



## LEADERSHIP IN ACTION™ – “CREATING LEADERS FOR LIFE” FAQs

### **Why did LNC implement the Leadership in Action™ program?**

ANSWER: "Together we learn, lead and serve" is our school's motto and as a charter school, it is important that we provide opportunities for and expect that our students live our motto in their daily lives. In 2014, a committee was formed to assess and explore leadership at LNC. While there was a lot of organic learning going on, it was difficult to summarize all the various leadership learning activities and ensure that we were providing an experience that was consistent with our school's charter. Based on feedback from the Board, teachers, students, parents and LNC alumni, the committee identified seven essential leadership/life skills necessary for student success in school and beyond. The committee created Leadership in Action™ that reinforces the individual understanding of these skills and that will be easily recognizable within LNC (by students, teachers, administrators) and outside of LNC (by parents, community, colleges).

### **Which students are involved in the Leadership in Action™ program?**

ANSWER: For the 2019-2020 school year, Leadership in Action™ will involve K-11<sup>th</sup> grades. Leadership in Action™ is designed to be completed by the end of a student's 11<sup>th</sup> grade year.

### **Why does LNC believe it is important to teach its students Leadership Skills?**

ANSWER: A strong leader is not always the person standing in the front of a room. Not everyone wants to be the CEO or key-note speaker, nor is there room in society for everyone to serve in that role. There are numerous types of leadership styles required in today's world, and students need a variety of leadership skills to help them adapt their leadership style to the circumstances around them. As a college preparatory school, LNC's focus is to distinguish our students from other college applicants as well as to teach our students invaluable life skills that will serve them well in any academic or employment environment. Teaching the LNC Leadership Skills along with LNC's Service component enables our students to be more independent as they go out into the world and encourages them to find something they are passionate about (leadership) in order to "pay it forward" (service).

### **What are the seven Leadership Skills addressed in Leadership in Action™?**

ANSWER: While there is some cross-over between the categories, below is a list of the seven major Leadership Skills on which Leadership in Action™ focuses.

<b><u>Problem Solving and Critical Thinking</u></b> <ul style="list-style-type: none"><li>• Compromising</li><li>• Open-minded</li><li>• Analytical</li></ul>	<b><u>Communication and Collaboration</u></b> <ul style="list-style-type: none"><li>• Working in groups</li><li>• Listening</li><li>• Writing</li><li>• Courtesy and respect</li></ul>
<b><u>Integrity and Personal Accountability</u></b> <ul style="list-style-type: none"><li>• Time management</li><li>• Dependability</li><li>• Acting responsibly</li><li>• Honesty</li><li>• Leading by example</li></ul>	<b><u>Confidence</u></b> <ul style="list-style-type: none"><li>• Decision making</li><li>• Negotiating</li><li>• Public speaking</li><li>• Able to support a position</li><li>• Influential</li></ul>

<p><b><u>Adaptability and Creativity</u></b></p> <ul style="list-style-type: none"> <li>• Self-awareness</li> <li>• Thinking on your feet</li> <li>• Ingenuity</li> <li>• Incorporating constructive criticism</li> <li>• Flexibility</li> </ul>	<p><b><u>Empathy, Humility and Compassion</u></b></p> <ul style="list-style-type: none"> <li>• Tolerance</li> <li>• Social awareness</li> <li>• Supportive</li> </ul>
<p><b><u>Enthusiasm and Purpose</u></b></p> <ul style="list-style-type: none"> <li>• Self-motivated</li> <li>• Well-balanced</li> <li>• Able to develop a vision</li> <li>• Perseverance</li> </ul>	

**Is there a book or formal program/curriculum for the Leadership in Action™ program which explains how to teach the seven Leadership Skills?**

ANSWER: Leadership in Action™ is really about teaching our students life skills that they will need during and after their time at LNC. As such, Leadership in Action™ is purposefully organically designed to allow flexibility and individuality in teaching and defining each Leadership Skill. Group discussions and examples from peers and teachers will help students understand that there are many different ways to effectively demonstrate each skill. Students will learn their individual strengths and weaknesses and be encouraged to focus on further development of a skill in a style and manner that best suits their personality and has an effective result when implemented.

**What does the Elementary School Leadership Program look like?**

ANSWER: The elementary school teaches the LiA seven skills in simple, child friendly terms. Students learn a one word that correlates with the seven skills and a symbol to match with it. For example: CHOOSE and a train. Students will review the story of the “Little Engine that Could” and talk about choosing attitudes, actions and thoughts. This correlates to the middle and high school skills of “Enthusiasm and Purpose.”

**Which Leadership Skills are taught in the Elementary School?**

ANSWER: All seven Leadership Skills are taught at the elementary school.

**What does the Middle School portion of Leadership in Action™ look like?**

ANSWER: The language of the Leadership Skills learned in the elementary school is converted to the seven major Leadership in Action Skills listed in the table above. Students continue to reinforce their understanding of these skills through lessons and activities, and each grade incorporates a specific focus area into existing leadership projects. Students also maintain a digital portfolio of their work in each grade level.

**Which Leadership Skills are taught in the Middle School?**

ANSWER: All middle school grades will incorporate all seven Leadership Skills each year, with a different focus each year:

- **5<sup>th</sup> Grade:** Define the skills
- **6<sup>th</sup> Grade:** Application
- **7<sup>th</sup> Grade:** Self-Assessment
- **8<sup>th</sup> Grade:** Reflection and Projection

## **What are the existing Middle School Leadership Projects?**

### ANSWER:

- **5<sup>th</sup> Grade:** Souper Bowl of Caring; campus beautification.
- **6<sup>th</sup> Grade:** Guest speakers from local volunteer organizations; service project proposal; completion of year-long service project.
- **7<sup>th</sup> Grade:** Carpool project; focus on famous leaders and leadership styles; rocket building; Socratic seminars; Samurai unit.
- **8<sup>th</sup> Grade:** Letter to future self; local charity research paper; service hours.

## **What does the High School Leadership in Action™ program look like?**

ANSWER: In high school, students will work to create a detailed portfolio that will include seven individual narrative reflections showcasing their understanding and implementation of each of the acquired Leadership Skills. The reflection will include a personal definition of the skill, a narrative of a self-selected experience through which the student came to understand the skill, evidence/artifact of the student completing the experience, reflection on how the experience demonstrated the skill, and connection to the importance of the skill in the future. Students will have six sessions per school year (9<sup>th</sup>-11<sup>th</sup> grade) where they will meet with a Leadership Advisor and small group to receive instruction and guidance while using a rubric to complete each reflection.

## **Which Leadership Skills are taught in the High School?**

### ANSWER:

- 9<sup>th</sup> Grade: Communication and Collaboration / Integrity and Personal Accountability
- 10<sup>th</sup> Grade: Confidence / Enthusiasm and Purpose / Adaptability and Creativity
- 11<sup>th</sup> Grade: Empathy, Humility, and Compassion / Problem Solving and Critical Thinking

## **How does Leadership in Action™ fit into the existing High School curriculum and schedule?**

ANSWER: Students will meet with their assigned group and Leadership Advisor seven times during the school year on a midday Pep Rally schedule. This schedule is approved by Administration and has been set up to allow students time during the school day to learn about the Leadership Skills, collaborate with their Advisors and leadership groups, and work on their reflections. Leadership in Action™ was intentionally designed to be a reasonable time commitment for students and teachers and not create an undue burden on the existing academic workload.

## **Do the students get a grade for the Leadership in Action™ Program?**

### ANSWER:

- For the elementary school, Leadership Skills are introduced and reinforced through age-appropriate activities with the goal of having students recognize and use these skills daily without concern of being graded.
- As the students move to middle school, the students' participation and understanding of the Leadership Skills are evaluated by their teachers and calculated as part of their project grade.
- In high school, the Leadership Advisor scores the narrative reflections for each skill based on a rubric and the student must receive a 3 out of 4 (as outlined in the rubrics) for each skill. Reflections for the grade-specific skills are due by the end of the school year in which the corresponding Leadership Skill is taught. All seven reflections are due by the end of a student's 11<sup>th</sup> grade year. For high school, successful completion of the Leadership Program is required in order for a student to participate in the graduation ceremony. This is the same requirement currently in place for the LNC Service requirement.

### **What happens if a High School student does not receive the required score?**

ANSWER: If a student does not receive the required score, the Advisor will provide feedback and the student should revise and resubmit his reflection until a minimum score of 3 is achieved. If a student has fallen behind and has not submitted the required reflections for any given year, the student will receive an “F” on his year report card and transcript. The “F” will be changed to a “P” the following year if the reflections for the prior and current school years are submitted and a minimum score of 3 is achieved. If a student has not completed all seven reflections with a minimum score of 3 by the end of 11<sup>th</sup> grade, he will continue to participate in the program during his 12<sup>th</sup> grade year in order to complete or revise his seven reflections.

### **How is a student assigned to a High School Leadership Advisor?**

ANSWER: In most cases, students will be assigned a Leadership Advisor based on alphabetical order. Students will stay with the same Leadership Advisor throughout their completion of high school.

### **What is the role of the High School Leadership Advisor?**

ANSWER: High School Leadership Advisors are trained on the seven Leadership Skills, the rubrics and the individual nature of teaching and learning in the Leadership in Action™ program. Leadership Advisors will reemphasize the assigned skills, encourage group discussions, keep students on task and be available for questions and guidance both during the workshops and the school year in general.

### **What happens if a student did not start his education at LNC and enters the school at a later age?**

ANSWER:

- The elementary school will teach all seven skills. A student entering the elementary school after kindergarten can easily begin to understand the seven skills through repetition and individualized attention from his teacher.
- Middle school teachers will catch-up any student who enters LNC middle school after 5<sup>th</sup> grade. Leadership Projects from a previous grade will not need to be made up.
- For the high school, the materials used to teach each skill are archived and the incoming student will be required to review such materials to understand each skill, but will not be required to make-up any reflections due before his start date at LNC. His assigned Advisor will be available to answer any questions on the Leadership Skills taught in the previous years. The number of reflections required for successful completion for students entering LNC after 9<sup>th</sup> grade will be dependent on the grade level at which the high school student enters LNC.

### **Who should I contact if I have questions?**

ANSWER: If you have any questions regarding Leadership in Action™, please send an e-mail to [leadership@Incharter.org](mailto:leadership@Incharter.org). You will also find information on the LNC website as well as you can follow us on Twitter @LNCLIA.