



WANAQUE SCHOOL DISTRICT

Shaping the Future... One Student at a Time

Wanaque School District's Career Focused Peer Leadership Community Manual



The Wanaque Public School District, a unified community in partnership with students in grades PreK-8, parents, and staff, engages all students by providing an enriched academic and social foundation that fosters a love of learning, where all students achieve the New Jersey Student Learning Standards at all grade levels, thereby creating informed citizens ready to meet the varying challenges of a rapidly changing world.

Our mission is to recognize and provide positive learning experiences necessary to foster the intellectual, social, physical, and emotional development of the individual child.



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Peer Leadership Belief Statement

We believe that all students can be leaders and by creating opportunities for leadership, we are teaching them to lead. We believe that in order to expect students to be leaders, we, as adults, have to model leadership. Furthermore, we believe that the leaders of tomorrow start today and need support and nurturing to develop their own leadership style.

Middle Grades Career Awareness and Exploration Grant

The Wanaque School District was one of sixteen districts to be awarded the Middle Grades Career Awareness and Exploration Competitive Grant. It is the intent of this grant is to cultivate the development of innovative career awareness and exploration programs focused on engaging career-focused instruction and unique experiences for students in the middle grades (defined as grades 5 – 8). The New Jersey Department of Education (NJDOE) has established a three year grant program. Districts are required to implement the program in at least one grade level during the first year, and at least one additional adjacent grade in each subsequent year of the grant.

Goals of the Grant:

- *Empower students by providing early access to engaging career focused instruction and unique experiences that build self-awareness*
- *Increase focused direction in high school*
- *Ignite interest and passion for high-skill, high-wage and in-demand careers.*

Objectives of the Grant:

- *Increase students' awareness of career and technical education opportunities*
- *Enhance students' self-awareness of interests*
- *Build the capacity of teachers to integrate career focused instruction aligned to students' interests into instruction*
- *Build the capacity of school counselors to provide career information to students*
- *Increase collaboration between the middle grades and secondary schools regarding CTE offerings*
- *Increase students' ability to make informed decisions about secondary and postsecondary options and career pathways*
- *Identify and disseminate resources, innovative strategies, and best practices that can be used to support other schools.*

To accomplish these goals and objectives, the Wanaque School District is implementing a Career Focused Peer Leadership program for our middle school students. For the 2021-22 School Year, this program will begin with the sixth grade class, and each year moving forward, will include the grade level prior, for three consecutive years. By the 2023-24 School Year, the Career



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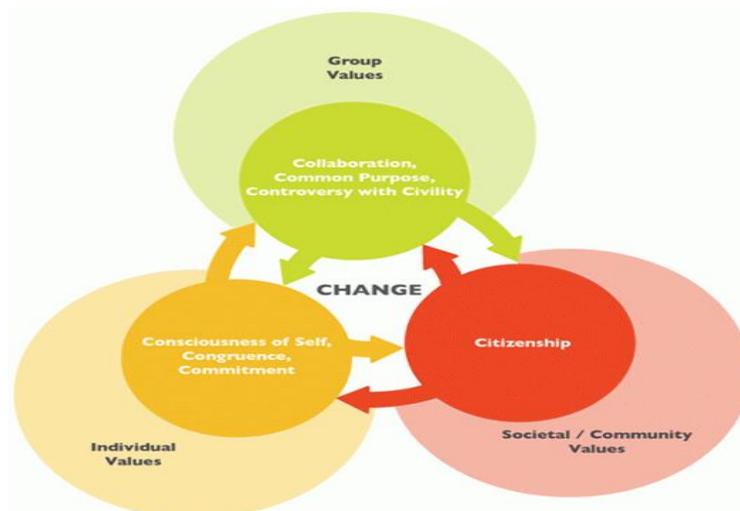
Focused Peer Leadership Program will be implemented in all our middle grades: sixth, seventh, and eighth.

Leadership in the Wanaque School District

Leadership is not just running a meeting or making rules, though that might be part of it. Leadership is a philosophy, and just like any philosophy, one must be committed to the idea in order for it to work.

Leadership: A group of committed persons purposefully engaging in an activity to create change.

The Social Change Model of Leadership Development was developed at the University of California at Los Angeles through a grant from the Dwight D. Eisenhower Leadership Program at the United States Department of Education. The conceptual model was created by a "working ensemble" that wanted to design a model of leadership for a new generation of leaders to initiate social change. Research on **successful leaders suggests a concept of effective leadership which emphasizes collective action and shared power rather than "command and control,"** and which requires a passionate commitment on the part of the "leader" to social justice. Traditional leadership models tend to be hierarchical, driven by the concept of a designated "leader" who provides "the follower" with vision, energy, and whatever resources are needed to achieve the desired goals. These models are based on the values of power, competition, and rewards. This current model sees leadership as a process predicated on the values of equity, inclusion, and service. The notion of a leader as an agent of change and of leadership as collective action to effect social change, suggests that a conscious focus on values is at the core of any leadership effort. **Leadership development should focus not only on the value implications of any proposed social change, but also on the personal values of the "leaders" themselves.**





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What are Peer Leaders?

Peer leaders are young people who make a commitment to promote healthy behavior in their communities, particularly among other young people. Wanaque School District's innovative peer leadership training programs engage young people in the learning process and encourage self-discovery within the context of their own personal experiences, as well as their membership within a community. After completing peer leadership training, young people educate their peers about health and drug prevention issues, community service projects, tolerance, and diversity. Peer Leaders promote a drug and alcohol free lifestyle through a wide range of creative and effective strategies.

Our Peer Leadership groups also have a specific Career Cluster focus. Depending on the group, students learn about a specific Career Cluster and the New Jersey Key Industry Pathways associated. They engage in unique experiences to learn about these pathways and are able to explore and ignite their own passions.

Why Join a Career Focused Peer Leadership Program?

Following is a list of benefits of joining a Peer Leadership group:

- Making a lasting contribution to the community
- A place to show talents or a forum to share ideas
- Acquiring and developing new skills and interests
- Feelings of value
- Building identity and credentials in a field
- Learning about new career and organizational responsibilities
- Making new friends
- Participating in special opportunities
- Information and knowledge gain
- Prestige and publicity
- A chance to test capabilities or challenge oneself
- Become inspired by a leader or event of service
- Being involved in decision making matters of concern



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How Are Peer Leaders Selected?

Peer Leadership is an inclusive extracurricular program. During the application process, students will be required to list three Peer Leadership groups they would like to be a part of, and the student will then be placed in one of those groups by the Peer Leadership Committee. The groups will be fully explained to the students, so they have an understanding of the purpose/goal of the Peer Leadership group, as well as what Career Cluster and Pathways are associated.

Year One: Applications are sent out in December to the entire grade 6 class during the course, Core + More. Applications are sent out again in May to the entire grade 5 and grade 6 class to prepare for the following year.

Year Two & Beyond: Applications are sent out in May to the entire grade 5, 6, and 7 class to prepare for the following year.

Qualifications Include:

- Interest in performing a community service
- Enthusiasm for the middle school
- Willingness to model appropriate behavior
- Desire to be part of a group affecting the school and community
- Completion of application

What are the Expectations of a Peer Leader?

- Role model for academic, co-curricular, and leadership behaviors
- Effective agent for change within the school and community
- Attend Induction Ceremony
- Attend weekly Peer Leadership meetings
- Engage in Career Exploration
- Organize events, alongside Advisor
- Wear T-Shirt when running events/activities/jobs

What Types of Things Can Peer Leaders Do?

Each advisor and Peer Leader relationship is unique. There is no one formula for success. The way in which Peer Leaders are utilized is up to both the Peer Leader and Advisor. What follows is a list of common tasks that Peer Leaders can undertake:

- Facilitate group discussion (especially about topics such as alcohol, relationships, etc.)
- Relate personal experiences
- Model appropriate behavior and civility
- Organize service projects
- Organize out of class/in class activities (cultural events, trips)



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- Mentor younger students
- Assist peers with Middle School transition

How is Misbehavior from a Peer Leader Handled?

Peer Leadership is a COMMITMENT from the beginning to the end. Being a Peer Leader is a privilege, and it is one that can be taken away at any time during the year.

“With great power - comes great responsibility.” There is a Probation Team set up to help Peer Leaders who have broken the [Code of Conduct](#) or had an infraction. The Team is made-up of the Peer Leader Coordinators and Advisor. The main purpose of probation is for a second chance and to offer guidance. Students who are sent to probation are given a second chance to prove their dedication/commitment to Peer Leaders through community service projects and extra Peer Leader duties. Parents will be notified before the meeting takes place and a document of the plan moving forward will be given to the Peer Leader.

Here is a list of possible probation infractions:

- Breaking the Wanaque School District Code of Conduct
- Missing three or more meetings, unexcused
- Breaking any of the Six Pillars of Character

What are the Six Pillars of Character?

The Six Pillars of Character are used as a way to show students what qualities we are looking to develop within our Peer Leaders throughout the year.

During meetings, advisors will explicitly teach about them and run games and activities to develop these pillars. By December break, Peer Leaders will be able to recite them.

TRUSTWORTHINESS

Be honest • Don't deceive, cheat or steal • Be reliable — do what you say you'll do • Have the courage to do the right thing • Build a good reputation • Be loyal — stand by your family, friends and country

RESPECT

Treat others with respect; follow the Golden Rule • Be tolerant of differences • Use good manners, not bad language • Be considerate of the feelings of others • Don't threaten, hit or hurt anyone • Deal peacefully with anger, insults and disagreements



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RESPONSIBILITY

Do what you are supposed to do • Persevere: keep on trying! • Always do your best • Use self-control • Be self-disciplined • Think before you act — consider the consequences • Be accountable for your choices

FAIRNESS

Play by the rules • Take turns and share • Be open-minded; listen to others • Don't take advantage of others • Don't blame others carelessly

CARING

Be kind • Be compassionate and show you care • Express gratitude • Forgive others • Help people in need

CITIZEN

Do your share to make your school and community better • Cooperate • Get involved in community affairs • Stay informed; vote • Be a good neighbor • Obey laws and rules • Respect authority • Protect the environment

<https://charactercounts.org/character-counts-overview/six-pillars/>

What are the Career Clusters & New Jersey Key Industry Pathways?

In addition to teaching about the six Pillars of Character, advisors will also focus meetings on the Career Cluster and Pathway specific to the Peer Leadership group.

The New Jersey Department of Labor and Workforce Development (NJDOL) has identified nine key industry clusters in New Jersey: Construction and Energy; Finance; Health Care; Leisure and Hospitality; Life Sciences; Manufacturing; Retail Trade; Technology; and Transportation, Logistics and Distribution. Peer Leaders focuses on the high-skill, high-wage, in-demand pathways that fall within each of these key industry clusters:

Architecture and Construction

This Career Cluster is focused on careers in designing, planning, managing, building and maintaining the built environment.

- **Design/Pre-Construction Pathway:** People with careers in design/pre-construction turn a concept into a set of plans. Their plans guide other construction professionals as they continue the building process.
- **Construction Pathway:** Employees in construction build and remodel houses, apartments, industrial buildings, warehouses, office buildings, churches, schools and recreational facilities. This pathway also includes the builders of highways, streets, bridges, tunnels, and airports, as well as power plants, chemical plants, refineries, and mills.



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- **Maintenance/Operations Pathway:** Employees in maintenance and operations unload, inspect, and move new equipment into position. They determine the optimal placement of machines in a plant, assemble, install, and repair machinery, as well as perform preventive maintenance. They also detect, diagnose, and correct minor problems on machinery.

Business Management

This Career Cluster is focused on careers in planning, organizing, directing, and evaluating business functions essential to efficient and productive business operations.

- **General Management Pathway:** This focuses on careers that plan, organize, direct, and evaluate all or part of a business organization through the allocation and the use of financial, human, and material resources.

Finance

This Career Cluster is focused on services for financial and investment planning, banking, insurance, and business financial management.

- **Business Finance Pathway:** The business finance function in a company is to manage policy and strategy for (and the implementation of) capital structure, budgeting, acquisition and investment, financial modeling and planning, funding, dividends, and taxation.
- **Accounting Pathway:** Accounting encompasses careers that record, classify, summarize, analyze, and communicate a business's financial information/business transactions for use in management decision-making. Accounting includes such activities as bookkeeping, systems design, analysis, and interpretation of accounting information.
- **Banking Services Pathway:** Primarily concerned with accepting deposits, lending funds, and extending credit, banking services include cash management, short-term investments, mortgages and other loans, credit cards, and bill payment. Banking services are delivered via a number of different institutions, from commercial banks (the largest group) and other traditional means (savings and loans associations, credit unions, and local banks).

Health Sciences

This Career Cluster is focused on planning, managing, and providing therapeutic services, diagnostic services, health informatics, and biotechnology research and development.

- **Therapeutic Services Pathway:** Careers in the Therapeutic Services pathway are focused primarily on changing the health status of the patient over time. Health professionals in this pathway work directly with patients; they provide care, treatment, counseling, and health education information.
- **Diagnostic Services Pathway:** Careers in the Diagnostic Services pathway use tests and evaluations that aid in the detection, diagnosis and treatment of diseases, injuries, or other physical conditions.
- **Biotechnology Research & Development Pathway:** Careers in the Biotechnology Research and Development pathway involve bioscience research and development as it applies to human health. These scientists may study diseases to discover new treatments



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or invent medical devices used to directly assist patients or to improve the accuracy of diagnostic tests.

Information Technology

This Career Cluster is focused on building linkages in information technology occupations for careers related to the design, development and management of hardware, software, multimedia and systems integration services.

- **Network Systems Pathway:** Careers in Network Systems involve network analysis, planning and implementation, design, installation, maintenance, and management of network systems. Successful establishment and maintenance of information technology infrastructure is critical to the success of almost every 21st century organization.
- **Web & Digital Communications Pathway:** Careers in Web and Digital Communications involve creating, designing and producing interactive multimedia products and services, including development of digitally-generated or computer-enhanced media used in business, training, entertainment, communications, and marketing. Organizations of all types and sizes use digital media to communicate with existing and potential customers, to track transactions, and to collaborate with colleagues.
- **Programming & Software Development Pathway:** Careers in Programming and Software Development involve the design development implementation and maintenance of computer systems and software, requiring knowledge of computer operating systems, programming languages, and software development.

Manufacturing

This Career Cluster is focused on planning, managing and performing the processing of materials into intermediate or final products and related professional and technical support activities such as production planning and control, maintenance and manufacturing, and process engineering.

- **Production Pathway:** People with careers in production work on the shop floor making parts or assembling them. They work with machines, making or assembling electronic parts, constructing or assembling them, assembling modular housing, performing welding jobs, wind energy, or printing various materials.
- **Manufacturing Production Process Development Pathway:** Employees in Manufacturing Production Process Development are responsible for product design and design of the manufacturing process. They work with customers to ensure the manufacturing process produces a product that meets or exceeds customer expectations. They also monitor the manufacturing process and the materials used to manufacture the product.

Science, Technology, Engineering, and Mathematics (S.T.E.M.)

This Career Cluster is focused on planning, managing and providing scientific research and professional and technical services (e.g., physical science, social science, engineering) including laboratory and testing services, and research and development services such as geothermal generation technologies. The Science, Technology, Engineering, and Mathematics cluster prepares students for careers using problem-solving with science, technology, engineering and math (STEM) skills.



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- **Engineering & Technology Pathway:** Careers aligned with the engineering and technology pathway involve studying and applying principles from advanced mathematics, science disciplines, and technology. All engineers and technologists apply key science concepts and processes to design solutions to identified problems.

Transportation, Distribution and Logistics

This Career Cluster is focused on planning, management, and movement of people, materials, and goods by road, pipeline, air, rail and water, and related professional support services such as transportation infrastructure planning and management, green energy, logistics services, mobile equipment, and facility maintenance.

- **Logistics Planning & Management Services Pathway:** Careers in the Logistics Planning and Management Services pathway involve planning, management and control of the distribution of materials, products, and people. Often, more than one mode of transportation is used as distribution efforts can be complex, even national or global. These people are responsible for the plans which will ensure that cargo arrives at the right location, on time, and in the safest, most economical manner.
- **Facility and Mobile Equipment Maintenance Pathway:** Careers in the Facility and Mobile Equipment pathway include the maintenance, repair, and servicing of vehicles and transportation facilities. All transportation relies on equipment which must function as designed, whenever needed. The people in this pathway keep the equipment and machinery running while looking for more efficient, safe, and cost-effective ways to do so.



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Career Focused Peer Leadership Groups (2021-22 SY)

BRAVE: Being Respectful And Valuing Everyone

Brave's mission is to advance diversity and inclusion by transforming our school and communities into inclusive environments where individuals are valued for their talents and empowered to reach their fullest potential. Students interested should have strong teamwork skills, a desire to see our school and community as an inclusive group, and have strong feelings for acceptance. BRAVE peer leaders will use social media, group meetings and presentations to get their message of hope, value and respect to our community. They will focus on Ability, Cultural Diversity, and Overcoming Discrimination/Prejudice/Stereotypes, and Race/Ethnicity issues within our school. The Career Cluster focus is Health Sciences. Students will learn about careers focused in planning, managing, and providing therapeutic services, diagnostic services, health informatics, and biotechnology research and development.

ROW: Redesigning Our World

The phrase "reuse, reduce, and recycle" means more than just being environmentally conscious. These peer leaders will specialize in planning, designing, creating treasures by seeing new meaning for any item that has been discarded. They enjoy using their hands and creating interesting new uses for everyday objects. This group will take recycling to a new level in an effort to help the environment. The Career Cluster focus is Architecture & Construction. Students will learn about careers focused in designing, planning, managing, building and maintaining the built environment.

STEAM: Student Techs Educate and Mentor

This group's focus is on enriching the Wanaque School District's use of Science, Technology, Engineering, and Mathematics. STEAM peer leaders will work together with their mentor to design, plan, and implement STEAM - inars, or challenge based learning experiences, for their peers to engage in. STEAM peer leaders should have a passion for STEAM education, engineering / design challenges, and have a desire to work to create and lead awesome projects. Most importantly, STEAM peer leaders must be outgoing, willing to try new things, and have the desire to share their passion for STEAM education with others. The Career Cluster focus is STEM. Students will learn about careers focused on planning, managing and providing scientific research and professional and technical services (e.g., physical science, social science, engineering) including laboratory and testing services, and research and development services such as geothermal generation technologies.