



- * LEAD & ACHIEVE LEADERSHIP SUMMIT
- * STATE DEBATE RESULTS
- * EARN 3 CREDITS FROM U. OF IDAHO
- * THINGS THAT CAN CO-EXIST
- * HOW TO BUILD A POSITIVE CULTURE
- * NO ONE TOLD ME THIS ABOUT LEADERSHIP
- * LESSONS & BELIEFS WE HAVE TO UN-LEARN
- * 10 TIPS FOR MAKING TOUGH DECISIONS
- * 2022 INTERSCHOLASTIC STAR SCHOLARSHIP
- * NFHS WOMENS LEADERSHIP IN SPORTS SUMMIT
- * OUTSTANDING SPEECH/DEBATE/THEATRE AWARD



April
2022 ISSUE



IHSAA EXPRESS

Supporting Education Through Activities



2021 IHSAA Interscholastic Star
BRIDGET MCDONAGH
Bishop Kelly High School

Student Advisory Council Spring Leadership Summit



LEAD & ACHIEVE LEADERSHIP for STUDENTS by STUDENT LEADERS

- District I - April 20 at Lake City HS
- District II - April 21 at Lewiston HS
- District III - April 15 at Vallivue HS
- District IV - April 12 at Kimberly HS
- District V - April 26 at Highland HS
- District VI - April 27 at Hillcrest HS

TOPICS INCLUDE

- *Mental Health
- *Sportsmanship
- *Positive Role Model
- *Resiliency
- *Balancing School & Sports
- *How to be a Great Captain
- *Nutrition
- *Servant Leadership
- *How to Work With Others

Juniors Juniors Juniors Juniors

Interscholastic Star Student Recognition Scholarship Award

Sponsored by the Idaho High School Activities Association
\$13,000 in Scholarships
Available To Their College Of Your Choice

Eligibility Requirements

- Be enrolled full-time as a Junior
- Be a participant in at least 1 athletic and 1 non-athletic IHSAA activity
Example: speech arts, music, dance, cheer.
1A and 2A schools can use FFA or student gov.
- Finalists will be interviewed in May
- Recipients will be honored at the IHSAA Hall of Fame Banquet in August

Application Deadline: April 10

ADMINISTRATION CORNER

DATES TO REMEMBER

- 4/1 Winter Sports Concussion Survey Due
- 4/2 District Speech Completion
- 4/3-5 IAAA Conference
- 4/5 Board of Directors Work Session
- 4/6 Board of Directors Meeting
- 4/8-9 State Speech
- 4/10 Interscholastic Star Scholarship Application Due
- 4/15 Spring Sports Eligibility Verification Due
- 4/17 Easter Sunday
- 4/29 Activities Participation Survey Due
- 4/30 State Solo Music
- 5/5 Spring Academic State Championships Due

APRIL CHECKLIST

- ___ Add spring team rosters and pictures to your MaxPreps account
- ___ Send sportsmanship information to parents
- ___ Sign contracts for 2022-2023 sports seasons
- ___ Verify Eligibility and Complete EV Forms
- ___ Turn in concussion survey for winter sports
- ___ Nominate a student for the IHSAA Student Advisory Council
- ___ Nominate a student for the Interscholastic Star Scholarship
- ___ Nominate a student for the Spirit of Sport Award
- ___ Put together a Unified Activities Program for your school



APRIL 8-9

HIGHLAND
HIGH
SCHOOL



CONGRATULATIONS
EAGLE MUSTANGS
SEE WINNING VIDEO

Things that can co-exist



NFHS WOMEN & SPORT LEADERSHIP SUMMIT

INAUGURAL 3-DAY EVENT TO FEATURE FEMALE LEADERS IN COACHING, OFFICIATING & ADMINISTRATION



TITLE IX50
Celebrating and Growing Opportunities



In pursuit of the continued advancement of educational and competitive opportunities for women in sports, the National Federation of State High School Associations (NFHS) is hosting its first-ever Better Together: Women and Sport Leadership Virtual Summit on May 1-3.

The three-day virtual event features discussion from influential female leaders at all three levels of sport. It is designed to develop meaningful, actionable solutions to continue the growth of women in sports through coaching, officiating and administration.

Among the featured speakers for the three days are Dr. Jen Welter, the first female NFL coach and a sports psychologist; Betsy Butterick, a communication specialist and former collegiate and professional basketball coach; and Violet Palmer, a retired collegiate and professional basketball official who now serves as the NBA Referee Operations Manager and is the coordinator of women's basketball officials for the Big Sky, Pac-12, Western Athletic and West Coast Conferences.

For more information and to register for the Better Together: Women and Sport Leadership Virtual Summit, please visit: meetings.nfhs.org/btwls22/



LEARNING
CENTER

NFHSLearn.com



University of Idaho

earn 3 credits this summer



SCHOOL
LEVEL 1

REQUIREMENTS

- Fundamentals of Coaching
- Concussion in Sports
- Protecting Students from Abuse
- Sudden Cardiac Arrest

LEVEL 2 REQUIREMENTS

- First Aid, Health and Safety
- Sport-Specific Courses
- Heat Illness Prevention
- Student Mental Health and Suicide Prevention

LEVEL 3 REQUIREMENTS

- Sportsmanship
- Strength and Conditioning
- Teaching and Modeling Behavior
- Engaging Effectively With Parents
- Bullying, Hazing, and Inappropriate Behaviors



AS A COACH - THINK LIKE A FARMER

- * Don't shout at the crops
- * Don't blame the crop for not growing fast enough
- * Don't uproot crops before they've had a chance to grow
- * Choose the best plants for the soil
- * Irrigate and fertilise
- * Remove weeds

Remember you will have good seasons and bad seasons – you can't control the weather only be prepared for it

APRIL COACHES EDUCATION PAGE

10 Tips for Leaders Making Tough Decisions

by Kevin Dee

As coaches, we have many tough decisions. In some ways, we are similar to being the CEO of our programs. Here are some business lessons that can be applied to coaching as well.

Any Leader needs to make tough decisions. CEOs tend to have the unique additional challenge of making such decisions as the final decision maker. It is a subtle, yet sometimes daunting, difference.

At any other level within an organization there is someone else to challenge/stop/change or just agree with the tough calls. The buck stops with the CEO which means she/he is ultimately responsible for all company decisions.

Experienced CEOs will generally get the calls right and know that, because they are not infallible, there will sometimes be mistakes. He/she knows that ultimately making a decision is always better than a “no decision” and most mistakes can be fixed if necessary.

Some leaders run into trouble, by making poor decisions, or by avoiding making decisions. In my experience there are a number of reasons for this:

- They are unwilling to get/listen to the right input before making a decision.
- They think they have all the answers themselves.
- They become paralyzed by the amount of input to the situation requiring a decision.
- They lack confidence in their ability to make the right call.
- They are worried about upsetting some people with their decision.
- If the leader having a problem is not the CEO, then the problem can be solved quickly by a decision made by a more senior executive.

If the leader having a problem is the CEO, the impact on the organization is significant. CEOs MUST be willing to make tough calls, and be seen to act on decisions. The majority of those decisions should be sound decisions. This builds confidence and trust, which in turn creates a healthy leadership team.

Here are some thoughts on my experiences as a CEO making tough calls.

1. Get all of the input that you need, from whatever source. NOT just from your executive team.
2. Truly listen. Some leaders “listen to talk”, you must “listen to understand”.
3. Understand that you can't please all of the people all of the time.
4. Be sensitive to those who will not like your decision.
5. When it is a big decision, give yourself enough time, but don't go beyond the “right amount of time”. If you have all the facts, and nothing is going to change, it is time to make your call.
6. Make sure you are making a business decision and not an emotional decision.
7. When the decision is complex I like to get outside of the office to think it through. My ideal is to get on my motorbike and let everything else go, it is amazing how often this brings clarity!
8. Communicate, communicate, communicate. Listen before and explain after!
9. Some people will need more time to understand and absorb your decision, if possible take the time to explain it to them.
10. Know your own weaknesses, and get the right advisors to help you with those. I am not a detail guy, but I have detail people I trust implicitly.

“Inability to make decisions is one of the principal reasons executives fail. Deficiency in decision-making ranks much higher than lack of specific knowledge or technical know-how as an indicator of leadership failure.” John C. Maxwell

Tough decisions will define you as a leader, do not shy away from them!

Things No One Tells You About Becoming a Leader!

1

You're Going to Be the Bad Guy

2

Managing is Time-Consuming

3

Feedback is Essential

4

People Will Leave

5

You May Feel Alone

6

You'll Have to Make Tough Calls

7

You'll Have a Lot to Learn



COACH'S CORNER

You do everything in your power to unleash your athletes' greatness—at every training session or practice, and during every game or competition. But as a coach, you know that the diet and lifestyle choices they make when they're not on your watch can be key to their performance. That's where our selection of Greatness Guide handouts comes in.



IHSAA
IDAHO HIGH SCHOOL
20 22

DEBATE

STATE CHAMPIONSHIPS

unbottled.



SMALL SCHOOL DIVISION
BISHOP KELLY HIGH SCHOOL



LARGE SCHOOL DIVISION
HIGHLAND HIGH SCHOOL



MEDIUM SCHOOL DIVISION
SKYVIEW HIGH SCHOOL



**NFHS Speech, Debate,
 Theatre and Academics
 Association**

**2021-22 Outstanding
 Speech/Debate/Theatre
 Educator Award
 State of Idaho**



Christine Hubbard
Skyline High School

Christine has taught speech and debate at Skyline High School for past nine years and has taught state champions and finalists in Radio Broadcast Journalism, Informative Speaking, After Dinner Speaking, Panel, Original Oratory and Policy Debate and Lincoln Douglas Debate.

**CONGRATULATIONS
 Christine!**



**MAKE THE RIGHT CALL.
 BECOME A HIGH SCHOOL OFFICIAL.**



Celebrating the inspirational individuals and landmark moments in the history of Title IX, and continuing to grow the educational and competitive opportunities for the future.



Lessons and Beliefs We've Had to Unlearn to Reach Our Goals

Some of our deeply ingrained beliefs could be preventing us from unlocking our full potential.

By Marina Khidekel, Chief Content Officer at Thrive

The lessons we learn in childhood often stay with us as adults. Some of these learnings are helpful — but others...not so much. From time to time, it's valuable to pause and consider what deeply ingrained beliefs of ours are preventing us from unlocking our full potential.

We asked our Thrive community to share with us the lessons and beliefs they've unlearned as an adult in order to reach their goals. Which of these lessons have you unlearned as you've gotten older?

"Everything Has to Get Done"



"As a child, I was someone who wrote the list and completed the list. That was how I studied, worked through tasks, prepared for a trip, and made decisions. As an adult, I have had to unlearn that the list has to be completed. During the pandemic, with virtual reality, I didn't just own different hats, I wore them all at once, all day long: mother, colleague, neighbour, teacher, chef, learner, presenter, listener, speaker, and human being. So I had to switch my script and accept that the list is endless and more important than finishing it, is adding self-care to the top and ticking that off first."

—Siobhan Kukolic, author, inspirational speaker and life coach, Toronto, ON, Canada

"It astonishes me when I think of the time I'd lost waiting to be called upon, either as a student in the classroom, terrified to raise my hand — or as a girlfriend at a school dance, waiting to be chosen. This continued as an employee, around tables, in conversations, waiting to be given the next opportunity — and as an entrepreneur, waiting for a 'yes,' one post from viral, one application from award-winning. It took me way too long to understand no one else will make my future their priority. No one but me!"

—Stacy Cassio, CEO, Charlotte, N.C.



"Wait Until Someone Calls On You"

"If You Have Nothing Nice to Say, Don't Say Anything At All"



"This is the first lesson I unlearned as an adult and a professional who wanted to be forward-moving and progressive. Holding your tongue as an adult can be detrimental to your mental health, your character, and the trajectory of your career. I learned as an adult to make unfavorable comments with a kind delivery. You don't have to hold your perspective back! Just be sure your delivery has impact followed by action."

—Jessica M. Williams, career consultant, Fairfield, CA

“One childhood lesson I had to unlearn very gradually was the need to always aim for perfection. Growing up, I wanted to be the best and achieve the very best of life. As I became more aware of who I am and the value I can bring to the world, I started learning to trust the process more and not worry so much about whether I achieved perfection. I realized that progression matters more than perfection.”

—Charles Omofuma Ituah, mental health counselor and mentor, Lagos, Nigeria



“Aim for Perfection”

“Don’t Show Off”



“As the eldest of four girls, it was pretty much a daily occurrence for me to be told to stop showing off. Looking back, I was fighting for attention, but I was being told it was not a good trait to have, learning that ‘showing off’ is not what good girls do. Fast forward to my mid-40s when I was running my own business, I initially struggled to promote myself, as I felt it was almost vulgar behavior and not becoming. I had to relearn myself that talking about my business, sharing my achievements, and promoting myself authentically, wasn’t showing off. I had to unlearn what I was told as a child.”

—Shelley Bosworth, coach, Essex, U.K.

“As a child, I was told to accept every request that came my way in order to be successful. I now understand that timing and alignment matter, and that the opportunities meant for me will respect me and fit in my schedule without throwing me into a place where I have to sacrifice sleep to make it work. There will always be more opportunities down the line that may be a better fit. Doing things from a place of depletion or self-sacrifice can lead to burnout, and it makes us not perform at our best for existing commitments. It creates a lot of distraction, chaos, and scattered energy. I have found that saying ‘no’ to most things has worked for me, which is the opposite of what I was always told.”

—Karisa Karmali, personal trainer and nutrition coach, Ontario, Canada



“Say YES to Every Opportunity”

“Failure is the Opposite of Success.”

Modes of Failure:

“I’ve had to learn as I’ve gotten older that if you want to succeed, you need to experience failure. You must understand the feeling of all the pressure on yourself and use it as a motivation to continue to conquer the peak of your glory. Once we embark on something, if there is a failure, we should try to turn it into a success, no matter if we have to start again. I also failed many times in life and work. For the sake of my family and for the future, I have to try again from zero. I don’t see failure as a negative anymore. It’s part of my motivation!”

—La Ngoc Hung, CEO, Buon Ma Thuot, Vietnam

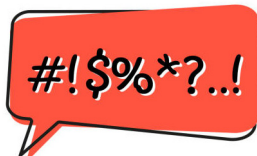
“I was always told that you should put others’ needs, desires, and preferences before your own. I had no boundaries, and I have since learned that boundaries help me define myself: what I want, like, think, prefer and feel about things. I read a lot about setting boundaries, and now I’m a boundaries coach! That’s how important they’ve been to me.”

—Barb Nangle, coach, New Haven, CT



“Others Needs Should Go Before Your Own”

“Words Won’t Hurt You”



“One childhood lesson I’ve had to unlearn as an adult is that words don’t hurt, which came from the popular phrase ‘Sticks and stones may break my bones, but words can never hurt me.’ Words do matter and they are powerful. As an adult, I also know now how words can mend what is broken.”

—Kristin Meekhof, author and therapist, Royal Oak, MI

“Growing up, I was expected to apologize for things that I hadn’t done, and accept responsibility for other peoples’ mistakes. As I grew up, this led me to believe that I had to take on the issues of others, try to fix them, put their needs first, and that I was always at fault if things went wrong. Outcomes for others were always my priority and I held a negative self-belief that when things didn’t work, it was my fault. I’ve had to unlearn this idea to shift to more positive ideas around my own actions. It has changed my perception and allowed me to move forwards in all areas of my life.”

—John Kenny, relationship coach, London, England, U.K.



“Say SORRY, Even if It’s Not Your Fault”

HOW TO BUILD A POSITIVE TEAM CULTURE

@playbytherules

TIP 1



Discuss 'success' – What does it mean? How would it feel? What would it look like?

TIP 2



Set goals – Work with the team to identify individual and team goals that they want to pursue

TIP 3



Discuss values – Find out from your team the values that they believe are of utmost importance

TIP 4



Respect – Everyone is treated with respect

TIP 5



Responsibility – Players must accept their role and be responsible for their actions

TIP 6



Commitment – Players must be committed to the team, training and games

TIP 7



Continuous development – Building a positive team culture takes time. Are you committed to keep developing it?

TIP 8



Praise – Make sure that coaches are appropriately praising players. Athletes can also praise each other

TIP 9



Support – Coaches and athletes can support each other when things become hard in training or games

TIP 10



Work together – It is key that everyone works together when things become tough.

TIP 11



Team building – Develop activities outside of sport so players can get to know each other

TIP 12



Lead by example – Have a number of key role models who people can look up to

TIP 13



Clear expectations – Identify clear expectations to the team. Ask them of their expectations of you as a coach

TIP 14



Be patient – Building a team culture takes time and it is important that you are patient with the process

TIP 15



Communicate – Ask the right questions and make sure that you communicate effectively with everyone on the team

CHOOSE A WINNING STRATEGY TO STAY HEALTHY!

EAT A BALANCED DIET, EXERCISE REGULARLY, AND CHOOSE TO VACCINATE!



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**WATCH HIGH
SCHOOL SPORTS
LIVE ON THE
NFHS NETWORK.**



HYDRATION 101



STAY HYDRATED, STAY COMPETITIVE!

HYDRATION 101

Here's how to ensure your body is performing at its best—before, during and after a workout or game.

BEFORE

- Enjoy water or milk with all your meals and snacks
- Always carry a water bottle
- Drink 8-12 ounces 15 minutes prior to exercise or a game

DURING

- Sip water or a sports drink (if needed)
- One swallow = 1 fluid ounce
- Aim for 8+ ounces per hour during regular play
- Aim for 16+ fluid ounces per hour during long, hot workouts or games

AFTER

- Choose milk (flavored or plain), smoothies or high-water foods
- Eat a nutritious meal, along with at least 8 ounces of water or milk
- Keep drinking fluids steadily for the rest of the day

unbottled
com