

MSADANews

WINTER 2024

Athletic Directors in Maryland's
Public & Private Secondary Schools

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CONFERENCE ISSUE 2024

PRINCESS ROYALE HOTEL AND CONFERENCE CENTER

OCEAN CITY, MD | APRIL 25-28, 2024

Conference Workshop Speaker



A Look into the Mental Health of our Athletes

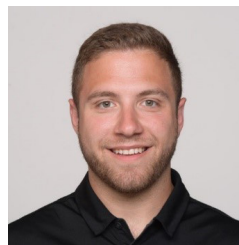
Dr. Jessica M. Mohler, CMPC, is a clinical and sport psychologist. Since 2008, she has worked at the United States Naval Academy as the Coordinator of Sport Psychology Services within the Midshipmen

Development Center (MDC), providing both counseling and mental skills training to student athletes, teams and military groups. Dr. Mohler is a member of the Association of Applied Sport Psychology where she currently holds Certified Consultant status. As well, she is a member of the United States Olympic Committee Sport Psychology Registry for the current quadrennium. Her work is influenced from training in both sport and exercise psychology, being a Naval Officer, and contributing to the development of military leaders.

In 2000, Dr. Mohler graduated from the University of Maryland, College Park, with a Master of Arts in Kinesiology, with a specialty in Sport and Exercise Psychology. While she attended UMCP she studied the determinants of expert performance while teaching courses to undergraduates. She was awarded a Doctor of Psychology from Loyola University in Maryland where she researched the effect of exercise on mental health. In 2004, she was commissioned as a lieutenant in the United States Navy. She completed her internship at the National Naval Medical Center in Bethesda and her post-doctoral year at Naval Hospital, Jacksonville, FL, where she was stationed for the next three years as both a Staff Psychologist and Department Head. While at NAS Jacksonville, she provided cognitive and behavioral resources to active duty trying to maintain Navy physical standards. She received Navy wide recognition for her efforts in applying mental skills training to the Physical Readiness Test. In 2007, she was deployed to Guantanamo Bay, Cuba, and received a Joint Commendation Medal for

her mental health support and program development for the Joint Task Force. In 2008, she resigned from Active Duty and joined the staff of the USNA, MDC. While most of her time is spent in applied aspects of sport psychology, she is part of a research team that investigates biomarkers of cognitive workload in pilots. Dr. Mohler served as the first psychologist to be Chair of the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports. She has been a member of the NCAA's Mental Health Task Force, Sleep Task Force and Diverse Student Athlete Well Being Task Force. She is a sport psychology consultant to the Baltimore Orioles and the US Sailing Team. She has been an invited speaker internationally on the application of sport science in the military.

Breakfast Speaker



Growth and Support for Girls Flag Football

Adam Rudel is a seasoned member of the Baltimore Ravens organization, and currently serves as the Senior Manager of Marketing & Football Outreach for the team. His job is focused on the growth of the game of football and intertwining opportunities to engage various demographics of the Ravens fan base. The latest project being Girls Flag Football and the road to a Maryland High School State Sanction.

Rudel, was born in raised in Hollidaysburg, PA, being a high school football player and growing up around Penn State football fueled his desire to be around the game at the highest level. His passion for live sports and experiences comes from attending countless Penn State football games and various sporting events as a child (and adult).

In his free time, he likes to play golf and spend time with family. Adam and his wife Rebecca live in Baltimore.

PRESIDENT'S MESSAGE



It is with a mixture of gratitude and pride that I write to you today as I bid farewell as the President of the MSADA. It has been a privilege and an honor to serve in this role and work alongside such talented individuals who share a passion for promoting excellence in athletic administration.

As I pass the torch to Stosh Schtierman, our 1st Vice President, I have complete confidence in his ability to lead the association with dedication and integrity. Stosh brings a wealth of knowledge and experience to the table, and I am certain that under his leadership, the MSADA will continue to thrive and achieve great things.

I would like to take this opportunity to express my heartfelt appreciation to our Executive Director, Carol Satterwhite, and Assistant Executive Director, Marianne Shultz. Their unwavering support, guidance, and tireless efforts have been instrumental in the success of the MSADA. Their commitment to our mission and their dedication to serving our members has been truly inspirational.

I am immensely grateful to all of you, the members of the MSADA, for allowing me the privilege of serving as your President. It has been immensely rewarding to work with such a passionate and dedicated group of individuals who are united in their commitment to the advancement of athletic administration and the overall well-being of our student-athletes.

During my tenure, one of my major goals as President, was to increase membership and emphasize the importance of family and mental health. I firmly believe that by fostering strong relationships, promoting work-life balance, and prioritizing the well-being of our athletic administrators, we create an environment that supports the success and growth of our student-athletes.

As we eagerly prepare for the upcoming MSADA Conference in Ocean City April 25th - April 28th, I would like to extend my gratitude to Michael Duffy and Jason Woodard for their hard work in assembling a diverse range of LTI courses. I am confident that these sessions will provide valuable insights and knowledge to all attendees. Moreover, I am excited to see the fantastic workshops that Stosh Schtierman has planned, and I am grateful to Phil Thompson for his efforts in ensuring that the vendor hall will be filled with numerous vendors.

I would also like to acknowledge the remarkable work of the scholarship and award committees. Their dedication to recognizing outstanding achievements in our field has made a profound impact on the lives of many deserving individuals.

As we gather in Ocean City, I urge each and every one of you to consider becoming a member of both the MSADA and the NIAAA. By becoming dual members through the MSADA, we strengthen our collective voice and demonstrate our unwavering support for the organization that serves as the backbone for all athletic administrators across the great state of Maryland.

Once again, I express my heartfelt appreciation to all of you for entrusting me with the responsibility of leading this esteemed association. It has been a truly transformative experience, and I look forward to continuing to work alongside you all as we strive to elevate athletic administration to new heights.

Thank you, and I eagerly anticipate seeing you in Ocean City.

Warm regards,
Tina Lockett-Queen
President, MSADA



MASCOT MEDIA

In Memoriam

Reese "Rick" Wilson Diggs, Jr.

January 25, 1948 - December 10, 2023

Reese "Rick" Diggs, 75, of Severna Park passed away peacefully at home on December 10th with the support of Hospice of the Chesapeake after a brief hospitalization. His beloved wife and family were at his side.

Born on January 25, 1948 to Reese, Sr and Helen (Cicero) Diggs, he lived his early years in Edmonston Village, Baltimore City and then later in Catonsville. He attended St Bernardine's Elementary School and graduated from Loyola Blakefield High School in 1966. While at Loyola he was senior class president, captained the varsity football and baseball teams and was awarded the Howard Morris Trophy for outstanding football player. He was very proud to have been inducted into the Loyola Blakefield Athletic Hall of Fame along with his son Gregory (Scott) Diggs in 2014.

He went on to Western Maryland College (now McDaniel) to major in physical education/education and enrolled in ROTC. He graduated in 1970 as a 2nd Lieutenant in the US Army. While at Western Maryland he captained the football and baseball teams and was president of his fraternity. In his senior year he won the Jim Stephens Award for outstanding football player, the Jim Boyer Award for outstanding baseball player and was a Distinguished Military Graduate. In 2008 he was inducted into the Western Maryland Green Terror Hall of Fame,

It was at Western Maryland College where he met his wife, Joyce (Wagner) whom he married immediately after college graduation and they settled in Westminster, MD. Rick became a physical education teacher at East Middle School and joined the 29th Field Artillery Army Reserve Center where he was eventually promoted to Captain and Honorably Discharged.

In 1980, Rick was named Athletic Director at the newly opened Liberty High School in Eldersburg, MD. He left education in 1984 to move to Anne Arundel County to go into business with his family and became owner/operator of Pasadena Rentals. However, after 10 years, he was called back into the education field and started his tenure at St. Vincent Pallotti High School in Laurel, MD where he held several positions starting as Dean of Students, moving to Athletic Director and then Director of Advancement. In that position he secured millions of dollars for improvements and enhancements to the school. He retired from Pallotti as VP of Operations.

In 1994, while still working full time at Pallotti High

School, Rick was named the first Executive Director of the Maryland Interscholastic Athletic Association (MIAA), the independent governing sports organization for 29 private high schools in the Baltimore/Washington area. This position combined two of Rick's passions; sports and education. He will always be remembered and known for building the MIAA into what is now widely recognized as one of the best high school athletic leagues in the country that sends many players to Division I and II colleges for NCAA sports and to various professional sports leagues. After serving in this role for 19 years, he retired in 2013 and was honored to be awarded The Governor's Citation from Governor Martin O'Malley for outstanding and dedicated service.

In his retirement, Rick enjoyed spending time with Joyce, his dogs and cats and always looked forward to visits from his kids and grandkids. He was an avid Baltimore Colts fan back in the day, as well as a Ravens and Orioles fan. He loved spending time in Ocean City, reading books about sports, military, the old west and anything airplane related and he never passed up an opportunity to watch The Andy Griffith Show or The Waltons reruns on television.

Rick is survived by his wife Joyce (Wagner) of 53 years of Severna Park, MD; children Kristen M. Diggs, and Gregory Scott (Nichola) Diggs; his three grandchildren, Erin Carter, Chase and Taylor Diggs all of San Diego, CA; brother James (Betsy) Diggs of Westminster, MD; sister Barbara (Bobbi) Quinn of Baltimore, MD; brothers in law, Fred (Carol) Wagner of Vienna, VA and Ken (Becky) Wagner of Annapolis MD and many nieces, nephews, godchildren and cousins. He is preceded in death by his father, Reese Diggs, Sr.; mother Helen Diggs; sister Suzie Zitzer; and mother and father-in-law Fred and Eleanor Wagner. Rick also leaves behind many close friends and colleagues from his school years and in education and sports. He was a natural leader, prided himself on maintaining connections with people and taking loving care of his family and friends. He touched many lives throughout his life, was admired by all and is already greatly missed.

In lieu of flowers, the family requests that donations go to the Hospice of the Chesapeake, who so lovingly provided care to Rick and support to Joyce in Rick's final days www.hospicechesapeake.org or to St Jude's Childrens' Hospital which Rick supported throughout his life.

This is the motto with which he ended all his emails: "When we go into battle, I will be the first one to step on the field and the last one to step off, and we will leave no one behind, so help me God." - Lt Col Hal Moore, Ia Drang Valley, Vietnam, June 1965

Lasting Tributes Funeral Care

Remembering Reese

Reese "Rick" Diggs Jr., the former Executive Director of the Maryland Interscholastic Athletic Association (MIAA), passed away after a brief illness at the age of 75. He played a pivotal role in shaping the MIAA as one of the nation's premier private high school athletic conferences, guiding it through a period of tremendous growth and championing the cause of student-athletes. His legacy is deeply ingrained in the MIAA's constitution and bylaws, which have served as a model for other conferences to follow. He also made significant contributions to building relationships and establishing consensus among the MIAA's member schools, emphasizing the primary focus on the well-being of the students.

Why It Matters

Diggs' impact on the MIAA and the broader high school sports community is significant, as he spearheaded the establishment of a reputable athletic conference and prioritized the welfare of student-athletes. His leadership and contributions have left a lasting impression on the MIAA's foundation and operations.

By the Numbers

- Diggs became the MIAA's first Executive Director shortly after its establishment in 1994, overseeing the growth and development of the conference for over 19 years.
- He was instrumental in developing the MIAA constitution and bylaws, which continue to govern the association today.

State of Play

- Diggs' passing has left a significant void in the MIAA and the broader high school sports community, as his leadership and mentorship have played a pivotal role in shaping the conference and supporting its member institutions.
- The MIAA continues to operate, but the absence of Diggs is deeply felt as the conference navigates its future without his guidance and insight.

What's Next

The MIAA will continue to honor Diggs' legacy, incorporating his principles and dedication to student-athlete welfare into its ongoing operations. His influence

will likely continue to resonate within the conference, shaping the trajectory of its future endeavors.

Bottom Line

Rick Diggs' enduring impact on the MIAA and the high school sports community underscores the significance of his leadership in establishing a conference that prioritizes the well-being and opportunities for student-athletes. His legacy will continue to shape the MIAA's mission and operations for years to come.

BVM Sportsdesk

A man of influence and integrity. A man who stood behind his convictions. A man who I was pleased to consider a friend. Rest in peace Friend!

Lee Dove

I was the Athletic Director at the Park School in Baltimore for 17 years. During that time Rick became one of my most respected friends. We worked together at the MIAA - Rick steered the ship and many of us gladly tried to assist his direction. It was truly a highlight of my time in Baltimore, as was being the MC for his Retirement banquet at Loyola. I believe Rick extended his stay with the MIAA an extra year to help me settle into my two-year role as MIAA president. That was just the kind of guy Rick was - he would never leave you hanging and always cared. Rick was a pillar of strength for me throughout my wife's illness and after her passing. In retirement, whenever I needed an uplifting conversation - I could turn to Rick. His friendship meant the world to me, and I will greatly miss the times we shared. SPECIAL is hardly adequate, but that is what Rick will always mean to me. I am so grateful that our paths crossed.

Ridge Diven

A kind soul, who believed in always doing what was right for the kids. Rest in Peace Mr. Diggs, you will be missed.

Anne McGinty

Rest in peace Mr. Diggs. I'll always remember him for the good person he was. A great boss, and even better friend. They say that when you pass away, your memories are in the hearts of the people who you impacted, and his are in my heart. My most sincere condolences to all of his family and friends.

Mirian Palacios

Rick was an outstanding leader in the MIAA and I had the privilege of working with him during his tenure as the Executive Director. Rick and I were friends and we shared a love for our schools, sports and dogs. He would always greet me with me a hearty, "Hey Mick...how are the pups, Patrick and McDuff?!" Rick was a mentor to many of us in the league and we will miss him very much. May you rest in peace, dear friend. Mickey Deegan, McDonogh

Mickey Deegan

Rick was an outstanding compassionate friend to all. It was always a real treat to see Rick anywhere but more important he was my fellow classmate of Loyola High School class of 1966. Please accept our sympathy on his passing and we wish you peace during this difficult time

Sue and Jeff Hahn-Estero

MARK YOUR CALENDARS

2024 April 25-28

MSADA State Conference
Princess Royale Oceanfront Resort
Ocean City, MD

2024 December 13-17

National Athletic Directors Conference
Austin Convention Center
Austin, TX

2025 December 12-16

National Athletic Directors Conference
Tampa Convention Center
Tampa, FL

2026 April 23-26

MSADA State Conference
Princess Royale Oceanfront Resort
Ocean City, MD

2026 December 11-15

National Athletic Directors Conference Phoenix
Convention Center
Phoenix, AZ

2027 December 10-14

National Athletic Directors Conference Kansas
City Convention Center
Kansas City, MO

MSADA 2023/24 PROFESSIONAL SPONSORS

as of 10/9/23

Karl Heimbach, CMAA, RMSAA
Mechanicsburg, Pennsylvania
Past MSADA President and
Former Athletic Director
Colonel Zadok Magruder High School

Maryland Public Secondary Schools
Athletic Association
Baltimore, Maryland
Executive Director: Andy Warner, CAA

Michael Williams, CMAA
Gettysburg, Pennsylvania
Former Athletic Director and
Coordinator of Athletics:
Howard County Public School System

Robert "Bob" Burris
Easton, Maryland
MSADA Founder and Past President
Former Athletic Director
Easton High School

Custom Medals
Crystal Awards
Exclusive Products
Gold & Silver Cups & Bowls
Imprinted Premiums

Engraving
Plaques
Acrylic Awards
Display Cases
Laminations

Proud to be a
corporate sponsor
of the MSADA!

We'll See You at the Beach!

CROWN TROPHY



Serving Maryland Athletic Directors
from Three Locations:

Gaithersburg	Owings Mills	Waldorf
Martin Hollander	Brian Litofsky	Brian Keesee
301-963-3570	443-394-6667	301-870-0223

2024 Conference Schedule

Thursday, April 25th

4:00pm - 5:00 pm **LTI Course Check In**

5:00pm - 9:00pm LTC 608 **Management Strategies and Organization Techniques**
LTC 710B **Current Issues in American Sports**

Friday, April 26th

7:00am - 8:00am **LTI Course Check In**

8:00am - 12:00pm LTC 618 **Management of Interscholastic Athletic Player Equipment**
LTC 717 **Identifying the Need for and Effecting Change in Athletic Administration**

11:30am - 4:30pm **Exhibitors Hall**

12:00pm **Conference Check In**

1:00pm - 1:45pm Workshop #1 **A Look into the Mental Health of our Athletes**
Dr. Jess Mohler, Sports
Psychologist, United States Naval Academy

2:00pm - 2:45pm Workshop #2 **Best Practices in Utilizing Social-Media & Technology Within Your Athletic Program**
Jason Gordon, CAA, Athletic Director
Dr. Henry Wise, Jr. High School

3:00pm - 3:30pm **CAA Exam Review**

3:00pm - 4:00pm Workshop #3 **How ADs Could Utilize Student-Athletes in Administering a Successful Athletic Program**
E. Kathy Green, CMAA
Athletic Outreach and Development Coordinator
Montgomery County Public Schools

4:30pm - 6:00pm **General Session** – Business Meeting and Prizes Giveaway

8:00pm - 10:00pm **Exhibitors/Attendees Social** – Visit with the Exhibitors

Saturday, April 27th

8:00am - 9:00am **New Athletic Director Orientation (1-3 years)** - Allison Fondale, CMAA, Associate Athletic Director, Compliance and Administration, Johns Hopkins University; Dana Johnson, CAA, Athletic Director, Paul Laurence Dunbar High School; Anne Rossiter, CMAA, Athletics Compliance Coordinator, Montgomery County Public Schools; Irwin "Stosh" Schtierman, CMAA, Athletic Director, Wicomico High School

8:30am **CAA Exam** **The exam will be administered electronically. To sit for the exam you must be approved by the NIAAA (www.niaaa.org). The day of the exam you must bring your Photo ID, a Laptop Computer and your NIAAA User Name and Password.**

8:30am - 11:00am	Exhibitors Hall	
8:30am - 12:30pm	LTC 506 LTC 617	Legal Issues II (Title IX & Sexual Harassment) Administration of Interscholastic Sports Medicine Programs
9:30am - 10:15am	Workshop #4	Creating a Hall of Fame Dan Dobronz, CAA, Athletic Director Stephen Decatur High School
10:15am - 11:00am	Exhibitors' Prize Drawings (must be present to win)	
11:15am - 12:00pm	Workshop #5	An ADs Journey from High School to College Athletic Administration: Things I've learned and What I Wish I Knew as a High School AD Allison Fondale, CMAA Associate Athletic Director, Compliance and Administration Johns Hopkins University
12:15pm - 1:00pm	Women's AD Roundtable Talk & Trade: Current issues Facing Women ADs	
5:00pm - 6:00pm	Banquet Social Hour	
6:00pm - 7:30pm	Banquet (ticket required)	
7:30pm - 9:00pm	Awards Presentation	

Sunday, April 28th8:00am - 9:15am **Attendees Breakfast****Growth and Support for Girls Flag Football**

Adam Rudel

Marketing and Football Outreach Manager
Baltimore Ravens

2024 District Athletic Director of the Year Award

District 1A

David Hobel, Jr.
Mountain Ridge High School

District 1B

Keivette Hammond, CAA
Frederick High School

District 2A

Mitchell Weisbrot, CMAA, RMSAA
Norwood School

District 2B

Jeffrey Rabberman, CMAA
Quince Orchard High School

District 3

TBA

District 4

Jason Cranford, CAA
Calvert High School

District 5

Peter Alvanos, CAA
Annapolis High School

District 6

Paul Latanishen, CAA
Sparrows Point High School

District 7

Gary Brown, CAA
North East High School

District 8

Brett Ireland, CAA
Colonel Richardson High School

District 9

Dana Johnson, CAA
Paul Laurence Dunbar High School

District 10

Erin Howland
St. Paul's School for Girls

District 11

Ken Krabitz
Chapelgate Christian Academy

New PSAs

The Humanity of High School Sports

[LISTEN HERE](#)

Get Back into the Game

[LISTEN HERE](#)

The Car Ride Home

[LISTEN HERE](#)

I can

[LISTEN HERE](#)

Behind Office Doors

[LISTEN HERE](#)

Find your Voice

[LISTEN HERE](#)

We stand for more than our Acronym

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PSA Radio Campaigns - Spanish Scripts

[READ HERE](#)

Conference Exhibitors

as of 1/26/24

All Pro Team Sports

A-Turf, Inc

BSN Sports

Daktronics

Gold Athletics

Hellas Construction, Inc.

Keystone Sports Construction

Kwik Goal

Mled Tech LLC

MuralsOnTheWall

Nevco Sports

Pioneer Athletics

Riddell Sports

Sports Imports

Tiny Mobile Robots

Turf Tank

NIAAA NEWS



New Certifications and Congratulations

CMAA

Da'Mon Perry

RAA

Peter Badavas
Alyssa Kocik
Bernard Koontz,
Thomas McTighne
Brian Tombs

NIAAA Section 2 Meeting

The MSADA will be hosting the Section 2 Summer Meeting in June. The meeting will be held in Annapolis, June 17-19.

2023 National Athletic Directors Conference

Maryland had a record 93 attendees at the 2023 National Conference in Orlando. Thank you everyone. Let's get over 100 next year in Austin, TX.

Thank you to the Leadership Training Instructors, LTC Facilitators, Workshop Speakers and Workshop Moderators from Maryland.

Michael Duffy, CMAA spoke on **"Digital Communication - The Best Safe School Communication, Built for Sports"**. Dr. Jeffery Sullivan, CMAA was a speaker on



"How to Advocate for More Resources for the Athletic Department". And many thanks to Kara Carlin, CAA and E. Kathy Green, CMAA for serving as Workshop Moderators.

Many congratulations to MSADA member and past MSADA President, Karl Heimbach on his induction into the NIAAA Hall of Fame.

Mary Fisher and Marcia Nissel each won \$250 at the Exhibitors Drawings. Congratulations, Mary and Marcia

Edward Paola from Honolulu, Hawaii received a nice gift of products from Maryland and of course, some MSADA swag.

2024 Initiative: My Stuff Bags Foundation



My Stuff Bags Foundation

This committee coordinates the National Initiative & Assistance Network of the NIAAA. The purpose of the NIAN is for use by members in cases of medical or vehicular emergencies when traveling or to assist the office in the case of a natural disaster. The committee secures two emergency contact persons in each state and coordinates the publicity of this list of emergency contacts. The committee has one member from each of the eight NIAAA geographical sections and meets each year in conjunction with the NIAAA/NFHS National Conference for athletic directors.

An additional function of the NIAN is to raise awareness and funds to nationwide causes. The National Interscholastic Athletic Administrators Association has selected MY STUFF BAGS FOUNDATION as the 2024 Initiative. My Stuff Bags Foundation provides duffels of new belongings to children who must be rescued from abuse, neglect, domestic violence and homelessness. Traumatized by the events leading to their placement in foster care and crisis shelters, these children often arrive with nothing of their own.

DONATE

Webinars and Online Courses

Webinar Courses

In an effort to meet the needs of individuals who desire to enhance their knowledge of interscholastic athletic administration and cannot attend the national conference or state conference, the NIAAA seasonally offers selected courses in a webinar format. Our webinars offer the opportunity to take courses from the comforts of the office or home and receive the same quality instruction, interaction and networking opportunities as is provided in a classroom setting. Each webinar costs \$125 for members and \$210 for non-members. The course fee includes the digital course manual and an acknowledgment of course completion. Each course is taught by trained and experienced faculty.

In preparation of taking a webinar, please review all of our webinar policies and expectations. By purchasing a webinar, you are indicating that you agree with the policies.

Webinar Schedule

Webinars will be offered on Eastern Standard Time - EST. Registration will open soon.

Spring 2024 | All classes will be 6pm - 10pm EST.

LTC 706 – Monday, February 26
 LTC 511 – Tuesday, February 27
 LTC 627 – Wednesday, February 28
 LTC 790 – Thursday, February 29
 LTC 631 – Monday, March 4
 LTC 601 – Tuesday, March 5
 LTC 717 – Thursday, March 7
 LTC 716 – Monday, March 11
 LTC 704 – Tuesday, March 12
 LTC 638 – Wednesday, March 13
 LTC 608 – Thursday, March 14
 LTC 603 – Monday, March 18
 LTC 628 – Tuesday, March 19
 LTC 799 – Wednesday, March 20
 LTC 709 – Thursday, March 21

Attendees must register for a webinar by 12pm EST one business day before the scheduled course date.

Online Courses

Now available in the Classroom is an interactive online course option you can take on your own time, at your own pace, and wherever you would like. These four-hour courses include a digital manual, an interactive teaching style, instructional videos, an acknowledgment of course completion, and more to help make the learning process easy and convenient for you. Check

back regularly as we release more courses in this new format. Each online course is \$125 for our members and \$210 for non-members.

[Purchase Online Course](#)

Available Courses Include:

- LTC 501: Guiding Foundations & Philosophies
- LTC 502: Strategies for Organizational Management
- LTC 503: Enhancing Organization Management
- LTC 504: Legal Issues I (Liability for Sports Injuries & Risk Management)
- LTC 506: Legal Issues II (Title IX & Sexual Harassment)
- LTC 508: Legal Issues III (Hazing, Constitutional Law, Disabilities Law, & Employment & Labor Law)
- LTC 510: Legal Issues IV (Social Media, Transgender Participation, Event Management & Security, Pregnant & Parenting Student-Athletes, & Intellectual Property)
- LTC 700: Administration of Middle School Athletic Programs
- LTC 701: Administration and Application of Middle School Athletic Programs
- LTC 901: Introduction to International School Athletic Program Administration
- LTC 902: Principles, Strategies & Methods for Athletic Programs in International Schools
- LTC 903: Concepts of Program Philosophy
- LTC 904: Child Protection Overview for the International School Athletic Administrator





LISA MAGNESS, CMAA

Enhance, Engage, Innovate

MY WHY

Purpose: MSADA will engage in an outreach campaign to increase membership and activity within the MSADA organization to elevate MSADA at the National Level.

Mission: Engage members in all facets of MSADA, including implementation of AD Hoc Committees to increase collegial networks across the state, reimagining the MSADA Annual Conference to increase involvement and diversity in programming, and developing a collegial network system that provides real time support and resources for members.

Vision: Ensure MSADA members have knowledge and access to the benefits associated with enrollment; including enhanced professional development, extensive collegial networks, and resources to support administration of an interscholastic athletics program in both high and middle schools.

QUALIFICATIONS AND JOB EXPERIENCE

- Athletic Director at Watkins Mill HS since July 2020
- Assistant Athletic Director at Northwest HS (MCPS) and North County HS (AACPS)
- Executive Council Member of MSADA since June 2017
- Master of Science, Athletic Administration, 2019
- Executive Director, Maryland State Coaches Association (MSCA) since June 2017
- Anne Arundel County Coaches Association President June 2015-May 2018
- MPSSAA Girls Lacrosse Region Rep since August 2014
- NFHS Level 1, Level 2 and Level 3 Accredited Coach
- 25 Leadership Training Courses Completed
- 33 National Federation of High School Sports Courses Completed

COUNTY & STATE LEVEL CONTRIBUTIONS

Anne Arundel County Public Schools

- Created a countywide student-athlete scholarship, Fall 2018-Spring 2018
- Created and ran a credentialing night for coaches, Fall 2015– Spring 2018
- Oversaw Coaches All-County Teams for all sports, Fall 2015– Spring 2018
- Athletic Legislative Committee 2015-2017
- Financial Budget Committee, 2015
- Cheerleading Sports Advisory Committee, 2016

Montgomery County Public Schools

- Student-Athlete Leadership Council, 2020-21. 2021-22 and 2023-24
- Social Media and Promotions Committee, 2020-21
- Co-Chair Coaches Committee 2021-22
- Chair Middle School Collaboration and Participation Committee, 2022-23

MSADA & MPSSAA

- MSADA Conference 2014-present
- Worked following MPSSAA events:
 - Field Hockey (2022-present)
 - Girls Lacrosse (2014-present)
 - Softball (2014-19)
 - Baseball (2022)
- Host site for 4A West Regional XC and State Semifinal Volleyball
 - 2022, 2023
- MPSSAA Coaches Leadership Committee, 2017
- MPSSAA Student-Leadership Conference, 2014

NATIONAL LEVEL CONTRIBUTIONS

NIAAA Conference 2014-present
NIAAA Coaches Ed Committee 2017-present

Host Committee Member 2014 and 2019
LTI Facilitator 2016 and 2017

CRAB TALK!



DISTRICT 1A

(Allegany, Garrett and Washington Counties)

St Maria Goretti High School will be closing at the end of this school year.

DISTRICT 1B

(Carroll and Frederick Counties)

DISTRICT 2A

(Montgomery County Private Schools)

Darren Borg is the new Athletic Director at Washington Christian Academy. Former AD, Tim Bratt is the now the Administrator for Campus Life at WCA.

DISTRICT 2B

(Montgomery County Public Schools)

MCPS Director of Athletics, Dr. Jeff Sullivan was elected the MPSSAA President in December. His official term will begin June of 2024.

The following Athletic Directors have advanced their NIAAA professional certification during the 2023-24 school year:

- RAA - Joey Collins, Gaithersburg High School
Tom McTighe, Wheaton High School
Bill Toth, Walt Whitman High School
- CAA - Gina Grubb, Poolesville High School
- CMAA - Mike Hayes, Rockville High School
Jeff Rabberman, Quince Orchard High School

Jeff Rabberman, Quince Orchard, Athletic Director and former Baseball Coach at Gaithersburg High School, was inducted into the Maryland State Association of Baseball Coaches Hall of Fame.

The MCPS Student-Athlete Leadership Council (SALC) will host a county wide SALC Conference on March 21, 2024, with sessions focusing on mental health, time management, leadership and sportsmanship. Dr. Karissa Niehoff, NFHS CEO, will be the speaker of honor.

Nine MCPS athletic administrators attended the NIAAA Conference in Orlando, Mr. Karl Heimbach, former Athletic Director at Col. Zadok Magruder High School, was inducted into the NIAAA Hall of Fame.

Dr. Jeff Sullivan presented "How to Advocate for More Resources in Your Athletic Department," and Ms. Kathy Green served as a moderator for "Supporting Students with Disabilities in Athletics."

During the 2023-24 academic year, MCPS Athletics will conduct a "Spirited Sportsmanship and Spectator Safety Week", the first week of the Fall, Winter, and Spring seasons, to promote the RAISE core values of respect and sportsmanship, and spirited and safe competition. The essence of each Spirited Sportsmanship and Spectator Safety Week will assist local school athletic departments with creating a culture of mutual respect and well-being for all athletic event participants. The Winter Spirited Sportsmanship & Spectator Safety Week was held December 5-9, 2023, the Spring will be celebrated March 21-23, 2024.

DISTRICT 3

(Prince George's County)

PGCPS Athletics are in process of starting The Captains Program.

DISTRICT 4

(Calvert, Charles and St. Mary's Counties)

DISTRICT 5

(Anne Arundel and Howard Counties)

Anne Arundel County has named their newest high school, Severn Run. The school will open in the Fall of 2024.

Last fall, Anne Arundel County Public Schools presented the Anne Arundel County Fall Sports Showcase in field hockey, boys and girls soccer and volleyball. It was a HUGE success. The event will be held again next year!

Old Mill and Annapolis held a wrestling match in the Old Mill stadium on December 21st. Approximately 750 people attended the event. Many thanks to the Ravens for the use of their heaters.

Congratulations to Howard County's Atholton High School, Michael Senisi, the Athletics and Activities Manager and the Atholton Coaching Staff on achieving and earning the NIAAA Quality Program Recognition at the Exemplary Level Award. A tremendous amount of work goes into earning this Award. Great Job Mr. Senisi.

**DISTRICT 6**

(Baltimore County)

Bruce Malinowski, Athletic Director at Overlea High School will be retiring in July after 38 years of service. Thank you, Bruce.

DISTRICT 7

(Cecil and Harford Counties)

Aberdeen High School will be getting a new track this spring and C.M. Wright High School will be getting their turf field replaced this summer.

DISTRICT 8

(Eastern Shore Counties)

DISTRICT 9

(Baltimore City)

Trainers have already begun working at Forest Park, Lake Clifton (REACH!), and Mervo. Three additional candidates have accepted positions as trainers and there may be more trainers joining the BCPS in the future.

DISTRICT 10

(IAAM)

The IAAM will celebrate 25 years this year and currently has 29 member schools.

The association continues to offer professional development opportunities. On January 9, Jen Cort, founder of Educational Consulting, presented "Managing Conflict" to their members. On March 27, Dr. Scott Grant, CEO of Triple Threat Leadership and Name, Image and Likeness Educator, will present a workshop for the IAAM and MIAA Heads of Schools, Athletic Directors, Guidance Department Staffs, etc.

DISTRICT 11

(MIAA)

In Memoriam
Reece "Rick" Diggs Jr.
1948-2023

The Maryland interscholastic Athletic Association (MIAA) mourns and reflects upon the life of Rick Diggs, the association's first Executive Director. Rick passed away December 10th at his home in Severna Park, surrounded by his family.

Rick had a passion for sports as a high school athlete at Loyola Blakefield in Baltimore (class of 1966) where he was Senior Class President and captain of the varsity football and varsity baseball teams. (He was inducted into the Loyola Athletic Hall of Fame, along with his son Scott, in 2014.)

He went on to attend Western Maryland College as a Physical Education/Education major where he again became captain of the varsity football and varsity baseball teams, along with serving as President of his fraternity. He enrolled in ROTC and graduated in 1970 as a 2nd Lieutenant in the U.S. Army. He met his future

bride, Joyce, while attending Western Maryland. In 2008 he was inducted into the Western Maryland Green Terror Athletic Hall of Fame.

After graduation, he taught P.E. at East Middle School in Carroll County and joined the 29th field artillery army reserve center, where he was eventually promoted to Captain before being honorably discharged. Rick was named Athletic Director at the newly opened Liberty High School in 1980, where he remained until 1984 when he left education to establish a family business in Anne Arundel County, which required his attention for 10 years of dedicated service.

Rick returned to education in 1994 at St. Vincent Pallotti High School in Laurel where he spent the remainder of his educational career serving in various roles such as Dean of Students, Athletic Director and Director of Advancement. At the same time Rick's attention was also drawn toward the termination of the Maryland Scholastic Association (MSA) and what the future outlook for the Baltimore area private schools might be? Many of the private schools at the time were participating in interscholastic sports in the MSA along with the Baltimore City public schools.

Upon the demise of the MSA, the city schools became members of the state association (MPSSAA). The private schools were left without an identity and place to call home athletically. It was due to the intentions of several school heads representing the private sector that discussions related to potential options for interscholastic competitions began to take shape.

Through these discussions the notion of what would eventually become the founding of the Maryland Interscholastic Athletic Association was given consideration. Work on a constitutional framework to

include rules, regulations and By-Laws was initiated. Rick became involved in those efforts and was soon thereafter identified as the first Executive Director for the newly established MIAA.

Rick led the new league with confidence, integrity and foresight. The original 19 schools and 11 sports were only the beginning. Over his tenure from establishment of the league in 1994 through his retirement in 2013 and up to current times, the number of member schools has increased to 29 and sports offered to 17.

Rick understood the value and impact of interscholastic sports and the important need for private institutions to have athletic representation throughout the Baltimore metro area. His leadership style was motivational and inclusive. His personal mission was always above all, "it's all about the kids." He believed it, he lived it, he sold it and the league has thrived because of it.

The MIAA stands proud and strong as a result of his determination and commitment to the reputation of the league and to the member schools and student athletes it serves. The MIAA today is one of the most well established and respected private school leagues for boys not only locally, but in the state of Maryland and across the nation as well.

We thank you Mr. Diggs. Your legacy will continue as an example for all into the future. Rest in Peace.



MARYLAND STATE ATHLETIC DIRECTORS ASSOCIATION

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The newsletter will be emailed, unless indicated. US Mail, please check

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_____ **\$10.00** Retired _____ New _____ Renewal **\$40.00 includes retired NIAAA Membership**
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For athletic director; up to two assistant athletic directors and the principal

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_____ **\$25.00** Associate _____ New _____ Renewal
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MSADA/NIAAA DUAL MEMBERSHIP

_____ **\$105.00** membership in the Maryland State Athletic Director Association (\$25, a **\$5 discount**)
and the National Interscholastic Athletic Administrators Association (\$80)

or

_____ **\$120.00** for school membership package (**NIAAA/MSADA membership for AD only**, MSADA membership for
two Asst. ADs and Principal) Enter names on above lines

New _____ Renewal _____ if so, Membership Card Number _____

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Amount Enclosed: \$ _____ Make checks payable to the **MSADA**

Mail to: **MSADA**
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MSADA Endowment Contribution \$ _____



BENEFITS OF NIAAA MEMBERSHIP

If you are actively involved in administering interscholastic athletics at either the high school, middle school or junior high level, you should join the National Interscholastic Athletic Administrators Association. The NIAAA is a national professional organization administered by and for athletic administrators for the purpose of:

- Promoting the professional growth and image of interscholastic athletic administrators
- Promoting the development and prestige of state athletic administrators' organizations which will contribute, in cooperation with state high school associations, to the interscholastic athletic program of each state
- Preserving the educational nature of interscholastic athletics and the place of these programs in the curricula of schools

Membership Benefits

- Interscholastic Athletic Administration, a quarterly professional journal written by and for athletic administrators
- \$2,000,000 student injury and property damage liability insurance while performing the duties of an athletic administrator
- \$2,500 term life insurance
- Ability to purchase Long Term Health Care at discount rates, as well as discounts on Cancer Insurance and Accident Insurance
- Discount on registration fees for the National Athletic Directors Conference in addition LTI classes, certification and other services
- Opportunities to serve on national committees
- Opportunity to annually nominate students from your school for the NIAAA Scholarship
- Opportunity for national recognition through the NIAAA Awards Program

Member Liability Insurance

The NIAAA provides each regular member excess liability coverage for their duties as athletic administrators, athletic directors, coordinators or supervisors up to \$2,000,000. Excess means coverage beyond any liability coverage through member's employer, and any additional personal liability coverage held. This liability insurance covers the members for claims or lawsuits involving bodily injury of an athlete (spectator or participant) involving negligence charged on the part of the directors of athletics, or property damage to a third party. This liability policy does not cover lawsuits for such claims as discrimination, wrongful suspension of a coach or athlete, harassment, personal dismissal, coaching, teaching or principal duties, or any other claim not involving bodily injury or property damage. Suits for such claims occurring during the course of employment would have to be covered by the employer.

MARYLAND STATE ATHLETIC DIRECTORS ASSOCIATION PROFESSIONAL SPONSORSHIP

Take a moment and consider all the MSADA offers in terms of professional growth and development for the athletic directors of the state, which in turn benefits our programs, athletes and schools. Through the MSADA, athletic directors can:

- Complete LTI Courses which enhance their professional competency
- Participate in workshop sessions which provide practical solutions for the various challenges they must meet in their positions
- Contribute to the annual MSADA Scholarship Program
- Contribute to the State Endowment Program
- Network with other athletic administrators
- Take advantage of mentoring opportunities from experienced athletic directors
- ...And many more

Please consider having your school become a professional sponsor of the MSADA or encourage your booster club to make a contribution. In order to continue its valuable efforts, the MSADA could use your school's support.

We already have a commitment from a several schools to be a professional sponsor. Will you be next? Please help the MSADA in their effort to promote quality athletic programs in the state of Maryland.

MSADA Professional Sponsorship Pledge

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Conference Registration**\$115.00** per MSADA (**\$150.00** at conference) \$ _____**\$160.00** per non-member (**\$190.00** at conference) \$ _____If you have not paid your 2023/24 dues - add \$30.00 for MSADA only or \$105.00 for MSADA & NIAAA **dues** \$ _____**NO PERSONAL CHECKS at the CONFERENCE**

Registration includes one Saturday Banquet ticket and Sunday Breakfast ticket

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Name of Spouse/Guest _____

Will spouse/guest be attending the complimentary Saturday Retirees/Spouse/Guest Breakfast? Yes No

\$50.00 per extra banquet ticket How many? _____ \$ _____**\$25.00** per extra breakfast ticket How many? _____ \$ _____**MAIL IN DEADLINE for CONFERENCE REGISTRATION - APRIL 15th** **Total Amount Enclosed \$** _____**Please send conference registration form and check payable to MSADA to:**

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HOTEL INFORMATION**Princess Royale Conference Room Rates ARE \$149.00 per night** (Oceanfront \$209 per night)Hotel reservations must be made with the **Princess Royale Hotel**<https://bookings.princessroyale.com/> OR CALL 1-800-476-9253 (Direct Call-in Reservations Rate Code: **24MSADA**)

Group Name: MD Athletic Directors

DEADLINE for HOTEL REGISTRATION MARCH 25th for MSADA rates**LEADERSHIP TRAINING COURSES****\$ 100.00 per course for MSADA members****\$ 150.00 per course non-members and on-site registration****Registration after April 20 may result in course materials being emailed at a later date**

NO PERSONAL CHECKS ACCEPTED on SITE

Thursday, April 25th 5:00pm – 9:00pm

LTC 608 – 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.

LTC 710B – Current Issues in American Sports

\$_____

Challenging Parents; Finding, Hiring and Retaining Quality Coaches; Marketing an Education-based Athletic Program; Ongoing Challenges of Sportsmanship; Time Management and Organizational Skills). An instructor(s) will lead small-group discussions related to important issues and effective response strategies for 3 contemporary topics (selected from 5 available for LTC 710-B). The instructional format of this course will consist of brief presentations, group interaction and sharing of ideas. Participants will play an active role as these issues are debated and explored.

Friday, April 26th 8:00am – 12:00 noon

LTC 618 - Management of Interscholastic Athletic Player Equipment

\$_____

This course examines the role of the athletic administrator and other school administrators in supporting and developing a comprehensive program for accountability and management of athletic equipment. The course will take a basic approach to the fundamentals and methods of managing players' athletic equipment. The topics covered will include: (1) Accountability/Management; (2) Accountability/Legal Issues/Liability in Managing Athletic Equipment; (3) Accountability/Inventory; (4) Accountability/Purchasing; (5) Accountability/Storage/Security; (6) Accountability/Laundry; Best Practices; and (8) Accountability/Maintenance/Repair/Reconditioning. This course makes use of principles, strategies and best practices for managing athletic equipment. All methods and techniques discussed will be drawn from the Athletic Equipment Managers Association standards and practices.

LTC 717 – Identifying the Need for and Effecting Change in Athletic Administration

\$_____

The purpose of this course is to assist athletic administrators in navigating change. Gaining an understanding of change related to process, policy, mindset, systems, and culture is critical to developing an appropriate change model. Additionally, gaining context in various aspects of change such as identifying stakeholders, potential solutions, and the inevitable roadblocks will allow athletic administrators to avoid setbacks that can lead to failure.

Saturday, April 27th 8:30am – 12:30pm

LTC 506 - Legal Issues II (Title IX & Sexual Harassment)

\$_____

This course provides in-depth coverage of the legal standards regarding Title IX compliance and gender equity assurance for interscholastic athletics programs. This includes the methodology for a school to perform a Title IX self-audit in order to proactively identify problem areas and necessary corrective actions to satisfy all applicable Title IX legal mandates. This course offers extensive coverage of the legal standards governing sexual harassment and sexual violence in school sports programs and strategies for developing, implementing, and documenting an effective anti-sexual harassment policy. Required for: CAA and CMAA certification.

LTC 617 – Administration of Interscholastic Sports Medicine Programs

\$_____

This course will examine the role of the athletic administrator and other school administrators in supporting and developing the interscholastic sports medicine program within a school or district. Coverage will include: (1) philosophy of sports medicine services; (2) roles and responsibilities of the certified athletic trainer (A.T.C.); (3) roles of other members of the sports medicine team; (4) the high school sports medicine center – specifications and equipment; (5) helping parents, athletes, and the general public understand the role of athletic trainers; (6) legal issues and risk management strategies; and (7) contemporary administrative issues and response strategies. A series of appendices will also be developed to provide athletic administrators and athletic trainers with helpful information.

CAA Examination - 8:30am - The exam will be administered electronically. To sit for the exam, you must be approved by the NIAAA (www.niaaa.org). The day of the exam you must bring your Photo ID, a Laptop Computer and your NIAAA User Name and Password.