



Who you are
is how you lead.



Rotary Ethics Symposium

*Building Ethics through
Student Leadership Development*
March 4, 2015

PowerPoint slides and content are the property of the Upper St. Clair School District. Use of this information without the expressed written permission of the Upper St. Clair School District is prohibited.

My daughter Lilly has participated in the program both 3rd and 4th grade during the school year and during the summer very enthusiastically. I have seen her continued growth and development throughout this process and have been pleased. During this current summer session as a 5th grader at Boyce I witnessed her having monumental ah ha moments. I'm not being dramatic either!

I have a Master's Degree in Professional Leadership: Training and Development and mostly use it within my family. :) I'm sure you can appreciate its value to parents. I'm aware that I both facilitate and role model reflective behaviors but even so.....the fact that she went into this week wanting to expand on her development of **integrity** and **commitment** only to realize mid week (through the email prompts by her facilitators) that in order to make herself better at her **core traits** she must first find more **courage**. And then to go further and say to me that having enough courage as a teenager is really important because it will help her to speak up and to **make the right decision** when she's in a bad situation.

I recognize I may be more aware to this growth and development than some. I also encourage the open dialogue that we have but this stuff is huge to the future of these kids both at the middle school and the high school level! I was in my 20's before I realized some of what is already in her brain...Imagine where she will be by high school!!



USCSD Student Leadership Academies

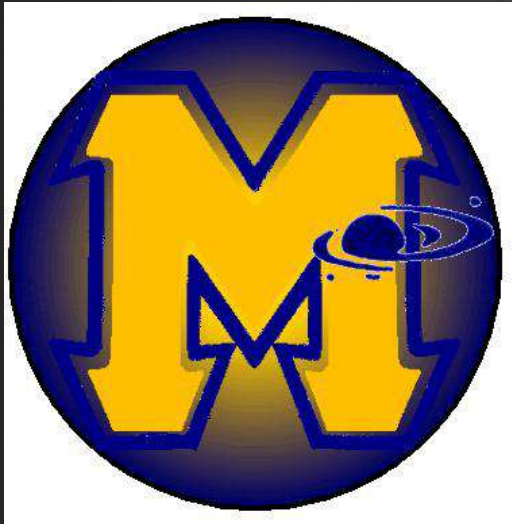
Where have we been, where are we going, and how does this happen?



Leadership Academy



Leadership Academy



Leadership Academy



Agenda

Evaluate the content of USCSD's leadership development.

Examine the building blocks of the Total Leader.

Explore the ethical principles associated with Authentic Leadership

Discuss the results of the program evaluation

TIME MANAGEMENT

A (magnifying glass)
CLARITY
MOTIVATION
APPRECIATION
SIMPLIFICATION




EFFECTIVENESS
ACTION PLANS
PRIORITIES
GOALS
DIARIES
MEETINGS



MINDTOOLS
SPEEDREADING
MINDMAPS


FASTER
SMARTER
BETTER
URGENT vs. IMPORTANT
WASTAGE



DELEGATION
TO-DO OR NOT TO-DO
CAREER
LIFE
COMFORT ZONES
GUIDANCE
TEAMWORK
TRUST



WORK-LIFE BALANCE
WELLBEING



LET GO
FEARLESS
EXCEED EXPECTATIONS
TRANSCEND LIMITS
CONFIDENCE



SUPERVISE
HELP
ENCOURAGE
DISCRETION

L + H = ✓

BIG PICTURE
CHUNKING
BITE-SIZED
MULTI-TASKING
DIVERSIFY



CHOICES
DECISIONS
BIG
SMALL
DE-CLUTTER
SLOW DOWN TO SPEED UP
BREAKS



5W1H
WHO
WHAT
WHERE
WHEN
WHY
HOW



ERGONOMIC
USER-FRIENDLY
EFFICIENT
VALUE-ADDED
POSITIVE



COMMUNICATION
FEEDBACK
SUPPORT
PRAISE
REVIEW
CORRECTION
IMPROVE

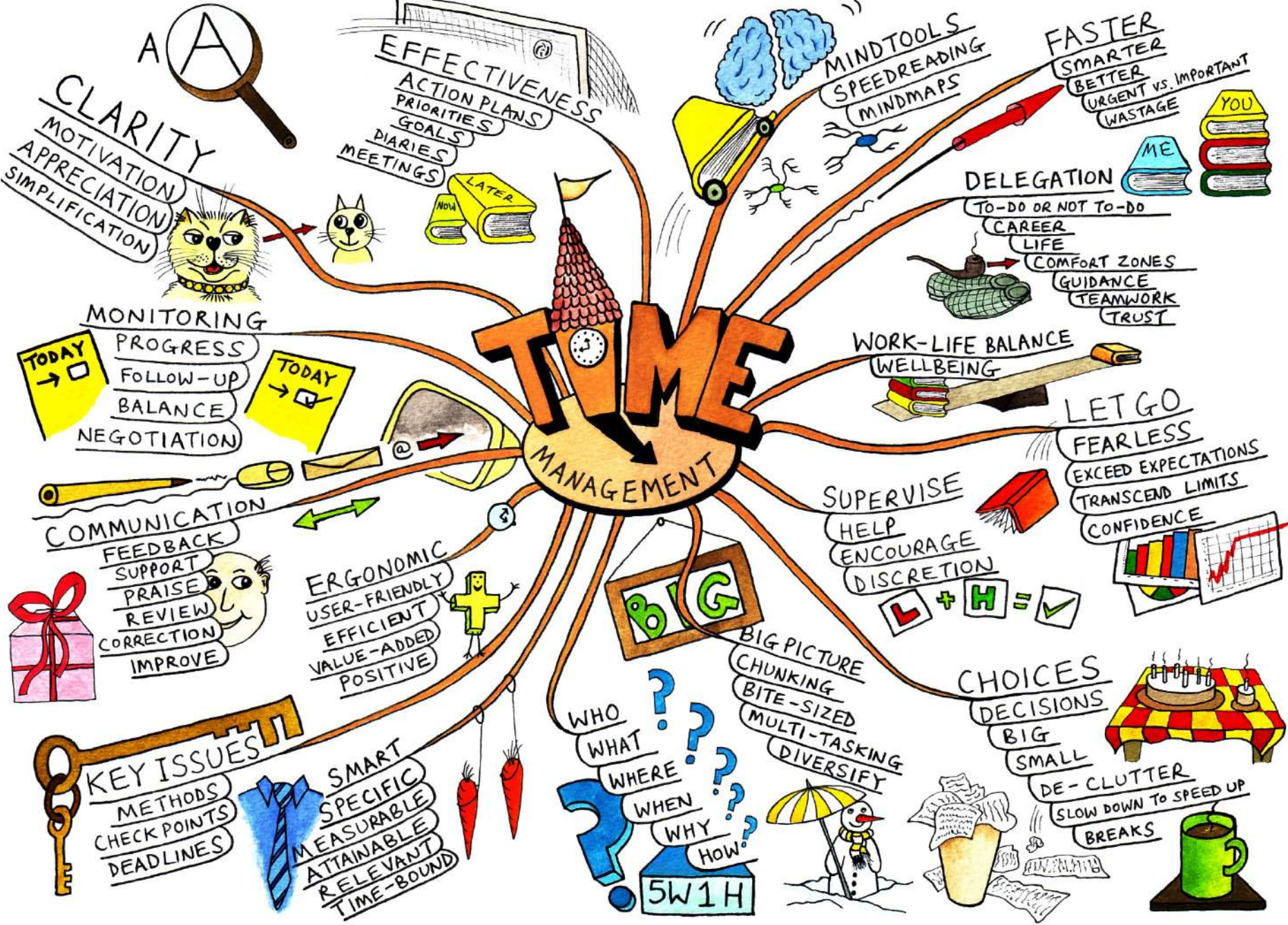


MONITORING
PROGRESS
FOLLOW-UP
BALANCE
NEGOTIATION



KEY ISSUES
METHODS
CHECK POINTS
DEADLINES

SMART
SPECIFIC
MEASURABLE
ATTAINABLE
RELEVANT
TIME-BOUND





Mind Maps – Key Points!

Mind Mapping is an extremely effective method of taking notes. Not only do Mind Maps show facts, they also show the overall structure of a subject and the relative importance of individual parts of it. They help you to associate ideas, think creatively, and make connections that you might not otherwise make.

Mind Maps are useful for summarizing information, for consolidating large chunks of information, for making connections, and for creative problem solving.

To use Mind Maps effectively, make sure you print your words, use different colors to add visual impact, and incorporate symbols and images to further spur creative thinking.

If you do any form of research or note taking, try experimenting with Mind Maps. You'll love using them!



Mind Map Rules

2-3 minutes to map concept

Discuss and create mind map while you are standing and walking in circles around your table.

Four people per chart, and try to work with different people.

Rotate to a new table each time we map.



Total Leaders

Total Leaders 2.0

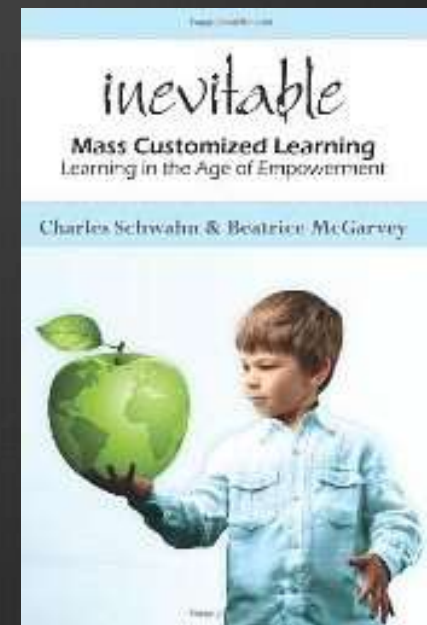
A brief history and its importance...



Chuck Schwahn and William Spady



Who are these guys?





So what's their story?



Total Leaders

Total Leaders 2.0

A brief history...



TL2.0 – WIIFY?

Provided a clear definition of leadership

Created a common professional leadership vocabulary

Equipped us with a brief and comprehensive leadership framework

Supported our personal growth as leaders

Allowed us to become teachers and mentors of the next generation of TLs



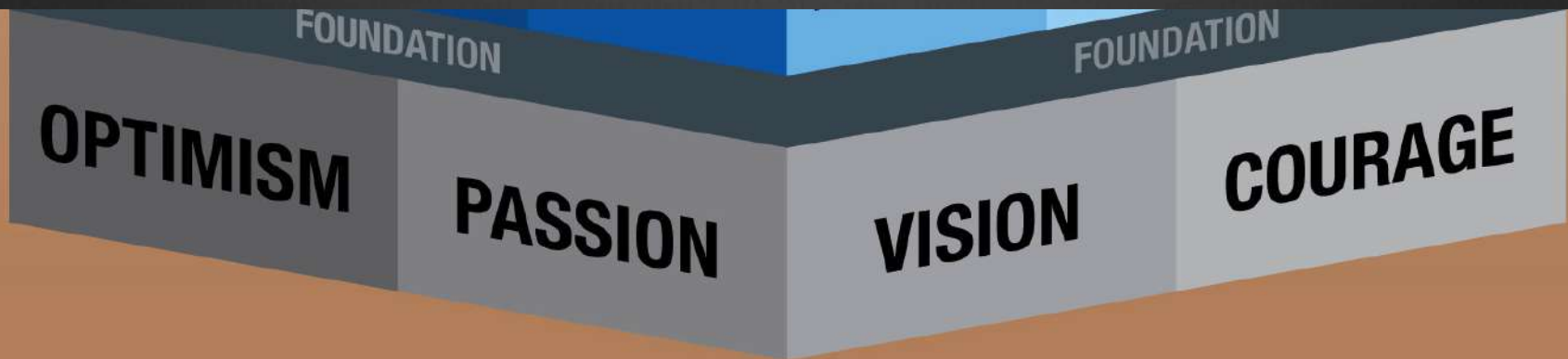
Character

Key Components

Why should I care about *Key Components*?



House of the Total Leader





I dunno. What do you think?

Integrity

Honesty

Openness

Clarity

Inclusiveness

Connection



Core Values and Principles of Professionalism

What does this have to do with
leadership?



Core Values

Integrity

Courage

Honesty

Reflection

Commitment

Productivity

Teamwork

Openness

Excellence

Risk Taking



Principles of Professionalism

Accountability

Improvement

Alignment

Inquiry

Contribution

Clarity

Win-Win

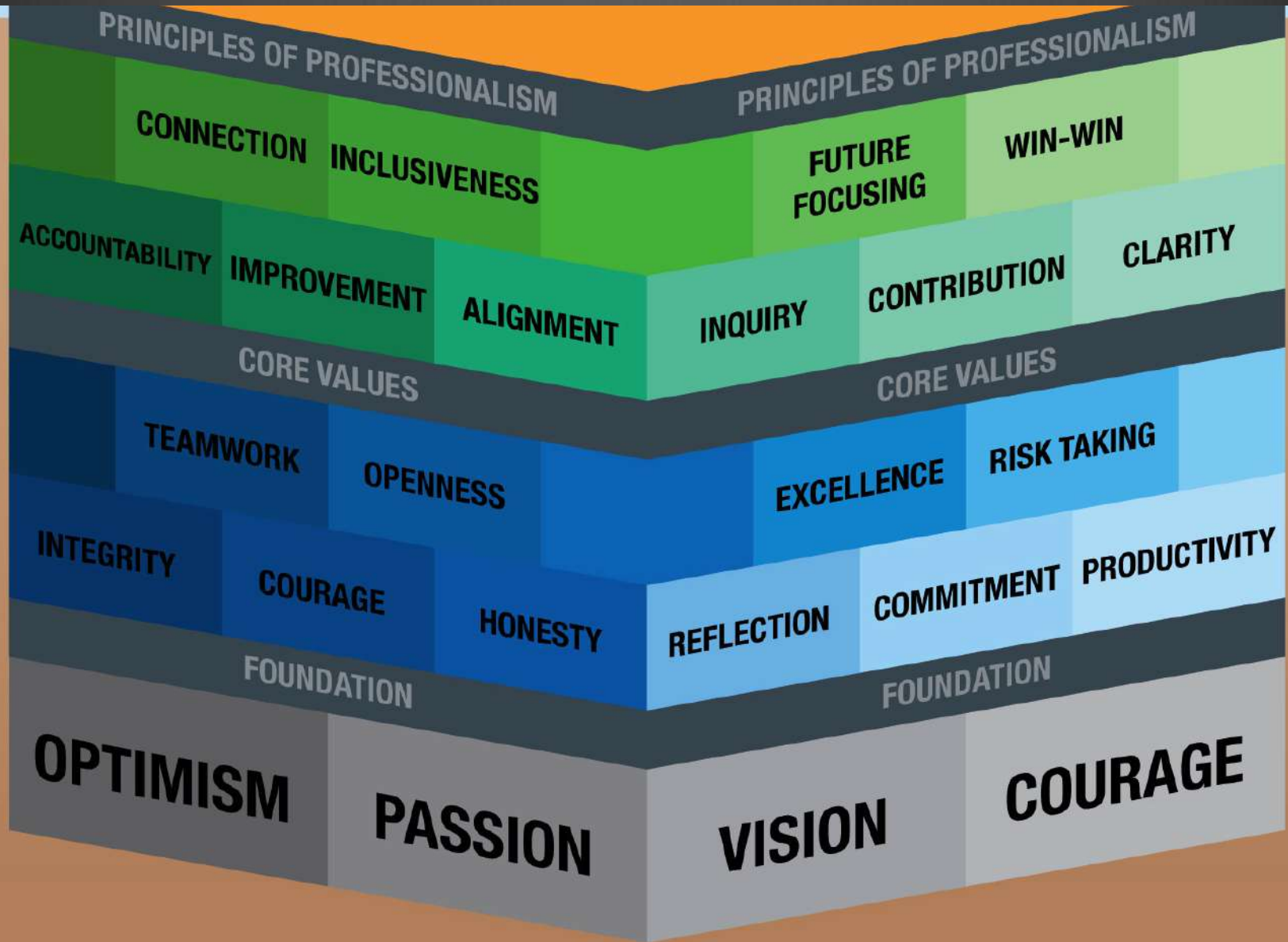
Future Focusing

Inclusiveness

Connection



House of the Total Leader





Five Pillars

Five Pillars

What is transformational change, and how do I get there?



The Five Pillars

Purpose (Authentic Leadership)

Vision (Visionary Leadership)

Ownership (Relational Leadership)

Capacity (Quality Leadership)

Support (Service Leadership)



Purpose (Authentic Leadership)

What is it?

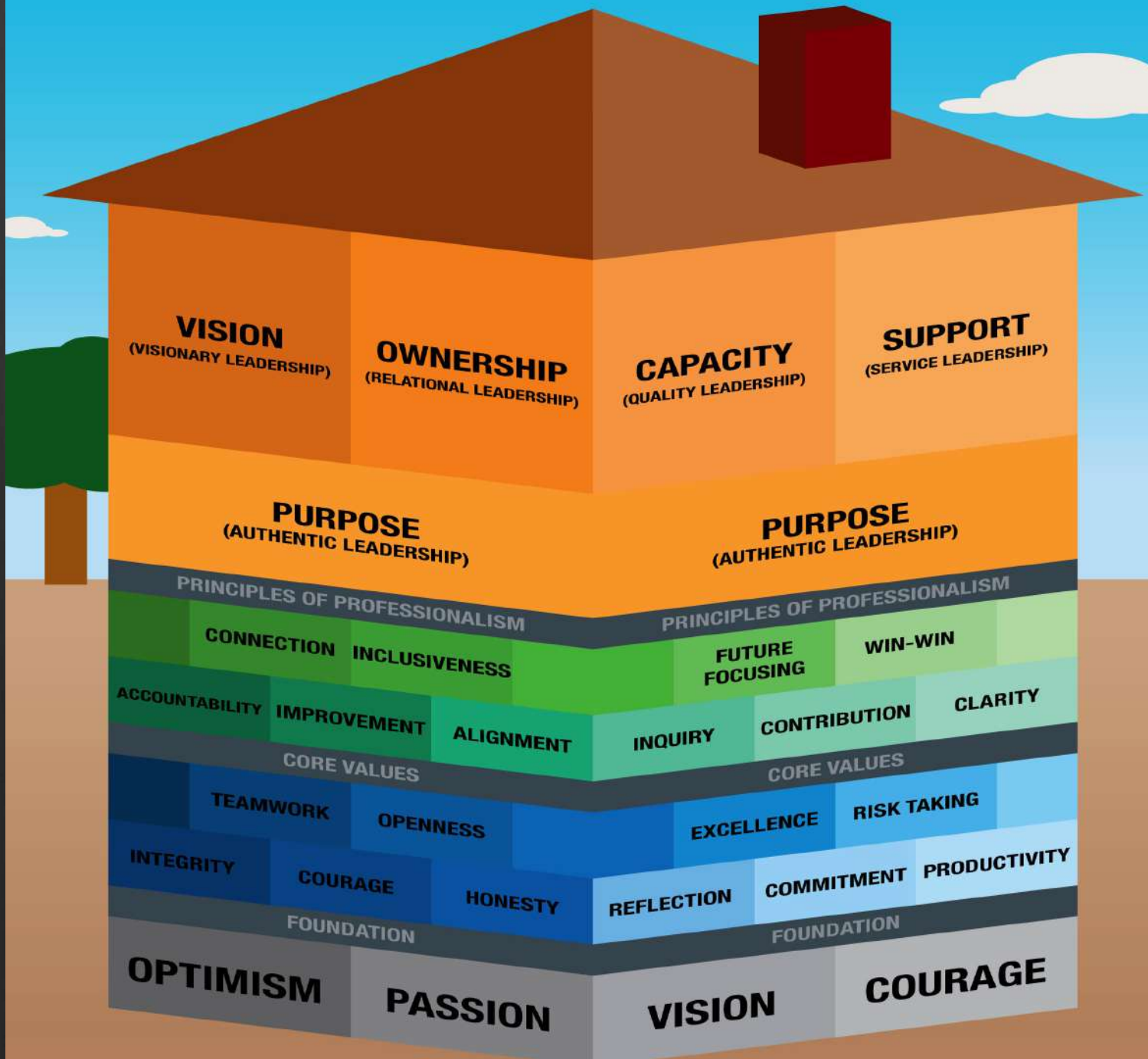
The deep and compelling reason an entity exists.

What does it look like?

Modeling the organization's core values and principles,

Being a lead learner and teacher, and

Creating a compelling organizational mission/purpose



VISION
(VISIONARY LEADERSHIP)

OWNERSHIP
(RELATIONAL LEADERSHIP)

CAPACITY
(QUALITY LEADERSHIP)

SUPPORT
(SERVICE LEADERSHIP)

PURPOSE
(AUTHENTIC LEADERSHIP)

PURPOSE
(AUTHENTIC LEADERSHIP)

PRINCIPLES OF PROFESSIONALISM

PRINCIPLES OF PROFESSIONALISM

CONNECTION INCLUSIVENESS

FUTURE FOCUSING WIN-WIN

ACCOUNTABILITY IMPROVEMENT ALIGNMENT

INQUIRY CONTRIBUTION CLARITY

CORE VALUES

CORE VALUES

TEAMWORK OPENNESS

EXCELLENCE RISK TAKING

INTEGRITY COURAGE HONESTY

REFLECTION COMMITMENT PRODUCTIVITY

FOUNDATION

FOUNDATION

OPTIMISM

PASSION

VISION

COURAGE



Authentic Leadership

What is so authentic about leadership,
and why should I care?



Authentic Leadership

Core Values

Integrity

Honesty

Reflection

Openness

Principles of Professionalism

Inquiry

Contribution

Clarity

Connection

4-Way Test

Is it the TRUTH?

Is it FAIR to all Concerned?

Will it build GOODWILL and BETTER FRIENDSHIPS?

Will it be BENEFICIAL to all concerned?



Authentic Leadership

How do I become an Authentic Leader?



Authentic Leadership “inner work”

Why do I do what I do?

What causes me to think the way I do, talk the way I do, decide the way I do, act the way I do?

What’s down inside that’s evoking these different responses?



Authentic Leadership “inner work”

A personal mission statement

Your core values and principles

A personal vision



What does A.L. look like?

Self-awareness of their
feelings and actions

Self-control

Sensitivity and empathy

Trustworthy

Open to new ideas and
experiences

Integrity (walk their talk)

Intuition

Resilience and adaptability
during disappointments

Renewal and optimism

Laughter and fun during
tough times.

Lead by example



A.L. Performance Roles

Modeling the organization's core values and principles,

Being a lead learner and teacher, and

Creating a compelling organizational mission/purpose

A Program Evaluation:
Assessing the Implementation Fidelity of a
High School Student Leadership
Academy's Curriculum and Evaluating
Demonstrated Learner Outcomes for
Alignment with the NASET Youth
Development and Leadership Standards

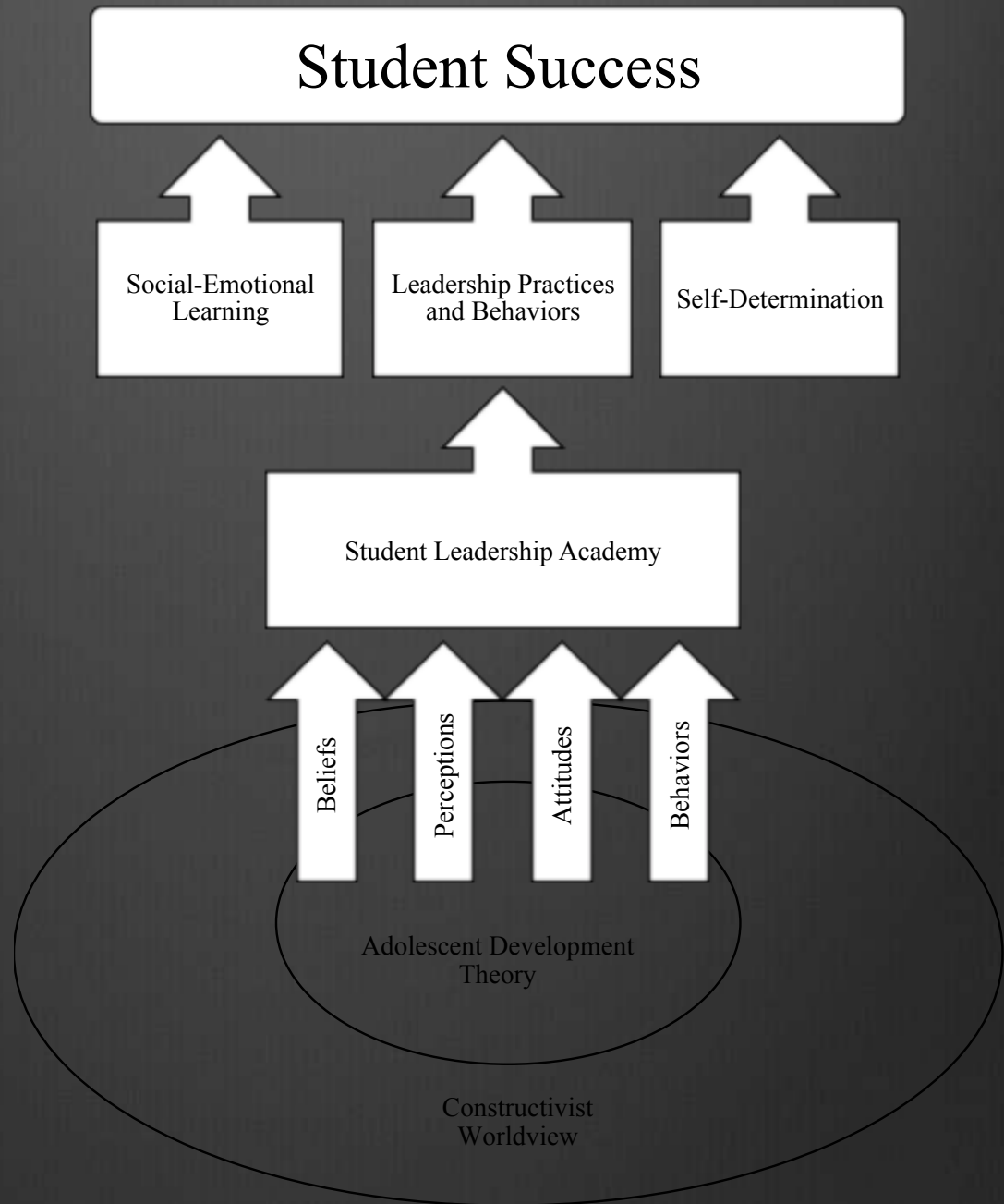


Research Questions p. 5

The central research question was: How does high school student participation in a student leadership academy at a high school in western Pennsylvania contribute to the achievement of the NASET youth development and leadership standards?

1. Process: How are the components of the High School Leadership Academy currently being implemented?
2. Process: What factors serve to facilitate implementation?
3. Product: To what extent have student outcomes based in the area of the Student Leadership Academy been impacted as a result of the weeklong summer leadership workshop?
4. Product: To what extent do teachers and parents believe students display leadership practices that are attributable to their participation in the Student Leadership Academy?

Conceptual
Framework
p. 8



Conclusions

3. To what extent have student outcomes based in the area of the Student Leadership Academy been impacted as a result of the weeklong summer leadership workshop? p.

144

Short-term Results

- ✓ Core values and beliefs
- ✓ Current leadership skills
- ✓ Personal decision-making
- ✓ Solving challenging problems
- ✓ Coping with adversity
- ✓ Learned new concepts
- ✓ Developed personally
- ✓ Enjoyed themselves
- ✓ Wrote mission and goals

Intermediate Results

- ✓ Core values and beliefs
- ✓ Current leadership skills
- ✓ Personal decision-making
- ✓ New leadership responsibility
- ✓ Greater courage/confidence
- ✓ Role modeling
- Lost PLPs
- Forgotten Mission and Vision Statements

Conclusions

4. To what extent do teachers and parents believe students display leadership practices that are attributable to their participation in the Student Leadership Academy? p. 145

Facilitators

- ✓ Positive behaviors
- ✓ Greater responsibility
- ✓ Interest in learning
- ✓ Improved role modeling
- ✓ Create mission and goals
- ✓ Leadership skill deficiency
- ✓ Improved coping with adversity
- ✓ Improved resilience to solve problems.

Parents

- ✓ Positive behaviors
- ✓ Greater responsibility
- ✓ Commitment to learning
- ✓ Improved role modeling
- ✓ Increased sense of purpose
- ✓ Increased goal setting
- ✓ Improved coping with adversity
- ✓ Improved resilience to solve problems.

Results – *Product (short-term)*

Increased awareness, leadership skills, and core values (SEL, SD, LPB) p. 85, 106, 115

Before I came here I thought that leadership meant just giving orders and taking charge. But now I realize it's so much more than that. Leadership is working with people, listening, working together, and even staying back and evaluating the situation at hand sometimes.

Authentic core values and core values (SEL, LPB) p. 85, 107, 119

Being open because normally I only look for one solution or own idea. But now I think of multiple ways and listen to others because I realized I can't do everything on my own.

Results – *Product (short-term)*

Create a personal vision and set goals (SD, LPB) p. 85, 109, 110, 117

Education, activities, leadership development p. 119

- ✓ *It helps me organize my goals and plan them out rather than have them jumbled in my mind.*
- ☐ *I will honestly probably never look at it again.*

Results – *Product (short-term)*

Personal Mission Statement (SD, LPB) p. 85, 116, 119

Leading and assisting others p. 119

Promote happiness and understanding of one another.

Results – *Product (short-term)*

Personal development (SEL, SD, LPB) p. 85, 111

- ✓ *These skills and lessons I've taken from this will stick with me for life. You also meet new people and it boosts your confidence.*
- ☐ *No, I thought it was mediocre and didn't help me a whole lot.*

Socialization and Fun (SEL, LPB) p. 85, 111

- ✓ *Leadership Academy has made me happier in life, and it has improved me as a person. It's also really fun!*

Results – *Product (Intermediate)*

Core values p. 123, 124

Personal decision-making – Reflection (SEL, LPB) p. 88, 125

- ✓ *The experience has definitely affected the way I approach situations, especially in social situations and classroom settings. For the most part Leadership academy has taught me to analyze my decisions before I make them.*
- *For the most part I have made choices the same before and after the academy. I think I did so because I felt confident in the way I was leading before.*

Results – *Product (Intermediate)*

Core values p. 123, 124

Role model (lead and assist others) (SEL, LPB) p. 88, 125, 126

- ✓ *I think that the leadership academy helped me realize that doing the right thing is acceptable, more than acceptable and I should be proud of doing the right thing. Even if it is not what the majority of people around me are doing. Little by little other people may begin to follow my lead.*
- ☐ *No, that is something I should do, but since the summer, I have forgotten many of the core values, therefore making it hard to apply and model these values that I learned.*

Results – *Product (Intermediate)*

Core values p. 123, 124

Leadership skills – productivity (SD, LPB) p. 88, 127

The most significant lesson I learned at the leadership academy was the distinction between position power and personal power. I had always focused more on trying to lead from a position of power, but now I try to lead from any situation I am dealt.

Results – *Product (Intermediate)*

Core values p. 123, 124

Adversity and challenging problems – Courage (SEL, SD, LPB) p. 88, 128

It has helped me be less outspoken and know how to communicate my thoughts and ideas in a way that would be productive and beneficial. When faced with a task that I was unsure how to handle, I knew it was okay to ask questions and go about the situation using my best judgment. I had the courage and confidence to step outside of my comfort zone. The things I have learned in Leadership Academy not only are applicable in group situations, but have helped me lead my own life in a new and better direction.



Defining Purpose (Mission)

So...what's the “why” inside you?

Personal

...coach ‘em up.

PERSONAL MISSION STATEMENT: In ten words or less, state why you are here on earth – your basic *purpose* in life. For example: That people grow! According to Chuck Schwahn, “Living your purpose is spiritually and emotionally essential to the Total Leader.” What’s your *purpose*?
(Authentic Leadership Domain)



Core Values and Principles

Living in integrity

CORE VALUES AND PRINCIPLES: According to Chuck Schwahn, “Your core values and principles are compelling standards of what you believe to be right, fair, honorable, important, and worthy of consistent attention. They are key criteria for your living in integrity.” Identify no more than five (5) values and principles as most important to you allowing you to focus on your moral code.