



- \* **NFHS AWARDS** - Ted Reynolds & Bishop Kelly HS
- \* **STUDENT LEADERSHIP** - Perseverance, Johanna Serrato
- \* **NFHS LEARNING CENTER COURSE** - Play-by-Play Announcing
- \* **NEW BOARD MEMBER & OFFICE STAFF**
- \* **STATE CHAMPIONS** - Cross Country; Drama; Band
- \* **IHSAA BOARD ACTION** - December Meeting
- \* **UNBOTTLED** - State Tournament Recap
- \* **SERVANT LEADERSHIP** - Put Your People First
- \* **COACHES** - Building Life Skills During Practice
- \* **BOOK OF THE MONTH** - Range
- \* **COACHES CORNER** - You Have Everything You Need

January  
2025 ISSUE

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# IHSAA EXPRESS

Supporting Education Through Activities



## Idaho at the National Athletic Directors Conference

2024 NFHS NATIONAL ATHLETIC DIRECTORS CITATION AWARDS



**TED REYNOLDS**

CAA, Athletic Director  
Canyon Ridge High School, Idaho

NFHS Citations were awarded to eight high school athletic directors December 16 in Austin, Texas, during luncheon festivities at the 55th annual National Athletic Directors Conference sponsored jointly by the NFHS and the National Interscholastic Athletic Administrators Association (NIAAA).

NFHS Citations are presented annually to outstanding athletic directors in recognition of contributions to interscholastic athletics at the local, state and national levels. State associations nominate athletic directors for NFHS Citations, and the NFHS Board of Directors approves recipients.



Congratulations to the Idaho Athletic Administrators Association as they were awarded two banners at the NIAAA National Conference for membership.

The IAAA has a membership of 129% as well as increased membership by 65 new members.

Tol Gropp, Timberline HS served as the NIAAA Board of Directors President and demonstrated outstanding leadership with a SMILE!



Bishop Kelly High School has been recognized by the National Athletic Administrators Association (NIAAA) for achieving an Exemplary Athletic Program through the Quality Program Assessment (OPA). Tom Shanahan, Bishop Kelly Athletic Director was recognized for the schools achievement at the awards presentation ceremony during the National Athletic Directors Conference in Austin, Texas, on Sunday, December 15, 2024.

Out of the 19,569 recognized member schools in the state and national associations, Bishop Kelly High School's Quality Program Assessment Exemplary recognition places them among a select 4% across the country. The NIAAA, IAAA and IHSAA salute their commitment to educational athletics at the highest level.



**National Interscholastic Athletic Administrators Association**  
Quality Program Assessment  
Recognizes  
**Bishop Kelly High School**  
Boise, Idaho  
As an  
**Exemplary Athletic Program**  
**2024**

## ADMINISTRATION CORNER

### DATES TO REMEMBER

1/20	Martin Luther King Jr. Day
1/21	IHSAA Board of Directors Work Session
1/22	IHSAA Board of Directors Meeting
1/24	Winter Sports Eligibility Verification Reports Due
1/30-2/1	All-State Music

### JANUARY CHECKLIST

- \_\_\_ Send a New Year's Sportsmanship Resolution out to parents
- \_\_\_ Send the name of a potential official to your commissioners
- \_\_\_ Publish Spring Schedules
- \_\_\_ Finalize 2025 Fall Opponents
- \_\_\_ Finalize 2025/26 Winter Opponents
- \_\_\_ Turn in Winter EV Forms
- \_\_\_ Finalize Spring Bus Schedules
- \_\_\_ Plan Spring Coaches and Parent Meetings
- \_\_\_ Nominate a student for the IHSAA Student Advisory Council
- \_\_\_ Check out the IHSAA Parent webpage

## PERSEVERANCE

### A Lesson in Leadership

by Johanna Serrato, IHSAA Student Advisory Council



I wanted to talk about the importance of perseverance, not just in SAC but in every aspect of our lives. Whether it's in school, in sports, at work, or even in our personal lives, perseverance is the key to overcoming any obstacles and achieving success.

In school, perseverance is especially essential. It's not always easy to understand every material we are given, or get the best

grades; but with determination and consistent effort we can overcome it. It's also crucial to take every challenge as an opportunity to grow and improve. As student athletes, our perseverance extends farther than a classroom.

In sports, we face huge amounts of stress through training, intense competitions, or in my case even injuries. The struggle to balance both academics and extracurriculars is not a simple task to take on. There are times where I personally become overwhelmed, and through that I have learned to take breaks, not quit. While taking on so many responsibilities, it's extremely important to take care of yourselves.

Remind yourselves to take breaks to prevent any burnouts. Some examples include treating yourself to a spa day, watching your favorite Netflix shows, or even just taking a day to do absolutely nothing. By practicing self care you reduce so much stress which is necessary when overcoming obstacles.

In life, perseverance helps us navigate the ups and downs. Setbacks and failures are absolutely inevitable. Everyone encounters them in some way or another. However, they do NOT define us. What truly matters is how we respond to these challenges. By staying resilient and never giving up, we can turn our setbacks into stepping stones towards our goals.

Perseverance builds character and teaches us the value of hard work and dedication which is a vital quality that can lead us into success especially as we begin to plan our spring summits and our futures.

-Johanna



## IHSAA QUESTIONS & ANSWERS

- 10. Q. Must member schools complete "paper work" on any transfer student?**

**A. Yes - Except for students beginning the ninth grade. An Athletic Transfer, Foreign Student Transfer, Eligibility Regulation Waiver, or Waiver of Transfer Rule form must be submitted and approved by the IHSAA for each transfer student.**
- 11. Q. Can a member school be fined or suspended or otherwise penalized for failure to follow or enforce Association rules?**

**A. Yes - Each member school is responsible to know the rules and follow them and may be penalized for failure to do so.**
- 12. Q. Does a coach have to be a teacher in the school district where he/she coaches?**

**A. No - However, in order to be a head coach, he/she must be either a certified teacher in Idaho or have taken IHSAA approved courses.**
- 13. Q. Does the IHSAA have a rule that prohibits school personnel from publicly criticizing officials?**

**A. No - However such action would be unethical. Officials are charged with the responsibility of applying the rules in pressure situations that require subjective judgment, and the official should be given the benefit of the doubt. It is inappropriate for coaches and officials to criticize one another.**
- 14. Q. Do IHSAA regulations apply to members of the varsity teams only?**

**A. All regulations apply to members of any team which participates in interschool contests, whether they are members of the varsity, junior varsity, sophomore or freshmen teams.**
- 15. Q. Does an athlete need a physical examination to practice?**

**A. Yes - An athlete must have a consent form and physical exam on file before his/her first day of practice.**
- 16. Q. Is it possible for an athlete to take a physical in the 9th grade year and not be required to take an additional physical the next three years?**

**A. No - An athlete must have a new physical prior to the 9th and 11th grade years. The physical shall not be taken prior to May 1 of the 8th and 10th grade years.**
- 17. Q. Does the IHSAA require parents to purchase athletic insurance?**

**A. No - School administrators should have parents sign a waiver if they do not wish to purchase school insurance. All high schools are enrolled in the catastrophic insurance program.**
- 18. Q. Is an ineligible student covered under the catastrophic insurance program?**

**A. No - If the student is knowingly ineligible and/or is allowed to play in a game or contest, he/she would not be covered.**
- 19. Q. May a student attend a football, wrestling, basketball, or other sports camp in the summer?**

**A. Yes - However, no one outside the athlete's immediate family can sponsor the athlete. The athlete or his/her parents must pay all fees. For invitational camps, contact the IHSAA office.**
- 20. Q. May a football player participate on Thursday afternoon in two quarters and play three quarters in another game on Friday night?**

**A. Yes.**





## You Have Everything You Need

You don't need **more time**, you need less **distractions**.

You don't need to know **everything**, you just need to **start**.

You don't need **motivation**, you need **self-control**.

You don't need more **resources**, you need **resourcefulness**.

You don't need **luck**, you need **preparation**.

You don't need to be **busy**, you need to be **focused**.

## 4 Ways to Develop Life Skills During Practice

POSITIVE  
COACHING  
ALLIANCE.

### Persistence

*Persistence is the determination to work towards goals, regardless of setbacks.*

- Reframe mistakes as learning opportunities and allow athletes the space to fail. If they try a new skill and struggle, help athletes identify ways they can overcome the challenge(s).
- When an athlete does something that demonstrates persistence, make sure you name it and explain it. (e.g. "Jasmine, I know it was difficult for you to try dribbling with your weaker foot. You really showed a lot of persistence by slowing it down and sticking with it when it got challenging.")
- Create games that require athletes as a group to be persistent. (e.g. lead a basketball lay-up drill that requires the team to make a certain number of lay-ups in a specific time frame. Set the lay-up goal for the team. Make it challenging enough so they will get close to achieving the goal. Then encourage the team to strategize and try again.)
- During scrimmages make sure to point out to your bench when you see examples of persistence and highlight the new strategy used that helped their teammate succeed.



### Optimism

*Optimism is the hopeful outlook that positive things can happen, and with effort those positive things will occur.*

- Be optimistic! You cannot spread what you don't have. When you are faced with challenges, always model that there is a solution. (e.g. you get to the field and it's all muddy and they can't play that day – get excited that you can do an inside activity and get to know each other better)
- Focus less on outcome and more on effort. (e.g. the team just missed a game-winning goal but the defense held the other team to only two goals the entire game.)
- Find times to name it and explain it. (e.g. "Marco you are so optimistic today! I really like that you kept an encouraging attitude the entire game!")
- If an athlete engages in negative self-talk ask them to think about positive things they can tell themselves. If the athlete struggles, help them by naming some of the good you see in them.



## Self-Regulation

*Self-regulation is the ability to control one's own thoughts, feelings, and/or behaviors when encountering challenging situations.*

- Recognize that there are many factors that can contribute to how athletes show up to the sports space and that they can be affected by specific experiences or situations. Try to understand the factors behind certain responses and give athletes grace.
- Help athletes identify the emotions that lead to certain responses so the next time they start to experience those feelings, they can take a step back to regulate themselves.
- Teach athletes how to understand and determine alternate responses in specific situations (e.g. if an athlete gets frustrated by a teammate, ask the athlete to talk about what was happening and what an alternate response should be. Try not to make this punitive, but a teachable moment).
- Ask athletes to rate their emotions on a scale so they understand where they should be in specific situations. One way to do this is to start with a 10 and ask athletes to describe what a 10 looks like for them. Then ask athletes to describe a 7, then 5, then 3, and then 1. It will look different for different athletes. When athletes are in situations, and you need them to be mindful of their reactions, ask them to bring down the level.



## Empathy

*Empathy is the ability to understand and share what someone else is feeling without judgment.*



- Model empathy by listening to athletes to understand their perspective without judgment and expressing support for them. Coaches should be mindful of personal biases that may affect their reactions and work to take a breath and believe athletes' experiences.
- Encourage athletes to connect with each other to learn about their teammates, their experiences, and their preferences.
- Remind athletes that empathy isn't just important for their teammates, but it's important to have it for opposing teams, coaches, officials and fans (e.g. give players the opportunity to be officials at practice.)
- Sometimes for younger athletes, the concept of empathy might be hard to understand so it's helpful to use the term "being a good friend". Take the time to find examples of what it means to be a good friend and then name it and explain it.



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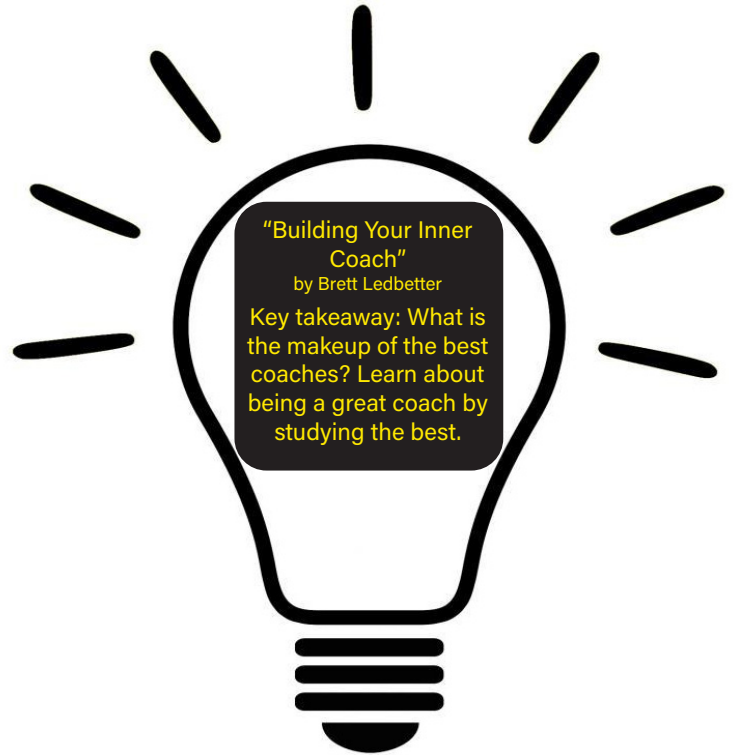
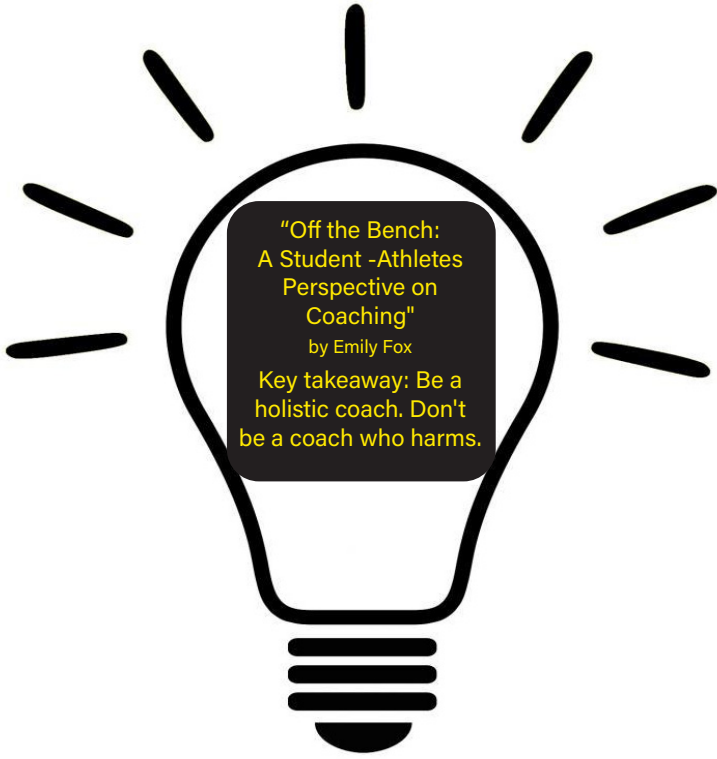
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# TED

IDEAS WORTH SPREADING

## TED Talks Every Coach Should Watch



4,300

SWEATSHIRTS GIVEN TO  
FALL STATE CHAMPIONSHIP  
PARTICIPANTS



unbotteled.



36,813

MILKS HANDED OUT  
AT FALL STATE  
CHAMPIONSHIPS

# REFUEL, REBUILD, REPLENISH

# FALL 2024 STATE CHAMPIONS

## STATE CROSS COUNTRY CHAMPIONS GIRLS

## STATE CROSS COUNTRY CHAMPIONS BOYS

	<b>6A</b>	ROCKY MT. GRIZZLIES
	<b>5A</b>	TWIN FALLS BRUINS
	<b>4A</b>	SUGAR-SALEM DIGGERS
	<b>3A</b>	RIRIE BULLDOGS
	<b>2A</b>	LIBERTY CHARTER PATRIOTS



COEUR D'ALENE VIKINGS	<b>6A</b>	
SKYLINE GRIZZLIES	<b>5A</b>	
SUGAR-SALEM DIGGERS	<b>4A</b>	
RIRIE BULLDOGS	<b>3A</b>	
ROCKLAND BULLDOGS	<b>2A</b>	

## STATE DRAMA CHAMPIONS



<b>6A</b>	HIGHLAND RAMS	
<b>5A</b>	CENTURY DIAMONDBACKS	
<b>4A</b>	CDA CHARTER PANTHERS	

## BAND CHAMPIONSHIP RESULTS

### SOUTH EAST IDAHO CIRCUIT -SEI Circuit Used Band Size for Classification

### IDAHO DISTRICT III MARCHING FESTIVAL -District III Band Size & School Size for Classification

- 1A Champion**  
Jerome High School
- 2A Champion**  
Snake River High School
- 3A Champion**  
Thunder Ridge High School
- 4A Champion**  
High Desert (Bonneville/Hillcrest co-op)
- 5A Champion**  
Madison High School

- Small A Champion**  
Marsing High School
- Medium A Champion**  
Middleton High School
- Small Open Champion**  
Eagle High School
- Medium Open Champion**  
Mountain View High School
- Large Open Champion**  
Timberline High School
- Overall Champion**  
Eagle High School

# Servant Leadership

© George Stern

## Put Your People First



### Humility

Put others first, elevating your people however possible

Don't let ego get in the way of anyone's growth



### Respect

Treat people like people - not drones

Appreciate different views, styles, and approaches



### Feedback

Give direct and honest feedback - positive and constructive

Lean in: lack of clarity isn't serving, it's a disservice



### Empowerment

Delegate challenging projects to employees, helping them stretch

Remove roadblocks and provide resources



### Appreciation

Recognize great work and say thank you often

Don't put yourself out in front or take credit for the team's wins



### Mentorship

Make risk taking, learning, and growth central to the culture

Ask about and invest in people's career goals



### Diplomacy

Lean into conflict, guiding it toward collaboration

Know that serving doesn't mean avoiding conflict or hiding true views



### Listening

Listen before (and more than) you speak

Ask questions, facilitate rather than dictate, and steer rather than drive



### Transparency

Communicate openly and clearly

Don't withhold information just because it's bad or nuanced



### Input

Ask frequently how you can better support your team

Act on it and show them when you do



### Empathy

Take an interest in their lives and well-being

Remember that people have struggles you know nothing about



### Courage

Model the hard parts of growth - risk taking, vulnerability, and failure

Know that servant leaders are strong, not weak

Step up to the  
**CHALLENGE!**



**SIGN UP  
TODAY!**



## IHSAA Board of Directors Action December Meeting 2024

The following action items were approved  
by the IHSAA Board of Directors at the  
December 10th 2024 meeting

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

### FINAL APPROVED READINGS

- 26-27 calendar from tentative to approved
- 27-28 calendar from suggested to tentative
- 28-29 calendar to suggested
- State Champion Unified Track at the 6A/5A Meet
- Unified Basketball Exhibition
- Rule 5-11 Waiver for Cheer, Dance and Speech Arts

### APPROVED 1st READINGS

(Final Reading at the January Meeting)

- 25-26 State Soccer Representation
- 25-26 State Soccer Play-in games, dates, times & sites
- 25-26 State Volleyball Representation
- 25-26 State Volleyball Play-in games, dates, times & sites
- 25-26 State Football Representation and Bracketing
- 25-26 State Swim Representation
- Update Rule 2-2 Private School Enrollment Verification
- Update Rule 7 Cooperative Programs
- Update Rule 8-5 Awards
- Update Rule 4-3 Ejection Reports

CHECK THIS OUT!



## SCHOOLS OF EXCELLENCE FALL STANDINGS

The Idaho High School Activities Association recognize winners of the “Schools of Excellence” program. This yearlong, voluntary program in which schools earn points based on their student-athletes’ performance in athletics, academics and sportsmanship is the top award for the IHSAA and its member schools. The top three schools in each classification with the best overall programs were recognized at the IHSAA Annual Meeting.



**Jan Bayer**  
District I Representative

## Meet the New IHSAA Board Member

Currently the Superintendent of the Boundary County School District in Bonners Ferry, Jan's background includes a role in public education for the past 24 years. Jan has worked as a General Education Teacher, Special Education Teacher, Middle School Principal, Curriculum Director, Federal Programs Director, and Superintendent. She has coached middle school and high school volleyball and middle school track. For the last two years, she has served on the Board of Control for District 1. Her entire family are avid supporters of IHSAA and the learning opportunities provided through participation in Idaho High School Activities. Her husband served on the IHSAA Board and one of her daughters served on the Student Advisory Council.

As an educator, Jan believes education based activities. “It is essential for students to have the opportunity to participate in interscholastic activities. I believe lessons learned by being part of a team hold students accountable academically and athletically. At the same time, the lessons learned help develop citizenship and future contributing members of society. I hope to contribute to Idaho Schools by advocating for interscholastic opportunities and making decisions that continue to develop our students academically, athletically, and intellectually.”

Jan is married to Curt-Randall Bayer and they have 2 children, Avery and Braylyn. Both are now thriving at the college level both academically and athletically as college golfers on scholarship at Idaho State University and Weber State University. Now that they are empty nesters, they spend time cheering for the New York Giants (don't laugh it's been a rough year), attending the girls' golf tournaments, and serving our students. “Our service to kids is building the future. I truly believe our kids are worth whatever it takes.”

Welcome Jan!





**LEARNING CENTER**

NFHSLearn.com

## PLAY-BY-PLAY ANNOUNCING



Play-by-play announcing is a key aspect when broadcasting a live game, providing vital insight to the moment-by-moment action of the sport, as well as developing stories behind-the-scenes. That is why the NFHS has created the course Play-by-Play Announcing. This course demonstrates how to professionally prepare for a game as a play-by-play announcer, how to successfully work with an analyst or reporter, how to use proper tone and inflection, and the important aspects of play-by-play announcing during a live broadcast. So, take the course Play-by-Play Announcing, available for free on the NFHS Learning Center.

**Start Learning**  
Click here

## CHAMPIONSHIP CULTURES HAVE:

- 🏆 LEADERS WHO SET THE TONE
- 🏆 TEAMMATES WHO SUPPORT EACH OTHER
- 🏆 ATHLETES WHO RESPECT THE COACHES
- 🏆 A CLEAR AND COMPELLING VISION
- 🏆 HIGH STANDARDS AND EXPECTATIONS
- 🏆 ACCOUNTABILITY FOR RESULTS
- 🏆 PEOPLE WHO CARE ABOUT EACH OTHER
- 🏆 APPRECIATION FOR EVERYONE'S ROLE
- 🏆 TOUGH AND HONEST CONVERSATIONS
- 🏆 CHEMISTRY, COMARADERIE, AND FUN

Jeff Janssen



## 5 Japanese Concepts for Well-Being



### Kaizen

The principle of Kaizen(改善) is that small, incremental changes routinely applied and sustained over a long period result in significant improvements.



### Oubaitori

The idea of Oubaitori (桜梅桃李) comes from trees that all bloom in their own time and way. It means you shouldn't compare yourself to other people. Instead, you should accept and celebrate how you are different and follow your own path in life.



### Shikita Ga Nai

The Japanese concept of "shikita ga nai" (仕方がない), translates to "nothing can be done about it." It's a phrase that encapsulates the idea of accepting situations that are beyond one's control with grace and resilience.



### Kintsugi

Kintsugi (金継ぎ), which translates to 'golden joinery,' is a traditional Japanese art form and philosophical principle that treats breakage and repair as part of the history of an object, rather than something to disguise.



### Gaman

The Japanese concept of "Gaman" (我慢) embodies the idea of enduring the seemingly unbearable with patience and dignity. Gaman is more than mere perseverance or resilience; it is about maintaining composure and not complaining during tough times.



## 2025 Interscholastic Star Scholarship

This scholarship, sponsored by the Idaho High School Activities Association, was established in 1992 to recognize and reward outstanding students who participate in high school athletic and non-athletic activities.

Applicants must be juniors who participate or have participated in at least one IHSAA-sponsored sport and one IHSAA-sponsored activity. IHSAA-sponsored activities are: cheerleading, dance, drama, speech, debate, vocal music and instrumental music. These activities must be extracurricular and should be performance-based. Class-only participation will not be considered. Students from 1A and 2A schools may also count FFA and/or student government.

Applicants must be students who:

- Through their participation, strengthen interscholastic sports and activities programs.
- Are active contributors to school and community organizations and programs.
- Are good citizens and positive role models for their peers.
- Promote the ideals of good sportsmanship and citizenship.

**Each year \$13,000 in scholarships are awarded to Idaho students and schools who have interscholastics stars.**

## 2025 Spirit of Sport Award

The IHSAA has developed the "Idaho High School Spirit of Sport Award". The recipient must be an individual from a high school that is a member of the IHSAA. The recipient must be a current coach or student-athlete involved with the schools' athletic or activities program.

This award seeks to recognize those individuals who exemplify the ideals of the positive spirit of sport that represent the core mission of education-based participation. The award may be given in recognition of a specific act or for an activity of longer duration.

For example, it could be given to an individual who has gone beyond the normal everyday expectations of assisting others within the school or community. It could also be given to an individual who has overcome some sort of adversity or challenging circumstances.

The IHSAA seeks to identify worthy award recipients by nominations submitted from anyone from the school or community. All nominations must be forwarded to the IHSAA. A committee made up of IHSAA Board of Directors members will then review all nominations and select the one Spirit of Sport Award winner.

**If you have a candidate you wish to nominate, complete and return the nomination form to the IHSAA.**



APPLICATION DEADLINE - APRIL 10, 2025



APPLICATION DEADLINE - MAY 1, 2025

## Meet the New IHSAA Staff



**Annie Kaminski**  
Administrative Assistant

Annie is from the Wood River valley and both her parents are educators. She has an older brother, Drew (27), and she grew up playing every sport and has always been highly active. Her dad played college football at the University of Utah, while her mom played tennis and was a high school state champion. They both inspired Annie to become an athlete and to always try her hardest.

Growing up in Bellevue, Annie attended Wood River High School. She competed in Division 1 College volleyball at Boise State University for 6 years (redshirt year & Covid year-yes, that is a long time). In May of 2024, she graduated with her bachelors in K-12 physical education. She is currently pursuing a master's degree in athletic leadership at BSU. She enjoys spending time outdoors, hanging out with friends, and staying active.

While working at the IHSAA Annie hopes to use her experience and comprehensive background in sports as an asset to her job, and is driven to assist the entire population of Idaho. She is excited to become a spectator of all the sports instead of being a participant for once, and plans to make as many events as she can. Annie loves living in Idaho and plans to give back in any capacity.

Annie is a passionate and hardworking individual, she enjoys making lasting connections with new people. "I am excited to be a part of the Athletic Association and see all the behind-the-scenes work. A lot goes into sports organizations, and I have enjoyed learning this side of the business. I was completely unaware of the many things that happen off the field/court, which I find fascinating and have enjoyed learning about. I look forward to meeting everyone and connecting within my new role."

Welcome Annie!

# Book of the Month Leadership in Coaching Visual Memo

#1 NEW YORK TIMES BESTSELLER

# RANGE

WHY GENERALISTS TRIUMPH  
IN A SPECIALIZED WORLD



"I loved RANGE."  
—Malcolm Gladwell

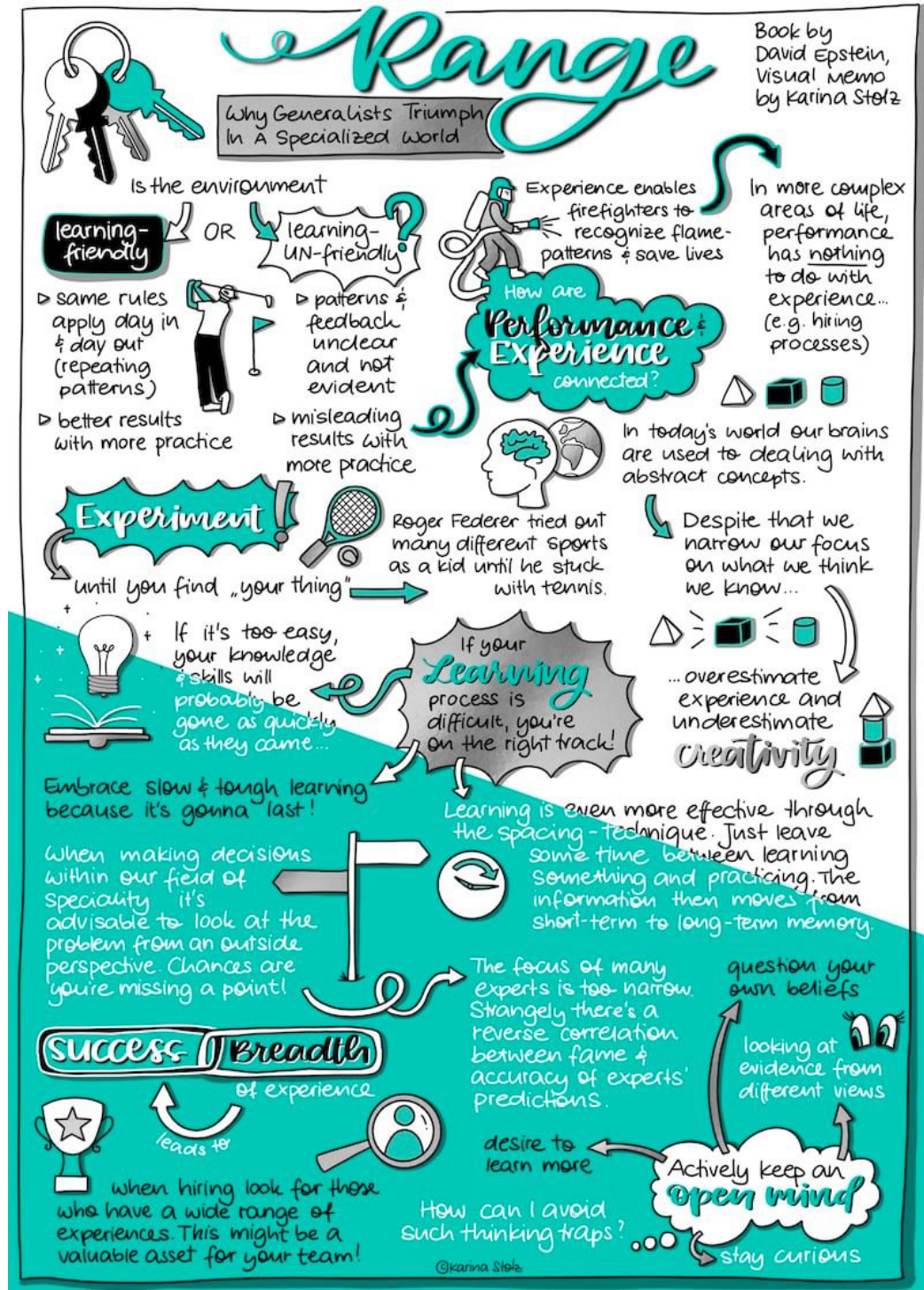
## DAVID EPSTEIN

AUTHOR OF THE SPORTS GENE

Plenty of experts argue that anyone who wants to develop a skill, play an instrument, or lead their field should start early, focus intensely, and rack up as many hours of deliberate practice as possible. If you dabble or delay, you'll never catch up to the people who got a head start. But a closer look at research on the world's top performers, from professional athletes to Nobel laureates, shows that early specialization is the exception, not the rule.

David Epstein examined the world's most successful athletes, artists, musicians, inventors, forecasters and scientists. He discovered that in most fields—especially those that are complex and unpredictable—generalists, not specialists, are primed to excel. Generalists often find their path late, and they juggle many interests rather than focusing on one. They're also more creative, more agile, and able to make connections their more specialized peers can't see.

Provocative, rigorous, and engrossing, Range makes a compelling case for actively cultivating inefficiency. Failing a test is the best way to learn. Frequent quitters end up with the most fulfilling careers. The most impactful inventors cross domains rather than deepening their knowledge in a single area. As experts silo themselves further while computers master more of the skills once reserved for highly focused humans, people who think broadly and embrace diverse experiences and perspectives will increasingly thrive.



Trust has two dimensions: Competence and Integrity.

-We can forgive mistakes of competence.

-Mistakes of integrity are harder to overcome.

- Simon Sinek