

The

Leader

**Washington
Student Leadership**
serving schools since 1956

a program of
the Association of
Washington School Principals



The Leading Questions

- How is the above picture a metaphor for leadership?
- Who stands out as a leader in your school?
- What are the qualities of a good leader?
- Compare and contrast an elected leader with a leader people naturally follow.
- How is a leader also a follower?
- What are the reasons people run for an elected office?
- What are the strengths and weaknesses of your school's student elections process?

Inside...

- **In the Spotlight:** Lana Yenne and Laurel Robillard of Yelm MS.....*p. 2*
- **In the Loop Reader Survey:** Student Elections.....*p. 4-5*
- **Around the Nation:** "Forget Homecoming".....*p. 6*
- **The Student Voice:** Alex Kain of Olympic HS.....*p. 7*
- **The Photo Album:** Leadership in Action.....*p. 8*

Who Do You Need To Believe In?

Help students take their first step

toward a role in student leadership



I remember the high school track practice and the words clearly: "Joe, why don't you run for ASB Activity Coordinator?" Michelle Smith had asked me to do something that would have never occurred to me. The mental model I held of myself and a student leader did not fit in the same box. "Why not?" I pondered as I continued the workout.

The story is simple: someone put an idea in my head. In reality, a tiny act of encouragement created a profound chain of events. I took the risk, won the election, and now, 25 years later, I work for Washington Student Leadership, an organization dedicated to student leaders.

As I reflect on the 25 years between then and now, I see that Michelle was not the only one to nudge me along my path. Winning the ASB election gave me the opportunity to attend Mt. Rainier Leadership camp at Cispus. Watching a junior counselor (JC) energetically lead a campfire activity, I remember thinking: "I could never do that." A year later as a Freshman in college, I was surprised when I was asked by Mt. Rainier Camp Director, Merlin Epp, to do *that*—to be a JC. I had never applied because again, the view I had of myself didn't allow me to see the potential I had for doing a good job in the role of a JC.

It is probably a truism that before you can believe in yourself, someone first needs to believe in you. The undertow of this issue focusing on the student election process is: *who do you need to believe in?*

There are many ways to help others find the courage to run for office. Require the current officers to recruit at least two other students to be their successors. Create an inviting leadership program that acts as a magnet for student involvement. Conduct student leadership workshops to help students see themselves as leaders. From the information presented in this issue, analyze your student elections process then make changes to take down the barriers that keep students in their seats instead of giving speeches at the podium...better yet, get rid of the podium and the traditional speech/vote election process and start exploring the intriguing alternative models for selecting student leaders.

And, don't forget the simplest way: ask them.

Sincerely,

Joe Fenbert, Editor

Instant Runoff Voting

Wave of the future?

Instant runoff voting (IRV) is used to elect many world leaders and it is quickly being adopted at leading universities across the nation for student government elections. Could it be used at your school?

The difference between IRV and a traditional plurality system is that instead of picking just one candidate, each voter is allowed to rank the candidates in order of preference. If one candidate earns a majority of first choice votes, that candidate is elected. If there is no initial majority winner, the candidate with the fewest votes is eliminated. If your favorite candidate is eliminated, your ballot's second choice vote is counted.

A benefit of IRV is that candidates are more likely to build bridges with all groups because they may need the votes of their opponent's supporters to win a majority.

For an IRV student elections guide contact:
Center for Voting and Democracy
(301) 270-4616
www.fairvote.org/schools/irv.htm

The **Leader** Vol. 1, No. 1,
Winter 2005

The Leader is published three times each year during the fall, winter, and spring by Washington Student Leadership, a program of the Association of Washington School Principals.

Director

Susan Fortin, susanf@awsp.org

Editor

Joe Fenbert, joef@awsp.org

Production Support

Jim Garner, Charlene Victorson, Jan Phillips, Lisa Lambert

Office

Cispus Learning Center

2142 Cispus Road, Randle, WA 98377

Phone: 360-497-5323 FAX: 360-497-5324



Washington Student Leadership



Student Quip for Adviser Quote

Always on the alert for the teachable moments, student leadership advisers pounce on the chance to use their favorite quotes, rants and one-liners. They even stash them like squirrels waiting for that perfect moment. (The new one I heard that I can't wait to use is: "Hey, why don't you take off your Too-Cool Jacket and stay awhile.")

Students are just as eager to show-off their wit. I heard this exchange at summer camp.

Adviser: *"To truly build empathy with others and to understand them, we need to walk a mile in their shoes."*

Student: *"But why would I want to do that? Then I'd be a mile away...and I'd be stealing their shoes!"*



The Art of Delegation

Richard C. Rierdan in "The Fine Art of Delegating" classifies people into three categories:

Beginners: New or untried people in your organization don't want too much responsibility too quickly. Ask these people to be partners. Remember, the purpose of the partnership is to train workers to carry the ball on their own.

Journeyman: When employees gain a little more expertise and confidence, let them go off on their own. Stay available but help only when asked.

Old Pros: With workers whom you really trust to do the job right, delegate the total project and step aside. This is your chance to get back to more creative work.

Delegation is the key to productivity. Decide if a person is a Beginner, a Journeyman or an Old Pro then delegate accordingly.

Source: "Communication Briefings," July 2004, page 4



In the Spotlight Lana Yenne and Laurel Robillard of Yelm Middle School

This high-energy pair blends comic wit with a keen eye for organizational detail to direct Columbia Middle Level Leadership Camp and lead student activities at Yelm Middle School. With clipboards always at-the-ready, they take immediate evaluative notes on each part of a project.

Everything, including their leadership, is open to ongoing critique because the expectation is that everything can be a little better next year. Their friendliness and diligent work ethic breeds loyalty among the students and staff they lead. People work hard and care because Lana and Laurel work hard and care.

Thanks for being a part of the Washington Student Leadership family.

Our New Look...

From the "old" WASCNews to the "new" *Leader*

The success of our new e-line *In the Loop* allowed us to bring a new look to our Washington Student Leadership newsletter. With the biweekly e-line communicating program offerings and curriculum ideas on a regular basis, we are able to take a deeper, more thoughtful look at topics in *The Leader*. We hope that each issue-driven edition is a catalyst for reflection regarding your current student leadership programs. From the introspective front cover, to the results of an *In the Loop* reader survey, to the Student Voice page, our goal is to provide you with a wealth of information for meaningful discussions about things that matter.

Since 1956, Washington Student Leadership, under the support of the Association of Washington School Principals, has been involved in serving schools. We are proud to add another service for you with *The Leader*.

LEADERSHIP'S Believe It or Not!

If all 3,182 delegates at summer leadership and cheerleadership camps stood on each other's shoulders, they would reach over 3 miles into the sky!

In 2004, we sold 169 leadership curriculum manuals (*More than Pom Poms and Pyramids, Starting in the Middle, Building Leaders for Life*)...just 999,831 short of making the New York Times Best Seller list!

The first issue of *In the Loop*, our new e-line, reached 389 people...on January 18, the number grew to 633. Keep those e-mails coming!

*It is a complex fate,
being an American. —Henry James*

In the Loop Survey Results

When are elections held?

Middle School/Junior Highs

Start of School Year	End of 1st Semester	Mar.	Apr.	May
10%	10%	11%	33%	50%

Other
 • Incoming 7th in Sept., to be 8th in May
 • 6th grade in Dec., 7th/8th last week of May

High Schools

End of 1st Semester	Feb.	Mar.	Apr.	May
7%	13%	40%	27%	13%

How do you count ballots?

Voting Machine	Scantron	Handcount
6%	34%	71%

TECHNOLOGY TIP

Front Runner Software www.frontrunnersoftware.com
 A high school student council adviser in Idaho designed this software to conduct elections on school computers, either on a network or separately installed.

eduBallot www.eduballot.com
 Votenet Solutions Inc. charges schools an annual fee of \$399 to use their online election content management system.

Ballotbin www.ballotbin.com
 A free online voting management system for schools to use.

Worldvotingbooth www.worldvotingbooth.com
 This online survey, polling and voting service can be accessed on a trial basis to see if it is right for customers.

THANK YOU *In the Loop* readers for making these pages possible!!!

Phillip Dugaw, *WF West HS*; William Kent, *E. Valley HS (Yakima)*; Kevin Smith, *Enumclaw HS*; Cody Traub, *Kalama HS*; Paul Mayer, *Hanford HS*; Penny Buettner, *Columbia HS (Burbank)*; Blanche Saladino, *Olympic HS*; Marie Lockwood, *Evergreen HS (Vancouver)*; Darlene Ritter, *Mary M. Knight SD*; Kurt Schonberg, *La Conner HS*; Keven Wynkoop, *Ballard HS*; Jim Qualheim, *Richland HS*; Jane Harris, *Liberty HS*; Pam Kinkela, *Emerald Ridge HS*; Tracy Higgins, *Quincy HS*; Pat Jewell, *West Seattle HS*; Bruce Gutgesell, *Juanita HS*; Sherri Webster, *Edmonds-Woodway HS*; Tricia Billes, *Sequim MS*; Patty Griffith, *Harrison MS*; Bill Durham, *Kopachuck MS*; Kathy Lech, *Pioneer MS*; Steven Cross, *Cedarcrest MS*; Priscilla Cooper, *Blue Heron MS*; Brenda Williams, *Lakeridge JHS*; Teresa O'Shea, *Tolt MS*; Cari Johnson, *Cedar Heights MS*; Joel Garrison, *Monroe JHS*; Bill Landry, *Lakewood MS*; Cathy Sork, *Fort Vancouver HS*; Kristie Dunn, *Tumwater MS*; Kari Kiehn, *Curtis JH*

What works particularly well at your school?

- ◆ Our ASB nominating conventions eliminate unopposed candidates.
- ◆ When we get remodeled in two years, and have a new commons area, we are going to take voting out of classrooms and move it to a commons area to give voting a more "real world" feel .
- ◆ I think candidate forums with focused topics are more effective than "speeches".
- ◆ We no longer have an assembly for speeches. They seemed to lack substance and we had a few bad experiences with them. We now video tape our speeches and they are played on the local cable TV channels. We also publish an election issue school newspaper dedicated to all candidates. We are trying to make our elections more real life.
- ◆ We publish an elections brochure with profiles and pictures of each candidate. Two days before the election, we hold election forums during our advisories so students can ask questions of candidates.
- ◆ The one thing we started doing a couple of years ago when we didn't have enough candidates - the Activity Coordinator polls the staff for names of students they believe would be good ASB/Class officers. Each of those students then receives a letter informing them that they have been recommended and encouraging them to run. That has dramatically increased our number of candidates.
- ◆ We really do try to communicate what will be expected and counsel kids to run for the right reasons.
- ◆ Campaign speeches are recorded on video and shown on school TV rather than an assembly.
- ◆ Most years we invite the students that ran for an office and lost to become a part of ASB. They are extra representatives. Our officers meet with reps from all first period classes once a week for 40 minutes to do ASB business.
- ◆ We never announce the winners on election day. Elections always occur on a Friday, so we call the students at home to let them know the outcome. This gives them time to recover if they did not win. We also try to make sure that the number of hoops potential candidates need to go through discourage the students who are running for the wrong reasons.

"This has dramatically increased our number of candidates running for office"

All the ills of democracy can be cured by more democracy.

—Alfred Emmanuel Smith

on Student Elections



Do you have other selection measures besides the ballot?

Lakewood MS, *Lakewood*; Adviser—Bill Landry

We feel weighting the selection criteria gives all students a chance to be elected and it helps ensure a balanced ASB Cabinet. Our selection weights are: 20% candidate application; 40% student vote; 40% teacher ranking.

Lakeridge JH, *Sumner*; Adviser—Brenda Williams

We use teacher recommendation forms that count for 25%. An interview held in front of a panel of administrators, current officers, and community members also counts for 25%. Student ballots count 50%. The percentage program is a great tool. When we first instituted it about four years ago, it really took away some of the feeling that elections were only a popularity contest.

“It really took away some of the feeling that elections were only a popularity contest”

Harrison MS, *Sunnyside*;

Adviser—Patty Griffith

Our candidates fill out declaration of candidacy forms which are turned in to the teachers making up their team. Teachers rate these

students based on grades, attendance, behavior, and responsibility. We then run a primary where the teams select the best candidates. A general election is then held.

Monroe JH, *Monroe*; Adviser—Joel Goodman

Homerooms elect their ASB representative and choose an alternate. From the ASB representative pool (about 40 students), candidates are nominated for offices. No campaign is involved, just speeches and only the ASB representatives vote. This makes for very little disruption to the school campus.

Hanford HS, *Hanford*; Adviser—Paul Mayer

Five of our offices are decided by student vote, and five are decided by an interview process. The ASB Executive Council will interview interested applicants for Interhigh, Community Outreach, Promotions, Recognitions, and Technology.

East Valley HS, *Yakima*; Adviser—William Kent

The ASB Treasurer is appointed by the ASB President with consent of the adviser and school administrator.

Columbia HS, *Burbank*; Adviser—Penny Buettner

After the election, we select commissioners -at-large. They fill out an application and the elected officers vote on them.

What are the requirements for a student to be eligible for an ASB Office?

Middle School/ Junior Highs

Minimum GPA

2.0=	9%
2.5=	58%
2.75=	9%
3.0=	28%
3.5=	1%

Administrative review of discipline record

27%

Minimum attendance requirement

33%

Petitions of support students=

27%

staff= Application deadline

63%

27%

Other requirements

- Successful completion of Introduction to Leadership Class
- Prepare a two-minute video speech

High Schools

Minimum GPA

2.0=	23%
2.5=	51%
3.0=	31%

Signing Behavior Contract

33%

Presidential candidate a junior

29%

Petitions of support

students= 29%

(range: 10 signatures to 20% of students)

staff= 35%

(range: 1 to 7)

community= 5%

Purchase ASB card

17%

Enrollment in Leadership Class

17%

Minimum number of classes on campus

17%

Other requirements

- Ten hours of verified community service previous year
- Attend summer leadership camp
- 3.0 GPA or adviser approval

Do you have rules for the use of technology?

No Rules 72%

Rules 28%

- Only signs can be posted.
- Candidates cannot use technology.
- No use of technology except to produce computer generated flyers.
- All campaign material must be approved by the ASB Office
- No campaigning is involved, just speeches and votes
- Spending limits

TECHNOLOGY TIP

Consider sponsoring candidate pages on the school Web site. A standard template could allow candidates a text message, room for graphics and a photo. This gives candidates the ability to express themselves creatively within a standard format. A deadline for candidates to submit content would give the Webmaster the ability to post all the candidate pages at the same time. Sponsoring a Web page for candidates is a way to keep the playing field level for all candidates, yet still allow the power of technology to help voters make a choice.

In your hands is the future of your world and the fulfillment of the best qualities of the human spirit. —Robert Kennedy

from the San Francisco Chronicle

Forget Homecoming

Students now take a page from real life in activities, social consciousness

by C.W. Nevius

Friday, May 28, 2004

Thirty-four years ago Tom Palmer started teaching. Today he's at Ygnacio Valley High School and has become accustomed to "The Look." Parents come up to him, pat his arm sympathetically and say something like, "Well, kids sure aren't the way they used to be are they?"

And Palmer has to admit that is true. But not in the way they think. "Give me the kids now," he says, "in a heartbeat. Those kids (from the 'good old days') weren't good. They were yucky. I love these kids. They're going 100 mph. I just hope they don't run me down."

For example, take student elections. Here are a few trends you might have predicted: At many schools there are fewer students running for school office, there aren't as many election posters on the walls, and many students refuse to give that scary speech to the entire student body.

Ideas Around the Nation

Floats Become Gifts on Wheels

Student Council members at Hilton HS in New York realized that a lot of money was being spent on Homecoming floats that would eventually just be thrown away. At a summer leadership retreat, they came up with new float rules: *all items on floats must double as float-building material and charitable donations.* It was a win for all. More students participated in float construction, local merchants were more willing to donate items, and charities received wonderful gifts.

Yep, student apathy right? That's always been a problem.

Not at all. Many schools, like College Park, Ygnacio Valley and Las Lomas, are going to a system of "commissioners" who plan the dances, run the rallies and organize the car washes. In this system, relatively small numbers of students are elected to office and then hold interviews for the jobs. Exactly, in other words, like in real life.

"The students realized," says Las Lomas Principal Pat Lickiis, "that the best person for the job might have a phobia about speaking in front of 1,700 kids."

"I am all about exposing them to the real world," says College Park activity director Steven France. "They have a three-to five-minute interview, write a five-paragraph essay, get the endorsement of 25 fellow students, and at least three teacher recommendations."

Naturally there are still the Johnny Jump Ups who are only trying to get the job because they think it will help them get into college. "You can pick them out in a heartbeat," says France. "And," says Palmer, "we just throw those applications away." What remains is a leadership board that represents a cross section of the student body, not just the power elite, or stand-up comedians who can give a hilarious speech.

"It is a much wider group," says France. "We are avoiding the popularity contest. It's just not fair. We get our people who say, 'Yes, I have stage fright but I still want to do this.'"

And the more diverse groups are coming up with some pretty interesting new ideas. Take Acalanes HS, for example, where activities coordinator Mike McAlister was a little surprised to see that students exhibited "massive



Service with Smiles: When smoke from burning leaves entered the Oroville HS ventilation system, students offered to remove all the neighborhood leaves. (from left) Alex Gonzales, Krystal Bowlin, Jason Turner, Andres Maldonado, and Jorge Velasquez.

disdain for the tiaras and floats of old." Homecoming, the students decided, was not worth the time and effort. The students decided to hold a homecoming carnival and use the money they raised to aid charities. This year's carnival sent aid to Afghanistan and contributed to local causes as well.

Great, the parents said. But surely you don't mean that there will be no homecoming queen? "Nope," McAlister replied. "Not even going to have her."

The reaction was priceless. The students thought getting rid of the whole idea of high school "royalty" was terrific. But the parents...

"The ones that really flailed against this were the moms and dads," says McAlister. "They'd say, 'What do you mean no homecoming queen? I was homecoming queen, and I think my daughter has a shot.'"

Mom, get over it. Your daughter has moved on. Perhaps to concerns about the environment. The reason there are fewer election posters at some schools is the students at Las Lomas and College Park, for example, passed a rule against running off hundreds of posters at Kinkos and wallpapering the school.

The rule is hand-drawn posters only. That makes for fewer posters and, incidentally, way cooler posters...

The New School Spirit: *Service*

by Alex Kain,
WASC Board President, Olympic HS, Senior

We've all been there. The loud, lockered halls plastered in signs promoting "Choose Cruz" and "Expect Pain if You Don't Vote Wayne." We've enjoyed candy distributed by squealing, peppy candidates hoping to gain one more vote and listened to their speeches promising everything from three new vending machines to reunification of the Warsaw Pact. Yet after our ears bleed from pretentiously witty slogans and we sink into a deep candy-induced food coma, we wonder why do student government elections even matter?

Student elections are often viewed as popularity contests driven by the issues of spirit weeks and dance themes. However, as Washington State student leaders take a more active role in administrative policy and community service, the selection of quality candidates is growing dependent on the ability of student leaders to represent their peers.

Student government leaders labor in order to provide a sense of spirit in their school. Though all too often, candidates



School Halls to Legislative Halls: WASC Board members testified on the value of education reform at the Senate K-12 Higher Education Committee. Alex Kain (center) Olympic HS, Silverdale and Dolly Nguyen and Kourosh Zamanizadeh, Mountain View HS, Vancouver.

follow a narrow path toward this lofty, intangible goal, and they run thinking that their classmates only take interest in dress-up days and pep assemblies. Senior Melanie Davis claims "I don't care about spirit week. I want someone who will be involved in all areas and who will provide a voice to the administration that represents the entire class, not just the guys who paint their faces blue at football games." Student leaders that gain respect are the ones who care about the issues of their entire class, as divided and diverse as it may be.

Genuine spirit exists when every pupil is accompanied by a sense of purpose as they attend school. If all students contribute meaningfully to their school, they take pride in their efforts and, in turn, pride in the small community they experience six hours a day, five days a week.

Student leaders are starting to realize the necessity of addressing concerns that appeal to as many students as possible. They now promote community service opportunities and their abilities to influence administration, as well as their knowledge of world affairs instead of traditional, mainstream student government events such as homecoming that cater to a small student minority.

Even as issues change, the zeal of election week will remain. Candidates running on the same platforms will try to outdo one another creating even larger posters than the year before until all trees are destroyed and the Pacific Northwest is covered in a rainbow cornucopia of butcher paper.

Then the issues will shift from school spirit to environmental activism. But of course, crazy elections will stay the same.



How Do You Represent All Students? *Thoughts from the WASC Board*

A quality in any student government leader should not be, who can come up with the best "slam" or "burn." It should be the person who deserves the most respect, by demonstrating the most respect.

Tim Petersen
Eatonville HS

With a school as large as ours (2300 students) it's extremely difficult to reach every student; however, a common ground must be found. This year we tried too hard to reach everyone at one time and these became the times that we failed. I feel if leaders focused their attention on one "group" at a time, then more would be accomplished and with much more quality. There are always going to be unhappy students, but if you gain a student's trust just once, then they are on your side for life.

Dolly Nguyen
Mountain View HS

As a student leader involved in ASB for over 4 years, I have come to the conclusion that it is humanly impossible to include every single person. But you can try your hardest and put forth the greatest effort to show you support all diversities in your school. Promise your voice and your ears to the students. I have had to deny requests from our administration for more sports recognition. I felt they needed to rethink the idea and create something that would recognize all students. Overall it takes passion, courage and dedication.

Cody W. Traub
Kalama HS

All great change in America begins at the dinner table. —Ronald Reagan

First-Ever Bilingual Leadership Camp: *Three high schools (Oroville, Nooksack Valley and Mossyrock) participated in the Hispanic Leadership Development Camp last summer at the Chewelah Peak Learning Center. The camp has been renamed the Bilingual Leadership Development Camp. It is open to all students interested in developing leadership skills in a multilingual setting. Currently, the delivery model is in Spanish and English.*



Road Trip to Mission Possible: *Selah JH's Rochel Burke (left) and Krista Garcia on the way to attend Mission Possible. The fall middle level retreat was held this year both at the Cispus and Chewelah Peak Learning Centers.*

Letter to Yourself:

Delegates at summer leadership camp reflect on their learning in a letter to themselves. To keep the spirit of leadership camp alive, the letters are sent back to the students during January.



"Hello, Student Leadership...": *With their snazzy new cordless headsets, Jan Phillips (left) and Charlene Victorson at the Cispus Learning Center are ready for the summer leadership camp season to begin.*



Student 2 Student (S2S): *Students (from left) Alicia LeDuc and Terassa Wren of WF West HS and Andrea Walter and Kelly Walster of White Pass HS are S2S Regional Coordinators. The program is a student-led initiative to help every student in the Class of 2008 to connect the new graduation requirements to their lives.*

WE NEED YOU FOR THE Photo Album

Do you have interesting photos of student leadership programs at your school? Did you take a picture at a Washington Student Leadership sponsored event? We want to feature student leadership in action!

Send your photos with a brief description to:
 Joe Fenbert joef@awsp.org
 2142 Cispus Road, Randle, WA 98377

Washington School Principals
 Education Foundation
Washington Student Leadership
 2142 Cispus Road
 Randle, WA 98377-9305

PRSR STD
 U.S. Postage
PAID
 Olympia, WA
Permit No. 323