

# MENTOR



*The Michigan High School Athletic Association Newsletter for Coaches and Officials*

## WELCOME BACK!

### *MHSAA Officials Survey Lures Several Back Into the Games*

**T**he MHSAA has always emphasized retention and recruitment of contest officials, and takes pride in figures that indicate a yearly growth in registered officials, including a record 12,268 during the 2003-04 school year.

While those numbers are strong, participation numbers continue to grow as well. More schools offering more sports mean more games. The number of officials must increase to properly serve the schools and student-athletes.

In a continued effort to increase registration of officials, it became apparent there was a pool of candidates that was being forgotten: those people formerly registered who discontinued officiating for one reason or another.

Thus, the MHSAA launched a campaign during last August to prompt former officials to return to the gymnasiums and fields throughout Michigan, and also to determine reasons officials packed up their whistles in the first place. The results were encouraging and successful.

Surveys were sent to 7,950 people who were registered for at least one year between 1998 and 2002, but were not registered for the 2003-04 school year.

Included with the survey was a postcard simply stating, "We Want You Back," on which those interested could request registration materials. More than 900 surveys have been returned, and 420 postcards were returned to the MHSAA office. Of the 420 requesting registration materials via the postcard, 75 people re-registered, while another 99 re-registered without returning the card. The 174 former officials who were not registered in 2003-04, but did register this fall, have been sent a follow-up letter to determine if their decision was influenced by the recent survey, postcard, or a combination of both.

Equally as encouraging were the 322 respondents who indicated they plan to return to officiating at some point in the future.

The survey results revealed a variety of factors leading to officials' decisions to leave the avocation. The majority of the questions aimed to measure attitudes toward innate elements of officiating, such as sportsmanship, assignments, compensation and time, while other questions were demographic and factual in nature (how many sports, how many years, gender, race, etc.).

Several of the more prevailing factors leading to individuals' decisions to leave officiating are presented on the following page. And, they might contradict some common perceptions. For example, poor sportsmanship by players and compensation are not primary factors for our officials leaving the games.

For a copy of the survey and the results (based on the 877 surveys received at the time of tabulation), please visit the Officials page of the MHSAA Web site, [mhsaa.com](http://mhsaa.com).



John Johnson, Okemos

*Inside: Participation Fee Survey Results*

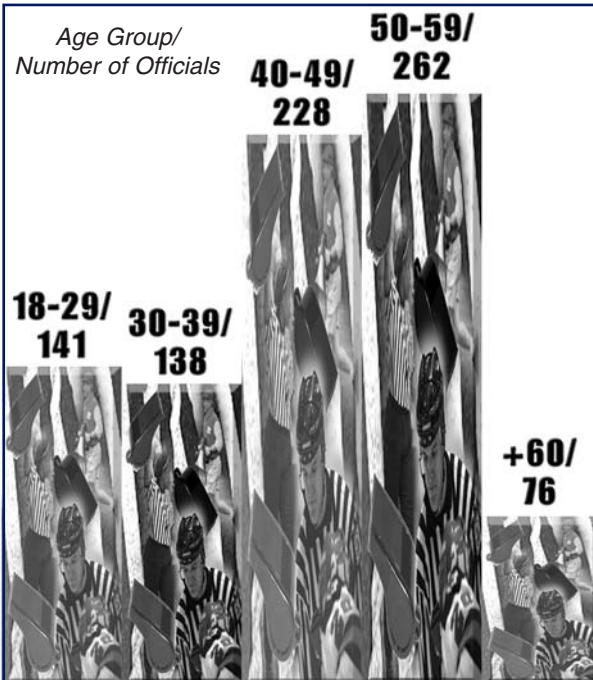
# MHSAA Officials Survey



A survey sent to former MHSAA Officials last August revealed various reasons individuals left the officiating field, and also heightened enough awareness to entice several back into the games. Some of the findings are highlighted on this page.

For a copy of the survey and the results, please visit the Officials page of the MHSAA Web site, [mhsaa.com](http://mhsaa.com).

**A postcard that accompanied the survey carried the simple message: "We Want You Back." Several answered the call, as 420 returned the card requesting registration information. In all, 174 people re-registered after receiving the survey and postcard.**



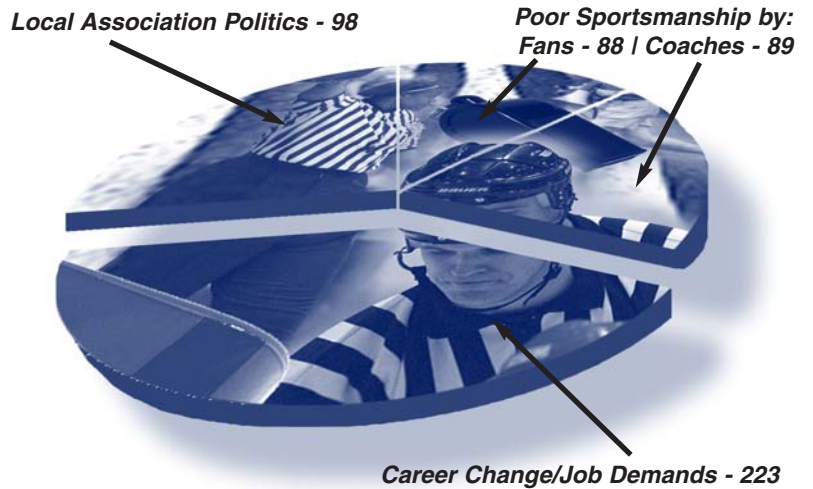
## Age-Old Question

The above graph indicates the age groups of those completing the survey, revealing the majority left officiating between the ages of 40 and 60. Further questions showed that officials' exit years tended to coincide with "hallmark" years in the field (i.e., 5th year, 10th year, 20th year of work).

\*30 respondents did not submit their age

## Decision to Leave Officiating Based on . . .

(The top reasons for leaving officiating, based on the number of respondents who "strongly agreed" in these categories)



Additionally, time spent away from children (79) and spouses (65) also ranked highly among main reasons for not officiating.

Interestingly, despite some feelings of "Local Association Politics," the highest number of those surveyed responded favorably to the following:

- I was able to advance to the next level (subvarsity to varsity)
- Peers helped me improve skills and rules knowledge

Also, the number citing poor sportsmanship by players was substantially fewer (53) than the number indicating such behavior from coaches or fans.

- "Coaches and players have a right to expect professional jobs from officials. But to expect an inexperienced official to perform as a seasoned pro the first season is lunacy. Adequate training opportunities will help performance and retention."

## How Can We Improve?: — . . . . .

**A Sampling of Responses**

"Evaluations of officials throughout the season by MHSAA, not school administrators and coaches. The current system lends itself to imbalanced feedback and reactions."

"Hire retired officials with quality resumés to scout and evaluate officials to more accurately assign tournament games to the best available officials. Encourage new officials to join local associations, and pair them with veteran officials."

"Let the officials rate coaches and schools. Some coaches and parents acted like this was the World Series or NBA Finals, and it became hard for me to continue. The game has changed so much in just the eight years I've been out of school. Lack of respect by parents, coaches and players is the only reason I will no longer officiate."





## From the Editor

Every now and then – somewhere in between the pharmaceutically fed marvels skewing record books and millionaire underachievers in shorts assaulting vigilante fans who resent the very athletes they continue to financially support – something good happens in the athletic forum.

Every now and then we are treated to something like the recent MHSAA Class D Girls Basketball Final between Portland St. Patrick and Lansing Christian.

Want a setting? There were nearly 6,000 spectators on hand for the first-ever Girls Basketball Final to take place at Michigan State University's Breslin Center. Defending champion Lansing Christian, led by *Detroit Free Press* "Miss Basketball" Tiffanie Shives was going against nearby foe Portland St. Patrick, winners of six MHSAA girls basketball titles.

Want a rivalry? The schools are located just 25 miles apart and play each other on a regular basis, including the 2003 MHSAA Final, won by Lansing Christian.

Want competitive balance? Lansing Christian had won the regular-season matchup by six points and the Final was as close as anticipated. The lead changed hands 15 times and the score was tied 15 times, including 47-47 at the end of 32 minutes of purely entertaining and fundamental basketball in regulation time.

"This was as fine a game as I've ever been in," said St. Patrick head coach Al Schrauben. "Sometimes you lose and sometimes you get beat. And today, I think we just got beat."

Want sportsmanship, respect and class? In a hard fought and emotionally draining game that put every possession at a premium, there might have been as many floor burns as points. Yet, after each scrum, members of each team routinely helped each other up and there was never any taunting or showboating.

Whoever said familiarity breeds contempt had it wrong. In this case familiarity breeds respect.

"They've had the best program in this area and around the state for the past several years," said Christian head coach Norm Randall afterward. "When you're building a program, that's the one you model it after. That's the kind of program we wanted to have."

"The girls were awesome and showed nothing but class, and that was a reflection of their coaches too. The game was so *fun*, and it was a pleasure to work such an exciting and competitive game," said MHSAA official Marge Gatliff.

The two teams will meet on the court one more time this winter. On Feb. 22 at halftime of the St. Patrick-Lansing Christian boys basketball game at Portland High School, the two teams will accept, together, the MEEMIC Insurance Good Sports Are Winners! Award for the exemplary display of sportsmanship exhibited by both schools during the tournament run.

It will be another one of those *good* moments. Thanks girls.



www.20-20photo.com

## 2005 NATIONAL TESTING DATES ADMINISTRATION - COUNSELORS - COACHES

Please advise students of the 2005 test date schedule. Your students should be aware of athletic tournament dates and should attempt to schedule their respective test date away from tournament dates of the sport or sports in which they are interested and participate. Following are test dates for 2005 and possible MHSAA Tournament conflicts:

**ACT ASSESSMENT DATES**

February 12, 2005

April 9, 2005

**June 11, 2005** Girls Soccer, Baseball, Softball Regionals,  
Boys and Girls Lacrosse Finals

**AP EXAM DATES**

May 2-13, 2005

(AP Exams are administered over a 5-day period for each subject)

**SPORT CONFLICTS**

None

None

**SPORT CONFLICTS**

None

**SAT TESTING DATES****March 12, 2005**

May 7, 2005

**June 4, 2005****SPORT CONFLICTS****Boys Basketball Regionals,****Competitive Cheer, Girls Gymnastics,****Ice Hockey, LP Boys Swimming,****Girls Volleyball, LP Individual Wrestling Finals**

None

**Girls Soccer, Baseball, Softball Districts,****Boys and Girls Lacrosse Regionals,****LP & UP Track & Field, LP Girls Golf, LP Boys Tennis Finals**

**MENTOR** is published three times per year by the Michigan High School Athletic Association, Inc., 1661 Ramblewood Drive, East Lansing, MI 48823 (Phone 517-332-5046). Edited by Rob Kaminski and Andy Frushour. **MENTOR** welcomes contributions of articles, information or photos which focus on coaching and officiating in Michigan. Send them to [mentor@mhsaa.com](mailto:mentor@mhsaa.com), or the above address.

# Wrestling Referee Switches to Day Job as Doctor, Helps Rescue Three Rivers Dad

**A**s a veteran high school wrestling referee, Jeff Morgan has heard coaches and others yell "Stop the match" so often that he didn't pay immediate attention when he heard it again while refereeing a December match at Gull Lake High School.

But when the yelling persisted, Morgan, cardiovascular invasive specialist in the

Carl Howe slumped between the bleachers. About the same time, Cheryl Mitchell, the mother of a wrestler and also a critical-care nurse at Borgess, arrived.

Morgan and Mitchell could not find a pulse on the 46-year-old Three Rivers man and immediately began cardiopulmonary resuscitation.

"Cheryl did the (chest) compressions and I did the breathing," Morgan said.

As the two worked, Morgan made sure that someone called 911 and then switched roles with Mitchell to relieve her of the hard work of chest compressions.

Within minutes someone brought an automatic defibrillator kept at the school, and Howe was shocked to restart his heart.

Moments later, a Richland emergency crew arrived, and Howe was moved to the gym floor, where he was again shocked and then taken to Borgess by ambulance.

Howe's wife, Julie, said they were watching the match when her husband suddenly slumped over on her shoulder. Howe said later he felt dizzy for a few seconds and then didn't remember anything until the ambulance crew moved him to the gym floor.

The Howes' son, Carl Jr., a senior at Three Rivers High School, had wrestled and won his match earlier, and the family stayed to watch the final matches.

Morgan had not been scheduled to referee the match but was called in at the last minute. It was his next-to-last match of the night.

Five days later the Howes – Carl, Julie, Carl Jr., daughter Emily and Emily's friend Bart Pieper – gathered for a brief reunion with Morgan at Borgess as Howe headed for home. Mitchell was not at work at the time.

Tests found no artery disease. Howe had to have a miniature defibrillator implanted in his chest in case his heart began to beat erratically again.

"I feel great," said Howe, vice president for corporate sales for Johnson Corp.

Julie Howe summed it up: "Jeff and Cheryl gave us the best Christmas present possible," she said.

— Bill Krasean  
Kalamazoo Gazette

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Borgess Health Alliance

**Carl Howe (center) and wife Julie have reason to smile thanks to Dr. Jeff Morgan, who came off the mat and into the stands to help Carl survive a serious scare while attending a recent wrestling match at Richland Gull Lake High School.**

cardiovascular laboratory at Borgess Medical Center, looked into the stands and saw a crowd.

"I figured something wasn't appropriate," Morgan said.

He ran into the stands, where he found



## American Red Cross Offers Sports Safety Training Program

The American Red Cross of Washtenaw County is offering courses in sports safety training throughout 2005 at its location in Ann Arbor. The eight-hour courses cover a variety of topics including sports injury prevention and first aid; adult/child CPR and AED training, and provides a user-friendly quick reference handbook that can be placed in a first aid kit for easy access in an emergency.

The fee for the course is \$60.

For more information and a complete schedule of course dates, call 734-971-5300, or visit <http://www.wc-redcross.org/classes/specialized.htm>

## Defibrillator at School Helped Save the Day

The presence of an automated external defibrillator (AED) at Gull Lake High School in this story cannot be underestimated.

Readers may recall a story in the last issue of *Mentor* about Freeland High School receiving an automated external defibrillator (AED) from Medtronic Physio-Control as part of a national education initiative called LIFEPAK Heart Safe Schools, a complete package of services that integrates the components necessary to bring lifesaving AEDs to schools across the country.

As part of this program, Medtronic is making the LIFEPAK CR Plus available to Michigan's high schools for a discounted price of \$1,595. The unit has a list price of \$2,395.

To find out more about AEDs and the LIFEPAK Heart Safe Solutions program, visit Medtronic's Web site at [www.aed-help.com](http://www.aed-help.com) or call 1-800-442-1142.

# Background Checks Help to Ensure Safe Environment

Beginning with the 2004-05 school year, the MHSAA launched a program to include criminal history checks of contest officials during the registration process, keeping in step with safety concerns involving students across the state.

Over the years, pressures have come upon teachers, coaches and administrators to assure that school children are safe from adults who might harm them. State laws have been enacted which require that teachers and others in contact with young people be subject to criminal history checks. Most schools in Michigan have included coaches and some volunteers in these checks for the greater safety of young people.

Thus, the MHSAA Representative Council directed the MHSAA staff to perform similar checks on contest officials. The first phase of the program was implemented this summer, requiring history checks of all first-time registrants. In subsequent years, all officials will be subject to background checks. The initial results indicate that the plan is reaching its goals, "red flagging" the few individuals who may not be suited for an avocation that demands close contact with young people.

"This process is consistent with the wishes of our member schools," said MHSAA Assistant Director Mark Uyl, who is responsible for supervising the majority of the MHSAA's service and support to the state's officials. "So far, the system has accomplished its intended objective."

The criminal history checks are comprehensive in nature and disclose a range



of offenses, from misdemeanors to felonies. The MHSAA Executive Director or his/her designee reviews any information regarding criminal history submitted by an applicant or others and makes an individual and confidential determination with regard to the official's status. The information pro-

vided must be truthful, complete and accurate or the application is returned or the registration rescinded. Date of birth, gender and race information is required to obtain accurate retrieval of records. The data is kept confidential and is only used for criminal history background checks and cumulative data analysis (e.g., total number of male and female officials).

As with other disciplinary procedures outlined in the MHSAA Officials Guidebook, decisions based on criminal history checks may be appealed by the official or officiating applicant to the MHSAA Executive Director. The request to appeal must be received in writing within 14 days after notice of the MHSAA staff's action is post-marked or personally received, and may include a personal appearance if requested.

"School sports in Michigan are served well by our officials and we thank them for their service to youth," said MHSAA Executive Director John E. "Jack" Roberts. "The MHSAA staff is committed to a strong partnership with officials. While we have had very, very few reports of conduct that would exclude an official from working, the pressures and possibilities are present – and the protection of children must come ahead of all other considerations.

"Over many years we have trusted our officials; we hope you will continue to trust the MHSAA as we take these delicate steps of complying with what both society and the educational communities we serve are telling us."

## Legacy Program Develops Officiating, Life Skills

I would like to thank the MHSAA for the wonderful results the Legacy Program has provided my son, Eric. I have been a registered official for football and baseball for some time, and Eric showed interest in becoming an official as a junior at Trenton High School. I signed him up in the Legacy Program during his junior year under the guidance of the Michigan Officials Association. After two years of mentoring in football, basketball and baseball, not only has he become a fine official but he has matured as a young adult beyond our expectations. Officiating has taught him so much that he can use as freshman at Eastern Michigan University and in his adult life.

I have sent him to basketball officiating camps and the Western Michigan baseball camp. These camps have helped understand the hard-to-handle situational approach for coaches and game conditions. All Legacy officials need this help to become better officials. As a mentor myself, I have found these camps to be so helpful also.

I would recommend that the Legacy program be stressed at all high schools in Michigan for young adults interested in officiating.

— Dennis Christopher  
MHSAA Registered Official  
Dearborn

**For information on the Legacy Program, go to the Officials Page of the MHSAA Web site at [mhsaa.com](http://mhsaa.com)**

## Officials Photos Needed

The 2005 Officials Alumni & Awards Banquet will take place at the Sheraton Lansing Hotel on April 23, honoring officials with 20, 30 and 40-years of service.

To assist us in the production of the event's multimedia show, we are asking officials being honored to share images from their early days in officiating. If you have a good picture in your officiating gear to include in the show, please send it to our office. We request that photos be scanned at a minimum resolution of 200 dpi and sent by e-mail to: [banquet@mhsaa.com](mailto:banquet@mhsaa.com)

If you prefer to mail your images, please provide a self addressed stamped envelope so the photo can be promptly returned. If you have video you'd like to share, be advised that we can only use video which shows an official close up. You can mail any materials directly to the MHSAA office.

# Playing the Price

The number of schools implementing participation fees for extracurricular athletic programs increased, but the level of the fees remained relatively stable for the 2004-05 school year, according to a survey conducted this Fall by the Michigan High School Athletic Association.

In a voluntary online survey conducted during September, 551 member senior high schools and 346 member junior high/middle schools participated. Of those participating schools, 34.5 percent indicated that participation fees were being used at the high school level; and 32.7 percent indicated that fees were in place at the junior high middle school level. This is an increase in both categories, with 22.6 percent of senior high schools and 25 percent of junior high/middle schools responding to last year's survey indicating they were assessing fees.

While the number of schools with fee programs was up, the fees being charged were not. The survey again revealed that the most popular structures for participation fee programs at both levels were for students to pay on a per sport basis; or for a student to pay a one-time fee for the entire school year, regardless of the number of sports. For senior high school students paying on a per sport basis, \$50 was the most often cited number for the second straight year, and the average per-sport fee was again \$56. For students paying a single fee, the most used

standardized fee was \$100 for the second straight year, but the average rose slightly from \$78 last year to \$85 this year. The number of schools structuring their programs on a tiered basis – where a student receives a discounted rate for multi-sport participation – more than tripled from a year ago.

The statistics for junior high/middle schools followed a similar pattern. The most often used per sport fee number was shared between \$30 and \$50 this year, compared to \$50 last year. The average per sport fee was \$43 this year, compared to \$38 a year ago. The most often assessed per student fee was \$50 for the second straight year, and the average fee rose to \$53 from \$50 last year.

The survey also offered the following:

- Of those senior high schools assessing participating fees for athletics, 24.2 percent were also charging fees for students participating in other extracurricular activities; up from 23 percent a year ago. Of those charging fees at the junior high/middle school level, 21.6 percent are also charging for other extra extracurricular activities, up from 5.9 percent in the previous survey.

- Of those senior high schools assessing fees, 13.4 percent report a drop in participation in athletics. A participation drop was reported by 18.2 percent of junior high/middle schools charging fees.
- Of those senior high schools not assessing fees, 7.9 percent indicate they have had students transfer into their district because fees were not being charged. Last year, that number was 3.9 percent. At the junior high/middle school level 5.8 percent of reporting schools indicate they have received transfer students because of a fully-funded extracurricular athletics program, compared to 4.7 percent a year ago.

The complete survey results can be found on the Resources page of the MHSAA Web site under Administrators. The MHSAA previously conducted participation fee surveys in the Fall of 1993 and 2003, and plans to conduct annual surveys on this topic in future years. Data from this year's survey will be compared against data gathered from the Association's annual participation survey in the Spring to determine the impact of fees on student participation in extracurricular athletics.



*An increasing number of student-athletes are participating in part on their own money, but the average cost of those fees has remained relatively stable during the past few school years.*

# Stay & Pay ?

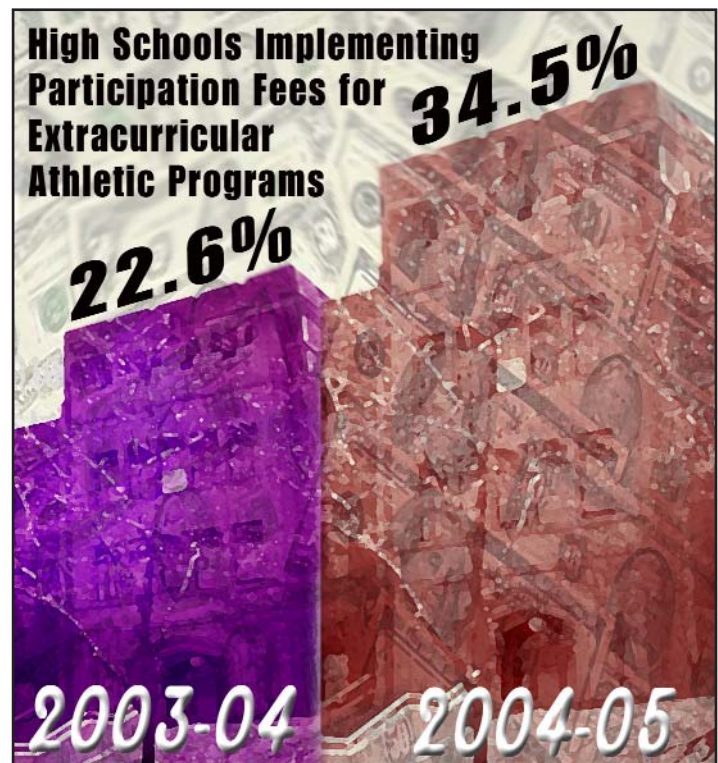
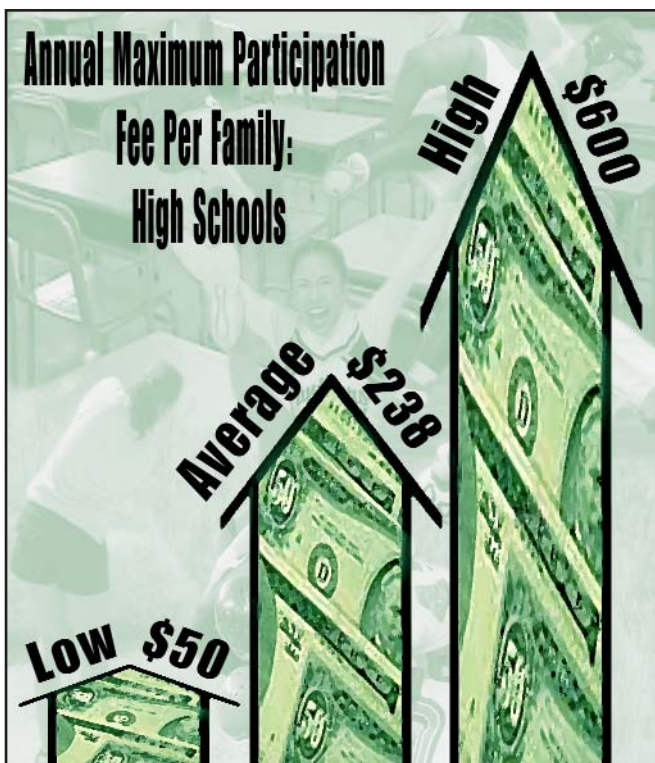
Currently, that is the path most families and students have chosen. While some schools report students transferring *into* their schools because they have no participation fee, schools *with* participation fees do not believe the fee is an overwhelming factor in losing students. The percentages are indicated below:

*7.9% of schools surveyed which do not charge participation fees believe students have transferred to their schools for that reason.*

*Only 2.7 % of schools surveyed which charge participation fees believe students have transferred to other schools because of those fees.*

## 2004-05 Participation Fee Survey at a Glance

- 551 MHSAA senior high schools and 346 junior high schools responded to the survey
- Fees being assessed by schools remained constant, with \$50 per sport the most cited figure among high schools
- Discounted fee assessments for multi-sport participants more than tripled from 2003-04
- Drop in participation numbers at schools assessing fees: 13.4 percent for high schools; 18.2 percent for junior high schools
- 7.9 percent of high schools, and 5.8 percent of junior highs report students transferring into their district because no participation fee is assessed



# ISYS Renews Partnership with MHSAA

This is the first in a series of articles which will appear as a regular feature in *Mentor*. Typically, these articles will focus on summarizing state-of-the-art sport science and best practice knowledge in very practical, user-friendly ways to help you become a more effective coach or official. Issues discussed will include such topics as effective communication; *positive* traditions as alternatives to hazing; strategies for working with parents; effective ways to handle confrontations; injury prevention; helping your players get up, but not uptight; preventing coach and official burnout; nutrition, and strength training. We will also plan to include interviews and "Q & A" articles with outstanding high school coaches and officials. Writers will be staff members from Michigan State's Institute for the Study of Youth Sports (ISYS) who specialize in adolescent growth and development, sports medicine/athletic training, sport psychology, exercise physiology and teaching.

Today's article is different, because I want to re-introduce you to the new Institute, give you an idea of what we are about, and inform you of some current and upcoming projects. I also want to reaffirm our commitment to providing practical knowledge that can make a difference in your coaching or officiating life and, most importantly, help you provide the best educational athletic experience that any young person can receive.

The Institute for the Study of Youth Sports, or what is more typically called the Youth Sports Institute (YSI), is part of the College of Education and Department of Kinesiology at Michigan State. We have been in existence for 25 years and were created by the State Legislature for the purpose of compiling information and studying benefits and detriments of sport for children and youth and then packaging and disseminating this information to those who can use it most: coaches, teachers, officials, athletic leaders and young athletes. The Institute is not new to the MHSAA as we joined forces in 1987 to produce the first high school state association coaching education program in the United States.

In recent years the Institute has fallen on some difficult times as we had a series of temporary directors, and like the public



INSTITUTE FOR THE STUDY OF  
YOUTH SPORTS

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schools, have been hit hard by state budget cuts. We have not been as productive as we should have been and let our involvement in the MHSAA's PACE (Program for Athletic Coaches Education) falter. However, being the first land-grant university in the World and having one of the top Colleges of Education in the country, MSU is committed to transforming lives of residents of Michigan by advancing knowledge in all fields. Recognizing the important role sport plays in the development of young people, the University has renewed its commitment to YSI. I was hired to get us back on track and revitalize the Institute.

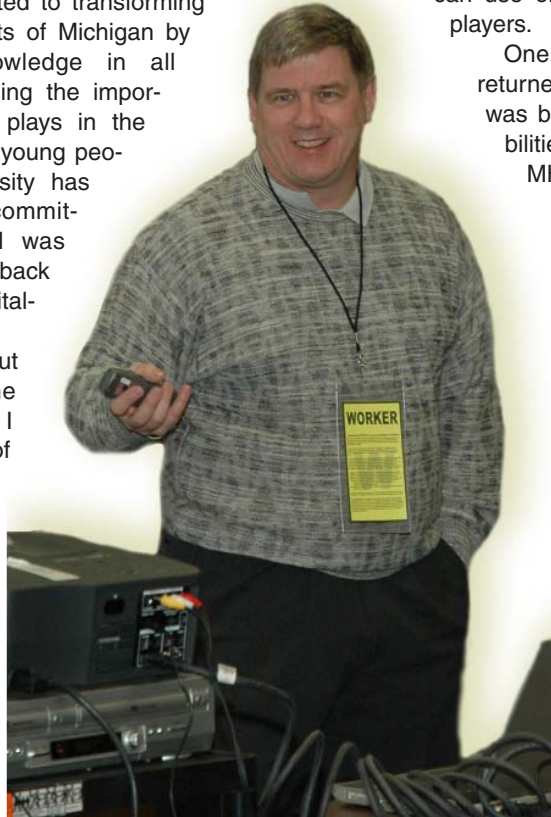
A little about myself: for the last 16 years I was the Bank of America Excellence Professor in the Department of Exercise and

Sport Science at the University of North Carolina Greensboro. I have also taught at Kansas State University and the University of Illinois. However, in accepting this position I return to my academic roots. From 1977 to 1982 I was a Professor in the Institute and Department of Health and Physical Education (forerunner to the Department of Kinesiology) and was actually on the initial ISYS staff when it started.

I am a specialist in applied sport psychology and coaching education. I have worked for many years with the US Olympic Committee and other National Sport Governing Bodies. I am currently studying factors influencing athletic performance excellence, talent development, youth development through sport, strategies used by award-winning high school football coaches to develop life skills in their players, and the role parents play in tennis success and failure.

Finally, I am probably best known for conducting research that can be used practically by coaches. For example, I have conducted a series of research projects identifying factors that influenced the performance of our Olympic teams and, based on what we learned, made a training video for future Olympians to garner the lessons. We also studied junior tennis coaches' mental skills training needs and then developed a book of 100 skills and drills they can use on court to help their players.

One of the main reasons I returned to Michigan State was because of the possibilities working with the MHSAA. I met with your Executive Director, Jack Roberts, during my interview and was extremely impressed with what your organization is doing. The MHSAA's emphasis on the student in student-athlete and educational values in sport parallel the philosophy of the ISYS. And, I was especially excited because, unlike some groups I have worked with, your association does not just talk



**Dr. Dan Gould of the Michigan State University Institute for the Study of Youth Sports aims to team with the MHSAA in coaches education and advancement efforts.**

John Johnson, Okemos



the talk, but delivers with programs that meet the needs of young people.

It is the mission of the Institute for the Study of Youth Sports to provide leadership, scholarship and outreach of the highest quality that transforms the face of youth sports in ways that maximize the beneficial physical, psychological and social effects of participation for children and youth while minimizing detrimental effects.

So what does all this mean to you? Under the leadership of Kathy Vrugink Westdorp and MHSAA staff we will be working to help revise, rewrite and reorganize the coaching education program. The Institute's coaching education coordinator, Larry Lauer, and Bob Benham have been working closely with Kathy in this regard. If you attend one of the MHSAA coaching development clinics you will also meet some of our staff who often serve as instructors. As previously stated, we will contribute articles to *Mentor* and other MHSAA publications. Finally, we will conduct a number of applied research projects to learn more about coaches, the issues they and student-athletes face, and find out ways to overcome these obstacles. The process will not be theoretical mumbo-jumbo, but will be based upon practical studies that address real world issues. We will then disseminate what we learn to you insuring that the benefits of high school sports are maximized.

Regarding this, following are some of the projects our staff currently has underway.

- **The Role of Parents in Junior Tennis**

**Success:** In this grant sponsored by the United States Tennis Association, junior tennis coaches, professional players and parents of professional tennis players and coaches have been interviewed and surveyed to determine ways parents both help and hinder the development of tennis players. Interestingly, we have found that the best way for parents to help cultivate their child's talent was not to stress winning but their child's physical development and focusing more on developing core values such as working hard and listening to coaches.

- **An Examination of Hazing Practices in High School Athletics:** Current and former high school and youth sports participants are being interviewed and surveyed for the purposes of determining the degree and nature of hazing that takes place in youth athletics.
- **Aggression and Character in Youth Soccer:** Young soccer players are being surveyed to determine what they deem as appropriate and inappropriate behavior (especially aggressive behavior) in soccer and the reasons they view those behaviors the way they do.
- **An Examination of How Beginning High School Coaches Develop:** Multiple interviews and observations are being conducted with new high school coaches to determine how their coaching practices and behaviors develop over a season.
- **A Study of the Effectiveness of Teaching Youth Hockey Players to Play Tough and Clean Hockey:** In this study, teenage hockey players who

have a tendency to play aggressively are taking part in a program designed to teach them emotional control skills which will give them strategies on how to "play tough and clean" hockey. This will help reduce the chance of injury by preventing such acts as checking from behind and slashing which often lead to injury.

- **MHSAA Needs Assessment:** In this project, we will interview and survey high school athletic directors, coaches, principals, officials, parents and student athletes. By talking to all the stakeholders, we will identify the major issues facing those in educational athletics today. We will then conduct research and develop materials to address those issues.

Our goal is not to just conduct this research for academic purposes, but most importantly, take what is learned and relay the information to you, the coaches. At times this might be in the form of articles, but these efforts will also involve the development of products such as videos and worksheets you can use with your athletes and parents. The research we conduct will do little good unless it can translated into useful tools to guide on-field practices.

In summary, like the MHSAA, we in the ISYS believe in educational athletics. We also realize that providing quality programs for student athletes is no easy task. In fact, research clearly shows it only happens with quality leadership and quality programming. We will do whatever we can to assist you in providing quality leadership that will make a real difference.

## Renovated MHSAA Web Site Launched

The MHSAA Web site introduced a new look in January, offering users a more streamlined navigation system and a contemporary, cleaner design. The project, which began last summer, is just the beginning of an ongoing process intended to serve MHSAA administrators, coaches, students, officials and fans in the most efficient manner possible.

Users will find previous favorites such as Games Wanted, Forms and Tournament Results intact, along with new features focusing on Recognition and Student Leadership within this phase. Member schools also may notice an increase in Tournament Management Materials online

Future enhancements will include a greater number of interactive forms for athletic directors and officials, such as an online officials ratings system and electronic submission of financial forms for various tournament hosts. These programs are currently in the works, with plans for them to be implemented in the next year or two.

Member schools still should maintain building and personnel data on the site by clicking "School Login" on the left-hand nav column of the site, while officials also are encouraged to update personal information from the login link on the Officials page.

"We believe our membership will enjoy the renovated Web site and the many resources and features it has to offer," said MHSAA Executive Director John E. "Jack" Roberts. "In updating our design and expanding the content, we have taken a highly successful Web site and made it even better."



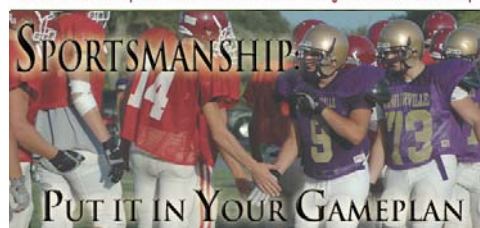
Michigan High School Athletic Association - Promoting Educational Athletics

### MHSAA This Week

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# Contributions from the Field

## Officiating Tips from a Baseball Veteran

Becoming a successful high school sports official is a combination of many different things. It is a lifelong process to be a standout in the field that you wish to officiate, and the process is always evolving. Even now, entering my 28th year as a registered MHSAA baseball umpire, I'm still learning new things which I hope will make me a better official.

Some of the aspects that make for a successful officiating career are: hard work, professionalism, taking pride in your work, knowledge of mechanics and rules, and setting goals.

I believe Michigan has enjoyed steady and substantial improvement during the last three decades in regards to sports officiating. The Michigan High School Athletic Association and local officials associations have provided endless sources of information to aid in officials training, advancement and improvement.

The key for beginning officials is to work as many games as possible. Work with many different partners to learn about different styles and philosophies. Ask veterans and partners how they handle the many different situations that occur during the course of the season in any sport.

Even go so far as to find a local mentor to work with you for a couple of years, thus gaining a valuable source for evaluation and feedback.

The growth and scope of officiating has yielded a variety of excellent resources to help improve your game. The Internet has many different Web sites solely devoted to officiating. There are also several publications dedicated to sports officiating. I would recommend taking a look at *Referee Magazine*, which covers all sports in depth.

The next few suggestions are solely your responsibility in order to succeed, and have nothing to do with actually making calls during a contest. Yet, these are important elements that can be carried over to all facets of your life. Be a tireless worker; be on time for all contests; be beyond reproach when officiating; take pride in your work, and be professional.

Get the proper uniforms and keep them clean; Keep all of your equipment in good working condition; study the rules for your sport. You play the role of mediator when working an athletic contest. Contact the MHSAA for current sports officiating videos to further expand your knowledge.

One area I really didn't address for many years in my career was to set goals for myself, but I want to emphasize that point to all young or new officials: **Set goals** for yourself and what you want to achieve in your officiating career. Make them realistic and set a timeline for achieving them. Do you want to become a Varsity official? Do you want to work in the MHSAA Tournaments? Do you want to become a college or professional official in your sport?

Setting goals helps you to become focused on each and every contest you do, and ultimately helps you to become a better official.

Being involved with Approved Associations and out-of-season sports officiating will help your career advancement and provide valuable experience. Your success is directly related to your desire to achieve your goals.

Keep working hard and plugging away at your goals.

— Thomas Baird  
MHSAA Registered Official  
Bay City

## Code of Conduct Implemented at Napoleon

Scott Ashe won't say who was involved, but a fan became so unruly during a Napoleon football game last year that he had to be removed from the stands.

"It's very hard to do when you have to tell an adult that they're so inappropriate they have to leave a ball game," said Ashe, athletic director and co-principal at Napoleon High School.

"It's tough to do because in the process of having them removed from the game, they're embarrassing their student-athletes, their community and their school."

Ashe hopes a code of conduct for parents of student-athletes that took effect in June will help prevent similar incidents between Napoleon school officials and parents, or players and parents.

The code of conduct, which makes every parent of a student-athlete responsible for their words and actions during school-sponsored events, must be signed by the parents and student-athletes.

The punishment for parents who break the agreement will vary, Ashe said, from a heart-to-heart talk with the athletic director and a co-principal to a ban from all athletic events for a school year.

"I think it's a shame that we have to use it," Ashe said. "Kids have to be able to be kids. They don't need the added pressure of an irate parent coming out of the stands and approaching the coach."

Ashe said the district plans to ask the Cascades Conference to accept the parental code of conduct.

Jim Dutton, a parent and coach, said he and his wife, Kathy, have already signed the agreement. Their son, Bryan Dutton, a Napoleon High School junior, runs cross country and track and plays basketball.

"It would be better off sportsmanship-wise if parents would just let the high school kids be part of a team without their outside interference," Jim Dutton said. "I think that can cause some problems between the parents, student-athletes and coach."

Among the highlights of the code of conduct:

- Parents must wait at least 24 hours after an event before they contact a coach to set up a meeting.
- Parents must agree not to use drugs or alcohol while at an event and agree not to attend, coach, officiate or participate in an event while under the influence of drugs or alcohol, a formerly unwritten rule enforced by the district in the past.

Tom Johns, a senior, said the code of conduct should help student-athletes focus on a game.

"It's a plus," he said. "They (parents) should be responsible for all their actions. If they're going to say it, then they should be responsible for it."

— from the Jackson Citizen Patriot

# Shooks a Legend as Freshman Coach

**W**ayne Shooks tried the varsity football thing once. Some time during the late 1980s, long-time DeWitt coach Gail Thornton asked Shooks to be his offensive coordinator.

"I didn't sleep a night. My wife, after three weeks, said, 'You're going back to freshmen,'" Shooks remembered.

And those three weeks were in the month of June.

But Shooks' wife must have been on to something. Because few, if any, freshman football coaches have accomplished what Shooks finished with one last win last fall.

He ended his 16th and final season as freshman coach with a 135-2-1 record.

Amazing.

"You can't lose a game for him, or you'll feel bad," DeWitt senior Mat Brynick recalled from his days as a freshman. "Coach never says it, but it's what everyone expects.

"He taught us how to win."

Guys like Shooks, 62, usually go unappreciated.

They get the kids fresh to high school, fresh to high school sports, and still learning things like not spiking the ball after a touchdown.

But few freshman football coaches are as legendary as Shooks is in DeWitt. They are so unappreciated that it's impossible to find out if anyone has accomplished what he's done.

Shook is not big on numbers. Never has been during his 41 years teaching in the district, or more than 20 coaching everything from football to basketball to wrestling to tennis. Oh, and track since 1980.

He also coached 8th-grade football for a few years, junior varsity for one season and was a varsity assistant. But he'll be remembered for what he did with the freshmen.

The losses came in 1993 to Mason during a terrible wind storm, and in 2002 to Greenville. That same year, the Panthers tied Haslett, meaning it was the only year during his tenure that DeWitt wasn't sure if it finished first in its league, since league titles aren't handed out at the freshmen level.

"The kids felt bad. They did their best,"

Shooks remembered.

But the losses, however few, were more of a relief for Shooks than a letdown.

Don't take that to mean Shooks doesn't like to win.

Sure, he embraced the role of teacher as much as any freshman coach. But as DeWitt varsity coach Rob Zimmerman said, "If he was a 5th-grade coach, he'd be the most competitive 5th-grade coach you've ever seen."

"I never pointed (our record) out, it was not our goal," Shooks said. "Our goal was to win the next week. Although the kids knew it. They just assumed we were going to go 9-0, I guess."

Guess so.

Shooks had more easily-attainable goals:

- Have fun
- Learn fundamentals
- Emphasize the logical stuff, like the importance of bringing equipment to school every day

"He does a really good job teaching expectations about being young men and being great students," Zimmerman said. "It's gigantic."

And it kept kids coming back to junior varsity and varsity. You could hear the fun coming out in Brynick's voice.

He was remembering his freshman football experience, remembering his time with perhaps Michigan's most successful coach at that level.

"I remember a few games, we'd find one play

yards down the field, you're doing something right. No one could stop us."

That was not all Brynick remembered, or didn't.

Shooks almost never yelled. If he did, it meant a kid messed something up over and over and over again.

He has a doctorate in zoology. Education is obviously a big deal. He loves to win, but he loves to teach. And he's hesitant to go looking for any attention for what he's done.

All made him a perfect freshmen football coach.

"Sometimes I don't think people understand about coaches. You think college level, they are coaches first, that's their job, but not at the high school level," Shooks said.

"It's not what I've done, it's what they've done. I've always believed the focus should be on the kids. My job is a teacher. I coach because I love to coach."

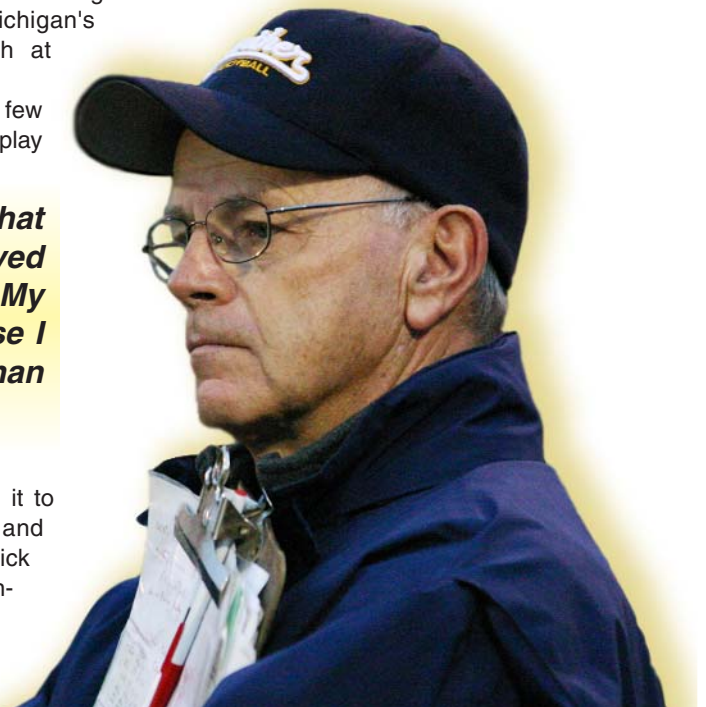
— Geoff Kimmerly

*Kimmerly is the prep sports editor at the Lansing State Journal*

*Reprinted with permission*

***"It's not what I've done, it's what they've done. I've always believed the focus should be on the kids. My job is a teacher. I coach because I love to coach." – DeWitt freshman football coach Wayne Shooks***

that works, and we ran it to death, pounding it and pounding it," Brynick recalled. "He loves running the same play over and over. If you can do that, march 80



Heath Meeder, DeWitt

# Coaches Corner

## Coaches Survey Studies Parental Behavior and Attitudes in Sport

In May 2005, a group of researchers from the University of Washington's Youth Sport Enrichment Project conducted a survey of coaches from MHSAA member schools. Coaches were asked to gauge the behavior and attitudes of parents they worked with during their most recent season. 606 coaches responded to the Web-based survey.

Following are depictions of some of the findings.



### Behaviors Displayed by Parents

*(Listed most frequent to least frequent)*

- Parents encouraged children to give their best effort.
- Parents celebrated good performances or great effort, even if it was not a win.
- Parents praised improvement and skill mastery.
- Parents over-emphasized winning.
- Parents were more concerned with winning more than anything else.
- Parents expressed displeasure when the team or athlete lost, even if they played well.

### Parent Interaction With Officials

Parents complimented sport officials when they hustled or made a particularly good call:

Rarely or Never – 68%  
 Sometimes – 26%  
 Often or Almost Always – 6%

Parents thanked sport officials for their work:

Rarely or Never – 66%  
 Sometimes – 26%  
 Often or Almost Always – 8%

Parents booed or made negative comments to sport officials after questionable calls:

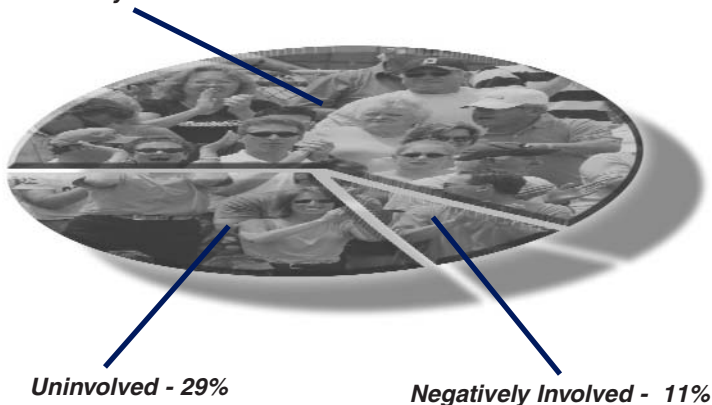
Rarely or Never – 44%  
 Sometimes – 30%  
 Often or Almost Always – 26%

After the game, parents argued or confronted a sport official:

Rarely or Never – 93%  
 Sometimes – 7%

### Percent of Athletes' Parents Described as:

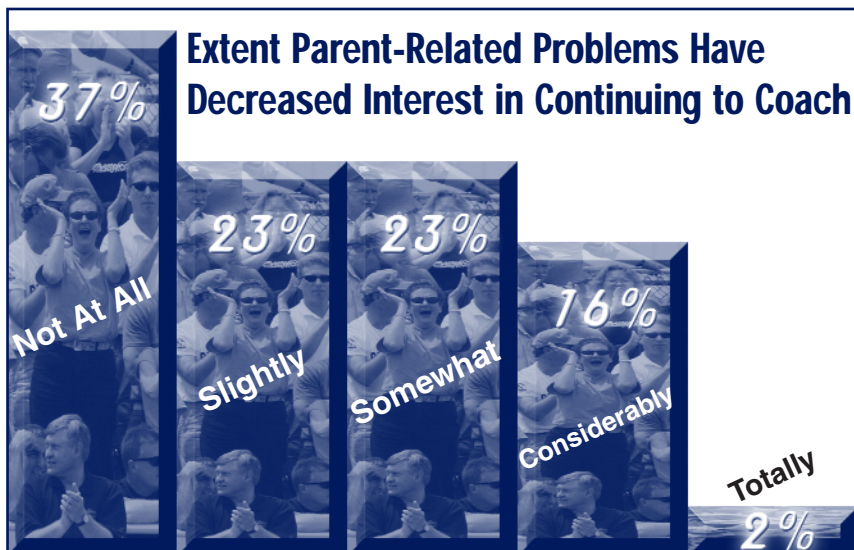
**Positively Involved - 60%**



**Uninvolved - 29%**

**Negatively Involved - 11%**

### Extent Parent-Related Problems Have Decreased Interest in Continuing to Coach



### Parent Interaction With Coaches

*(Listed most frequent to least frequent)*

- Parents thanked you for coaching their children.
- Parents told you that you were doing a good job.
- Parents volunteered to help in whatever way they could.
- Parents asked how their child was doing.
- Parents approached you about issues in a supportive and cooperative manner.
- Parents asked you how they could work with their children to help improve skills.

# Sportsmanship

## Fall Good Sports Are Winners! Award Recipients Tabbed

With the generous support of corporate partner, MEEMIC Insurance, the Michigan High School Athletic Association's Good Sports Are Winners! Program continues in 2004-05.

Fall recipients of the award for exemplary displays of sportsmanship at the Finals level are: **Lansing Christian** and **Portland St. Patrick** in girls basketball; **Muskegon** in football, and **Rochester Hills Stoney Creek** in boys soccer. Each school will receive a commemorative banner and crystal trophy in on-site ceremonies later this winter.

The Good Sports Are Winners! Program is a year-round, comprehensive approach to sportsmanship, providing MHSAA member schools with educational materials which can be tailored locally to suit their promotion efforts; an alternating annual schedule of statewide Sportsmanship Summits and a mini-grant program to assist schools and leagues and conferences in conducting local education programs; and a recognition program where over 1,400 teams will be recognized annually for displaying outstanding sportsmanship at selected MHSAA postseason tournaments.

In 2004-05, the education efforts will include the availability of the annual Good Sports Are Winners! Sportsmanship Kit on

the MHSAA Web site and a brochure on sportsmanship which will be made available in quantity to schools to distribute at parent's meetings and home sporting events.

"Sportsmanship is a learned response, an educated choice," said Lynn Kalinowski, president of MEEMIC Insurance. "It makes sense that Meemic Insurance, a company which has worked with educators for over 50 years, provide a program on sportsmanship and its lifelong character elements – integrity, ethics and respect – to MHSAA member schools."

In selected tournaments at the District and Regional levels, all schools which are considered by the local tournament management to have displayed a high level of sportsmanlike behavior will be recognized in different MHSAA publications and on the MHSAA Web site. MHSAA postseason tournaments in which teams will be recognized are: girls basketball, football and boys soccer in the fall; girls competitive cheer, team dual wrestling, ice hockey, girls volleyball and boys basketball in the winter; and baseball, girls soccer and softball in the spring.

There are also standards built into the

program which automatically disqualify a school from consideration for the award, which include: Ejections of athletes, coaches and spectators for unsportsmanlike actions; antics on the part of spectators designed more to attract attention to themselves than to support their team; the use of game-ending derogatory cheers, chants or songs; and any other unsportsmanlike behavior related to their team's tournament involvement at the event venue and beyond. Any team which is disqualified from consideration for the Good Sports Are

Winners! Award at the District and Regional level of a tournament becomes ineligible for the honor at higher levels of that same tournament.

"Sports at the high school level are different than all other forms of sports. Sportsmanship is a key ingredient of that difference," said John E. "Jack" Roberts, executive director of the MHSAA. "Sportsmanship is an element of our games that will always be emphasized, and we're pleased that an organization which is well recognized in the educational community, MEEMIC Insurance, has joined us in our ongoing efforts to educate and recognize good sports across the state."



## Soccer Officials Association recognizes Milan HS

The **South Michigan Soccer Referee Association (SMSRA)**, a 60-member organization providing officials for 16 high schools in Washtenaw, Lenawee, Monroe, & Livingston counties, this year chose to celebrate what they want to see more of on the soccer field – sportsmanship.

Upon review of the 2004 boys soccer season, the members of SMSRA voted to recognize the Milan High School boys soccer team for its consistent display of good sportsmanship. The award reflects not only on the Milan boys varsity players, but also the coaching staff, bench personnel, the Junior Varsity, and the parents and team supporters.

The team was honored in a ceremony at its banquet in November. Pictured at right are (L to R): SMSRA Vice President Klaus Kummer, Milan Co-Captain Matt Braman, Milan Head Coach Paul Schwab, Milan Co-Captain Mark Schwab, SMSRA President Bob Quinnell.



### Questions for Us?

*The most efficient method of communication with the MHSAA on eligibility questions is through your athletic director or principal.*

Athletic Directors should gather all information necessary on a question and then call or write the MHSAA. Coaches or parents calling the MHSAA on eligibility matters can create confusion and delay. ADs or principals are encouraged to contact the MHSAA Office directly.

Please follow this efficient path of communication.

# Officially Speaking

## Capital Area Officials Association Coaches Panel a Huge Success

More than 90 Lansing area basketball officials gathered at Holt High School on Dec. 6 to participate in a basketball coaches panel. The coaches panel included five area varsity basketball coaches: John Bennington, Eaton Rapids High School; Bob Duffy, Williamston High School; Johnny Jones, Lansing Everett High School; Bruce Lerner, Holt High School, and Greg Mitchell, Laingsburg High School.

Topics of discussion included:

- communication with players and coaches
- philosophy of the game
- importance of consistency
- rules interpretation
- coaches box
- good sportsmanship

The coaches were very impressed and encouraged with the attendance and topics of discussion.

"It is reassuring to know officials are interested in the game on and off the court. There is a lot of information sharing that cannot be found in the rules book," said Mitchell.

The Capital Area Officials Association's mission is to enhance the officiating of football and basketball in the greater Lansing area. This mission has been, and will continue to be, accomplished through education, training, and testing. Those interested in becoming a member of the CAO A please contact Jeff Spedoske, CAO A President at [jspedoske@aol.com](mailto:jspedoske@aol.com), or visit [www.great-lakesreferee.com](http://www.great-lakesreferee.com)

— Nichole Tilma  
CAOA Secretary



Rob Kaminski, Lansing



**More than 90 officials attended the Dec. 6 CAO A meeting featuring a panel of varsity boys basketball coaches. The panel (left, L to R) included Johnny Jones, Lansing Everett; Greg Mitchell, Laingsburg; John Bennington, Eaton Rapids; Bob Duffy, Williamston, and Bruce Lerner, Holt**

## Reminder: Valuable Web Resources for MHSAA Officials

Registered MHSAA Officials should visit the MHSAA Web site – [mhsaa.com](http://mhsaa.com) – frequently to take advantage of the resources offered online.

Click "Officials" on the left-hand nav bar off the home page to access the Officials home page. At the top of the page is a login link to the password protected MHSAA database, where officials can update personal information and access items such as the Officials Directory and Approved Association information.

Directly beneath the login link is the Officials Report Form, one of the most oft-requested forms officials desired to have available in an online format. The document is in PDF format, and should be saved to the hard drive before completing and forwarding to the MHSAA Office and the school involved.

Another new feature for officials is the availability of season schedule forms for tournament consideration. Forms exist for all sports as Word files, and can easily be completed electronically and e-mailed to: [hjordan@mhsaa.com](mailto:hjordan@mhsaa.com). Officials may also submit the schedules via fax (517-332-4071) or regular mail.

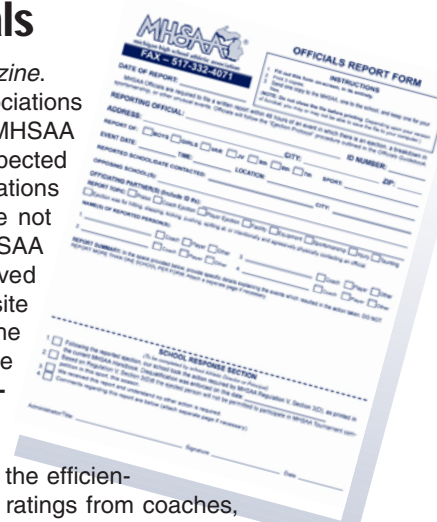
Other resources for officials include the annual *Officials Guidebook*, online versions of *Mentor*, links to officials discussion

boards and *Referee Magazine*.

Several Approved Associations also are linked from the MHSAA Officials page, yet it is suspected there are several Associations with Web sites which have not been submitted to the MHSAA Office. If your Approved Association has a Web site and it is not listed on the MHSAA Officials home page, please e-mail: [mentor@mhsaa.com](mailto:mentor@mhsaa.com) with the address.

In an effort to increase the efficiency and quantity of officials ratings from coaches, the MHSAA will have in place by the Spring season an online ratings system.

For comments and suggestions on the Web site and officials services, please contact us at: [mentor@mhsaa.com](mailto:mentor@mhsaa.com)



# Officials for Kids Program Assists Local Hospital

**M**HSAA officials are "making the right call." Last April, Lansing area officials announced their commitment to the Sparrow Foundation to raise money to assist in the development of a new Pediatric Trauma Center at Lansing's Sparrow Hospital.

The new fund raising group, Officials for Kids, has joined the efforts of Coaches for Kids and Athletes for Kids to help raise money and make developments at Sparrow Hospital possible.

Started by Ken Sudall, an accomplished official and an assignor for several Lansing area high schools over the years, Officials for Kids is working to raise \$50,000 to sponsor a trauma and resuscitation unit in Sparrow's Pediatric Emergency Room. Officials for Kids dubbed its 2004 fund raising efforts, "I Made the Right Call." Recent efforts have included officials parking vehicles at Lansing's summer music fest, "Common Ground," and answering phones at the Children's Miracle Network telethon.

With all proceeds raised by Officials for Kids going directly to the children of Sparrow Hospital, officials are able to see the direct results of their fund raising work.

"Sports officials work with young people every day," said MHSAA Executive Director John E. "Jack" Roberts. "I can't think of any better way to help kids than to support this worthwhile effort in our own community."

In addition to current fund raising work, the group is organizing a "Give a Game"

program in which officials will pledge to donate a certain dollar amount for each game that they work.

Sudall and Officials for Kids have concentrated their efforts in the Lansing area, but are hoping to expand to become a statewide organization. Roberts' goal is that Officials for Kids will develop into a program in which athletic officials are raising money to assist one of the four Michigan Children's Miracle Network hospitals nearest them.

"With efforts on a statewide level, officials will see the results of their work benefiting children in their own part of the state," said Sudall. "We will certainly help new branches of Officials for Kids in their fund raising efforts."

Sparrow Hospital treats more than 17,000 children from 11 different counties every year. With a 40 percent increase in trauma patients since 1989, the Hospital is working to expand both its building and its staff. Sparrow is a Children's Miracle Network Hospital and has a special mission



John Johnson, Okemos

Answering phones during the recent Children's Miracle Network telethon are officials (front L to R): Tom Minter (Okemos) and Walt LaFlam (Holt); (back L to R) Joe Andrejczuk (Lansing), Jim Johnson (East Lansing) and Deb Traxinger (Haslett).

to meet the unique needs of children in the E.R. From specialized equipment and doctors, to separate waiting rooms for the parents and siblings accompanying children to the E.R., Sparrow's goal is to offer the best and most comfortable treatment for children.

For further information about Officials for Kids, contact the MHSAA at 517-332-5046.

— Stacie Selich, MHSAA

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# MENTOR PLANNER

## Winter Sport Dates

SPORT	First Practice Date	First Contest Date	Days or Contests	Opt-Out Due Date	Ratings Due Date	MHSAA TOURNAMENT DATES				
						Districts	Regionals	Quarters	Semis	Finals
Boys Basketball	Nov 15	Dec 6	20C	Feb 2	Mar 18	Feb 28-Mar 5	Mar 8-12	Mar 15	Mar 17-18	Mar 19
Boys & Girls Bowling	Nov 18	Dec 4	20C	Feb. 9			Feb 25-26			Mar 4-5
Girls Competitive Cheer	Nov 8	Nov 22	12D	Feb 15			Mar 5			Mar 12
Girls Gymnastics	Nov 1	Nov 20	15D	Feb 25			Mar 5			Mar 11-12
Boys Ice Hockey	Nov 1	Nov 15	24C	Feb 2	Mar 18	Feb 28-Mar 5	Mar 8-9		Mar 10-11	Mar 12
Boys & Girls Skiing	Nov 15	Dec 11	15C	Feb 9			Feb 17 or 18			Feb 28
LP Boys Swimming	Nov 22	Dec 4	16C	Mar 8			Dive: Mar 8			Mar 11-12
UP Boys & Girls Swim	Nov 8	Nov 20	16C	Feb 15						Feb 19
Volleyball	Nov 18	Dec 11	18D	Feb 2	Mar 18	Feb 25-26	Mar 4 or 5	Mar 8	Mar 10-11	Mar 12
Wrestling - LP Indiv	Nov 15	Dec 1	16D	Feb 2	Mar 18	Feb 19	Feb 26			Mar 10-12
Wrestling - UP Indiv	Nov 15	Dec 1	16D	Feb 2	Mar 18					Feb 18-19
Wrestling - Team	Nov 15	Dec 1	16D	Feb 2	Mar 18	Feb 16 or 17	Feb 23			Mar 4-5

*Visit [mhsaa.com](http://mhsaa.com) for Pairings and Ticket Information*

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