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# NYSAA



***2025 Conference Speakers***



## JANUARY 2025 NEWSLETTER

Editor – Alan Mallanda, CMAA

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They will be carefully considered for publication in future newsletters.

Please submit articles to the above editorial address.

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## Educational Initiatives

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Bill Bryant, CAA - Ithaca CSD (Retired)

## Hall of Fame

Don Webster, CMAA, Section XI (Retired)

Roger Brown, CMAA, Unatego CSD (Retired)

## Leadership Training

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## Mentoring

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## Aspiring AD Program

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Susan Reid, CAA - Rye HS

## DEIB (Diversity, Equality, Inclusion, Belonging)

Kimberly Saxton, CMAA - The Blind Brook-Rye UFSD

Joseph Mercado, CAA - Middle Country CSD

# CONTENTS

- 4 Message from the President**
- 5 Vice President's Message**
- 7 Executive Director's Message**
- 9 President-Elect's Message**
- 10 Message From The Associate Executive Director**
- 13 Annual Coaches Association**
- 14 Why You Should Attend the Annual ADs' Conference in March**
- 16 2025 Conference Program Schedule**
- 17 General Session Speakers**
- 20 The Education of a Sixty-Three Year Old Rookie**
- 24 NYSAAA Hall Of Fame Class Of 2025 Inductees**
- 26 NYSAAA Wall Of Honor Class Of 2025 Honorees**
- 33 2025 Webinar Schedule**
- 39 Sponsors**



Susan Reid, CMAA

Happy February - we are only one month away from our annual state conference!

The energy and inspiration from the National Athletic Directors Conference in Austin, Texas has fueled the committee's enthusiasm

even more. The NADC was a success, reflecting the growing passion and dedication of our members to the advancement of athletic administration. The NYSAAA earned yet another award for membership, a testament to your dedication and commitment to the association and the profession.

Several of our members took an active role by presenting, facilitating, and leading LTC classes. It certainly makes me proud to see members in action. While attending the NADC, I had the privilege of representing the NYSAAA at the State President's luncheon. It was an honor to represent New York and highlight the many initiatives our state has undertaken to advance the profession. I am grateful to collaborate with the other state association presidents on a monthly zoom. It has been a pleasure getting to know other state members and to learn from their experiences. If you have never attended a NADC, I highly recommend that you consider a future conference.

Locally, our efforts continue to evolve. Greg Warren and I are currently working with a new cohort of Aspiring Athletic Administrators. Additionally, the association regularly offers LTC courses to support professional development. Please do not forget the association is always here to assist with your chapter's growth and success.

We are excited about the upcoming New York State Athletic Administrators Association (NYSAAA) Conference, scheduled for March 11-14, 2025. Our theme "**Leadership with Purpose**", will be evident in the diverse learning opportunities we have planned for you. I encourage you to explore the various LTC classes that have been scheduled for March 11-12. We are fortunate to have such highly respected instructors visiting New York, recognized leaders both in their state associations and on the national level. We kick off the conference with **Joe Ehrmann and Jody Redman** from the "InSideOut Initiative." Their insights on the opportunities we have as leaders will be inspiring.

They will undoubtedly set the tone for the conference by exploring transformational leadership and growth in their session.

**Kevin Devaney Jr.**, a local media leader, will be our **second general session** speaker. Kevin will share areas of reflection for leaders in the world of social media. We end our conference on Friday with **Dr. Robert Zayas, CAA** and all things NYSPHSAA.

We trust that their presence will motivate you and provide the encouragement to "**Lead with Purpose**".

This year, our workshops are unique, offering the membership the chance to participate in three major sessions as a large group. **Workshop A - "Leadership with Legacy"**, **Workshop B - "Managing the Health and Safety of Student-Athletes"** and **Workshop C "NY Sports Law Review"** will all take place in the Saratoga Ballroom.

Additionally, we will offer eight workshops on Thursday, featuring local presenters. **Workshop sessions D and E** will allow members to select the session that they are most interested in.

Our annual awards banquet will take place on Thursday and will resemble the format of the national conference inclusive of video. Murphee Hayes and Deb Ferry, Awards Chairs, have been collaborating with Kevin Devaney Jr. to create an awards night that will bring us all together to celebrate the achievement of our peers.

Please do not miss the opportunity to be a part of a great conference, it is not too late to register!

In the fall of 2023, Executive Director Alan Mallanda announced that he would be stepping down from his position at the end of June 2025. Alan has dedicated well over 25 years to this organization, his commitment to growing our membership and supporting all members has been evident throughout his tenure. Wishing Alan continued health and happiness, we have all appreciated his mentorship and support throughout the years as NYSAAA Executive Director.

Looking forward to the inspiration that the March NYSAAA conference will bring to all of us, providing opportunities for growth, reflection, and of course, great memories with colleagues who are also friends.

Happy New Year to all my fellow athletic administrators. It's amazing to think that we are halfway through our school year and more than halfway through our sports year. As this winter season heads toward culmination, I encourage you to take a few days, travel to Saratoga and attend our annual NYSAAA conference. President Reid and her planning committee have done a tremendous job putting together a program that will help you grow as an athletic administrator.



Matt Walentuk, CMAA

As we navigate the longest season of the year and oftentimes we find ourselves mired in the same old routine. With the start of the year 2025, I encourage you to try to build a healthy habit either personally or professionally. This could vary but here are some ideas to consider:

- Clearing your desk everyday
- Keeping a journal
- Following a workout plan
- Planning healthy meals
- Focus on better/longer sleep (I know it's tough when you get home at 10 PM)

We all know the things that we should be doing. There's a theory that it takes 21 days to develop a new habit. This is According to Dr. Maxwell Maltz in his book "Psycho-Cybernetics". As more research has shown us the ranges varies widely based on the individual and the complexity of the habit and 67 days is more likely.

So I encourage you to follow these 4 steps:

1. Start small – begin with a manageable change
2. Track progress – use an app or a system to track progress
3. Be patient – don't beat yourself up if you skip a day or have a setback, those happen
4. Adjust expectations – it might take longer than you anticipate, so be flexible and adjust your timeline.

I wish you the best as you complete your winter season!





Alan Mallanda, CMAA

Colleagues and friends,

As many of you already know, this will be my last of 25 NYSAAA Conferences which I have organized or overseen as your Executive Director. It is a bittersweet moment as I reflect on my 25 years in that position. There are too many people to thank, and too much to tell in this brief message. I have not missed a state conference over the 42 years of existence, nor have I missed a national conference in the last 44 years, my first in Atlanta (1980). It has certainly been an experience that I have cherished. The friendships made and collegiality in working together for our athletic associations, our schools and student athletes has been so rewarding to me personally. We have come so far and grown so much together over the many years.

I am so honored to have been one of the eight founders of our state association and a charter member of the NIAAA. I was a young “pup” back then, and I had learned a lot from my peers and “mentors”, too many to mention here. The most influential in those years were **Otis Sennett**, who I consider the “first” unofficial Executive Director” (we didn’t hire an Executive Director until 1987) who did all the work that position would have required. **Dave Martens**, our first President, was also a great influence, along with **Roy O’Neill**, our first official Executive Director. As many of you realize, we all learn from experience, grow from our mistakes as well as our successes in life and on the job. In my early years of teaching and coaching, I learned so much from people like **Dee DeBramo** (Mamaroneck), **Rod Mergardt** (Fox Lane), to name a few while working in Brewster. They were legends in their day in Physical Education and athletics. Rod is in our Hall of Fame and still lends his expertise and services in his retirement.

When I left Brewster and moved back to my home district of Red Hook in 1969, **Peter Lawson** was my mentor in beginning what would be an administrative career in Physical Education and Athletics. In 1978, I left for a new position in Homer, NY as PE & Athletic Director. I had numerous mentors who brought me into the circles of the OHSL and Section III. It was a change from a small school district into a middle size district which was playing in the large school division. **Otis Sennett** was there in Baldwinsville, and **Luke LaPorta** in Liverpool, as well as **Royce Newell** in West Genesee, and **Dick Bader** at

Cicero/N. Syracuse, all great leaders. I remember one or more of them whispering in my ear when I went to my first meeting, “just listen, think and digest, before speaking.” It was good advice which I’ve used throughout my career. If you do so, people will listen more intently, and it will be more effective.

My last position, before retirement, was in Corning. Now, I was in a larger, district-wide position, all administrative, with two high schools, etc. The AD’s I worked with while there became close friends and we mentored each other. **Tom Skidmore** (Horseheads) and **Jim Runyan** (Elmira) were leaders in that area, both had served as Presidents of NYSAAA. We eventually joined with the Southern Tier Athletic Conference (STAC) in the Binghamton area. Many of the AD’s there were also leaders in the NYSAAA, several serving as President (**Paul Munley, Steve Deinhardt, Bill Bryant**). I also want to give recognition to some friends and colleagues in the Chapter 2/Albany area, Bob Stulmaker (Saratoga/NYSPPHSAA), Wayne Bertrand (Guilderland/Section II), Lloyd Mott (Queensbury/NYSPPHSAA) We all worked together and helped each other. It was a family. All totaled, I spent 20 years in Corning.

My involvement with NIAAA began in 1978, when I attended my first conference in Atlanta (1980). Shortly thereafter, I was assigned to a new committee formed by NIAAA (thanks to **Otis Sennett**, NY) called the **Professional Development Committee**. That was when I first met **Frank Kovaleski**. He was the Chair of that committee, a position I would later take on. Frank became more than a professional associate. We became close personal friends. Together, we worked on several projects that were “cutting edge” in those years. The **NIAAA Code of Ethics**, which is still used today, was developed by us on that committee. Frank and I also developed the “**Guide for the College Bound Student Athlete and Parents**” booklet, now is updated annually by the Publications Committee. The **Certification Program and Committee** also evolved from the Professional Development Committee. Later, in the nineties, when Frank had been appointed as Assistant Director, I was elected as an At-Large Candidate to the NIAAA Board of Directors, a professional experience I will never forget. Frank was our Liaison with the National Federation. As I moved into the role of President-Elect, Frank and I worked more closely than ever for the next four years as I rotated through the Presidency. One would have thought it was over after that, but Frank would not let his leaders just fade away. I was one

of the many he typically called upon for his “special assignments”, one involving a new program he helped to spearhead, known as the **Leadership Training Program (now LTI)**. Frank continually surrounded himself with successful leaders, so I was humbled to be one of those “special people” he called upon often. He was an outstanding leader who knew how to utilize and maximize his resources (people), and how to motivate them to succeed. There were many others who crossed my path by being involved in the NIAAA, fellow athletic administrators and executive directors from other states across the country. We, too, helped each other learn and grow. It’s the essence of good leadership.

These were only a some of the people who mentored me over the years, and I was very fortunate to have crossed paths with them. I can only hope that I have made a difference to others as they have done with me. So, this is the last of 25 years of leadership with this association and conference. We sure have grown and prospered in that time, and we have one of the best conferences in the nation. Since the beginning, our goal has been to bring a national level conference to our state AD’s, and I for one feel we have succeeded in doing that over the years. It didn’t all happen overnight, but we kept working at it and reaching higher.

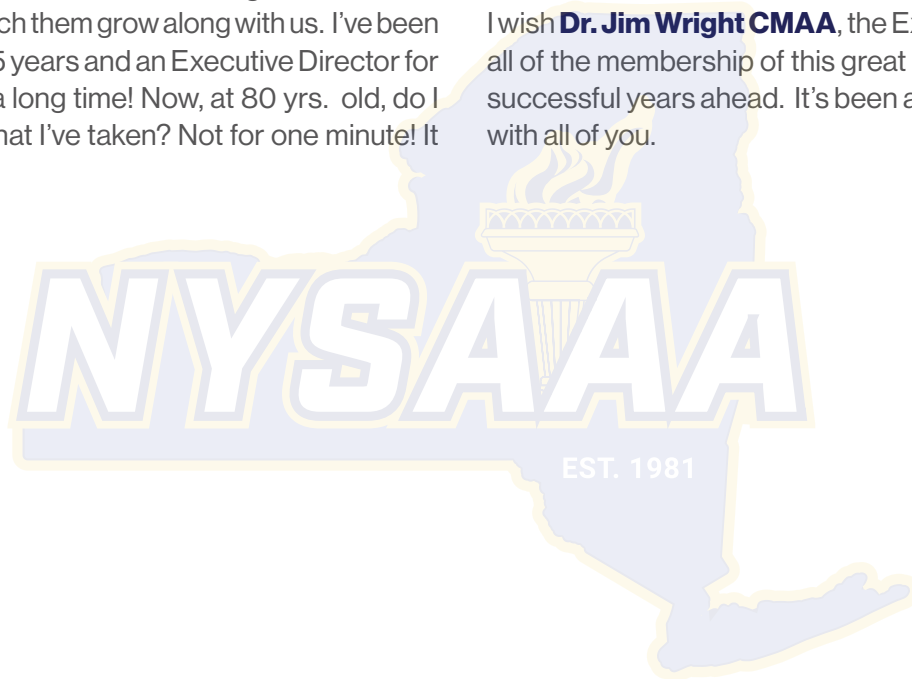
I’ve had the privilege of working with 25 different state presidents over the years. It’s an interesting dynamic when you must change gears every year and adapt to different personalities, ambitions, and goals. It’s not always easy, but I can honestly say that it has been my pleasure to work with all of them through each conference year and watch them grow along with us. I’ve been in education for 35 years and an Executive Director for 25 years. That’s a long time! Now, at 80 yrs. old, do I regret the paths that I’ve taken? Not for one minute! It

has kept me going, involved and active. **Sparky Rector** was my hero. What else would I have done with that time? Maybe travel more?

Lastly, I want to express my appreciation to all the great people that we’ve had the pleasure of working with in the association and conference. First, our Administrative Assistant, Chris Rozek, my right hand in helping me to run the office. Then there’s our many volunteers. This is a “grass roots” organization and we could not do it without them over the last 25 years. **Robert Goldberg**, my first President (2000) and his wife **Karen**; **Chuck** and **Jeannie Goehring**; **Roger** and **Sue Brown**; my wife and best friend, **Heather Mallanda** (who can ever forget the Triple A Shoppe?); **Denny** and **Kathy Fries**; **Al** and **Justine Brunetti**; **Sparky Rector**, **Mary Ellen** and later, **Mary Beth**, and **Dick Bader** (our photographer over many years), as well as all the other program planners, athletic administrators, and members who pitched in where and when needed.

I love this association! It was our baby, born in 1981, that has grown up and is now 42. It’s a part of my being. **Dr. Mira Martincich**, now deceased, from Roslyn, once said when she emceed our banquets, that she thought that my blood ran in blue and gold. I took that as a compliment. She was a wonderful lady and a great leader, whose life ended too early. I have great memories of so many people whose paths have crossed with mine, many who have passed on, like **Liam Frawley, CMAA**, who might have been one of our greatest presidents, elected, but not fulfilled.

I wish **Dr. Jim Wright CMAA**, the Executive Board and all of the membership of this great organization, many successful years ahead. It’s been a wonderful journey with all of you.



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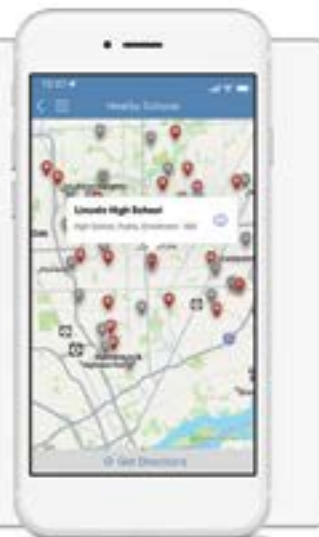
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The excitement is building as we approach the Leadership with Purpose conference this March, and I wanted to take a moment to share with you why this event is shaping up to be one of our most impactful gatherings yet.

This conference is not just another date on the calendar – it is an opportunity for all of us to come together, learn from one another, and gain valuable insights that will continue to elevate the standards of interscholastic athletics across New York State. We have assembled an incredible lineup of speakers and workshops, each bringing unique expertise and experiences that will inspire and challenge us to think differently about leadership, collaboration, and innovation within our schools and athletic programs.

The value of being there goes far beyond just the sessions. This is a chance for you to connect with colleagues from across the state, share best practices, and discuss the challenges and triumphs that come with our important work. Our collective growth, both as individuals and as a professional community, is key to ensuring the continued success of interscholastic athletics in New York.

Additionally, as many of you know, this conference will be especially meaningful for me, as it marks the transition of leadership within our organization. At the close of the event, the gavel will be passed to me, and I will officially begin my term as president. It is an incredible honor to step into this role, and I am truly excited for what lies ahead.



Jennifer Keane, CAA

As we are “Anchored Together,” we will continue to promote the professional growth of athletic administrators and work to preserve and improve the educational value of interscholastic athletics. I look forward to leading our efforts to further elevate the role of athletic directors across New York State, ensuring that we remain steadfast in our commitment to students, education, and the positive impact athletics has on young lives.

Thank you for your ongoing dedication to the profession. I am eagerly anticipating our time together in March and hope to see you there as we embark on this next chapter of growth and leadership.





Dr. James Wright, Ed.D.,  
CMAA

I could not be more excited about what's happening regarding our annual conference. Not only do we have Joe Ehrmann as our keynote, we have a list containing some of the major players of the NIAAA.

We should not take lightly the opportunity to be a part of these classes and presentations, as it is your membership money that permits us to reach out and secure such a great group of Athletic Administrator professionals. Additionally, it does not stop with them. As I said at the open, Joe Ehrmann is the main keynote followed by Kevin Devaney, and of course Dr. Robert Zayas at the newly named, NYSAAA Founders Breakfast.

Let's take a good look at who's coming to Saratoga. Aside from Joe, Kevin, and Robert, our LTCs are being taught by:

- **Lisa Gingras, CMAA (LTC 718)**  
NHADA Treasurer,  
2024 NIAAA Bruce Whitehead  
Distinguished Service Award Honoree  
Course Author
- **Peg Pennepacker, CAA (LTCs 508 and 510)**  
National Speaker on Title IX and Sports  
Law  
2022 NIAAA Hall of Fame Inductee  
2020 NIAAA Thomas Fredrick Award  
Recipient
- **Trish Witkin, CMAA (LTC 601)**  
2015 NIAAA Past-President  
2022 NIAAA Award of Merit recipient  
CAAD Secretary  
Course Author
- **Carol Dozibrin, CMAA (LTC 716)**  
NHADA Executive Director  
2023 NIAAA Hall of Fame Inductee  
2019 NIAAA Award of Merit Recipient
- **Rich Barton, CMAA (LTC 716)**  
NIAAA Associate Executive Director  
2023 NIAAA Award of Merit Recipient  
2019 NIAAA Frank Kovaleski Award  
Recipient  
2011 NIAAA Distinguished Service Award  
Recipient  
2009 NFHS Citation Award Recipient  
2017 NIAAA Past-President  
Course Author
- **Mike Ellson, CMAA (LTC 716)**  
TIAAA Executive Director,  
2024 NIAAA Hall of Fame Inductee  
2023 NIAAA Thomas Fredrick Award  
Recipient  
2020 NIAAA Frank Kovaleski Award  
Recipient  
Course Author

It is an opportunity that usually can only happen at the National Conference to have this many instructors that bring with them the true mission we are committed to and that is to provide the best possible professional development opportunities for all our members. It is thanks to the efforts of our Professional Development team and Executive Board to support this initiative and we will continue to be there for all our Athletic Directors as you navigate the job.

Think about getting better by taking one or more classes.

OH, and don't forget that if you are just starting out, we can get you your CAA certification in 2 weeks by taking the five 500 courses starting Feb. 25th, culminating with the exam on March 13th. If interested in that, please send in your CAA application today after registering.

Best always, and I hope to see you in March... or sooner!!



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Over the last 13 years, New York State has participated in the National Federation of High Schools, Coach of the Year Award program via the NYSPHSAA. This award programs seeks to recognize coaches, varsity high school coaches that coached generally about 10 yrs, have had successful records, participated in league and or sectional committees, and been positive role models within their school and communities.

Over the years, coaches from all sections have received awards and most sports have had coaches receive these awards. There three categories of awards: the State (level) Awards, the NFHS Section 1 Coach of the Year Awards, and NFHS National Coach of the Year Awards. NYS has had many recipients of these awards.

For the 2023-2024 school year the following coaches have received awards at the **State level**:

- B. Basketball, **Carl Johnson**, Bridgehampton HS, Section 11
- Baseball, **Tom Flanning**, Cornwall HS, Section 9
- B. Track and Field, **Eric Putman**, Johnson City HS, Section 4
- Boys Golf, **Todd Rose**, Washingtonville HS, Section 9
- Girls Basketball, **Tom Catapano**, Baldwin HS, Section 8
- Girls Volleyball, **Jeff Moulton**, Cornwall HS, Section 9
- Softball, **Tim Brown**, St. Lawrence HS, Section 10
- Girls Swimming and Diving, **Bruce Johnson**, Frewsburg HS, Section 6
- Girls Lacrosse, **Kim McNaney**, Corning-Painted Post HS, Section 4
- Girls Other Sports, **Art/Linda Kranick**, Saratoga Springs HS, Section 2.

For the 2023-2024 school year the following Coaches received the **NFHS State and NFHS Section Awards** – [Section Awards group consist of New England and New Jersey schools]

- Football, **Gary VanDerzee**, Ravena-Coeymans-Selkirk HS, Section 2
- Boys Soccer, **Kevin Beale**, East Aurora HS, Section 6
- Wrestling, **Kris Harrington**, Tioga HS, Section 4
- Boys Cross Country, **Jack Bernard**, South Lewis HS, Section 3
- Boys Tennis, **Jennifer Roane**, Scarsdale HS, Section 1
- Boys Swimming & Diving, **Ed Curie**, Nottingham HS, Section 3

- Girls Track & Field, **Kurt Wheeler**, Cazenovia HS, Section 3
- Girl Soccer, **John Diehl**, Ward Melville HS, Section 11
- Girls Cross Country, **Neal Levy**, North Shore HS, Section 8
- Girls Tennis, **Bill Stollery**, Avoca-Prattsburgh HS, Section 5
- Girls Golf, **Julie Odenbach**, Our lady of Mercy HS, Section 5.



Alan Mallanda, CMAA

Also, New York State has two [2] **NFHS NATIONAL Coaches of the Year** recipients for the 2023-2024 school year. These coaches also received the State and NFHS Sectional Awards.

- Ice Hockey **Frank Colabulo**, West Genesee HS, Section 3
- Spirit/Cheerleading, **Megan Wesolowski**, Mount Sinai HS, Section 11.

Congratulations to all the above-named coaches. Great Job!

If you would like to nominate a coach for a sport, please contact Ron Woodruff at [rwoodruf42@aol.com](mailto:rwoodruf42@aol.com)

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This year the 2025 will be another milestone for the NYSAAA. Having had its first-ever conference in 1983, held in Liverpool, NY, we are now celebrating our 42nd year of this event. Prior to 1983 there was no professional development program dedicated to athletic administration. Taking our experiences of attending the National Federation conferences, we decided to bring back what we learned and share it with fellow colleagues across the state. The goal was to provide a national level, quality conference here in New York State. It was a huge success that has continued through all 42 years to provide the most up to date information, practices, and methods available to help our athletic administrators become more proficient and successful in the performance of their profession.

I think we can all agree that the role and responsibilities of today's athletic administrator has changed drastically over forty years. It has become much more complex than it was in the early days with more demands placed on the athletic administrator than ever before. The original purpose of forming the association and developing this conference was to achieve its primary objectives as outlined in its Constitution:

- **To Promote** the professional growth and image of interscholastic athletic administration throughout New York State.
- **To Promote** the professional development of athletic administrators, which will promote sound education-based athletic programs throughout New York State schools.
- **To Provide** an efficient system for the exchange of ideas between individual athletic administrators across the state and nation.
- **To Preserve** the educational nature of interscholastic athletics and the place of these programs in the curricula of every school in New York State.

These objectives were valid then, and remain valid today, over 40 years later. Professional Development has been and will continue to be the hallmark of our association. We continue to bring the best in the business of athletic administration from all over the country to share their knowledge and experience with all of you. Those who have visited with us from other states have found our New York conference to be one of the best, if not the best in the nation. Our AAMPD and Mentoring programs have quickly become the example for other states to emulate.

In the summer of 2021, we developed our first-ever strategic plan. In that process the members that participated developed a mission for the association as a guide for future years. It will be revisited and tweaked every five years so that it's relevant for its time. That mission statement goes to the core issue of why we are here as an association.

#### **The Mission:**

- To provide the resources, mentorship, professional development, and certification dedicated to the growth of student-athletes through education-based athletics.
- To support teaching and learning in the profession of athletic administration by actively fostering a diverse and inclusive community of professionals.

The Annual NYSAAA Athletic Directors' conference presents many innovative ideas and strategies for making your programs the best they can be. Don't leave great success to chance. The late and great John Wooden once said "It's what you learn after you know it all, that counts!"

#### **1. The Professional Development:**

- Leadership Training Courses to choose from (In person & Virtual)
- 3 General Sessions with powerful speakers from all over the country.
- 5 workshop sessions, 2 in the Ballroom altogether, 3 in breakouts with 12 to choose from

#### **2. Discounts:**

- Early Bird Registration Discounts – ENDS MIDNIGHT JAN. 31ST
- Retired Member Discounted Rates

#### **3. The Wide Variety of Topics:**

- Attendees will find a wide array of professional topics to meet every need.
- Featuring the hottest topics, strategies and methods in the field

#### **4. The Saratoga Experience:**

- With downtown Saratoga Springs at our doorstep, the food and amenities that the Saratoga Hilton and the city has to offer, you can be assured we've thought of everything.
- You'll appreciate the ideal environment for being inspired, educated and energized when you return to your school.

#### 5. **The Networking:**

- Share ideas and practices with hundreds of your professional colleagues and athletic leaders from around the state.
- They say if you want to become a great craftsman, associate with great craftsmen.
- Learning from your colleagues in the business of athletic administration can be the most valuable experience offered, whether in professional workshops or in social gatherings.

#### 6. **Awards:**

- The NYSAAA believes in the importance of recognizing and honoring the efforts and contributions of individual members and their dedicated service and leadership to education-based athletics.
- Join your colleagues and guests at the NEW annual **Roy O'Neil/Dave Martens Awards Banquet** on Thursday evening where the NYSAAA recognizes outstanding athletic administrators from each Chapter across the state and presents special awards to other individuals throughout the state. In addition this year, we will be moving the **Alan Mallanda Hall of Fame and Wall of Honor Ceremony** in with the Banquet, with no separate luncheon.
- **The Apple Awards and Dennis Fries Student Essay Scholarships** will be presented at the First General Session on Wednesday.

#### 7. **The Exhibit Hall:**

- A two-hour opening festival with food and beverage, and an opportunity to talk with over 100 exhibitors as well as fellow athletic administrators.
- A three-hour uninterrupted morning session, featuring morning refreshments and pastries and doughnuts.
- Many prizes and gifts for all, including a unique 42nd annual conference gift from the NYSAAA.
- A special conference gift to be given out in the Exhibit Hall on Thursday morning.

#### 8. **Benefits for New Athletic Administrators and First Time Conference Attendees:**

- An opportunity for first time attendees and new athletic administrators to attend an orientation meeting, and for doing so, receive a voucher to take a "500" level LTI course (a \$135 value) within the year.

#### 9. **Outstanding Meals Included in your Registration:**

- Exhibit hall Festival – 2 hours of Food & Beverage on opening night
- Exhibit hall Morning Coffee and Snacks – Mid-morning break with exhibitors
- Awards Banquet on Thursday evening
- All conference Breakfast, General Session and Annual Meeting
- Downtown Saratoga restaurants at your doorstep

#### 10. **An Opportunity to Get Involved:**

- Opportunities to get involved in the association at the local chapter or state levels.
- Committees and Committee Chair positions
- Chapter Representative and Assistant Chapter Rep positions
- Annual Meeting for all members

Call on a colleague in your league or chapter and encourage them to come to the conference. Introduce them to the "NYSAAA Experience". We hope to see record attendance this year as we celebrate our 42nd Annual Conference for Athletic Administrators, and remember, even if you have to pay your own way, it's completely tax deductible. But, more than that, it's worth every penny in what you get in benefits to you.



New York State Athletic Administrators Association, Inc.  
2025 Conference Program Schedule  
"LEADERSHIP WITH PURPOSE"

**Monday – March 10, 2025**

Phila/Gallery

12:00 P.m. – 5:00 p.m.

Pre-conference Move In &amp; Set Up - Phila

**Tuesday – March 11, 2025**

10:30a.m. – 2:30 p.m.

**LTC 601 – Dev. Athletic Dep't. Handbooks** - Bdwy 1 (Lunch break/12:30 pm)**LTC 508 – Legal Issues III** – Bdwy 1 (Lunch break/12:30 pm)

1:30 p.m. – 3:00 p.m.

Executive Board/Others – Pack Bags – Phila

3:00 p.m. – 7:00 p.m.

**LTC 716 - Partnering w/Parents** – Bdwy 1 (Dinner break/5:00 pm)**LTC 631 - Emergency Mgmt. of Athletic Events** – Bdwy 2 (Dinner break 5:00 pm)

3:00 p.m. – 5:30 p.m.

Executive Board Meeting - Broadway 4

5:30 p.m. – 7:00 p.m.

Executive Board &amp; Conference Planners - PACK BAGS PHILA

7:00 p.m. – 8:30 p.m.

Executive Board/Invited Guests Dinner – TBD

**Wednesday – March 12, 2025**

8:00 a.m. – 2:00 p.m.

**Exhibit Hall Set up** – Clifton Park/City Center

7:30 a.m. – 11:30 p.m.

**LTC 718 – Leading Dep't. Through Tragic Events** – Bdwy 1 (9 a.m. Snack Break)**LTC 510 – Legal Issues IV** – Bdwy 2 (9 a.m. Snack Break)

8:30 a.m. – 10:00 a.m.

Hall of Fame/Wall of Honor Committee Meeting – Board Room

9:00 a.m. – 4:00 p.m.

**Conference Registration (Gallery)**

9:30 a.m. – 11:00 a.m.

NYSAAA Representative Board Meeting – Alabama/Travers (Coffee, Tea, Soda)

10:00 a.m. – 11:00 a.m.

NYSPHSAA Student Athlete Development Committee – Board Room

12:00 p.m. – 1:30 p.m.

**Opening General Session/Welcome/Essay** Joe Ehrmann and Jody Redman from the "InSideOut Initiative." – Saratoga Ballroom

1:30 a.m. – 2:15p.m.

**Workshop Session A** – Saratoga Ballroom

2:00 p.m. – 4:00 p.m.

**Exhibitor Set up** – Vendors - City Center

2:15 p.m. – 3:00 p.m.

New AD's/First Timers Orientation Meeting - Saratoga Ballroom

3:00 p.m. – 3:45 p.m.

**Workshop Session B** – Saratoga Ballroom

4:00 p.m. – 5:00 p.m.

**\*\*CAA Test Review Workshop –Broadway 1**

4:00 p.m. – 7:00 p.m.

**EXHIBIT HALL FESTIVAL** - Opening Hospitality Reception – Food/Refreshments – Festival Gifts; Visit Exhibitors – Drawing # 1, Door Prizes (City Center);**Thursday – March 13, 2025**

8:30 a.m. – 10:00 a.m.

**CAA Exam** – Whitney

8:00 am – 11:00 a.m.

Conference Registration - Phila

8:15 a.m. – 11:15 p.m.

**Exhibit Hall Open** (City Center) – Pick up Conference Gift**Visit the Exhibitors** - Coffee & Donuts/Pastries– Drawing #2 – 9:30 a.m.

9:00 a.m. – 11:00 a.m.

NYSPHSAA Section Executive Directors – Travers

9:00 a.m. – 11:00 a.m.

NYS Council of Administrators Meeting – Alabama

10:30 a.m. – 11:15 a.m.

**Workshop Session C** (check your program) - Broadway 1-4

11:30 p.m. – 12:30 p.m.

**SECOND GENERAL SESSION** Kevin Devaney Jr., local media leader, "Sharing ideas from leaders in the world of social media"- Saratoga Ballroom

12:30 p.m. – 1:30 p.m.

LUNCH – on your own

1:30 p.m. – 2:15 p.m.

**Workshop Session D** (check your program) - Broadway 1-4

2:30 p.m. – 3:15 p.m.

**Workshop Session E** (check your program) - Broadway 1-4

3:30 p.m. – 4:15 p.m.

Award Recipient Photo Session – High Rock

4:15 p.m. – 5:15 p.m.

President's Reception (by invitation only) – Alabama/Travers

5:30 p.m. – 8:00 p.m.

**Roy O'Neill/Dave Martens Awards Banquet** – Saratoga Ballroom

Alan Mallanda Wall of Honor &amp; Hall of Fame Ceremonies

Chapter Awards &amp; Major Awards

**Friday – March 14, 2025**

8:00 a.m. – 9:00 a.m.

**ALL CONFERENCE BREAKFAST**

8:30 a.m. – 9:00 a.m.

**Workshop F** - Final Forms

9:030 a.m. – 10:30 a.m.

**THIRD GENERAL SESSION** – Dr. Robert Zayas, CAA Executive Director, NYSPHSAA - Saratoga Ballroom - State Association Updates & Perspectives, Q/A

10:45 a.m. – 11:45 a.m.

**NYSAAA Annual Meeting** – Wrap Up & Re-cap; Acknowledgements;

11:45 a.m.

Chapter Door Prizes & Raffle Drawings - Saratoga Ballroom  
Conference Adjourns

Updated 2/1/25



## OPENING GENERAL SESSION SPEAKERS



JOE EHRMANN

**Joe Ehrmann** is a transformational leader, best-selling author, former professional athlete, and the co-founder of the **InSideOut Initiative**. Among many awards, the Baltimore Business Journal selected him as the Renaissance Person of the Decade for his dedication and commitment to Baltimore City's betterment. He was the National Fatherhood Initiative's Man of the Year and the Frederick Douglas National Man of the Year for empowering youth to prevent rape and other forms of male violence and improving lives of children by helping fathers become more involved. Joe was also named "The Most Important Coach in America" by Parade Magazine.



JODY REDMAN

**Jody Redman** is a nationally recognized speaker, consultant, and thought leader in purpose-based leadership and creating cultures of belonging. Jody is the co-founder of the **InSideOut Initiative** and the founder of Change the Arc: 'transforming ourselves, each other, and the world.' Jody's passion for developing transformational leaders, creating cultures of belonging are seen throughout her professional career as a former collegiate athlete, high school teacher, coach, and Athletic Administrator at both the high school and collegiate levels. Jody also spent 19 years as the associate director of the Minnesota State High School League.

## SECOND GENERAL SESSION SPEAKER



**Kevin Devaney, Jr.** has been involved in high school sports media for 27 years. He started writing for The Journal News two months after finishing high school in 1998 and had more than 2,000 articles published over the next 12 years. In 2010, he transitioned into television as a reporter and broadcaster with the MSG Varsity Network and News 12.

After eight years in TV, he helped start his own streaming platform, LocalLive Networks, where he is currently Senior Vice President of Digital Content and Sales. On Fall 2023, Kevin started GameDay One Sports Media to create a platform to improve exposure for high school athletes in the Hudson Valley and provide information for communities and families.

## THIRD GENERAL SESSION SPEAKER

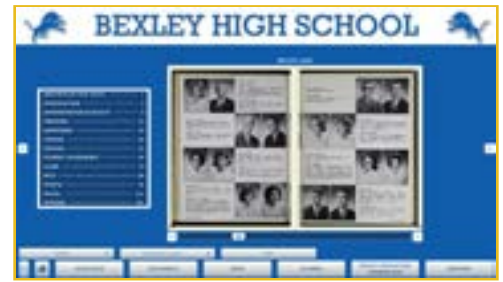


After serving as Associate Director for the New Mexico State Activities Association, **Dr. Robert Zayas** was appointed the Executive Director for the New York State Public High School Athletic Association. Robert is responsible for the overall administration of New York's public high school athletic association. He works on behalf of nearly 800 high schools and 600,000 student-athletes in the state of New York.

Since Robert assumed the role of NYSPHSAA Executive Director, he has worked closely with the New York State Education Department, New York State Legislature and other groups to benefit the state high school athletic association. He negotiated a 10-year contract with Time Warner Cable (Spectrum), recently secured a 10-year agreement with the NFHS Network, developed a revenue share model to distribute half a million annually to the 11 Sections of NYSPHSAA, negotiated a contract for championship apparel, secured a statewide ball adoption contract with Spalding Sporting Goods and led the redesign of the association's website.



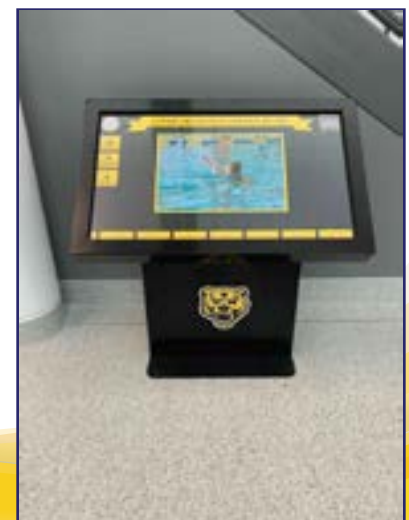
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Gary Stevens, Assistant Executive Director - Maine Interscholastic Athletic Administrators Association

During the fall of 2023, I reached an important career decision, one that many people in their early sixties begin to ponder – more specifically, that it was time to retire. I had worked in a variety of roles secondary education since my college graduation in 1983. After forty-one years of getting up early and going to school, the last twenty-eight as a high school athletic administrator, I realized that it was time to hang it up. No more running around on a fall or spring day trying to coordinate multiple athletic events occurring simultaneously on different fields. No more late nights at cold hockey rinks trying to help subdue spectators whose emotions came to the surface with every late poke of a stick following a whistle or when a rushing skater went airborne from a ferocious check. No more telephone calls about playing time, officials' vouchers that had not yet been paid by the finance office, or complaints about the volume or choice of music coming over the loudspeakers at our stadium. It was time to schedule my life around events of my choosing, not those dictated by a league or state athletic association schedule.

Truth be told, I had been more fortunate in my career than many of my colleagues. I have been blessed to have been given the support by the administrations of the two high schools where I had been athletic director to attend every National Athletic Directors Conference since 2003. I served for eight incredible years on the NIAAA Publications Committee and for a term as the Section 1 representative on the NIAAA Board of Directors. I have had an opportunity to present workshops or Leadership Training Courses in fifteen different states, and along the way, have met some amazing people who have become lifelong friends. I have been able to serve in leadership roles in my conference – twice as president – and the state athletic directors association as its assistant executive director.

Nevertheless, I knew that it was time to be done.

Last spring, I went through the rituals that often go with the decision to leave a career and take more time for oneself. I did a lot of things for the “last time” last spring – building my last schedule, developing one final budget for my successor, hosting my last home playoff game (a boys lacrosse victory that propelled them to the regional championship game). I attended my last conference

meeting as a member and joined present and past colleagues for a very nice luncheon held at a restaurant located on a Maine harbor. I received the obligatory captain's chair as part of a faculty end-of-year celebration at my school. I spent some time with the person who would assume my athletic director position to assist him in his on-boarding and transition. On June 28, 2024, I handed in my keys.

The road to retirement does not – and should not – necessarily mean a sedentary lifestyle where a person does nothing but sit down and watch soap operas or ESPN every day. I had developed a personal plan that I was truly excited about. I would continue working in the role of assistant director of the Maine Interscholastic Athletic Administrators Association, which would allow me to mentor the next generation of people in the profession and keep me connected with colleagues from around the country. I also picked up an extra course during the fall semester teaching at Saint Joseph's College of Maine, where I have served as an adjunct professor since 2018. I spent a good part of the summer studying and preparing for teaching that course, which centered around sport and recreation facilities. I also planned to do more writing, more traveling, and more reading.

I started teaching my fall course at Saint Joseph's on August 26 and began my “new life” as a semi-retired college professor. My new routine involved arriving at the college an hour before class to prepare my teaching space and mentally rehearse my lesson for the day. I would then deliver the content to my class of twenty-nine students, most of whom I had instructed before. After class I would remain on campus to prepare for the next lesson and then trek home to take a walk, read a book, or do whatever I wanted to do that day. It was not exactly extended summer vacation, but I felt relaxed and rejuvenated. No longer would I spend Sunday nights dreading the e-mail or phone call that would occur on Monday morning.

Ten days later this all changed. The president of the college e-mailed me and explained that the athletic director of the college had resigned to take a position at another New England institution. He asked me to consider taking on the position as an interim athletic director for the remainder of the fall semester and (possibly) the rest of the academic year. I explained to him that I knew nothing about college athletics, but he remained confident in my suitability for the position. I met with him and two senior associate athletic directors, each of

whom I had known for thirty years. After careful consideration – and much soul searching – I agreed to take the job. The college had asked me to serve, and its senior administration had the confidence in me that I could help lead the athletic department forward without one iota of experience as a college administrator, event operator, or student-athlete.

\*\*\*\*\*

Seventeen weeks after accepting that challenge, I have had a great deal of time to reflect upon this experience and think about what I have learned. I began my first day of work on September 16 without any idea of what I would be doing that day. In the college athletics, even in a small school such as Saint Joseph's, there are many layers of support and people who serve in a variety of roles that the high school athletic director assumes himself or herself. All college athletic programs have a compliance person whose job it is to sift through and interpret the comprehensive NCAA rules manual. One of our full-time coaches manages all transportation assignments while another works with officiating boards to ensure coverage at all our home contests. The college's sports information director also designates student workers to manage game day operations duties. We have three athletic trainers on staff who cover all home contests and practices and also travel (in some cases) when the Monks are on the road.

At sixty-three years of age, I found myself working in a new paradigm without any specific script to follow. What I learned in a short time is that the coaches in the athletic department really needed was a leader possessing the soft skills to provide support, encouragement, and occasionally some prodding to help the organization move forward. As most of the members of the staff are in their thirties and are just beginning to understand the connection between being a person of influence in their athletes' lives and team success, they required a mentor who could provide the wisdom of experience, sharing an occasional book or reading that might inspire excellence, or the simple card or note that recognized their effort. What they needed was a leader.

I recognize that one of the major differences between being a high school and a college athletic director is that the latter ground is much more fertile for practicing true leadership skills. This is not to diminish the leadership that all of us who have had the privilege of serving a high school program exercise. However, staffing

and resource issues frequently require the secondary school athletic director to spend most of his or her time in the realm of management. Without a staff – large or small – to manage the minutiae that truly make the difference between a successful sporting event and one pockmarked with problems, the high school athletic director ends up doing those things on his or her own. I quickly learned how lucky I am to have such a talented and dedicated team backing me up and wish that I could have had similar resources to support the staffs at the two high schools I served.

One of the most fascinating parts of this experience has been the opportunity to learn about the Division III student-athlete experience. Many high school athletic directors, particularly those who did not compete at the D3 level, may not understand the world that their alumni will be entering upon graduating. At Saint Joseph's College of Maine, our mission for the student-athletes we serve is based upon three critical pillars that work in conjunction with each other: academics, athletics, and community service. These core values lie at the heart of the other schools in the Great Northeast Athletic Conference (GNAC), a sixteen-member D3 league consisting of programs in all six New England states.

The experience of a student-athlete at Saint Joseph's College of Maine involves a year-round commitment centered on all three areas. In addition to carrying a course-load that meets NCAA requirements (a minimum of twelve credits, good academic standing, making satisfactory progress towards a degree), our students also participate in educational programming that is designed to teach the skills of leadership and being a good teammates. Our Monks Leadership Academy is broken down into several groups, some of which are facilitated by upperclassmen.

The athletic commitment consists of the traditional season to which a sport is assigned and a nontraditional component consisting of up to twenty-four practices. Student-athletes meet frequently with their coaches in both full-team settings and individually. Our fitness center, staffed by our strength and conditioning coach, schedules mandatory team lifting and core development sessions. Our athletic trainer provides education and support for a variety of sports medicine purposes.

Particularly at the NCAA Division III level, our athletic teams make connections with people in the greater community through a wide variety of activities. Whether

it is a fundraiser to support a specific cause, the adoption of a disabled child to serve as an honorary team member, or a random act of kindness to assist a fellow student, the mantra of service permeates a great deal of what we do. Students entering the world of college athletics will soon find themselves immersed in service learning opportunities that can make a difference for a lifetime. It is more than just about sports.

I have also learned that many of the problems that those of us in the world of high school have experienced are not unique to our level. College athletic directors are facing similar challenges and must leverage our resources to address these issues. As I sit writing this piece, I am at the NCAA Convention at the Gaylord Opryland in Nashville, Tennessee. (For those who have been to the NADC at the Gaylord, I am sitting ten yards away from the “Old Faithful” fountain in the Delta!). For the past three days, I have participated in workshops and educational sessions whose topics are not dissimilar to some that I witnessed at the most recent national high school conference in Austin. Some of the biggest concerns articulated in this conference are:

- Student-athlete mental health – particularly related to their reactions to content posted on social media
- A shortage of certified athletic trainers and the need to take their quality of life/work-life balance into consideration
- Shrinking budgets and rising costs, particularly in the area of transportation
- Addressing staffing shortages
- The continuing specter of NIL and its impact upon college athletics
- Concerns about the impact of betting upon sports

College athletic directors are looking for solutions to these problems and are beginning to feel the pinch, particularly as many colleges and universities in this country are concerned about remaining open. In our conference, athletics is the main portal for building enrollment; at my campus, two of every three undergraduate students are also student-athletes. Finding the time and strategies to recruit prospective students, the expectation to inspire student-athlete success in the classroom, and the pressure to win all make for a busy day for someone working in my office.

Simply stated, my education has placed me in a brand new landscape with a whole host of challenges. When I left high school athletic administration in June, I felt

comfortable that I knew the work well . . . or at least knew where to ask any questions that I had. College athletics has forced me to experience a whole new learning curve. It has required me to rely on some fundamental skills and values that I have used for years: remaining grounded, having a zest for continuous learning, treating others with respect, and being comfortable with being uncomfortable. I still have a lot to learn when it comes to this area of sport, but I know a lot more than I did seventeen weeks ago.

Being a sixty-three year old rookie is humbling, especially after having spent one’s entire career gaining a confidence and understanding of what he is doing. It is also exciting . . . and, I have to be frank, it has been fun. Although I am not sure what will happen when my contract runs out on May 31, I do know that I will have an interesting story to tell anyone who is willing to listen. In quick order, I have gained an understanding of what happens at the next level and am excited about the experiences that college athletics promises for its participants. Opportunities for building partnerships between high schools and colleges have never been stronger; we both face similar challenges with helping our students navigate the twenty-first century. I have also been reminded of the importance of asking for help when necessary; our staff has taught me more than I could ever have imagined.

Overall, I am pleased with my rookie season, but know tomorrow will provide another opportunity for me to grow, improve, and help this college. That is what life-long learning is about – even for someone who thought that his days of covering soccer matches and basketball games were in the past.

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The following individual has been selected for induction into the Eleventh class of the NYSAAA Hall of Fame on Thursday, March 13, 2025 at the Saratoga Hilton, Saratoga Springs, NY

The NYSAAA "Alan Mallanda" Hall of Fame Induction Ceremony will be held as part of the "David Martens & Roy O'Neill Awards Banquet



## Kenneth B. Garry, CAA

Monticello Central School District  
Chapter 9

Ken Garry grew up in Brooklyn, NY where he attended St. Frances Prep and Brooklyn College, graduating in 1970. He then went to basic and advanced infantry training for six months as part of his National Guard obligation. He served from 1970 to 1982 as a member 69th infantry NY, "The Fighting Irish". He then moved on to becoming a graduate assistant at Trenton State College where he earned a Master's Degree in Health and Physical Education in 1972,

Kenneth taught Driver Education and Physical Education at Monticello Central School District from 1972 to 1988 before being named the Director of Health and Physical Education. He served in that position until his retirement in 2007, just shy of 20 years as the Director of HPE. Ken coached a variety of sports during those years and had great success in coaching indoor and outdoor track & field, having had numerous Section 9 and Orange County League championships. He also served many years as Indoor and Outdoor Track Chairman for Section 9. His teams achieved the largest number of NYSPHSAA Scholar-Athlete championships during his term.

Ken became a Chapter Representative for the NYSAAA Chapter 9 in 1990 and remained in that position until 2005 (15 years), at which time he was selected as Vice President on the NYSAAA Executive Board. In 2007, Ken served as President of the NYSAAA and helped organize and implement the 25th Anniversary Conference of the association. The theme he chose for this special anniversary conference was personal to him in his life, "Take Action and Get Results." It was a very special conference due to his efforts. Ken is still, today, a loyal member of the NYSAAA since leaving the Executive Board as Past President in 2008. Ken states that membership in the NYSAAA and NIAAA

opened many networking and professional development opportunities for him. He was very influential in getting mandatory membership in the NYSAAA and NIAAA for all Section 9 athletic directors as a requirement, paid by the section.

Ken has received many accolades and honors over the years. In 1990 he received the Zone Honor Award from the NYS AHPERD. The NYSAAA recognized him in 1998 with the Chapter 9 Athletic Administrator Award. In 2004, NYS AAHPERD Council of Administrators honored him as the Director of the Year in Physical Education. In 2002, he was recognized with the NYSAAA Apple Appreciation Award. In 2006 the Mid-Hudson Educational Administrators Association honored him with the Outstanding Administrator Award. In 2007, Ken received the esteemed NYSAAA Presidents Plaque.

Ken was quiet, but effective in every phase of his years as an athletic administrator and board member with the NYSAAA. He is often likened to the story of "The Little Engine That Could." Past President, Robert Stulmaker stated that his 25th Anniversary Conference was one of the best in the history of the association. Past President, Bill Bryant states that "Ken is a respected leader in the athletic arena not only in Section IX, but also across the state. He was always well organized and displayed a quality leadership skill during his time as president. Chris Mayo, Interscholastic Athletic Coordinator for the Orange-Ulster BOCES/OCIAA/Section IX Athletics states that "Ken's guidance and wisdom helped shape not only the leader I am today, but his impact on others is still felt today in our Chapter." Ken has set the mark for many to follow and thereby deserves recognition in the NYSAAA Hall of Fame.





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**NYSAAA ATHLETIC ADMINISTRATORS**

The Wall of Honor recognition program honors Athletic Administrators (Retired) who have made significant contributions to the interscholastic athletic programs in New York State over their careers. On Wednesday, March 13, 2024 at the NYSAAA Annual Conference Dave Martens Luncheon, four individuals in the field of athletic administration will be recognized by the association and added to the NYSAAA Wall of Honor.

**Scott Barker**

Pittsford Central School District (5)

Scott Barker attended Cardinal Mooney HS in Rochester, NY. Upon graduating, he attended Ithaca College and graduated with a BS in Physical Education. In 1993, his first year of teaching Physical Education and Coaching Varsity Football was at Owego Free Academy. After two years, he moved on to the Pittsford Central School District where he remained until retirement in 2023. He served as Director of Athletics in Pittsford from 1998 until 2023.

Scott has served in many leadership roles throughout his career. In addition to his Athletic Director position, he has served the Monroe County Public School Athletic Association as President, as well as both the Associate Executive Director and the Executive Director. In Section V of the NYSPHSAA, he has served as the Football Chair, the Championship Committee, the Athletic Council, and the Executive Council. In 2013, Scott was the recipient of the Chapter 5 NYSAAA Athletic Administrator Award.



Throughout his career, Scott has been highly involved as a leader in league, section, chapter and state association activities. He has been a member of Chapter 5 and the NYSAAA since 1999 to present, as well as a lifetime member of the NIAAA. Scott has presented multiple times for Chapter 5 professional development days on “Coaches Pre-Season Meetings”, “Evaluation of Coaches”, and “Social Media.” He also presented at the NYSAAA Conference on “Social Media in Athletics”. Scott has served on leadership committees at the state level including the Private & Public Committee for Section V.

Scott Barker has been inducted into the Ithaca College Hall of Fame in 2023, and into the Pittsford Athletics Hall of Fame in 2024. He is certainly an athletic administrator worthy of being placed on the NYSAAA Wall of Honor.



## Michael D. Bromley, CAA

Batavia CSD - Batavia, NY (5)

Michael graduated from SUNY Cortland with a BSE in 1988 and SUNY Brockport with an MSE in 1993. He got his CAS in Educational Administration from SUNY Buffalo in 2000. He taught a short time in Cattaraugus before moving on to Elba Central School District from 1988 to 1999, leaving to take a position as the Director of Health, Physical Education and Athletics at the Batavia Central School District, where he stayed until retiring in 2023. During that span of time he demonstrated many leadership skills in developing and implementing a variety of programs.

In his Monroe County League, Mike has been a long-time executive committee member and has been directly involved with all decisions that were made by the 23 member schools within the league. He was a leading voice with the modified athletic program and has been a paramount influence on the success of that program. In Section V of the NYSPHSAA, he has served on many committees. His primary work has been as the modified chairperson for many years. He has been

a strong voice in the section and state as well, and has mentored many AD's over the years.

Mike has been heavily involved in Chapter 5 throughout his 24 years as an athletic administrator. He was seen as a leader and one of the strongest athletic directors in the chapter. In addition to attending all professional development programs in Chapter 5, he has also presented in and presided over many. He has attended all of the NYSAAA state conferences the past 24 years and has served on three of the conference planning teams as well as being a presider for many presentations. Following retirement, Mike has served both the Livonia and West Irondequoit school districts as an interim Director of Athletics, and also as a consultant for the West Irondequoit School District.

Mike has been at the forefront of educationally based athletics for over thirty years in New York State, and his work has directly benefitted the athletic community at the district, chapter, state and national levels.



## Georgia Deren McCarthy

Huntington UFSD (11) - Rockingham, VA

After graduating from Huntington High School, Georgia attended James Madison University where she received her BS degree in Communications in 1986. She also graduated with an MA in Physical Education from Adelphi University in 1990, and a MA in School District Administration from Dowling College in 2002. She taught PE and coached ten years at Friends Academy before accepting the position of District Director of Health, Physical Education and Athletics for the Huntington Union Free School District in 2002. She remained as such until retirement nineteen years later in 2021.

Georgia was very active in Section XI and NYSPHSAA as a member of numerous committees. She was A Conference II Vice President, Female Council Representative for Conference II, and President of the Suffolk County Athletic Directors' Association for two terms. Ms. McCarthy was also a Section XI presenter

for "Dignity for all Students Act". Georgia regularly attended NYSAAA annual conferences and was the Co-creator and presenter for the Female Athletic Directors Workshops. She attended the National Athletic Directors Conference.

Honors presented to Georgia included Coach of the Year for JV Basketball (four seasons) in the Huntington School District. Huntington Booster Club honored her for 33 years in the school district, including her time as a student, coaching, teaching and administration. She also honored by the Pederson-Krag Center of Huntington as 2003 Woman of the Year for helping Huntington students beyond the school system. With the Huntington School District's approval, she founded a scholarship for a male and female student athlete annually, in memory of her father, Ray Deren, who once held the same position as her in the Huntington School District.



## Patrick Smith, CAA

Smithtown Central School District (11) - Summerville, SC

Patrick Smith is a graduate of Long Island University, C.W. Post Campus with a B.S. in Physical Education. He also received a Masters Degree in Liberal Studies and School District Administration from Stony Brook University. Pat taught Physical Education at Smithtown from 1992-2003 before becoming the district Coordinator for Physical Education, Health, Athletics and Nurses in 2003. He remained in that position until his retirement in 2022.

Mr. Smith was involved in many activities within his section 11, more specifically as a chair for boys' and girls' gymnastics, as well as modified wrestling. He also worked on a variety of committees in the section. Pat was the founder and organizer of the Lou Antonetti Family & Community Service Award and was the committee chair of the Smithtown Athletic Hall of Fame. In addition, he was the founder and organizer of the "Challenge Program for Sports Motivation" and the Suffolk County Wrestling Coach Association Scholarship Committee. He attended numerous NIAAA conferences and most NYSAAA conferences from 2003 to 2022 and presented a workshop entitled "Dealing with Parents" at the state conference. Locally, he was a presenter on "Social Media Concerns" for Section VIII and XI.



In addition, Patrick was President of the Suffolk County Athletic Directors' Association. His Section XI Committee work included Budget, Appeals, Ethics, Eligibility and Tournaments. He also has served as an adjunct professor for student teacher supervision for SUNY Cortland from 2016-2023 and Adelphi University in 2024.

Patrick has been honored several times for his leadership over the years. He was nominated 4 times by his Section XI for Athletic Director of the Year. NYS AHPERD honored him as Suffolk Zone Administrator of the year twice in 2005 and 2014. The Suffolk County Wrestling Coaches Association selected him as Administrator of the Year in 2004-05. Patrick Smith has also been inducted into the Smithtown Athletic Hall of Fame in 2022.

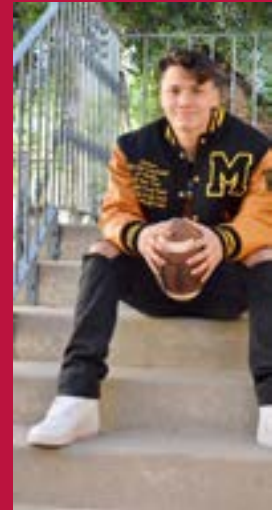
Thomas Combs, Section XI Executive Director states that "Pat is well-respected among his colleagues in the athletic and physical education realm." Also, former Executive Director of Section XI, Donald Webster states that "Pat's impact on Section XI and New York State makes him a most deserving candidate for this honor."



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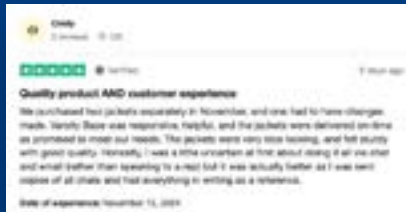
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All classes will be taught from 6 p.m. to 10 p.m. EST.

LTC 706 - February 24  
 LTC 720 - February 26  
 LTC 799 - March 3  
 LTC 790 - March 4  
 LTC 619 - March 5  
 LTC 705 - March 6  
 LTC 631 - March 10  
 LTC 727 - March 11  
 LTC 638 - March 12  
 LTC 603 - March 17  
 LTC 628 - March 18  
 LTC 709 - March 19  
 LTC 625 - March 20  
 LTC 621 - March 24  
 LTC 635 - March 25

**Summer 2025**

All classes will be taught from 1 p.m. to 5 p.m. EST.

LTC 640 - July 14  
 LTC 707 - July 16  
 LTC 799 - July 17  
 LTC 724 - July 21  
 LTC 618 - July 22  
 LTC 635 - July 23  
 LTC 611 - July 24  
 LTC 601 - July 28  
 LTC 726 - July 29  
 LTC 704 - July 30  
 LTC 703 - July 31

**Fall 2025**

All classes will be taught from 6 p.m. to 10 p.m. EST.

LTC 630 - October 20  
 LTC 721 - October 21  
 LTC 799 - October 22  
 LTC 790 - October 23  
 LTC 700 - October 27  
 LTC 718 - October 28  
 LTC 627 - October 29  
 LTC 716 - November 3  
 LTC 701 - November 4  
 LTC 723 - November 5  
 LTC 717 - November 6





# GAMEDAY

**MARCH 11-12, 2025**

## LTC 601

Developing Athletic Department Handbooks  
March 11 10:30

## LTC 508

Legal Issues III - Hazing, Constitutional Law  
March 11 10:30

## LTC 716

Partnering With Parents  
March 11th 3:00

## LTC 631

Emergency Management of Athletic Events  
March 11th 3:00

## LTC 718

Leading the Athletic Department through Tragic Events  
March 12th 7:30 AM

## LTC 510

Legal Issues IV - Social Media, Transgender Participation  
March 12th 7:30 AM

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- Provide instructions for parents and students
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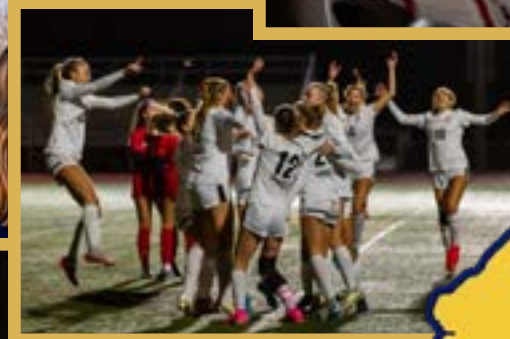
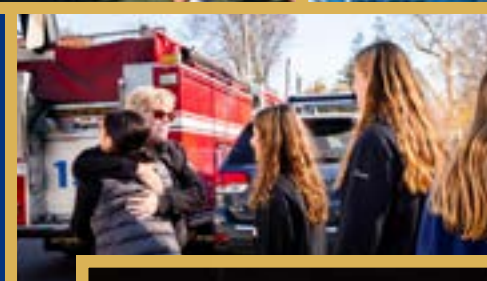
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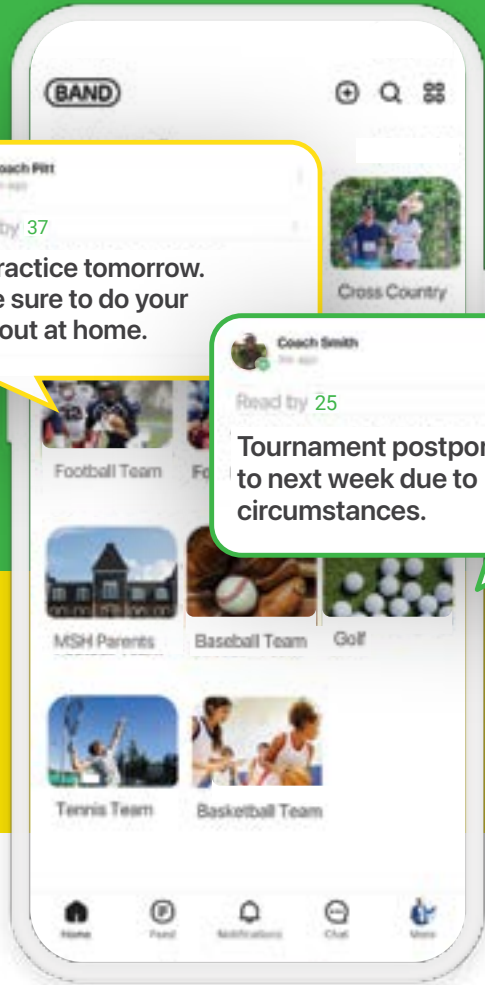


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# Benefits Provided NIAAA Members

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## Professional

### Advanced & North Central Accreditation

NIAAA is the first association accredited by North Central Association Commission on Accreditation and School Improvement.

### Leadership Training Institute

Educational curriculum of courses taught at national and state conferences, institutes, online and webinars. Students can earn CEUs, through a master's degree while working with affiliate universities.

### Certification Program

Four levels of professional certification including Registered, Middle School, Certified and Certified Master Athletic Administrator.

### National Athletic Directors Conference

Annual Conference hosted in cooperation with the NFHS offering educational, service, information, leadership and networking opportunities.

### Hall of Fame

Induction and recognition of individuals that have strongly impacted the profession of athletic administration at the national level.

### Code of Ethics and Professional Standards

Clarifies our mission and principles.

### Awards Program

Recognition levels for athletic administrators at both state and national levels.

### Interscholastic Athletic Administration Magazine

Professional journal providing high school and middle school leadership practical assistance from athletic administrators in the field, research based study, NIAAA member information, and best practices.

### Media Materials

Digital and print materials available to assist the professional.

### Professional Outreach Program

Conducted in cooperation with state athletic administrator associations as outreach to targeted demographic areas through the NIAAA Endowment. Offering of LTI (501-502), 503 online, one year NIAAA membership, with 10 percent of participants receiving registration and lodging scholarship to the national conference.

### Public Service Announcements

Promoting the benefits of education-based athletic programs to students, educational leaders and community members.

### Digital Promo Campaigns

Sharing program, recognitions, information with athletic administrators, principals and superintendents.

## Direct Benefits to Members & State Associations

- \$2,000,000 liability insurance.
- IAA is a quarterly magazine provided to members in both hard copy and digital flip page form.
- \$2,500 Life Insurance Policy.
- Membership kit for first-time registrants.
- National Network – Assistance available in cases of traveling emergencies and annual initiative cause.
- Continued cutting edge development through NIAAA Strategic Plan.
- AD Insider – Electronic newsletter offered 24 times annually at no cost.
- Numerous educational print, video and digital materials.
- Research on timely topics and member survey results.
- Direct communication to members through social medias.
- Public service announcements.
- Advocate working with congressional offices & U.S. departments in Washington D.C.
- State AD Association benefit of lodging for Professional Development State Coordinator Meetings.
- No cost booklet *A Profile of Athletic Administration* created as information directed at superintendents, principals and school boards.
- Providing purpose of position and description of how AD position should be structured and supported.
- Royalty to state AD Association for percentage of NIAAA online & webinar LTI courses taken by state members.
- Agreement with NFHSLearn provides royalty to states.

### Cost Reductions

- Lower registration cost for National Conference
- Reduced fee for LTI courses.
- Reduced cost for all certification applications.
- Discounted rates offered on Mutual of Omaha Long Term Health Care.
- Discounted application fee for quality program award process
- Reduced cost for online LTI Courses.
- Reduced fee for LTI Webinars.

## Opportunities

- NIAAA Committee Membership – 14 committees in addition to periodic Ad Hoc committees.
- IAA – Opportunity to submit articles for publication.
- Student Scholarship/Essay Program – Open to students in schools where the Athletic Director is an NIAAA member. Female and male recipients at State, Section (\$1,500) and National levels (\$2,500).
- NIAAA Endowment – Opportunity to contribute. Portion of funds utilized for professional growth outreach initiatives and state grants.
- Quality Program Award – Option after having taken LTC 799 to participate in a process of athletic program assessment offering Exemplary Program recognition.
- Invited Assessment Program – Opportunity to have team of professionals evaluate each facet of a school or district athletic program.
- Participation in National Conference workshops, section meetings, networking, and forums.
- Opportunity for retired members to remain involved.

## Benefits at [www.niaaa.org](http://www.niaaa.org)

- Dedicated to NIAAA information and program offerings.
- Member Services – Online opportunity through NIAAA database to view and update personal profile, find members, order materials or initiate/renew NIAAA membership. Opportunity to post a resume, open dates, job openings.
- Registration and information regarding the annual National Conference, lodging, travel and area interests.
- NIAAA apparel through the online logo shop.
- Preferred Vendors – Online site for preferred product and services with company links.
- *The Role of the Principal in Interscholastic Athletics* – Free 12 minute video through link on the NIAAA Web site. Produced in cooperation with the NASSP and NFHS.
- Calendar of scheduled professional development events for both state and national athletic administrator associations.
- State Leadership Directory – Listing of key contact individuals within states.
- Archived IAA magazine for research and reference.
- NIAAA forms and applications in fillable PDF format.
- Digital publications and survey information.
- Links to key educational, professional and sponsor affiliations.



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