

# **“SHARING SOLUTIONS – TOGETHER TOWARDS TOMORROW”**

**Monday, March 11, 2019**

**3:00-7:00 PM**

## **LTC 508 Athletic Administration: Legal Issues III**

Topic: Constitutional Law, Disabilities Law, Employment Law & Labor Law

Instructor: Bill Bruno and Sean Dowling

LTC 508 Athletic Administration: Legal Issues III – (Hazing, Constitutional Law, Disabilities Law, Employment Law & Labor Law) This course provides in-depth coverage of the legal standards governing hazing in interscholastic athletics programs and strategies for developing, implementing, and documenting an effective anti-hazing policy, along with extensive coverage of the constitutional rights of student-athletes that must be respected by schools when sanctioning athletes for misconduct, the impact of federal disabilities legislation on school sports programs, and the employment and labor law issues related to the administration of interscholastic athletics programs, in particular the minimum wage and overtime requirements of the federal Fair Labor Standards Act. Required for: CMAA Certification [REVISED 2016]

**3:00-7:00 PM**

## **LTC 608 Athletic Administration**

Topic: Management Strategies and Organization Techniques

Instructor: Bill DePonte and Bob Rossi

LTC 608 Athletic Administration: Management Strategies and Organization Techniques This course is designed to inform athletic administrators how to more effectively organize and manage their time, apply time management principles, be more productive and have balance to life. Instruction will focus on 12 key components and strategies, including proven techniques and tips to teach participants how to: set goals and priorities, plan for results, organize for success, process paperwork, delegate effectively, eliminate time wasters, enhance decision-making, make meetings productive, conquer procrastination, utilize technology, communicate effectively and reduce stress. [REVISED 2018]

**11:00-11:45 AM**

## **CAA Test Review**

Presenter: Sean Dowling, NIAAA Cert. Asst. Chair and Assistant Certification Chairperson for the DAANJ will meet to review and prepare candidates for the NIAAA CAA exam. He will conduct a session during which questions can be asked, and he will provide a template of the areas of concentration prior to sitting for the exam.

## **Tuesday, March 12, 2019**

### **11:00 – 11:45 AM    Adjusting to the Life as an Athletic Administrator**

Presenter: Derek Sellers, Lindenwold, AD  
Chris Penna, Montgomery, AD

Derryk Sellers and Chris Penna will provide two different perspectives of adjusting to the life of a High School Athletic Director. They will be discussing some of the fundamental aspects of the job such as: leadership styles, developing your athletic programs, organizational tools, learning how to effectively communicate with various stakeholders, how to balance your personal and professional lives and other key topics that all Athletic Directors can learn from. This session will provide the opportunity to discuss key elements of the role of the Athletic Director as well as share common (sometime humorous) experiences that all AD's may encounter.

### **11:00 – 11:45 AM    Topic: Student Athlete Leadership Teams**

Presenter: Ryan Miller, Scotch Plains – Fanwood, AD

This session will reflect upon the creation of a Student Athlete Leadership Team to help promote community service, multi-sport athletes, and leadership amongst High School Athletes. Also, the session will provide clear paths to the creation of a team that enables and Athletic Director to create a program that can eventually run itself.

### **11:00 – 11:45 AM    Topic: The Community Approach:**

#### **A New Game Plan for High School Sports Parents and Student-Athletes**

Presenter: Brandon Whiting

PCA partners with hundreds of high schools across the country, and we've found that many athletic programs face the same core challenges. The problem... the high school sports experience is typically the end of a journey, not the beginning of one. By the time kids reach their freshman year, they've already been influenced by dozens of coaches. These early childhood experiences have a lasting impact, and often shape their overall approach to learning, processing mistakes, and taking an active leadership role on teams. Additionally, parents have grown accustomed to navigating a youth sports environment that places disproportionate emphasis on talent, winning, and comparing oneself to others – ideas that are contrary to the values of interscholastic sports. And, perhaps most concerning, many kids opt out of sports in their early teen years due to unsubstantiated self, parental, and coach-imposed pressures. This limits the number of athletes who continue on to participate in high school athletics, leaving some to miss out on valuable life-skills acquired in a positive sports culture.

PCA promotes the creation of a "Development Zone" – a culture where leaders, coaches, parents, and athletes are all on the same page and working towards an environment in which athletes can consistently perform at their highest levels, enjoy their sports experience, and learn valuable life lessons. This concept is important for individual organizations and schools, and has additional advantages at the community level.

Gone are the times when schools directly facilitate youth sports programming. However, it is advantageous for them to become more involved, and to collaborate towards a unified vision for athletics in their communities. Because many youth sports organizations rely on school district facilities, and high school coaches are seen as respected experts in their sports, high schools are in a unique position of leadership for this type of initiative. Come explore ways to gain healthier communication with parents, promote better student-athlete leadership development, and create increased interest in athletic participation at your high school by exploring a whole community approach.

**12:00-12:50 PM**      **Topic: Coaching your Coaches**  
Presenter: Dr. Ted D'Alessio, Retired AD

Are Coaches born, or are they made? While some individuals possess the characteristics to be an effective and productive coach, many experts in the field now believe that coaching is a learned skill. It is widely accepted that the coaching world is more complicated today than it was even 10 years ago. See how the NFHS Coaches Education Program can serve Athletic Directors and coaches so they can provide a safer and more rewarding athletic experience for all stake holders

**12:00-12:50 PM**      **Topic: Can We Talk About What's Wrong with the School/Booster Relationship?**  
Presenter: Sandra Englund, CEO, Renosi, Inc

The late Joan Rivers was known for being brutally honest, and for the catchphrase, *Can we talk?* In this workshop, Sandy gets honest about the turbulent relationship that sometimes occurs between schools and booster clubs, and she'll entertain all attendees with her detailed horror stories of where it has all gone wrong. Sandy's not afraid to get real about what's wrong in the school-booster club relationship and will discuss ways to mend this broken bond. Attendees will leave with a clearer understanding of how the school and booster club can work together toward a mutual benefit.

**12:00-12:50 PM**      **Topic: "Solutions & Sports"- HIB Workshop**  
Presenter: Mary-Jo Eppright, Sterling HS, HIB Specialist

A blend of clinical and collaborative approaches to address "student-athlete" conflict. Identify the differences between Conflict and HIB, while examining the path to prevent and handle HIB between schools and internally, within schools. Overview of HIB definition and HIB timeline procedures for Athletic Directors, Coaches, and Anti-Bullying Specialists. Let's use our strengths and build strong resolution teams which promote positive outcomes.

**1:00-1:50 PM**      **Topic: Understanding NJSIAA Heat Guidelines**  
Presenter: John Gallucci, JAG Physical Therapy

- Heat illness
- Wet bulb
- Cold tubs
- Importance of emergency action plan

The DAANJ is pleased to have John Gallucci from JAG Physical Therapy pay a return visit to the 2017 Workshop. Always informative the dynamic President and CEO of JAG is in demand for his expertise in injury prevention, rehabilitation, sports medicine and athletic conditioning. He has appeared often on radio and television, including ESPN's award winning show "Outside the Lines", NJ News 12, WFAN, PIX 11, Fox 5 News, MSG Varsity and is a popular public speaker. This presentation will focus on risk management, case studies of issues taking place nationwide in high school athletic departments and review the athletic director's health care team. Through his leadership, JAG Physical Therapy has received many accolades from the health industry and business community in general. John has made a major impact in his fields throughout the New York/New Jersey area, and holds a national presence in the sports medicine community. Check out their website at [www.jagpt.com](http://www.jagpt.com)

**1:00-1:50 PM**            **Topic: “Disciplining of Student/Athletes”**  
Presenter: Mike Gatley, Mainland Reg HS, AD

Discussion will include, but not be limited to; Philosophy/Expectation, (In school and Out of School), First time discipline, Habitual offenders – patterns of behavior, Social media, Parent meetings, Behavior contracts, Solicitors, Attorneys.

**1:00-1:50PM**            **Topic: PLYOGA FITNESS**  
Presenter: Stephanie Lauren

PLYOGA® is a 4-part high intensity interval system using accelerated and fundamental Yoga as a fluent and active recovery for Plyometric movements. Come learn about a FUNctional FITNESS format that is sweeping schools across America! \*YOUR BODY IS POWER®!\*

No Equipment to use in this smart functional fitness format

\*Terrific and modified for all ages

\*Creating a movement friendly environment for all levels

\*Utilizing a science based format that works evenly in all fitness planes

\*ESSA (Every Student Succeeds Act) and many other PE bodies are suggesting the **Functional Fitness** physical education class. It helps create a relationship with health for each student. Most active children do not grow old and play sports. If they understand fitness and wellness, an active child can grow older and be in touch with activity.

**2:00-2:50 PM**            **Topic: Financial Planning**  
Presenter: John DeLiso, AXA Equitable

John DeLiso has been a presenter and longtime friend of the DAANJ for over 15 years. The focus of his presentation will be on the following question: have you made a plan regarding your financial future regardless of your age, or proximity to retirement? John began his career with AXA-Equitable in 1975 as a Pension Specialist in the Northeast Region. He joined the Agency Force in Edison, NJ in August of 1979 to become a Sales Associate. John quickly became one of the leading producers in the agency and attained his first NLC in four months. John is among the Company’s top producers. He has over \$300 million in annuity assets under management and has been a member of the AXA Equitable Hall of Fame since 1988. He is a PPG agent, which ranks him among the top financial associates with the Company.

**2:00-2:50 PM**            **Topic: School Law Updates for Athletics**  
Presenters: Lester E Taylor, Esq.

“School Law Update for Athletics Professionals”. The content may change between now and then, but an overview of topics may include the new mandatory recess bill for elementary schools slated to go into effect for the 2019-2020 school year; pass the trash legislation and its applicability to vendors, ie. coaches, referees, etc.; Title XI; student/athlete disciplinary issues.

**2:00-2:50 PM**            **Topic: Interscholastic Unified Sports Roundtable**  
Presenters: Bill DePonte, Dir of Program Development  
Kalee Iacoangeli  
Susan Colacello

Round Table discussion on the Unified Sports Program established in New Jersey for Students with Special Needs. The discussion will be led by the panel and geared to what new incentives and programs school districts are promoting within their communities.

**3:45-4:45 PM**      **ROUND TABLE #1**  
Topic: “Guess what happened to me today”  
Presenter: Dave Ryden, Marlboro, AD

Athletic Administrators will have group discussions to talk about different scenarios that have occurred and how they worked through them to a solution. The other Athletic Administrators will give feedback on how they might have handled the situation better, or differently. The presentation will be more group discussions.

**6:25-6:45 PM**      **Welcome & Introductions:**  
Denis Nelson - DAANJ President  
Volunteer Awards  
CAA, CMAA Certifications – Sean Dowling Madison, AD  
Years of Service NIAAA – Bob Hopek DAANJ, Executive Director

**6:45-8:00 PM**      **Guest Speaker – Mr. Vince Papale**  
Introduction: Dave Ryden, Marlboro, AD

### **Wednesday, March 13, 2019**

**9:00-10:30 AM**      **Topic: “How to improve parent behavior at your events”**  
Presenter: Darryl Nance, CMAA. Greenville County School

I have a short Power Point - about 12 slides – that I use and a couple of handouts that I bring for the attendees. Essentially, I discuss the 3 parent types that attend games – Supportive – Demanding – Crazy – and how to communicate through various methods and reach a place where all can agree to support the student athlete. I talk about signage, methods of “cool down,” recommended courses, and role play as ways to assist with improving parent behavior.

**10:40 -12:30 PM**      **Topic: News You Can Use – NJSIAA Report & Updates**  
Presenters:– Larry White, Executive Director  
Colleen Maguire – Director of Finances  
Steve Goodell – NJSIAA Attorney  
NJSIAA Assistant Directors – Kim DeGraw-Cole,  
Jack DuBois, Tony Maselli, Mike Zopicchi, Bill Bruno, Al Stumpf

Larry White-Executive Director, Colleen Maguire-Director of Finances, Steve Goodell-Legal Counsel and Associate Directors Kim Cole, Jack DuBois, Mike Zopicchi, Bill Bruno, Al Stumpf and Tony Maselli will all present during this two hour and ten minute session, the latest updates to their individual responsibilities with the state interscholastic athletic association.

**12:00-4:00 PM LTC 723 Athletic Administration**

Topic: Administration of Professional Growth Programs for Interscholastic Athletic Personnel

Instructor: Sharon Hughes and Dave Suiter

: Since enactment of Title IX of the Education Amendments of 1972, the number of high school sports programs has increased exponentially. This pattern of growth has created an ever-increasing demand for trained coaches at all levels of high school and middle school competition. While the term “trained” may be defined variously, legal definitions, court cases and professional standards of care have clearly identified various competencies and performance expectations for coaches. In courts, these standards have placed increased responsibilities on athletic directors. First, is an obligation to carefully screen candidates for coaching positions during the hiring process. Second, is the responsibility to provide in-service training opportunities to ensure that all coaches are prepared for their work with children of variable skill and maturity levels. [REVISED 2010]

**1:00-2:00 PM ROUND TABLE #2**

Topic: “Hot Topics of 2018” How did you handle?

Presenter: Bill Librera, Chatham, AD

This session will provide a forum for Athletic Directors from all over the state to gather and discuss in small group settings the many and varied issues that they face on a daily, seasonal, annual and recurring basis and share solutions and best practices regarding but not limited to the following topics:

Handling and implementing new initiatives (wet-bulb, immersion tubs, contact logs, pitching counts etc)  
Participation numbers--keeping sub-varsity (especially girls) vibrant and meaningful, sustaining programs with low interest, and how to handle new sport initiatives  
Navigating transportation issues and lack of buses  
Finding/keeping/hiring quality coaches  
Balancing work expectations and time commitment

**2:05-3:00 PM Topic: Great Leaders Aren't Born, They're Made**

Presenter: Vito Chiaravalloti, CBA AD

Don't elect captains, create leaders. In this presentation, you will learn how to build a leadership program within your athletic department by arming your captains and team leaders with the tools they need to be successful.

**2:05-3:00 PM Topic: R-School Today**

Presenter: Scott Rosenberg

rSchool will present a workshop on athletic scheduling along with Scott Rosenberg Athletic Director at Kinnelon High School. Scott will review and high light changes for this school year and share “What’s New” coming from rSchool.

**2:05-3:00PM**            **Topic: Case Studies in Sports Psychology**  
Presenter: Gregory Chertok

This presentation is designed to encourage the process of collaboration, networking and peer consulting among athletic directors. Two cases – one individual athlete, one HS-level group or team – will be presented in a workshop format to facilitate a guided dialogue in terms of case conceptualization, challenges, intervention design, and results. Attendees will have the opportunity to discuss their own conceptualization and possible intervention strategies for each case presented

**3:05-4:05 PM**            **ROUND TABLE #3**  
Topic: Sharing Solutions – “Seasoned AD” vs “New AD”  
Presenter: Ron Becker, Williamstown, AD

Ron Becker will lead a panel of Athletic Directors ranging from Retired to New. Topics to be discussed will include, but not be limited to; “How to attract new young coaches”, “Life as an AD in Year 1 compared to Year 2”, “How to manage the demands of the job vs Family Life”, “How to create a schedule the benefits the entire program”, “Balancing two jobs, one for your school and one for the conference you’re part of”. There are many talented colleagues in the field of athletic administration in New Jersey to learn from and this session should provide all in attendance with at least one take away they can use in their school district, athletic conference and personal life.

**4:15-5:05 PM**            **Topic: Let your alumni be your voice..... Tell your Story**  
Presenter: John Germano, Barnegat, AD

Empowering and energizing your alumni to continue a culture that you want to cultivate. No one can send a louder more sincere message about your school and programs than the ones who have lived it.

**4:15-5:05 PM**            **Topic: Meeting expectations for sports field quality**  
Presenter: Jim Iannetti

Managing highly trafficked sports fields is very different compared to general school lawns and grounds-and expectations from players, coaches, parents and athletic directors for playing surface quality are often very high. Trained sports fields and grounds managers among the key ingredients in providing quality sports field surfaces. The presentation will explore the role sports field and grounds managers play in maintaining high quality, safe playing fields and the often time sensitive decisions and practices required to manage and improve the surfaces in which athletes play.

**4:15-5:05 PM**            **Topic: It's All About the Journey....Not the Medal**  
Presenter: Mr. Michael Wasko, Superintendent, Hanover Twp SD

Mike Wasko, Olympian and Educator, will share his personal journey on how he rose above doubts and skepticism from family, friends, and coaches in beating the odds to follow his dream of becoming an Olympian.

**5:10-6:10 PM**

**Topic: Transgender Athletics**

Presenter: Robyn Gigl, Attorney

Under the NJ Law against discrimination and the NJSIAA guidelines, transgender high school athletes are permitted to participate in Interscholastic Athletics based on their gender identity. Thus, a transgender athlete who was assigned male at birth, is permitted to participate in accordance with their female gender identity. To some, this has become a controversial issue, raising questions of competitive fairness. Robyn Gigl, an attorney, transgender woman and a former high school athlete, will provide you with a cultural and legal background that will help you understand how the law evolved and then will answer your questions candidly and directly. This is not a lecture, but an open dialogue with someone who has a unique insight and is willing to hold a conversation in order to promote an understanding of this issues and help you to better represent your schools and student athletes.

### **Thursday, March 14, 2019**

**9:00-11:00 AM**

**CAA Test**

Test Moderators:

Bob Hopek, CMAA

Sean Dowling, CMAA

**9:30-10:20 AM**

**Topic: Athletic Websites**

Presenter: Chuck Donahue Jr, Southern Reg AD

Mark Jankowski, Southern Reg Tech Fasc.

This seminar will deal with, how an athletic website can be used as a tool or resource to help organize and promote your athletic program.

The seminar may be helpful regarding online team information, game schedules, practice schedules, coaches contact information, accomplishments, health related issues, and other important information that deal with an athletic program.

**9:30-10:20 AM**

**Topic: What is your “Why”**

Instructor: Vincent Esposito, Henry Hudson Reg, AD

The theme of my presentation will be asking the audience the question of “Why” they became an Athletic Director and reminding them that during their 1<sup>st</sup> year not to lose sight of their “Why.” Being an Athletic Director can be very stressful at times and it is important to always remember “Why” one wanted to be an Athletic Director. During my presentation, I will be speaking about the areas that 1st year Athletic Directors tend to make mistakes in, including, but not limited to, scheduling, transportation and assigning of officials. After identifying these areas, I will show actionable ways Athletic Directors can limit these mistakes going forward. I also will be speaking about the importance of delegating specific tasks, whether if you have a secretary or not. In addition, I will stress the importance of evaluating and coaching the coaching staff. Keeping with the theme of “Why,” I will discuss the impact we can have on our school communities as Athletic Directors.

**10:30-11:50 AM      General Session #5**

Topic: “Building A Sports Medicine Team: Do you have the key players on your team?”  
Presenter: Meghan Mattson, LAT, ATC, Rothman Orthopedics

Keeping the athletes safe is at the forefront of everyone’s sport program. A big piece of that is providing the proper medical coverage to the athletes. It’s important to have the proper medical personal communicating effectively to provide high quality care to your student athletes. Maintaining open lines of communication between all members of the team is the biggest key to success and an optimal way to avoid confusion and pitfalls. This lecture will help you identify those players and understand the important role each one plays while giving guidance on implementation to ensure continuity of care.

**12:10-1:00 PM      General Session #6**

Topic: Guide for the College-Bound Student-Athlete  
Presenter: Glenn Terry, NCAA

The NCAA Eligibility Center presentation, “NCAA Initial Eligibility”, is designed to educate high school athletic directors about the necessary steps for their student-athletes to participate in NCAA Divisions I and II college athletics. An Eligibility Center representative will present the following information:

- The Division I and II academic standards;
- The steps to achieving initial-eligibility certification;
- A walk-through of the registration and certification process; and
- The role of the high school;
- Available informational resources.

**1:10-2:30 PM      General Session #7**

Topic: School Safety for After School Events  
Presenter: Jeff Gale, Department of Education

Representatives from the New Jersey Department of Education will present on event safety and emergency planning for athletics. Crowd control at popular and well-attended after school activities and athletic events presents a challenge for school administrators and first responders to protect students, parents, and the local community. These often overcrowded and understaffed gatherings are soft targets for inflicting harm to a large number of people in confined spaces. The presenters in this session will discuss safety and security procedures which school district administrators and first responders should consider when hosting special events either inside or outside, with an emphasis on circumstances which may arise due to an act of terror, weather-related or natural hazards. Elements of the presentation will entail chain-of-command issues, pre-planning for outdoor events, identifying vulnerabilities at venues and what alternative responses may be taken in the event of a crisis.

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**5:15-7:30 PM      DAANJ Annual Awards Dinner**

Master of Ceremonies: Bill Vacca – DAANJ Board of Trustee

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**Friday, March 15, 2019**

**9:10-10:00 AM**      **Topic: Retirement System Update**  
Presenter: Mort Reinhardt – President, Reinhardt Associates

Mort Reinhart has been a consistent presenter and friend of the DAANJ for over 20+ years. Are you thinking about retirement? Are you retired? Do you know when you can retire or when is the best time of the year to retire? Join Mort Reinhart for a discussion that will review the pension systems of New Jersey and any new highlights, changes, fallacies, and how they may affect you now in the present or future.

**10:15-11:00 AM**      **Annual Business Meeting**  
Presenter: Robert Hopek – DAANJ Executive Director

**11:05-11:35 AM**      **Board of Trustees Meeting**  
Moderator: Denis Nelson – DAANJ President