Administrator Orientation

Susie Bruce, APPLE Director

• Overview of APPLE structure and expectations
• Tips for effective team facilitation & coaching
• Meet new people!
Why are you here?

This Weekend

- Your team will create and submit (online) a customized, measurable action plan for change on your campus based on...
  - Confidential feedback we provide from your athletics department survey
  - AND
  - Your team meeting discussions
The Seven Slices of the APPLE Model

- Action Planning Tools:
  - "Explore the APPLE Model"
  - Guiding principles for each “slice”
  - Evidence-based prevention programs (NIAAA – College Alcohol Intervention Matrix) by slice
  - Programs developed by past APPLE attendees
    - Listed by slice and NCAA Division
APPLE GOALS:
prevent alcohol, tobacco, and other drug (ATOD) misuse through:
  Education
  Empowering teams
  Post-training coaching
  Networking

Empowering Student-Athletes to Make a Difference

University of Missouri at Kansas City, presenting at APPLE 2017 in Nashville
A Brief History of APPLE

APPLE is funded by a Grant from the NCAA Sport Science Institute

1991- APPLE Model created at the University of Virginia

1992 – First APPLE conference

2015- First NCAA Division II APPLE Conference

2017- Name changed to APPLE Training Institute

Two Training Institutes are held each January- Open to all NCAA member schools!

Sponsors

Educational Partners

Drug Free Sport International

myPlaybook
YOU'RE AT APPLE

...Now what?
WiFi: Dtmeeting

DINNER BEGINS PROMPTLY AT 5:00 PM

Focus of the evening:

- Foundations of the APPLE model
- Understanding the impact of alcohol and marijuana on athletic performance
MORNING:
• Learn about the APPLE model
• Mini team meetings

AFTERNOON:
• Buffet lunch and break
• Team photos
• Breakout sessions on health and wellness issues for student-athletes
• Team meetings to create action plans

EVENING:
• Dinner
• Dessert reception

SUNDAY
• Keynote: One Love
• Final team meeting to complete your action plan
• Submit action plan online
• Complete post-test and overall evaluation through the APPLE App
Seating is by team for general sessions and meals

We provide meals from Friday dinner through Sunday breakfast
All meals are served buffet style to accommodate diverse preferences
Snacks are provided on Saturday afternoon

We have vegetarian, vegan and gluten-free options!

Questions? See an APPLE staff member or ask hotel staff.
Photos are taken by TEAM Coalition staff on Saturday during breakfast and after lunch. The team contact will receive a framed copy on Sunday after submitting their team Action Plan.

APPLE Team Resources & Tools

- Agenda at a glance
- Team Meeting Facilitation Guide
- Blank Action Plan
PDF of sample action plans
- Policy development
- Student-athlete mentor program
- Link to online action plan submission form

Online action plan submission
www.appleathletics.org
Empowering Student Athletes to Make a Difference

Engage with APPLE!

@APPLEathletics
#APPLEathletics2020

APPLE_athletics
APPLE & Gordie Center Faculty & Staff
are here to help!

Holly
Susie
Joe
Ray
Debra
Brandon
Carl

Administrator Role at APPLE
Facilitate more than lead
Student-Athletes **must** have a significant voice in the process.

**Group Norms**

- Self-Facilitation
- Genuine Intent
- Ouch & Educate
- Stay Present, Stay Vulnerable, Hold Space
- Intent vs. Impact
- Holding Still in Discomfort and Defensiveness
- Utilize “I” statements
- Each person is the authority of their own experience
- Dialogue, not debate
Keys to Success: Facilitating Constructive Discussion

- Ask open-ended questions
- Encourage students to speak first
- Listen carefully
- Show respect
- Validate concerns
- Let the group address dissent
- Guide discussion to focus on solutions

VEGAS RULE

- Be aware of your own non-verbals
- Be flexible
- Avoid detailed decision making
  - The time for that is back on campus
- Bring closure to team meetings
  - Summarize
  - Remind group of aspirational goals
  - Review next steps/delegated tasks
Returning
APPLE administrator advice:

What are your top suggestions to our APPLE rookies to promote APPLE Team success?

Biggest barriers reported by schools...
- TIME!
- Student leaders graduating
- Administrative turnover
- “We could have been more diligent with meeting self-defined deadlines”
How did teams gain support for their action plan?

- Through face to face meetings, discussing goals and what we learned.
- Student-athletes took the lead to decide what parts of their plan were feasible for the year.
- Recapping our trip and presenting our plan immediately upon arriving back on campus. This gathered support while it was relevant to everyone involved and from there continuous updates to SAAC, Athletic Staff, Student Life Staff, etc. This keeps the energy rolling!
- Networking and pitching a plan to promote the well-being of our student athletes.
- A member of our team 'shopped' the idea to anyone who would listen. One student he spoke to about it was able to gain the interest of the Athletic Director.
- We met with the senior athletics staff and were clear about our goals, which we ensured were aligned with theirs.
- Set up meetings with administrators across campus, explained to them our plan and the fact that we would just be organizing systems that were already in place.
- We proposed what we wanted to do to a few student-athletes and had multiple brainstorming sessions, then took it to the entire student-athlete body. With their interest, we presented to our AD, coaches, and staff.

AFTER APPLE

Taking it all back to campus
• Meet regularly with your APPLE team to implement the action plan you created at the Training Institute

• Complete post-APPLE surveys in March and October on your progress, barriers, etc.

• Keep APPLE staff informed of changes to team contact information

Advice from APPLE Team Contacts:

"Come in with an open mind and LISTEN to your student-athletes. They are the cornerstone of your success if you let them honestly tell you what is truly happening and what your needs are."

"Encourage your team to be open, be willing and daring to make a change, no matter what size...big or small, one person or the whole university or college"
Questions?

PLEASE CONTACT US!

APPLEathletics@virginia.edu

434-982-0704
434-982-1814
Time to get moving!

- Get into groups of 4 or 5 people
- Do not get in a group with anyone you know
Pair up with someone you don’t know
Answer the question on the screen
When I call “time” find a new person and answer the next question.
What sport do you love the most?
(to play, coach or watch!)

What was your undergraduate major?
If you could have any other job, what would it be and why?

Do you prefer to text or call?
If you had an extra hour in your day, what would you do?

What items can you not live without when you travel?
Tell a random fact about yourself.

Time for dinner!
Tables assigned by school.