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Cover Photos:

On our cover is the UIL Texas 5a Boys Champions Medley Relay Team, Back to Back State Champions and State UIL 5a Record holders from Highlands Park, Dallas, TX. (Left to Right) Peter Paulus, Max VanCauweleart, Henry Wang, Ethan Nguyen. The Scots are coached by Jesse Cole who also provided the photo.

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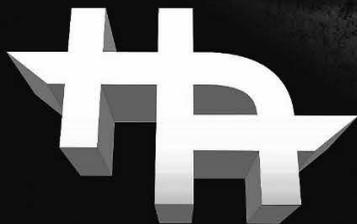
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Greetings,

A new school year is about to begin along with a new high school swimming and diving season. At this time I would like to *THANK YOU for all the time, effort, and work you put into assisting our young athletes to be the very best they can be every year as an athlete, team member, and as an individual.* You the coach are the key component in building your team; you guide all of the young athletes to challenge themselves to be the best they can be, how every opportunity leads to a learning curve as well as how they each handle success and defeat with grace and poise.

“A coach will impact more young people in a year than the average person does in a lifetime.”

Billy Graham

NISCA has many tools that will aide you in this everyday challenge. Sign up for the NISCA High School Swim Coaches Exchange, follow NISCA on twitter, and our newest social media Instagram.

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REMINDER: with the new school year you need to remember to renew your NISCA membership since the new membership year begins August 1st to July 31st.

Sincerely,

Diane H2

Diane Hicks-Hughes

NISCA President

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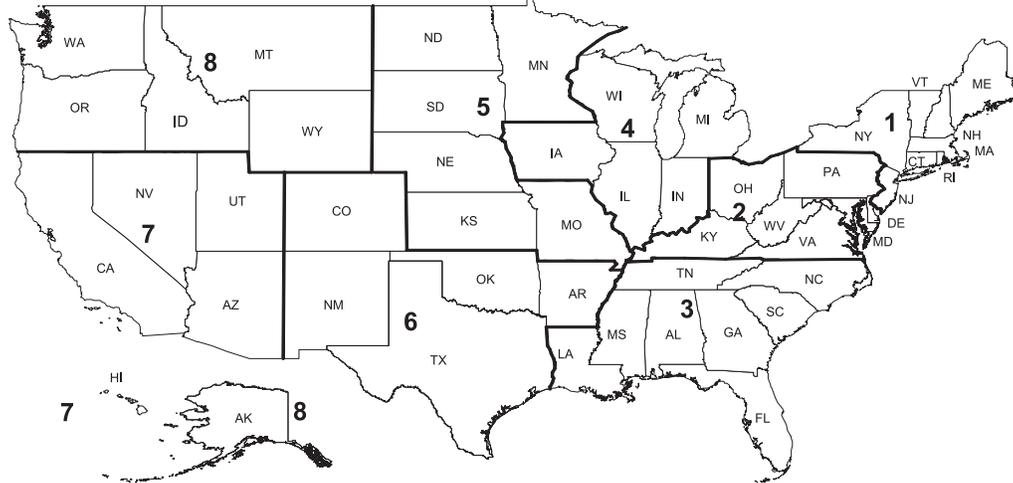
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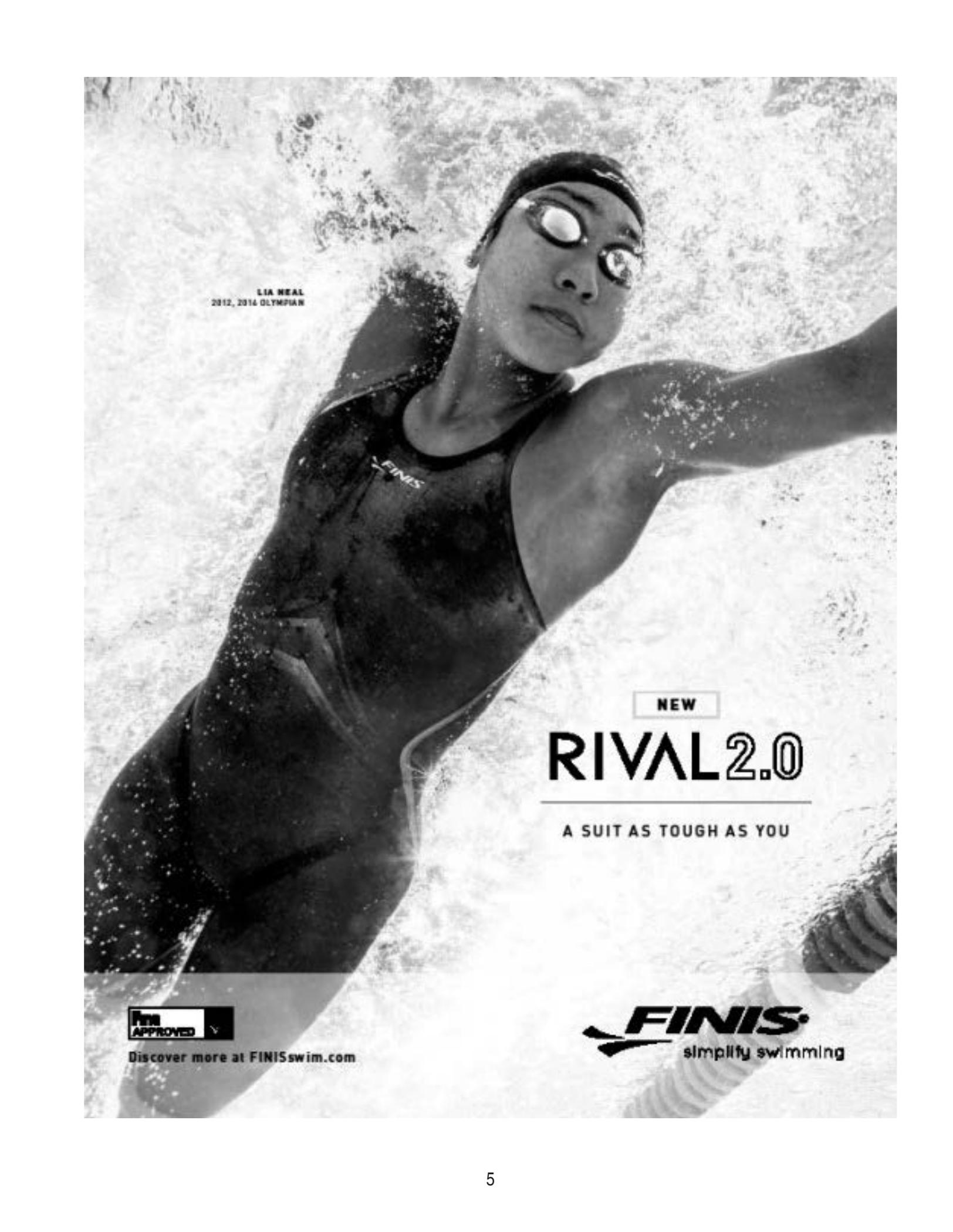
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From the Editor:

May is always a strange month for me. AP Exams are in the books, classes are winding down and any residual swimming business I have to take care of is almost taken care of. While it's always a time of exhaustion and more than a little desperation to be finished, I do think it is important to carve out some time to reflect and evaluate the year before the memories are too far gone to be reliable. In this issue of the Journal we include a version of a Season and Coach Evaluation form from the niscaonline web site. I use something similar for both my program and my classes and almost always learn something important from the input my athletes and students provide. You can find the original, digital format of these forms, along with a treasure trove of other documents for coaches on the site- be sure to have a look if you haven't seen it lately.



DO YOU USE A REALLY GREAT APP, PROGRAM
OR DEVICE WITH YOUR PROGRAM?
CAN YOU WRITE A PARAGRAPH?

Share your insights in the September/October issue of the
Journal and we'll run a picture of your team!
Send contributions to: niscajournal@gmail.com

I'd also like to invite each of you to contribute to the fall issue which will focus on Tech in swimming. It seems like there's been a real explosion of apps, programs and devices available to coaches and that we could all use some input when we try to sort out which pieces will be the most useful for our own programs. Send me a paragraph about what you are using and I'll include a picture of your team too!

I wish you all a restful and restorative summer. Even if you are at a pool all summer I hope you have time to reflect on the 2018-19 season, think about what's on the horizon and plan to try something new for 2019-20!

Betsy Hondorf

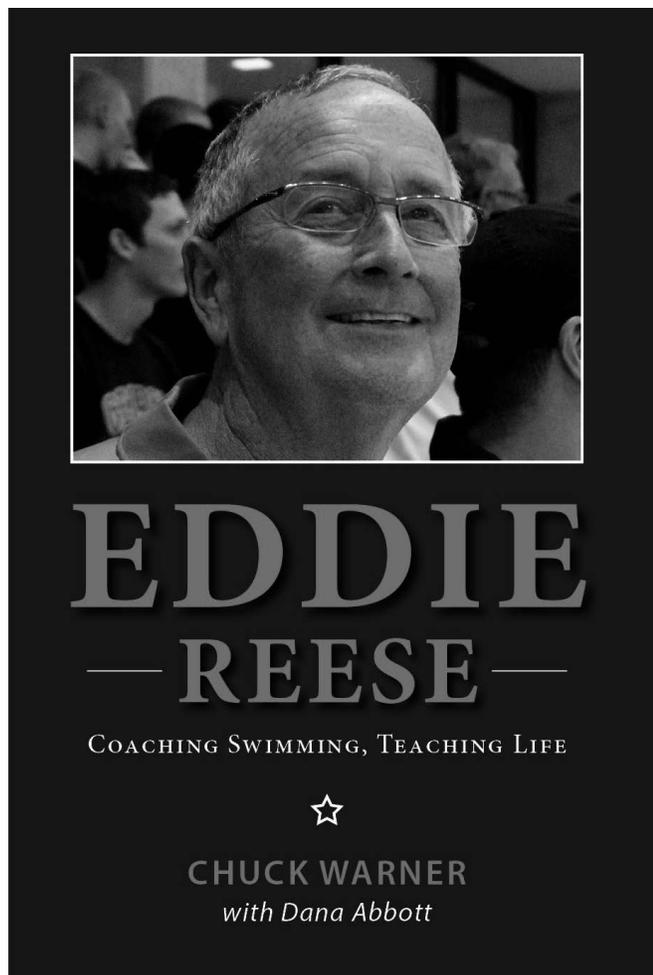
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From the Bookshelf: Eddie Reese: Coaching Swimming, Teaching Life



Eddie Reese. Chuck Warner with Dana Abbott. Luminare Press, Eugene, Oregon, USA, 2019, 181 pp. \$28 US/Hardcover ISBN 978-1-6-062-4. Reviewed by Dave Barney, Albuquerque Academy, NM

Make no mistake about it, this book is more about the idea of *Eddie* than it is about a guy named *Reese*. Allow me to explain. The type-point chosen for the book jacket's primary title suggests an emphasis on the familiar (Eddie) rather than on a more formal notion (Reese). Granted, that's a subtlety not everyone will recognize or even understand for that matter, unless, of course, you

actually know Eddie Reese or have already read the book. But considered as a strategy, it's an important one, because the whole matter of this suggestion surfaces on page after page of Chuck Warner's and Dana Abbott's recent contribution to the literature of our sport, as well as to our understanding of and an appreciation for one of our country's most cherished coaches . . . of any sport. Strategy and motif aside, the ploy itself suggests an Eddie-ease of association, one of the true touchstones of Eddie Reese's life and approach to coaching, as well as his interaction with people from all walks of life, and not just those "regulars" encountered inside the perimeter of a swimming pool. Beyond strategy lies the idea of essence. This is a book of other voices. Indeed, listening to the various celebrations of Eddie Reese is much like discovering a chorus of voices, each subscribing to a common admiration for the manner and monument of a man they love. These affirmations as a whole are not only precious but paramount in the matter of human interaction. In perhaps a more erudite way than it needs to be, this is the essence of the *Eddie Reese* book: spoken reflections drawn from the memories of a wide assortment of former swimmers, coaches, and admirers.

*This book is more about the idea of **Eddie** than it is about a guy named **Reese***

The longest of these citations appear at the very beginning of the book under the notation: *Praise For Eddie Reese, Coaching Swimming, Teaching Life*. Among the voices raised here are tributes from Rick Perry, former governor of the State of Texas, John Leonard, Executive Director of the American Swimming Coaches Association, Aaron Piersol, 5-Time Olympic Champion, and George Block, President of the World Swimming Coaches Association, whose tribute closes with what might pass for the bottom line in all of this line of thinking: “Eddie Reese demonstrates to all of us that when you fill your life with love, you change forever those whom that love touches.” So be it! The flesh and blood, bone and marrow of this book does, indeed, embody the essence of George Block’s thought. You simply cannot escape the presence of love and affection as expressed throughout Warner’s and Abbott’s tribute to Eddie, because it resonates in every echo of the multitude of evocations attesting to the character and kindness of this incredible coach and man.

The rest of the content in the book is somewhat different. Aside from all the testimonies are Eddie’s personal takes on matters pertaining to coaching, followed in many cases by a favorite Eddie-quote. Here are a few examples: on *Recruiting* (“All I recruit is distance per stroke.”); on *Motivation* (I don’t yell at them, I yell for them.”); on *Technique* (“Stroke work is like yardwork or housework; if you don’t keep up with it, it just gets so bad.”); on *Training* (“If it was easy, everyone would do it.”); on *Tapering* (“Taper is an art that no one understands.”); and on *Competitiveness* (“I like to think I work pretty hard for my luck.”).

Some especially poignant moments in the narrative concern Eddie’s views of people especially close to him and his coaching career, beginning with his parents and especially his mother Bettye, and then with his wife Elinor, and then finally with his loyal assistant coach of more than 30 years, Kris Kubik. Footnoting this particular relationship is Chuck Warner’s observation that “if Eddie saw the big picture, Kris choreographed it.” Eddie’s assessment of Kris Kubik’s value to Texas swimming and to him personally echo’s Warner’s quote: “Every once in a while, we come across someone in our sport who is a prodigy at anything and everything he does. Kris is one of those guys. He’s a genius at knowing how to fix anything that goes wrong, including me.”

That quote brings us to the idea of selflessness and an appreciation and understanding of Eddie’s Reese’s sense of humor. As Warner observes, “Eddie’s humor knows few limits, especially with his athletes.” For the record, here are a few Eddie-isms: “You’ve heard of a hair do? Well that’s a hair don’t.” “I’ll retire when they stop laughing at my jokes.” “I’d rather be a fool than open my mouth and prove it.” “Better to be a smart ass than a dumb ass.” “I’ve been to the NCAA so many times, I can spell it.” “I took three years of Australian but still couldn’t get the language.” . . . and so on and so forth.

“Eddie Reese demonstrates to all of us that when you fill your life with love, you change forever those whom that love touches.”

On the matter of the book's appendix and its multitude of footnotes is a section entitled "*Training Sets*." It is here that readers will receive an inside and stylized view of the "*Reese Practice Scheme*." Saturday through Saturday, early season through mid-season, December into January into February toward taper in March is laid out like a city's planning plat for Texas swimmers of all distances and strokes. In addition and preceding the customary acknowledgements, there appears four pages dedicated to Eddie's former swimmers under the banner of "*Where Are They Now*." It's an impressive listing. Power and position in business, science, medicine, and service mark the astonishing success of former Texas swimmers everywhere, including even a few who have followed their leader and become swim coaches.

I'd like to end these observations with what coaches like to call a story, in this particular case a short, short story about a typical and brief Eddie encounter, if you will. In 1989, my mirror-twin brother and I were attending my first *NISCA* meetings and the NCAA Division I Men's Championship Meet in Indianapolis. We were 57 years old. As I recall, the *NISCA* meetings were held at the Indianapolis Athletic Club. My brother was doing some professorial research next door at the Indiana Athenaeum on German-American Turnvereins in North America. In the evenings, we attended the championships at the relatively new (and still splendid) IUPUI Natatorium. Saturday night, following the finals, found us at a fancy but quiet restaurant in the theater district of downtown Indianapolis. We were in the middle of our calamari and pasta when the front door opened and Eddie Reese and a victorious Texas swim team walked in, fresh off Eddie's third NCAA

championship. They headed for a private dining room at the rear of the restaurant. As Eddie passed out table, he paused momentarily, looked down at the two of us and said, "You guys twins?" My brother replied, "yes," and added an off-used retort of his, "and one of us is the oldest in captivity." Eddie chuckled and said, "Well, it's good to see me." We laughed, never thinking that one of us would encounter that favorite witticism in a book written about him thirty years later. I seriously doubt that Eddie Reese would remember any of this brief and obscure scenario that occurred so long ago, but I remember it clearly, simply because it has to do with a person as memorable and as charismatic as Eddie Reese. Encounters with those kinds of people tend to lodge in our memories for a long, long time.

My final thought here about the *Eddie Reese* book is that Eddie is beyond being merely a legend. I suspect, at the University of Texas at least, that he resides somewhere in the rarified atmosphere of a Longhorn version of Mount Olympus, as opposed to somewhere down among the mere mortals who dot the landscape of intercollegiate coaching. He is, as they say, one for the ages: both man and monument to all that is good.



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BEST. PRACTICE. EVER:

Annette Thies- Retired from Albuquerque Academy, NISCA Membership Chair.

Workouts are like books. There are so many great ones, it's hard to choose just one. So rather than pick a workout from the high school season I thought it would be fun to go back and look at some of the workouts I'd highlighted (meaning that both the kids and I thought the workout was good) during pre-season practices.

Before I retired as Assistant Coach at Albuquerque Academy I was asked by a small group of swimmers if I would do pre-season practices. They were not club swimmers, a few had done summer league, but most hadn't been in the water since high school season the year before. They wanted to get in shape and refresh muscle memory before the season started. I got the okay from our athletic director and started practices in September, which gave the swimmers two months to get in shape before the swim season began.

The practices two mornings and three afternoons each week for 90 minutes, with the expectation the kids would make at least three practices each week. With 7-10 swimmers at each practice I had the opportunity to do a lot of individual coaching and focus on technique. In the beginning, the kids complained about how tired they were after the workout (in a good way). But, if they stuck with the practices (sadly some didn't) they were happy with the progress they made when high school season started.

The practice below was done two weeks into the pre-season specifically to focus on technique and acclimate the kids to a ninety-minute workout with

Pre-Season Set

WARM UP

EZ 500 @ 10:00
O = free E = non free
8 X 50 kick free @ 1:10 no fins
Odds- fast Evens-EZ

FOCUS FREE

8 X 25 drill free @ :45
O – catch -up E – fingertip drag
8 X 50 free @ 1:10
Think perfect stroke, focus pull and rotation

FOCUS BACK

8 X 25 drill back @:45
O – double arm E – 3R/3L
8 X 50 back @ 1:15
Think perfect stroke, emphasize kick
8 X 50 Texas 50 turns @ 1:15
Start at middle of pool. Tight streamline, no breath until 3rd stroke
4 X 50 free@ :55
Swim fast/hold pace
2 X 100 swim non-free @ 1:45
4 X 125 free @ 2:00

COOL DOWN

200 swim choice

intervals. If their drills were good we moved on to the rest of the set and if they weren't the kids would do them again. By the third week they were much better at paying attention to the drills.

WARM UP

- EZ 500 @ 10:00
 - O= free E = non free
- 8 X 50 kick free @ 1:10 no fins
 - Odds- fast Evens-EZ

FOCUS FREE

- 8 X 25 drill free @ :45
 - O – catch -up E – fingertip drag
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FOCUS BACK

- 8 X 25 drill back @:45

- O – double arm E – 3R/3L
- 8 X 50 back @ 1:15
 - Think perfect stroke, emphasize kick
- 8 X 50 Texas 50 turns @ 1:15
 - Start at middle of pool. Tight streamline, no breath until 3rd stroke
- 4 X 50 free@ :55
 - Swim fast/hold pace
- 2 X 100 swim non-free @ 1:45
- 4 X 125 free @ 2:00

COOL DOWN

- 200 swim choice

Later in the high school season I used this same workout with different intervals and strokes and only one pre-season swimmers noticed it was pretty much the same workout. She said she remembered it because she though it was fun – so I'll keep it highlighted as a good workout.



SENIOR SPOTLIGHT:

Kate Luft, Northern York High School, Dillsburg, PA



By Bill Resser, Head Swimming and Diving Coach,
Northern York High School, Dillsburg, PA

This is a story about unexpected tragedy, disappointment and fear. It's also about facing reality, as bleak as it may seem, and resolving to patiently and determinedly embrace each day as an "opportunity". It's about the power of believing in oneself, perseverance and continuously moving forward in order to, with the help of others, create the best possible future, whatever that may be. My hope, in sharing Kate's incredible story, is that it might provide important perspective and inspiration to you and your athletes. That it might help you work through the everyday challenges and frustrations of high school swimming and diving – and life in

general – in order to reveal the best version of yourselves, not only as coaches and student-athletes but, most importantly, as people of character. Being part of the story has certainly done that for me.

The journey begins on a warm August day in 2015 at the beach in Cape May, New Jersey. One of our incoming freshman swimmers, Kate Luft, had just finished competing in the YMCA Long Course National Championships in Indianapolis and was looking forward to a bit of a break from competitive swimming before she began her interscholastic career with us at Northern York High School in Dillsburg, Pennsylvania.

Based on Kate's achievements coming up through the ranks as a club swimmer, she and her family – as well as our coaching staff and athletes – were all very excited about the potential impact she might have on the success of our Northern program and high school swimming in Pennsylvania over her four year career.

However, on that carefree August day, as Kate excitedly ran and dove into the surf for the first time, her thoughts quickly went from visions of future high school swimming podiums and glory to, "*please, just let me be able to swim again!*" You see, when Kate dove in her head impacted a sandbar hidden just below the surface. She immediately knew something was very wrong, because when she tried to stand up she couldn't support her head. It felt extremely heavy and, as reality and shock settled in, she toppled over into the surf. She was immediately

rushed to a nearby hospital where it was determined she had broken her neck and narrowly missed doing very serious damage to her spinal cord. She was put in a neck brace to immobilize her head and neck and prevent any further injury. That brace would become part of Kate's "identity" for the next four months.



Over those long months, Kate was seeing a neurosurgeon in order to insure she was healing properly. With each visit, one of her first questions was, "When can I get back in the pool?" Unfortunately, in October it was determined her neck was not healing as expected, so they needed to perform a procedure to fuse two of her vertebrae together. Kate was frustrated and disappointed because that meant even more time in her neck brace and it delayed her being able to get back in the water.

Our 2015-16 season began in mid-November, but it wasn't until early December that Kate was cleared

by her medical team to get in the pool to see what she could do and what her body would tolerate. Understandably, there were a number of restrictions we had in terms of Kate's practices. She wasn't allowed to dive into the pool nor do flip turns, breaststroke or butterfly. For a number of weeks all she was allowed to do was swim freestyle with a snorkel and backstroke, both with open turns. With each day, as a result of her determination and refusing to give up, Kate's conditioning and strength gradually improved and we carefully began pushing her harder and harder and asking her to do more and more.

After a few weeks, in mid-January, Kate was finally cleared to dive into the pool which, understandably, was one of the scariest challenges and most intense sources of fear she had to overcome if she was going to be able to compete again. Our approach that day was to first have her dive in from the edge of the pool, instead of the block. We hoped that would be less traumatic for her. With words of encouragement and support, we coaches stood around her as – with tears in her eyes – she dove into water for the first time since that tragic August day at the beach. We encouraged her to do another dive from the edge, and another, until I said quickly and firmly, "This one is from the blocks." Kate paused for a second, looked at me, and then, carefully and deliberately, stepped up on the block with some trepidation. On my unhesitating command of "Take your mark...GO!" she went off the block and entered the water without any physical pain or discomfort and took a major step toward overcoming her fear and doubt. She then did start, after start, after start. With each one, she launched off the block with an increasing amount of power and

confidence, going farther and faster. It was liberating! She was finally able to visualize herself, once again, doing one of the things she loved most, being a competitive swimmer. The question now was, how quickly could we get her ready to race?

The answer came just seven days later when we agreed Kate was ready to safely compete. Actually, being the true competitor she is, Kate was more than ready. She was determined to show herself, and the world, that she could and would overcome the significant adversity life had thrown her way. So on January 28, 2016 – just five months after breaking her neck and three months after disk fusion surgery – Kate swam in her first dual meet for Northern High School. Remarkably – but not surprisingly, considering how hard she'd been working and her inherent fighting spirit – she won her first high school race, the 100 Back! Just five weeks later, in early March, Kate won – what would prove to be – her first of three District 100 Back Championships! Two weeks after that she was recognized as being Pennsylvania “All-State” in the 100 Back at the State Championships!

The way Kate responded to her serious injury and subsequent recovery was very impressive and served as tremendous inspiration for her teammates and coaches. She came to view the day of her accident as her “worst day” and considered every subsequent day a gift, filled with opportunities to look for the positive in life and seek her full potential as a swimmer and person. While she could have easily done so, Kate never backed off or gave up. She developed tremendous patience, intensified her determination and stepped up her work ethic, practicing harder than ever and “with a purpose” every day.

I've coached hundreds of athletes over the past twenty-eight years and Kate may be the most committed, passionate, focused, enthusiastic and the hardest working athlete I've coached. What's noteworthy is that during her extended recovery period, she never asked me for any special treatment. She's developed into the epitome of a “coachable athlete.” The University of South Carolina Gamecocks will be very fortunate to have her as a member of their student body and the Women's Swimming and Diving Team this coming fall.

Despite her delayed start and occasional bouts of debilitating shoulder pain, possibly caused by complications from her neck injury, over the course of her four year high school swimming career, Kate went on to win:

- Over one hundred races!
- Three individual Mid Penn Conference Titles (200 IM, 200 Free, 100 Fly) – setting the Conference Meet Record in the 100 Free while leading off the 400 Free Relay!
- Seven Pennsylvania Interscholastic Athletic Association (PIAA) District III Championships (three in the 100 Back, two in the 200 IM, one in the 200 Free and one in the 200 Free Relay) – setting and lowering the District Record in the 100 Back!
- Back-to-back Pennsylvania State Championships in the 100 Back in 2018 and 2019!

At the national level, Kate has been recognized by NISCA as an All-American swimmer in the 100 Back three times, the 200 IM once and her current times from her senior season in the 200 Free and 100 Free

are under consideration for All-American recognition. In addition to her athletic achievements, Kate ended her senior season being recognized by NISCA as an Academic All-American.

Kate will tell you one of the most important lessons she learned from her experience is, *“People underestimate how strong they really are and to have dealt with something like this has taught me my own strengths. **I’m actually very thankful for it.**”* Let that sink in. She’s *thankful* for what happened to her. Looking back, Kate is also very quick to give credit for her success to her teammates, family, coaches and the local high school swimming community. She’s realized that she’s accomplished what she has, and become the person she’s

become, in large part due to the support and help of others. Overcoming adversity and seeking excellence by recognizing our own inner strengths, while humbly working with others to achieve our goals. Those are life lessons from which we can all learn, benefit and take inspiration. I most certainly have!

If you would like to view a video telling Kate’s story that was produced by our local NBC affiliate, WGAL TV8, you can find it at <https://www.wgal.com/article/swimmer-overcomes-serious-injury-to-become-one-of-best-in-state/25980951>



GET TO KNOW OUR MEMBERS:

Tom Cyprus, Chad Englehart and David Partenheimer II,

By Annette Thies

Tom Cyprus, Chad Englehart, and David Partenheimer have something in common. They all coach with both high school and USA Swimming club teams. This gives them the opportunity to interact at both levels with their high school swimmers during the school season. The coaches are part of the high school experience while maintaining the club connection that is the foundation for their club swimmers. Each coach has a unique situation that may be dictated by state associations or school districts and the coaches create opportunities for their swimmers regardless of what practice or meet they are attending.



Tom Cyprus, Charger Aquatics (CAQ) Head Coach and Albuquerque Academy Assistant Coach, Albuquerque Academy., Albuquerque, New Mexico realtor NISCA member since 2009. Tom has coached for 37 years, beginning with summer league when he was 16. As Head Coach of CAQ since 2007 he has elevated the team to USA Swim Club recognition Level 3 and Club Excellence

Bronze. His team record is 20 state championships with 15 of those consecutive. During his tenure Tom has coached 27 swimmers to National Club Swimming Association (NCSA) or better qualifying cuts and one swimmer for Olympic trials. During the past season twenty-five of Tom's club swimmers were also swimming high school with eleven of them on the Albuquerque Academy high school team (with a total of 50 swimmers) where he is assistant coach. The remainder of those twenty-five club swimmers also practice at six different high schools.

As Assistant high school coach Tom coaches two days a week, the day before a meet and meet day. Communication between he and Dave Barney, Academy's head coach, happens weekly during the high school season. Since New Mexico Activities Association restricts club swimmers to ten meets during high school season (a combination of club and high school meets) he and Dave discuss which meets the club swimmers will attend. Tom makes sure he talks with the six other high school coaches (that his club swimmers' practice with) regarding swim meets and practices schedules. Since there are a lot of meets between January and February Tom usually has his club swimmers attend the high school meets, unless the swimmer is going to Winter Junior Nationals or another big club meet. Tom adds "I also make sure the swimmers communicate with their high school coaches if they need to miss a high school meet.

Tom believes the advantages of coaching high school and club are, 1) the opportunity to help the non-club swimmers become better swimmers, 2) to bring some consistency to the club swimmers when they are at high school practice, and 3) for swimmers to see him in two roles, as head coach at club, and assistant during high school where he works with swimmers at all levels.

When asked about disadvantages he replied, “maybe the long work days during high school season. I may miss some high school meets due to club team obligations. And I miss the high school team dinners prior to big meets because my club practices are at the same time as the dinners”.



Chad Englehart, Head Coach Splash Club, Inc. and Head Coach Bartlesville High School, Bartlesville, Oklahoma. Splash Club holds USA Swim Club recognition Level 3 and Club

Excellence Bronze. Chad has been a NISCA member since 1995

NISCA member since 1995 Chad was an Indiana State Championship meet record holder as well as Big 8 winning breaststroker for University of Kansas. His first coaching position was Assistant Coach with Tony Young in Decatur, Illinois. A year into his first high school head coaching position he was asked to lead a new club team building a new facility and he couldn't pass up the opportunity. He held this position until moving to Bartlesville to be head coach for the club and high school swim teams. . During Chads coaching career he has qualified several swimmers for national times and sent swimmers to the last five Olympic Trials .

Chad's high school team this past season had 36 swimmers (18 girls and 18 boys) and 90 swimmers on his club team. Bartlesville High School is the only high school and Splash Club is also the only USA swim team in town and Chad feels fortunate to be in the position to coach both. His activities association doesn't dictate meet requirements for club swimmers and most of his high school eligible club swimmers also swim for the high school team.

When asked about the advantages of coaching both high school and club Chad commented that the swimmers have “one voice, one plan while being able to have both high school and club experiences”. And when asked if there were any disadvantages he hesitated, then replied “maybe a few logistical challenges with extra scheduling but the advantages of doing both far outweighs any disadvantage.”



David Partenheimer, Head Swim Coach and Head Water Polo Coach Rockwall High School, Assistant Coach Rockwall Aquatic Center of Excellence (RACE), Rockwall, Texas. RACE holds USA Swimming Recognition Level 2 and Excellence Level Silver. David teaches third grade and high school math and teaches a water safety class for second graders. NISCA member since 2009. Over the last 25 years David has coached all levels of swimming. This past season the high school team consisted of 58 swimmers and 27 of these also swam on RACE where he is an assistant coach.

David's high school team and Rockwall Heath High coached by Tommy Sacco, share the pool with RACE club head coach Neil Walker (yes, the Olympian). All three coaches have offices at the pool which helps with communication. The coaches craft a practice schedule during the high school season that are two-a-days for the club swimmers. Texas has a unique situation since the school district owns the pool and the RACE club team. And swimming is co-curricular rather than extra-curricular in Texas. This means that high school swimmers are required to attend practice for nine months because it is a PE credit. Both club and high school swimmers attend the

varsity high school practice 6:30 AM-8:00 AM Monday thru Friday then club only swimmers practice 4:45PM – 6:45 PM Monday thru Friday, and on Saturday.

I spoke with Neil about how he and David coordinate practice for the club swimmers. He said they talk with the swimmers at the beginning of the year to determine their goals, what they think are their top events, and their focus for the season. They also determine the swimmer's priority for a specific meet. Neil added that high school swimming was what "saved his career" when he plateaued at 15. It got him "interested in swimming again".

All the coaches spoke about the unique experience the swimmers have by swimming both high school and club. If the swimmer only swims club, they don't get the same peer recognition that comes from swimming high school meets. Swimmers that only swim high school are exposed to teammates that swim at the national level and train more, which can motivate them to faster swimming during a short season. Chad mentioned that the high school format better prepares a club swimmer for what swimming will be like in college, with meets every week and representing one team at those meets.

Unlike some coaches that coach only high school or only club, these coaches see that both provide good experiences for their swimmers during their high school years and beyond.



USHOFF Hall Of Honor: Mel Roberts



Mel Roberts was inducted into the Utah Sports Hall of Fame Foundation's Hall of Honor in April in Salt Lake City, UT. Mel will go down as one of the most successful

coaches in any sport in state history. He can add to his resume at state, but he has guided Tooele to 549 career victories — more than 200 more wins than anyone else in the sport — 38 region championships and 11 state titles. He has been named the Utah swimming Coach of the Year 12 times, as well as the girls' National Coach of the Year in 2005 and the boys' National Coach of the Year in 2010. He was inducted into the National Interscholastic Swimming Coaches Association (NISCA) Hall of Fame in 2009 and received the NISCA trophy in 2016.

In Memoriam: Jeff Johnson



Renowned USA Swimming and high school coach Jeff Johnson passed away unexpectedly on Friday, February 15th at the age of 74. Jeff began his Acton-Boxborough coaching career with the Boys' Swim Team in 1977 and became the Girl's Team Head Coach in 2002 . He achieved over 500 dual meet wins and had multiple team state titles. In 1992, Jeff founded the Patriot Swim Club to fill a void in Acton-Boxborough and the surrounding communities. He was a strong advocate of both club and high school

swimming and many Massachusetts State Champions were PSC swimmers from competing high schools. Jeff has been recognized numerous times by the Boston Globe, Boston Herald and Lowell Sun as Coach of the Year. He received the David H. Robertson Excellence in Coaching Award in 2005 and the NISCA Outstanding Service Award in 2015. He was humbled to be acknowledged for his coaching; however, for Jeff it was not about the recognition. He always believed the focus of a swimmer's success should be the individual, not the club name or the coaching.

Jeff would be the first to acknowledge that none of these accomplishments would have been possible without the love and support of his wife, Marj. Jeff will be remembered for being one of a kind. As one swimmer noted, "he was the quirkiest and most stubborn, and the softest tough guy". He has left an indelible mark on thousands of lives and will be truly missed.

FEATURE:

ADDRESSING THE ELEPHANT ON DECK: HOW TRACKING SLEEP CAN LEAD TO A CULTURE OF IMPROVEMENT

Mac Guy and Jim Davis, New Trier High School,



The Obvious Truth

How many pizzas did Michael Phelps eat during heavy training days? What starting stance does Caleb Dressel use? What sort of music does Katie Ledecky listen to in the locker room?

We are all looking for an advantage. While athletes and coaches looking for busy looking for subtle boosts in competitive edge, many have turned their backs to the greatest performance enhancer of all: sleep. This is especially apparent within the culture of swimming.

Competitive swimming often demands early mornings, late nights, or both. The logistics of pool availability are always a factor, compounded by the desire to complete multiple workouts in a single day. Add dryland sessions and rigorous academic schedules and we have set up a gauntlet that only

the strongest survive. Or at least that's what we tell ourselves.

Coaches, if we truly want the best for our student-athletes, then we must consider the requests we make of our teams in the context of their specific environments.

For example, at New Trier High School we practice every afternoon and on Monday, Wednesday, and Friday which at 5:45 am. Compared to past practice schedules that included twelve practices a week (twelve!), our current schedule seems elementary. But let's consider what that looks like.

While athletes and coaches looking for busy looking for subtle boosts in competitive edge, many have turned their backs to the greatest performance enhancer of all: sleep.

If one of our athletes is expected to start practice at 5:45 am on Wednesday morning, then we have to look back at Tuesday to understand how reasonable that might be. On a typical Tuesday, athletes start school at 8:15. After school practice goes until 5:30. After showering, they can be home by 6:15/6:30.

They'll throw their backpack in their room and, if dinner has already been prepared, eat a quick meal until 7:00pm. If they go immediately into their homework and work without interruption until 9:00pm, they can be in bed by 10:00pm. With a 5:00 am wakeup call for a 5:45 practice, that leaves 7:00 hours for sleep, *IF* the athlete is out as soon as they hit the pillow.

It would take a highly regimented student-athlete with a rock-solid to pull that off. Notice that there was no time for Snapchat or Netflix. No time to talk with friends online. Also note that while seven hours sounds fine to working people, the CDC claims that adolescents need eight to ten hours per night. Athletes need even more.

Based on the structure of their day, we have unintentionally built a schedule that - even in the best case scenario - promotes sleep deprivation. We have to confront that truth.

Based on the structure of their day, we have unintentionally built a schedule that - even in the best-case scenario - promotes sleep deprivation. We have to confront that truth

Too often, people think the best swimmers, or students, are the ones that do the most on the least amount of sleep. In his book, *Why We Sleep*, Matthew Walker has referred to it as *sleep machismo*, *sleep bravado*. It's a faulty narrative that coaches should do their best to combat.

Because here's the real truth - no one who is consistently sleep deprived believes they are making a good decision. They feel bad. They think poorly. They are grumpy and emotional and many would freely admit that they need more sleep. But they don't get it. They turn their backs to it, and their performance in school and in the pool suffers as a result.

Let's Talk About Sleep

Over the last two seasons, our goals have been twofold: 1) help our athletes understand how sleep can affect their lives and 2) equip them with strategies to maximize their sleep.

Most of our students hear that sleep is important, but we are not convinced that they know exactly *how* important it is. Eight hours of sleep, like the recommended eight glasses of water per day, feels to many like an old cliché - a "wash behind your ears" sort of suggestion. Our students routinely report that an eight hour night would be a blessing, and is anything but the norm. To this end, we host group discussions which include expert speakers and research to embed the idea that if we work hard, we must rest hard. Balance is essential.

As the season progresses we have found that, although our athletes understand that sleep is important, they still might not be willing to prioritize it. This is not for lack of understanding. Simply, they get caught up in school, practice, homework, and the complicated social ecosystem that comes with being an adolescent in high school.

Sleep does not always seem as important as, say, the homecoming dance. Or a math test. It is understandable why something as boring as sleep

(which looks a lot like doing nothing for an extended period of time) would not remain at the front of one's mind. So we remind them.

We talk about the importance of rest. And we talk about how sleep is the cornerstone of recovery. But then we took it a step further.

Two years ago we began asking athletes to track their sleep. As part of our dryland training, we ask a quick series of questions, which include sleep quantity (total hours) and sleep quality (a 1-10 rating). With this method, we could get a handle on just how well our student-athletes were resting and support them as needed; the method had the additional benefit of being a frequent and subtle reminder that sleep was important.

The very act of tracking encourages students to self-reflect. 2-3 times per week, our athletes must consider their sleep habits from the night before. Eventually, we hope that this allows them to be more thoughtful about sleep habits in general. In other, similar studies, students confirm this idea: *"I didn't really think about [how many hours] I got. By the end of the season I would stop watching TV because I knew what time it was and how many hours I needed to get before practice."*

The very act of tracking encourages students to self-reflect.

Methods & Data: TrainHeroic Year One

At the beginning of each of our dryland sessions we asked all our athletes to collect four pieces of information. Athletes rated themselves on a scale

from 1 (poor) to 10 (excellent), tracking their 1) amount of sleep, 2) quality of sleep, 3) amount of stress, 4) quality of stress, 5) and intentional nutrition decisions. The TrainHeroic app allowed athletes to access the survey on their phones or iPads.

*Important: we do not want athletes to be on their technology during the workouts, so this survey was taken while during warmups. Often, one athlete would be doing the bar component of the warmup, one athlete would be doing the band component of the warmup, and another athlete would be filling out the survey. When all were done warming up, before we explained the workout for the day, they would place their phones in a basket in the coach's office.

Occasionally, when we noticed sleep trends slipping, we would try to identify causes. In group and individual discussions, our athletes often cited device usage, homework, and eating late as factors that got in the way of earlier bedtimes. Through these short meetings, we were able to acknowledge the demands of our team's schedule in conjunction with their rigorous academic loads. We call this unbraiding. We took the time to pull apart these ideas, and address each one individually.

Do we have control over school start times? If not, then we must do our best to plan accordingly. Do we have control over our social media engagement? If yes, then we must decide if that last hour of Snapchat is more valuable than another hour of sleep.

By moving beyond the known obstacles to good sleep, we were able to address common-sense strategies to help them get in bed earlier. Moderating time on social media, minimizing distractions during study time, and seeking academic assistance from

teachers outside of class were habits that some of our better sleepers recommended. We also emphasized the idea that when a full night's sleep was not possible, a better night's sleep was preferable. In that way, we often celebrated when our athletes were able to increase their amount of sleep by fifteen to thirty minutes at a time. Over the course of the week, that sleep adds up. Over the course of a season, it can be game-changing. Consider this: 20 additional minutes of sleep per night can result in more than 24 hours of sleep over the course of the season. That rest matters.

With frequent exposure to explicit strategies and peer modeling, we hoped to combat the narrative that better sleep was impossible for swimmers who have morning practice and take on demanding academic workloads.

What we found at the end of our season supported this idea. Athletes who slept more often reported feeling better, but the most notable findings came from athletes who did not sleep well. If an athlete averaged 6.5 hours of sleep or fewer throughout the season, she was four times more likely to be in the bottom half of the team in terms of performance improvement.



With such a stark contrast in swimmer performance, why wouldn't it be obvious to teens that sleep is essential? Because we (the coaches) are measuring performance improvement, while many overvalue performance outcome.

The athletes are receiving misleading feedback loops. That is, their low level of improvement in the absence of sleep does not necessarily mean they did not perform well. There are many sleep-deprived athletes with medals around their necks on the podium. Baggy-eyed and exhausted through the next day's classes, they have achieved in spite of themselves.

This aligns with the research coming out of Dr. Matthew Walker's lab at UC Berkeley. In his lab, Dr. Walker measures performance on cognitive tests after different levels of sleep deprivation. Although many of his subjects make errors - or miss responses entirely - he notes that participants "consistently underestimated the degree of performance disability."

We call that the Talent Delusion.

The participants in Dr. Walker's study, our athletes, and ourselves - we are all operating below capacity more often than we are willing to admit. We are talented enough to coach well, our athletes are talented enough to perform well, but we are not coaching, swimming, thinking, or behaving at the peak of our ability. We have not yet reached our potential.

As coaches, we recognize that improvement is the most important metric. We are charged with development, with enhancement. Maximizing the potential of those we work with is the ultimate aim.

A Moment of Reflection

Occasionally, we will do breathing and mindfulness exercises with our athletes. In only a few minutes, athletes often report falling asleep. Their minds are starving for rest. They are exhausted.

So Coaches, while we work to build understanding within our athletes, let's also take a moment to reflect on the systems in which we ask them to perform.

When do they leave practice for the day? What time are we asking them to be back in the pool? Have we allowed a sufficient opportunity for an athlete to downregulate from practice, get some food and finish their homework, *and* receive enough sleep to successfully recover from the day?

The elephant on deck is the no-longer-inconspicuous secret that our athletes are sleep deprived. We, the coaches, are the ones holding the keys to the systems in which these dilemmas are born.

With this in mind, we recommend two core ideas:

- 1) Talk about sleep (and other core elements of rest), then track them. This provides opportunity not only for understanding, but for self-reflection, and continued reinforcement of core concepts.
- 2) Talk about healthy sleep practices, and practice them ourselves. Set up structures so that athletes *and coaches* can prioritize wellness. Model the way. Create a culture of health.

By creating practice schedules that allow for adequate recovery and emphasize sleep skills, we hope that our athletes will be healthier in every aspect of their life. Not only will they be more likely to improve their athletic performance, but they can improve their academic and interpersonal potentials as well. Sleep is the key. But without the explicit intervention of their coaches, our athletes are more likely than ever to sleepwalk through their swimming careers.



At right- The Green Raiders of Ridley High School in Folsom, PA cheer for a teammate. The team is coached by Kevin Pierce.

Photo by Ted Beck

Rules:

1. Applications must be submitted on-line at <http://www.niscaonline.org>.
2. All parts of the application must be completed. Failure to complete any section will delay the processing of your application.
3. For an individual event, the full home address and home telephone number of the swimmer must be included.
4. Relay teams are limited to FOUR swimmers. ALL RELAY SWIMMERS MUST BE LISTED ALONG WITH THEIR NUMERIC GRADE LEVEL. ALL SWIMMERS MUST BE IN GRADE 9-12 TO APPLY. Only **ONE TEAM PER SCHOOL per event**.
5. All times submitted must be achieved in a regularly scheduled interscholastic meet (no time trials) and will include times achieved up to and including *STATE MEET PERFORMANCES*. *NO TIME AFTER THE OFFICIAL STATE ASSOCIATION CHAMPIONSHIP MEET WILL BE ACCEPTED*.
 - USA Swimming OR YMCA meet times will NOT be considered. National Federation Rules must govern the meet.
6. All times must be submitted to the one-hundredth of a second. NO MANUAL TIMES ACCEPTED. Automatic timing ONLY!
7. For times swum at a pool located at an altitude above 3000 feet, enter the time as swum and the correct altitude for the location of the meet. DO NOT ADJUST THE TIME.
8. All meet times must include documentation (copy of, or link to, the official meet results).
 - Non-Championship meet times MUST include the signatures of the Meet Manager and Meet Referee.
9. Only 25 yard or 25 meter times will be accepted.
10. A swimmer may be listed in as many events as his/her times qualify. Each event will require an application. All applications will be paid for as a group at the end of the application process.

Procedures:

1. In order for a swimmer to be considered as a NISCA High School All-American he/she must compete for an interscholastic team and be scholastically eligible as determined by his/her state athletic association or school authority. All swimmers must be in at least the 9th grade level of school to be eligible. Swimmers are limited to 8 consecutive semesters of eligibility. **Fifth year seniors, 7th and 8th grade students are not eligible for consideration. See NFHS National Records Committee Policy Handbook Definition #1.**
2. Applications can be submitted online beginning on November 1st. Application deadlines are:
 - Fall season - December 31st
 - Winter season – March 31st
 - Spring season – June 15th
3. Fall and winter season coaches will be charged a \$30.00 late fee for each application entered after your season's deadline.
4. The application portal will close on midnight (Eastern) June 15th and no applications will be accepted once the portal has closed.
5. Non NISCA members will be charged a \$30.00 non-member fee per application. NISCA Membership is \$50 at <http://niscaonline.org/Memberships>. On-line membership applications can take up to 24 hours to process.
6. The fastest one hundred (100) submitted and accepted times in each event will be named All-America.
 - Check applications submitted and accepted at <http://www.niscaonline.org/aaswimming/AppsProcessed.aspx>
 - Check applications submitted but NOT accepted at <http://www.niscaonline.org/aaswimming/AppsReceived.aspx>
7. Swimmers who are selected to the All-America teams will be mailed **one** commemorative certificate.
 - Additional certificates may be purchased after the All American Team has been announced. Certificates can be reordered here: http://niscaonline.org/Portals/0/Documents/All%20America/All%20American%20Reorder%20Form_14.pdf?ver=2015-08-28-182020-000
 - **Certificates are sent to the ATHLETES HOME ADDRESS. If the address listed as the athletes home address is NOT their residence, NISCA is not responsible for replacing those certificates.**
8. Print a copy of each application and any payment receipt for your records as proof of submission.

HIGH SCHOOL SPECIFIC:

End of the Year Evaluations

From www.niscaonline.com-

N I S C A® Did you know that there are a wide variety of forms and resources available for NISCA member coaches available on the *niscaonline.org* website? Among these are end of season evaluation forms for both your program and your coaching staff. If you are not already doing an end of season review, here are some reasons you might consider using one next season:

1. Doing a program evaluation allows athletes to have a voice in the program. Most of us coaches think and say “it’s your program, I’ve got next year.” But do you really mean that? Is it really the kids program? Or are you the egomaniac center of it?

2. Sometimes the kids have some great ideas! And, these great ideas can make your

program better. We don’t know it all. We may think we do, but we don’t. As soon as we stop listening to the kids we coach, we fail.

3. Sometimes the evaluation confirms that you are doing things right. It’s always nice to hear the kids say “Coach, you are doing everything right, don’t change a thing with this, or this, or this.” It’s not that we need a pat on the back, but you want to make sure you are on target, that you are reaching them and teaching them. Some kids will write one word, some will write entire paragraphs over the course of a few days.

On the next pages you will find full size versions of the forms as they are posted online. However, you may wish to download them in a digital format and tailor them to the needs of your program and coaching staff.

Pictured at right are the Bombers of Mountain Home High School, Coached by Hope Normandy (left) the team is from Mountain Home, AR. Photo by Mary Norris.



Coaching Evaluation Form

Circle one answer, add comments to clarify.

Coach consistently demonstrated good sportsmanship	Yes No No Opinion Comments:
Coach had an appropriate emphasis on winning	Yes No No Opinion Comments:
Coach treated all athletes fairly	Yes No No Opinion Comments:
Coach demonstrated/taught proper technique/drills	Yes No No Opinion Comments:
Coach was well organized	Yes No No Opinion Comments:
Coach communicated effectively with the team.	Yes No No Opinion Comments:
Coach communicated effectively with me.	Yes No No Opinion Comments:
Coach conducted effective practices.	Yes No No Opinion Comments:
Coach motivated my teammates and me to become better.	Yes No No Opinion Comments:
I would be happy to play for this coach again.	Yes No No Opinion Comments:

What is your coach's greatest strength?

What area does your coach need to improve?

Season Evaluation Form

I learned more about swimming/diving from my coach.	Yes No No Opinion Comments:
I had an enjoyable experience.	Yes No No Opinion Comments:
My swimming/diving skills improved.	Yes No No Opinion Comments:
I had enough opportunity in practice to ask questions.	Yes No No Opinion Comments:
I set and reached my goals for this season	Yes No No Opinion Comments:
I am planning to swim/dive again next year.	Yes No No Opinion Comments:

What was your favorite activity in practices?

What was your least favorite activity in practices?

What would you change to help next year's team?

Reports:

86th National Conference Minutes

March 21-23, 2019, Austin, TX

NISCA Meeting #1 3/21/17 1:00pm

Mark Onstott opened the Conference at 1:05pm. Welcomed everyone, especially the new members. Motion to accept 2018 minutes as published in the journal. Motion made by Mel Roberts, seconded by Don Mason, motion passed.

Mark announced that the Speedo sponsorship has ended as of this fall. They were the sponsor for our All America programs. That has put a significant dent in our finances. Arvel McElroy, Marketing Chair, has been talking to many swim companies, but we have not been able to replace the loss of Speedo at this time. We have money in the bank, but it will not last forever.

Committee Reports:

- a. Treasurer Report: Tom Wojslawowicz. Has been treasurer since 1993. Had the accounts audited by Welsh, Roberts, Auburn and Hutto, LLC in South Carolina. For the 2018 fiscal year. \$215,469 in assets. Revenues \$213,741, expenses \$207,113. Asset increase \$6,628. Anticipating the loss of the Speedo revenue, in November Tom transferred \$40,000 to cover the speedo loss. Next year's report will show the Speedo deficit. Have about \$134,000 in saving right now. If we increased the membership by 500 that would help offset the loss of the Speedo money. Tom does not anticipate getting another \$40,000 sponsorship based on his talks with other swim companies.
- b. Audit Committee: Lanny Landtroop. Job of the Audit committee is to keep an eye on the finances of the organization. At the meeting, ways to trim our expenditures and increase our revenues were discussed. The audit committee recommends that it is time to increase the membership fee. Motion made to increase membership dues to \$75 made by Phil Emery, seconded by Kirk Price. Motion passes unanimously. Team membership will increase as well, but you will still get 4 for the price of 3. Kirk Price asks will this cover the shortfall of the speedo money? Yes, if current membership levels remain the same.
- c. Marketing: Arvel McElroy. Contacted current sponsors prior to the ASCA Conference with current levels of sponsorship and additional options. Started negotiations with Speedo for renewing their contract in August. At ASCA talked to multiple potential sponsors in face to face meetings at the Clinic. Negative responses.
- d. Power Point: Claude Valle (not in attendance, report by Mark Onstott) Sent certificates this year for the first time. Will continue to do so this year with changes to what data gets included with the certificates.
- e. Archives: Paul Torno. (not in attendance, report by Mark Onstott) Continuing to digitize records. Does research requests. Free for NISCA members
- f. Rules: Pete Hugo. Last year our meeting was after committee meeting in Indy. Got a survey out last year. Also got a survey out for this year. Over 600 people participated. Sandy Searcy is here. She and her committee value our input on the rules. We have the opportunity to discuss the rules this evening at the General Rules Meeting.
- g. Diving: Don Mason. Discussion was mostly about rules this year. Diving AA online portal is stable. No changes are expected. The NFHS has been a great partner. They will be coming out with a video dive list with videos of every dive in the table. Diving Coaches course is now available for download from NFHSLearn.com. Also, a Swimming and Diving Officials course is available. Kirk Price commented on how impressed he was with Don's orchestration of the All America Diving Judging weekend.
- h. Water Polo: Bryan Weaver (not in attendance, Report given by Tim Sirois). Water Polo All America website seems to be working OK. This will be the second year that it is online.

- i. Hour of Power: Cindy Dell (not in attendance, report given by Mark Onstott). Team building/fundraising program that NISCA partners with. 162 total teams that participate currently. Only 20 high school teams participating right now. Looking to get more schools involved.
- j. Zone Directors: Diane Hicks Hughes. States are divided into 8 zones, 4 are present at the Conference. In need of zone directors for zones 3 and 8. Zone directors are responsible for communicating with the states in their zone. They will be holding quarterly video conference calls this year
- k. Professional Awards: Mel Roberts. Selection has become difficult because the resumes are old. Make sure that you update your resume each year. 2020 Outstanding Service Award: Greg Carson, CA, Kyle Bedalov, WI, Jessie Cole, TX, Chuck Fargo IL, Matt Green NJ. Collegiate Scholastic Award: Walt Olsewski NY. Hall of Fame: Richard Wachs (deceased), IN, Gregg Anderson NJ.
- l. Coaches Ed: Gregg Anderson. Coaches ed met with 7 people. Came up with an action plan for this year. This year they helped Betsy with content for the journal. If you have an idea for content, submit it to Betsy. Be part of the NISCA High School Idea Exchange face book group. Looking to put together NISCA/Finis clinic. 1 this year, 2 next year and up to 4 in future years. Encourage people to take a look at the website and use that as a resource. Lanny Landtroop complimented Betsy Hondorf for her excellent work on the journal.
- m. NISCA Store: Gregg Anderson. 60 Hannula books, 77 sprint 2, 250 certificates, 4 diving dvds. Sold 76 AA Journals. 2 requests for state top 16 certificates.
- n. Journal: Betsy Hondorf (not in attendance, report by Mark Onstott) She is doing a tremendous job and the articles and content are great. Mark: Informal poll – would you like the journal being digital only. 17 members indicated in the affirmative. 14 prefer keeping it physical. Suggestion made that anyone who wants it in print can subscribe and pay extra. What would the advertisers think (Jim Starrett)? What would the timeline be (Pete Hugo)? No decisions have been made, just getting opinions.
- o. Outreach: Dana Abbott. Original purpose of outreach was to set up regional clinics in areas with the need. With google form got 32 responses from coaches who were interested in hosting a local clinic in their area. Arvel McElroy will be taking over the role of outreach after this meeting. Contact Arvel if you are either interested in hosting a clinic or speaking at a clinic. Dana will become the Constitution chair at the end of this clinic.
- p. National Records/Archive: Mike Schuelke. Plaques have been sent on a timely basis. Last year 27 new records, this year have 9 so far to date. 4 male, 5 female, 5 independent, 4 public, 1 in yards, 8 in meters. ISHOF is staying in Ft. Lauderdale. The City will invest \$27Mil to renovate and upgrade the aquatics center. Should be complete by July of 2020. Came to terms on a 30-year lease. Our NISCA archives are kept there. We keep copies of state meet programs, results, any paper copies of anything that members want to send to the archives. Send items to Mike in hard copy. Address is in the Journal and online. 71 pool certifications currently. There are 2 pending additions currently.
- q. Webmaster - Eve Julian. We have had 45,000 users visit the website this year, up 11,000 from last year. Still looking for a better, more secure platform to move to. Have been researching several options. Fixed issues with password reset links not working. Processing about 10 reset requests a day currently. Still looking for a new webmaster if anyone is interested in taking over, let me know. NISCA Social media: 921 on NISCA exchange, 738 following on Facebook page, 666 on Twitter. Everything goes out on social media. Try to put something out every day. If you have anything you want out, send it to me.

Mark Onstott entertains nominations for Treasurer. Lanny Landtroop nominates Tom Wojslawowicz. Bob Schlegel seconds. Lanny Landtroop moves to close nominations and accept by acclamation, Dana Abbott seconds. Motion passes unanimously.

Mark Onstott entertains nominations for President Elect. Rich Hood nominates Tim Sirois, Don Mason seconds. Lanny Landtroop nominates Peter Hugo, Mike Schuelke seconds. Motion to close nominations made by Dana Abbott, Don Mason seconds. Nominations are closed.

Candidate speeches will be at NISCA meeting number 2, voting will be at NISCA meeting number 3

Motion to adjourn made by Dana Abbot, seconded by Arvel McElroy. Motion passes. Meeting Adjourned.

NISCA Meeting #2 3/22/19, 1:00pm

Meeting Minutes:

Mark Onstott opened the meeting at 2:09pm.

Committee Reports:

Membership - Annette Thies. Current membership is 1200 as of this morning. Will hopefully reach 1500. Membership survey went out in September. 10 questions. 28% have been members 0-6 years, 12-15 years was 11%. 71% head coaches. Gender 79% Male, 20% female. Age 55-64 29%, 45-54 21%, 65+ 20%. 20 years + coaching, 59%. 66% heard about NISCA from a fellow coach, 25% from the website. NISCA benefits in order of importance - Team awards (All America), Journal, Insurance. 85% believe there is a value in the membership fee. Keeps you from coming to conference 52% location 51% Cost, 47% time of year. 350 respondents. We seem to be getting more females joining as newer members based on unofficial survey of the membership database.

All America Committee/General - Mark Onstott. Rich Hood, Boys swimming AA Chair is retiring from his position at the end of this season. We appreciate his service and dedication. Replacement will be Tim Sirios. Tim has been in the support position with Rich for the past 3 years. We are in the process of finding a new support person to help. Decision was made to delete applications that haven't been paid for in 30 days. Accepted applications list will no longer include the time, just the name and team. We are proposing to add Para All America to the All America programs. Finalization of details will be worked out with the AA Chairs and Queenie Nichols, head of US Para Swimming.

There is a proposal for a constitutional bylaw change to eliminate the retired member discount. Eve Julian read the proposal:

Proposal #1:

Article IV Finances

SECTION 1 Dues and fees:

- a. Dues and fees of the Association shall be established by the Membership and approved by a majority of the voting members present at the Annual General Meeting. Retired members who are no longer coaching or teaching shall receive a 20% discount on their annual dues. Amounts shall appear in the minutes of the Annual General Meeting.
- b. Dues and fees shall be payable in advance.
- c. Application for regular membership shall be made to the Treasurer of the Association.

Rationale:

The \$50 cost of membership does not cover the full cost of being a NISCA member. Also, retired coaches are still covered by the insurance and get all of the benefits of the organization, even if they are not currently coaching.

Discussion: Tom Wojslawowicz - Even if you are retired and don't need the insurance, we are still paying for the insurance on the total number of memberships. Phil Emery wants to know when we pay the insurance? Tom states that it is paid in February based on membership numbers.

Don Mason move to accept, Trey Collins seconds

Arvel McElroy calls the question. Motion passes

Motion passes 36 for, 0 opposed.

2nd bylaw amendment on stipends. Proposal read by Eve Julian.

Proposal #2 Proposed 9/19/18

Article IV Finances Section 3 Stipends:

- a. Any stipend must be voted by the membership present at the Annual General Meeting. Once approved, a stipend will be provided as noted until such time as it is either altered or revoked by similar vote. All stipend amounts shall be noted in the Constitution or By-laws.
- b. The Journal Editor shall receive a stipend of \$1500.00 per annum.
- c. The Web Master shall receive a stipend of \$1500.00 per annum.

Rationale: The job of webmaster requires a great deal of time every week. The website must be maintained, content posted and updates installed. Content should be posted on a daily basis. The time commitment and skill level needed to create and maintain a website should warrant some compensation.

Discussion: Phil Emery believes that this will be money well spent. Arvel notes the webmaster position requires specialized skills that not many people have.

Arvel McElroy calls the question.
Motion passes 36 for, 0 opposed

Reminder about voting in meeting number 3.

Presidential candidate speeches:
Tim Sirois
Peter Hugo

Mark Onstott appoints Annette Thies, Mark Jedow, and Eric Talsma to the election committee
Motion to adjourn made by Phil Emery, seconded by Trey Collins.
Meeting Adjourned

NISCA Meeting #3 3/23/19, 12:00pm

Meeting Minutes:

Mark Onstott opened the meeting at 12:04pm.

Mark thanks TISCA (Texas Interscholastic Swimming Coaches Association) for the mugs, bottle opener and the koozie. Texas always treats us well. Thanks to Mark Jedow for helping to provide the gifts.

Mark Onstott noted the passing of 3 NISCA member coaches that were involved in NISCA on various levels and were always here at Conference. Jeff Johnson (MA), Bob White (AR), Bill Stetson (SC). Dave Barney added Bob Dunkle who was also a friend of NISCA.

Mark Onstott entertains a proposal for new business.

Rich Hood makes a motion to accept the US Para swimming All America program under the umbrella of All America, Marnie seconds.

Discussion: There has been much discussion already. Details will continue to be finalized. The program will begin for the 2019-2020 school year.

Tom Wojslawowicz moves to close discussion, Gregg Anderson seconds

Motion to close passes 47 -0

Motion to add Para All America to our All America programs

Motion passes 47-0

Kirk Price thanks the executive board for pursuing that.

Dana Abbott proposes a bylaw change.

Proposal #1

ARTICLE IV Finances

SECTION 3 Stipends:

- ~~a. Any stipend must be voted by the membership present at the Annual General Meeting. Once approved, a stipend will be provided as noted until such time as it is either altered or revoked by similar vote. All stipend amounts shall be noted in the Constitution or By-laws.~~
- ~~b. The Journal Editor shall receive a stipend of \$1500.00 per annum.~~
- ~~c. The Web Master shall receive a stipend of \$1500.00 per annum.~~

Proposed change:

- a. Positions to receive stipends shall be voted on and approved by the membership present at the Annual General Meeting. Approved positions shall be recorded and published in the By-laws of the organization.
- b. The amount of the stipends shall be determined by the Executive Board. Stipends shall be reasonable and appropriate and in accordance with the current financial status of the organization.
- c. The Audit Committee will review stipend amounts annually.
- d. The Journal Editor and Webmaster shall receive stipends.

Rationale:

Due to the changing needs of both the organization and the specialized expertise required for the Webmaster and Journal Editor positions, allowing the executive board to set the stipend amount to reflect the current job will permit the flexibility needed to match compensation with needs.

Don Mason seconds the proposal.

Discussion: Lanny Landtroop asks for clarification about who can receive the stipend. The membership will still vote for the positions that can receive stipends, the executive board will set the stipend amounts for those listed in the Constitution.

Arvel McElroy calls the question, Tom Wojslawowicz seconds

Motion to call the question passes 47 to 0

Motion to change the wording of the stipend section of the Constitution passes 47 to 0

Balloting for President Elect

Results of the balloting for President Elect. Tim Sirois has been elected President Elect.

Mark Onstott thanks the organization for allowing him to serve. It is an honor to get to work with great people. Thank you NISCA.

Mark Onstott introduces Diane Hicks-Hughes as NISCA president. Diane Hicks-Hughes presents Mark Onstott with the presidential Award.

Diane addresses the NISCA membership with her vision for the NISCA organization.

Motion to adjourn made by Arvel McElroy, seconded by Kirk Price,

Motion passes 47-0.

Meeting Adjourned

**Committee Meeting Minutes
86th National Conference, 2019**

Audit Committee (Wednesday 3/20, 7:45am)

In Attendance: Lanny Landtroop (Chair), Mel Roberts, Arvel McElroy, Mark Onstott, Diane Hicks Hughes

Items Discussed: Fiscal year Nov. 1, 2017 – Oct 31, 2018. Mark reviewed the current discussions about expenses by the executive board, including the Fall Mailing and sponsorships.

The financial books are in good shape.

Action Items:

Submitted by: Arvel McElroy

Diving Committee (Wednesday 3/20, 9am)

In Attendance: Don Mason (chair), Trey Collins, Kirk Price, Sandy Searcy, Dave Bloomier, Mike Schuelke

Meeting Minutes: Discussed the diving rule proposals and had in depth conversation regarding exhibitions and the proper term for additional non-scoring events. We agreed that standing take-offs have a place in High School diving and providing additional assistance for diving referees was positive.

Action Items:

Submitted by: Don Mason

Water Polo (Wednesday 3/20, 8am)

In Attendance: Mark Jedow, Tim Sirois, Peter Hugo, Don Mason

Items Discussed: Online water polo seems to be up and running very well at this point. Texas is still not at a point where water polo is a state association sport.

Action Items:

Submitted By: Tim Sirois

Professional Awards (Wednesday 3/20, 9am)

In Attendance: Mel Roberts (Chair), Arvel McElroy, Peter Hugo, Tom Hudson, Mark Onstott, Dr. Steve Montgomery, Tom Wojslawowicz, Rich Hood, Marney Shirley, Phil Emery, Diane Hicks Hughes (guest). Not in attendance: Paul Torno, Glenn Kaye

Items Discussed:

Outstanding Service Awards: Craig Carson – CA, Kyle Bedalov – WI, Jessie Cole – TX, Chuck Fargo – IL, Matt Green – NJ.

Collegiate/Scholastic Award – Walt Olsewski – NY

Hall of Fame – Richard Wachs - IN, Gregg Anderson - NJ

Action Items: Explore options for recognizing coaches sooner than 25 years for coaching longevity. Possibility of 5-year increments starting at 15 years.

Submitted by: Mel Roberts

Rules Committee Meeting (Wednesday 3/20, 10am)

Members Present: Mark Jedow, Sandy Searcy, Chris Hugo, Diane Hicks-Hughes, Trey Collins, Mike Adams, Dave Bloomier, Mike Schuelke, Eric Talsma, Ian Kobes, Don Mason, Kirk Price

Items Discussed:

Introductions

Having meeting before the Federation meeting is desirable.

Job description discussed. What is the job description for the Rules Director and for the meeting.

Format of general rule meeting discussed. Peter went through options. One person will give reasons for the rule, one person against the rule will be give their rationale. Rule by rule. Time for discussion, which will be critical. Discussion will be limited.

E-mail comments from today to Sandy

Discussion of the need to have more detailed notes taken at the general meeting. That has value.

Peter will defer to Don on diving rules discussion. Don will lead those discussions.

Discussion items for the National Federation may be presented to the group at the rules meeting. One of those discussion items is suit coverage (which Diane brought up to Sandy).

How do we make for reasonable input to the Federation?

Peter shared results of the survey he got from over 600 members. He shared proposal by proposal.

Discussion of why each one of these passed by such an overwhelming margin. Something in the wording is leading every member to pass it. Does not make sense that some of these passed.

Discussion on the wording. Discussion on how to use results of the survey. Use our rules committee to act as a control.

Don went over the dive results which were dramatically different from swim. Don's info was from people who used to be on the dive committee.

Discussion of different ways exhibition is handled in different states.

Action Items:

Submitted by: Tim Sirois

Zone Directors (Wednesday 3/21, 1:30pm)

In Attendance: Diane Hicks Hughes, Mark Jedow, Ian Kobes, Mark Onstott, Phil Emery, Jim Starrett, Eve Julian

Meeting Minutes:

Mike Schuelke asked Zone Directors to remember to send copies of state meet results and programs for inclusion in the archives. Arvel McElroy reminded Zone Directors to send names and addresses of State Champion coaches to the president.

We need to fill Zone 3 and Zone 8, looking for suggestions if anyone knows of coaches that might be willing to step in.

Discussion of Zone director duties, and what has been accomplished this year. MISCA approved having state coaching associations presidents from the zone attend the clinic. Ian hoping to visit with some of his state delegates in person. Mark Jedow has been using a new newsletter format that we might be able to use for all Zone Directors.

Discussion of setting up a quarterly video conference call for Zone directors to keep everyone engaged.

Discussed getting more coaches associations to add a NISCA membership to their state membership applications.

Action Items:

1. Send in State results and programs
2. Send in state championship names
3. Participate in quarterly Video Conference calls
4. Make sure state delegate positions are filled
5. Help identify other possible Zone Directors for open positions

Submitted by: Eve Julian

AA Chairs (Wednesday 3/20, 1:30pm)

In Attendance: Mark Onstott, Mark Jedow, Marney Shirley, Tim Sirois, Rich Hood, Don Mason, Diane Hicks Hughes, Eve Julian

Meeting Minutes: Dick Farnsworth will be available to talk about website issues on Friday at breakfast.

Discussion of AA issues that have come up this year.

Discussion of the new NISCA U.S. Para Swimming All America program. Standards were set by U.S. Para Swimming. Will be administered by the current Swimming Chairs.

Rich Hood is retiring this year. Tim Sirois will step in as Boys AA Chairperson. Will look at resumes for candidates to come on as Boys Support. Will be looking for someone to support Marney in AAA and Scholar Team as well.

Action Items:

1. Find a new Boys AA Support person
2. Find an AAA/Scholar Team support person
3. Review NISCA U.S. Para Swimming All America Program to be hopefully launched next year.

Submitted by: Eve Julian

Coaches Education (Wednesday March 20, 1:30pm)

Members Present: Gregg Anderson, Chair, Diane Hicks-Hughes, Arvel McElroy, Dana Abbott, Annette Thies, Mel Roberts, Rod Montrie

Items Discussed:

Gregg Anderson introduced Coaches education by reviewing last year's minutes and reviewed goals and objectives from last year, many of which were not met. Action goals of articles for the Journal (Legal Issues-Arvel; Para-Athletes-Cindy; new Coaches –Aisha) were not completed despite email reminders. The NISCA Coaches exchange was discussed and seems to be an ongoing success. No clinics were held since last year. There was a lot of discussion regarding the Para-Athlete and the need for coaches education regarding the para-athlete, once decisions are made regarding NISCA standards for All-America are established.

The committee then discussed several topics and challenges for NISCA Education including getting a NISCA presence on-line since that is where new and younger coaches get their information. Suggestion to include links to website to niscaonline.org and the articles, clinics, Journals that are already there. Lots of discussion about attracting new members especially promoting Insurance and All America programs. We also discussed the NFHS courses and how to encourage NISCA members to take advantage of these courses. Brief discussion of a mentor program.

Action Items

1. Journal article Para-Athletes
2. Finis/NISCA Clinic
3. Advertise/remind coaches of Ed. Material on Website
4. Promote Facebook NISCA Idea Exchange
5. Journal Articles-Legal Issues-Arvel
6. Promote NFHS Swim/Dive Coaches and Officials Courses

Date to beCompleted

Once NISCA standards complete
One in 2019, 2 in 2020, 4 by 2021
Newsletter, Coaches Exchange, email
Ongoing
Soon
Journal/Newsletter

Submitted by Gregg Anderson

New Member Meeting (Wednesday March 20, 7:30pm)

Attendees Present: Emily Snyder - IA, Mike Robinson - TX, Brenden Heller - CT (where he coaches) lives in NY, Linda Wigginton - OK, Michael Sabala – CT (where he coaches) lives in NY, Stephanie Pegues – TX, Lydia Fernandez-Contreras – TX, Colleen Durham – TX. **NISCA Letterhead Attending:** Dana Abbott, Diane Hick-Hughes, Eve Julian, Arvel McElroy, Annette Thies

Items discussed:

Dana started the meeting with introductions then asked : are there any issues you are having now? Where do you go for help?

1. One coach asked what is different from club and high school rules?

The following suggestions were made:

- read NFHS rules, especially points of emphasis
- each state should have a rule interpretation that coach can request
- in Texas the person to ask is Gloria Schlut
- suggested that coaches carry the rule book with them as easy reference
- Know your state rules as well as NFHS rule

2. NISCA insurance coverage

- Talked about that as a good benefit for coaches
- Can get copy of insurance policy from Tom W
- If you are primarily a high school coach it will also cover coaching on a summer team

3. Social media

- Suggested new members join the NISCA Facebook group
- Discussion about using more social media, Twitter and Instagram since that reaches more of the 21-50 aged coaches

4. How did you find out about NISCA?

- Having an All American swimmer or scholar was primary reason

5. Do you feel it is important to join a professional organization?

- Many don't even belong to their state coaches association
- Many young coaches look for information on-line and don't think of asking for help from other coaches or mentors

6. Do they get info from NISCA that is forwarded, or passed down from their AD's
 - One attendee suggested journal and other important info should be available on-line rather than mailed
7. Clinics- would they attend if offered
 - More than likely, but depends on time, where and cost
8. Questions about specific NFHS rules
 - Mentioned the rules meeting the following evening
 - Suggested contacting Sandy Searcy at NFHS or Peter Hugo NISCA rules chair
9. General discussion
 - One attendee shared how they raise funds and Dana suggested they share this and anything else in their programs with us so it can be disseminated to members.
 - Importance of traditions within programs
 - Ideas of fun workouts and other activities within program
 - Finding parents to help
 - How to manage limitations on practice time mandated by Texas rule
 - Reminder about Academic All American for those not familiar with this award

2018-2019 NEW NATIONAL RECORDS

Type	Event	Time	Name	School/Coach	City, State	Date
Female Public	100 Breaststroke Meters	1:09.05	Cecelia Porter	Signal Mountain M/HS Will Hunt	Signal Mountain, TN	10/27/2018
Female Independent	200 Free Meters	2:00.70	Addison Smith	The Baylor School Dan Flack	Chattanooga, TN	10/27/2018
Female Independent	400 Free Meters	4:16.18	Addison Smith	The Baylor School Dan Flack	Chattanooga, TN	10/27/2018
Female Independent	200 Free Relay Meters	1:46.37	Ellie Waldrep, Jewel Gordon Janee Mitchum, Addison Smith	The Baylor School Dan Flack	Chattanooga, TN	10/27/2018
Male Independent	200 Medley Relay Meters	1:41.15	Jack Warden, Neil Simpson Lance Freiman, Arnold Su	Phillips Acad. Andover David Fox	Andover, MA	12/1/2018
Male Public	200 Free Meters	1:48.47	Brendan Burns	Conestoga HS Mark Tirone	Berwyn, PA	1/15/2019
Female Public	200 IM Meters	2:15.94	Katie McClintock	Mainland Regional HS Mike Schiavo	Linwood, NJ	1/31/2019
Male Public	500 Free Yards	4:15.63	Jake Magahey	Mill Creek High School Rick Creed	Hoschton, GA	2/9/2019
Male Independent	50 Free Meters	22.68	David Curtiss	The Pennington Sch. George Ward	Pennington, NJ	1/26/2019



**National Interscholastic Swimming Coaches Association
2018-19 NISCA Swimming All-America**

Yard Time Standards

Top 100 Athletes determined by verified applications will be recognized as All-America in individual and relay events.

<i>Boys All-America</i>		<i>High School</i>	<i>Girls All-America</i>	
<u>All America</u>	<u>Consideration</u>	<u>Event in Yards</u>	<u>Consideration</u>	<u>All America</u>
1:33.34	1:34.94	200 Medley Relay	1:46.44	1:44.54
1:38.52	1:40.23	200 Freestyle	1:50.65	1:48.80
1:49.83	1:51.77	200 Individual Medley	2:04.02	2:01.69
:20.60	:20.96	50 Freestyle	:23.58	:23.23
:48.96	:50.03	100 Butterfly	:55.63	:54.45
:44.99	:45.78	100 Freestyle	:51.13	:50.29
4:28.75	4:33.39	500 Freestyle	4:57.09	4:52.26
1:24.92	1:26.03	200 Freestyle Relay	1:37.16	1:35.50
:49.53	:50.64	100 Backstroke	:56.11	:54.89
:55.93	:57.11	100 Breaststroke	1:04.05	1:02.60
3:06.24	3:08.93	400 Freestyle Relay	3:31.27	3:27.79

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NISCA(national interscholastic swim coaches association)

<https://www.facebook.com/Nisca-National-Interscholastic-Swim-Coaches-Association-165367300181146/>





**National Interscholastic Swimming Coaches Association
2018 - 19 NISCA Swimming All-America**

Meter Time Standards

*Meters are converted to Yards by the online entry database
Coaches enter Meter Times and check "Meters"*

***Top 100 Athletes determined by verified applications will be recognized
as All-America in individual and relay events.***

<i>Boys All-America</i>		<i>High School</i>	<i>Girls All-America</i>	
<u>All-America</u>	<u>Consideration</u>	<u>Event in Yards</u>	<u>Consideration</u>	<u>All-America</u>
1:44.07	1:45.86	200 Medley Relay	1:58.79	1:56.67
1:49.16	1:51.05	200 Freestyle	2:02.69	2:00.55
2:01.91	2:04.18	200 Individual Medley	2:17.66	2:15.08
:23.05	:23.45	50 Freestyle	:26.29	:25.90
:54.54	:55.73	100 Butterfly	1:01.80	1:00.49
:49.98	:50.86	100 Freestyle	:56.86	:55.92
3:55.96	4:00.04	400 Freestyle	4:20.61	4:16.37
1:34.77	1:36.01	200 Freestyle Relay	1:48.53	1:46.67
:55.03	:56.26	100 Backstroke	1:02.34	1:00.98
1:02.08	1:03.39	100 Breaststroke	1:11.22	1:09.61
3:27.47	3:30.47	400 Freestyle Relay	3:55.35	3:50.92

SAVE THE DATE

**8th Annual NISCA National Conference
March 25-28, 2020**



2019 NISCA POOL RECORD CERTIFICATIONS

STATE	CITY	POOL NAME	Y M	DATE of CERTIFICATION
Arizona	Tempe	ASU – Mona Plummer Aquatic Complex	Y	November 16, 2005
California	Concord	Concord Community Park Pool	Y	May 28, 2009
California	Fresno	Clovis West North Course	Y	March 14, 2015
California	Fresno	Clovis West South Course	Y	March 14, 2015
California	Lodi	Tokay High School Pool	Y	April 30, 2008
California	Long Beach	Belmont Plaza Pool	Y	April 3, 1989
California	Newport Beach	Newport Harbor High School	Y	March 28, 2009
California	Riverside	Riverside Aquatic Complex	YM Y	January 20, 2011 May 14, 2015
California	Santa Clara	Santa Clara Swim Club	Y	May 19, 2011
California	Walnut	Mt. San Antonio College	Y	May 13, 2009
Colorado	Fort Collins	Edora Pool Ice Center (EPIC)	Y	February 9, 2018
Colorado	Grand Junction	El Pomar/Colorado Mesa University	Y	May 18, 2013
Colorado	Louisville	Louisville Recreation Center Pool	M	May 28, 2004
Connecticut	Wallingford	The Larry Hart Pool	M	February 25, 2008
Delaware	Newark	University of Delaware - Carpenter Sports	Y	March 8, 2013
Florida	Ft. Lauderdale	International Swimming Hall of Fame Pool	Y	November 15, 2001
Florida	Gainesville	UF - O'Connell Center	Y	January 3, 2004
Florida	Montverde	Montverde Academy Aquatic	M	October 26, 2015
Florida	Orlando	Justus Aquatic Center	Y	November 28, 1984
Florida	Pine Crest	Gulliver Schools Aquatic Center in honor of Marian Krutulis	YM	February 10, 2010
Florida	Stuart	Sailfish Splash Waterpark	Y	April 12, 2012
Georgia	Atlanta	Georgia Tech Campus Rec Center-McAuley Aquatic Center	Y	February 9, 2019
Georgia	Atlanta	Westminster Pool	Y	May 23, 2008
Illinois	Evanston	William Dobson Burton Aquatic Center	Y	February 23, 2012
Illinois	Winnetka	New Trier High School Natatorium	Y	April 19, 2009
Indiana	Indianapolis	Indiana University Natatorium (IUPUI)	Y	November 4, 2015
Iowa	Iowa City	University of Iowa – CRWC Natatorium	Y	November 29, 2017
Kentucky	Lexington	UK - Lancaster Aquatic Center	Y	May 4, 1992
Kentucky	Louisville	Ralph Wright Natatorium-Univ of Louisville	Y	February 27, 2016
Maryland	Germantown	Germantown Swim Center	YM	November 23, 2005
Maryland	North Bethesda	Montgomery Aquatic Center	Y	March 31, 2005
Maryland	Owings Mills	Rosenberg Aquatic Center	Y	February 7, 2009
Massachusetts	Alston	Harvard University Natatorium	YM	March 24, 1978
Michigan	Holland	Holland Community Center	Y	December 1, 2011
Michigan	Ypsilanti	E Michigan Univ – Jones Natatorium	Y	November 23, 2005
Minnesota	Minneapolis	Jean K Freeman Aquatic Center - UM	Y	November 19, 2015

STATE	CITY	POOL NAME	Y M	DATE of CERTIFICATION
Nebraska	Lincoln	Univ of Nebraska - Bob Devaney Sports Center	Y	March 5, 1983
New Jersey	Atlantic City	Atlantic City High School Pool	M	October 19, 2004
New Jersey	Hightstown	Peddie Aquatic Center	YM	March 16, 2010
New Jersey	Lawrenceville	The Lawrence High School Pool	M	May 16, 2008
New Jersey	Linwood	Mainland Regional High School	M	January 24, 2017
New Jersey	Basking Ridge	The Pingry School	M	March 22, 2005
New Jersey	Morristown	Morristown High School Pool	M	April 15, 2004
New Jersey	Ocean City	Tony Mazzitelli Natatorium	M	January 5, 2007
New Jersey	Plainsboro	West Windsor Plainsboro North High School Pool	M	March 13, 2018
New Jersey	Vineland	Vineland High School Natatorium	M	August 17, 2004
New York	Buffalo	Burt Flickinger Center	Y	December 5, 2005
North Dakota	Grand Forks	UND – Hyslop Sports Center	Y	October 12, 2007
North Dakota	Jamestown	Jamestown High School Swimming Pool	Y	January 11, 2005
North Dakota	Mandan	Mandan Community Center Pool	Y	September 13, 2008
Ohio	Canton	C. T. Branin Natatorium	YM	July 7, 1976
Ohio	Fremont	Hawk-Bucci Natatorium	Y	December 20, 2011
Ohio	Hudson	ADA Cooper Miller Natatorium	M	February 4, 2017
Ohio	Massillon	Perry Natatorium	M	March 2, 2017
Oklahoma	Edmond	Oklahoma Christian University Pool	M	December 14, 2005
Pennsylvania	Fort Washington	Upper Dublin High School - Shallow Course	Y	November 24, 2015
		Upper Dublin High School - Deep Course	Y	December 18, 2015
Pennsylvania	Glen Mills	Garnet Valley Middle School Pool	M	September 5, 2018
Pennsylvania	Haverford	McQuillen Pool	M	April 24, 2018
Pennsylvania	Lancaster	McGinness Pool - Franklin & Marshall College	Y	March 16, 2017
		3 pools - 2/SCY & 1/LCM	M	
Pennsylvania	Lewisburg	Bucknell University - Kinney Natatorium	Y	March 18, 2017
Pennsylvania	Philadelphia	LaSalle University - Kirk Pool	Y	February 23, 2005
Pennsylvania	Wexford	North Allegheny Natatorium	Y	December 19, 2017
Tennessee	Chattanooga	Baylor School Natatorium	M	January 18, 2008
Tennessee	Knoxville	Allen Jones Intercollegiate Aquatic Center	Y	February 12, 2011
Tennessee	Nashville	Tracy Caulkins Pool Centennial Sportplex	Y	February 10, 2012
Texas	Austin	Lee and Joe Jamail Texas Swim Center	Y	February 27, 2009
Texas	Dallas	Alfred J. Loos Swimming Center	Y	December 18, 2007
Texas	San Antonio	Josh Davis Natatorium	Y	January 18, 2008
Texas	San Antonio	NISD Natatorium	YM	December 20, 2007
Virginia	Manassas	Freedom Aquatic and Fitness Center	Y	March 1, 2010
Virginia	Richmond	Collegiate School Aquatics Center	Y	April 17, 2012
Virginia	Virginia Beach	Bayside Community Recreation Center	M	January 29, 2007
Virginia	Virginia Beach	Princess Anne Recreation Center	M	April 22, 2008
Wisconsin	Beloit	Beloit Memorial High School	Y	November 6, 2013
Wisconsin	Madison	UW – Madison Natatorium	Y	May 11, 2005
Wyoming	Casper	Kelly Walsh Swimming Pool	M	October 22, 2004

QUOTES FOR COACHES

IDEAS FOR WORK LIFE BALANCE

- **You don't have to make yourself miserable to be successful.** It's natural to look back and mythologize the long nights and manic moments of genius, but success isn't about working hard, it's about working smart." —Andrew Wilkinson, founder of MetaLab
- **"You will never feel truly satisfied by work until you are satisfied by life."**
—Heather Schuck, *The Working Mom Manifesto*
- **"Take care of yourself:** When you don't sleep, eat crap, don't exercise, and are living off adrenaline for too long, your performance suffers. Your decisions suffer. Your company suffers. Love those close to you:
- **Failure of your company is not failure in life. Failure in your relationship is."** —Ev Williams, co-founder of Medium and Twitter
- "Imagine life as a game in which you are juggling some five balls in the air. You name them—work, family, health, friends and spirit and you're keeping all of these in the air. **You will soon understand that work is a rubber ball.** If you drop it, it will bounce back. But the other four balls—family, health, friends, and spirit—are made of glass. If you drop one of these, they will be irrevocably scuffed, marked, nicked, damaged, or even shattered. They will never be the same. You must understand that and strive for balance in your life." —Brian Dyson, former vice chairman and COO of Coca-Cola
- "So find your rhythm, understand what makes you resentful, and protect it. **You can't have everything you want, but you can have the things that really matter to you.** And thinking that way empowers you to work really hard for a really long period of time." —Marissa Mayer, president and CEO of Yahoo
- "Women in particular need to keep an eye on their physical and mental health, because if we're scurrying to and from appointments and errands, we don't have a lot of time to take care of ourselves. **We need to do a better job of putting ourselves higher on our own 'to do' list.**" —First Lady Michelle Obama
- **"Don't confuse having a career with having a life."** —Hillary Clinton

