



IHSADA ADvISOR

Sept/Oct 2025



PRESIDENT'S MESSAGE



EXECUTIVE DIRECTOR'S MESSAGE

Dear IHSADA Members,

As we move into the heart of the school year, I know many of us feel like we're running a marathon at a sprinter's pace. The schedules are full, the expectations are high, and the balance between our professional and personal lives is constantly tested. In those moments, I find myself leaning even more on the word I chose for this year—**perseverance**.

The truth is, perseverance doesn't always look dramatic or heroic. More often, it shows up in the quiet, consistent effort of showing up every day, giving our best, and keeping our focus on what matters most. It's the choice to lead with integrity, to support our student-athletes and coaches, and to keep moving forward even when the demands seem endless.

I want to remind each of you that perseverance isn't about doing it all alone. It's also about leaning on your network—your fellow ADs, your staff, your families—and remembering that strength can be found in community. Sometimes, the most powerful form of perseverance is simply asking for help or pausing long enough to reset and refocus.

As you continue to navigate the busy weeks ahead, I encourage you to come back to your own "word of the year" or guiding principle. Let it ground you, motivate you, and remind you of the bigger picture: why we do what we do. At the end of the day, our purpose goes beyond schedules and events—it's about shaping experiences and building a culture where young people can thrive.

Thank you for your dedication, your leadership, and your heart for this work.

Keep persevering—and remember, you don't walk this road alone.

With appreciation,
Tonya (TMoe)



It is truly an honor to serve as the Executive Director of the Iowa High School Athletic Directors Association. Throughout my career, I have been blessed to work alongside many dedicated professionals who believe deeply in the power of education-based athletics to shape young people's lives.

My vision for the IHSADA is rooted in service, growth, & connection. I want our association to continue providing athletic administrators with the resources, professional development, and support they need to lead with confidence and purpose. Just as importantly, I hope to foster an environment where collaboration and mentorship thrive, ensuring that no athletic director feels they are navigating this journey alone.

Together, we will strengthen our voice, elevate our profession, and champion the positive impact that education-based athletics has across the state of Iowa. I am excited for the road ahead and grateful for the opportunity to serve you.
Scott Garvis



2025-2026 IHSADA CALENDAR OF EVENTS

<u>DAY/DATE</u>	<u>TIME</u>	<u>MEETING</u>
TUESDAY, AUGUST 5th, 2025	10:00 AM	IHSADA Golf Outing @ Blank Park CC
TUESDAY, AUGUST 12th, 2025	4:30-9 PM	NEW AD WORKSHOP I (LTI Course 501) @ Valley HS
WEDNESDAY, AUGUST 13th, 2025	8:30-2:30 PM	NEW AD WORKSHOP @ Valley HS
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WEDNESDAY, SEPT. 17th, 2025	9:30 AM	EXECUTIVE BOARD & DISTRICT DIRECTORS @ IHSAA Office, NAVY COAT & TIE/DRESSES FOR PHOTO
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WEDNESDAY, OCTOBER 1st, 2025	9:00 AM	NW Iowa @ Northwestern College, Orange City
MONDAY, OCTOBER 6th, 2025	9:00 AM	SE Iowa @ Stone Creek Golf Course, Williamsburg
WEDNESDAY, OCTOBER 8th, 2025	9:00 AM	SW Iowa @ Cass County Building, Atlantic
THURSDAY, OCTOBER 9th, 2025	9:00 AM	Central @ Ankeny Stadium Clubhouse, Ankeny
WEDNESDAY, OCTOBER 15th, 2025	9:00 AM	NE Iowa @ Waterloo Marriott, Waterloo
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SUNDAY-TUESDAY, NOVEMBER 9-11, 2025		WISCONSIN 5 STATE EXCHANGE-Wisconsin Dells
MONDAY, NOVEMBER 10th, 2025	8:30-1:45 PM	NEW AD WORKSHOP II @ Boone (IHSAA)
TUESDAY, NOVEMBER 18th, 2025	9:30 AM	EXECUTIVE BOARD @ 9:30 AM DISTRICT DIRECTORS @ 11:00 AM @ IGSAU Office
THURSDAY, NOVEMBER 20th, 2025	9:15-6:30 PM	(DAY 1) EVALUATOR APPROVAL TRAINING (LTC-707 & 723), IGSAU OFFICE/Valley High School
FRIDAY, NOVEMBER 21st, 2025	9:15-6:30 PM	(DAY 2) EVALUATOR APPROVAL TRAINING UPPER IOWA/IGSAU OFFICE
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FRIDAY-TUESDAY, DECEMBER 12th-16th, 2025		56th ANNUAL NIAAA CONVENTION, Tampa, FL
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WEDNESDAY, JANUARY 14th, 2026	3:00 PM	EXECUTIVE BOARD @ Hyatt, West Des Moines
THURSDAY, JANUARY 15th, 2026	9:30 AM	EXECUTIVE BOARD & DISTRICT DIRECTORS @ UPPER IOWA/IGSAU OFFICE
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WEDNESDAY, FEBRUARY 25th, 2026	9:30 AM	EXECUTIVE BOARD MEETING @ IHSAA Office, Boone
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THURSDAY, MARCH 26th, 2026	4:00 PM	EXECUTIVE BOARD MEETING @ Hyatt, Coralville OAKDALE BALLROOMS
FRIDAY, MARCH 27th, 2026	11:00 AM	EXECUTIVE BOARD & DISTRICT DIRECTORS MTG, CORAL BALLROOM
FRIDAY, MARCH 27th, 2026	6:30 PM	PAST PRESIDENT'S BANQUET @ Hyatt, Coralville
SAT- MON, MARCH 28-30, 2026	ALL DAY	58TH ANNUAL IHSADA CONVENTION @ Hyatt, Coralville
MONDAY, MARCH 30, 2026	7:30 AM	EXECUTIVE BOARD MEETING @ Hyatt, Coralville CORAL BALLROOM
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WEDNESDAY, APRIL 22nd, 2026	9:30 AM	EXECUTIVE BOARD & DISTRICT DIRECTORS MEETING @ IGSAU Office



IHSADA



58TH ANNUAL STATE CONVENTION

Emeritus Awards

HYATT REGENCY, CORALVILLE—2026

Marv Reiland	MEMBERSHIP: LIFETIME	Iowa City West	Dallas Kray	MEMBERSHIP: LIFETIME	Roland-Story
CERTIFICATION		CAA	TREASURER		1988-1998
PAST PRESIDENT		1996-1997	GOLF CHAIR		1999-2004
STATE AWARD OF MERIT		2007	STATE AWARD OF MERIT		1999
HS AD of the YEAR: STATE		1998	HS AD of the YEAR: STATE		1990
BERNIE SAGGAU AWARD OF MERIT		2013	HS AD of the YEAR: NATIONAL (National HS Athletic Coaches Association)		1996
HS AD of the YEAR: NATIONAL (National HS Athletic Coaches Association)		2008	IHSADA HALL OF FAME		1999
IHSADA HALL OF FAME		2013	EMERITUS-SERVICE AWARD		2018
EMERITUS- SERVICE AWARD		2022			
BOB WHITE AWARD		2025			

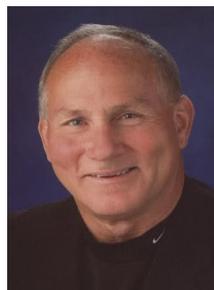


Tom Lipovac	MEMBERSHIP: LIFETIME	Perry
HISTORIAN		2008-2012
ASSISTANT HISTORIAN		1997-2008
EVALUATOR TRAINING CO-COORDINATOR		2020-Present
MENTORING COORDINATOR		2020-Present
STATE AWARD OF MERIT		2013
HS AD of the YEAR: STATE/District-Central		2006
IHSADA HALL OF FAME		2021
EMERITUS- SERVICE AWARD		2019
PRESIDENT'S DISTINGUISHED SERVICE AWARD		2025

Harley Schieffer	MEMBERSHIP: LIFETIME	Clarinda
EXECUTIVE DIRECTOR		2014-2025
CO-TREASURER		2020-2021
SUMMER WORKSHOP COORDINATOR		2017-present
STATE AWARD OF MERIT		2019
HS AD of the YEAR: STATE		2009
BOB WHITE AWARD		2024
IHSADA HALL OF FAME		2012
<u>NIAAA COMMITTEES</u> National Initiative and Assistance Network		2018-2024
EMERITUS-SERVICE AWARD		2023
BERNIE SAGGAU AWARD OF MERIT		2025



STEVE DUNCAN
Valley,
West Des Moines
24/41



An adjective used to designate a retired chair, professor, director or others who have retained an honorary title of rank.



Athletic Director Emeritus was established to recognize and honor those who gave exemplary service to the IHSADA and to their respective districts & communities as active/retired AD's.

Service: total number of years as an active A.D. plus total years of IHSADA membership. A minimum of 65 years is required.

Legacy: established to recognize individuals that have a substantial or prominent body of work related to the IHSADA and/or NIAAA, but have not/will not secure 65 years of service and membership for an extended period of time. The Legacy honor denotes distinguished service and contributions as an Athletic Administrator.

One day an expert in time management was speaking to a group of business students and, to drive home a point, used an illustration those students will never forget. As he stood in front of the group of high powered overachievers he said, "Okay, time for a quiz." Then he pulled out a one-gallon, wide mouth Mason jar and set it on the table in front of him.

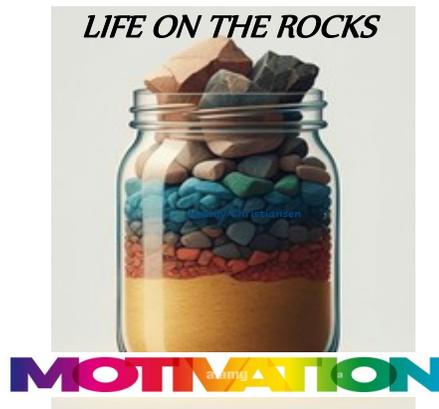
Then he produced about a dozen fist-sized rocks and carefully placed them, one at a time, into the jar. When the jar was filled to the top and no more rocks would fit inside, he asked, "Is this jar full?" Everyone in the class said, "Yes." Then he said, "Really?" He reached under the table and pulled out a bucket of gravel. Then he dumped some gravel in and shook the jar causing pieces of gravel to work themselves down into the space between the big rocks. Then he asked the group once more, "Is the jar full?" By this time the class was on to him. "Probably not" one of them answered. "Good!" he replied.

He reached under the table and brought out a bucket of sand. He started dumping the sand in the jar and it went into all of the spaces left between the rocks and the gravel. Once more he asked the question, "Is the jar full?"

"No!" the class shouted. Once again he said, "Good." Then he grabbed a pitcher of water and began to put it in until the jar was filled to the brim. Then he looked at the class and asked, "What is the point of this illustration?" One eager beaver raised his hand and said, "The point is, no matter how full your schedule is, if you try really hard you can always fit some more things in it!"

"No," the speaker replied, "that's not the point. The truth

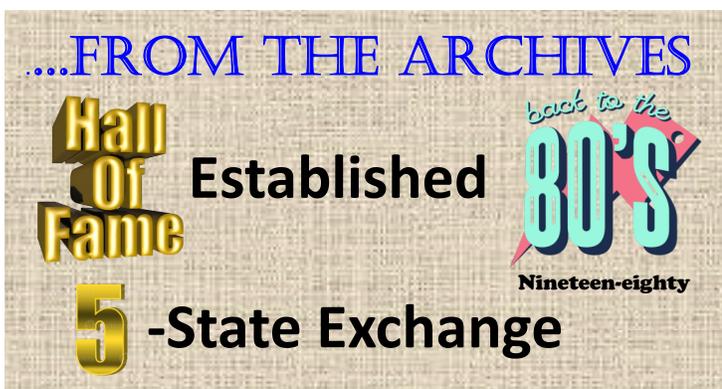
this illustration teaches us is: If you don't put the big rocks in first, you'll never get them in at all." What are the "big rocks" in your life? Your children...Your loved ones... Your education...Your dreams... A worthy cause...Teaching



or mentoring others...Doing things that you love...Time for yourself...Your health...Your significant other.

Remember to put these BIG ROCKS in first or you'll never get them in at all. If you sweat the little stuff (the gravel, the sand) then you'll fill your life with little things you worry about that don't really matter, and you'll never have the real quality time you need to spend on the big, important stuff (the big rocks). So, tonight, or in the morning, when you are reflecting on this short story, ask yourself this question:

What are the "big rocks" in my life? Then, put those in your jar first.



If there is a time when you're going to be angry, then you're going to be angry. And if you feel that way and let it go by, then you're being a phony. If I get angry, it's for a good reason, either for an action or as a reaction. The same applies when I'm happy.
JOHN MADDEN *NFL Coach & Sports Broadcaster*



LEADERSHIP SECRETS of Colin Powell

Perpetual optimism is a force multiplier.

The ripple effect of a leader's enthusiasm and optimism is awesome. So is the impact of cynicism and pessimism. Leaders who whine and blame engender those same behaviors among their colleagues. I am not talking about stoically accepting organizational stupidity and performance incompetence with a "what, me worry?" smile. I am talking about a gung ho attitude that says "we can achieve awesome goals, we can be the best." Spare me the grim litany of the "realist", give me the unrealistic aspirations of the optimist any day.



Annual Checklist for High School Athletic Directors

By Srimi

Seasonal Checklist

May - End of Academic Year Preparation

Fall Schedules: Submit schedules for fall sports to assignment secretaries.

Physicals: Arrange and announce dates for fall sports physicals; notify coaches and students.

Contracts & Budget: Confirm fall sports contracts, update participation lists, & submit next year's athletic budget.

Recognition & Awards: Plan year-end thank-you notes for media, staff, boosters, and coaches; organize spring sports award ceremonies.

June - July - Summer Maintenance and Preparations

Facility Checks: Inspect and repair athletic facilities (bleachers, restrooms, scoreboards, locker rooms).

Scheduling: Print fall sports schedules and update directory information for state associations.

Equipment Orders: Place orders for fall sports supplies and develop transportation schedules.

Admission Policies: Set protocols for ticketing, passes, and spectator admission.

August - Preseason Setup

Eligibility & Compliance: Verify athlete eligibility, complete necessary insurance and fee forms.

Team Preparation: Distribute rosters, arrange transportation, and schedule team photos.

Game-Day Staff: Arrange security, ticket takers, scoreboard operators, and concession staff.

Coaching Compliance: Ensure all coaches complete required training and attend preseason meetings.

September - Start of Fall Season

Community Engagement: Host meetings to set expectations for parent and fan behavior.

Winter Sports Prep: Schedule physicals and organize winter sports schedules.

Facility & Safety Checks: Conduct weekly checks for game readiness, officials, and transportation.

October - Mid-Fall Season Tasks

Scheduling: Arrange practice sessions, finalize gym and facility availability.

Winter Sports Contracts: Secure contracts for winter sports.

Equipment Readiness: Order equipment for spring sports and ensure winter sports facilities are prepared.

November - Transition to Winter Season

Eligibility Checks: Confirm winter sports eligibility; distribute rosters and schedules.

Winterizing Facilities: Prepare outdoor facilities for winter conditions.

Team Recognition: Plan senior recognition events for fall athletes.

December - Mid-Season and Holiday Planning

Tournament Schedules: Prepare team rosters and photos for tournaments.

Holiday Plans: Develop schedules for holiday practices and games.

Annual Conferences: Attend the National Athletic Directors Conference for professional development.

January - Winter Season Management

Eligibility Compliance: Confirm eligibility for second-semester athletes.

Tournament Planning: Submit winter sports tournament paperwork.

Staff Meetings: Hold regular updates and check-ins with staff and coaches.

February - Spring Preparation

Spring Physicals: Schedule spring sports physicals and assign locker rooms.

Parent Permissions: Collect necessary signatures for state regulations and insurance.

Pre-Season Setup: Finalize contracts, schedules, and scrimmages for spring sports.

March - Spring Season Setup

Facility Preparation: Ready outdoor facilities for spring sports; check fields and equipment.

Awards & Recognition: Organize winter sports awards; conduct season reviews with coaches.

Compliance Checks: Review and update all contracts and compliance requirements.

April - Final Spring Preparations

Tournament Schedules: Distribute schedules for spring tournaments.

Facility Maintenance: Perform weekly checks on games, officials, and transportation.

Budget Planning: Begin discussions for the upcoming athletic year.

Overall Preparedness Checklist

Coach Onboarding & Compliance

Verify background checks, compliance with athletic regulations, and gather emergency contacts. Confirm training for managing diversity and inclusion in sports.

Certification & Training for Coaches

Ensure completion of district and state certifications, including CPR and first aid. Track renewal dates for certifications to proactively schedule recertification as needed.

Athlete Eligibility Verification

Verify academic eligibility, attendance records, and state requirements for each athlete. Confirm that all transfer students meet district eligibility requirements.

Medical & Physical Clearance for Athletes

Collect physical examination forms, and document concussion/cardiac screenings. Implement a tracking system for re-checks on medical conditions that need monitoring.

Policy & Guidelines for Coaches, Parents, and Athletes

Update and communicate policies on substance use, conduct, and social media. Establish a process for handling policy violations and set clear consequences.

Parent & Community Engagement

Share preseason program guidelines, communicate behavior expectations, and organize mid-season feedback sessions. Host a pre-season parent orientation to go over expectations and answer questions.

Facility Maintenance & Game-Day Readiness

Preseason: Inspect and maintain fields, lighting, scoreboards, etc.
In-Season: Schedule routine cleaning and check emergency equipment.
Ensure backup equipment (e.g., extra nets, balls) is available for game days.

Equipment & Inventory Management

Track inventory, order sports equipment, and organize uniform collection. Perform a preseason equipment inspection to ensure all items are in good condition.

Emergency Protocols & Safety

Review on/off-campus crisis response plans and train staff in emergency protocols. Organize regular drills for coaches and staff on emergency response procedures.

Compliance & Reporting

Submit required forms, monitor Title IX compliance, and maintain audit records. Regularly review compliance records to address any potential issues before audits.

Communication & Digital Responsibility

Monitor approved communication channels and educate staff on secure use. Establish a guideline on appropriate times and topics for digital communication with students.

Awards, Recognition & Events

Set criteria and organize ceremonies for awards, exceptional sportsmanship, and leadership. Develop a nomination process for sportsmanship and leadership awards, allowing staff and peers to participate.

Athlete Wellness & Support Resources

Provide access to mental health services and implement return-to-play protocols for injuries. Establish regular mental health check-ins or surveys to assess athlete well-being.

Staff Professional Development

Schedule training in sports regulations, safety, and leadership. Encourage participation in workshops focused on diversity, equity, and inclusion in sports.

Seasonal Task Schedule

Organize preseason, in-season, and postseason activities, budget submissions, and reporting. Plan and communicate important deadlines for each season to coaches and staff.

Administrative & Reporting Responsibilities

Submit eligibility documents, team rosters, and end-of-year reports for compliance with state regulations. Compile an annual review report with key metrics, challenges, and future goals for the program.

The comprehensive checklist will help the directors of high school athletics manage a well-rounded, compliant, and enriching program in sports. The proactive approach of the directors balances the daily operations with seasonal demands while ensuring a quality experience for student-athletes as the school's athletic mission gets responsibly and effectively met.



sportsplus



District Directors & Officers

1. Directors shall serve as the representatives of their respective districts. They shall assist officers in conducting the business affairs of the association. Jointly, they shall be responsible for arranging the fall district meeting of their respective districts.
2. District Progression: [**after the IHSADA State Convention**] The office of District Secretary will assume official duties and shall be elected at the Fall District meeting. The current President shall assume the Junior Director position. The current Junior Director shall assume the Senior Director position.
 1. District Senior Director
 - a. Representative of District to IHSADA, IHSAA, AND IGHSAU.
 - b. Voting member for State/District A.D. of the Year and Hall of Fame Selections.
 - c. Makes sure the organization of the district fall meeting takes place.
 - d. Liaison between IHSADA Executive Board and District.
 - e. Appoints an A.D. to fulfill a vacancy that may occur in the district officers' positions.
 2. District Junior Director
 - a. Assist District President in arranging the Fall Meeting agenda
 - b. Representative of District to IHSADA, IHSAA, IGHSAU.
 - c. Assist District Senior Director.
 3. President
 - a. Coordinates the activities of the District.
 - b. Coordinates planning for and conducts the Fall District Meeting (sets date, secures site, plans program, secures speakers, secures sponsors, in- forms membership, etc.)
 - c. Responsible for counting ballots at Fall Meeting.
 4. Secretary
 - a. Elected at the start of Fall District Meeting.
 - b. Keep minutes of Fall District Meetings.
 - c. Distributes copies of minutes to the IHSADA Newsletter Editor.
 - d. Responsible for arranging registration at the fall meeting to include name tags and membership assistance to the junior director.
 5. Middle School Representative (New 2025-26)
 - a. Two year term.

IHSADA Awards Guidelines

OUTSTANDING SERVICE AWARD

- *Ten years of contributions to Iowa secondary school athletics.
- *Community Volunteer. May be active or retired.
- *Selected at November Board meeting.

ADMINISTRATOR OF THE YEAR AWARD

- *Ten years of contributions to Iowa secondary school athletics. May be active or retired.
- *Contributions must be performed outside the role/position of athletic director.
- *Selected at November Board meeting.

SPORTS MEDIA PERSON OF THE YEAR

- *Currently active in media/journalism.
- *Ten years of significant contributions in support of Iowa athletics.
- *Selected at November Board meeting.

SPORTS MEDICINE PERSON OF THE YEAR

- *Currently active.
- *Ten years of significant contributions in support of athletics in their community or State.
- *Selected at November Board meeting.

ADMINISTRATIVE ASSISTANT AWARD

- *Nominated by IHSADA member.
- *Denote years of service and achievements to school programs.
- *Nominations due October 20.
- *Selected at November Board meeting.

ATHLETIC DIRECTOR EMERITUS

- Service:** Years as active AD + years of IHSADA membership must = 65.
- Legacy:** Directed toward AD's that have done a lot for the IHSADA and/or NIAAA but have not or will not secure the 65 years of service + membership for a number of years. Criteria is derived from one's body of work inclusive in IHSADA history.
- *Association membership may be accepted from other states.
 - *Awarded plaque, pin and mug.
 - *Emeritus awards may be presented posthumously

ADMINISTRATIVE ASSISTANT EMERITA

- *Minimum 25 years as athletic administrative assistant.
- *Includes active and/or retired Athletic Administrative Assistants.
- *Awarded plaque, pin and certificate.

IHSADA STUDENT SCHOLARSHIP

- *Five (5) District scholarships. Male and female. Ten (10) total.
- *One (1) State winner. Male and female. Two (2) total.
- *District Directors will select their choices before the February Executive Board meeting.
- ***Nominations must pertain to the district where school is located.**

LENGTH OF SERVICE AWARD

- *AD's must be an IHSADA member.
- *Certificate: 5 and 10 years. Plaque: 15-30+ years.
- *Includes active AD's and Athletic Administrative Assistants

ATHLETIC DIRECTOR OF THE YEAR

- *Ten (10) years minimum as a **State** High School and/or Middle School –Junior High Athletic/Activities Director. Five (5) years as a **District** AD of the Year candidate.
- *Award winners must be members.
- ***Nominations must pertain to the district where school is located.**
- *Special contribution and accomplishments toward secondary athletics/activities in Iowa or the Nation.
- *High School AD will be awarded AD of the Year ring.
- *Selected at November Board meeting.

NOTE: *District officers select candidate prior to fall meeting and announce at that meeting.

HALL OF FAME

- *Ten (10) years minimum as a High School and/or Middle School- Junior High Athletic/Activities Director
- *Active/Past membership in the Iowa High School Athletic Directors Association.
- *Eligible after retirement, based on IHSADA contributions.
- *Plaque presented at state convention.
- *Hall of Fame awards can be presented posthumously.
- *Selected at November Board meeting.

PRESIDENT'S RING

- *Ring issued to incoming President.

PRESIDENT'S DISTINGUISHED SERVICE

- *Award (optional) determined by the current President to selected recipient(s). This award needs no approval from the Executive Board.

BEVERLIN PLAQUE

- Ken Beverlin of Boone served from 1988-89 as the Association's 20th President. Ken was killed in an automobile accident en route to conduct an officers meeting.
- *The Beverlin Plaque is given to the IHSADA outgoing President.

BOB WHITE AWARD

- Bob White was one of the founders of the Iowa High School Athletic Directors Association serving as the first President of the IHSADA from 1968-1970. Bob was the 1979 Iowa High School Director of the Year and a 1988 IHSADA Hall of Fame inductee. He served in an advisory capacity to the Executive Board and on the Awards Committee through retirement.
- *The Bob White Award is given to an individual nominated by the membership and approved by the Executive Board. This award exemplifies the qualities of character and leadership displaying dedicated service to Iowa students and an exceptional commitment to the Iowa High School Athletic Directors Association.

NIAAA STATE AWARD OF MERIT

- *Member of NIAAA the past two (2) years.
- *Strong leadership role in State and National organizations.
- *Service to school and profession.
- *Long term contributor to Athletic Administration.
- *Award presented at State Convention.



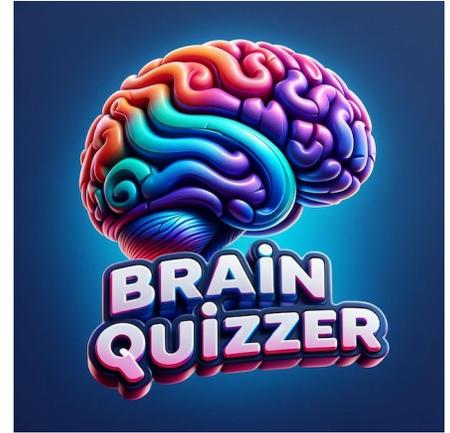
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**Name the Past
President with
the longest
name?**

ANSWER ON PAGE 5

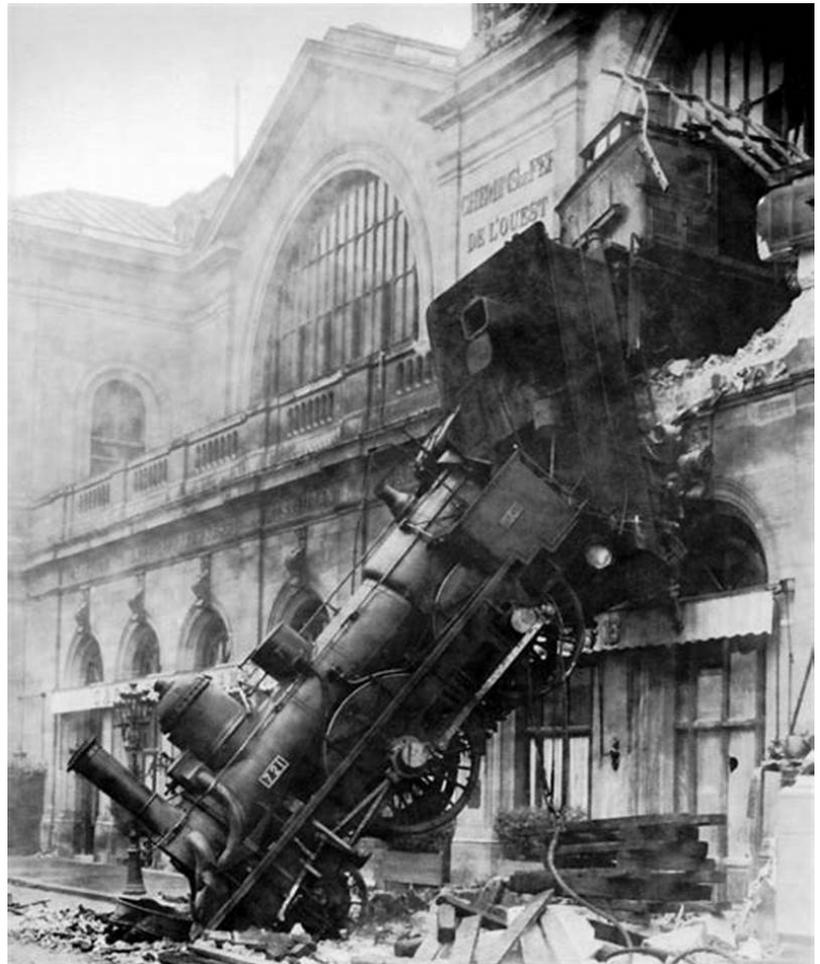


A Lighter Side

THE JOB

I'm not allowed to run the train
The whistle I can't blow
I'm not the one who designates
How far the train can go
I'm not allowed to blow the steam
Or even ring the bell
But let the damn thing
jump the track
And see who catches hell.

Author Unknown



Executive Board and District Directors Meeting

September 17, 2025 @ IHSAA

I. Meeting called to order at 10:28

Attendance: Schultz,

Schieffer, Eichhorn, Brunsting, J. Anderson, H. Anderson, Stenberg, Deam, Schroeder, Crawford, Huff, Moses, Lipovac, Ulses, Conaway, Tobey, Esslinger, Wollum, Naugle, Lord, Truitt, Weis, Boock, Linde, Garvis, LaGrone, Bissen, Clark, Cook, Moe

II. IHSAA

A. Legislative

1. House File 783:Conference realignment: former mediation process-mediation team meets with schools, reach an agreement all good; no agreement-recommend to the Dept of Ed; Districts continued to get denied, so house file was introduced; File says Board of Control makes the decision; IGHSAA and IHSAA develops the committee and then are out of the process; rules back to public comment after October meeting; send comments to Tom in October; more than likely will be on the agenda in January;
2. House File 189: Grades 9-12 Participate in district of residence if private school does not have a program; Interscholastic Athletics is 9-12 in accordance to the IBoEE; does not apply to JH or out of

B. Not looking at 5 classes in basketball now; contract signed with Hilton; number of programs are decreasing

C. Streaming situation resolved-media rights

D. .25 on coops: fewer cases of schools moving up, so coops are more agreeable

E. Rep council was in last Thursday

F. Agreement with TPG-fundraising people

III. Secretary Report July 18, 2025 Exec Board Mtg Minutes

A. Motion by Bissen, Second by Linde, motion carried

B. Google Folder

IV. Treasurer Report

A. Treasurer's Report

B. Schwabb at 40k

C. 265 membership as of today

D. Convention registration 189

E. Dual membership

F. Registration was added late for the convention

G. Retired

H. Motion Weis, second by Boock, motion carried

V. President Report

A. IGHSAA

1. Room is being renovated

2. Meeting moved to Ankeny

3. Overnights

a) Nov. 18 only

b) Jan. will be an overnight

B. Second VP candidates: Josh Tobey, Taylor Chapman, Dustin Smith-someone contact, Adam McDonnell

C. District Directors-go with Student Advisory Committee

VI. Executive Director Report

A. Strategic Plan

1. Collect perspectives
2. Present at next meeting
3. Start compilation on this
4. Board voted for approval
5. Ratify at the convention
6. Complete by Feb. 25

B. Dist Dir-2 need to get agendas in

C. Reps need to be in

D. All-In

1. Harley offered to take this on
2. Keep for motivation of membership
3. Conference liaisons confirmed
4. Digital banner for those conferences

E. Conference liaisons recognized at meeting

F. District Meeting discussed

1. Garvis powerpoint
2. Deam will be present at District meetings except SW meeting

VII. Ist Vice President Report

A. Reps updated

B. New AD wkshp was a success

C. Valley worked for location

VIII. Welfare Report

A. Welfare

1. 3 condolences cards sent
2. Get well cards sent
3. Ulses open heart surgery

B. Newsletter

1. District notes
2. Quarterly

IX. ILC Report- Moses

A. 10 people on committee

B. 1 in person meeting; 10 virtual meetings

C. Gerlich and Keating have sat in on meeting

D. Be intention by promoting people on ILC committees

E. Have ADs be part of career fairs

F. Connect with other states to see what ADs are doing in other states

G. Connect with multicultural participation in activities

X. Eval Approval Training

- A. Nov 20 and 21
- B. West DM Valley and IGHSAU
- C. Evaluator Approval I Schedule
- D. Evaluator Approval I Syllabus
- E. \$250 fee
- F. 11 enrolled
- G. 62 have completed the training

XI. Mentor Leadership

- A. Have mentor/mentee time
- B. New AD Workshop II: November 10th
- C. New AD Workshop II Schedule
- D. New AD Workshop II Logistics
- E. AD Toolbox
- F. NIAAA Mentorship meeting: shared docs used at this meeting from the AD Toolbox
- G. 52 mentees, 7 mentors

XII. Historian Report

- A. District ADoY-need to meet and select a rep
- B. How to video for senior directors - winners need to complete this application
- C. Volunteer Awards: media, volunteer, medical, admin
- D. Emeritus-65 years or more; Legacy Award-embodiment of work
 - 1. Steve Duncan
 - 2. Marv Riland
 - 3. Dallas Kray
 - 4. Harley Schieffer
 - 5. Tom Lipovac
- E. Emerita
- F. Administrative Assistants
- G. AD Retired: Add to Hall of Fame Nomination list
- H. Map of what schools belong to what districts-award people need to be in your district
- I. NIAAA Awards-Schultz will meet with Garvis

XIII. Business Report

- A. 150 golfers
- B. Sponsorship up
- C. Close to 9k brought in
- D. August 4th, 2026
- E. Vending Hall for convention
 - 1. Positive response to change for convention last year
 - 2. Start earlier

3. Sunday-expand vending sessions
4. Survey to see what hot topics are to be covered at convention

- F. Donation made to Team Fink
- G. Cornhole Tourney addition
- H. Dualing pianos brought up
- I. Bill Phillips passed away-53 year participant of State Convention

XIV. LTC

- A. Additional instructors welcome
- B. National instructors also needed
- C. 502, 503, 616, 638, 704, 716, 790
- D. Draft created
- E. Want to move to to 600 and 700 level classes at convention after this
- F. Create cohorts for 500 series classes
- G. CAA cohort and incentives

XV. Social Media

- A. Look at options for website
- B. Update pics on website
- C. Get name of Dist ADoY to Boock so he can get information out to District admin and social media
- D. Expand beyond X? Include Instagram?

XVI. Student Scholarships

- A. District specific
- B. Coming in next couple weeks
- C. Names on Scholarships: All names staying the same on the awards

XVII. 5 State Exchange

- A. Wisconsin is host
- B. Moe, Eichhorn Clark attend
- C. Meet with Section 4

XVIII. Section 4 Update

- A. Harley recognized
- B. Cooke attended
- C. Discussions on what to expect at the convention
- D. Professional Dev Academy

XIX. National Initiative

- A. National- St. Judes Children's Research Hospital
- B. Iowa- Team Fink

XX. NIAAA

- A. Phil Rison, the Executive Director of the NIAAA is in his 4th year
- B. Iowa will be applying for the NIAAA Outreach Grant with \$1,000 in 2025-26- Garvis will put in the application for this

- C. NIAAA added space to the current office-Indianapolis

XXI. District Meetings

- A. Speakers established
- B. Vendors and meal-thanks for doing this
- C. New rotation from MS reps
- D. Add time for mentors and mentees to meet
- E. District Mtg Notes-Schultz sent to secretaries
- F. Presiders and recorders
- G. ADs and Admin asst lists in folders

XXII. IGHSAU

- A. Softball
 - 1. two pods; double elimination
 - 2. Fort Dodge
 - 3. Same class-same field for whole tourney
- B. State wrestling schedule will rotate
 - Finals-2 mats of finals

XXIII. State Convention

- A. Themes-deciding bet two different ones
- B. Extra learning sessions-AI
- C. Iowa's AD back to do the welcome
- D. keynote-Jake VonSherer-Florida
- E. Emer Action Plans
- F. SAC's will present
- G. Inclusive Leadership
- H. Popcorn sessions- many have been determined
- I. Value of the AD
- J. Keynote: Phil Risen- NIAAA
- K. IPERS session-Gary Fickle from Iowa City is contact
- L. HoF-start videos while we are eating
- M. Vending hall-11 on Sat
- N. 1130-new attendees to vending hall
- O. Sunday
 - 1. Eliminate General 4 Session Luncheon
 - 2. Schultz meet with Clark
 - 3. Ice Cream Social-combine with IGHSAU and IHSAA sessions
 - 4. Talk to hotel staff about association sessions and rooms
- P. Hotel reservations already available
- Q. Thursday meeting at Hyatt for directors and board
- R. Hyatt going up slightly to 135- Hyatt Regency Link: Hotel Reservations

S. Badges

1. QR Code
2. Print them at the booth
3. Tickets for prizes

T. Gift: Moe working with Trophies Plus-pint glass with logo

U. Convention Responsibilities: Convention Responsibilities-District Directors

V. Voting-app issue fixed; needs to be sent to all ADs

XXIV. National Convention

A. Tampa

B. Delegate Assembly

C. 2025 IHSADA Scholarships

1. Eric Miller- Dubuque Hempstead
2. Cody Eichmeier- Dike-New Hartford
3. Tim Moses- Waterloo East 2025
4. IGHSAU will sponsor one female ADs to attend.
 - a) Amber Taeger- Danville
 - b) Dana Sullivan- Charles City

D. State Raffle - Zach Clark, Matt Eichorn

E. State Party already planned

XXV. Apparel link is pushed out on social media; Garvis will email this out: <https://ihsada256.itemorder.com/shop/sale/>

XXVI. District meetings

XXVII. Next meeting: in Ankeny

XXVIII. Meeting adjourned at 12:47

Motion by Deam, Second by Linde, motion carried