

LEADERSHIP CHALLENGE PROGRAM OVERVIEW

KAPA’A HIGH SCHOOL WARRIORS

PROGRAM GOALS:

BUILDING LEADERSHIP CAPACITY WITHIN EVERY KAPA’A HIGH SCHOOL STUDENT

SUPPORTING STUDENTS IN DEVELOPING THEIR PURPOSE

EMPOWERING STUDENTS TO BECOME SELF-ORGANIZING, SELF-MANAGING, AND SELF-DIRECTED

GRADE	DRIVING QUESTIONS	FOCUS	STRATEGY
9	<ul style="list-style-type: none"> • Who am I? • What do I believe in? • What’s my purpose? 	<ul style="list-style-type: none"> • Intro to Leadership Principles • Fostering Healthy Relationships • Model the Way • Identifying Values to Action 	<ul style="list-style-type: none"> • Monthly Class Sessions co-facilitated by Leadership Challenge Staff & KHS English Teachers in English Classes
10	<ul style="list-style-type: none"> • Who are we? • How do others see me? • What do I see and where am I going? 	<ul style="list-style-type: none"> • Shared Values and Agreements • Social Styles • Inspire a Shared Vision • Leadership Practices Inventory: Self Survey 	<ul style="list-style-type: none"> • Monthly Class Sessions facilitated by Leadership Challenge Staff in Social Studies Classes
11	<ul style="list-style-type: none"> • What is my Contribution? 	<ul style="list-style-type: none"> • Challenge the Process • Enabling Others to Act • Revisit Leadership Practices Inventory: Self Survey and prepare for 360 	<ul style="list-style-type: none"> • Waipā Leadership Challenge Training led by Leadership Challenge Staff (10 days/25 students per day by Academy – Different teachers each time) • Quarterly Class Sessions led by Leadership Challenge Staff in English Class
12	<ul style="list-style-type: none"> • Who Am I for the World? 	<ul style="list-style-type: none"> • Encourage the Heart • Senior Project Support: Leadership Practices Inventory 360 	<ul style="list-style-type: none"> • Senior Project Support • Leadership Kaua’i Mentors • Embed 5 Practices: 30 Behavior Checklist into Senior Project Process • LPI Debrief: One Class Session in English Class during Semester 2

The Leadership Challenge: The Five Practices, Ten Commitments, Thirty Behaviors

Practice #1 Model the Way (Grade 9)

Leaders establish principles concerning the way people (constituents, peers, colleagues, and customers alike) should be treated and the way goals should be pursued. They create standards of excellence and then set an example for others to follow.

Commitments	Behaviors
<ul style="list-style-type: none"> • Find Your Voice By Clarifying Your Personal Values • Set The Example By Aligning Actions With Shared Values 	<ul style="list-style-type: none"> • I follow through on promises and commitments I make in school. • I spend time and energy making certain that people adhere to the principles and standards we have agreed on. • I set a personal example of what I expect of others. • I build consensus around a common set of values for teams, clubs or other groups I am a part of. • I ask for feedback on how my actions affect other people's performance. • I talk about the values and principles that guide my actions.

Practice #2 Inspire a Shared Vision (Grade 10)

Leaders passionately believe that they can make a difference. They envision the future, creating an ideal and unique image of what is possible. Through their magnetism and quiet persuasion, leaders enlist others in their dreams. They breathe life into their visions and get people to see exciting possibilities for the future.

Commitments	Behaviors
<ul style="list-style-type: none"> • Envision the Future by Imagining Exciting and Ennobling • Enlist Others in a Common Vision by Appealing to Shared Aspirations 	<ul style="list-style-type: none"> • I look ahead and communicate about what I believe will affect us in the future. • I talk with others about how their own interests can be met by working towards a common goal. • I talk to others about sharing a vision of how much better teams; clubs or other groups I am a part of, could be in the future. • I am upbeat and positive when talking about what we aspire to accomplish when I work with others. • I speak with conviction about the higher purpose and meaning of what we are doing. • I describe to others what we should be capable of accomplishing together.

Practice #3 Challenge the Process (Grade 11)

Leaders search for opportunities to change the status quo. They look for innovative ways to improve things. In doing so, they experiment and take risks. And because leaders know that risk taking involves mistakes and failures, they accept the inevitable disappointments as learning opportunities.

Commitments	Behaviors
<ul style="list-style-type: none"> • Searches For Opportunities By Seeking Innovative Ways To Change, Grow, And Improve • Experiment And Take Risks By Constantly Generating Small Wins And Learning From Mistakes 	<ul style="list-style-type: none"> • I make sure that we set goals and make specific plans for projects we undertake. • I look around for ways to develop and challenge my skills and abilities. • I look forward for ways that others can try out new ideas and methods. • I keep current on events and activities that might affect teams, clubs or other groups I am a part of. • I take initiative in experimenting with the way we can do things at school. • When things don't go as expected, I ask what we can learn from the experience.

Practice #4 Enable Others to Act (Grade 11)

Leaders foster collaboration and build spirited teams. They actively involve others. Leaders understand that mutual respect is what sustains extraordinary efforts; they strive to create an atmosphere of trust and human dignity. They strengthen others, making each person feel capable and powerful.

Commitments	Behaviors
<ul style="list-style-type: none"> • Foster Collaboration by Promoting Cooperative Goals and Building Trust • Strengthen Others by 	<ul style="list-style-type: none"> • I treat others with dignity and respect. • I give others a great deal of freedom and choice in deciding how to do their work. • I foster cooperative rather than competitive relationships among the people I work with. • I actively listen to diverse points of view.

Sharing Power and Discretion	<ul style="list-style-type: none"> • I support the decisions that other people make on their own. • I provide opportunities for others to take on leadership responsibilities.
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Practice #5 Encourage the Heart (Grade 12)

Accomplishing extraordinary things in life is hard work. To keep hope and determination alive, leaders recognize contributions that individuals make. In every winning team, the members need to share in the rewards of their efforts, so leaders celebrate accomplishments. They make people feel like heroes.

Commitments	Behaviors
<ul style="list-style-type: none"> • Recognize Contributions by Showing Appreciation for Individual Excellence • Celebrate the Values and Victories by Creating a Spirit of Community 	<ul style="list-style-type: none"> • I make sure that people I work with are creatively recognized for their contributions. • I praise people for a job well done. • I find ways for us to celebrate accomplishments. • I make it a point to publicly recognize people who show commitment to our shared values. • I encourage others as they work on activities and programs in our school. • I give people I work with support and express appreciation for their contributions.