



Mentorship for Athletic Administrators

Steve Throne, CMAA
NIAAA President
Omaha, NE



Rich Barton, CMAA
NIAAA Associate Exec Director
Indianapolis, IN





Problem #1 Around the Country

Athletic Administrator Turnover



Our Students and Coaches deserve the best
trained to lead the largest department in our
schools!





Current Turnover in Athletic Administrators

Turnover in nearly 1/3 of Athletic Administrators each year.

What are the drawbacks/outcomes?

How do we improve the problem?



What are the most crucial things we do?

Coach of the Coaches

How do we best perform this stewardship?

A Certified Athletic Administrator is an insurance policy for a school and school district and is more likely to stay in the position.







Growth Mindset Example

Mark Reeves, CAA
TSSAA Exec Dir



Dan Schlafer, CAA
TSSAA Hall of Fame



Ron Nocetti, CMAA
CIF Exec Dir



Tools in the toolbox

Get through the day leader vs.
Visionary Leader



2024-2025

Professional Development Academy

Including the Leadership Training Institute, Certification Program,
Assessment, and Educational Initiatives

September 1, 2024
to August 31, 2025



NATIONAL INTERSCHOLASTIC ATHLETIC
ADMINISTRATORS ASSOCIATION





The Least Understood Job in a School District





Making the Case for the Athletic Administrator



Collaborative Partnering = Relationship Building

State Activity/Athletic Associations and State Athletic Administrator Associations Build strength and unity through creative partnering.



New Athletic Administrator Trainings

How are they most
effectively carried out?

How can both
associations come
together?



What do Athletic Administrator's Need:

1. Support
2. Provide Resources
3. Networking Opportunities
4. Connections to their Organizations



Support

We assign each New Athletic Administrator a Mentor.



We offer a New Athletic Administrator Workshop before school starts.



We have created an Athletic Administrator Cohort for AD's who are in their first three years in the position.



Resources

- We offer an Athletic Administrator Clinic each July in conjunction with our state Coaches Clinic. These are several workshops available for all AD's.
- All Athletic Administrators are encouraged to take NIAAA LTC Courses. We offer 501 and 502 free to new Athletic Administrators at our summer clinic.
- We share a ton of resources at the New AD Kickoff Workshop.



Networking Opportunities

- We are always looking for ways to connect new Athletic Administrators with veteran Athletic Administrators. EX: Workshops, Conferences, Clinics, Mentoring and Cohorts.
 - These connections are what keep people in the position of Athletic Administrator longer.
 - It helps to create long last relationships and another level of support.





Connections to their Professional Organizations

- Our goal is to always get all Athletic Administrators involved in the NSIAAA and the NIAAA.
- We host a Fall NSIAAA Conference each year in Kearney, NE.
- We offer LTC Classes at our Summer Clinic, Fall Conference, Summer Section V meeting and our National Conference.
- We promote Athletic Administrators to attend the National Athletic Directors Conference each year.



We don't want Athletic Administrators on an Island!



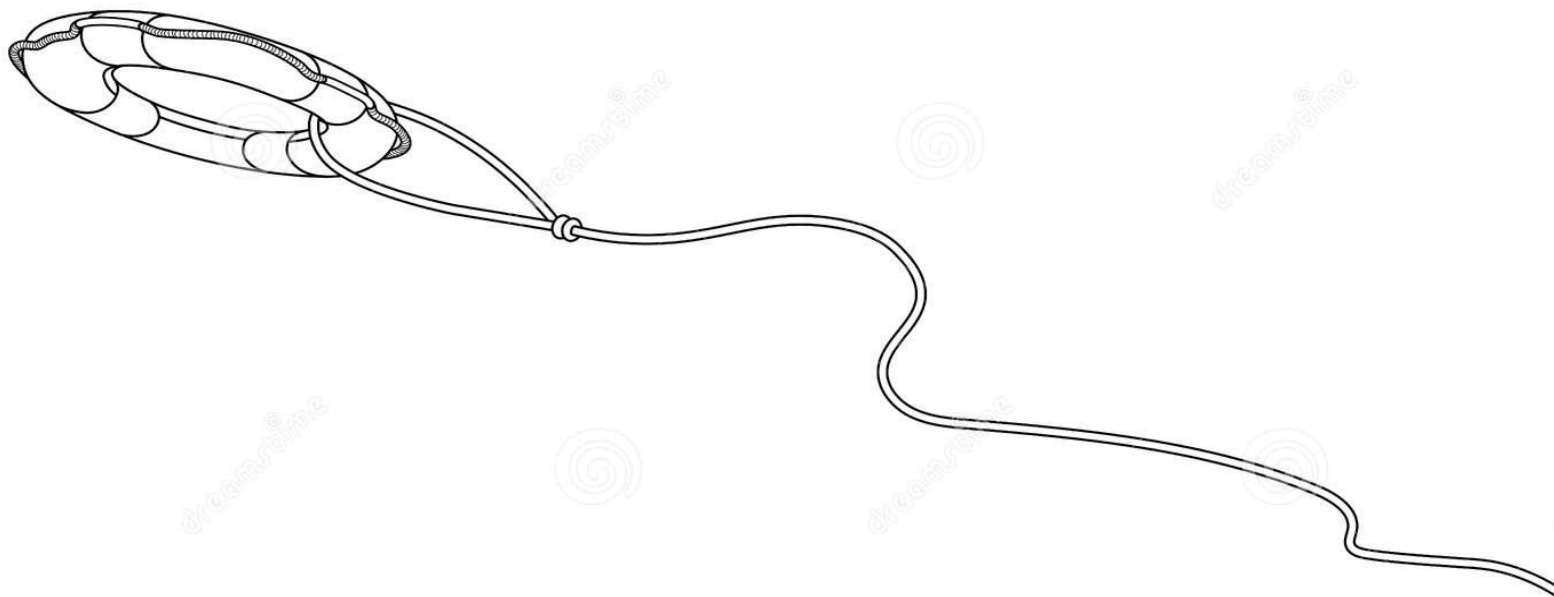
Understand Each Other's Challenges

- Support one another in the education-based work we are engaged in.





Who are you throwing a rope to?



The Power of a 3 Minute Conversation



Instill Belief
Encourage
Advocate
Opportunity avenues

Who is your mentor? Who is a part of your mentoring tree?





Thirsty vs. Fulfillment

Titles and trophies don't bring fulfillment. Selfless serving and the elevation of others brings fulfillment and Joy. Seek Joy in Mentoring!



Lift and Assist

- “The best way to find yourself is to lose yourself in the service of others.” Mahatma Gandhi



Who are you
boosting?

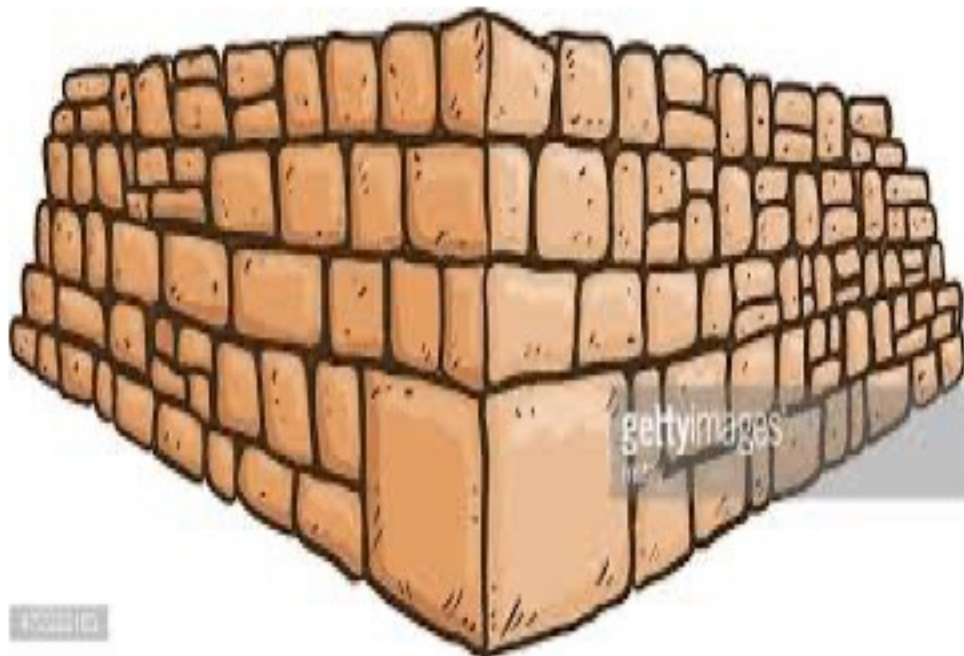




Effective Mentoring

“Alone we can do so little; together we can do so much.”

Helen Keller





Steve Throne, CMAA

sdthrone@mpsomaha.org

#402-715-8257

@MSHSactivities



Rich Barton, CMAA

rbarton@niaaa.org

#317-719-4847

@RichfieldRich

