.

Second, leaders support their members by providing resources they need to be successful. Those resources could be supplies, equipment, facilities, approachability, visibility, professional development and accessibility.

Last, building trust with your players through honesty, integrity (delivering more than you promise, mentoring (motivation, direction, coaching, training, advice), direction (achieve goals, techniques, strategy), role model (conduct, appearance).

Once you have set standards and expectations accountability brings it all together. These things are what are needed to hold your members accountable. Leaders have to a communicate even when not easy, be a great listener, demonstrate respect as members by allowing input, allow innovation demonstrates respect as for intelligence, be responsible and own their and your actions, calling someone up not out, building up not tearing down, and fighting for them not against them.

Anyone can be average but what we all want for ourselves and the people we lead is to reach our full potential, to make an impact, hopefully leave a legacy for people to follow.



TEXAS HIGH SCHOOL ATHLETIC DIRECTORS ASSOCIATION AND WHATABURGER RESTAURANTS ANNOUNCE

THE 2020 Scholar-Athlete Award Recipients



Female Award Recipient

SYDNEY PLEMONS

Fort Bend Stephen F. Austin High School

Sydney played Volleyball for four years, three being on varsity, and ran Varsity Track & Field for two years at FB Austin High School. Throughout High School, Sydney was recognized as District 20-6 A Newcomer of the Year, First Team All-District, and Academic All District. Sydney was ranked 43 out of 538 students in her graduating class and had a GPA of 3.93. Outside of sports, Sydney was involved in National Honor Society, FCA, Girl Scouts, Link Crew, Lunches of Love, and other volunteering events. She served as a Team Captain, Small Group Leader, and Link Leader. Sydney will be attending Texas A&M University in the fall to study Applied Mathematics.



Male Award Recipient

REECE NOVICKE

Sealy High School

Reece was a 4-sport athlete in Football, Basketball, Golf and Track. Reece played 3 years of Varsity Football, Basketball and Golf, as well as a 1 year on varsity in Track and Field. Reece was recognized as Academic All District in Football and Basketball and was an All-District Finalist in Football. He graduated 5th out of 178 students in his class with a 4.89 GPA. Outside of athletics, Reece was in Student Council, National Honor Society, Special Olympics, and Wreaths Across America. He was a Football and Basketball Team Captain. Reece will be attending Sam Houston State University in the fall to study Criminal Justice and Victim Studies.

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It all began last September with an exclusive, multi-year partnership with Dave Campbell's Texas Football, the "bible" of the sport in the Lone Star State. As part of this agreement, HomeTown Ticketing became the official Online Ticketing Partner for both Dave Campbell's Texas Football and Dave Campbell's Texas Basketball.

Adam Hochfelder, president of Sports In Action LLC, the Lewisville-based media company that owns Dave Campbell's Texas Football said at the time, "We think combining forces will benefit both organizations and bring a much-needed professional and customized solution to the High School space that currently does not exist."

Following suit in April of this year, HomeTown Ticketing was named the Official Ticketing Partner of the Texas Association of Private and Parochial Schools (TAPPS). TAPPS represents 230 member schools with a combined enrollment of over 40,000 students in the state of Texas. This partnership will provide convenient online ticketing options for consumers, as well as additional security and reporting capabilities for the TAPPS staff to utilize. Customized reporting is just one of the many advantages HomeTown Ticketing offers over other digital ticketing companies. And just this week, the University Interscholastic League (UIL) named HomeTown Ticketing their Official Digital Ticketing Sponsor.

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