DEVELOPING A STUDENT LEADERSHIP PROGRAM

GETTING STARTED, THINGS WE LEARNED, & WHERE WE GO NEXT
WELCOME...

• I APPRECIATE YOUR ATTENDANCE FOR THIS SESSION TODAY...THANK YOU FOR COMMITTING TO BE BETTER IN TOUGH TIMES

• THANK YOU MIAAA FOR THIS OPPORTUNITY—TRULY A PRIVILEGE!

• THANK YOU TO STEVE FOR PRESENTING WITH ME AGAIN TODAY!
A LITTLE ABOUT ME...

Aaron Stecker, CMAA

Associate Principal / Activities Director

Kennedy High School, Cedar Rapids, IA

26 total years, 21 at Kennedy HS – the last 13 as Activities Administrator

IHSADA – Board for 8 years, President 2015-16; currently serving as LTI Coordinator
DEVELOPING STUDENT LEADERSHIP

• GOING TO TALK ABOUT:
  • SOME BACKGROUND ON KENNEDY HIGH SCHOOL
  • WHAT WE WERE LOOKING FOR
  • WHY WE WERE LOOKING FOR IT
  • THE JOURNEY TO PULL THE TRIGGER – ROADBLOCKS AND DELAYS
  • HOW WE DID IT
  • WHAT DID WE LEARN
  • WAS IT WORTH IT
  • WHAT’S NEXT
<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrollment</td>
<td>Up from 1716 students to 1842 students</td>
</tr>
<tr>
<td>Free &amp; reduced population</td>
<td>Up 10%</td>
</tr>
<tr>
<td>Non-white student population</td>
<td>Up from 14% to 22% (from 273 students to 412 students)</td>
</tr>
<tr>
<td>ELL programming</td>
<td>Went from no ELL programming to serving 90-100 students</td>
</tr>
<tr>
<td>IEP student population</td>
<td>Up 6% (100 to 222 students)</td>
</tr>
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SOME RECENT TRENDS...2012 THROUGH 2019 (7 SCHOOL YEARS)
WHAT WERE WE LOOKING FOR?

- AN INTENTIONAL WAY TO INFLUENCE STUDENTS IN...
  - POSITIVE SCHOOL ENGAGEMENT
  - THE PROCESS – PERSONAL IMPROVEMENT, BE BETTER
  - LEADERSHIP – POSITIVE INFLUENCE ON PEERS
  - PROBLEM SOLVING SKILLS
  - BECOMING 21ST CENTURY LEARNERS
WHY WERE WE LOOKING FOR IT?

Ever hear this question from staff or coaches in your building?

“why won’t these kids just step up and do what they are supposed to do?”

That’s why…turning seniors in the direction of the team, patting them on the rear and telling them to “go forth and lead” is not getting it done!
Peers influence peers – that’s no secret

The questions become...
- Who is doing the influencing?
- What type of influencing are they doing?

We wanted to be dealt into that game – can no longer depend on class by class leadership
THE JOURNEY...GETTING THE PROGRAM STARTED

Roadblocks?
TIME & ENERGY

Hesitations?
AM I GOOD ENOUGH?
WILL THEY LIKE IT?
WILL THEY COME?

Every action begins with a tipping point
LTC 726
THE JOURNEY...GETTING THE PROGRAM STARTED

- THE 2ND TIPPING POINT...STANDARDS OF EXCELLENCE
- WE SET 5 STANDARDS FOR OUR ADMINISTRATIVE TEAM
- STANDARD #5: IF NOT ME, THEN WHO?
- PRESENTED TO OUR STAFF ON DAY ONE 2018-19 SCHOOL YEAR
- I GOT TO WORK THE NEXT DAY
HOW DID WE ORGANIZE IT?

SMART TIME – BUILT IN INTERVENTION TIME

30 MINUTES EVERY MONDAY-THURSDAY MOST OF THE YEAR

EVERY THREE WEEKS – ROTATED DAYS TO AVOID “PILING ON” THE SAME DAY IN ROTATIONS

8 MEETINGS IN FALL SEMESTER

9 MEETINGS IN SPRING SEMESTER
WHO DO WE INVITE?

- Hand select?
- Coaches/directors nominate?
- Teachers and staff make recommendations?
- If it is good for one, is it good for all?
If it is good for one, it is good for all...

Students have free choice in SMART TIME – tutorial, free study, club/team meetings, etc.

Make it available for all to attend – athletes, performers, students, etc.

If it is good for one, it is good for all!
FOCUS – “LEAD IN”

Selking Performance Group

• BUILDING CHAMPIONSHIP MINDSETS AROUND:
  • A NEW SEASON
  • EFFORT
  • ENERGY
  • PROCESS
  • MOTIVATION
  • ADVERSITY
  • PRESSURE
Remember a mindset is a patterned way of thinking about anything – actually building connections.

Mindset markers – an indicator or predictor of what may come, based on that patterned way of thinking.

5 mindset markers as we begin a new season:

<table>
<thead>
<tr>
<th>Ownership</th>
<th>Belief in preparation</th>
<th>Belief in ability</th>
<th>Confidence</th>
<th>Excitement about the unknown</th>
</tr>
</thead>
</table>

Sample slide – content from ‘lead in’ session on starting a new season.
MARKER #3 – ‘WIN’ IN THE DARK

- EVERYONE WANTS THE BRIGHT LIGHTS – THE “FRIDAY NIGHT LIGHTS”, THE “ONE SHINING MOMENT”
- THEY WANT TO BE A “GAMER”
- TRUTH IS THE BRIGHT LIGHTS OF COMPETITION AND PERFORMANCE ONLY HIGHLIGHT THE WORK YOU HAVE DONE...OR LACK OF IT
NERVOUS
...OR
EXCITED
ABOUT
WHAT IS
TO COME?

SAMPLE SLIDE – VIDEO FROM ‘LEAD IN’ SESSION ON PRESSURE
FOCUS TOPICS

“LEAD OUT”

FEB 28 – BUILDING POSITIVE TEAM CULTURE

MARCH 11 – CREATING MISSION & VISION

MARCH 27 – LEADING WITH POSITIVITY & BELIEF

APRIL 11 – MANAGING NEGATIVITY

APRIL 22 – COMMUNICATION & CONNECTION

MAY 7 – COMMITMENT & CARING

MAY 20 – BEING YOUR BEST / BEING THE BEST TEAM

MAY 29 – TEAMWORK – BETTER TOGETHER
Goals are important for great teams to set as they pursue their vision & mission.

What types of goals do your teams or teammates typically set?
PURPOSE DRIVEN GOALS

• TO BE UNIQUE...TO BE UNCOMMON
• PURSUE PURPOSE DRIVEN GOALS
  • ABOUT GROWTH AND PROCESS
  • GOALS ABOUT DOING THE THINGS THAT LEAD TO THE OUTCOMES YOU ARE LOOKING FOR
  • PURSUING YOUR PERSONAL BEST!
It works! students that came loved it – led to...

- deeper connections
- deeper conversations
- engagement as positive problem solvers

Free will...

- Kids are no different than educators when it comes to professional development!
- Attendance varied from 5 student-athletes to 65 student-athletes
- Specific selection process will be put in place

WHAT DID WE LEARN?
<table>
<thead>
<tr>
<th>IS IT WORTH IT — FROM AN AD PERSPECTIVE?</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>The extra time it takes...absolutely!!!</strong></td>
</tr>
<tr>
<td><strong>Created a process that allowed me to re-connect with kids – the thing we all say we miss most</strong></td>
</tr>
<tr>
<td><strong>Created common experiences with athletes that we could build on</strong></td>
</tr>
<tr>
<td><strong>Enabled student-athletes to take on more mature roles on their teams</strong></td>
</tr>
<tr>
<td><strong>Most important – fostered my vision &amp; mission: educational athletics is a platform that unlocks the leadership potential in student-athletes!</strong></td>
</tr>
</tbody>
</table>
WHAT DID WE DO NEXT?

Plan to add year two curriculum

Focus on 11th & 12th grade athletes (or those that completed year one)  
Same format – ‘lead in’ 1st semester, ‘lead out’ 2nd semester

Wanted to - Repeat year one curriculum

Focus on 9th and 10th grade athletes  
Utilize coaches to move into presenter roles – allow them to pick out topics they are comfortable with

No SMART time – we had to move to morning sessions before school…found sponsors to cover costs of providing breakfast
THIS PAST YEAR:

- **ADDED A KENNEDY MENTAL PERFORMANCE CLASS**
- **BEFORE SCHOOL – EVERY MONDAY FOR 9 WEEKS**
- **PLANNED TO RUN 3 SESSIONS – GOT 2**
- **CONTENT: MCGUIRE-SELKING-IVEY MENTAL TOUGHNESS PYRAMID**
- **RAN THIS SERIES WITH STAFF THIS PAST YEAR – OVERWHELMING ENCOURAGEMENT TO RUN WITH STUDENTS**
THE SELECTION PROCESS...

AS MENTIONED, – FREE WILL DID NOT CREATE THE CONSISTENT ATTENDANCE WE WERE LOOKING FOR

CONTINUE WORKING WITH COACHES TO CREATE A RECOMMENDATION PROCESS

| COACHES WILL INVITE 3-4 ATHLETES FROM EACH OF THEIR SPORTS TO ATTEND | ATHLETES WILL COME TO INTRODUCTORY SESSION | ATHLETES WILL COMMIT TO THE LEADERSHIP DEVELOPMENT PROGRAM |
SOME IDEAS FOR COACH DEVELOPMENT...

- WHEN WE ESTABLISHED OUR ADMIN TEAM STANDARDS OF EXCELLENCE, THE IDEA IS TO MOVE THAT TO THE STAFF LEVEL
- WANTED OUR COACHING STAFF TO LEAD THAT PROCESS
SOME IDEAS FOR COACH DEVELOPMENT...

• FALL 2019:
  • 4-HOUR HEAD COACH RETREAT – SATURDAY IN AUGUST
  • VISION-MISSION PROCESS
  • LEFT THE MEETING WITH THIS
SOME IDEAS FOR COACH DEVELOPMENT...

- courageous
- OPTIMISTIC
- uncomfortable
- GENEROUS

BE UNCOMMON

- accountable
- RELENTLESS
- STABLE
SOME IDEAS FOR COACH DEVELOPMENT...

Courageous - dream big, take risks, no fear
Optimistic - see how things can be, not how they are
Uncomfortable - comfortable with the uncomfortable
Generous - put others 1st, pay it forward
Accountable - be reliable, be trustworthy, get it done
Relentless - great attitude, best effort...everyday!
Stable - emotionally strong, flexible, & resilient
SOME IDEAS FOR COACH DEVELOPMENT...

- MONTHLY HEAD COACHING MEETING
- IF YOU ARE FAMILIAR WITH ‘WHAT DRIVES WINNING’ – BRETT LEDBETTER, THIS LOOKS FAMILIAR
- ALIGNED EACH OF THESE SKILLS WITH OUR 7 CORE SKILLS

CHARACTER SKILLS CHECKLIST...

<table>
<thead>
<tr>
<th>PERFORMANCE SKILLS</th>
<th>MORAL SKILLS</th>
</tr>
</thead>
<tbody>
<tr>
<td>HARDWORKING - R</td>
<td>UNSELFISH - G</td>
</tr>
<tr>
<td>COMPETITIVE - CUR</td>
<td>HONEST - SA</td>
</tr>
<tr>
<td>POSITIVE - O</td>
<td>RESPECTFUL - S</td>
</tr>
<tr>
<td>FOCUSED - SA</td>
<td>APPRECIATIVE - G</td>
</tr>
<tr>
<td>ACCOUNTABLE - A</td>
<td>HUMBLE - G</td>
</tr>
<tr>
<td>COURAGEOUS - C</td>
<td>PATIENT - S</td>
</tr>
<tr>
<td>RESILIENT - SR</td>
<td>LOYAL - S</td>
</tr>
<tr>
<td>CONFIDENT - CO</td>
<td>TRUSTWORTHY - A</td>
</tr>
<tr>
<td>ENTHUSIASTIC - ROG</td>
<td>TRUSTWILLING - CUO</td>
</tr>
<tr>
<td>DISCIPLINED - UA</td>
<td>ENCOURAGING - O</td>
</tr>
<tr>
<td>MOTIVATED - U</td>
<td>SOCIALLY AWARE - ALL</td>
</tr>
<tr>
<td>CREATIVE - C</td>
<td>CARING - G</td>
</tr>
<tr>
<td>CURIOUS - UCO</td>
<td>EMPATHETIC - COG</td>
</tr>
</tbody>
</table>

COURAGEOUS - OPTIMISTIC - UNCOMFORTABLE - GENEROUS - ACCOUNTABLE - RELENTLESS - STABLE
SOME IDEAS FOR COACH DEVELOPMENT...

- IN OUR MONTHLY MEETINGS WE FOCUS ON ONE OF OUR 7 CORE SKILLS
- SHARE IDEAS OR VIDEOS TO SET THE TONE
- SMALL GROUP DISCUSSION USING THIS TEMPLATE
- SHARE OUT TO THE LARGER GROUP

CHARACTER SKILLS CHECKLIST...

<table>
<thead>
<tr>
<th>What does this look like in our programs?</th>
<th>What are the things we do as coaches that hinder this in our programs?</th>
</tr>
</thead>
<tbody>
<tr>
<td>How do we model this? Drill this?</td>
<td></td>
</tr>
<tr>
<td>RELENTLESS - GREAT ATTITUDE, BEST EFFORT...EVERYDAY!</td>
<td>MORAL SKILLS:</td>
</tr>
<tr>
<td>PERFORMANCE SKILLS:</td>
<td>LOYAL - showing allegiance</td>
</tr>
<tr>
<td>HARDWORKING - paying the price with effort</td>
<td>ENCOURAGING - giving confidence &amp; support</td>
</tr>
<tr>
<td>COMPETITIVE - striving to be your best</td>
<td></td>
</tr>
<tr>
<td>RESILIENT - bouncing back from setbacks</td>
<td></td>
</tr>
<tr>
<td>ENTHUSIASTIC - expressing enjoyment</td>
<td></td>
</tr>
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</table>

COURAGEOUS • OPTIMISTIC • UNCOMFORTABLE • GENEROUS • ACCOUNTABLE • RELENTLESS • STABLE
Aaron Stecker, CMAA
Activities Director
Kennedy High School
Cedar Rapids, IA 52402
astecker@crschools.us
319-899-6078 (cell)
QUESTIONS...

• ANYTHING SPECIFIC YOU WANT TO ASK ABOUT THAT HAS NOT BEEN ADDRESSED?