

# Idaho Athletic Administrators Association New Athletic Administrator Mentoring Program



January 2024

Welcome 2023-24 New Athletic Administrators and Mentors! As part of the NIAAA Mentoring Committee's initiative to attract, support, and retain new Athletic Administrators, we are excited to commence the first year of our new IAAA Mentoring Program! Although this is a first step, our hope is that the program will continue to grow into a valuable component of our professional experience in this ever-changing and challenging field.

**Philosophy:** It is our collective responsibility as Athletic Administrators to create stability within our profession. One way we can assist in this endeavor is by sharing experiences with others who join the profession. As much as individual efforts help, it is only through an organized, collective effort that states will see this outreach stabilize year-to-year turnover.

**Benefits:** It is well established that the turnover rate for Athletic Administrators is currently too high, and that if a state can retain their professionals for at least 3 years, their entire organization will grow stronger. By providing a program where Athletic Administrators can feel supported, increase their knowledge base, and take part in a collaborative environment focused on state-wide success, we will hopefully make ground toward keeping our new professionals in the field.

## **Program Objectives:**

- To assist 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 develop increased longevity within the Activities Administrators profession
- To identify potential future IAAA leaders from among the new Activities Directors

- To provide a base of knowledge and information for the new Activities Director

Being our first year with an established program, we want to make the expectations attainable.

From here, where? Collect thoughts from the group?

Potential topics can include, but are not limited to:

1. Athletic Eligibility Forms, Eligibility Verification deadlines, Academic Champions Applications, School of Excellence Program
2. Get to know IHSAA Calendar
3. Attend IHSAA Board Meetings
4. GameDay Operations & Event Management
5. Facilities Coordination
6. Financial Management, fundraising
7. Personnel Management & Staff Development
8. State Associations (coaches, leagues, IAAA, etc.)
9. Hiring and Evaluation of Coaches
10. Communication (with coaches, parents, student-athletes, colleagues)
11. Running meetings
12. Identifying and creating an Athletic Department Mission
13. Professional Development opportunities (State Conference, National Conference, online LTIs, etc.)
14. StateRules Clinics
15. Get involved, IAAA, NIAAA, Encourage to take LTC 501, Guiding Foundations & Philosophies

Finally, we will hold a Mentor/Mentee celebration at the IAAA State Conference in April to recognize and applaud all the work and success that has taken place over the school year.

On behalf of our IAAA Executive Board, thank you for taking part in this exciting and important new endeavor. Please do not hesitate to reach out with any questions. We look forward to seeing you in the near future!

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IAAA Executive Board Members