BUILDING BETTER LEADERS
STUDENT ATHLETE LEADERSHIP TRAINING

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“I FEEL THE NEED- THE NEED TO LEAD”

What are the benefits of a good leadership program?

- Personal growth for student athletes
- Reinforces our emphasis of our department goals
- Less team discipline; teammates holding each other accountable
WHAT IS YOUR PURPOSE?

• What are your goals for the group?
• Have a clear and precise vision and or mission:

**Mission Statement:** Our mission is to provide effective leadership skills to all members for the benefit of personal growth as well as team growth. We hope to create a positive atmosphere for all of our teams and our entire activity program.
Only captains? -our group is called SAAC and is not captains only

How many students per grade level? -9th-5, 10th-7, 11th-7, 12th-8

How many total students? -27

What is your screening process? –work through MS, HS faculty and current SAAC members; GPA requirement; attendance requirement; citizenship requirement
FIRST SAAC MEETING - MAY

- Elect officers
- Get to know you ice breakers
- Discuss program evaluations from previous year
- Prepare for Summer Sportsmanship Summit

Well done is better than well said.

Benjamin Franklin
SAAC OFFICERS

- President- Macho Man Volleyball, Polar Plunge- Community Service- SR
- Vice President- Senior Citizen Prom, Bronco Time Meetings- JR
- Sgt. of Arms- Monthly Ice Breakers, Graduation Volunteers- Any grade
LEADERSHIP PROGRAM COMPONENTS

- Lunch and Learn
- Student Led Activities
- Community Service- Servant Leadership
- Leadership Workshops
LUNCH AND LEARN

• Meet once a month- during lunch- for about 1 hour
• Agenda
• Ice Breaker- Sgt. of Arms
• Open discussion about LSN issues/topics
• Book talk
RESOURCES- BOOK TALK
LEADERSHIP LIBRARY

- Bruce Brown- Captains- 7 Ways to Lead Your Team
- Jeff Janssen- Team Captains Leadership Manual
- Jon Gordon- The Hard Hat
- Cory Dobbs- Becoming a Team Leader
STUDENT LED ACTIVITIES

- Missouri National Guard - Team Building Activities
- Result of the first year surveys- kids wanted more activities
- Kids are divided into groups- we meet once a month
- Entirely student led and student driven- we now invite one member of each team to join us
SERVANT LEADERSHIP

- Four main projects- Macho Man Volleyball (Nov), Polar Plunge (Feb), Senior Citizen Prom (Apr), Graduation (May)
- Smaller projects include assisting with feeder elementary schools’ spring cleaning and Coldwater, a local charity
- Two main purposes of servant leadership-
  - The ability to serve creates the opportunity to lead; learning the importance of helping others and giving back to the community
  - working together as a group for the good of a common goal; teamwork, accepting different roles
LEADERSHIP WORKSHOP

- Greg A. Dale, Ph.D. is a Professor of Sport Psychology and Sport Ethics at Duke University. He is also the Director of the Sport Psychology and Leadership Programs for Duke Athletics.
- Attempt to bring him in once every 4 years
- Leadership workshop for our SAAC group as well as presentations for coaches and parents
CHICK- FIL- A LEADERSHIP ACADEMY

- Work with your local Chick-Fil-A store
- They sponsor the entire program- bring lunch for the kickoff
- Approximately 20-30 students in the program
- Servant leadership projects and team building activities
MEASURING SUCCESS

- Student surveys - google forms
- Individual written responses
- Exit conversations with seniors
- Coaching surveys - monthly
- Data - discipline issues in and out of school
RECOGNITION

- Senior Athlete Award Luncheon
- All senior SAAC members are presented a plaque with special mention of the president
- “This is the coolest award I have ever received.”
- T-shirts for all members

Recognition is the greatest motivator.

- Gerard C. Eadeale
SUMMARY

• Have a clear purpose
• Decide on a selection process, numbers
• Four main components- Lunch & Learn, Student Activities, Servant Leadership, Leadership Workshop
• Evaluate
• Recognize
DEVELOPING CAPTAINS & LEADERS

CAROL HATTON - DIRECTOR OF ATHLETICS

ROLAND PARK COUNTRY SCHOOL BALTIMORE, MD
RPCS STATS

- K-12 INDEPENDENT ALL GIRLS SCHOOL
- 610 ENROLLED
- 319 UPPER SCHOOL STUDENTS

- 16 SPORTS- 25 US TEAMS- 39 MS&US TEAMS

- BETWEEN 2013-2016-
  - 71%- PARTICIPATION IN AT LEAST ONE US SPORT
  - 21%- GRADUATING CLASS CONTINUED TO COMPETE AT THE COLLEGIATE LEVEL IN 12 DIFFERENT SPORTS
“LEADERSHIP STARTS AT THE TOP”
- MORGAN WOOTON
ATHLETIC CULTURE

• CREATE AN ENVIRONMENT WHERE STUDENTS AND COACHES ARE PROUD TO LEAD

• COMMITMENT TO ATHLETICS IS VALUED AND SUCCESS IS CELEBRATED

• INTERNAL AND EXTERNAL COMMUNITY IS A PRIORITY

• HIGH COMMUNITY STANDARDS ARE EXPECTED OF COACHES AND STUDENTS
CELEBRATE SUCCESS

• ATHLETE OF THE MONTH - JV & V ATHLETES
• SPECIAL ANNOUNCEMENTS
• ALL-CONFERENCE
• SENIOR APPRECIATION LUNCHEON
• COLLEGE BOUND SENIOR ATHLETE RECEPTION
• ALL SCHOOL ATHLETIC AWARDS
RELATIONSHIPS = KEY TO SUCCESS

• Do your coaches/athletes feel supported by you?
• Do your coaches/athletes feel like you care?
• Do your coaches/athletes feel like their sport is a priority?
• Are you accessible to your coaches/athletes? Are you accessible to them in person?
• Do you go out of your way to celebrate their successes?
• Do you go out of your way to pick them up after a loss, parent issue, etc?
LEADERSHIP DEVELOPMENT FOR COACHES

* PRE SEASON MEETINGS
* WORKSHOPS - ON & OFF CAMPUS
* COACHES COFFEE
* TEAMWORK
RPCS ATHLETIC LEADERSHIP

ATHLETIC ASSOCIATION (30+ YEARS)
• Recognized as 1 of the “Big 5” Upper School Organizations
• Time is budgeted into the schedule 1x every 10 days for a meeting
• Elected positions by student body - President, VP, 2 reps per grade level (10 students)
• Run by faculty rep, assistant AD, AD

CAPTAINS CORNER (4 YEARS)
• Meeting 2x every 10 days with in season captains (between 10-20 students)
• Meeting time is based upon student schedules
• Run by AD, assistant AD
ATHLETIC ASSOCIATION

ROLE OF THE ATHLETIC ASSOCIATION IS TO:

• REPRESENT THE ATHLETIC DEPARTMENT IN OVERALL UPPER SCHOOL LEADERSHIP DISCUSSION

• FACILITATE ATHLETE OF THE MONTH PROGRAM
ATHLETIC ASSOCIATION, CONT.

COORDINATE ANNUAL ALL SCHOOL EVENTS (INTERNAL & EXTERNAL COMMUNITY)

• FALL - 5K SUPPORTING ATHLETES SERVING ATHLETES
• WINTER - US DODGEBALL TOURNAMENT
• SPRING - US FIELD DAY
• PARTNERSHIP WITH LMCJS - BALTIMORE CHARTER SCHOOL
CAPTAINS CORNER

IN SEASON VARSITY CAPTAINS MEET 2X EVERY 10 DAYS

- LUNCH MEETING: 35 MINS
- 5TH PERIOD MEETING: 75 MINS
ROLE OF CAPTAINS CORNER

• TO DEVELOP VARSITY CAPTAINS INTO PRODUCTIVE LEADERS FOR THEIR COACHES AND TEAMMATES. AN RPCS CAPTAIN IS CONFIDENT, COMPETITIVE AND SELF LESS. THEY ARE ALWAYS STRIVING TO MAKE THEMSELVES AND THOSE AROUND THEM BETTER WHILE RESPECTING THE GAME.

• WE FOCUS ON THE FOLLOWING TOPICS IN CAPTAINS CORNER:
  • GOAL SETTING
  • COMMUNICATION
  • PROBLEM SOLVING
  • TEAM BONDING
  • SELF AWARENESS
  • REFLECTION
RESOURCES TO USE WITH CAPTAINS & COACHES

- **PCA**
- **The Hard Hat- 21 Ways to Be a Great Teammate** - Jon Gordon
- **The Energy Bus** - Jon Gordon
- **Strengths Finder** - Tom Rath
- **A Coach’s Guide to Developing Exemplary Leaders** - James M. Kouzes, Barry Z. Posner
CAPTAINS SELECTION PROCESS

• IMPORTANT TOPIC TO DISCUSS WITH YOUR COACHES

• ASK COACHES TO SHARE THEIR CAPTAIN SELECTION PROCESS WITH YOU AND EACH OTHER

• ELECTION VS. APPOINTMENT

• JOB DESCRIPTION/LIST OF IMPORTANT QUALITIES
ROAD BLOCKS

• STUDENTS SCHEDULES
• COACHING ISSUES
• SELECTED CAPTAINS
• NEVER ENOUGH TIME
GOALS MOVING FORWARD

- INCLUDE JV CAPTAINS
- SPRING WORKSHOP FOR RISING SOPHOMORES & JUNIORS
- USE CLUB TIME TO MEET
- DEVELOP A FORMAL CURRICULUM
QUESTIONS???
COMMENTS???

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