



# Executive Director's Update

Massachusetts Interscholastic Athletic Association

33 Forge Parkway | Franklin, MA 02038 | 508-541-7997 | miaa.net

## **An Update from Executive Director Robert Baldwin**

Massachusetts Interscholastic Athletic Association

**February 16, 2023**

### **Analysis of the Massachusetts Interscholastic Athletic Association**

The Analysis of the Massachusetts Interscholastic Athletic Association ([CLICK HERE](#)) is an accounting of the actions taken to implement the Executive Director's Plan for Growth and Improvement that was approved one year ago. The Executive Summary describes the components of this complete analysis. At this point in time, we are sharing the portion of this document that was presented to the Board of Directors on February 8, 2023.

The MIAA's Organizational Analysis and the Executive Director's Plan for Growth and Improvement were presented and approved at two consecutive Board of Directors meetings in 2022 (February and March). Concurrently, a House Committee on Post Audit and Oversight Bureau (HPO) Report was conducted throughout the 2021 - 2022 academic year and was issued on July 21, 2022. The proactive undertaking to implement several reforms are consistent with the findings of the report and detailed in **The Status Quo is Not An Option**.

**The Road Forward** states the objectives within the Plan for Growth and Improvement that were immediately implemented to guide the utilization of time, personnel, funds and other resources used to drive the Association's core values and beliefs, and priorities. This was conducted in accordance with the FY23 Budget Process.

Within this analysis is a budget presented in a different format, a link to our full financial audit by a third-party financial auditing firm, a link to a description from a recent House Post Audit Oversight (HPO) document fully describing our corporate sponsorship relationship with Teall Properties Group (TPG), and the most current quarterly financial report from TPG. This information will continue to be housed on our web page. In future years, we will utilize and build upon this baseline information and keep it housed on our public website.

### **Addressing Hate in School Sports Statement from the MIAA and M.A.S.S**

We are all deeply troubled by the dis-regulated behaviors that continue to occur in interscholastic athletics, our schools and in our communities. We know you join us in taking very seriously our responsibility to help instill in student athletes a commitment to behaving with the utmost respect and dignity.

Over the past two years in particular, our country has begun a profound reckoning on race and racism. Many of our schools and districts are grappling with these topics and striving to be more diverse, equitable, and inclusive. MASS and the MIAA are committed to engaging deeply in this work, too – so that we can make a difference in eradicating racism and all other forms of bias and hatred.

One of the greatest benefits of interscholastic sports is the opportunity to meet and interact with students from other communities and backgrounds. It is essential that students and adults approach those interactions with respect and civility. We believe we have a significant opportunity to begin placing greater emphasis on some of our other core responsibilities – particularly educational athletics, which includes sportsmanship and diversity, equity, and inclusion.

On December 8, over 400 district leaders (superintendents, principals and athletic directors) participated in the Addressing Hate in School Sports Conference hosted by the Massachusetts Attorney General's Office at the TD Garden. We are ready to initiate the next phase of this comprehensive plan with **13 regional trainings across Massachusetts**. The two ½ day trainings will be held on Friday and Saturday dates between March and May of this school year.

To be successful, a district training, comprised of a team of Superintendent, High School Principal, and Athletic Director that lead with one clear message regarding norms and expectations for behavior all sports programs, is imperative. The program delivered by the [Northeastern Center for the Study of Sport in Society](#) is designed to help this leadership team be better prepared to set the tone and expectations of your program to prevent incidents of bias, harassment, and discrimination – and to respond effectively to incidents when they do arise.

**An email with the link to register for these trainings will be sent to you the week following February vacation.** As superintendent for your district, you will be responsible for formally registering up to three district staff - preferably yourself, your High School Principal, and your Athletic Director - for attendance at one regional training. We are grateful for your leadership in encouraging your district's staff to prioritize attendance at these important trainings.

Let's begin the task of eradicating hate and bias to ensure that no one engaged in interscholastic athletics feels disrespected, unsafe, or unwelcome – on or off the playing fields. We believe that a united leadership utilizing the platform of interscholastic athletics can permeate our schools, communities, and society.



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## "Winning Ways" – an MIAA TV Program Produced by Franklin.TV

High School sporting events are without doubt among the most popular programs covered by your local community TV channel. Now, we at the MIAA are reaching out across Massachusetts with our own TV program, "Winning Ways", to highlight the great schools, coaches and players that make high school sports - and students - all that they can be.

Each episode will delve into aspects of the MIAA's mission. As we continue to *Grow Courageous Leaders*, we'll also visit (via Zoom and in-person) with schools, athletic directors, coaches, teams and notable players. Every school has a great story to tell, and we want to highlight those journeys to excellence.

Our episodes will be released by Franklin.TV regularly for download and rebroadcast on your local PEG channel(s) via MMX, the Mass Media Exchange Server. **There is absolutely no cost**, and we encourage you to contact your local PEG studio to include our program in their broadcast schedule. It can be an informative and inspiring addition, especially before or after school games.

Our first episode of "Winning Ways" is slated for release in Mid-February. We invite you to be featured in a future episode.

For information about downloading episodes for local broadcast or participating in an upcoming episode, please contact:

Jim Clark - [jclark@miaa.net](mailto:jclark@miaa.net)

Steve Dubzinski - [sdubzinski@miaa.net](mailto:sdubzinski@miaa.net)

## Tournament Pairings

During the Fall 2022 season the MIAA launched an effort to streamline the production of the final power rankings, and create a smoother process of building and releasing the tournament brackets. These new guidelines once again will be used by sport tournament directors, seeding committees, and MIAA staff for the Winter 2023 postseason in **Boys Basketball, Girls Basketball, Boys Hockey and Girls Hockey**.

[CLICK HERE](#) for additional information.

## Approved Rule Change Proposals Take Effect on July 1, 2023

The approved rule change proposals for the 2023-2025 Handbook will take effect on **July 1, 2023** and can be viewed by [CLICKING HERE](#). You can [CLICK HERE](#) to see the voting results of all submitted proposals.

## 2023 MIAA Ice Hockey Tournament Information

With this second year of the statewide tournament, some planning aspects still feel new and others are consistent with past practice. [CLICK HERE](#) for a number of reminders and other important information regarding the MIAA Ice Hockey tournament.

## MIAA Orientation Workshop for Principals & Athletic Directors – March 28, 2023

The MIAA is excited to announce that the next MIAA Orientation Workshop for Principals & Athletic Directors will be offered on **Tuesday, March 28, 2023 from 11:00 AM-3:00 PM** in conjunction with the MSSADA Conference in Hyannis. The workshop will be held at the Resort & Conference Center at Hyannis located at 35 Scudder Ave, Hyannis, MA. This is an in-person workshop with no virtual option.

*This workshop fulfills the MIAA mandatory attendance requirement for new Principals and Athletic Directors per MIAA Handbook Rule 32.1*

For more information and to register, [CLICK HERE](#).

## Free Softball Coaches EdCamp

**WHEN:** Saturday, March 11, 2023

**WHERE:** MIAA, 33 Forge Parkway Franklin, MA 02038

8:00 AM – 8:30 AM Registration & Coffee

8:30 AM – 1:30 PM Program

**Open to all MIAA Softball Coaches** (Varsity, Junior Varsity, Freshman, Head Coaches and Assistant Coaches)

- ✓ Sharing of favorite drills and team building exercises by some of the coaches from our state champion and finalist teams
- ✓ MIAA Tournament and Rules updates
- ✓ NFHS & USA Softball updates

[CLICK HERE](#) to register

## Boys & Girls Lacrosse Cut-off Date Change

The MIAA Board of Directors, at their February 8, 2023 meeting, voted to adjust the Boys and Girls Lacrosse cut-off date from May 26<sup>th</sup> to May 29<sup>th</sup>.

- Cut-off May 29<sup>th</sup>
- Results posted May 30<sup>th</sup>
- Brackets posted May 31<sup>st</sup>
- Preliminary Games may begin on June 2<sup>nd</sup>



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## Girls Lacrosse Equipment Recall

The NFHS has just been notified by USA Lacrosse that there has been a recall of an SEI approved Hummingbird headgear for girls lacrosse. USAL has removed the headgear from the SEI list.

[CLICK HERE](#) for additional information

## MIAA Student Ambassadors are making a Difference!

MIAA Student Ambassadors often engage in community service efforts within their schools and local communities. Recently, these Ambassadors collected three large trash bags full of new winter hats and gloves and donated them to the South Middlesex Opportunity Council ([SMOC](#)) in Framingham.

## Calendar

Start time 10:00am unless otherwise noted:

- March 1 Football Committee
- March 1 Unified Sports Advisory Committee (virtual)
- March 7 Track Committee
- March 9 Rugby Committee (virtual)
- Softball Coaches EdCamp (8 AM at MIAA office)
- March 14 Golf Committee
- March 15 Board of Directors (virtual)
- March 16 Diversity, Equity & Inclusion Committee
- March 21 Swim Committee
- March 23 Game Officials Committee (4 PM virtual)
- March 28 MIAA Orientation Workshop (11 AM - Resort & Conference Center at Hyannis)

In case you missed it...

[Executive Director's Update February 2, 2022](#)

Thanks for your continued support.

Robert Baldwin



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