

# The Case for New York State Athletic Administrator Certification

The final piece of the Athletics puzzle

# Questions

- \* What are the NIAAA and NYSAAA?
- \* What is the goal of the NIAAA Leadership Training Institute?
- \* What is the NIAAA Professional Development Academy?
- \* Why do we need certified Athletic Administrators?
- \* What is the current certification profile for NYS?
- \* How will the final certification process be phased in?
- \* What will be the financial impact on school districts?

# What is the NIAAA and NYSAAA?

- \* National and New York State professional organizations, administered by and for high school and middle school athletic administrators.
- \* Non-profit organizations that support the professional development of Athletic Administrators
- \* Founded as 501 C3 organizations
- \* In Partnership with the National Federation of High Schools (NFHS) and the NYSPHSAA

# What is the goal of the NIAAA Leadership Training Institute?

- \* Philosophy
  - \* Promote unselfish commitment to:
    - \* Creating curriculum
    - \* Offering instruction
    - \* Continuing the mission to improve
- \* Purpose
  - \* Gain valuable knowledge
  - \* Improve the program being administered
  - \* Enhance daily operations of the athletic department
  - \* Creates plans for self-assessment and improvement
  - \* Increases ability to better serve students, community and professional organizations

# What is the NIAAA Professional Development Academy?

- \* Four categories under the Professional Development Academy
  - \* Assessment
  - \* Certification
  - \* Leadership Training Institute
  - \* Educational Initiatives
- \* Assessment
  - \* Accreditation by AdvanceED
  - \* LTI course review
  - \* CAA Exam questions
- \* Certifications
  - \* Certified test admin training
  - \* Certification levels and process
  - \* Registered by the National Certification Commission

# Professional Development Academy con't

- \* Leadership Training Institute
  - \* 44 courses created by Athletic Administrators
  - \* University partnership
  - \* Digital manuals and on-line course development
- \* Educational Initiatives
  - \* National conference workshops
  - \* In-service program
  - \* Mentoring program

# Why do we need Certified Athletic Administrators?

- \* Athletic Director is the only school district position that **DOES NOT** require specific certifications
  - \* Personnel under supervision are required to become certified to teach their subject or to coach in their sport
- \* The current SDL format **DOES NOT** prepare a potential Athletic Director for the position
- \* The role of the Athletic Administrator has expanded over the years to include multiple responsibilities including pedagogical reviews of staff
- \* The focus is primarily for the reduction of exposure to liability for the school district

# What is the current certification profile for NYS?

- \* Survey conducted in Winter 2017
- \* 257 Directors responded
- \* 96 have 6 years or less on the job
- \* All 11 sections of the NYSPHSAA represented
- \* 149 Directors have taken at least ONE LTI course (58%)
- \* 136 (91%) stated that the courses taken
  - “Increased My Awareness of the Responsibilities of the Job”**
- \* Certifications earned over the years
  - \* 1980's                      3 AD's
  - \* 1990's                      29 AD's
  - \* Since 2000

**196**

AD's have identified earning certification as important to the performance of their job



# What will be the financial impact on school districts?

- \* Each district will determine salary and structure for the Athletic Director position
- \* If a district chooses to supplement the path to certification:
  - \* 6 courses @ \$135.00 each =\$810.00
  - \* CAA exam @ \$150.00
  - \* NYSAAA Membership Discount of \$40.00 per course
  - \* With discounts total cost is **\$720.00 over 3 years**
- \* There is no current research to show a financial benefit
- \* Only a self-assessment of potential exposure to risk can be used to measure impact

# How will the final certification process be phased in?

- \* The position of Athletic Director will be recognized as an Unclassified position by NYS Civil Service
- \* Directors with THREE or more years of experience or have an SDA/SDL will be exempt in lieu of acknowledgment by the district office of that school
- \* Recommended CAA Certification course timeline for non-exempt ADs
  - \* 502 and 503 completed by the end of Year 1
  - \* 501 and 504 completed by the end of Year 2
  - \* 506, 508 and CAA exam completed by the end of Year 3
  - \* The candidate may choose to complete all courses sooner

# Research

- \* [NIAAA Welcome Packet](#)
- \* [Study.com](#)
- \* [AASA Article](#)
- \* [Legal Issues in HS Athletics](#)
- \* [Connecticut State Law](#)
- \* [Connecticut Association of Schools](#)
- \* [University of Maine](#)
- \* [University of Iowa](#)
- \* [Morningside College](#)
- \* [New Hampshire Athletic Directors Association](#)
- \* [South Dakota Athletic Directors Association](#)
- \* [Dissertation](#)
- \* [Declaration](#)

# AASA

## The School Superintendents Association

- \* The threat of million-dollar lawsuits has propelled many school districts into developing meticulous risk management programs that must balance the costs of insurance, staffing, equipment and, most importantly, what would transpire should an accident occur.

SECONDARY SCHOOL ATHLETIC ADMINISTRATION CERTIFICATION:  
STATE OVERSIGHTS, REQUIREMENTS,  
AND PRESSING ISSUES ATHLETIC DIRECTORS ENCOUNTER  
Dissertation, 2013

- \* The data seemed to indicate a need for states to begin to recognize the importance of educational and certification requirements for secondary school athletic administrators.
- \* The lack of uniformity across the United States regarding criteria used to seek and develop athletic administrators raises some concern.
- \* This inconsistency or lack of requirements indicates the need for refinement to enhance the professional integrity of secondary school athletic administration across the United States.

# Hall & Bradwin, 1989

- \* Increased participation, staff, facilities, and budgets in secondary school athletics across the United States have been targeted for over two decades, identifying the need for more well qualified athletic administrators.
- \* Despite these changes and resultant pressures, historically little has been done to better prepare athletic administrators to manage this new level of demands on the position.

# State Requirements

\* Demographics of the minimal educational requirements for a secondary school athletic administrator

* Responses	f	%
* None	10	22.73
* High school diploma	1	2.27
* Bachelor's degree	23	52.27
* Master's degree	2	4.55
* Other	8	18.18
* Total	44	100.00

# Continued PD

\* States that require continued education/professional development for secondary school athletic administrators

* Responses	f	%
* Yes	10	22.73
* No	29	65.91
* Other	5	11.36
* Total	44	100.00



# Summary

- \* .....the results reveal a deficiency in educational requirements for secondary school athletic administrators.

# Final Thoughts

- \* We cannot deny the need to have in place a process to prepare a candidate to take on the management of a district athletic program that ensures the safety of students, guarantees in depth evaluations of staff and programs, and limits the exposure to risk for that school district.