

PSADA

PENNSYLVANIA STATE ATHLETIC DIRECTORS ASSOCIATION

DECEMBER 2025 NEWSLETTER | VOLUME 14 NUMBER 3



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The PSADA magazine, an official publication of the Pennsylvania State Athletic Directors Association, is published three times a year.

MEMBERSHIP CHAIRMAN

Kristin Black, RAA

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Online
psada.org





Michael A. Gavlik, CAA

FROM THE DESK OF THE PSADA *President*

As we continue our work in service to our student-athletes, I am pleased to share several exciting updates with you.

We are proud to introduce our new digital newsletter—designed to deliver timely updates, helpful resources, and highlights from across our membership. This enhanced format will allow us to share information more efficiently, celebrate the great work happening in our schools, and keep everyone connected throughout the year. We look forward to your feedback as we continue to refine and grow this communication tool.

Please join me in congratulating the members who have recently earned their Registered Athletic Administrator (RAA) or Certified Athletic Administrator (CAA) designation. This achievement reflects a deep commitment to professional growth, leadership, and excellence within interscholastic athletics. We applaud your hard work and dedication - you represent the very best of our profession.

We are also looking forward to gathering at the National Athletic Directors Conference (NADC) in Tampa, Florida. This annual event remains one of the premier opportunities for learning, networking, and collaboration. Whether you are a first-time attendee or a returning participant, we encourage you to take full advantage of the workshops, sessions, and connections that make this conference so valuable. We hope to see many of you there.

The PSADA Executive Council has already begun plans regarding the upcoming PSADA conference in March. We continue to strive to host the best state sponsored conference in the country. We encourage all Athletic Directors to attend as we all continue to grow in our profession.

Lastly, as we approach the holiday season, I want to extend my warmest wishes to you, your families, and your school communities. This time of year reminds us of the importance of gratitude, rest, and reflection. Thank you for your ongoing commitment to supporting student-athletes and fostering programs that make a meaningful impact.

Wishing you a joyful holiday (and winter sports) season and a successful year ahead.



Holly Farnese, CMAA

“A leader’s future is shaped by the people closest to him or her. A leader’s personal network is their emotional fuel: surrounding themselves with role models, heroes, mentors, inner circle, and accountability partners.”

Dr. Tim Elmore, Habitudes

REMARKS FROM THE *Executive Director*

The start of 2026, a new year, brings a new page for all involved in education. As our focus is athletics, be sure to develop your network and rely on that network for support and professional growth.

PSADA will be there as colleagues and reinforcing the **PSADA Core Purpose:**

- Promote professionalism in the role of the athletic administrator.
- Teach, provide, and encourage professional development, leadership training and certification opportunities for all athletic administrators in the Commonwealth.
- Advocate for the athletic administrator within the Commonwealth.
- Coordinate, disseminate, and communicate the spirit of and promote the value of interscholastic athletics in the Commonwealth.
- Provide athletic administrators with the organizational skills and knowledge to help them create a total athletic program to serve student athletes.
- Provide mentoring and networking opportunities for all athletic administrators.
- Promote professionalism in the role of the athletic administrator.
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- Advocate for the athletic administrator within the Commonwealth. Coordinate, disseminate, and communicate the spirit of and promote the value of interscholastic athletics in the Commonwealth.
- Provide athletic administrators with the organizational skills and knowledge to help them create a total athletic program to serve student athletes.

- Provide mentoring and networking opportunities for all athletic administrators.

PSADA as an organization will also be there with membership support.

- NIAAA Certification Program including the four levels of certification, Registered Athletic Administrator (RAA), Registered Middle School Athletic Administrator (RMSAA), Certified Athletic Director (CAA), Certified Master Athletic Administrator (CMAA), recognizing proficiency and supervision of athletics.
- PSADA is an approved PDE Act 48 Provider as a member's only service.
- PSADA members are eligible for awards honoring PA Athletic Administrators at the local, state, and national level.
- NIAAA Leadership Training Institute educational curriculum of 52 courses taught in PA, online, and as webinars offered at a reduced rate to PSADA members.
- The PSADA Mentorship Program for newly appointed athletic administrators that contribute to successful development of the individual and the association.
- Student athletes may be eligible for up to \$13,000 in annual scholarships and have the opportunity to participate in the NIAAA/PSADA National Scholarship Essay Competition.
- Opportunity to attend the PSADA annual conference offering educational, services, information, and networking opportunities at a reduced members only rate.
- Opportunities for PSADA member students' athletes to attend student leadership workshops.
- PSADA members who also join NIAAA receive \$2,000,000 liability insurance and \$2,500 term life insurance.

Best wishes for a safe, healthy, and successful 2026. Make memories and celebrate excellence.

PSADA CORPORATE SPONSORSHIP REPORT

As all of you understand, Corporate Sponsorships are very important to the fiscal health of our organization. Due to our many sponsorships, we are able to offer a reduced rate on our LTC classes, keep our membership and Conference registration at a reasonable rate, bring in terrific speakers to the Conference and offer outstanding Conference gifts.

All our sponsors request is a chance to speak at your district and league meetings and that you consider them when making a choice about services and products for your school districts. Please check the PSADA website under Sponsors for the current list of our Sponsors Directory of Services.

In addition to our past sponsors, we have added three new sponsors for this year. Johnson-Lambe, PANDA Sports Technology and Point Park University are now onboard and listed in our Directory of Services.

Our cash and in-kind sponsorships average over \$200,000.00 each year. Please support these companies who support PSADA!

PSADA FOUNDATION

Our Foundation has grown tremendously over the years and we are continually trying to find various ways to allocate the funds annually to worthy individuals and professional development, as well as supporting our scholarship program through our award winners.

The Foundation had its origin in 1997, when PSADA started the Student-Athlete Scholarship Foundation. Over the next twelve years, PSADA granted over \$40,000 in scholarships to student-athletes based upon the recipients of our Awards programs.

In 2009, as part of the new Strategic Plan, one of the major goals was to establish the PSADA Foundation. The Foundation would serve as the source for specific professional development programs and the student-athlete scholarship program.

The campaign these for the Foundation has always been and will continue to be “Teaching, Learning and Leading”. The initial goal was to raise \$200,000 over the next few years.

Fast forward to 2025, our Foundation has grown to a point where our investments and fundraising has allowed us to become more generous with our allocations. We have our funds broken down into three specific categories:

- Scholarship (80%)
- Professional Development (10%)
- Coaching Education (10%)

Our investments continue to grow under the advisement of Len Rizzoti, Financial Advisor to the Foundation. We also have an Eastern Golf Outing (June) and a Western Golf Outing (July) that helps fund our Foundation.

In March at our Conference, we have our Foundation Social & Raffle on Wednesday evening in the Exhibit Hall. Through various donations from our Executive Council members, we continue to raise well over \$3,500 annually at this event.

This past year our Foundation has allocated over \$29,000. We continue to try to find ways to utilize this money appropriately and effectively. Listed below are some of the areas we spent funds on:

- Scholarships - \$13,000
- Professional Development & Conference Registration Grants - \$9,445.00
- Student Sports Management Conference - \$1,193.91
- Various Professional Development Fees - \$5,400.00

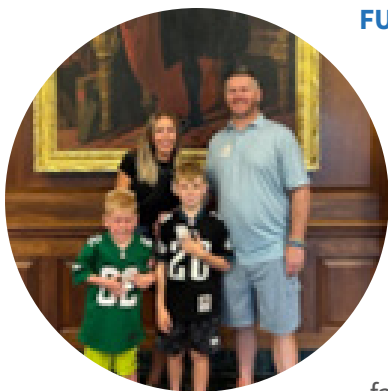
We are moving into our next Strategic Plan, part of that plan is to continue to raise money and find a corporate sponsor that can help add to our scholarships, and review annually our procedures and policies on allocation of funds.

This time of the year, I am always thankful and mindful of those people that have taught and mentored me. As we move forward, it is important to remember where we have come from, and the hard-work of those that got us to this point. As we move forward, those of us in leadership positions, as well as our entire Executive Council will continue to remember the past, and those lessons learned as we strive to move our Association forward.

Merry Christmas!

WHO'S WHO

John Boyd Creighton



FULL NAME: John Boyd Creighton III

SCHOOL: William Tennent High School

YEARS IN ATHLETIC ADMINISTRATION: High School 10.5 / Middle School 6

YEARS ON PSADA EXECUTIVE COUNCIL: 4

TELL US A LITTLE ABOUT YOUR BACKGROUND: I come from a proud family of educators, including my parents, who devoted more than 80 years of combined service to the Philadelphia School District. Although I loved all sports growing up, I was never allowed to play tackle football. Instead, I spent countless hours studying the game from a distance, which ultimately led me to coaching middle school and high school football early in my career.

I enjoy all types of fishing and spending time with my family as much I as can.

As an educator, I hope to leave a legacy rooted in commitment, integrity, and accountability. We all should strive to empower students to maximize their potential and become the best version of themselves.

WHAT HAS BEEN ONE OF YOUR MOST REWARDING EXPERIENCES AS AN ATHLETIC ADMINISTRATOR: Adding new athletic opportunities for students that are still active in 3 different districts.

Middle School – Football / Field Hockey / Lacrosse / Ice Hockey

High School – Boys and Girls Lacrosse / Unified Bocce / Unified Cheer / Unified Soccer / Unified Track / Girls Wrestling / Girls Flag Football

WHAT ADVICE WOULD YOU GIVE TO A NEW OR ASPIRING ATHLETIC DIRECTOR: Create a weekly routine and triage all other situations. What has to be done today, what can wait until tomorrow, what needs to be a phone call vs. an email?

WHAT IS SOMETHING PEOPLE MIGHT BE SURPRISED TO LEARN ABOUT YOU: I love Halloween.

DO YOU HAVE A FAVORITE QUOTE OR MOTTO: Lack of planning on your part, doesn't constitute an emergency on my part.

WHEN YOU ARE NOT AT WORK WHERE CAN WE FIND YOU: In a perfect world, fishing on the beach, but typically trying to prove I still have a bit of athleticism to my children.



PSADA CONGRATULATES PENNSYLVANIA ATHLETIC DIRECTORS AND COACHES EARNING NIAAA CERTIFICATIONS

We recognize the following professionals for their commitment to excellence and continued education through the National Interscholastic Athletic Administrators Association (NIAAA).

Registered Athletic Administrator (RAA)

Keith Blackwell — Garden Spot High School
Robert Brown — MaST Community Charter School
Tymeer Brown — Woodland Hills High School
Devon Francke — Tri-County North High School
Keith Fulmer — Oil City High School
Khalif Holliday — Tacony Academy Charter School
Kathryn Hyatt — Sullivan County High School

Mandi Johnson — Corry Area School District
Tre' Leach — Middletown High School
Chris McNeal — Freire Charter School
Nicholas Mini — Mount Calvary Christian School
David Rodkey — Carlisle High School
George Scott — Fels Samuel High School

Registered Master Athletic Administrator (RMSAA)

Samantha Draut — Lane Charter School

Certified Athletic Administrator (CAA)

Tymeer Brown — Woodland Hills High School
Brian Dever — New Foundations Charter School
Geoffrey Dixon — River Valley School District
Brian Godshall — Lincoln Leadership Acad. Ch. School

Duwayne Jenkins — Bartram John — Main School
Joe Lamenza — Hopewell High School
Brian Rivera — ASPIRA Bilingual Cyber Charter School
George Scott — Fels Samuel High School

Certified Master Athletic Administrator (CMAA)

Andrew Boyer — Cowanesque Valley Jr./Sr. High School
Shannon Fisher — Merion Mercy Academy

Miles Mayers — Motivation High School
Thomas Mealy — Eastern Lebanon County

Certification Requirements

1. RAA
 - A. Bachelor's Degree
 - B. LTC classes: 501, 502, and 503
 - C. Approval of Personal Data Form
2. RMSAA
 - A. Bachelor's Degree
 - B. LTC Classes: 501, 502, 503, 504, 700, and 701
 - C. Approval of Personal Data Form
3. CAA
 - A. Bachelor's Degree
 - B. LTC Classes: 501, 502, 503, 504, and 506
 - C. 2 years' experience as an Athletic Administrator
 - D. Approval of Personal Data Form
 - E. Pass CAA Exam
4. CMAA
 - A. Bachelor's Degree
 - B. Have your CAA
 - C. Additional LTC Classes: 508, 510, one class in the 600s, one class in the 700s, and 3 additional LTC classes of your choice.
 - D. Approval of Personal Data Form
 - E. Complete a graduate level written project or oral presentation.

Interested in getting any of your certifications, check out <https://niaaa.org/about-certification> or contact Kevin Morgan, PSADA Certification Chair at kmorgan@ccsd.cc

UPCOMING PROFESSIONAL DEVELOPMENT OPPORTUNITIES FOR ATHLETIC DIRECTORS

Stay ahead in athletic administration with these professional development opportunities offered by the PSADA and NIAAA.

PSADA Professional Development (March 17–20, 2026)

- The **58th Annual Pennsylvania State Athletic Directors Association (PSADA) Conference** will be held from **March 17–20, 2026**. The conference program includes a variety of PSADA Professional Development and NIAAA Leadership Training Courses (LTCs).

Key courses and sessions include:

- **NIAAA LTC 718:** Athletic Administration: Leading the Athletic Department through Tragic Events.
- **NIAAA LTC 510:** Athletic Administration: Legal Issues IV, covering topics like Social Media, Transgender Participation, Event Management & Security, Pregnant & Parenting Student Athletes, and Intellectual Property.
- **NIAAA LTC 504:** Athletic Administration: Legal Issues I - Liability for Sports Injuries and Risk Management.
- **NIAAA LTC 502:** Athletic Administration: Strategies for Organizational Management.
- **NIAAA LTC 506:** Athletic Administration: Legal Issues II - Title IX and Sexual Harassment.
- **NIAAA LTC 501:** Athletic Administration: Philosophy, Leadership, and Organization.
- **NIAAA LTC708:** Athletic Administration: Coaching Coaches for a Legacy of Leadership

Other offerings may be forthcoming

- **Certification Exam:** The **Certified Athletic Administrator (CAA) Exam Review** is on **Wednesday, March 18**, from **8:00 a.m. to 9:30 a.m.** The Certified Athletic Administrator Exam follows imme.

PSADA
COMMITTED TO

Excellence!



PENNSYLVANIA STATE ATHLETIC DIRECTORS ASSOCIATION



2025-26 Membership & Conference Registration Form



The Pennsylvania State Athletic Directors Association (PSADA) is a statewide organization administered by and for secondary school athletic administrators. The mission of the association is to instill the need for integrity, ethical behavior, and citizenship by all involved with interscholastic athletics. The association strives for excellence by providing leadership training for all members through a professional development program. Finally, PSADA strengthens creativity within athletic administration through communication, networking, technology, and research.

PSADA is committed to supporting the expanding role of the athletic directors in secondary education through it's:

- **Professional Development Program:** A comprehensive plan designed to encompass all levels of athletic administration from novice to experienced and provide professional growth opportunities for members at both the state and national levels.
- **Mentorship Program:** An extensive program for newly appointed athletic directors, aimed to assist them with a successful transition to a new position. This program develops a unique professional opportunity by providing assistance and guidance for both athletic directors.
- **Awards Program:** An established program to annually recognize individuals at the state conference who have made significant contributions to interscholastic athletics and PSADA, regarding their efforts, contributions, dedicated service, and leadership.
- **Publications:** An integrated series of publications that include the PSADA newsletters, an Information Folder, the Strategic Plan, A Guide to Evaluating Coaches, the Professional Development Booklet, etc.
- **Scholarship Foundation:** An established scholarship award program to recognize student-athletes at the schools of award-winning athletic directors.
- **PSADA Annual Conference:** A premiere four-day March conference, which attracts nearly 400 members and includes professional development opportunities, general sessions, and an awards banquet.
- **Additional services and benefits:** A comprehensive Coaching Education Program; State Collegial Alliances with PDE, PSBA, PASA, PASSP, PIAA and PATS; National Liaisons with NFHS, NIAAA, and ASEP; as well as Partnerships/Sponsorships, Professional and Educational Resources, and Delegate Assembly opportunities.

I encourage you to get involved in your future. Join PSADA and become a member of one of the most respected and influential high school athletic administrators' associations in the country.

MEMBERSHIP CATEGORIES

REGULAR: Open to anyone employed by a school district in Pennsylvania who has among their responsibilities the administration of interscholastic athletics.

RETIRED: Open to any retired person who has been a regular member and includes opportunities to serve on PSADA committees without having the ability to vote or be elected to an office.

LIFE: Granted to its past presidents and to those individuals who have been active members of the Association and have distinguished themselves in the interest of athletic administration, after receiving a majority vote by the PSADA Executive Council. Life members have full benefits of an active membership and shall not pay dues.

HONORARY: Granted to those persons who have distinguished themselves in the interest of interscholastic athletics and in the Association after receiving a majority vote by the PSADA Executive Council. Honorary members shall not have the right to vote or hold office and shall not pay dues.

STUDENT: Open to any student interested in interscholastic athletics, athletic administration, or in the State Association. They may attend the annual conference but do not have the ability to vote or be elected to an office.



2025-2026 MEMBERSHIP FORM

Mail Form(s) & Payment To: Brian Koontz, Financial Manager
 136 W 6th Avenue, Everett, PA 15537
 PH: 814-977-1163 E-Mail: bkoontz@psada.org

Make Additional Copies as Needed

Make Checks/Money Orders Payable To: PSADA

GENERAL INFORMATION FOR PSADA & NIAAA MEMBERSHIPS & CONFERENCE REGISTRATION

First: _____ M.I. _____ Last: _____

PIAA DISTRICT: _____

Suffix: _____ Informal First: _____ Title (CAA/Etc.): _____

PSADA Member Since: _____

School: _____

Certification: RAA CAA CMAA ATC

School Address: _____

NIAAA Membership Number: _____

City, State: _____, _____ Zip: _____

Jacket Size: S M L XL 2XL 3XL 4XL

Female Size: S M L XL 2XL 3XL 4XL

Phone: (____) _____ - _____ FAX: (____) _____ - _____

Shirt Size: S M L XL 2XL 3XL 4XL

Female Size: S M L XL 2XL 3XL 4XL

Home Address: _____

Preferred Mailing Address: School Home

City, State: _____, _____ Zip: _____

Cell or Home Phone: (____) _____ - _____

E-Mail: _____

Membership Office Use Only

Check/Money Order # _____

Check/Money Order Date _____

School – Personal – Money Order – Cash

PSADA Membership Choices – please circle the choice that applies to you.

(District 5, 10 and 12 Public Schools should circle Regular D5, 10 or 12 Public only below and enter \$0.00 for total cost. The reason for this is their District Association pays for their membership dues.)

Enter Amount
Due Below
(Line 1) ↓

Regular \$50.00:	Regular D5, 6, 7, 10 or <u>12 Public only:</u> \$0.00	Retired \$20.00:	Student \$20.00:	Past President: \$0.00	Lifetime: \$0.00		
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NIAAA Membership Choices – please circle the choice that applies to you.

(District 12 Public Schools should circle D12 Public only below and enter \$0.00 for total cost. The reason for this is the D12 Public Schools pay for NIAAA membership)

Enter Amount
Due Below
(Line 2) ↓

Regular: \$100.00	Regular <u>D12 Public only:</u> \$0.00	Retired: \$20.00	Student: \$20.00		Lifetime: \$0.00		
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Conference Registration Choices – please circle the choice that applies to you.

(Please note the cost of registration is high for those that are not members of PSADA)

Enter Amount
Due Below
(Line 3) ↓

Regular Member: \$350.00		Retired Member: \$130.00					
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Make Check/Money Order Payable to PSADA

Total Cost

(Add Lines 1, 2 and 3 and enter to the right for total cost)



\$

Conference Registration Fee will be \$375.00 after February 27, 2026.

2026 PSADA PRE-CONFERENCE WORKSHOP REGISTRATION FORM

Name _____ School _____
 School Mailing Address _____
 City _____ State _____ Zip _____
 Work Phone _____ Home Phone _____
 NIAAA ID # _____ E-mail _____

Tuesday, March 17, 2026

_____ **NIAAA LTC 718 - Athletic Administration: Leading the Athletic Department through Tragic Events**
 12:00 Noon – 4:00 p.m. Cocoa Suite 3 Fee: \$135.00 \$ _____
 Presenters: Dan Talbot, CMAA, CIC | Senior Director of Athletics, Polk County Public Schools, John Seman, CMAA, District Athletic Director, Chichester School District

_____ **NIAAA LTC 510 – Athletic Administration: Legal Issues IV - Social Media, Transgender Participation, Event Management & Security, Pregnant & Parenting Student Athletes and Intellectual Property**
 Presenters: Ms. Peg Pennepacker, CAA, NIAAA National Faculty, and Zac Stevenson, CMAA, Commissioner of Officials, New Mexico Activities Association

_____ **NIAAA LTC 503- Athletic Administration: Enhancing Organizational Management**
 12:00 Noon – 4:00 p.m. Cocoa Suite 2 Fee: \$135.00 \$ _____
 Presenters: Mr. Tommy Mealy CMAA, ELCO School District, Joe Derickson, CMAA, Garnet Valley School District

_____ **NIAAA LTC 502 - Athletic Administration: Strategies for Organizational Management**
 5:00 p.m. – 9:00 p.m. Cocoa Suite 2 Fee: \$135.00 \$ _____
 Presenters: Mr. Roger Czerwinski, CMAA, PSADA State Faculty, Cocalico School District, Jason Fisher, CMAA, Devon Preparatory School

_____ **NIAAA LTC 504 – Athletic Administration: Legal Issues I – Liability for Sports Injuries and Risk Management**
 5:00 p.m. – 9:00 p.m. Cocoa Suite 6 Fee: \$135.00 \$ _____
 Presenters: Ms. Peg Pennepacker, CAA, NIAAA National Faculty, Mr. Matthew Fanelli CAA, Athletic Director, Eastern York High School

_____ **NIAAA LTC LTC 708: Coaching Coaches for a Legacy of Leadership**
 5:00 p.m. – 9:00 p.m. Cocoa Suite 3 Fee: \$135.00 \$ _____
 Presenters: Dan Talbot, CMAA, CIC, National Faculty Senior Director of Athletics, Polk County Public Schools, and Joe Derickson, CMAA, Garnet Valley School District

Wednesday, March 18, 2026

_____ **NIAAA LTC 501 – Athletic Administration: Philosophy, Leadership, and Organization**
 8:00 a.m. – 12:00 Noon Cocoa Suite 2 Fee: \$135.00 \$ _____
 Presenters: Mr. Robert Miller, CMAA, Overbrook High School, PSADA Past President, and Mr. Michael Poploskie, CMAA, Bristol High School

_____ **NIAAA LTC 506 – Athletic Administration: Legal Issues II – Title IX and Sexual Harassment**
 8:00 a.m. – 12:00 Noon Cocoa Suite 6 Fee: \$135.00 \$ _____
 Presenter: Ms. Peg Pennepacker, CAA, NIAAA National Faculty and Mr. Matthew Fanelli CAA, Athletic Director, Eastern York High School

_____ **NIAAA LTC 508 – Athletic Administration: Legal Issues III – Hazing, Constitutional Rights, Statutory Law, and Disability Law**
 8:00 a.m. – 12:00 Noon Cocoa Suite 3 Fee: \$135.00 \$ _____
 Presenter: Mr. Zac Stevenson, CMAA, Commissioner of Officials, New Mexico Activities Association

_____ **LTC 619: Enhancing Event Experiences Through Curb Appeal**
 8:00 a.m. – 12:00 Noon Cocoa Suite 4 Fee: \$135.00 \$ _____
 Presenters: Dan Talbot, CMAA, CIC | Senior Director of Athletics Polk County Public Schools, Mr. Lanness Robinson, CMAA, NIAAA National Faculty and Ms. Becky Moran, CMAA, Associate Executive Director, NIAAA

TOTAL AMOUNT DUE \$ _____

Registration Options:

Electronically: psada.finalforms-amp.com
By Email: ALfritzius@gmail.com
By Mail: Mr. Arnie Fritzius, CMAA
 707 Witmer Rd, York, PA 17402

Registration Deadline for these Workshops is **February 26, 2025**.
 After February 26, 2025 the fee for each Workshop is \$150.00.
Payment: Check or money order, made payable to PSADA
Payment MUST be made PRIOR to the Conference Workshop.
 Payment should be sent to Arnie Fritzius

This is being offered as part of the PSADA Professional Development Program.

CORPORATE SPONSORS AND PARTNERS



You Asked... We Answered!



Facility Management & Scheduling

Manage non-team events, facility rentals, sporting events, & link everything together in one streamlined system.



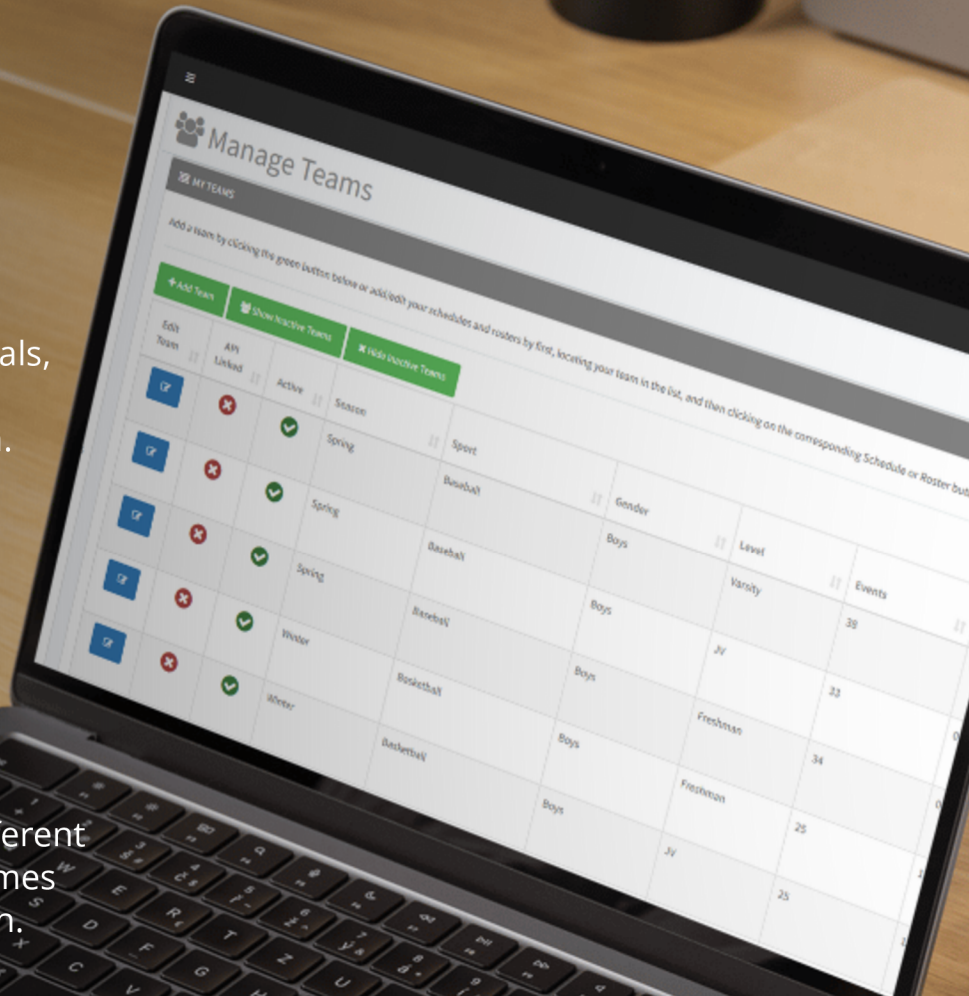
Clone Schedules in a Flash

Duplicate an existing schedule for different teams (e.g., Varsity to JV) & adjust times easily without starting from scratch.



Easy Schedule Sharing

Export your schedule & share it instantly with selected recipients. No more manual sharing—just a few clicks to keep everyone in the loop.



**Want to streamline your athletic department?
Let's team up!**

Scan to schedule a meeting with us or give us a call at 479.527.8655