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February
2025 ISSUE

unbottled.

Fueled in partnership with local dairy farm families

IHSAA EXPRESS

Supporting Education Through Activities



NFHS/IHSAA
op-ed piece

**Simmer Down
or
Sit Down**



By Karissa Niehoff, Chief Executive Officer of the National Federation of State High School Associations and Chad Williams, Executive Director of the Idaho High School Activities

If you're a fan of high school sports, we need to talk.

When you're at the game, do you lose control? If so, everyone sees it—the teachers, the officials, the other fans, the parents, and most importantly, the student-athletes. They see you at your worst. And it leaves an impression—not just of you and the school but all Idaho high school athletics.

Research consistently underscores that kids look to adults as inspiration for who they want to be and how they want to live. That's because adults set the tone. Adults show what behaviors are acceptable and what aren't. Adults mold perceptions of what it is to be good and bad, and adults pass down the tools to help tell the difference.

So, ask yourself, what difference are you creating? And what molds are you setting?

When you're around kids, do you act like a role model? Are you on your best behavior, knowing that your actions have an impact? Or do you see watchful eyes fixed on you and think this is my moment?

The effect you have on young minds is beyond measure. It's deep and lasting, and it's up to you to make it positive.

Idaho high school athletics are a place for positivity. They're a place for encouragement and growth where young people should feel safe to find themselves, learn from their mistakes and excel.

Negativity and bad behavior, on the other hand, stop growth in its tracks. They erode confidence, shrink identity and eat away at esteem until nothing is left. Our student-athletes deserve better. Our student-athletes deserve your support, understanding and a pledge to lead by example.

We must show them what it means to keep your cool, especially when facing adversity. It's an essential life skill and one that often takes a lifetime to learn. So, let's start now. At the next game, when the stakes get high and tensions rise, what impression will you leave?

Simmer down or sit down. Let's show them how it's done.

Visit BenchBadBehavior.com to join the #BenchBadBehavior movement.

OUR STUDENTS ARE WATCHING!

When fans act like fools at high school athletic events, we ALL lose. Especially our students.

So ... just DON'T.

Grow up and #BenchBadBehavior!

BenchBadBehavior.com





NATIONAL GIRLS & WOMEN IN SPORTS DAY LEAD HER FORWARD

National Girls and Women in Sports Day (NGWSD) was established in 1987 by President Ronald Reagan and is an annual day of observance held during the first week of February to acknowledge the accomplishments of female athletes, recognize the influence of sports participation for women and girls, and honor the progress and advocacy for equality for women in sports.

February 5, 2025

We asked some current and former Idaho athletes;
How has your involvement in sports/activities influenced your life?

2002 RIMROCK RAIDERS 2025 Legends of the Game Receipts



“Being a female athlete taught me the power of hard work, resilience, and believing in myself. The lessons I learned- dedication, teamwork, and pushing through challenges has shaped me into the person I am today. Those experiences gave me the confidence to face life’s obstacles and the understanding that success is built through effort, determination, and never giving up.”



Annalise Field Salmon
2002 Rimrock HS



“Being a female athlete in high school and college shaped my life in ways I never imagined. The lessons I learned on the court— discipline, resilience, and teamwork — stayed with me long after the game ended. One mantra that always stuck with me was, ‘The character of a team is reflected in the standards you set for yourself. It’s not about how well each of you works, but how well you work together.’ That idea has stayed with me in everything I do — it’s not about individual success, but about lifting each other up and pushing forward as a unit. It’s a principle that influences my career, relationships, and personal growth every day.”

Emily Chandler Baldovino
2002 Rimrock HS

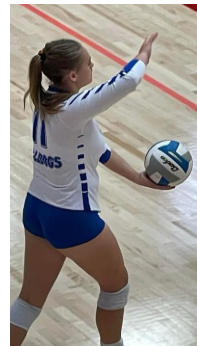


“Being a female athlete in high school and college has taught me to believe in myself, the importance of a good work ethic and that no matter what situation I am in I always have control over my attitude and effort. Basketball has taught me that I can do hard things, that my mental strength is just as important as anything else. Basketball has taught me what it takes

to be successful, and also the importance of learning from my failures. Being a part of a team has taught me the importance of communication, how to be a leader on and off the court and that I must trust in others to help reach common goals.”

Adrea Thomas Nicodemus
2002 Rimrock HS

IHSAA STUDENT ADVISORY COUNCIL



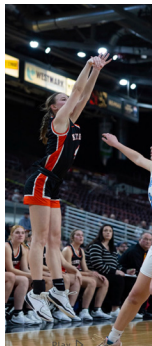
“Sports have been and always will be a big part of my life! Sports have taught me leadership, dedication, and loyalty, while also showing me what it means to be a good teammate. Sports have helped make me into the person that I am today, and I’ll always be grateful for that!”

Makayla Herman
Genesee HS



“Soccer has influenced me by helping me create friendships with my teammates. It has taught me to be more social and work as a team more than any other sport I’ve played.”

Trinity Bonebrake
Lewiston HS



“Sports have shaped me into a resilient and disciplined individual. The challenges and victories on the field have taught me the value of teamwork, perseverance, and the importance of maintaining a healthy lifestyle. Through sports, I’ve learned that success is a journey, not a destination.”

Hali Anderson
Kendrick HS

ADMINISTRATION CORNER

DATES TO REMEMBER

1/30-2/1	All-State Music
2/5	Winter Academic Champions Due
2/10	State GBB Pictures & Rosters Due
2/17	President's Day
2/17	State Dance/Cheer Pictures & Rosters Due
2/20-22	Girls Real Dairy Shootout
2/23	State Wrestling Seeding Meeting
2/24	State BBB Pictures & Rosters Due
2/28	State Cheer
2/28	Spring Sports 1st Practice (BA/SB/TN/TR)
2/28-3/1	State Wrestling
3/1	State Dance
3/3	Spring Sports 1st Practice (2A/3A Golf)

FEBRUARY CHECKLIST

- ___ Remember those you love on Valentines Day
- ___ Add winter team rosters and pictures to your MaxPreps account
- ___ Send State Sportsmanship information to parents, band, cheerleaders
- ___ Prepare spring facilities (scoreboards, fields, equipment)
- ___ Prepare contracts for 2025-26 sports seasons
- ___ Turn in Winter EV Forms
- ___ Turn in Winter Academic Champion Forms
- ___ Verify spring coaches requirements
- ___ Nominate a student for the IHSAA Student Advisory Council
- ___ Nominate a student for the Interscholastic Star Scholarship
- ___ Nominate a student for the Interscholastic Star Scholarship
- ___ Seek a nomination for the Spirit of Sport Award

for Athletic Administrators

AD Insider



Tol Gropp, Timberline HS Athletic Director and 2024 President of the National Interscholastic Athletic Association, discusses his theme for the year is S.M.I.L.E., which stands for Serve, Mentor, Inspire, Love, and Encourage. When problems and issues occur, he encourages you to apply a smile as it will have a positive impact and can change your mindset. So, when dealing with adversity, S.M.I.L.E.

WATCH NOW ▶

IHSAA QUESTIONS & ANSWERS

- 21. Q.** May a team scrimmage with another team?
A. Scrimmages are only allowed against another member or associate member schools, and then only when both teams have not scheduled their maximum number of games. *Scrimmages count as a scheduled contest and cannot be held before the competitive season. Preseason scrimmages must be registered through the Youth Endowment for Activities (YEA) and all proceeds must go toward schools' YEA accounts.
- 22. Q.** May an athlete participate in a road run?
A. Cross country participants may not compete in any kind of a road run during the cross country season, but participants in any other sport, e.g. track, may enter road runs.
- 23. Q.** May an athlete wrestle and play on his high school basketball team during the same season?
A. The Association has no rule that would limit the number of sports during any season.
- 24. Q.** A varsity basketball team has three sophomores on it. May these sophomores play in a postseason sophomore tournament?
A. Only if they have not played in a varsity district tournament game.
- 25. Q.** May a boy or girl play in both varsity and junior varsity basketball games in the same week?
A. Yes, any 6A, 5A, 4A or 3A athlete may participate in a maximum of four quarters per day, 80 quarters (20 games) or 84 quarters (24 games) prior to the district varsity tournament. Any 2A or 1A athlete may participate in five quarters per day, 100 quarters prior to the varsity district tournament.
- 26. Q.** After an Idaho school sport season has commenced, may an athlete postpone turning out for the school team in order to remain eligible for non-school competition in the same sport, then join the school team at a later time?
A. No, the student must choose one organization or the other. If an athlete participates in non-school competition after the start of the school sport season (first day of practice), he/she will be subject to penalties outlined in Rule 8-11, Outside Competition.
- 27. Q.** May a football coach work with a center, holder, and place kicker prior to or after the season?
A. Yes. Each program is allotted 10 hours of instructional practice outside of the season during the school year.
- 28. Q.** May a football coach pass the ball to a receiver covered by a defender prior to or after the season?
A. Yes. If no other individuals are involved, it would not count toward their 10-hour limit.
- 29. Q.** May football players use an Association member high school's protective equipment in an athletic camp?
A. Yes, upon written request to the IHSAA from the trustees of the school.
- 30. Q.** During the fall or spring, may a basketball coach work with two offensive players while another coach works with the defenders (two on two)?
A. Yes, but it would count toward their 10 hours of instruction practice outside of the season during the school year.

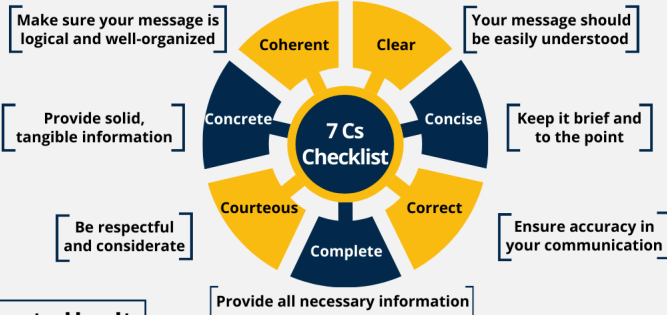


PLAY.
PERFORM.
COMPETE.
TOGETHER.





7 Cs OF COMMUNICATION



How to Use It

By Justin Mecham

Using It At Work



Clear: In a team meeting, state the project goals in simple terms.



Concise: Send a brief email summarizing key points from a meeting.



Concrete: Provide specific examples when explaining a new process.



Correct: Double-check data in your reports to avoid errors.



Coherent: Ensure your presentation follows a logical sequence.



Complete: Include all required attachments and information in your email.



Courteous: Acknowledge your team's efforts and show appreciation in communications.



The THREE Things Brad Stevens Looks for in Players and Coaches

READ BELOW

The three characteristics are the same qualities that he looks for in players and assistant coaches.

Brad said, "The three qualities that I've always looked for when hiring an assistant coach are humble, intelligent, and hardworking."

They form the foundation of someone who will work hard, work with others, continuously improve, and solve problems.

- It means doing the work.
- It means adaptability.
- It means leadership.

Those qualities are the mark of a team player.

How do you define these three characteristics?

1. Humility - It means knowing you don't always have the answers. Leadership takes humility. It's the foundation of a growth-mindset because you're always willing to learn and grow. Humility allows you to accept feedback, work collaboratively, and contribute to a positive team dynamic.

2. Intelligence - It means competence in your field and emotional intelligence. You have know what you're doing. It means living the details to understand the concepts and philosophy. It's critical for complex problem-solving, creativity, and innovation. Intelligent people are able to adapt to new situations, and making informed decisions because they look for progress.

3. Hard Working -It means committing to the process and doing the work. Hard working people know the importance of discipline, commitment, consistency, and sacrifice. You want people on your team who are adaptable and resilient regardless of the challenges. They consistently put in effort, overcome obstacles, and remain committed to their responsibilities.

"I believe strongly in competitive character. People that will prepare well, people that care about their team, and when the lights are on - can focus on their task and do their job well regardless of circumstances."

- Brad Stevens

DON'T BE UPSET BY THE RESULTS YOU DIDN'T GET FROM THE WORK YOU DIDN'T DO.



2025 WINTER STATE TOURNAMENT DATES/SITES



February 20-22
 Ford Idaho Center, Nampa
 Mountain View HS, Meridian
 Middleton HS, Middleton
 Bishop Kelly HS, Boise
 Columbia HS, Nampa
 Nampa HS, Nampa

February 28-March 1
 ICCU Dome, Pocatello



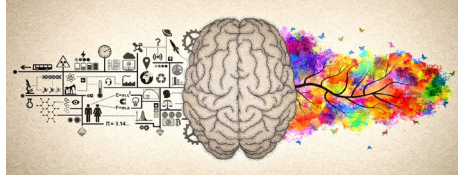
March 6-8
 Ford Idaho Center, Nampa
 Rocky Mountain HS, Meridian
 Eagle HS, Eagle
 Capital HS, Boise
 Vallivue HS, Caldwell
 Caldwell HS, Caldwell



March 14-15
 Kimberly HS, Kimberly

Cheer - February 28
 Dance - March 1
 Ford Idaho Center, Nampa

April 11-12
 Blackfoot HS, Blackfoot



Emotional Intelligence Behaviors At Work

8 Ways to Display Emotional Intelligence & Why they matter

Offer Help, Not Blame

The behavior: Focus on solutions when problems come up.

Why it matters: It keeps the team moving forward positively.

How to do it: Ask "How can I help fix this?" instead of "Whose fault is this?"

Listen to Understand Not to Respond

The behavior: Let others finish their thoughts before speaking.

Why it matters: It shows respect and helps you understand fully.

How to do it: Focus on what's being said, not on what you'll say next.

Stay Calm Under Pressure

The behavior: Keep your cool when tensions rise.

Why it matters: It helps maintain a productive atmosphere.

How to do it: Take deep breaths and speak slowly and calmly.

Show Appreciation for Ideas

The behavior: Thank others for their contributions.

Why it matters: It encourages more sharing and builds goodwill.

How to do it: Say "Thank you for sharing that perspective" or "I appreciate your input."

Ask Questions to Understand

The behavior: Use questions to dig deeper into others' ideas.

Why it matters: It shows you value their input and want to learn more.

How to do it: Start with "Can you tell me more about..." or "What do you mean by..."

End on a Positive Note

The behavior: Summarize progress and next steps at the end.

Why it matters: It leaves everyone feeling productive and clear on what's next.

How to do it: Say "Here's what we've achieved today, and here's what we'll do next."

Admit When You Don't Know

The behavior: Be honest about gaps in your knowledge.

Why it matters: It builds trust and opens the door for learning.

How to do it: Simply say, "I don't know, but I'd like to find out."

Read the Room

The behavior: Notice and respond to others' emotions.

Why it matters: It helps you adjust your approach for better outcomes.

How to do it: Watch body language and tone of voice, not just words.

Ego -

Prevents you from learning from others.

Envy -

Prevents you from focusing on yourself.

Anger -

Prevents you from seeing clearly.

Ignorance -

Prevents you from making good decisions.

Fear -

Prevents you from seizing opportunities.

Get rid of them all.

RESILIENCE

A Lesson in Leadership

by Brooklyn DeVries, IHSAA Student Advisory Council



Resilience is the capacity to withstand or to recover quickly from difficulties. And it kinda relates to toughness.

Being a resilient leader in our schools and on our teams is a very important role as a leader because it enables us to face challenges, setbacks, and adversity with determination and composure.

To be resilient we need to:

Stay focused when under pressure: competitive environments are high-pressure. A resilient leader remains composed during critical moments in a game, guiding their team effectively.

Be an example: In the face of losses or tough competition, resilient leaders inspire teammates by showing grit and determination, motivating the team to push forward and improve.

Build team positivity: When morale crashes after a poor performance, resilient leaders uplift their team, focusing on effort and improvement rather than dwelling on failures.

Adapt to change: Injuries, strategy changes, or unexpected events can disrupt a team's plan. Resilient leaders adjust quickly and encourage others to stay flexible.

An example would be losing multiple games in volleyball and basketball and seeing it as a positive to build your team. As captains and leaders on our teams, we must acknowledge the good in these situations even if we didn't get the outcome we were hoping for. These experiences, when we fail and recover quickly will benefit any situation.





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60+
FREE COURSES

21 MILLION
COURSES DELIVERED

COURSES FOR EVERYONE

- Coaches**
- Students**
- Administrators**
- Parents**
- Officials**
- Performing Arts**



SCHOOL HONOR ROLL

LEVEL 1 COURSES

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

The NFHS Learning Center is the home to more than 90 online professional development courses for everyone within the interscholastic community - coaches, students, officials, parents, administrators, and individuals within performing arts programs. More than 60 courses are available for free.

The NFHS is an Accredited Institution and has delivered more than 15 million courses on its NFHS Learning Center platform since its inception in 2007. In receiving national accreditation by Cognia, the NFHS has upheld itself to rigorous standards that focus on productive learning environments, equitable resource allocation that meet the needs of learners, and effective leadership.

The NFHS Learning Center features its flagship coaching course, "Fundamentals of Coaching," as well as several health and safety courses that have been completed by millions of individuals, such as "Concussion in Sports," "Heat Illness Prevention," "Sudden Cardiac Arrest" and "Protecting Students from Abuse." The NFHS Learning Center offers several national credentials that can be earned by individuals who complete specific NFHS courses. Through the School Honor Roll Program, schools can earn a physical banner to hang in their school.

To learn more and start your professional development journey, please visit the NFHS Learning Center at NFHSLearn.com.



COACHING STUDENT LEADERSHIP



Learning to be an effective leader is one of the most important skills that students can gain through high school activities. Coaches play a critical role in supporting their leadership development. To help coaches develop leadership skills in their student-athletes, the NFHS has partnered with the Michigan High School Athletic Association to bring you this course in our Student Leadership.

This course guides you through the content in our two student leadership courses in this series:

1. Becoming a Leader
2. Leading Others

For coaches and students to get the most out of this Student Leadership series, we encourage students and coaches to take these courses at the same time. Coaches cannot just give a student the captain's title and hope they turn into a good leader. This course is designed to help coaches learn how to intentionally develop effective leaders. Specifically, this course will help coaches: Focus on building strong coach-athlete relationships to fuel leadership development Explore and evaluate the various leadership roles that can be facilitated on teams and guide the use of strategies for students to apply leadership skills and enhance their leadership awareness and confidence.

Coaches will learn from the practical thoughts, advice, and experiences of student-athletes from around the country to help them establish a plan for helping students GROW as leaders.

Start Learning
Click here

IHSAA Board of Directors Action January Meeting 2025

The following action items were approved
by the IHSAA Board of Directors at the
January 22nd 2025 meeting

*full synopsis is posted on the IHSAA Board of Directors webpage

FINAL APPROVED READINGS

- Speech Arts Proposal on Tournament Inquiry Procedures
- 25-26 State Soccer Tournament Representation
- 25-26 State Soccer Play-In Games/Sites/Times
- 25-26 State Volleyball Tournament Representation
- 25-26 State Volleyball Play-In Games/Sites/Times
- 25-26 State Football Representation
- 25-26 State Swim Meet Representation
- Rule 2-2 Update: Private School Enrollment Verification
- Rule 7 Update: Cooperative Programs
- Rule 8-5 Update: Awards
- Rule 4-3 Update: Ejection Reports (beginning 25-26 year)
- Music Rule & Regulations Update: Article VII & X
- Treasure Valley Classical Academy Regular Membership

APPROVED 1st READINGS

(Final Reading at the April Meeting)

- State Wrestling Tournament in Moscow: 2029
- Rule 8-12-1 Update: Practices
- Associate Membership Form: Candidacy Stage
- Cross Country Meet Limitations: 9 meets per season
- 25-26 State Wrestling Representation
- 25-26 State Basketball Tournament Representation
- 25-26 State Basketball Play-In Games/Sites/Times
- 25-26 Milk Bowl Rotation
- 2026 SRV Baseball Representation Proposal

THE PRIORITY MATRIX

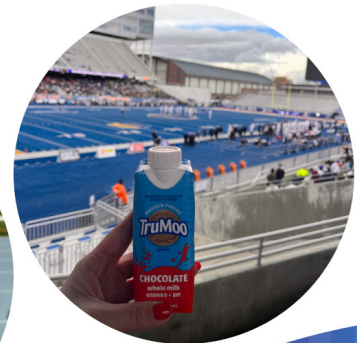
How to manage your time effectively.



CHOCOLATE MILK



THE ATHLETE'S SECRET WEAPON



4 TOURNAMENTS THAT
WILL HAVE CHOCOLATE
MILK THIS WINTER

- 1** Girls Basketball
- 2** Dance and Cheer
- 3** Wrestling
- 4** Boys Basketball

unbottled.com

THE IDHSAA PRESENTS

Battle of the Fans

DUE: MARCH 15, 2025

How to Battle:

- CREATE A 90-SECOND (MAX) VIDEO
- INTRODUCE YOUR SCHOOL
- SAY WHY YOUR SCHOOL SHOULD BE SELECTED
- MAY INCLUDE TIK TOKS/LIP SYNC

JUDGING CRITERIA:

- SPORTSMANSHIP
- SCHOOL SPIRIT
- SPORTS DIVERSITY
- ORIGINALITY
- STUDENT PARTICIPATION

Post to Youtube & Email:

federicom@idhsaa.org



St. Maries HS and Sandpoint HS celebrate and "Officially Thank" their officials during Official Appreciation Week



Step up to the
CHALLENGE!



SIGN UP TODAY!



BECOME AN OFFICIAL

FAMILY
ON & OFF
THE STAGE




#WESEEYOU

WE ARE
STRONGER
TOGETHER




#WESEEYOU

FAMILY
ON & OFF
THE FIELD




#WESEEYOU



Be the future. Stay vape, chew, and smoke free.

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PROJECT FILTER
IDAHO FIGHTS TOBACCO

MY LIFE
MY QUIT

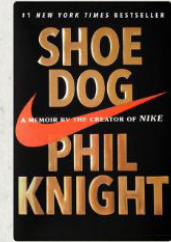
Book of the Month Leadership in Coaching Visual Memo

Young, searching, fresh out of business school, Phil Knight borrowed fifty dollars from his father and launched a company with one simple mission: import high-quality, low-cost running shoes from Japan. Selling the shoes from the trunk of his Plymouth Valiant, Knight grossed eight thousand dollars that first year, 1963. Today, Nike's annual sales top \$30 billion. In this age of start-ups, Knight's Nike is the gold standard, and its swoosh is more than a logo. A symbol of grace and greatness, it's one of the few icons instantly recognized in every corner of the world.

But Knight, the man behind the swoosh, has always been a mystery. Now, in a memoir that's surprising, humble, unfiltered, funny, and beautifully crafted, he tells his story at last. It all begins with a classic crossroads moment. Twenty-four years old, backpacking through Asia and Europe and Africa, wrestling with life's Great Questions, Knight decides the unconventional path is the only one for him. Rather than work for a big corporation, he will create something all his own, something new, dynamic, different. Knight details the many terrifying risks he encountered along the way, the crushing setbacks, the ruthless competitors, the countless doubters and haters and hostile bankers—as well as his many thrilling triumphs and narrow escapes. Above all, he recalls the foundational relationships that formed the heart and soul of Nike, with his former track coach, the irascible and charismatic Bill Bowerman, and with his first employees, a ragtag group of misfits and savants who quickly became a band of swoosh-crazed brothers.

Together, harnessing the electrifying power of a bold vision and a shared belief in the redemptive, transformative power of sports, they created a brand, and a culture, that changed everything.

Shoe Dog — A Memoir by the Creator of Nike by Phil Knight



Let everyone else call your idea crazy, just keep going. Don't stop. Don't even think about stopping until you get there, and don't give much thought to where "there" is. Whatever comes, just don't stop.

7 POWERFUL KEYS OF SHOE DOG



PURSUE YOUR PASSION RELENTLESSLY

Phil Knight's journey with Nike started from a deep love for running and a relentless belief in his vision.

When you truly love what you're doing, setbacks become stepping stones.



EMBRACE UNCERTAINTY

Knight didn't have all the answers and took risks that might have seemed reckless, but **being comfortable with uncertainty** helped him adapt and innovate in real-time.



BUILD A TEAM YOU TRUST

Nike's success was as much about Knight's vision as it was about his team.

Surrounding yourself with people who believe in your mission is essential for sustained growth.



LEARN FROM FAILURE

Every setback — from cash flow issues to factory mishaps — taught Knight and his team lessons that made them stronger.

Each failure pushed Nike to evolve and innovate.



STAY COMMITTED THROUGH THE HIGHS AND LOWS

The road to Nike's success was anything but smooth, but Knight's **unwavering commitment kept the brand moving forward** through every crisis.



FOCUS ON YOUR UNIQUE IDENTITY

From the beginning, Nike set out to be more than just another shoe company.

This distinct identity created a loyal customer base and set the brand apart.

KEEP MOVING FORWARD



"Just Do It" wasn't just a slogan; it was the spirit behind Nike.

Knight and his team embodied this drive, continually pushing boundaries.

These lessons remind me that every great success story is a journey of grit and unshakable belief.

"Seek a calling. Even if you don't know what that means, seek it. If you're following your calling, the fatigue will be easier to bear, the disappointments will be fuel, the highs will be like nothing you've ever felt."

- Phil Knight, Creator of Nike