Leadership Development & Ethics in Our Schools

Presented by: Dr. Keichea Reever
June 3, 2013
Two of the Latest Research Studies

Research Study #1
- Youth Citizenship Seminar
- Malibu, California
- 5 Day Residential Program
- >300 Students participate in June prior to their 12th grade year

Research Study #2
- Urban High School Program
- Long Island, New York
- Throughout the school year
- Approx. 400 Students in grades 9th through 12th
Research Study #1 (2011)

Transformational Leadership & Personal Development: The Impact of the Youth Citizenship Seminar on Former Participants

Researcher: Dr. Keichea Reever
“Youth Leadership Development is a relatively new area of study” (Libby, et al., 2006)

Programs in the past that have promoted YLD:

1. Character Development
2. Life Preparation
3. Building Relationships and Community
Literature Review

✔ Leadership Theory
✔ Leadership Development
✔ Leadership Practice

“Youth are noticeably absent” MacNeil (2006)
Transcational Leadership (Bass, 1985)

- Idealized Influence (Charisma)
- Inspirational Leadership
- Individualized Consideration
- Intellectual Stimulation

Moral Leadership is a part of Transformational Leadership (Burns, 1978)
Youth Citizenship Seminar

- Pepperdine University Campus (Malibu, CA)
- Guest Speakers
- Counselors
- Fellow Participants
- Rap Sessions
- Seminar Topics
- 5 Points of Light (V.I.C.E.S)
1. How did the Southern California Youth Citizenship Seminar (YCS) impact the personal development (Cashman, 2008) of participants who completed the Civic Involvement and Leadership survey?
1. Please provide any other comments with respect to YCS impacting your life as a citizen or as a leader:

**One Response:**

“YCS helped me solidify my role as a leader and community organizer. Prior to YCS, I was hesitant to take on leadership roles but YCS gave me confidence to pursue leadership roles”  (Former YCS Participant)
Personal Development

Cashman (2008):

1. Personal Mastery
2. Purpose Mastery
3. Interpersonal Mastery
4. Change Mastery
5. Resilience Mastery
6. Being Mastery
7. Action Mastery
Research Findings

1. YCS had a positive impact on the personal development of 97% of former participants

2. YCS did not impact the PD of 4% of former participants
Effective Youth Leadership Development Programs

Transformational Leadership Style

Comprehensive Personal Development Curriculum

Transformational Youth Leadership Development
Youth Leadership Development:  
A Case Study of an Urban Public H.S. Program

Researcher:  Dr. Amy Kenton
Urban Youth Leadership Development Program

- Can-do Self Concept linked to Developing World View
- Raising Consciousness of issues and rights as a Central Empowerment Strategy
- Interactive Drivers of Activism: Public Speaking, Interviewing and Social Media
- Actionable Projects that address real world problems along a local to international continuum
1. How does the principal’s conception of the youth leadership development program align with the goals of the program?

2. What structures, processes, and methods has the principal implemented to foster the conception of youth leadership (that) the program aims to achieve?
3. How do the youth leadership development goals of the program as interpreted and implemented by the principal align with student’s experience of the program?

4. What elements of the program contribute to students’ awareness of themselves as potential leaders?
Research Findings

1. The founding principal’s conceptions of the program aligned to the goals of the program.

2. The two subsequent principal’s conception of the program differed from the founding principal’s conception.
3. All students who were interviewed conveyed that the curricular and extra-curricular based programming provided them with rich experiential opportunities to hone skills necessary to exercise leadership.

4.a. “Being the Change in the World”: Empowering Youth Activists as Change Agents
   b. Experiential Learning Linked to a Leadership Ladder
   c. Org-L: Community-Based Organizations
Transition Slide before Round 2 (Best Practices)
Best Practices in Leadership Development

✓ Program Leaders: Lead from who you are
  • Personality, Strengths, Transformational Leadership Style, Passion

✓ The LEAD Program was developed (Comprehensive Examination)

  • The Acronym stands for what the Youth Leadership Development Program aims to teach participants to become:

    Leaders today ...
    Expecting more...
    Achieving goals...
    Dreaming big!
Purpose of the LEAD Program

• To prevent students from dropping out of High School by increasing their Personal Development through Personal Leadership Training

  ❖ Research conducted by Cassel (2003) revealed that 1005 incarcerated juvenile delinquents and adult prison inmates received significantly lower Personal Development (PD) scores on every PD test

“It is clear that an absence of personal development is the basic cause for students who drop out of high school” (Cassel, 2003, p. 650).
Why students drop out?

- Parenting
- Decreased Personal Development
- School Experience
- Community
- Genetics
Multi-Frame Approach

- Structural
- Human Resources
- Political
- Cultural
Phases of the L.E.A.D. Program

- Phase 1: One Day Leadership Training
- Phase 2: One Day Curriculum Training
- Phase 3: Personal Leadership Development Training
- Phase 4: Weekly Team Meetings
- Phase 5: Monthly Collaborative Meetings
Personal Leadership Development Training

Increasing Student’s...

- Self Awareness
- Sense of Self Worth
- Resilience
- Ability to resolve internal conflict*
- Authentic Happiness (Past, Present & Future)
- Trust in you so he/she will talk openly with you
- Ability to make good decisions (WIN Approach)
- Knowledge about Leadership & The Power of Influence
Service Delivery Models

1. After-School Program
2. In-House Detention Program
3. Saturday School Program
4. Individual Sessions
Evaluation of the Program

Kirkpatrick and Kirkpatrick (2006)

1. Formative Assessments (following each lesson)
2. Summative Assessment (end of the program)
L.E.A.D. Program
 Implementation 2006 - 2013

✓ Juvenile Detention Centers (Guest Speaker)
✓ Torrance High School (Saturday School Program)
✓ Long Beach Unified School District (Service Learning)
✓ Heavenly Vision Church (Youth Leadership Institute)
✓ Los Angeles Sheriff’s Youth activity League (After-School)

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Thank you for Listening

Questions?