



- * **IHSAA HALL OF FAME CLASS OF 2025**
- * **2025 NFHS MAKE MUSIC DAY**
- * **NFHS LEARNING CENTER - Positive Parenting within School Programs**
- * **SAC PAGE - Join SAC, Battle of Fans, Captains Handbook, Gem State of Mind**
- * **IAAA STATE CONFERENCE AWARDS**
- * **STATE SPEECH CHAMPIONS**
- * **UNBOTTLED - Thank you Dairy Farm Families**
- * **IHSAA BOARD ACTION - April Meeting**
- * **BYE, BYE BAD EMAILS - Justin Mecham**
- * **USING VIDEO TO EVALUATE YOUR COACHING**
- * **BOOK OF THE MONTH - How to Win Friends and Influence People**

May
2025 ISSUE

unbottled.

Fueled in partnership with local dairy farm families

IHSAA EXPRESS

Supporting Education Through Activities



Idaho High School Activities Association **Hall of Fame Class of 2025**

The Idaho High School Activities Association's Hall of Fame annually honors individuals who have given many years of exemplary service to Idaho's youth. Three such individuals will be inducted as the Hall of Fame Class of 2025. Terry Beck (Eagle), Tim Perrigot (Wendell) and Steve Sosnowski (Capital) will be honored at ceremonies during the 45th annual Hall of Fame banquet Wednesday, August 6th, 6:30 p.m. at the Boise Centre in downtown Boise. Ticket information will be posted on the IHSAA website in June.

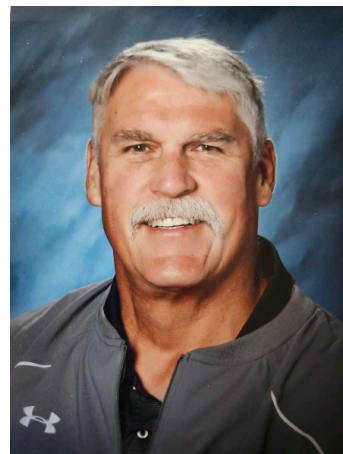
Other awards to be presented at the banquet include the Dick Fleischmann Memorial Award, the Wes Lowe Memorial Award and the Duane D. Wolfe Memorial Award. Distinguished Service Awards for each of the six activity districts, the Spirit of Sport Award and Official of the Year will also be presented. Those recipients will be announced at a later date.



Terry Beck



Tim Perrigot



Steve Sosnowski

"A true leader has the confidence to stand alone, the courage to make tough decisions, and the compassion to listen to the needs of others. He does not set out to be a leader, but becomes one by the equality of his actions and the integrity of his intent."

- Douglas MacArthur

ADMINISTRATION CORNER

DATES TO REMEMBER

5/2-3	State Solo Music
5/5	Spring Academic Champions Due
5/5	State Softball & Baseball Pictures & Rosters Due
5/11	State Track Seeding Meeting
5/11	Mother's Day
5/12	State Tennis Seeding Meeting
5/12-13	4A/3A State Golf
5/15	Schools of Excellence Citizenship Component Due
5/15-17	State Softball
5/15-17	State Baseball
5/16-17	State Tennis
5/16-17	State Track & Field
5/26	Memorial Day

for Athletic Administrators

AD Insider

Rob Seymour explains how to shift game day management to a hospitality lens. He presents six slides and covers in detail examples on how you can take care of game day management.

- **Enhancing Game Day Experience**
- **Event Management from a Spectators Lens**
- **Promotion of Events**
- **Intentional Hospitality**
- **Appreciate & Empower Your Workers**
- **Working with and Hosting Game Officials**



IHSAA

RULE 17 - SUMMER PROGRAMS

17-1-3 Summer Programs Summer programs must be voluntary and must be terminated by the fall no-contact period. The IHSAA supports member schools' involvement in voluntary summer programs. However, the IHSAA believes that students need time off during the summer and strongly recommends that member schools schedule at least ten days of non-student contact during the summer each year.

a. Coaching restrictions are suspended during the summer (the day after the spring state tournaments through the beginning of the fall no-contact period). A high school coach can coach his/her players anytime, anywhere, during this period. During this period a team can scrimmage against another team without violating the out-of-season contest requirements (renting facility etc.). Practice, competition and facility use during the summer, is not covered by IHSAA insurance (liability, catastrophic, concussion etc.).

b. A high school coach who coaches a team during the summer that advances to a regional or national qualifying event can continue to coach after the fall no-contact period until the completion of the tournament/s. IHSAA must approve a written request prior to participation.

c. Students will only be allowed to attend team camps during the summer, not during the school year.

d. Member schools are prohibited from hosting athletic camps involving students from IHSAA member schools once the fall no-contact period has begun. Coaches from member schools are prohibited from working in or hosting athletic camps involving students from IHSAA member schools once the fall nocontact period has begun.

17-1-4 Protective Equipment No school-owned uniforms and/or protective equipment may be used without written permission from the IHSAA. With that permission, schools may use their own protective equipment in a camp or clinic for a period of seven days within a ten, consecutive day period upon written request from the trustees of the school. Included in the request shall be a statement of recognition that IHSAA sponsored catastrophic insurance provides no coverage for the activity and any and all liabilities rest solely with the school, camp, or clinic. Individual students from a specific school are not required to use the school's protective equipment in the same camp as other team members. Each individual student will only be allowed to use an IHSAA member school's protective equipment by renting or loaning for a period of seven days within a ten-day period.



BYE, BYE BAD EMAILS

DO'S AND DON'TS FOR BETTER EMAILS

By Justin Mecham

Focus Your Subject Line

- DO:** Use a clear, descriptive subject like "Agenda for Aug 20 Meeting."
- DON'T:** Use vague subjects like "Quick Question."

Set Clear Expectations

- DO:** Specify what you need and the deadline, like "Please review by Friday."
- DON'T:** Leave out crucial details or deadlines.

Use "Reply All" Wisely

- DO:** Use "Reply All" only when necessary for all recipients.
- DON'T:** Overuse "Reply All" filling everyone's inbox.

Lead with the Main Point

- DO:** Start with your key message or request immediately.
- DON'T:** Bury the point in lengthy introductions.

Follow Up Thoughtfully

- DO:** Wait a reasonable time, then send a polite reminder.
- DON'T:** Bombard the recipient with follow-ups.

Include a Call to Action

- DO:** Clearly state what you want the recipient to do next.
- DON'T:** End emails without clear instructions.

Follow me for more | [Justin Mecham](#) | Join My Full Potential Zone Newsletter





Teach kids to compete with class, win with humility, and lose with perspective.



10 MINDSETS OF A TRUE LEADER

(No Title Required)

It's not about you

Great leaders focus on the team's success, not their own ego.

Be a "why" finder

Help people understand the purpose behind their work.

Fail fast and loudly

Own your mistakes, share the lessons, and inspire others to take risks.

Listen, then speak

The best ideas often come from those who aren't talking the loudest.

Lead from the trenches

Roll up your sleeves and work alongside your team.

Stay uncomfortable

Growth comes when you're outside your comfort zone.



Play the long game

Build trust and relationships that last, not just quick wins

Be the calm in chaos

When things get messy, a steady leader stands out.

Say the hard stuff

Honest feedback helps people grow (even if it stings).

Be real and honest

Authenticity connects—it's more powerful than perfection.

For more valuable content, follow me



Victoria Repa | BetterMe CEO & Founder

5 WAYS TO BE A BETTER SERVANT LEADER

COACH AJ @MENTAL FITNESS

Leadership isn't about receiving anything from your team, but being there to give to your team. It requires you to do more and give more. Great leaders believe they serve the team and want to see others at their best.

- It means doing more.
- It means leading from the front.
- It means committing to the team.



COMMIT TO OTHERS

Servant leadership starts with a deep commitment to the growth and well-being of others. It centers on understanding and support, not just in people's roles but them as individuals. Learn their goals and desires. Think about how you can help people reach their professional and life goals.



BUILD RELATIONSHIPS

It shouldn't just be about yourself, but it should be about the team. Create an environment where everyone feels valued and connected. You should have a great attitude, be collaborative, and work together. Empower them, love them, and care for them.



LEAD BY EXAMPLE

As a leader, responsibility and ownership starts with you. You're the model for the team's outcomes, good and bad. People follow what they see more than what they hear. Setting a positive example promotes a high standard of ethics and professionalism within the team, inspiring others to emulate these behaviors.



IMPROVE YOUR EQ

Understanding and managing your emotions, as well as empathizing with others, is key. It's not just about doing things, it's about understanding why and how. Implement this by being self-aware, regulating your responses, and showing genuine care and understanding for your team's feelings and perspectives.



STEER THE SHIP

While servant leadership emphasizes support, it also requires guiding your team towards the right direction. Lead with clarity and vision. To implement this, set clear goals, provide the necessary resources, and make informed decisions that align with the team's objectives and values.

"My current and former players: You are my WHY. You are my motivation. You are the reason that I get up every day and work as hard as I can. To see you all reach your goals." - Marcus Freeman

Great coaching isn't always about what is said in the big moments. More often, it's revealed in the small ones, especially when it comes to protecting the standard.

When a player is going through the motions, showing bad body language, or showing up late, the coach faces a decision: Will they let it slide, or protect what the team says it stands for?

That's a pivotal moment, because the behavior a coach doesn't correct becomes the new standard the team begins to accept.

The ability to say, "That's not who we are," sets the tone for everyone. It shows that the coach doesn't just set the standard—they protect it, and more importantly, they embody it.

P39



How to Use Video to Self-Evaluate Your Coaching

A positive coach uses all tools at their disposal to create a sports environment where athletes can grow as competitors while developing life skills. Constant self-reflection and self-evaluation can help a coach identify strengths and areas for improvement. One useful tool a coach can use to evaluate their coaching is watching themselves coach by having an assistant coach or trusted person film them.

Things to Consider

- ✓ **Film during practice or game**
 - Choose between recording during a practice or game as each can provide the coach with different scenarios for observation.
 - **Practice:** Better for evaluating delivery of feedback, individual interactions, and delivery of instructions.
 - **Game:** Better for evaluating reactions to officials, player performance, and sideline body language.
- ✓ **Be vulnerable**
 - When reflecting on your own performance, lean into vulnerability and honesty which can help you better identify and address places to improve. Look at this exercise as an attempt to gain information that can lead to growth.
- ✓ **Impact vs. intent**
 - Identify moments where your words and actions do not land well - regardless of the intent, focus on the impact. (By focusing on the impact, you can better devise strategies to deliver a similar message in a way that is more receivable).
- ✓ **Evaluate biases**
 - Self-reflect and acknowledge any biases that you have that may be impacting how you are responding to individuals on your team.

Reviewing Recordings

Watching recordings in three different ways can help you notice different things each time. We suggest you watch it:

- Without sound to pick up on your body language and non-verbal reactions to things happening during the game or practice.
- Listen to audio without picture to focus on your tone of voice and the type of feedback you are giving.
- With both audio and picture to put it all together and observe fully your interactions in context of what is happening around you.

What to Look and Listen For In Your Coaching

- ✓ **Interactions with athletes**
 - What do you remember about the conversations you had with athletes?
 - Are you [Incorporating Empathy](#) into those interactions?
 - Could there be any [cultural differences](#) that affect the athletes' reactions?
- ✓ **Body language**
 - Are you exhibiting positive body language no matter what is going on?
 - Did you find any instances where you'd hope your body language improved? What could you have done differently?
 - How often did you smile or laugh during the competition or practice?
- ✓ **Clear and concise instructions**
 - Are you using clear and concise instructions when describing tactics or activities to your team?
- ✓ **Tone of voice**
 - What is your tone of voice? Is it positive and uplifting?
- ✓ **Player names**
 - Are you referring to players by their preferred names throughout the practice/game?
- ✓ **Providing feedback**
 - Are you giving players specific, truthful feedback?
 - Did you use 'feed forward' by telling players not what they did, but how they could improve next time?
 - Did you wait to provide feedback in private or in a way that was comfortable for the athlete?
- ✓ **Official's calls**
 - How did you react to the official's calls - especially those you disagreed with? What was your body language like?
- ✓ **Recognizing any bias**
 - Did you notice any instances where you may have acted upon biases that you have?
 - How can you recognize and prevent this next time?



What To Look For In Your Athletes

- ✓ **Interactions with athletes**
 - How are athletes receiving your messages?
 - What is the athlete's body language during your interactions?
- ✓ **Body language**
 - How are your athletes' nonverbals when you sub them out of the competition?
 - How are their nonverbals when your team is losing? How about when they are winning?
 - How are their nonverbals when they are struggling with a skill during practice?
- ✓ **Clear and concise instructions**
 - Do athletes execute your instructions properly? Do they seem confused by what you are looking for?
- ✓ **Tone of voice**
 - Are there any instances where you can see your tone of voice impacting the athletes (positive or negative)?
- ✓ **Official's calls**
 - How did your team react to official's calls that they disagreed with?
- ✓ **Recognizing bias**
 - Did you observe a player reacting in a way that may require more context? What assumption did you make during this incident?
 - How could you better understand them moving forward?

After reviewing the film and thinking about these questions, write down up to three things you will commit to next practice/game. Ex: I commit to listening to my players better, being mindful of my body language, and continuing to be enthusiastic when welcoming them to practice.



IHSAA Board of Directors Action April 2025 Meeting

The following action items were approved by the IHSAA Board of Directors at the April 9th meeting

Full synopsis is posted on the IHSAA Board of Directors webpage

1st READINGS

(Final Reading at the June Meeting)

- World Schools Debate – Replace Policy Debate
- Officials Pass for IHSAA events
- 2026 State Softball Representation
- 2026 State Softball Play-In games, dates, times & sites
- 2026 State Track & Field Representation
- 2026 State Tennis Representation
- 2026 State Baseball Representation
- 26-27 State Tournament Sites from Tentative to Approved
- 27-28 State Tournament Sites from Suggested to Tentative
- Wrestling Proposal – Modify weight certification
- Girls Wrestling Expansion – Use NFHS suggested weights
- Rule 2-5-3 MaxPreps Fine

APPROVED FINAL READINGS

- Rule 8-12-1 Revision – Define practice supervision
- Associate Membership Accreditation
- Cross Country Meet Limitations
- Representation for the 25-26 State Wrestling Tournaments
- Representation for the 25-26 State Basketball Tournaments
- 25-26 State Basketball Play-in Games sites/dates/times
- 2025 Milk Bowl Sites/Rotation
- 4A Baseball Representation Proposal for 2026
- Rule 11-3 Revision – Follow federal executive order
- Three Individuals selected for the IHSAA Hall of Fame



LEARNING
CENTER

Take the course:

***Positive Parenting
within School
Programs***

NFHS Core Course

For Parents

[NFHSlearn.com](https://www.nfhslearn.com)



We have to mean
what we say, but we
don't have to say it
mean.

-Todd Whitaker

unbottled.

Local Dairy Farm Families are proud to support student athletes across the state. Good luck to all participants this Spring!

JOIN SAC



IHSAA STUDENT ADVISORY COUNCIL

For a great opportunity to excel in leadership skills, build character, and become more involved



What is SAC?

The SAC is a diverse group of high school students in Idaho who voice their ideas to the IHSAA (Idaho High School Activities Association).



Our Mission

Our mission is to connect Idaho schools with the IHSAA through promoting our ideals: sportsmanship, achievement, character.



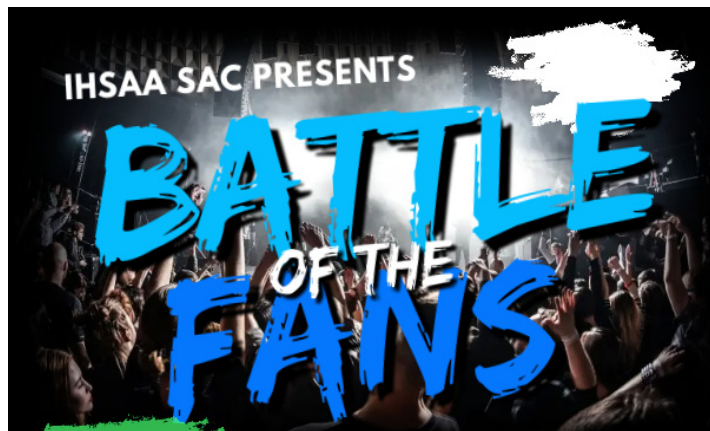
What is IHSAA?

A group devoted to coordinating, supervising, and directing interscholastic activities which enhance and protect the educational process of all students.

Apply for the 2025-2026 Council!

Search idhsaa.org, click on the "Schools" tab, and then proceed to the "Students" section. Under Student Resources, you will find a link to the application process and requirements.

Website: idhsaa.org Twitter: @IDHSAA Instagram: @idhsaa Facebook: @IDHSAA



CONGRATULATIONS TO THE 24-25 WINNERS AND ALL PARTICIPATING SCHOOLS IN THIS YEARS SPIRIT CONTEST

SMALL SCHOOLS WINNER
Kendrick HS

LARGE SCHOOLS WINNER
Lake City HS

WATCH NOW ▶

WATCH NOW ▶



CAPTAIN'S HANDBOOK

The Captain's Handbook was developed by the IHSAA Student Advisory Council to provide a baseline level of training for IHSAA leaders. It was written with collaborative input from IHSAA Athletes, Coaches, and Athletic Directors.

The intended recipients of the information in this book are aspiring leaders of IHSAA athletics and activities groups. We are providing this guide for you to better understand how to be a positive, effective, and impactful leader on your team.



STATE OF MIND

GIVE EVERYONE THEIR MOMENT

SPORTS AND ACTIVITIES ARE FILLED WITH UPS AND DOWNS, WHERE EMOTIONS CAN QUICKLY INFLUENCE OUR ACTIONS. WHETHER IN VICTORY OR DEFEAT, IT'S ESSENTIAL TO TREAT EVERYONE WITH FAIRNESS AND RESPECT, FOSTERING A SENSE OF EQUALITY AND INTEGRITY IN COMPETITION.

GIVE - PRACTICING GOOD SPORTSMANSHIP CALLS FOR SELFLESSNESS AND HUMILITY, WHICH CAN MAKE A MEANINGFUL IMPACT BOTH ON AND OFF THE FIELD. THIS GIFT CAN TAKE MANY FORMS—ACKNOWLEDGING A GREAT PLAY, OFFERING ENCOURAGEMENT, LEADING BY EXAMPLE, OR RADIATING POSITIVITY.

EVERYONE - SPORTSMANSHIP EXTENDS BEYOND THE ATHLETES; IT'S A RESPONSIBILITY SHARED BY ALL. FROM THE YOUNGEST FANS IN THE AUDIENCE TO THE ATHLETIC DIRECTORS OVERSEEING THE EVENT, EVERYONE PLAYS A ROLE IN UPHOLDING THE HIGHEST STANDARDS OF SPORTSMANSHIP.

MOMENT - SPORTS AND ACTIVITIES ARE MADE UP OF COUNTLESS MOMENTS, EACH PRESENTING A CHOICE: TO UPHOLD GOOD SPORTSMANSHIP OR NOT. EVERY MOMENT MATTERS. A SINGLE ACT OF POOR SPORTSMANSHIP CAN CHANGE THE TONE OF THE GAME AND WORK AGAINST YOU. STAY MINDFUL—EACH MOMENT IS AN OPPORTUNITY.

WITH EVERY CHOICE, CHOOSE GOOD SPORTSMANSHIP



IDAHO ATHLETIC ADMINISTRATORS ASSOCIATION 2024-2025 CONFERENCE AWARDS

IAAA HALL OF FAME CLASS OF 2025

Ty Jones



Todd Gilkey



IAAA AWARDS

**Award of Merit
Travis Bell
Highland HS**

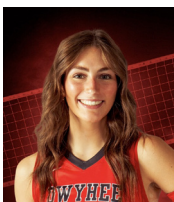


IAAA SCHOLARSHIP WINNERS

**Josh Hardy
Valley HS**



**Mikale Roy
Owyhee HS**



**Distinguished Service
Jon Hallock
Caldwell HS**



**IAAA Citation
Tony Brulotte
Eagle HS**



NIAAA SCHOLARSHIP WINNERS

**Madison Spriggs
Glenns Ferry HS**



**Dayden DeVore
Timberlake HS**



**Marquis Ross
Todd Cady
Columbia HS**



23-24 IAAA ATHLETIC DIRECTOR OF THE YEAR

**6A
Tol Gropp
Timberline HS**



**4A
Zach Dong
Kimberly HS**



**2A
Angie McAfee
Butte County HS**



**Jr. High/Middle
Keri Carter
Canfield MS**



**5A
Andy Ankeny
Middleton HS**



**3A
Matt Harris
Ririe HS**



**1A
Linda Zollinger
Challis HS**



**Jr. High/Middle
Kim Johnson
Declo JHS**



2025 NFHS ARTS ADVOCACY MAKE MUSIC DAY



Your school and community are invited to ring in the summer with a worldwide day of music! On June 21, celebrate Make Music Day on streets, sidewalks, parks and plazas across the country with music performed by anyone and free for everyone. Originating in France in 1982, this day is a tribute to musical diversity and creativity, inviting everyone to join in the universal joy of music.

This year, the NFHS, Alfred Music, the NAMM Foundation, MakeMusic, Inc., and Make Music Alliance are partnering to give participants early access to Brian Balmages' new work, Critical Impact. Critical Impact is a Grade 2 work (2:30 duration) with parts for band and orchestra that is available for FREE through MakeMusic Cloud! Printable parts and scores will be sent to all who register.

Celebrate! See all the ways you can participate.

Live Performances



Join with musicians around the world by performing Critical Impact in your community on Saturday, June 21, 2025.

Performance Video Uploads



Teachers and students are invited to submit video testimonials about the "critical impact" music education has had in your life. By submitting a video testimonial, your school can be entered to win a share of \$15,000 in new music!



Critical Impact Testimonials



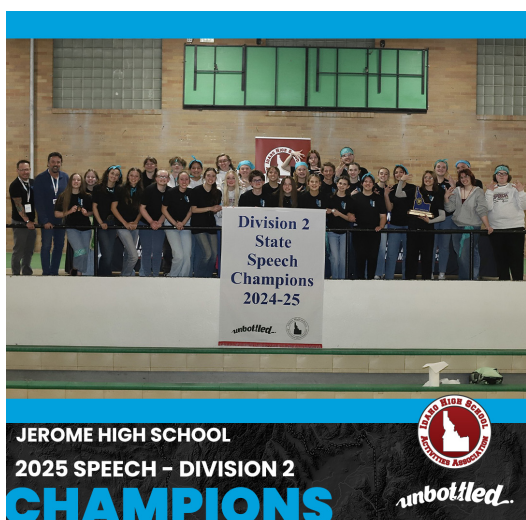
Upload a video of your ensemble performing Critical Impact this spring, which will be curated into a collection of performances from schools across the country and released on June 21, 2025.

IDAHO HIGH SCHOOL 2025 SPEECH STATE CHAMPIONSHIPS

unbottled.



IHSAA



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

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FILTER**
IDAHO FIGHTS TOBACCO®

MY LIFE
MY QUIT™

2025 IHSAA SPRING STATE TOURNAMENT SITES & DATES



MAY 12-13

4A

CLEAR LAKES CC, Buhl

3A

RIVER'S EDGE GC, Burley

MAY 16-17

6A/5A

MT. VIEW HS, Meridian

4A/3A/2A

MIDDLETON HS, Middleton



MAY 15-17

6A EAGLE HS, Eagle/OWYHEE HS, Meridian

5A SKYVIEW HIGH SCHOOL, Nampa

4A SKYVIEW HIGH SCHOOL, Nampa

3A QUAD PARK, Caldwell

MAY 15-16

2A QUAD PARK, Caldwell

MAY 16-17

6A

APPLETON TENNIS CENTER, Boise

5A

BOISE RACQUET CLUB, Boise

4A

RIDGEVUE HS, Nampa



MAY 15-17

6A MEMORIAL STADIUM, Garden City

5A WOLFE FIELD, Caldwell

4A MELALEUCA FIELD, Idaho Falls

3A NORTHWEST NAZARENE UNIVERSITY, Nampa

2A OROFINO HIGH SCHOOL, Orofino

Book of the Month **Leadership in Coaching** Visual Memo

HOW TO WIN FRIENDS & INFLUENCE PEOPLE

*The Only Book You Need
to Lead You to Success*

Dale
Carnegie

UPDATED
FOR THE NEXT
GENERATION
OF LEADERS

You can take any situation—and make it work for you!

Dale Carnegie's rock-solid, time-tested advice has carried countless people up the ladder of success in their business and personal lives. One of the most groundbreaking and timeless bestsellers of all time, *How to Win Friends & Influence People* **will teach you:**

- Six ways to make people like you
- Twelve ways to win people to your way of thinking
- Nine ways to change people without arousing resentment

And much more! Achieve your maximum potential—a must-read for the twenty-first century with more than 15 million copies sold!world so that you have the space to be wild and daring in your imagination and your work.

How to Win **Friends** & influence **People**

Book by Dale Carnegie, Visual Memo by Karina Viola Stolz



Give others a
Smile

- your mood will rise
and so will theirs



Don't openly confront
others with their
error, but subtly
mediate your reputation

"I think
that..."

~~"It's crystal
clear
that..."~~

If you want
someone to
change
their behavior,
praise instead of
criticize

Emphasize
common ground

when you want to change
others' minds - and be
friendly

Make your
counterpart
feel

important

and express
your
appreciation

"Thanks!"

"I'm sorry"

Admit
mistakes

openly-
showing
weakness
can defuse
a situation



Avoid **arguments**

- and if it comes to that anyway,
listen openly to what they have
to say about it



Memorize the
name

of the person opposite
you and repeat it
as often as
possible

Give the other
person your
undivided

attention

Start **criticism**
with sincere praise

~~"and"~~ ~~"but"~~

Ask **questions**

Find out what
interests

the people around you
and steer conversations
towards it

This work represents a visualized summary of the referenced work by Dale Carnegie. It is not to be used by the author or the publisher of the book.

©Karina Stolz

"There's something kind of beautiful about the fact that you'll never fully know how much good you've put into the world. You'll never know who saw you smiling and felt a little less alone. Who heard your laughter and remembered that joy still exists. Who read your words and carried them in their heart like a secret source of comfort. Who chose to stay just because they saw you doing the same. You don't have to be loud to make an impact. Sometimes, just living your life, being kind, and being you is enough to change someone else's world. And that's pretty incredible."

- Poetic Whispers