

Office of Leadership & New Student Programs
2006-2007 END OF YEAR Leadership Learning Plan Report

Focus for the year: Joan of Arc Leadership Programs and American Democracy Lecture (CLI)/“Quilting a Revolution” Program (ADP)

Goal 3

A sense of personal direction, so students can plan their future wisely and with honor, acquiring self-understanding, self-confidence, and a meaningful philosophy of life.

1. Learning Outcomes

- *Emerging Leaders (Joan of Arc Leadership Program)*
 - ✓ To understand one’s individual personality type and how different types contribute to a group.
 - ✓ To begin to consider how one’s values and goals affect one’s actions (individually and in a group).
- *SHIELD (Joan of Arc Leadership Program)* - To explore and identify the ways in which one’s values and ethics contribute to one’s leadership and decision making.

2. Activities/Experiences

- *Emerging Leaders (Joan of Arc Leadership Program)* – A six week extended leadership program for freshmen focusing on personal exploration including sessions on “Understanding Leadership & Personality” and “Values Clarification and Goal Setting.”
- *SHIELD (Joan of Arc Leadership Program)* – An eight-week leadership program for all students with a primary on focus values/ethics (one of two required workshops).

3. Assessment Measures

- *Emerging Leaders (Joan of Arc Leadership Program)* – Participants will complete an evaluation at the end of each workshop AND the end of the entire program.
- *SHIELD (Joan of Arc Leadership Program)* - Participants will complete an evaluation at the end of each workshop AND the end of the entire program.

4. Assessment Results

- *Fall 2006 Emerging Leaders (Joan of Arc Leadership Program)*- Of the 26 students who attended the fall 2006 “Understanding Leadership & Personality” workshop, 23 returned their evaluations reporting that they learned:
 - ✓ How to interact/communicate/work with others (11 respondents)
 - ✓ About self and various aspects of self (4 respondents)
 - ✓ Everyone has strengths and weaknesses and its all about learning how to work together (5 respondents)
 - ✓ How to work on weaknesses by realizing them
 - ✓ How to relate to people who are different color [personality] (5 respondents)
 - ✓ Different aspects [personalities] enhance a group (2 respondents)
 - ✓ You need to have a mixture [of personalities] in your group to work efficiently (2 respondents)
 - ✓ [Different personalities provide] new ways of thinking; new perspectives (4 respondents)

Of the 21 students who attended the fall 2006 “Values Clarification & Goal Setting” workshop, 18 returned their evaluation and reported learning:

- ✓ Actions reflect values (3 respondents)
 - ✓ Values affect decision making and choices – even if it is subconscious (5 respondents)
 - ✓ [Understanding one’s values] helps you to know yourself better (5 respondents)
 - ✓ Values help determine goals; what is important
 - ✓ Values govern whether to refrain or take part in something
- *Spring 2007 Emerging Leaders (Joan of Arc Leadership Program)* - Of the five students who attended the spring 2007 “Understanding Leadership & Personality” workshop, five returned their evaluations reporting that they learned:
 - ✓ I [now] know how to interact with other people more reasonably (3 respondents)
 - ✓ I learned some important aspects of/to my personality
 - ✓ I figured myself out completely
 - ✓ Everyone brings something to a group and it is important to recognize this (3 respondents)

Of the five students who attended the spring 2007 “Values Clarification & Goal Setting” workshop, five returned their evaluation and reported learning:

- ✓ What my most important values really were (5 respondents)
 - ✓ Better ways to set goals (2 respondents)
 - ✓ [That values] can define or influence your actions (5 respondents)
- *Fall 2006 SHIELD (Joan of Arc Leadership Program)* – The seven students who attended the “Doing the Right Thing” workshop reported learning the following about the role of values/ethics in one’s leadership:
 - ✓ Helps determine between good and bad (selfish) choices.
 - ✓ Important to take into account more than just your own wants when making ethical leadership decisions.
 - ✓ It proves how much of a leader you really are and how reliable you can be.
 - ✓ Making ethical decisions is one of the most respected behaviors [for a leader]
 - *Spring 2007 SHIELD (Joan of Arc Leadership Program)* – Of the 19 students who attended the “Doing the Right Thing” workshop, six returned their evaluation and reported learning the following about the role of values/ethics in one’s leadership:
 - ✓ There are different ways to approach decisions (4 respondents)
 - ✓ Ethical decision guidelines [that can be employed]
 - ✓ It shows [or demonstrates] what is valuable to the person [making the decision]

5. Future Plans

- *Emerging Leaders (Joan of Arc Leadership Program)* – We will continue to offer these two workshops in the future as they are always well received and students inevitably report learning from the sessions. Need to increase the number of participants, particularly in the spring semester.
- *SHIELD (Joan of Arc Leadership Program)* – We used a new model for this workshop this year, using video clips of the Simpsons to illustrate Kohlberg and Gilligan’s theories regarding moral development. Need to provide some more in-depth review of the models before using the clips in the future and should perhaps augment the program, closing with an application to Longwood related issues (e.g. case studies). Need to increase the number of program participants.

Goal 4

A balanced and healthy lifestyle, which means making responsible choices related to values, friends, family, work, recreation, and life-long education.

1. Learning Outcomes

- *Emerging Leaders (Joan of Arc Leadership Program)* – To understand why balance is an important component of one's personal leadership.
- *SHIELD (Joan of Arc Leadership Program)* - To develop and articulate strategies for managing stress. (**Students get to select 4 of 6 workshops – so not all will complete the same series of programs.)

2. Activities/Experiences

- *Emerging Leaders (Joan of Arc Leadership Program)* - A six week extended leadership program for freshmen focusing on personal exploration including a session on “Being a Balanced Leader”.
- *SHIELD (Joan of Arc Leadership Program)* – An eight-week leadership program for all students in which students may explore stress management. (*Students get to select 4 of 6 workshops – so not all will complete the same series of programs.*)

3. Assessment Measures

- *Emerging Leaders (Joan of Arc Leadership Program)* – Participants will complete an evaluation at the end of each workshop AND the end of the entire program.
- *SHIELD (Joan of Arc Leadership Program)* - Participants will complete an evaluation at the end of each workshop AND the end of the entire program. (*Students get to select 4 of 6 workshops – so not all will complete the same series of programs.*)

4. Assessment Results

- *Fall 2006 Emerging Leaders (Joan of Arc Leadership Program)* – The 20 students who attended this workshop reported learning the following about why balance plays a role in one's leadership:
 - ✓ Helps maintain a level-head and a stress free life (6 respondents)
 - ✓ Keeps [you] from burnout and [helps] you stay sane (3 respondents)
 - ✓ If you're balanced you can help others
 - ✓ Ensures that you are consistent in your decisions
 - ✓ Allows you to stay focused on goals
- *Spring 2007 Emerging Leaders (Joan of Arc Leadership Program)* – The five students who attended this workshop reported learning the following about why balance plays a role in one's leadership:
 - ✓ So leader doesn't become burned out
 - ✓ So as leaders we can maintain our health while staying constantly involved
- *Fall 2006 SHIELD (Joan of Arc Leadership Program)* – Six of the seven students who attended the workshop on “Managing Stress” reported learning the following about how stress management enhances one's leadership:
 - ✓ If you can learn to deal with your own stress, you can better focus on tasks needing to get done.
 - ✓ Stress management is necessary to reduce anxiety so motivation can be realized/brought out.
 - ✓ [Managing one's stress] shows that you are in control [as a leader]

- ✓ Stress can drag one down and tire one out.
- *Spring 2007 SHIELD (Joan of Arc Leadership Program)* – The 13 students who attended the workshop on “Managing Stress” reported learning the following about how stress management enhances one’s leadership:
 - ✓ It makes it easier to make good decisions
 - ✓ Able to manage multiple tasks at one time while staying sane
 - ✓ Know how to identify what is bothering you and change it
 - ✓ By keeping stress under control you can provide better for yourself and others

5. Future Plans

- *Emerging Leaders (Joan of Arc Leadership Program)* – We will continue to offer this workshop in the future as it is always well received and students inevitably report learning from the sessions. The presenters may consider adapting some of the exercises based on the feedback from the students, which I share with the presenters and those exercises were replaced with others during the spring semester. Need to increase the number of participants, particularly in the spring semester.
- *SHIELD (Joan of Arc Leadership Program)* – We will continue to offer this workshop in the future as it is always well received and students inevitably report learning from the session. The fall workshop involved more meditation than it has in the past; this was balanced with other stress-reduction exercises/techniques in the spring. Need to increase the number of program participants.

Goal 5

Interpersonal effectiveness and an appreciation of diversity and differences, so that students can establish genuine, trusting, and honorable relationships within the broad family of humanity.

1. Learning Outcomes

- *“Quilting a Revolution” Program (funded by the American Democracy Project)*
 - ✓ To understand the bias and prejudice associated with the genesis of the HIV/AIDS epidemic in this country.
 - ✓ To understand the cultural differences that have both impeded and advanced HIV/AIDS education in Uganda.
- *Emerging Leaders* – To identify ways in which one can use their minority experience (from a cross-cultural simulation) to better inform their actions as citizen leaders.
- *SHIELD (Joan of Arc Leadership Program)* – (**Students get to select 4 of 6 workshops – so not all will complete the same series of programs.)
 - ✓ To identify and understand how one’s own bias affects one’s actions.
 - ✓ To begin to develop a vision for an existing group with which one holds a leadership position.
 - ✓ To learn and develop strategies for fostering a team.

2. Activities/Experiences

- *“Quilting a Revolution” Program (funded by the American Democracy Project)*
 - ✓ Screening of the film “And the Band Played On,” which chronicles Randy Shilts’ extended coverage of the early HIV/AIDS crisis for the San Francisco Chronicle.
 - ✓ Screening of the film “Beware of Time,” which examines the community driven HIV/AIDS education program in Uganda.

- *Emerging Leaders (Joan of Arc Leadership Program)* – Students will participate in a cross cultural simulation during which they will understand how it feels to not be part of the majority culture.
- *SHIELD (Joan of Arc Leadership Program)* – An eight-week leadership program for all students during which they may explore bias; develop strategies for creating a vision for a group; and building a team. (*Students get to select 4 of 6 workshops – so not all will complete the same series of programs.*)

3. Assessment Measures

- *“Quilting a Revolution” Program (funded by the American Democracy Project)* – Students will complete an evaluation at the end of each film.
- *Emerging Leaders (Joan of Arc Leadership Program)* – Participants will complete an evaluation at the end of each workshop AND the end of the entire program.
- *SHIELD (Joan of Arc Leadership Program)* - Participants will complete an evaluation at the end of each workshop AND the end of the entire program. (*Students get to select 4 of 6 workshops – so not all will complete the same series of programs.*)

4. Assessment Results

- *“Quilting a Revolution” Program (funded by the American Democracy Project)* – Unfortunately, evaluations were not distributed at these films as was planned. For both evenings the films were screened, I was committed to other programs and was not able to attend.
- *Fall 2006 Emerging Leaders (Joan of Arc Leadership Program)* – Fifteen of the 18 students who participated in the cross-cultural simulation completed their evaluations and reported learning the following from the experience:
 - ✓ How to treat new people and make sure those in new situations feel comfortable (3 respondents)
 - ✓ How to relate to [people from] other cultures (4 respondents)
 - ✓ How to invite people into groups
 - ✓ Be more understanding; be open to other people
 - ✓ Take notice of those who join our group(s)
 - ✓ Our perceptions of other cultures are based on our culture
- *Spring 2007 Emerging Leaders (Joan of Arc Leadership Program)* – The five students who participated in the cross-cultural simulation completed their evaluations and reported learning the following from the experience:
 - ✓ The difficulty of assimilation and understanding cultures... (2 respondents)
 - ✓ Cultures differ in just about everything and labels are not the best way to describe another culture.
 - ✓ I’ll always remember that people aren’t always on the same wavelength as me.
 - ✓ [Need to] try and help others integrate.
- *Fall 2006 SHIELD (Joan of Arc Leadership Program)* – Six of the seven students who attended the “What’s Your Bias?” workshop completed the evaluation. They reported learning the following about bias:
 - ✓ Having a bias is okay as long as it doesn’t lead to discrimination.
 - ✓ People need to know they have biases; if you aren’t aware of your biases, other people will get left behind.
 - ✓ [You need to] learn to manage/overcome your biases so you can better lead a group.

The 3 students who attended the “Developing a Team” workshop reported learning the following about the development of a team:

- ✓ A good team performs in a way that highlights good leadership (2 respondents)
 - ✓ All groups go through stages; it is important to recognize the different stages
 - ✓ You cannot lead no one; you need a team to be a leader
- *Spring 2007 SHIELD (Joan of Arc Leadership Program)* – The 12 students who attended the “What’s Your Bias?” workshop completed the evaluation. They reported learning the following about bias:
 - ✓ You need to learn where your bias is coming from and if necessary – put it aside. (3 respondents)
 - ✓ My biases – how to distinguish them. (2 respondents)
 - ✓ That everyone has biases. Biases can be life-changing to any individual. (2 respondents)
 - ✓ [Understanding one’s personal bias] allows a leader to be open-minded and flexible. (2 respondents)
 - ✓ [A leader] needs to be conscious of what he/she is thinking before he/she offends someone. (2 respondents)

The 20 students who attended the “Developing a Team” workshop reported learning the following about the development of a team:

- ✓ Leaders need to know how to form successful teams in order to be effective leaders. (5 respondents)
- ✓ It’s easier to lead a well developed team and it takes a good leader to create one. (5 respondents)
- ✓ [The] five stages of group forming and how to move groups from one stage to the next. (11 respondents)
- ✓ By knowing what stage [of group formation] you’re in you can help improve and move to the next stage.

5. Future Plans

- *“Quilting a Revolution” Program (funded by the American Democracy Project)* – Need to insure that evaluations are distributed at future events irrespective of whether I am present or not. Need to work more closely with intern/practicum students about the importance of evaluation so that we are consistently evaluating these programs in the future.
- *Emerging Leaders (Joan of Arc Leadership Program)* – We will continue to conduct the cross-cultural simulation as it has proven effective thus far. Always need to be vigilant about effectively managing the simulation so that adequate time is left for debriefing at the end.
- *SHIELD (Joan of Arc Leadership Program)* – Both workshops have been well received and we plan to continue offering these as part of the eight-week series. Need to increase the number of program participants.

Goal 6

Responsible citizenship, so that students can do their best in ways uniquely their own and have the motivation to contribute to a better life for all through community participation and leadership.

1. Learning Outcomes

- *American Democracy Lecture (CLI)"/"Quilting a Revolution" Program* – To understand how individuals without positional leadership roles can initiate and lead a grass-roots movement.
- *Emerging Leaders (Joan of Arc Leadership Program)* - To begin to develop a personal understanding of citizen leadership.

2. Activities/Experiences

- *American Democracy Lecture (CLI)"/"Quilting a Revolution" Program* – Cleve Jones, creator of the AIDS Memorial Quilt, will speak to the campus in a formal program and visit with students at the AIDS Memorial Quilt display (week-long display of 20 twelve foot square panels).
- *Emerging Leaders (Joan of Arc Leadership Program)* – A six week extended leadership program for freshmen focusing on personal exploration, including an exploratory session on “What is Citizen Leadership?”

3. Assessment Measures

- *American Democracy Lecture (CLI)"/"Quilting a Revolution" Program* – Students will complete an evaluation at the end of viewing the Quilt AND attending Jones’ program.
- *Emerging Leaders (Joan of Arc Leadership Program)* – Participants will complete an evaluation at the end of each workshop AND the end of the entire program.

4. Assessment Results

- *American Democracy Lecture (CLI)"/"Quilting a Revolution" Program* – Unfortunately, evaluations were distributed to a limited number of attendees. Twenty-one of the 400 some audience members submitted evaluations and reported learning the following about being an engaged citizen and leading a movement to create change:
 - ✓ It takes vision and dedication (2 respondents)
 - ✓ Everyone can make change/make a difference (5 respondents)
 - ✓ That you have to believe in yourself/to not let other people let you think you cannot accomplish your dreams (2 respondents)
 - ✓ It is important to follow through on goals.
 - ✓ That everyone needs to come together to create change.
- *Fall 2006 Emerging Leaders (Joan of Arc Leadership Program)* - Twenty-two of the 26 students who attended this workshop completed their evaluation. They reported learning the following about the concept of citizen leadership:
 - ✓ It is a huge responsibility and only you [the citizen leaders] have the power to affect change.
 - ✓ Everything ties into honesty when it comes to the qualities of being a citizen leader.
 - ✓ Leadership is multi-faceted and interconnected. It is not easily definable.
 - ✓ Citizen leadership is about more than just being a part of a community.
 - ✓ A citizen leader can make mistakes and it is alright.
- *Spring 2007 Emerging Leaders (Joan of Arc Leadership Program)* – The five students who attended this workshop reported learning the following about the concept of citizen leadership:
 - ✓ It [citizen leadership] includes many attributes (2 respondents)
 - ✓ [To be a citizen leader] you do not have to have all the qualities we discussed
 - ✓ Citizen leadership is a group effort

5. Future Plans

- *American Democracy Lecture (CLI)/"Quilting a Revolution" Program* – Need to work more closely with intern/practicum students about the importance of evaluation so that we are consistently evaluating these programs in the future.
- *Emerging Leaders (Joan of Arc Leadership Program)* – Though this workshop is received well by the students, it does not seem to have produced great understanding (at least this iteration this fall and spring). Need to reevaluate the exercises we ask students to do in this workshop so that we can foster greater thought about his concept.