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## Request | View

### ISD#709 - Duluth Public Schools

215 North First Ave East

Duluth, , , 55802

**Ein:** 41-6003776

**Phone:** (218)336-8700 | **Fax:** (218)336-8773

**Email:** christopher.peterson@isd709.org

### Project Overview

<b>Grant Program:</b>	DSACF: Requests over \$5,000									
<b>Fund:</b>	<table border="1"><thead><tr><th>Fund</th><th>Amount</th></tr></thead><tbody><tr><td>Scott D. Anderson Leadership Foundation Fund</td><td>\$19,677.00</td></tr><tr><td>Community Leaders Fund</td><td>\$4,423.00</td></tr><tr><td><b>Total</b></td><td><b>\$24,100.00</b></td></tr></tbody></table>	Fund	Amount	Scott D. Anderson Leadership Foundation Fund	\$19,677.00	Community Leaders Fund	\$4,423.00	<b>Total</b>	<b>\$24,100.00</b>	
Fund	Amount									
Scott D. Anderson Leadership Foundation Fund	\$19,677.00									
Community Leaders Fund	\$4,423.00									
<b>Total</b>	<b>\$24,100.00</b>									
<b>Project Title:</b>	Scott Anderson Leadership Forum									
<b>Geographic Area Served:</b>	Duluth Area (Duluth, Proctor, Hermantown, Superior, Cloquet, Esko, Two Harbors, Carlton, Wrenshall, & Moose Lake)									
<b>Population Served:</b>	110 High School students in grades 9th through 11th									
<b>Type of Support:</b>	Project/Program Support									
<b>Project Begin Date</b>	03/01/2016									
<b>Project End Date</b>	12/31/2016									
<b>Amount Requested</b>	\$24,100									
<b>Total Project</b>	\$44,000.00									

## Budget

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**Total Annual** \$141,330,000.00

**Organization  
Budget for  
the year  
requesting  
funds**

## Organization Overview

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ISD#709 - Duluth Public Schools (DBA: Duluth Public Schools)

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215 North First Ave East  
Duluth Minnesota 55802  
<http://ISD709.org> (<http://ISD709.org>)  
Phone: (218)336-8700 - Fax: (218)336-8773

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**EIN:** 41-6003776

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**Type:** Government | **Founded:** 1870

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### History:

Independent School District #709 (Duluth Public Schools) was established on April 2, 1870

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### Mission/Goals:

To provide a quality education that prepares all students for successful lives in the home, community and workplace.

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### Current Programs/Activities:

K-12 public education, community and adult education, and preschool education.

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### Service Statistics:

The Duluth School District covers 337 square miles along the Lake Superior Shoreline, operates 22 facilities with multiple programs and serves approximately 9,000 students in grades Pre-K through 12.

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### Population(s) Served:

9,000 students in grades Pre-K through 12.

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### Geographic Area(s) Served:

Duluth, MN and surrounding area

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### Organization Structure:

The district's staff includes approximately 1,700 full and part-time employees. Over 1,000 community volunteers donate their time to Duluth schools every year. There are currently 7 School Board members and 2 Student Representatives on the Board.

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### Organization Collaborators:

As the largest school district in the area, ISD 709 is the Local Education Agency (LEA) for the greater Duluth area and acts as a fiscal agent to non-public schools in the area with regard to federal and state funding. ISD 709 works closely in partnership with area schools and the community to provide quality education and services which benefit the community as a whole.

# Fiscal Sponsor Overview

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**Organization Name:**

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**Address:**

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**Phone:**

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**EIN:**

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**Primary Contact:**

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**Email:**

## Narrative

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**Please provide a detailed description of the proposed project and the specific activities for which you are seeking funding.**

We are requesting funding for delivery of the week-long "Scott Anderson Leadership Forum" in the summer of 2016. The purpose is to continue providing this annual Forum as an ongoing high-quality leadership development program for high school youth in Duluth and the surrounding area, and to maintain training of local adult leaders for delivering the Forum in future years. The program is an initiative of the Scott D. Anderson Leadership Foundation in partnership with regional high schools and the Duluth Superior Area Community Foundation.

Funding is sought for the purposes of:

1.) Engaging the services of our local leaders to guide development and delivery of the 2016 Forum based on the following conceptual guide utilized by previous Forums:

- Five-day workshop for high school students entering 10-12 grade
- High quality servant leadership programming that emphasizes values and principles articulated by the Scott D. Anderson Leadership Foundation
- Student action plans developed for specific areas of responsibility (or other school-wide area of known need/opportunity)
- Service learning component/experience
- Leadership skills, principles, values and vision gained at the retreat would be carried back to the school and community by the students and benefit the entire student body and community

2.) Engaging a "Forum Staff Leadership Team" comprised of staff representatives from each of the participating high schools who will work with the "Directors" to develop and deliver the Forum, serving a variety of roles, but all as small group leaders.

3.) Providing the supplies and services needed for the Forum, the amounts based on experiences from the past eleven Forums.

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**Please describe the opportunity, challenges, issues/need within the community that your proposal addresses.**

This proposal seeks funding to continue the success of a youth leadership development program initiated in the summer of 2003, and offered every summer since, involving about 110 area high school youth, named the Scott Anderson Leadership Forum (henceforth called SALF).

This program is modeled after a very successful high school leadership development program from Blue Earth, MN, which is now offered yearly as a

summer camp in the Spring Lake Park high schools, as well as periodically in a couple of other districts. These programs began when Dr. Donald Helmstetter, retired Supt of Schools at Spring Lake Park, was asked to establish a peer-helping training program for the Blue Earth school system. His early experience revealed that this age-group of youth were outstanding individuals who were quite willing to serve as peer helpers, but they had little vision beyond their everyday world; a lack of what he calls "purposefulness" about becoming involved in other roles. This prompted Dr. Helmstetter and his colleague Mr. David Oothoudt to begin thinking about a program to develop what he would call "Purposeful Leadership," or "Servant Leadership," i.e., the "Peer-Helping Positively" workshop became a 5-day "Leadership Workshop."

The opportunity to establish this leadership development program was provided by the Scott D. Anderson Leadership Foundation in partnership with Duluth and surrounding area high schools. The need had been strongly affirmed in meetings of the SALF with constituents and experts.

A major preliminary step in initiating this program was taken by the Scott D. Anderson Leadership Foundation by supporting the participation of 7 Duluth area high school students and three adults (Paul and Carol Anderson from the Foundation and Cindy Stauber, then counselor at Marshall School) in the "Peer Helping Positively" leadership program in Blue Earth June 18-21, 2002. This was found to be a terrific program and all agreed that a program similar to this should be developed in Duluth.

Consequently, the Scott D. Anderson Leadership Foundation funded its first grant to the Duluth, MN Public Schools in April 2003, offering the week-long SALF program July 21-25, 2003, for 70 students from area high schools entering 10-12th grades. The program was held at Marshall School and was delivered by Mr. David Oothoudt and Mr. Zac Willette from the Blue Earth program, with the help of several community volunteers and paid school staff. An important feature of the Forum was development by the youth participants of a leadership action plan for their school in an area of need to be implemented the following year. Given its exceptional success (based on evaluations and subsequent outcomes), there was strong support for continuing and further developing the Forum.

Discussions in the fall of 2003 by the Scott D. Anderson Foundation Board of Advisers with input from Forum leaders about the value and future of the SALF noted that the 2003 Forum was put together and delivered by Mr. David Oothoudt and Mr. Zac Willette as a sort of demonstration of what can occur. This was a very successful pilot program led by the team from Blue Earth with excellent help from a group of high school faculty and community leaders. As the subsequent years were funded, leaders were trained, and the program began its flourishing run!

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**Describe your overall goal(s) regarding the situation described above; what are the objectives or ways in which you will meet those goal(s)?**

The overall purpose of the Forum is to foster the development of leadership skills and values of high school students in an ongoing and consistent manner, commensurate with the principles and values set forth by the Scott D. Anderson Leadership Foundation. Training is based on the principles of servant leadership and supported by adult mentors. Individual goals and action plans developed by the students are directed toward the common good.

The goal is to provide a high-quality, values-based leadership enhancement Forum for high school students with the objectives of:

- 1) providing a workshop/retreat in the summer for training in servant-leadership principles, values and skills
- 2) considering the opportunities and responsibilities of a leader, and
- 3) fostering an attitude of others before self. An expectation is that the program

will help foster an attitude of servant-leadership in the student body and community "for-the-common-good." Another and more specific goal has been completed, in that local leaders have been trained and community ownership and capability of the Forum has been realized.

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<b>How will the proposed activities benefit the community, being as clear as you can about the impact you expect to have?</b>	Youth will benefit personally from leadership development, schools will benefit from the enhanced and developed student leadership, mentor training, and a sense of inclusive community. The community will benefit from the increased contacts among student leaders at all the schools, the service learning projects, and increased involvement in and awareness of civic and community responsibility.
<b>Briefly describe how this focus was determined and who was involved in that decision-making process.</b>	In its 14th year, the Forum continues to evolve based on the changing needs within the community and schools. To meet these needs, input is sought from participants, staff members, school administration, and community leaders on how to enhance and preserve student leadership within the community.
<b>Who will carry out the activities in the proposed project? What is the timeframe in which this will take place?</b>	The Forum is led by keynote speakers specializing in youth leadership development and facilitated by 24 experienced staff members. The staff to student ratio affords an effective and efficient small group setting to carry out the objectives as set forth. This years Forum will be held at UMD from June 26th thru June 30th, 2016.
<b>How does the project fit the fund's guidelines/strategy?</b>	The Scott D. Anderson Leadership Foundation (SALF) has indicated a commitment to consider long-term funding support for the Forum if it continues to be successful and fulfills a need and is consistent with SALF values, principles and mission. Following the example and experience of the initial program from Blue Earth noted above, and continually formulating new visions and enhancements, the program has been partially self-sustaining through registration fees and recruited community scholarships
<b>What are the long-term funding strategies (if applicable) for sustaining this effort?</b>	The Scott D. Anderson Leadership Foundation (SALF) has indicated a commitment to consider long-term funding support for the Forum if it continues to be successful and fulfills a need and is consistent with SALF values, principles and mission. Following the example and experience of the initial program from Blue Earth noted above, and continually formulating new visions and enhancements, the program has been partially self-sustaining through registration fees and recruited community scholarships

## Evaluation Information

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<b>Describe your criteria for the project's success, how you will measure the changes, and use the evaluation results?</b>	<p>Criteria</p> <p>The proposed events occur; students and mentors participate in the school-based projects; students, mentors, and school administrators express satisfaction with the program; there are new "outcomes" or leadership participation in ongoing programs in schools or communities the following year; awareness of and satisfaction with the program by participants, parents and school and community leaders. We will continue selecting/designing and using improved assessment tool(s). Since 2009, a student evaluation of the program has been completed.</p> <p>Measurement of Change</p> <p>Numbers of people participating in each part of the program; numbers of projects that are developed and completed; satisfaction assessments with students, mentors and school administrators; end-of-project interviews with workshop participants, students and mentors to gain their suggestions towards strengthening the program.</p>
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### Use of Evaluations

Evaluations are conducted each year and the results are used to strengthen program development and evaluate future opportunities based on demand.

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#### How will you measure the effectiveness of the project?

Success is evidenced by an increased demand for the program. The program has evolved from a small local group into a regional group and has been approached by other regions within the state to bring the program into their communities.

Another measurement of success is the outcomes attained by attending the program. Students have developed and maintained leadership groups within their respective schools, formed lasting friendships, and most notable, students continue their volunteer efforts within the community long after the program. Whether continuing to volunteer at the local food shelf or humane society to becoming a speaker on youth leadership, the program positions the students to become role models, mentors, and engaged members of the community.

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#### Who will evaluate the effectiveness of the project?

In addition to the outcomes attained, the program in itself is evaluated by the participants at the end of the week long session to ensure expectations are being met and to further the success of the program within our community.

### Additional Information

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#### Please use this space to provide additional information that does not fit in the spaces provided above.

Each school can send an allotted number of students based on their enrollment. Each school selects participants as they wish, some by application, some by selection for potential, some by need for leadership training. Many schools have given scholarships for the \$150 registration fee to be sure that students who can't afford the fee have the opportunity. Many students are selected because they have potential but have not had an opportunity. The Forum is still a developing program and the issues of cost and selection are evolving.

Prior to Forum: 4 meetings of 2 hours each with Directors for team building, Forum orientation and initial planning , Team Leaders assume presentations and committee responsibilities; 40 hours Scott Anderson Leadership Forum, 5 days, Sunday June 26th - Thursday June 30th, 2016 at UMD, estimated 5 hours of preparation for presentations or following up on committee responsibilities (in-kind cost). Team Leaders will be paid based on their level of participation.

Director's Responsibilities: Same involvement as Team Leaders, plus responsibility for putting together and managing all the content and logistics of the planning for and running the Forum itself, including meetings for administrative responsibilities (e.g., grant reports, grant writing, preparation), planning (e.g., site selection, staff recruitment, Forum date), arrangements in the fall and winter before Forum planning with staff begins, assessment development, establishing a Forum Guide of job descriptions.

Well-respected and qualified leadership motivational keynote speaker, Craig Hillier, will present to the Forum.

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#### Can we share this application for funding with a Donor Advisor?

Yes

### Project Budget

### Project Income

Source	Description	Status	Amount
Foundations (DSACF or other)	DSACF Grant Request (two funds)	Pending	\$24,100.00
Other (please specify)	Cash on Hand	Received	\$3,375.00
Earned Income	Registration Fees	Pending	\$16,525.00
<b>Total</b>			<b>\$44,000.00</b>

### Project Expenses

Source	Description	Amount
Salaries & Wages	Staffing for 24 program facilitators.	\$28,100.00
Insurance/Benefits/Other Taxes	Benefits and taxes on staffing costs	\$1,300.00
Consultants & Professional Fees	Keynote speakers	\$2,000.00
Travel	Participant busing to volunteer venues	\$500.00
Instructional Supplies	Program supplies	\$5,750.00
Postage & Delivery	Mailing costs	\$150.00
Other (please specify)	Facility rental (UMD Ballroom and Climbing Wall)	\$1,900.00
Other (please specify)	Participant meals provided by UMD food service	\$4,300.00
<b>Total</b>		<b>\$44,000.00</b>

### Project Funding

#### Organizational Budget

### Organization Income

Source	Description	Amount
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### Organization Expenses

Source	Description	Amount
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### Organization Funding

Funder Name	Amount	Status	Funding Year
DSACF	\$29,000.00	Received	2015
Registration Fees	\$16,500.00	Received	2015

**Board****Board of Directors**

Name	Board Title	Org/Title
Annie Harala	Chairperson	/
David Kirby	Vice Chair	/
Nora Sandstad	Treasurer	/
Rosie Loeffler-Kemp	Clerk	/
Alana Oswald	Member	/
Art Johnson	Member	/
Harry Welty	Member	/

 **Documentation**

Source	Document File	Description
Other	 2015 SALF DSACF Final Project Report.pdf (470 KB)	2015 Final Project Report
Other	 Evaluation 2015.pdf (4064 KB)	2015 Evaluation
Organizational Budget	 FY16 Adopted Budget.pdf (346 KB)	2016 Budget
Audited Financial Statement	 FY15 Audit - FINANCIAL STATEMENTS.pdf (2850 KB)	2015 Audit

**Electronic Signature**

By checking signing below, I certify that all the information in this application is true to the best of my knowledge. In addition, I certify that I will submit a complete application. I also acknowledge that the organization's top paid staff member or Board Chair is aware of the submission of this grant application to the Duluth Superior Area Community Foundation.

Chris R. Peterson