



PARTNERS

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PCLT CELEBRATES 15TH ANNIVERSARY

FROM THE PORCH TO THE FOREFRONT OF LEADERSHIP DEVELOPMENT

When Sharon Rose Powell, founding President of the Princeton Center for Leadership Training (PCLT), set up a small office on the porch of her home in the fall of 1988, her vision was to grow Peer Group Connection (PGC), the high school peer leadership model she had developed nine years earlier at Princeton High School. Early grants from foundations like the Fund for New Jersey and the Coca-Cola Foundation in Atlanta gave Dr. Powell the capital she needed to both expand and evaluate PGC. Those early funders saw the potential that this program's 24-year history now attests to.

Over the next several years, PCLT offered training to high school faculty advisors so they could run their own for-credit courses in peer leadership. PCLT's staff began to grow and diversify as it developed long-term relationships in two urban communities: Newark, NJ and Atlanta, GA.

In the early 1990s Dr. Powell made a significant shift in focus that expanded PCLT's mission to include leadership development not just for students,

but for teachers, parents, and other school stakeholders. This change in focus began when superintendents in Newark and Atlanta asked her to adapt the leadership techniques she had designed for students to help faculty and administrators hone their own leadership skills.

From that time forward, PCLT has had a dual mission: *to develop leadership programs at the elementary, middle, and high school levels that utilize older students as positive role models to support their younger peers and to build the capacity of adult leadership teams to improve their school's culture and instructional climate.*



Celebrating is a healthy practice! In 1989, Dr. Sharon Rose Powell, founder of PCLT (first row, second from left), celebrated the 10th anniversary of Peer Group Connection with Princeton High School peer leader alumni who graduated between 1979 and 1984.

As PCLT has grown from its humble beginnings on Dr. Powell's porch to its current residence in an historic house in the heart of Princeton, a dedicated staff of 17 educators and psychologists have taken the concept of peer leadership to new levels of implementation. In partnership with the New Jersey Department of Health and Senior

Services, other not-for-profits, and over 300 schools
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PRESIDENT'S MESSAGE

A VISION OF SHARED LEADERSHIP FOR NJ SCHOOLS

Michael Fullan, a well-known educator and author of *Leading in a Culture of Change* (Jossey-Bass, 2001), has declared that this next decade is “a period in which leadership development is the primary strategy for large-scale sustainable reform.”

This notion echoes our approach at PCLT. During the past 15 years of service to New Jersey schools, we have been encouraging a culture of shared leadership — one that invests time and resources to help administrators and staff build their capacity to lead. Too often we expect those who serve on school management or action teams to lead their colleagues in school change without giving them the basic tools to be successful.

Establishing collaborative, action-based teams requires an examination of new roles and responsibilities. At PCLT we prepare teams to take on a variety of challenges, including how to motivate and involve others in an ongoing dialogue concerning critical issues; create a climate of respect and cooperation; conduct a school-wide needs assessment; build a common vision and agreed-upon principles; and, most importantly, implement that vision through effective, cutting-edge strategies.

Taking time to develop leadership is a tall order for educators who are besieged by daily crises. Yet as we begin another year, it's critical to stay focused on what our schools can and must do to change for the better. Building the capacity of school leaders to work in more effective teams is a valuable place to start.

Sharon Rose Powell

Sharon Rose Powell, Ed.D.
President

Throughout the year, PCLT will hold special events to commemorate its 15th anniversary. Check your mail and future issues of “Partners” for announcements about these events.

15TH ANNIVERSARY... (continued from page 1)

from every county in New Jersey, PCLT provides leadership training for approximately 30,000 students and 1,000 adults every year. And the numbers continue to grow.

From the porch to downtown Princeton, from PGC to a whole host of peer leadership programs (NJ Peer to Peer, NJ Teen PEP, REBEL 2, and the Transition Project, among others), from students to teachers to administrators, PCLT has come a long way, and is proud to announce its 15th anniversary. What makes PCLT proudest of all, though, is that our work is helping to forge special relationships among students and the adults who work with them — relationships built on trust, cooperation, and mutual respect.



The PCLT Staff continues its work of developing leadership and building partnerships. Pictured first row (l to r): Kate LeVan, Assistant to the President; Lori Muffi, Director of Transition Project; Melissa Brand, Director of Special Projects; and Tina McElmoyl, NJ Teen PEP Program Administrator. Second row: Dr. Margo Ross, Vice President & Director of NJ Peer to Peer; Pam Taylor, NJ Peer to Peer Program Administrator; Dr. Sherry Barr, Vice President & Director of NJ Teen PEP; Dr. Abby Attias, Vice President and Director of REBEL 2; and Calvin Thomas, Lead Trainer. Third row: Rebecca Brown, REBEL 2 Program Evaluator; Dr. Sharon Rose Powell, President; Angela Spence DeGraff, Lead Trainer; Elsie Sheidler, REBEL 2 Assistant Director; and Daphne Casciano, REBEL 2 Program Administrator. Absent from photo are Jocelyn DeAngelis, Program Evaluator for NJ Peer to Peer and NJ Teen PEP; Rosemary Greene, Controller; and Rachel Kyle, NJ Peer to Peer Assistant Director.

NJ PEER TO PEER DAY OF LEARNING IN PHOTOS

NEW JERSEY PEER TO PEER HOLDS ITS 6TH ANNUAL STATEWIDE EVENT



Pictured on the left are the Lakewood Middle School PTP leaders ready for their outreach "Drugs Are Ugly and Uncool," which they presented at the PTP Day of Learning on December 4, 2002.

"This program prepared me to be a good leader and to share this knowledge with others."

PTP Participant
Day of Learning

"It was such a delight to watch our leaders interact with leaders from other schools."

PTP Adult Mentor
Day of Learning

Pictured on the right are two Audubon Jr./Sr. High School PTP students who attended the NJ Peer to Peer Day of Learning. Audubon is one of 19 new schools that joined the PTP network of over 100 middle schools this year.



LAWRENCE INVESTS IN LEADERSHIP DEVELOPMENT

ACTION TEAMS TAKE THE LEAD

As part of its Middle States Accreditation for Growth (AFG) process, Lawrence High School administrators and staff are on a quest to improve student performance. Lawrence High School's principal, Don Profitt, has created a 15-member Action Team to help facilitate the school's ambitious agenda. In partnership with PCLT, team members are receiving leadership training to equip them with the skills and knowledge to be more effective.

In January, PCLT President Dr. Sharon Rose Powell led a two-day overnight retreat to prepare Action Team members for their role in

conducting several on-site staff development inservice days. In this way, all faculty will be actively engaged in the AFG process, with an emphasis in three areas: 1) higher academic standards for all students; 2) bridging the gap for minority students; and 3) a commitment to ethics and values training for staff and students.



Lawrence High School principal Don Profitt and PCLT President Dr. Sharon Rose Powell make plans for the school's Action Team retreat.

PCLT can design custom programs such as this one for your staff and administrators. For more information, contact Dr. Powell at 609-252-9300 ext. 110 or Spowell@princetonleadership.org.



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HELPING TEENS MAKE HEALTHY DECISIONS

TEEN PEP PROVEN TO BE EFFECTIVE

Is your school looking for a program that has proven its effectiveness in helping teens make healthy decisions? If so, you'll want to know about the New Jersey Teen Prevention Education Program (Teen PEP), sponsored by the New Jersey Department of Health and Senior Services (NJDHSS) and the New Jersey Department of Education in collaboration with PCLT and HiTOPS, Inc. Teen PEP is a year-long sexual health course for a team of junior and senior high school students who become peer educators and sexual health advocates. This spring, 10-12 New Jersey high schools will be selected to join our growing network which now has 34 member schools.

But does the program work? A program evaluation funded by NJDHSS measured changes in students' knowledge, skills, attitudes and behaviors as a result of participation in Teen PEP. Results show that after just one year of involvement in Teen PEP, students are making healthier, more informed decisions. Specifically, students know more about sexual health

issues, are more likely to decide to postpone sexual involvement, have stronger assertiveness and refusal skills, and hold attitudes that support safer sex practices. Students are also more likely to talk with their partners about sexual health issues, use contraception more consistently, and report specific behaviors to help them avoid sexually transmitted infections.

"Because of Teen PEP, I am able to make smart, responsible decisions and help influence others to do the same."

Teen PEP
Peer Educator

To learn more about how your school can become involved with this program to help students make positive, potentially life-altering, attitudinal and behavioral shifts, please contact Dr. Sherry Barr, Teen PEP Program Director, at 609-252-9300 ext. 117 or Sbarr@princetonleadership.org. Space is limited, so don't delay!