Service with a purpose: 
National leader Redman steps down from League post

After nearly two decades of teaching with passion and leading with enthusiasm, Minnesota State High School League Associate Director Jody Redman is answering a call to continue her mission of creating purpose-based athletic cultures.

Redman announced last month that she is stepping down from her executive level position with the League, effective July 31, to turn her attention to full-time opportunities with the InSideOut Initiative, a curriculum aimed at creating purpose-based athletic cultures that are co-curricular, character-based and led by transformational leaders and coaches. Redmann, who co-founded the initiative with former NFL player, Joe Ehrmann, in 2015, has partnered with 18 NFL teams and 15 high school state associations, including the Minnesota State High School League. With the support of the NFL Foundation, the InSideOut Initiative has created a national movement to transform interscholastic athletics.

Starting Aug. 1, Redman will lead the InSideOut Initiative Team on a full-time basis. She holds a central and collaborative role in the ongoing development of the InSideOut Initiative’s strategic mission, purpose, and direction. Her innovative strategies and solutions will continue to create and align school cultures in Minnesota and across the country, so they are capable of sustaining purpose-based athletics and transformational student experiences. In addition, Redman and Ehrmann have recently partnered with two national governing bodies to align the K-12 experience around this shared purpose.

“The MSHSL is a leader among state associations nationally in so many ways, but none more than the work Jody Redman has done with coaches education,” said Eden Prairie Activities Director Russ Reetz. “She has led the charge in pushing back against the “win at all costs” sports culture in high school sports. She created a common language around transformational and purpose-based coaching that has led to more positive athlete experiences. She has changed the definition of success in Minnesota high school sports.”

When hired by the League in 2002, Redman was responsible for the direction of eight state tournaments and the Target Program. But her responsibilities quickly evolved into a focus on education and service for activities directors, coaches, student-athletes and other school community stakeholders.
Redman leaves national impact with many initiatives

Continued from Cover

Here’s a snapshot of the programs and initiatives that would follow under her guidance and leadership:

• In 2004, she began TeamUp, a statewide program that provided schools with resources on a variety of timely topics and challenges that member schools may be facing.

• Created the annual “Let’s Connect!” in 2005, a two-day conference of state association leaders from across the country that provided support, a sharing of best practices and building relationships. State association staff responsible for education, student-services, marketing and technology attended this event. This group continues to meet annually in suburban Chicago each January.

• In 2007, partnered with Joan Mellor from the Medtronic Foundation to create “Anyone Can Save A Life,” a student-centered emergency action planning program that now has a national reach through the NFHS Foundation.

• In 2009, Redman’s responsibilities shifted to Coaches and AD education. This paved the way to “Why We Play,” a statewide initiative to reclaim the educational purpose of sports as a human growth experience.

• A year later, she spearheaded the Continuing Education Requirement that requires all Minnesota coaches working at the high school level to complete three hours of professional development once every three years.

• In 2012, Redman took part in an Athletic Administrator book study on Ehrmann’s book, “InSideOut Coaching: How Sports Can Transform Lives.” She was so moved by the experience, she received Ehrmann’s permission to utilize the book and intellectual property in a curriculum she used to train new Minnesota head coaches. A year later, the reach extended to school boards, superintendents, principals, student-athletes and parents.

• In 2013, she partnered with several state and national sexual violence prevention groups to create “Coaching for Change,” addressing cultural norms and expectations of youth as it relates to identity, sexual harassment and sexual violence.

• Following a meeting with NFL Commissioner Roger Goodell, Ehrmann urged Redman to write a grant to the NFL Foundation to reclaim purpose-based sports experiences for student-athletes.

Connect caught up with Redman recently while she was preparing for the Boys Tennis State Tournament and the Track and Field State Meet to share reflections on her tenure with the League.

Connect: When you reflect on your service to the member schools of the League, what are some of the first things that come to mind?

Redman: Working for the League has been an incredible personal and professional experience, one that I will be forever grateful for. (Former Executive Director) Dave Stead gave me the opportunity and freedom to be creative and to develop innovative programs that served member schools and their stakeholders. This organization stretched me, forced me to work and live outside of my comfort zone and required that I continue to grow. I have been blessed to work with, and be mentored by so many wonderful leaders, both at the League, at member schools and nationally.

Jaime Sherwood, the longtime and soon-to-be retired AD at Wayzata High School recently reached out and summed up my time with the League. He said, “Joe Ehrmann, in his book, talks about the value and importance of relationships and love. You have been all about relationships. You have loved us all well and you are well loved.” If this is my legacy, I can move forward knowing that my time with the League has been a success.

Connect: When you began your leadership journey with the League, what were some of your initial responsibilities and was it a daunting challenge as you peered down that leadership path?

Redman: The most daunting aspect of beginning a career with the League was not organizing the tournaments or even the lack of knowledge around League bylaws, rules or policies. It was the silence and the blank canvas that laid before me. I remember sitting in my office shortly after I was hired, and it was quiet, something I was not to. I had left a full-time AD position at Cooper High School, a position that was filled with people, noise, and a lot of action. The League office was not. I remember thinking, what did I do? This feeling didn’t last long as the pace picked up quickly and the blank canvas was soon filled with creative ideas of how I would serve the League’s member schools.

Connect: How would you describe your leadership style?

Redman: My leadership centers on three things; relationships, collaboration and transformation. The ability to develop and foster relationships is critical to being an effective leader and I was blessed with the opportunity to work for and with an amazing and dedicated team of people from across this state. Collaboration is also an essential part of effective leadership. My high school choir teacher, Mr. Tenney, would say, “to be successful, we have to be the sum of all of the parts, without all of us working together we will not reach our full potential.” A single voice provides one note, a collection of voices creates something beautiful. I tried to always ensure every voice was heard and that every person felt as though they belonged and had a seat at the table. The final component is transformation. We all have the potential for growth that results in transformation, but we have to be awake and intentional for this to happen. Leadership is about recognizing the potential in others and making space for something wonderful to happen. And it is a two-way street—when we work to develop others, we also grow and develop ourselves.

Connect: Was there a magic moment when you realized you wanted to lead in this way?

Redman: The magic was in the doing, jumping in with both feet even when I was uncertain of the outcome and long before it was perfect. I recall my first presentation in front of 150 ADs, Principals and Superintendents at a strategic planning event in St. Cloud shortly after I was hired. As I was doing my part of the presentation, (League executive staff members) Dave Stead, Skip Pelletier, Howard Voigt and Kevin Merkle stood in the back of the room and held up scorecards, ranking my performance. I didn’t come close to receiving a perfect score! There were dozens of moments and opportunities like this where I was forced to step outside of my comfort zone. I am so very grateful for this because all of the magic happens outside of one’s comfort zone. As a leader, I became very good at feeling uncomfortable. It is really what prepared me for the opportunity I have today on a national stage.

Continued on page 3
Connect: Your service to students, coaches and administrators has been praised in Minnesota. You are well known across the country, too. How rewarding has it been to serve in this way?

Redman: The reward is the difference that I have made in the lives of others. The footprint I leave, through the programs I created on behalf of the League, have impacted countless students, coaches, ADs and school communities. As I reflect on my time with the League, my greatest accomplishments include collaborating with Joan Mellor at the Medtronic Foundation to create Anyone Can Save A Life. Because of the work, there are students coaches and officials who have survived a Sudden Cardiac Arrest and who are still with us today. Another is my collaboration with Joe Ehrmann to create the InSideOut Initiative. This initiative also saves students, but in a different way. Transformational coaches save lives every day. They help students overcome adverse childhood experiences. They create secure relationships where students are seen, safe, and supported. They have the opportunity to look students in the eye and affirm their value and worth not as athletes, but as human beings. And they create a place of belonging during some of the most challenging years of adolescents. The InSideOut Initiative works to develop transformational coaches, in a culture of belonging, for the student’s human growth and development.

Connect: Take us back to your high school experiences at Owatonna High School. How did those opportunities shape the person you are and the character you display today?

Redman: I, too, was saved during my adolescence by two Owatonna High School transformational coaches. Coach Don Muir was my fastpitch softball coach. I spent time each spring on his softball field and daily in his classroom as his teacher assistant. Coach Muir created a place where I belonged, where I could be me and where I could contribute to his classroom community. He planted the seed that resulted in me becoming a transformational head softball coach. We spent countless hours talking through strategies, lineups, and most importantly, life. When I walked through the doorway of his classroom I was seen, safe and supported by him. Coach Jim Dybevik was my high school basketball coach and the second transformational coach I was blessed to play for. Coach “D”, as we called him, met me at the doorway into the gym every day with a basketball in his hand and a sparkle in his eye. I was greeted with a “Hi Kiddo” or a “Hey Jode”. He welcomed me onto his court and into his life by supporting me in my classes, my thinking around how I saw myself and the challenges I was facing, and in pursuit of my goals to become a college athlete. He communicated that I had value and worth not because I helped him win games (although this was really fun) but because I was a human being. I was a kid who needed a safe place to grow and become, and Coach “D” provided this for me. These two transformational coaches met a fundamental need in me, and one that every other young person has, to have someone who is willing to walk with them on their journey into adulthood. My transformational purpose was born out of the relationships and experiences that I had with these two amazing coaches. I lead to Change the Arc of others’ lives by creating a kind and empathic culture of belonging that inspires growth and intentional action.

Connect: What are some of the joys you have experienced in your leadership with the League?

Redman: As I reflect on the joy I experienced at the League, what comes to mind are the numerous tournaments I was responsible for and all of the amazing people I have had the opportunity to work with. The League tournaments are FUN! Fun for the student-athletes and their school communities and fun for the many dedicated people behind the scenes that make them happen. There have been so many fun moments over the past years, too many to mention, that will forever bring a smile to my heart. The other joy has been in the relationships forged with League staff and the many board members I worked with over the years. The Area Meeting swing each fall and spring, the summer meetings, where much work was done, and time we spent getting to know each other. Many of these trips included fun adventures in the evenings to Major League Baseball games, dinners, horse and carriage rides, fireworks displays and time to relax and have fun with colleagues. The League staff and board members became family, and I will cherish these relationships always. For those who I have been blessed to walk with, I want to thank you for sharing yourself with me, and for encouraging and supporting me. I laughed often and grew much because of you.

Lynne Johnson completes service to the League

Longtime Executive Administrative Assistant Lynne Johnson will complete her service to the League on June 30. She has served in that role since January 2008.

In her role, she supported the Executive Director and her responsibilities included membership, cooperative sponsorships, sanctions and service liaison to the Board of Directors, Region Secretaries, Principals Advisory Committee and the MSHSL Foundation.

“I feel very fortunate to have had the opportunity to be a member of the League staff and I have enjoyed supporting our member schools,” she said. “My husband (Hopkins AD Dan Johnson) has accepted a position at the MnAAA and I am hopeful that our paths cross again through that organization. I wish nothing but the best for all of you.”

Amanda Johnson, in her 20th year with the League, will take on a new role of Executive Administrative Assistant, effective July 1. For the past two decades, she has served as an Administrative Assistant.

“I look forward to the opportunity to provide service and support to the League’s Board of Directors, member schools and other partners, and continuing to build those relationships,” Johnson said.

MacIver to retire as Region 7AA Secretary

Duluth’s Doug MacIver will complete 51 years of service in education and administration when he steps down as Executive Secretary of Region 7AA on June 30. He began his professional career at Duluth Denfeld High School in 1970 and stayed there through 2005 where he spent the final 24 years of that span as the activities director. In 2003, he began 19 years of service as the Region 7AA Secretary.

“Each spring when the Region 7AA Committee said they would like me to return for the next year, it gave me the greatest gratification,” MacIver said. “It meant another year of working together with our 16 administrative school activities directors and with an ever-changing group of individuals on the Region 7AA Committee consisting of Superintendents, Principals, Activities Directors, Representatives from Boards of Education, Fine Arts, Boys Coaches, and Girls Coaches. What a valuable foundation of school and activities knowledge I had with these people. I knew that there was not going to be a challenge that our region would face without having the people that would handle it. I felt challenged every year to meet and improve on their expectations. I would say to my Region 7AA friends, what a privilege you gave me to serve as your Region Executive Secretary.”

A successor is expected to be announced by June 28.
Debate:
• Minnesota will be represented at the upcoming NFHS Policy Topic Selection Conference. Farmington's Rachel Baumann and Rosemount's Nathan Wodarz have co-authored a paper. League Hall of Fame member Cort Sylvester of Rosemount will serve as a pre-conference reviewer of papers and will be the Minnesota voting rep.
• Woodbury's Ben Lu and St. Michael-Albertville's Cabin Szymanski are among the seven finalists for the William Woods Tate, Jr., National Student of the Year awarded presented by the National Speech and Debate Association.

Music:
• The League's Music Advisory Committee met on May 20 in a virtual format.

Speech:
• There are 114 students from 36 member schools who will be competing at the National Speech and Debate Association's National Tournament in June. The tournament will be online.

Officiating:
• All communications regarding registration, rule or mechanics clarifications, and reminders will take place via email from officials@mshsl.org via Arbiter.
• Registration for the 2021-2022 school year is open now! Encourage your friends, neighbors and colleagues to join in this rewarding avocation.
• You may select your primary and secondary Association during the registration process. Only Associations that are a part of the Charter/Legacy Program are listed. This is optional for officials to choose an Association, but it is a helpful tool for Associations as they verify eligibility of their officials. Please do not select an Association if you are not a member with that Association.
• Officiating Recruitment Forums are continuing to expand. We will hold an additional forum aimed at bringing in new officials for fall sports. These forums will be held on Zoom and the next forum is tentatively scheduled for July 14.
• Officiating training will continue in a virtual option for the 2021-2022 school year. Each sport that provides/requires clinics will have two in-person clinics and two Zoom clinics. Both count towards the in-person clinic requirement for post season consideration. Sites and dates will be shared as they are finalized.
• Important reminder: Officials MUST bring their printed Eligibility badge (Profile tab) or present it on a device to every varsity contest. Officials need to be proactive and show the badge to someone at the site without a request. The AD's/site person/coach still needs to check at the site as we have last minute replacements.
• We continue to develop our observation program in baseball, lacrosse and softball during the spring season. If you have not been observed in the last three years and would like to be, please email officials@mshsl.org with your interest.
• The deadlines to complete online meetings and exams for the 2021-2022 school year are posted on the Arbiter Central Hub. Please plan ahead to complete these items on time. The Eligibility Badge cannot be printed or shared without completing all of the required items.
• Select section officiating assignments will be assigned via Arbiter and paid with ArbiterPay during spring tournaments. All State assignments will be assigned via Arbiter and paid with ArbiterPay.
• Nominations for the 2022 Distinguished Service Award are now being accepted. Please connect with your Association leadership if you are interested in making a nomination.
• The MSHSL is excited about our partnership with Smitty Official's Apparel. Not all sports are a part of the agreement, but we encourage all officials to check out Smitty products online (https://smittyapparel.com/) or in-person at General Sports in Edina.

• Officials Registration for 2021-2022: Open! Registration should be completed via the MSHSL Arbiter Central Hub. The deadline for returning fall officials to register, without a later fee, is July 1. Winter officials shall register prior to September 1 and spring officials, February 1 to avoid the late fee. Those interested in becoming an official may check out information on the program in the officiating portal of the new MSHSL website. Here is the registration newsletter: https://www.smore.com/jyk20

• Rule Changes for Fall Sports – Fall sport coaches and officials are encouraged to be aware of the rule changes in their sports. The National Federation has completed that annual process for fall sports, and the results can be found on the MSHSL website or through either your Coach's Dashboard or Arbiter Central Hub page. Go to your individual sport information and select the link to the news release from the NFHS. Look for “2021-2022 Rule Changes.”

Questions on Cover

1. 15 yards.
2. All of them. In that span: West won three times; Washburn four times; North twice while Central, South and Southwest each had one title.
3. Fairgrounds Park.
4. Kate Smith of Detroit Lakes, who won the first three of five in a row from 2012 to 2014. She tacked on two more in 2015 and 2016.
THE MINNESOTA STATE HIGH SCHOOL LEAGUE IS GRATEFUL TO OUR CORPORATE PARTNERS THAT CONTINUE TO INVEST IN HIGH SCHOOL ACTIVITY PROGRAMS.