

IOWA ACTIVITIES DIRECTOR



MENTOR LEADERSHIP PROGRAM

New AD Workshop I

MENTOR LEADERSHIP PROGRAM COORDINATORS

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MENTOR LEADERSHIP PROGRAM OVERVIEW

The Iowa Activities Director Mentor Leadership Program is an IHSADA-IGHSAU-IHSAA cooperative initiative connecting experienced, retired IHSADA Activities Directors with new Activities Directors assisting with the transition, development, and growth in the role of athletic administration.

"Engage, educate, equip, encourage, empower, energize, and elevate. Those are the methods for maximizing the potential of any individual, team, organization, or institution for ultimate success and significance. Those are the methods of a mentor leader. Remember that mentor leadership is all about serving."

Tony Dungy



MENTOR LEADERSHIP PROGRAM OBJECTIVES

- To foster relationships assisting in the development of new Activities Directors.
- To provide a support system for the new Activities Director.
- To ease the transition of new Activities Directors offering professional experience and advice.
- To provide a base of knowledge, information, professional materials, strategies, and systems for the new Activities Director.
- To develop increased longevity and effectiveness within the activities administration profession.

"Find Your Circle."

IOWA ACTIVITIES DIRECTOR MENTOR LEADERSHIP

Suggest, Support, Strategies, Systems

- Communication: Email, Phone, Monthly Virtual Meeting, Site Visits, Game Day
- Resources
 - Knowledge, Experiences, Wisdom, Challenges, Opportunities, Successes
 - IHSADA-IGHSAU-IHSAA New AD Workshop I (August)
 - IHSADA Fall District Meetings (October)
 - IHSADA-IGHSAU-IHSAA New AD Workshop II (November)
 - [IHSADA Evaluator Training](#) (November)
 - IHSADA Spring State Convention (March)
 - NIAAA LTI Classes
 - [IHSADA AD Toolbox](#)



IOWA ACTIVITIES DIRECTOR MENTOR LEADERSHIP PROGRAM



PROVIDING SUPPORT FOR OUR IOWA ADS

OBJECTIVES

- To foster relationships assisting in the development of new ADs.
- To provide a support system for the new AD.
- To ease the transition of the new AD.
- To provide a base of knowledge and professional development materials.
- To increase longevity and effectiveness.

MISSION

The Iowa Athletic Director Mentor Leadership Program is committed to preserving, enhancing, and promoting education based athletics through the professional development of interscholastic athletic administrators.

RESPONSIBILITIES

MENTOR

Building strong relationships through consistent communication, support, and guidance.

MENTEE

Foster relationships through communication, feedback, and goal-focused discussions.

- Personnel Management, Coaching Conversations, Program Review, & Staff Development
- Systems Development, Implementation, & Review, Scheduling & Facilities Coordination
- Game Day Operations & Logistics, Meet Operations, & Event Management
- Professional & Community Relations, Professional Development

- Activities Media Information, Marketing, Promotions, & Awards Recognition
- Student Eligibility Clearinghouse Policies, Procedures, & Forms
- Student Leadership, Engagement, Program Development & Expansion
- IGHSAA & IHSAA Regulations, IHSADA Membership, Opportunities, & Toolbox



REGISTER NOW

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CONTACT US

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IHSADA AD MENTORING

MENTOR LEADERSHIP PROGRAM HISTORY

- IHSADA Mentor Leadership Program (2020-2024) utilized current and former Activities Directors as 1-1 Mentors for new Activities Directors.
- February 2024, IHSAA Executive Director Tom Keating proposed a Mentor Leadership Program IHSADA-IGHSAU-IHSAA partnership initiative to provide a support system for new Activities Director.
- Mentor Leadership Committee: Tom Keating, Erin Gerlich, Todd Tharp, Gary Ross, Harley Schieffer, Brent Buttjer, & Tom Lipovac
- June 2024, Iowa Activities Director Mentor Leadership Program launched.

MENTOR LEADERSHIP COMMITTEE

Gary Ross: IGHSAU Associate Director

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MENTOR LEADERSHIP PROGRAM PROCESS

Develop a group of IHSADA Activities Director retirees hired part-time for a stipend. Each Mentor will be assigned from 5 to 10 New Athletic/Activities Directors/Mentees.

- Mentor selection and approval by the IHSADA, IGHS AU, & IHSAA.
- Assignments/cohorts will be based on IHSADA Districts (NW, Central, NE, SW, SE)
- Each Mentor will be assigned a cohort of new ADs to work with during the school year.
- The cohort will change annually while the Mentor will remain a resource for new Activities Directors as they grow in the profession.
- Mentors will connect with their cohort in July with additional contacts throughout the year.
- Mentors will also connect with the Mentee School Administration.
- Surveys will provide for program review and continuous growth and development of the program.

NEW AD SURVEY 2025

- *"The value of having great colleagues that supported me and helped me when needed."*
- *"No matter what you do to help your programs, it isn't enough."*
- *"Work with people you can trust, count on, and care about kids."*
- *"Tough conversations are at times needed. Make people take responsibility."*
- *"Know who you are as a person and what your philosophy is regarding sports so you always have a consistent basis for your decision-making."*
- *"All of them! Over Communicate! Overplan. Don't sweat online criticisms and don't offer online criticisms. I could write a book."*
- *"Keep reaching out."*
- *"A resource I could turn to if needed and not something that was constantly pushed on me. It gave me a chance to dive in and learn with the understanding that if I need someone they are there."*



IOWA ACTIVITIES DIRECTORS MENTOR LEADERSHIP TEAM 2025-2026

Jim Boehmer

Roger Wright

Jeff Cook

Merle Olberding

Judge Johnston

Dave Wiebers

Randy McDonald

IOWA ACTIVITIES DIRECTORS MENTOR-MENTEE MEETING

- **Suggest, Support, Strategies, & Systems connecting with the new Activities Director.**
 - Introductions
 - Mentor Responsibilities & Mentee Responsibilities
 - “What is your why?”
 - “What’s on your mind?”
 - “How can I help?”

“One person in pursuit of excellence raises the standards of everyone around them and as they strive for greatness they bring out the greatness in others. Be that one person today.” Jon Gordon