**Hall of Fame Class of 2022**

*Preserving the heritage of high school activities in Idaho by honoring outstanding individuals of exemplary character who have excelled through meritorious long-time service and superior achievement*

**Cary Cada**  
Borah HS

Cary Cada’s exemplary thirty-six-year career began in 1979 at Capital High School. Cada spent his first year in coaching and education as a varsity boys’ basketball assistant under legendary coach Charlie Henry. After that first year, Cada moved to Cascade High School, serving four years as a teacher, librarian and track and basketball coach. Cada came back to the Treasure Valley in 1984 taking a job at Borah High School, a place he would remain until his retirement in 2016. Working as a teacher, coach and eventually a counselor at Borah, Cada impacted hundreds of students and notably, an entire generation of basketball players. Cada’s basketball teams qualified for State sixteen times, played in seven championship games and won four state titles. He was named District Coach of the Year eight times and State Coach of the Year four times. He also coached golf for more than ten years with his teams qualifying for State nine times. Cada is a true advocate for education-based participation and a mentor to young coaches in Idaho.

**John Gregory**  
Nampa HS

John Gregory spent the final twenty-seven years of his career at Nampa High School. He was the head coach for three varsity sports for sixteen of those years, coaching girls’ basketball, softball and volleyball from 1988-2004. Prior to coming to Nampa, Gregory taught at Melba High School for five years and coached boys’ and girls’ basketball and field hockey, where his team went undefeated and beat Meridian High School in the Mythical State Championship. The final eleven years of his career, Gregory served as Nampa’s athletic director. With a total of forty-one years in education, Gregory became a statewide role model for coaches and athletic directors alike. He was, and continues to be, extremely involved in the Idaho Athletic Administrators Association, holding numerous leadership positions within the organization. He has received numerous awards from the IAAA as well as the NIAA and the IHSSA. Gregory received the NIAAA Citation Award in 2011 and the IHSSA Distinguished Service Award in 2014.

**Dave Mills**  
Boise HS

Dave Mills is one of the most prolific and influential cross country and track coaches in Idaho history. He served the students of Idaho for forty-one years and worked in all levels of education from elementary school through post-secondary education. He spent the majority of his career working as an elementary physical education specialist with the Boise School District while also coaching cross country and track at Boise High School. He coached ten state champion cross country teams, two state champion track teams, eleven individual cross country champions and forty-four individual track champions. Mills was instrumental in numerous IHSAA cross country and track policy changes including the addition of the hardship rules for state qualifiers and adding wheelchair/para-athletes to the state track meet. Mills continues to volunteer as a collegiate cross country coach.
10 LIFE LESSONS FROM DEAN SMITH

1. STAY HUMBLE, STAY HUNGRY.
   "A lion never roars after a kill."

2. WHAT’S DONE IS DONE.
   "What to do with a mistake - recognize it, admit it, learn from it, forget it."

3. GIVE CREDIT WHERE CREDIT IS DUE.
   "I do believe in praising that which deserves to be praised."

4. YOU’VE GOT TO CARE TO LEAD.
   "The most important thing in good leadership is truly caring. The best leaders in any profession care about the people they lead, and the people who are being led know when the caring is genuine and when it’s faked or not there at all."

5. ACT WITH HONOR AND INTEGRITY.
   "Good people are happy when something good happens to someone else."

6. AT THE END OF THE DAY, IT’S JUST A GAME.
   "If you make every game a life and death proposition, you’re going to have problems. For one thing, you’ll be dead a lot."

7. SURROUND YOURSELF WITH WINNERS.
   "I would never recruit a player who yells at his teammates, disrespects his high school coach, or scores 33 points a game and his team goes 10-10."

8. VALUE WHAT’S MOST IMPORTANT.
   "As soon as you try to describe a close friendship, it loses something."

9. LEAD BY EXAMPLE.
   "A leader’s job is to develop committed followers. Bad leaders destroy their followers’ sense of commitment.

10. NEVER UNDERESTIMATE TEAMWORK.
    "Play hard. Play smart. Play together."

2022 IAAA STATE CONFERENCE AWARDS

HALL OF FAME

Debbie Keetch
Bear Lake Middle School

Gordon Kerbs
Burley High School

ATHLETIC ADMINISTRATORS OF THE YEAR

Middle School Troy Palmer, Kimberly MS
Jr. High Jeremy Hess, Grace Lutheran JH
1A DI Lee Jay Cook, Carey HS
1A DI Randy Spaeth, Raft River HS
2A Matt Harris, Ririe HS
3A Tyler Grant, Weiser HS
4A Tony Brulotte, Vallivue HS
5A Travis Bell, Highland HS

1. For your students:
   Job #1 for all athletic directors is to ensure that their students participate in a safe and nurturing environment under the supervision of properly trained coaches. Athletic directors are charged with being the “coach of their coaches” who, in turn, are expected to model behavior that supports the mission of education-based athletics.

2. For your school district:
   Schools have always been judged by the quality of their “3 A’s”: Academics, Athletics and the Arts. A school’s reputation may hang in the balance if any one of these programs is compromised. Properly trained Administrators will help to ensure that the “3 A’s” are maintained in the school districts highest standards.

3. For maintaining education-based athletics mission:
   Athletic programs have been a part of the American school culture since the 1800s. The United States is the only major country that offers interscholastic sports as an extra-curricular activity to nearly 8 million students who participate annually. One of the primary reasons schools offer these programs is the educational benefits students can derive through their participation.

4. For staying current in an ever-changing profession of interscholastic athletics:
   Whether it is education, law, medicine or any other profession, it is critical to stay abreast of best practices, new policies and contemporary issues. If athletic directors are to be viewed as professionals, they must remain current in the methods of; minimizing risks, promoting the mission of Education Based Athletics, provide training for their coaching staff and in turn, create a rewarding, competitive and enjoyable athletic experience for all stakeholders.

5. Here’s the good news:
   The NFHS Learning Center (NFHSLearn.com) offers a comprehensive program (more than 90 Courses) for your coaches, athletes, students, parents and fans. Their course offerings are extensive and they provide all stakeholders with a foundation of knowledge that is essential to be successful within any athletic venue. Please take the time explore the NFHSLearn website once again. You will be happy you did.
LEADERSHIP LESSONS FROM BILL BELICHICK

• Be multi-dimensional in your knowledge and skills, BUT NEVER multi-task. Focus with intense concentration on the task at hand.
• Always evaluate individual and team performance — large or small immediately. Learn what went well and what failed and always be brutally honest. Search for ways to improve and have a growth mindset.
• Always solve problems with deductive and inductive reasoning. Never settle for the easy solution, look for answers no one else can find.
• Be authentic in every part of your life, be comfortable in your own skin.
• Embrace confrontation, never be afraid to tell the truth to someone no matter how difficult the situation.
• Block out all the noise. Wear blinders each day and never take them off.
• Understand the difference between perception and reality, never fall for perception.
• Be dedicated to the team philosophy. Work at developing and improving players skills every day.
• Define the roles for each player for every season. Give players a road map for success.
• Fundamentals, execution and quality practices win games, not new schemes.
• Embrace the organizational history. Honor those who have come before and teach the history of the organization to every new member. Respect the game.
• Always behave with sustainable values. Never make decisions that are situational based and ignore the future.
• Stress the importance of knowing the game situation, be self aware and prepare for the unexpected.
• Be simple with the ability to be complex. Practice execution, becomes game reality.
• Reward doing, with the opportunity to do more.

CHOOSE RIGHT OVER EASY FROM LOU HOLTZ

“I follow three rules: Do the right thing, Do the best you can, and always show people you care.”

Everyday, we get another opportunity to become a better version of ourselves. Throughout each day, we will be faced with a series of choices between the right way and the easy way. What’s right often isn’t easy. The right way is often the hard way. Choose to do the right thing anyways.

Choose kindness over crudeness  Choose service over selfishness
Choose encouragement over criticism  Choose joy over pessimism
Choose coachable over know-it-all  Choose gratitude over entitlement
Choose accountability over popularity  Choose connection over isolation
Choose contributing over complaining  Choose courage over comfort
Choose toughing it out over giving up  It’s not easy, but it works. Choose right over easy
STATE SPEECH SWEEPS
LARGE SCHOOLS
1st  Rigby
2nd  Highland
3rd  Borah/Timberline -Tied

STATE SPEECH SWEEPS
MEDIUM SCHOOLS
1st  Skyview
2nd  Jerome
3rd  Canyon Ridge

STATE SPEECH SWEEPS
SMALL SCHOOLS
1st  Bishop Kelly
2nd  Pocatello
3rd  Renaissance
Unbottled Sports Nutrition Marketing Talking Points

QUESTIONS? CALL JACLYN ST. JOHN 208-244-8976

Why Unbottled?
Unbottled is an inspirational, local dairy voice that builds emotional connections through storytelling and experiences for curious people from our farms to their table to give permission to be the best version of themselves in an era craving real food and simplicity.

Unbottled Sports Nutrition Marketing Purpose:
To inspire people to fuel their performance with nutrient-rich dairy foods that lead to personal success.

How does Unbottled connect with local dairy farm families?
Unbottled is the consumer brand from Dairy West - the marketing and promotion organization representing Idaho and Utah dairy farm families.

Is it still dairy farmer support?
Yes! Unbottled is brought to you by local dairy farm families.

Is the high school athletic support the same as years past?
Yes! High School athletic support has actually grown – there are now additional Sports Nutrition resources for the athletes; including a nutrition guide, toolkit for coaches, virtual team talks, and the chocolate milk program.

While Unbottled is a new brand, dairy farmer support of high school athletics remains strong.
2022 IHSAA SPRING STATE TOURNAMENT SITES & DATES

**MAY 20-21**

5A/4A
DONNA LARSEN PARK, Boise

3A/2A/1A
MIDDLETON HS, Middleton

**MAY 16-17**

5A
RED HAWK GC, Nampa

4A
LAKEVIEW GC, Meridian

3A
RIVER BEND GC, Wilder

2A
FALCON CREST GC, Kuna

**MAY 20-21**

5A
COEUR D’ALENE HS, Couer d’Alene

4A
POST FALLS HS, Post Falls

3A
BUHL HS, Buhl

2A
OROFINO HS, Orofino

1A
MOSCOW CITY FIELDS, Moscow

**MAY 20-21**

5A
APPLETON TENNIS CENTER, Boise

4A
BOISE RACQUET CLUB, Boise

3A
RIDGEVUE HS, Nampa
LESSONS THAT STAND THE TEST OF TIME

Information is not knowledge. The only source of knowledge is experience. You need experience to gain wisdom.

The world will not be destroyed by those who do evil, but by those who watch them without doing anything.

Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid.

The height of stupidity is most clearly demonstrated by the individual who ridicules something he knows nothing about.

If you can’t explain it simply, you don’t understand it well enough.

The only thing more dangerous than ignorance is arrogance.

Strive not to be a success, but rather to be of value.

The difference between stupidity and genius is that genius has its limits.

Everything that exists in your life, does so because of two things: something you did or something you didn’t do.

Weak people seek revenge. Strong people forgive. Intelligent people ignore.

Knowledge is realizing that the street is a one way; wisdom is looking in both directions anyway.

We cannot solve our problems with the same thinking we used when we created them.
# Coping Strategies for an Athletic Administrator

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<th>Take Breaks</th>
<th>Talk to Others</th>
<th>Keep Up with Hobbies</th>
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<td>A few minutes can be enough to de-stress you. Give yourself some ‘me time’.</td>
<td>Talk with people you trust about your concerns and how you're feeling.</td>
<td>Hobbies are a good way to take the focus off of work and give the mind a break.</td>
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<th>Take Care of Yourself</th>
<th>Keep A Realistic Schedule</th>
<th>Stay Positive</th>
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<td>Eat healthy, exercise and get plenty of sleep.</td>
<td>It’s easy to over-book, so invest in a planner or an app that can help you stay organized.</td>
<td>View problems as &quot;challenges&quot; or opportunities for improvement.</td>
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<th>Make Time to Unwind</th>
<th>Delegate</th>
<th>Recognize When You Need Help</th>
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<td>Try to make time for other activities you enjoy.</td>
<td>Minimize your workload by dedicating tasks to an Assistant A.A. or office secretary.</td>
<td>Be open to asking a counselor or a therapist for help.</td>
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