



ILLINOIS BASKETBALL

Coaches Association

IBCA Member Newsletter

Serving Illinois Coaches Since 1971...

The IBCA was founded by the late Chuck Rolinski with the support of legendary coaches across the state. Its purpose is to promote the game of basketball in Illinois, provide a strong and consistent voice for basketball coaches with the IHSA, and provide resources and mentoring to coaches of all ages.



*Executive Director,
Emeritus (d. 2014)
Chuck Rolinski*

Message from the Executive Director

I hope this newsletter finds you refreshed from your summer break and excited for the possibilities that the 2017-18 school year will bring. I also hope that your time in June with your teams was productive and beneficial.

This is a very important time of the year for the IBCA. The “lifeblood” of our organization is our membership. As such, we have tried to make staff memberships as affordable as possible. Please check out the membership information on our website and take advantage of the discounted rates when you do a staff sign up. Thanks in advance for your continued support!

Our Clinic Committee has done another great job of attracting some of the finest speakers available for our State Clinic this September 10-11 at Illinois Wesleyan University in Bloomington. Please see our website for additional details about our State Clinic along with the four regional “satellite” clinics that the IBCA will host.

On May 6th, our Coaches of the Year from throughout the state along with our 2017 IBCA Hall of Fame inductees were honored at our IBCA Banquet at Illinois State University. Redbird Arena proved to be a great venue for the banquet. A great time was had by the 1,200 plus attendees!

Finally, on June 10th, 120 of Illinois’ finest girls and boys senior basketball student-athletes competed in our 2017 IBCA All-Star games at Pontiac High School. The games were excellent, with some buzzer beaters and competitive games all day. The players, coaches, and officials all represented themselves in a first-class manner. As always, the Pontiac community welcomed us with open arms and made it a great experience for all involved! We look forward to another great All-Star weekend in June of 2018 as we bring the best Illinois senior basketball student-athletes to Pontiac for their final high school basketball experience!

Upcoming Events

- Sep 7 A Night with Dick Vitale
- Sep 10-11 IBCA Statewide Clinic
Bloomington-Normal
@ Illinois Wesleyan**
- Sep 23 IBCA Highland Park Clinic
- Sep 24 IBCA Mt. Zion Clinic
powered by Eastbay
- Sep 29 IBCA Pinckneyville Clinic
- Oct 21 IBCA St. Laurence Clinic
- Oct 29 Hall of Fame Meeting

**for event details, visit
<http://ibcaillinois.org/>*

For more information about all IBCA-related events, please visit our website (www.ibcaillinois.org). As always, if there is any way that I, or any of our board, can be of assistance, please do not hesitate to let us know.



Executive Director, Jim Tracy
St. Laurence HS

President's Letter

Coaches,

Hello. My name is Neil Alexander and I will have the honor of serving you as the President of the Illinois Basketball Coaches Association for the next two years. For the past 32 years, I have been active with the IBCA and have served on many committees. Since the passing of our great founder, Chuck Rolinski, we have had many individuals step up and work very hard to continue the dreams that Coach Rolinski envisioned. We have made great strides to improve our Association and would like to continue to do so. We want to continue to promote and honor coaches, players, officials, teams, media, and friends and provide information that will help coaches become better coaches throughout Illinois.

During the next two years we want to continue to follow up on our reorganization plan that Bob Williams, our past president, has implemented. The plan will include dividing the state into 7 Divisions and have separate meetings throughout the year in each Division. With this plan, we hope that our coaches throughout the state will have more input with the IBCA and hopefully we will gain a stronger voice with the Illinois High School Association.

As we begin the 2017-2018 school year, it is time for our annual membership drive. We encourage all coaches to join the IBCA. You can join as an individual. However, the most efficient way to join would be as a whole school coaching staff. The staff can include both boys and girls high school staff and your junior high staff, as long as they are affiliated with your high school. Thank you in advance for your membership support. We are looking forward to an exciting 2017-18 school year.



IBCA President
Neil Alexander
Lincoln HS

Consider this...

“Being a member of a team is a privilege, not a right.”

“The pain of regret is worse than the pain of discipline.”

“Make the easy play.”

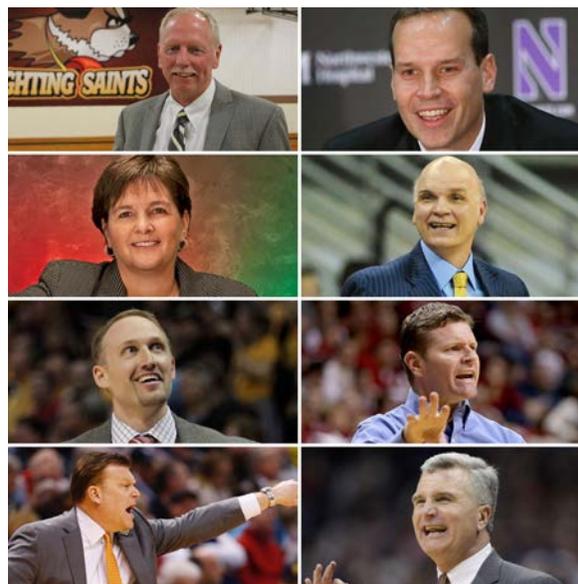
“Every day, one of two things is going to happen – you’re either going to get better or get worse, because nobody stays the same!”

“The person on top of the mountain didn’t fall there.”

2017 IBCA STATEWIDE FALL CLINIC

Registration for the IBCA 2017 Statewide Fall Clinic has begun! Speakers include Chris Collins (Northwestern), Nancy Fahey (Illinois), Brad Underwood (Illinois), Bruce Weber (Kansas State), Phil Martelli (St. Joseph), Dan Muller (Illinois State), Jay Spoonhour (Eastern Illinois), Steve Brooks (St. Francis), Scott Thompson (Coaches vs. Cancer), and more to be announced!

The clinic will be held at Illinois Wesleyan University in Bloomington, IL on Sunday & Monday, September 10th & 11th, 2017.



We use this Sunday-Monday format to accommodate basketball coaches who also coach a Fall Sport. With this format, you can still make it back for practice on Monday afternoon.

The clinic cost is only \$50 for an Individual and we offer multiple coach discounts for coaches from the same school. [REGISTER HERE!](#)

All attendees must become IBCA members, but that is a separate process (and there is now a staff rate for that as well). All IBCA Memberships now run from August 1 - July 31 regardless of when you register. Staff memberships allow you to enroll up to 15 coaches from your school!

*****You register for membership separately, but can add it to the same cart*****

Please register in advance as we may not be able to take walk-ins this year. In order to guarantee your free gift, you must be registered by September 5th!

PAY FOR THIS CLINIC, THE REST ARE FREE! That's right, with your paid IBCA Membership, you gain free access to our Regional Clinics (dates and locations listed on the IBCA home page)!

A Guide to the Fair Treatment of High School Basketball Coaches



An excerpt from the document endorsed by the Board of Directors of the National High School Basketball Coaches Association

I. Purpose

High school basketball coaches are typically employed as at-will employees, capable of being dismissed by their employer without cause. The unsecure nature of the employment arrangement creates the potential for the unfair treatment of high school coaches. The following guidelines are intended to supplement employment requirements imposed by state statutes, local regulations and athletic association rules in order to establish a best practices approach to building and maintaining positive and equitable relationships between high school athletic departments and basketball coaches.¹

II. Hiring Process

- Consider the input of student-athletes and other program stakeholders throughout the hiring process.
- Distribute and make publicly available, as appropriate, a job posting that aligns with applicable statutory requirements and contains a detailed description of the desired qualifications and responsibilities of the coaching position.²
- Take into consideration the compensation and benefits of coaches at comparative high schools as well as applicable statutes, regulations and athletic association rules when developing the compensation and benefits packages for coaching positions.
- Interview a diverse set of candidates that express interest in the coaching position and document the interview process for each candidate.³
- Disclose the athletic and ancillary expectations for the coaching position, taking into account the current competitive landscape of the conference and expectations of the student-athletes outside of the sport.
- Provide a list of the training obligations and a copy of the school's athletic coaching policy.
- Encourage the candidate to read and consider any employment documentation, including, if applicable, any contract, schedule or appointment letter, and obtain assistance and/or counsel if desired.
- Circulate an announcement introducing the newly hired coach to the school and community, and provide opportunities for the coach to become assimilated into the community.

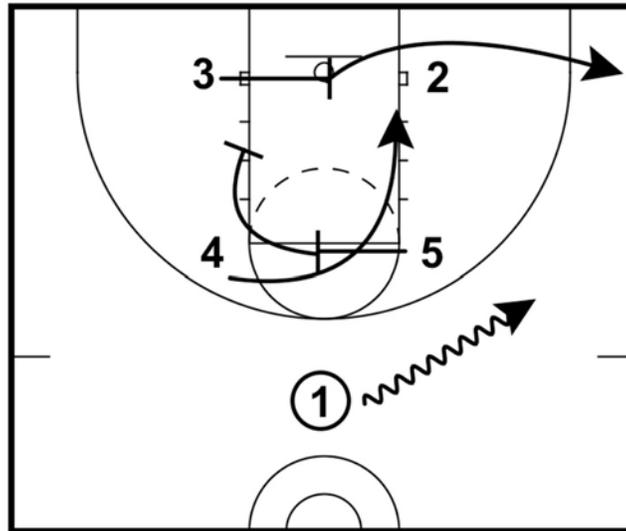
III. Maintaining the Relationship

- Encourage open communication between the coach and administration by establishing administrative guidelines that include a schedule of periodic formal meetings and a procedure to request informal meetings to discuss pertinent matters.

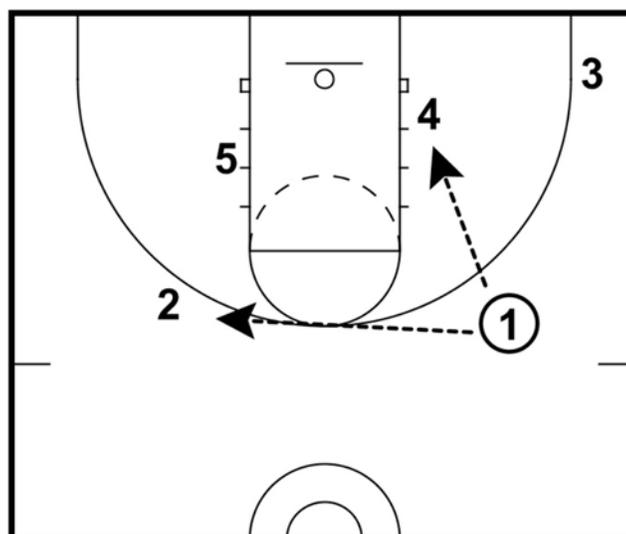
To read more and download the complete document, please visit <http://nhsbca.org/>

“Empty” Box Set

The following is from Jeff Kratzer, Head Boys Basketball Coach, Princeville High School (IL):



- #1 takes the ball to the right, off the top.
- As that action takes place, #5 goes to #4 and sets a screen.
- #4 tolls to the block and #1 gives a look.
- #5 continues to screen #2’s man – he might have a different defender as he has just taken a screen from #3.
- #2 is coming off of the staggered double and #3 goes to the ball side corner.



- #2 looks for a shot – then looks inside for mismatch for #4 in the post.

Putting Positive Coaching Into Practice

Matt Monroe, St. Ignatius Prep

I've wanted to be a basketball coach since I was eight years old. While my peers were dreaming of playing in the NBA, I had my sights set on being the guy in a suit pacing up and down the sidelines. I traded in my playing shoes for a whistle and a clipboard early on when I began coaching at the age of eighteen. Throughout my sixteen years of coaching, my philosophy regarding this profession has evolved greatly. The area in which my thoughts and actions have evolved the most have to do with leadership styles.

When I was growing up, the general construct of what most people considered a skilled and successful coach could be summed up by the following words: tough, passionate, competitive, hard-nosed, boisterous, intense. Coaches that live that construct often use fear, threats, and intimidation to "motivate" their players to achieve success. There have been plenty of coaches that have used these manipulations to achieve success and win championships. However, these tactics are just that, manipulations. Being what many label as a "coercive coach" can help you reach short-term goals, but ultimately will leave you falling short of any impactful long-term success.

After sixteen years of coaching (with several more decades to go!), my definition of what makes a quality coach has changed. It's not about wins and losses or fulfilling any type of coaching persona construct. What makes a coach successful is serving others and making a positive impact on those you serve. To me, a skilled and successful coach could be summed up by these words: loving, caring, relationship builder, inspiring, servant, teacher, motivator. As each year passes, these qualities become more solidified to me as what makes a coach highly skilled and successful.

The following are some best practices when it comes to coaching your players in a positive and productive way:

1. Start with Why

Author Simon Sinek's book *Start with Why* is a great read for leaders in any type of organization. In it, he explains that any successful leader or organization has a much bigger purpose than what they do or what they produce. These leaders and organizations have a clear "why" in place, a vision and mission that drives what they do and inspires people to join in their cause. This couldn't be any more applicable to coaching and building a program. Why are you a coach? If your why is about winning championships, gaining notoriety, making money, or anything else along those lines then you are in it for all of the wrong reasons. Not only that, but you will also struggle to achieve any long-term success or leave a lasting positive impact. Your why has to be much bigger than basketball. As a coach, I could win twenty-plus games every year and dozens of championships, but if I don't have a positive impact on the lives of the players I coach then I am not a success.

2. Be a Relationship Builder

As a leader in any organization, your primary responsibility before you achieve any semblance of success is to build relationships with the people you serve. As a coach, this is paramount. Building relationships takes a lot of

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time and effort, but it is absolutely essential. How do you build effective relationships? There are many different ways. Start with showing your players that you care, that they are more to you than just a uniform with a number on it. It's easy to be invested in their success on the court, but it has to about much more than that. You have to demonstrate that you are invested in their overall development as a person on and off the court.

3. Do as I Say, Not as I Do?

The game is still close, but it's on the verge of breaking wide open. The coach calls a timeout after his team's opponents go on a six point run. As his team huddles together on the bench, the coach throws his clipboard to the ground. Bursting with intensity, his eyes bulging out, he yells at his players, "Calm down! Everyone relax!" Chances are that you have seen this scene play out over and over again. Chances are also that the team with the coach throwing his clipboard and screaming to his players to calm down when he is not calm himself probably wasn't able to stop the run and get the game under control. Too many times I've seen coaches expect their players to do what they say, not what they do. I've fallen into this trap myself. Actions speak louder than words. The best coaches model the actions and behaviors they expect from their team. If you want your team to be calm during crunch time, then your message should be delivered in that very same way. Another example of consolidating what you say and what you do is body language. Body language is something almost all coaches harp on when it comes to their players. One thing I have tried to do the last several years is reflect on my own body language while I am coaching. What do I look like when a player makes a mistake on the floor? Do I roll my eyes or throw my hands up in the air? If I display that type of negative body language with my players, how can I expect them to not do the same?

4. Value People Over Outcomes

At the end of the day, coaches work in a profession centered on people. In today's "what have you done for me lately" society, it's easy to fall into the trap of defining someone's worth based on their contributions to your organization. The players on your team are people first. Regardless of their role on the team or how much they produce on the court, you have to make everyone on your team (and everyone else in your organization) feel that you value them. From the star player to the player that struggles for playing time, everyone on your team needs to feel that they are important to you and the rest of the program. There's a famous quote that people often use that says, "you're only as strong as your weakest link." I challenge this notion. If you're a positive leader who runs a successful organization, there is no weakest link. Everyone is an important piece of the puzzle in determining your success whether it's the player that averages the most points, the manager on the team, or the person that keeps the gym floor clean. As a leader, you have to make it a priority to ensure that everyone in your program feels valued regardless of their role or what they produce.

5. Build Them Up

Positive coaches build players up, not break them down. Great leaders inspire the people they serve to be more. When a player makes a mistake or is struggling on the floor, chances are they don't feel good about it. For example, when a player turns the ball over in a game he already feels bad that he made the mistake, hurt the team, and did so in front of a crowd. What do you accomplish by being negative with that player? What benefits are there for making him or her feel worse? The best coaches are teachers of the game. If this is the

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case, then every mistake is a teachable moment. Identify the problem, show the player how to correct it, and instill confidence in them that you believe they will get it right the next time they have the opportunity.

6. Don't be a Front-Runner or a Fair-Weather Coach

When things are going well for your team, it's easy to be a positive leader. Who wouldn't be positive when their team is on a multi-game winning streak or when everything is clicking on all cylinders? It's how you lead during times of adversity that matters the most. In the book *You Win in the Locker Room First* by Jon Gordon and Mike Smith, the authors talk about seven "C's" to building a strong organization. One of the "C's" that they highlight is the word consistency. As a coach, you should never waver from your guiding principles; they should be the same in victory and defeat. Don't be a positive coach in times of success and a coercive coach in times of adversity.

7. Be True to Yourself

How many coaches can reflect on their practice and see that they are living a double life? What I mean is that they have two personas - a coaching persona and who they are in everything else they do. When your demeanor as a coach doesn't match up with who you are as a person you are not being true to yourself. That doesn't mean that how you react to eating a good meal should be exactly the same as you would react to one of your players hitting a game winning shot. When you are on the floor your competitive spirit will and should come out. You will get louder, be more locked in, and get more intense. That is only natural as a coach's personality definitely gets amplified on the practice floor or during games - and it's a good thing. Coaches who are true to themselves never change their values, morals, or principles. They don't become someone they are not just to have a little more success on the court. When you stay true to yourself as a coach you will not only be more comfortable with what you're doing, you will find more fulfillment.

8. There is a Place for Tough Love

Being a positive coach doesn't mean you can't teach your players using tough love when the situation calls for it. As a coach, you have many tools in your toolbox to use depending on the needs of your players and your team at any given moment. Tough love is one of many tools you have at your disposal to teach your players and to help inspire them to be more. Tough love has to be just that - love. Using tough love doesn't mean using fear, intimidation, or threats. Tough love is speaking the truth, being honest with your players about what they need to improve on to be more successful, and holding them accountable to living the standards that you have instilled into your program. Sometimes when you speak the truth to your players about where they are at it can be uncomfortable for them. That's perfectly normal and part of the process of getting better. When you give your players tough love show them how they can be more, don't just leave them with the things they are deficient at. Most importantly, however, is that when you give your players tough love make sure to show them that the reason you are is because you care about them.

9. Invest in Your Culture

The most successful basketball programs are not there by accident. Everyone within the program has a shared vision, a common set of values, and inspiration to work together to achieve their collective goals. Yes, you have

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to have talent and skill to win, but you can't have sustainable success without a winning culture. The best teams have built a positive and productive culture that drives everything they do. There is no single way to build a winning culture, but many ways. What works well for some programs might not fit others. In my experience, most winning cultures are built on these pillars: positivity, teamwork, sacrifice, shared vision, caring, competitive nature, dedication, and hard work. To build a great culture, you must invest in it every day. It's one thing to just put your vision and mission down on paper, it's another to live it and implement it everything you do.

Being a positive coach will not guarantee you winning more games or getting that elusive championship. However, it will ensure that you will be a more successful coach and it will allow you to build a program based on a genuine care for those you are serving and will give you the greatest opportunity to make a lasting positive impact on everyone you encounter.

Basketball Museum of Illinois Golf Outings

The Basketball Museum of Illinois hosted two successful golf outings this summer. The 2nd Annual Pontiac Golf Outing was held on July 10th at the Pontiac Elks Country Club. Special guests included Steve McMichael, Emery Morehead, and Jim Morrissey from the 1985 Chicago Bears as well as Phil, Paul, and Rob Judson. There were high school coaches from Galesburg to Chicago who played golf and attended the silent auction.

The Museum also hosted a golf scramble and auction in Collinsville at Arlington Greens Golf Course on July 14 to raise funds for the IBCA Hall of Fame and Museum. It was the first of what we hope to be an annual event. Twenty-two four-man teams participated including many former and current coaches, officials, and others associated with high school and college basketball.

Both events were a huge success and we look forward to running them again in 2018. Thank you to everyone who helped organize the events and all of the people who participated.

IBCA Executive Board

Chuck Rolinski • Executive Director, Emeritus (d.2014) - Toluca

Jim Tracy • Executive Director – St. Laurence

Neil Alexander • President - Lincoln

Eugene Henry • 1st Vice President – Chicago Public League

Rodney Kellar • 2nd Vice President – Ridgeview

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