



Over the years you begin to recognize that unlearning is indeed the highest form of learning...

JULIE HAMMONS, ASSISTANT DIRECTOR – IHSAA

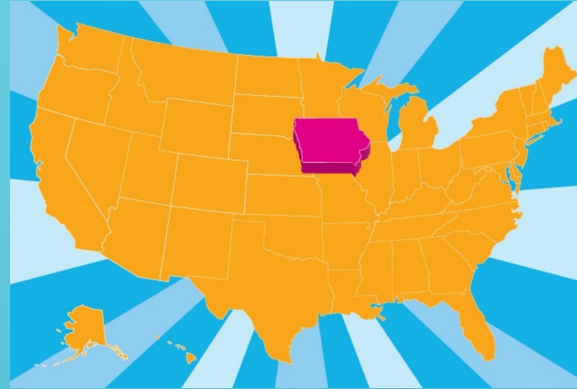
MIKE FEDERICO, ASSISTANT DIRECTOR - IHSAA



WHAT DOES THE OFFICE OF 2025 LOOK LIKE?



WHEN YOU THINK OF IDAHO.....



NOT



Ty Jones
Executive Director IHSAA

"I believe that the office of 2025 will be vastly different. I also believe that state associations could learn a ton by discussing these ideas."

"I also know the people who can present this topic."

IHSAA OFFICE IS NOT...



TIME

IHSAA IS...

1

Coeur
d'Alene

2

Lewiston

3

Boise

4

Twin Falls

6

Idaho Falls

5

Pocatello

167 MEMBER SCHOOLS

6 DISTRICTS

6 CLASSIFICATIONS

71 SCHOOLS UNDER 159 STUDENTS

LARGEST SCHOOL – 2447

14 HOURS TRAVEL FROM TOP TO BOTTOM

NO NORTH/SOUTH FREEWAY SYSTEM

6 PEOPLE + PLAYFLY IN OFFICE



STATE ASSOCIATION WORK IS ABOUT SERVICE

- SERVICE to Member Schools
- SERVICE to Student-Participants
- SERVICE to Parents
- SERVICE to Communities



WHAT DOES THE FUTURE STATE
ASSOCIATION OFFICE LOOK LIKE AND HOW
CAN WE CONTINUE TO SERVE EFFECTIVELY?



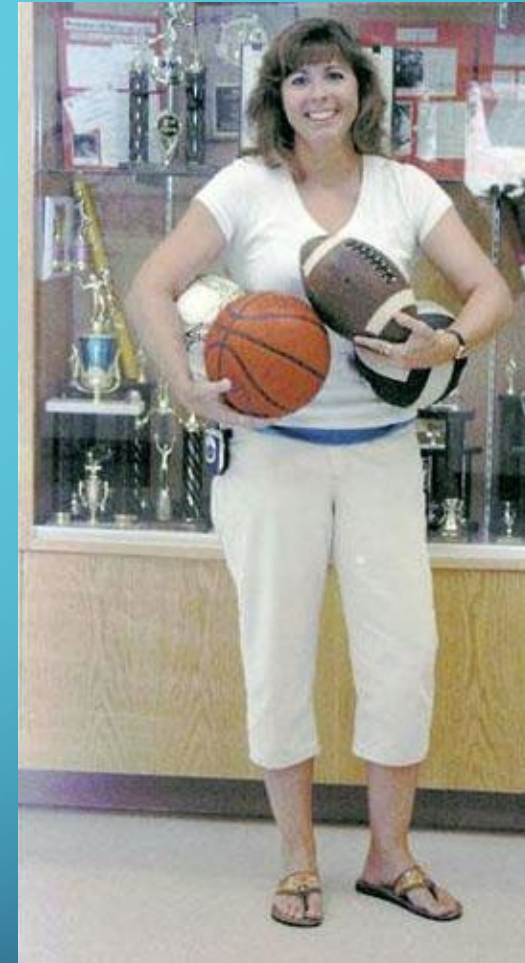
MEMBER SCHOOLS

- Make up of schools – public, charter, private, online, home school, etc...
- 40% of Idaho high schools are on a 4-day week
- Who is participating
- Who isn't participating



SCHOOL PERSONNEL

- High turnover - DEI
- Service to AD's
- Service Coaches
- Providing professional development



STUDENTS PRE-HIGH SCHOOL PARTICIPATION

- The overwhelming majority of students have participated on competitive youth sports teams prior to participating at the high school level and therefore their expectations are already formed.
- It's imperative that we differentiate ourselves from other club and youth sports entities and tell the story of education-based participation.
- New Sports/Activities



STUDENT PARTICIPANTS

- Current students' day-to-day looks different than even a few years ago
 - Hybrid of virtual and in-person classes
 - Concurrent credit
- NIL - <https://biz.opendorse.com/blog/nil-high-school/>
- SAC/Leadership
- Mental Health
- Open Enrollment/Eligibility



PARENTS



- Preconceived notions about their student due to participation in youth sports.
- Expectations for coaching, playing time, tournament venues and format, etc...
- Money = The right to be decision makers
- Parent committees/board members
- Parents on eligibility appeals

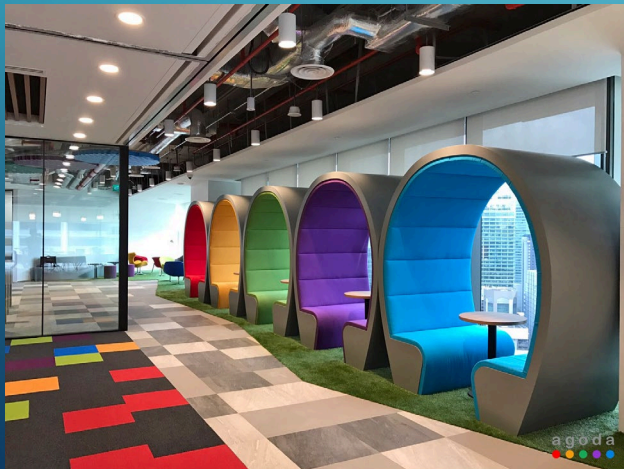
COMMUNITIES

- Legislative oversight/social/political issues
- Communities are investing in venues in order to get ROI when hosting state events
- Media and how it's changing
- Recruitment of officials



THE OFFICE ITSELF

- What does the new generation of staff look like?
- We are not immune from the Great Resignation post-pandemic.
- Investing in technology and communication systems to accommodate hybrid work.
- Flexible Work Space
- Productivity vs. Accountability





HOW PRACTICAL IS A FOUR-DAY WORKWEEK?





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THANK YOU FOR YOUR

