

GLASSBORO SCHOOL DISTRICT

Updated 2/1/05

Monthly Board Items

Date Submitted
8/25/15

Proposed Effective Date:
9/1/15

Grade(s) impacted:
7 & 8

Name:
**Lead-A-Way Program
Alice Paul Institute**

Position/Item:

Submitted By:
Kriston Matthews

Building:
Intermediate

Proposed cost/amount:

Funded through:

Hours/Days per week:

Benefits: Y or Nx
(circle one)

None to District

n/a

**10 wkly. sessions of
approx. 90 mins.**

Is candidate currently employed by District: N/A

___ No ___ Yes
(if yes, what position) _

Is candidate a former employee: ___ No ___ Yes

If yes, part time or full time (circle one)

Check references/review district personnel file?

___ No ___ Yes

Board Action Requested:

Approval of GIS's participation in the Alice Paul Institute Program - Lead-A-Way for 2015-16. Mrs. Mitchell will oversee our participation of approximately 25 girls.

Details and ramifications:

Program addresses leadership skills through role models via a series of workshops aimed at middle school girls.

This Program was in place and approved last year. It fully functioned last year and I shared the status during board meetings and evaluations. Mrs. Mitchell has just been notified that Lead-A-Way can be funded again

Positives:

Program fosters: creative thinking, organization working cooperatively, and communication skills. The goal of the program is for girls to begin to identify their own leadership style and begin strategies for taking leadership roles in school as well as the community.

Concerns:

None

Other Comments:

FOR OFFICE USE ONLY:

Board Date: _____

Approved: Y or N

Index #: _____

== ALICE PAUL

Education. Empowerment. Equality.

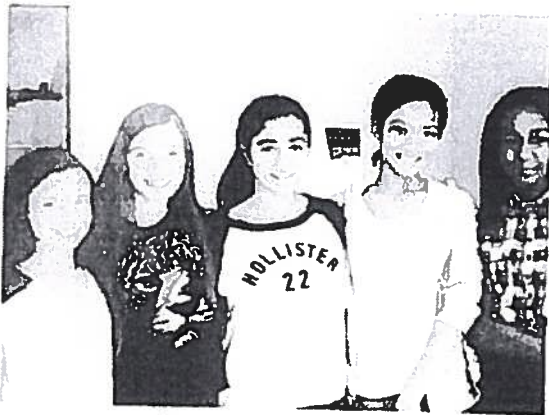
API's definition of a leader:

A leader is one who recognizes and accepts challenges then takes action and moves others to affect positive change.



The 12 Traits of a Leader:

1. Organizes
2. Delegates
3. Sets goals
4. Has a clear vision and follows a plan
5. Is creative
6. Has and shows integrity
7. Works cooperatively
8. Articulates ideas clearly and concisely
9. Listens to other's ideas with respect
10. Uses positive assertiveness
11. Shows diplomacy and respect
12. Uses positive conflict resolution





ALICE PAUL

Education Empowerment Equality

Lead-A-Way

The flagship of the Alice Paul Institute's (API) leadership programs, *Lead-A-Way*, addresses leadership skills through role models. *Lead-A-Way* is a series of workshops for girls of middle school age that explores core concepts including:

- Creative thinking
- Organization
- Working cooperatively and building consensus
- Communication skills
- Learning assertiveness and avoiding passive or aggressive behavior
- Better communication with body language and listening skills

School counselors and teachers invite 15-20 girls to participate in the workshops, which are led by API-trained instructors at the school. Each of ten weekly sessions last 75 minutes and is divided into two segments: whole group discussion and hands-on activities on a core leadership concept followed by small team projects on the life and leadership styles of "role model leaders" such as:

1. Wilma Mankiller, first female Chief of the Cherokee Nation
2. Eleanor Roosevelt, First Lady and international human rights activist
3. Dolores Huerta, co-founder of the United Farmworkers of America
4. Ellen Ochoa, NASA astronaut
5. Shirley Chisholm, U.S. Congressional Representative
6. Condoleezza Rice, former U.S. Secretary of State
7. Sonya Sotomayor, Supreme Court Justice
8. Alice Paul, lifelong advocate for gender equality and author of the Equal Rights Amendment

As a culminating activity, the teams prepare proposals for a change campaign based on an issue they feel passionate about (following the example that their role-models demonstrate). The girls present their proposals to an audience with the goal of affecting participants by providing information and establishing a plan incorporating social media and other forms of activism to promote a positive change in society.

The goal of *Lead-A-Way* is that girls, using the "role model leaders" to draw parallels to their own lives, begin to identify their own leadership styles and formulate strategies for taking leadership roles in their schools and communities. Additionally, workshop activities and team projects offer them hands-on practice with the basic concepts of leadership.

Through the *Lead-A-Way* program, the Alice Paul Institute has introduced hundreds of girls to the rich history of women leaders and the promising opportunities that await them when they develop their full potential as future leaders.

If you have any questions or need further information, please contact the Alice Paul Institute at 856-231-1885.

Lead-A-Way Proposal for Revised Format

Four 2-hour workshops on select dates throughout the year; can be adjusted for middle school and high-school audiences

Women's History w Leadership Skills

Icebreaker: degrees of relativity (stone circle)

Alice Paul DVD (15 min)

Women's History scavenger hunt,

Famous women's speeches/interviews

Discussion of leadership skills employed by historical women & what they would do today

Personal leadership assessment (Gold, Blue, Green and Yellow)w discussion: Agree or Disagree with assessment- provide examples

What work remains to be done for women and girls today?

Girls Issues: Body image, harassment, equal opportunities

Graffiti boards and open discussion: Girls- what affects you today? What do you care about? What do you want to learn more about? What excites you about being a girl today? What does leadership mean to you?

Show select scenes from *Miss Representation*

Why do girls need to take on leadership roles? What happens when they do/don't?

Who Runs the World? - Girls! –a global look at girls

Women's/Girls' Issues (child marriage, periods/bathrooms, representation, girls education):

Show *The Girl Effect* and *The Girl Effect 2*

Show 1 part- *Half the Sky*

Discussion

Why do girls need to take on leadership roles? What happens when they do/don't?

Girls Taking Action Today

Introduction to girl leaders today- how are they changing things

Malala, -----

Remember your leadership assessment color- pick group and topic of focus

Examples of social media campaigns-

Focus lesson Glassboro Intermediate

May 28, 2015

1. What part did you enjoy the Lead A Way program and what would you change?

- More food
- More interesting Role Model Women
 - o List of women they want as RMW
 - Oprah Winfrey, Ellen DeGeneres, Michelle Obama, Alicia Keys

2. What activities did you enjoy the most?

-Field trip, project, M&M and pretzel activity, relay

3. What activities did you enjoy the lead and did not learn anything from?

- Bingo activity - it was not fun

4. Think to before the program do you think your public speaking skills have increased

7 out of 8 said yes it did increase

- "I liked having the chance to publicly speak."
- "It has improved I had the opportunity to practice and I did get better at it."
- "I improved at looking at people when I am speaking in public."

5. What leadership traits do you remember?

- Delegate, assertiveness, integrity, communication, public speaking, leadership

6. In general, what did you learn from LAW?

- "I learned about Alice Paul and other women who are stepping up to be a leader"
- "I learned about the other girls in my group. "
- "I learned about public speaking and how to stand up for women's rights."
- "I learned how to be a better leader."
- "It showed me how to block out the haters and be brave."
- "It taught me how to work together."
- "How to be more positive."
- "Lead a way taught me it is important to defend yourself though words and actions."

- "It taught me how to be upfront and not passive aggressive."

- How to control my anger

- "LAW taught me to think before I speak. "

7. Do you participate more in class discussions?

- The conscious is that it depends on what class it is and how "cool" the teacher is

8. How has this helped you outside of class?

- "Yes it has helped because I realize that women achieve in their lives."

- "What we learned helped me with my anger. And I learned to be nicer to others."

- "This taught me how to speak up."

9. If you were going to recommend LAW to a girl, what would you tell her?

- "It is fun and you can learn a lot about women's right."

- "LAW changes you."

- "Lead a way has showed me how to look at things from other perspectives."

10. Feedback on the project

- "The project was fun and I loved it."

- "I liked that the parents were able to come to the presentations and see me present."

- The girls liked the topics they were assigned



In the second week of the Lead-A-Way workshop, students visited Paulsdale to learn about inspiring female role-models

The girls at Glassboro Intermediate School thoroughly enjoyed the Lead-A-Way Program. On the last session the main complaint was that the program was not lasting the duration of the school year!

Leadership:

When asked, "After experiencing the leadership program, do you feel that you are a leader? In school, at church, at home, with friends, in sports," 20 out of 20 responded "yes" and checked off at least two categories. In addition, 5 girls responded "yes" to all 5 categories. Compared to the pre-evaluation where they were asked the same question 50 percent (10 out of 20 girls) of the girls checked off at least one more box. The girls also now have a more sense of admiration toward female women leaders.

I want to consider taking on a leadership role because I also want females to be leaders, not just men.

- Lead-A-Way participant



Students did various activities to learn about past and present female leaders.



Lead-A-Way

Glassboro Intermediate School

Fall 2014



Lead-A-Way participants from Glassboro Intermediate School

Lead-A-Way is a ten-week series for 7th and 8th grade girls, that uses role models' lives to explore leadership styles. Each session, led by trained facilitators, includes whole group discussion and hands-on activities on a core leadership concept. Role models like Dolores Huerta, Alice Paul, Shirley Chisholm and Sonia Sotomayor encourage the girls to draw parallels to their own lives, begin to identify their own leadership styles and formulate strategies for taking leadership roles in their schools and communities. Social justice components address contemporary global girls' issues and highlight girls or organizations that are working as agents of change. *Lead-A-Way* girls are encouraged to think of themselves as leaders *today*. Leadership is not something to "grow up to," they should be leaders *now* - in their schools and communities - by drawing on the strengths they already possess and working on their weaknesses.

In fall 2014, API brought the *Lead-A-Way* program to 26 8th grade girls at Glassboro Intermediate School (Glassboro, NJ). Based on pre- and post-evaluation data and a focus group with the girls, here is what our facilitator reported about the program.

This *Lead-A-Way* program is sponsored by:



The Elizabeth and Baret O. Benjamin Foundation

All girl environment:

The students at Glassboro intermediate enjoyed being in an all girl environment. Some listed this as the aspect of the program that they liked the most. Many of the girls stated that they made new friends that they did not talk to before the program and enjoyed the new friendships.

The thing I liked most about the program was that the girls worked together as a team.

- Lead-A-Way participant



Students completed a project where they worked in groups to devise campaigns for change on an issue using social media methods to reach a mass audience

What they liked the most about the program:

One aspect of the program they enjoyed was the project they completed. Five out of twenty girls listed the project as the part of the program that they liked the most.

Another aspect of the program that the girls enjoyed was that they were learning about women's suffrage. In this school, this topic was not reached yet in social studies classes. All of the girls enjoyed learning about Alice Paul and her life and dedication to equal rights. On the post evaluation they were asked to list three women whom they admire; twenty out of twenty girls listed Alice Paul.

The thing I liked most about the program was how the women have fought for equal rights and won.

- Lead-A-Way participant



Students visited historic Paulsdale (Mount Laurel NJ) to learn about Alice Paul and other role model women from history

Confidence:

One trend that is apparent in the post evaluations is that after this program the girls feel more confident in their selves and their own ability to be a leader. One girl stated that after the program she felt she is more likely to stand up and be more confident. Some associated this confidence with their ability to speak publically. One girl believes that this program enables her to speak more in class. Another girl believes that she will take more leadership roles in activities and explains the reason is because she feels like she can do anything.

I think I have changed as a result of the program because I became more brave to speak out in class.

- Lead-A-Way participant



Students participated in many activities where they learned about women's suffrage and Alice Paul's involvement with the movement

Teresa Campbell
Fall 2014

Glassboro Intermediate School

The girls at Glassboro Intermediate School thoroughly enjoyed the Lead-A-Way Program. On the last session the main complaint was that the program was not lasting the duration of the school year. The girls enjoyed working on their projects and also liked meeting new girls. Overall, the girls from Glassboro Intermediate School feel that they are more confident as a result of the Lead-A-Way Program.

Feelings on leadership after the program:

When asked "After experiencing the leadership program, do you feel that you are a leader? In school, at church, at home, with friends, in sports" 20 out of 20 responded yes and checked off at least two categories. In addition, 5 girls responded yes to all 5 categories. Compared to the pre-evaluation where they were asked the same question 50 percent (10/20 girls) of the girls checked off at least one more box, indicating that they are a leader in more instances. Two girls checked off 3 more areas and two girls checked off two more than their pre-evaluation. The girls also now have a more sense of admiration toward female women leaders. One girl states: "This program showed various role models who took on leadership roles and made a difference." Another student affirms: "Yes [my feelings on leadership changed as a result of the program] it made me a better role model." Another girl feels that she is more of a leader after the Lead-A-Way program because it gave her more of a voice and the confidence to say how she feels. "Yes because leaders state how they feel and I understand that I can say how I feel."

What they liked the most about the program:

Overall, the girls enjoyed the Lead-A-Way program. One aspect of the program they enjoyed was the project they completed. Five out of twenty girls listed the project as the part of the program that they liked the most. The project required the girls to work in groups to devise campaigns for change on an issue using social media methods to reach a mass audience. Another aspect of the program that the girls enjoyed was that they were learning about women's suffrage.

In this school, this topic was not reached yet in social studies classes. "I liked learning about things in the past like women's' suffrage." Another girl responds positively about learning about suffrage: "I like how the women have fought for equal rights and won." All of the girls enjoyed learning about Alice Paul and her life and dedication to equal rights. When asked what they liked most about the project one girl simply wrote: "Alice Paul" On the same note they also enjoyed the field trip to the Alice Paul Institute. Three of the girls wrote they enjoyed the field trip the most. "I liked the trip to Alice's house because being divided up in groups and discussing

the answers helped me to speak up more." Another component that the students enjoyed was learning about girl issues. "I like that we learned about girl issues."

All girl environment:

The students at Glassboro intermediate enjoyed being in an all girl environment. Some listed this as the aspect of the program that they liked the most. Many of the girls stated that they made new friends that they did not talk to before the program and enjoyed the new friendships. "One girls states: I liked that the girls work together as a team." Another writes: "I like that we got to meet new people and learn new things."

12 Traits of a Leader

When asked to list four traits of a leader that they learned about in the program 65 percent of the girls used the language of the traits of a leader they learned in the Lead- A-Way Program. These traits included most frequently: public speaking, delegate, communication, positive assertiveness, and integrity. Before the program the words they associated most with a good leader included: caring, patience, strong, and respectful.

Confidence:

One trend that is apparent in the post evaluations is that after this program the girls feel more confident in their selves and their own ability to be a leader. One girl states that after the program she feels she is more likely to stand up and be more confident. Some associated this confidence with their ability to speak publically. "I gained more confidence and public speaking traits." One girl explains: "I've learned how to stand up for myself!" Another girl believes that she will take ore leadership role in activities and explains the reason is because she feels like she can do anything. One girl believes that this program enables her to speak more in class. "I became more brave to speak out in class."

Even though it was not specifically one of the 12 traits of a leader four of the girls listed confidence as a trait of a leader.

Alice Paul:

The Lead A Way program introduced the students at Glassboro Intermediate for the first time. These students were eager to learn about this strong, confident woman who was able to accomplish so much for women equality. They were amazed to learn that Alice Paul, although she was a shy person, was able to be such a fierce leader. On the post evaluation they were asked to list three women who they admire or have heard about through the Lead-A-Way Program. Twenty out of twenty girls listed Alice Paul as one of the girls who they admired.