



Vermont State Athletic Directors' Association

Notice of Meeting -- Sent Wednesday September 6th, 2023

Meeting Date: Tuesday, September 12th

Executive Committee: 9:30 AM | VSADA Meeting 10:00 AM

Location: Chandler Arts Center | Randolph VT

Call to Order @ 10:10 AM - Devin Wendel

- **Welcome of New ADs**

Devin Wendel- Wished those in the room a happy fall and thanked everyone for taking time out of their busy days to attend the meeting.

- **Attendance, AD Introduction**

Devin Wendel- Introduced the new AD's, and those in new positions

Steph Moberg-Long Trail

John Stein-Craftsbury

Troy Engle-St. Johnsbury

Connor Bean-Bellows Falls

Grayson Levy-Sharon Academy

Tyler Orton & Anthony Spencer- Northfield/Williamstown

Ian Fraundelder- Harwood

In Attendance: Jeff Goodrich, Tyler Orton, Anthony Spencer, Dave Miceli, Heidi Wright, Todd Powers, Connor Bean, Olu Sowunmi, Mike Jabour, Tim Albertson, Patrick Rainville, Phil Joyal, Eric Berry, James Ingalls, Derek Dunning, Chad Demagistris, Jack Boymer, Jeff Moreno, Neil Brodeur, Pat Merriam, Sean Farrell, Derek Cipriano, Devin Wendel, Kim Maniery, Marcel Choquette, John Lumsden, Geri Witalec-Krupa, Bri Barnes, Lauren Thomas, Gabriela Silva, Tim Perreault, Dave Capman, Jake Eaton, Jim Hubbard, John Rhoades, Tammy Claussen, Grayson Levy, Buddy Hayford, Mike Norman, Ian Fraunfelder

- **Theme of the Year-** Devin Wendel- In the executive committee meeting this summer, the topic came up of how to support fellow AD's. We are the only ones in our buildings who can understand the sacrifices, and can feel isolated. This year's theme of the year is AD Island. Chose the words of Educate, Empower, and Growth, which doubles as retention. Wants to create a space where new AD's feel supported. We are here to support you.

- [Secretary's Report](#)- Derek Cipriano- Linked in the agenda from the May, 2023 meeting. Motion by Pat Merriam to accept the Secretary's Report. Second by Jim Hubbard.
Motion Passed.
- [Treasurer's Report](#)- Sean Farrell- Treasurer's report was linked in the agenda. There were two deposits for dues. Started out the summer with a lot of dues coming in, but have slowed recently. Please make sure that checks go to Sean Farrell at Middlebury. Checks are still going to other individuals. Please check with business offices to make sure it is going to the right place. Motion to accept the treasurer's report was made by Mike Norman. Seconded by Jim Hubbard. **Motion Passed.**
- **Executive Director's Report**- Jeff Goodrich- Visited the NEDC Summer Meeting. It has been awhile since there has been a Vermont rep. Met with people from across the country. There was a session to report out, and shared information on the great work our DEI committee is doing. Vermont Authors and Instructors were celebrated. Secured a sponsorship for \$10,000 from Jersey Mike's to help cover the Student Leadership Conference. Also spoke with Jersey Mike's about the possibility of an order form for take out meals for teams when visiting Chittenden County.
Devin Wendel- This can help open up better opportunities for what we can offer at the conference.
- **NIAAA Liaison/Section 1 Report**- Geri Witalec-Krupa- The biggest thing on the docket is the national AD conference in Orlando this year. The conference will take place from December 15th through December 19th. It is a week later than usual this year. You cannot book your hotel room until you have registered for the conference. You will get a link for the hotel after registering. There is a new AD scholarship available that helps cover the costs.
October 20th is the due date for this year's NIAAA student scholarship applications. There has been a decline in the number of applications that have been received. May be due to AD turnover. You can find information on the scholarship at the [NIAAA Website](#). This year's National Scholarship winner was Lauren Solimano from Rutland. Lauren will be one of the main speakers on the opening night of the National Conference.
- [LTI/State Coordinator Report](#) - Devin Wendel- A powerpoint was linked in the agenda with information on the various NIAAA certifications. Shoutout to those who have gone through the process. There are webinars available on the NIAAA to help complete the courses needed for certification. There are 14 AD's in Vermont who are RAA's with 5 current. 46 AD's are CAA certified with 18 current. 13 AD's are CMAA certified with 7 current. Reach out to anyone on the executive committee if you have any questions. Past projects are in the [shared resource folder](#).

Jeff Goodrich- This is a great way to address retention. When you feel you are growing, classes help give a sense of belonging and help with retention

- **Student Leadership Conference** - Dave Miceli- This year's leadership conference will take place on November 13th and 14th. This year it is after the football state championship games. The conference starts with lunch on Monday and ends right before lunch on Tuesday. One of the guest speakers this year is Meredith Bagley from the University of Alabama. She spoke at the VPA hall of fame and is invested in justice and equity work. She will help students work through some of the issues students have faced over the past few years. Ed Gerety will close the conference. Will send out an information sheet to members. Due to the donation from Jersey Mike's we have been able to keep the prices the same as last year. Still looking for other sponsors. A deadline of October 1st has been set for sponsorships. October 1st is also the deadline for how many students and facilitators you will be sending. Registration needs to be completed by October 15th. Everything will be done via Google Doc like last year. The leadership conference is for those who have already demonstrated leadership. Likes to send Sophomores and Juniors.
- **NFHS Coaching ED Report** - Dave Miceli- We are going to move forward with reporting on a Google spreadsheet. If you need previous information on coach certifications, please reach out. There will be a separate workbook for each sport season. You can send current information on coaches and it will be entered in the Google spreadsheet for you.
- [National Conference Scholarship](#)- Devin Wendel- The link in the agenda is live. It is a great way to have the VSADA support the trip. It is a great networking opportunity. 4th or 5th year attending the national conference. Every year been able to bring back something to make programs bigger. Deadline to complete the form is October 1st, and there will be a quick turnaround for a decision.

Gerri Witalec-Krupa-This is the best PD you can get as an athletic administrator. You will leave empowered and invigorated.

Devin Wendel- It is a great way to get to know fellow AD's better. It fits in with the theme of this year as a big group. Would love to have as many people attend as possible.

Gerri Witalec-Krupa- Executive Committee would be happy to speak with school admins on behalf of attending the conference.

Sean Farrell- Was a previous winner of the scholarship. Brought back what growth would happen for programs. Was able to show admins the takeaways and has been able to go ever since.

- [Activity Standards Report](#) - Heidi Wright- Notes from the July 26th meeting are in the agenda. There were changes in membership on ASC. Jeff Moreno came on board as a principal representative. ASC heard hardships and requests for cooperative agreements. Heard feedback from state championships and new sites. The safe spaces video from the VPA was launched. Please share the video on your school website and with your families. Switch the E-Sports provider to Play VS. There were ongoing discussions with policies in the bylaws. There was discussion on eligibility and the wording in the policy. Talked about the out of season coaching rule. Spoke about NFHSNetwork and what rights they have to playoff games and when local access stations can stream events.
- [DEI Committee Update](#) - Mike Jabour- DEI committee is always looking for new members. They meet once a month on a Thursday at 10:00. Working on oversight of officials and assignors. Looking to find someone who would oversee the assignors. This would be someone to go to other than the assignor who may have personal connection to the officials. Committee is trying to develop a job description for the position. Talked about the Hate Speech Policy and different scenarios that could take place. Used the policy to help each other act out various scenarios. Was personally targeted at an event. Suggests working with other school immediately. It is the best chance to get a good result. If not done immediately things will be lost such as emotion. Looking to create a panel within the DEI committee that people can talk to to create a plan on how to handle each situation. Wants to avoid situation where it is handled one way in a certain situation and differently in another. Looking for consistency and building on what was worked on last year.
- **VSADA Spring Conference-** Devin Wendel- The conference is March 10th through March 12th. Plan on offering PD on Sunday night and the conference running on Monday and Tuesday. More information will be sent out by the time of our next meeting.
- **VPA Report-** Lauren Thomas- Went to Indianapolis last month. There were 85 people with a focus on behavior in sport. Discussed how to combat poor behavior. Showed the VPA sportsmanship video and people from all over the country had emotional responses. The video currently has around 9,000 views and the Vermont third space website has around 9,000 views as well. Presented with Dave Marlow at the VPA leadership conference. Shared the role of the athletic director with administrators in attendance. Spoke about the amount of turnover in the position. Looked at emergency action plans, and the need to make sure everyone has one. Will be presenting to superintendents again.

The status from the start of the fall sports season has not been great. 3 possible racially motivated situations have already been reported. Working with students to help them understand what comes out of their mouths and the effects it can have. For things to get better we have to address what comes to the surface. The hope is that intensity leads to change.

When signing up for the student leadership conference, there will be 2 consent forms. The consent form is for students to participate in a survey on the toolkit. Looking for people to serve on the E-Sports Committee. Basin Harbor will be hosting the boys golf championships on October 10th. Practice rounds can be set up on your own and must pay your own greens fees. Looking for more oversight from adults walking with groups and checking scorecards.

Soccer championship sites are Applejack and UVM. Schedule will be set up to try and take location into consideration. Field hockey championships may be played on Friday night and Saturday. Volleyball will be on November 5th from 1:00PM on. Rutland will host the football championships.

Drop in meetings are still taking place on Wednesday mornings. Arbitrator support has taken place at these meetings. From the VPA media day, they are looking for more positive stories to showcase. Try to update rosters in scorebook live to make sure media has correct rosters. Cooperative agreements are only good for two years. They need to be updated and approved by ASC.

Jeff Goodrich- There were 21 schools at the bass fishing open classic. Burr and Burton won this event. The Bass Fishing Championships are on October 7th.

Devin Wendell- Will be helping at Basin Harbor and is looking for help from anyone who has run golf championships before.

- **New Business/Announcements**

- **Out of season Coaching Discussion**-Chatted about this over the summer with the executive committee as the issue has come back up. Want to bring the conversation in front of the whole group. The goal will be to gather the voice of the association of what the rule is there for. Discuss what language needs to be changed, and what it should be changed to. Will be structuring the conversations to get started. Not looking to make a recommendation before May. Want to hear from people in the room what the current issues are with the policy.

Sean Farrell- Strongly believes in the policy and the need to enforce it. Need to policy own coaches. The language in the policy should be strengthened. Currently cannot coach anyone who can be on the team the next year, but loophole is that they do not list themselves as the head coach. Sometimes fall under the role of helper. For smaller schools, cannot afford to be specializing. When students feel

pressure from the coach to specialize, it hurts other programs. Wants the language to be stronger. Makes coaches report any other coaching that they are doing. Would like to see that in the policy. Soccer and basketball are the most challenging.

Jake Eaton-Has opposite opinion as Sean Farrell. Trusts the people he hires at his school. Trusts that coaches would not take players from other sports. Has parents that are now in coaching roles. As a coach, wanted players to be three sport athletes. Struggles with the current policy and would rather see the good people hired as coaches work with the kids more often.

Mike Jabour-Was on the side of Sean. Has had a coach suspended due to this rule. Believes the playing field is an extension of the classroom, and students can access the math teacher when they need help. Believes this is handcuffing coaches. From an equity lens, if a student is great at soccer, but cannot pay for club soccer, and the coach puts something together for free, it is taking away opportunities for kids. The way the policy is written, coaches can coach their own kids, but no other kids, however it is still happening. Access is given to everything else in school, but not athletics. Cheerleading has all-star events that take place during the season.

Jim Hubbard-Agrees with Mike Jabour. Chittenden county has a lot of opportunities. Handcuffing the state from going above and beyond to train in own gym. No way of policing the many programs that start up. Wants to police locally to make sure individual programs survive. Believes there are too many rules and it is a mess.

Mike Norman-AAU basketball started many years ago with just one team. Now it has grown to many other sports. Less kids are playing now and kids are burnt out. There should either be no rules or more strict rules. Girls soccer program has been decimated by specialization. Should be handled by the athletic director. Either all in, or let everything go.

Geri Witalec-Krupa-If the decision is made to go with no rules, then we will have lost the sense of identity of what education based athletics is all about. School programs would be decimated. If rules are put in, they need to be clear and concise. There are rules that exist that are not being enforced. If the rules exist, then enforce it.

Dave Miceli-What does open gym look like? Need the ability to provide open gym. What and who opens the gym needs to be decided. What do we do about the professionals that are in the community who are also coaches? Specifically this impacts golf and tennis.

Tammy Claussen-As a spring coach, there is an inequity. Fall coaches are able to work with kids over the summer and the ability to work with students leading into the fall season.

Mike Norman-Kids need to pick and choose. Students think he makes all the rules, and it helps AD's to lean back on the VSADA and VPA. Has confidence colleagues will follow the rules.

Devin Wendel-This is a VPA policy. VSADA works with the VPA to suggest language. AD's do not want to tattle on other schools to preserve relationships with the other schools and coaches. Suggests something similar to the current reporting form that can be done anonymously. Responsibility to each other is to create a level playing field, but up to the VPA to decide on sanctions. Wants to make schools feel ok to speak up. Wants there to be language on what the process is and outline what those really mean.

Lauren Thomas-VPA can investigate, but is not the ones giving coaches the paycheck. Local control of who is not following the policy.

Neil Brodeur- What are the consequences? Basketball program was once put on probation, but where are the sanctions listed?

Marcel Choquette- Youth sports has changed. Has spent 30 years in travel soccer and as a college coach. Feels the need to make student centered decisions. Gymnastics coach is going back into retirement, but only option is to reach out to local gymnastics gyms for coaches or look to co-op. Are we already losing the battle? Individuals choosing not to coach kids team at the middle school level so they can coach students 9 months out of the year. If we continue to make more restrictions, we will continue to lose the battle. May need to blow the whole thing up. Has lost kids to prep hockey, and sees this happening in other sports in the future.

Mike Jabour- Rules can be built within the program to give access to kids.

Tim Perreault-Works in a rural community. Struggles to find any coaches. It is nice to have unpaid assistants open up the gym. Not many recreational opportunities for kids in rural communities. The school gym is what the kids have.

Devin Wendel-This will be on the agenda at future meetings. We will look at specific pieces of the policy.

- **Arbiter Check In** - Mike Norman- Changed a game time in arbiter, then a few days later it changed back to the original time.

Devin Wendel-There is a setting in arbiter where nobody else can change games that you are hosting

Bri Barnes-Has had stuff deleted in arbiter.

Anthony Spencer-Has had locations changed.

Devin Wendel-The assignors have access as well.

Heidi Wright-It does not necessarily notify when a change happens.

Ian Fraunfelder-Scores are not being submitted from arbiter to scorebooks live

Sean Farrell-Not all middle school AD's are using it. Concerns about there not being common language.

Devin Wendel-There is a cross-level button that allows groups to stay as they were labeled.

Derek Dunning-Brian McCarthy is done as the JV assignor.

Lauren Thomas-A new JV Assignor has not been decided yet.

- **Media Requests**- Devin Wendel- Met with the media in August. They have two requests. First, to share your twitter handles. A section on the VSADA directory has been made to add your twitter handle. Second, they would like a shared spot for rosters. Now that everyone is not sending out weekly schedule reminders, a spot in the directory for rosters has been created. Whenever possible, make rosters in excel format and in numerical order.

- **Celebrations/Recognitions**- Devin Wendel- Shoutout to Derek Dunning. Went the extra mile during the heat and delayed as long as possible. Helped make sure they got their game in.

Marcel Choquette-Recognized Lauren for the tiered interventions, and shoutout to Sean for always being available to answer questions.

Geri Witalec-Krupa-Thanks to Gabriella for taking the group to Indianapolis this Summer.

Bri Barnes-Thanks to Dave, Tim, and Gabriella for the VPA student conference in August, and thanks to Dave for hosting.

Sean Farrell-Appreciated Lauren and those involved with the sportsmanship video. Has made it a part of parent meeting and advisory programming.

Derek Dunning-Thanks to Randy for allowing his Cross Country team to join their invitational meet.

- **QPA Cohort-** Dave Miceli- At the last National Conference completed LTC 799. There does not need to be a NIAAA cohort. There are a bunch of people in Vermont who are eligible. If there is interest in setting up a Vermont cohort, see Dave. Dave Marlow has offered to teach LTC 799 to those that are interested. 799 is about all the elements of a high quality program. Appreciated the way it helped him document and matched policies and practices. Process of going through the cohort takes about a year.

Devin Wendel- It is a great course. Wants to get together with other Vermont AD's who have taken it. If interested in taking it, reach out to Dave Marlow or Devin.

- **Woods Trail Run-** Bri Barnes- October 7th is the woods trail run. Everything is being done on Lancer Timing. Reminder that payment needs to be done online. The same will be the case for the state meet. They have worked on the trail for the last month. Contact Lancer Timing directly with any questions on payment.

- **Other Business-** Gabriella Silva- Looking for people to add more to the shared folder.

Devin Wendel-The goal for was for people to pour resources into it.

Dave Miceli-Documents would be editable by everyone, so make a copy of the original document.

Sean Farrell-It is also a great place to put logos.

Neil Brodeur-Does Golf fall under the heat policy.

Devin Wendel-The policy was built around practices. All the language in the policy is practice based. Should be used for best practices for games. Can be creative on how to manage an event.

Kim Maniery-Communicate with your communities what the policy is and language is in the policy. Each site can be different.

- Motion to Adjourn made by Dave Miceli. Second by Bri Barnes. **Motion Passed.**

2023-2024 Meeting Dates:

Tuesday, September 12th | Chandler Arts Center Randolph VT

Wednesday November 8th | Virtual
Tuesday, March 12th | Double Tree South Burlington VT
Tuesday, May 14th | Chandler Arts Center Randolph VT