

# GLASSBORO SCHOOL DISTRICT

Updated 2/1/05

## Monthly Board Items

Date Submitted: <b>Nov. 27, 2014</b>	Proposed Effective Date: <b>Dec. 1, 2014</b>	Grade(s) impacted: <b>9-12</b>
Name: <b>Mike Belh</b>	Position/Item: <b>Advisor for New Leadership Club</b>	Submitted By: <b>Jeff Cusack Athletic Director/Activities Dir</b>
Proposed cost/amount: 1 <sup>st</sup> year volunteer	Funded through: <b>Co-Curricular</b>	Building: <b>High School</b>
		Hours/Days per week: _____
		Benefits: Y or (N) (circle one)
Is candidate currently employed by District: ____ No <u> X </u> Yes (if yes, what position) <u> GHS teachers </u> If yes, part time or full time (circle one)		Is candidate a former employee: ____ No ____ Yes  Check references/review district personnel file? ____ No <u> X </u> Yes

**Board Action Requested:**  
Recommend approval of Mike Belh as advisor for new Leadership club for the 2014-2015 school year.

**Details and ramifications:** Mr. Belh has volunteered as advisor to start a Leadership Club for the school year 2014-15. Mr. Belh has submitted the new club paperwork (see attached).

**Positives:**  
Mr. Belh is eager to start meeting with the students.

**Concerns:** The viability of the club will be evaluated at the end of the school year. There is no guarantee that the advisor position will turn into a paid stipend. Mr. Belh is encouraged to document all meetings, activities and events sponsored by the new club.

**Other Comments:**

**FOR OFFICE USE ONLY:**

Board Date: \_\_\_\_\_ Approved: Y or N Index #: \_\_\_\_\_

## GLASSBORO HIGH SCHOOL LEADERSHIP GROUP

### MISSION STATEMENT

We will master leadership traits, skills, ideas and relentlessly spread those qualities throughout Glassboro High School, the Glassboro community and beyond. We will have students strive to be "The Best Version Of Themselves" on a daily basis and to continue to use our leadership training throughout their lifetime.

#### **Favorite quotes**

**"Before you can lead others, you must first learn to lead yourself"**

**"Don't be a victim of your environment, be a product of your decisions"**

***"Things turn out best for those who make the best out of the way things turn out."***

## GLASSBORO HIGH SCHOOL LEADERSHIP PROGRAM

### Personal Leadership Skills

“Before you can lead others, you must first learn to lead yourself”

#### Take Personal Responsibility

- “You are not a victim of your environment, you are a product of your decisions.”
- Never make excuses
- The Victors  
Take action to make it happen  
Think about solutions and options
- The Victims  
Wait for something to happen to them  
Think about problems and barriers

#### Create A Plan

- Make decisions about the type of person that you want to be
- Establish your roles
- Set Goals for each of those roles  
Student  
Family Member  
Citizen  
Athlete  
Teammate

#### Take Action

- Create a plan- Review goals, schedule time to work on goals
- Move from your comfort zone to the ***Courage Zone- Don't be afraid to fail!***
- Exercise solid judgement in the moment of choice. If you say you are going to do something, follow through and get it done. There is no such thing as a “try” you either do it or don't

#### Recognizing the Victim

- The Three Stages of Victim Behavior  
Self-justification  
Self-deception  
Self-absorption

#### Recognizing the Victor

- Integrity- “Firm adherence to a code of moral values”

## Leading Others

“Leadership is that ability to inspire in others courage when courage seems to fail; to create hope when hope becomes forlorn;...to not substitute words for actions, but to race stress and spur of difficulty and challenge; to master yourself before you seek to master others; but above all, to be modest so that you will remember the simplicity of true greatness.”

- Douglas MacArthur

### Understand Human Behavior

- Focus on others
  - Listening Skills
  - View from other frame of reference
- Understand the context of others' behavior
  - Situation
  - Background

### Establish Trust with Those You Seek To Lead

- Developing rapport
- Caring about people
  - Listening skills
  - Etiquette
  - How to you treat new students?

### Correct Improper Behavior

- Correct behavior, not the person
- Don't personalize the correction
- "See and Say"

### Lead From The Front

- Push hard for yourself and those around you to achieve, but understand the breaking point of all
- Never ask others to do what you would not

### Recognizing the Leader

- Leadership Traits
  - Mental toughness
  - Self-confidence
  - Acts within own Personality

## Decision Making

- Problem Solving Steps

Identify the problem- Don't be distracted by the symptoms; get at the root of the problem

Identify facts and assumptions

Gather all relevant facts in time that you have available

Make only assumptions that are likely to be true

Generate Alternatives

Come up with more than one alternative

Include others in generating alternatives

Analyze Alternatives

Identify intended and unintended consequences

Identify advantages and disadvantages of each alternative

Compare Alternatives

Make and Execute Your Decision

Communicate decision (and reason for decision when possible) to individuals

Be positive in execution

## Motivating

- Empower People

Give people a job, get out of their way; trust them to do the job!

Teach and Counsel, both when they succeed and when they fail

- Positive Reinforcement

Find out needs of people (individual goals, etc)

Give immediate feedback

Choose rewards valued by the person receiving that award

Praise only good work or honest effort. Praise that is too free is only cheapened

## DIRECT LEADERSHIP ACTIONS: HOW TO INFLUENCE OTHERS

### Communicating

- Leaders keep their subordinates informed because doing so shows trust, because sharing information can relieve stress, and because information allows subordinates to determine what they need to do to accomplish the task at hand when circumstances change
- Good communicating occurs only when people understand what you are trying to say  
Say it clearly, at the level of the person you are talking with  
Speak constantly with those around you to ensure the message is getting out.  
Listen!!! Listen to others as they communicate with you, listen to others after you have communicated with them. Understand what people are telling you, both directly and between the lines

### Decision Making

- Problem Solving Steps  
Identify the problem- Don't be distracted by the symptoms; get at the root of the problem  
Identify facts and assumptions  
    Gather all relevant facts in time that you have available  
    Make only assumptions that are likely to be true  
Generate Alternatives  
    Come up with more than one alternative  
    Include others in generating alternatives  
Analyze Alternatives  
    Identify intended and unintended consequences  
    Identify advantages and disadvantages of each alternative  
Compare Alternatives  
Make and Execute Your Decision  
    Communicate decision (and reason for decision when possible) to individuals  
    Be positive in execution

### Motivating

- Empower People  
    Give people a job, get out of their way; trust them to do the job!  
    Teach and Counsel, both when they succeed and when they fail
- Positive Reinforcement  
    Find out needs of people (individual goals, etc)  
    Give immediate feedback  
    Choose rewards valued by the person receiving that award  
    Praise only good work or honest effort. Praise that is too free is only cheapened

## Negative Reinforcement

- Punish those *unwilling* to perform. Retrain a person *unable* to perform.
- Make sure the person understands the reason for punishment
- People will live up to your expectations. "*I know that you can do better than that. I expect you to be better than that.*"
- Never humiliate the person. Avoid public reprimand
- Control your temper. Do not punish out of anger. Hold No Grudges.

GLASSBORO PUBLIC SCHOOLS

STUDENT ACTIVITIES

CLUB INTEREST FORM

New Club Name Leadership Group Date 10/31/14

Statement on New Club's Mission

We will master leadership traits, skills, ideas and relentlessly spread those qualities throughout Glassboro High School, the Glassboro Community and beyond. We will have students strive to be "The best version of themselves" on a daily basis and to continue to use our leadership training throughout their lifetime.

List of students interested:

	Name	Grade		Name	Grade
1	Fred Costa	9	11		
2	Elicer "Rei" Sanchez	9	12		
3	Mykah Hutton	9	13		
4	Kyle McKeever	9	14		
5	Anna Haltiwanger	9	15		
6			16		
7			17		
8			18		
9			19		
10			20		

Advisor's Name (print) Michael Belh

Advisor's Signature MBelh

Date 10/31/14



GLASSBORO PUBLIC SCHOOLS  
STUDENT ACTIVITIES  
NEW CLUB'S MISSION FORM

Club Name Leadership Group Date 10/31/14

Advisor's Name(s) Michael Belh

Club Officers: None yet

Type of Club  
 Permanent volunteer  Volunteer year 1  Year 2/stipend  Paid

Estimate cost to conduct club (fees, etc) \$ None

Mission Statement/Goals  
"see Mission Statement on Club Interest Form"

Officers None yet

Activities  
Meetings, Possible community activities, school involvement, Activities with "Rachel" Club

Time frame (start/finish): Sept. to June

Meeting Dates  
Bi Weekly / Monthly

Where do you plan to meet? (school facilities) Lunch and/or after school

How will this club enrich our school/ community?  
We will master leadership qualities and spread them throughout our school and community.

Special Needs: Understand we want to start small with "5" students then grow when we have things moving smoothly. We want to grow to have students eventually in every grade level

Approved  
AD/Assistant Principal [Signature] Date 11/12/14  
Principal \_\_\_\_\_ Date \_\_\_\_\_

Not Approved  
AD/Assistant Principal \_\_\_\_\_ Date \_\_\_\_\_  
Principal \_\_\_\_\_ Date \_\_\_\_\_  
Reason \_\_\_\_\_