



## 2018-19 ENCORE Student Leadership Program Expectations and Guidelines

Thank you for showing an interest in becoming a member of our **ENCORE Student Leadership Program**. Our Student Leadership Program not only provides an education for our students in all aspects of theatre, but instills in them valuable leadership skills such as self-discipline, responsibility, teamwork, critical thinking, accountability, and initiative. In this very competitive world our Student Leadership Program is designed to give our students the head-start they need to get into a great college, nail their first interview, and/or get their first job. We are training our students to become tomorrow's leaders.

### **Program Description**

The ENCORE Student Leadership Program is designed for those students who want to become leaders in their schools, homes, businesses and communities. Through mentorship and training, students will be given a gradually increasing level of responsibility, learning to exert a positive influence, maximize the success of others, and inspire others toward the achievement a mutual goal. Students receive training in a variety of theatre disciplines, but will be assigned by the Leadership Program Director to a specific area of specialization for the year - such as Directing, Choreography, Stage Managing, Producing, Costumes, Sets, etc. Student Leaders will be assigned to an ENCORE Staff Member who will work one-on-one with them and mentor them throughout the year. They will also attend weekly Leadership Training meeting where they will learn specific leadership principles, share their accomplishments and goals and receive feedback from mentors and peers. They will also deepen their understanding of theatre so they are better equipped to assist in rehearsal.

**Please read over all of the requirements and expectations very thoroughly. Being a member of the ENCORE Student Leadership team is an honor and a privilege. It is also a huge commitment of time and energy. Please do not apply if you are unable to commit the time or are not ready to be held to this level of accountability and work ethic.**

### **Requirements for applying to the Student Leadership Program:**

- Applicants must be *at least* 14 years old and entering 9<sup>th</sup> grade.
- Applicants must have been with ENCORE for at least one year.
- Applicants must have participated in at least 5 theatrical productions. (With any theatre company.)
- Applicants must complete the attached ENCORE Student Leadership Program Application in detail, by August 31st, giving thought to the questions and providing examples as appropriate. The applicant and at least one parent or legal guardian must sign the application.
- Applicants must successfully complete an interview with the Executive Director and/or the Student Leadership Mentor.

### **Requirements for applying to the Junior Student Leadership Program:**

- Applicants must be *at least* 13 years old and entering 8<sup>th</sup> grade.
- Applicants must have been with ENCORE for at least one year.
- Applicants must have participated in at least 3 theatrical productions. (With any theatre company.)
- Applicants must complete the attached ENCORE Student Leadership Program Application in detail, by August 31st, giving thought to the questions and providing examples as appropriate. The applicant and at least one parent or legal guardian must sign the application.
- Applicants must successfully complete an interview with the Executive Director and/or the Student Leadership Mentor.

**Student Leadership Program Expectations:** ENCORE Student Leadership Program members will be expected to comply with all of the following:

- Model the ENCORE Standard of Excellence at all times in both words and actions. This applies to all areas of your life and not just ENCORE. If you are an ENCORE Student Leader, then you are a leader in your community and **what you do anywhere matters everywhere!**  
Therefore:
  - There is a zero tolerance policy in regards to drugs or alcohol. Any Student Leadership Program member who is found to be using drugs or alcohol at any time and in any place or to be involved in supplying them to others will be immediately terminated from the Student Leadership Program.
  - Choose your words carefully. Cursing and offensive language has no place in ENCORE and should have no place in all other areas of your life as well - such as Facebook, Twitter, Pinterest, Instagram, Snapchat, etc. You will be held accountable if you choose to publicly use inappropriate language and may be terminated from the program or placed on probation.
- Participate in at least ONE Mainstage production in each semester it is offered. Participation in other programs is optional. Participation normally includes being a performer in the production, however, in cases where the Student Leader is participating in a show at their school, and therefore is unable to attend weekly rehearsals, participation may include, volunteering at ENCORE fundraisers, assisting with sets, props, or costumes for a show, or other participation as assigned by the Leadership Mentor.
- Maintain at least a “B” average in school.
- Attend all scheduled Student Leadership meetings (generally every 2 weeks).
- Always come to all rehearsals wearing the appropriate attire and either an ENCORE Student Leadership Program T-Shirt or an ENCORE production T-shirt.
- At rehearsals, be available the entire ensemble rehearsal period to assist the ENCORE Staff. Make sure the ENCORE staff knows of any conflicts you have well in advance and stick to those conflicts, don't miss any extra rehearsals.
- Arrive at rehearsal **at least** 15 minutes early so that you are there before the cast and can get things set up. At the end of your scheduled rehearsal, stay an extra 15 minutes to help clean up and put things away, even if the rehearsal is still ongoing. This includes picking up trash, putting away chairs and generally making sure things are clean.
- Be a leader and be off-book before anyone else in your cast. Realize that the Student Leadership Team sets the pace for rehearsals and everyone looks up to them! Also, be prepared to understudy any role at any time if needed. If a cast members falls ill, it is the Student Leadership Team that we will look to first to fill their role.

**Student Leadership Program Requirements and Benefits:**

- **Commitment:** ENCORE Student Leadership Program is a year-long commitment from September to July. Student Leaders are expected to commit to the entire school year and not participate solely based upon wanting to do a particular show or program.
- **Expectations:** Expectations will be high and students are required to make the ENCORE Student Leadership Program a priority and not schedule other productions, classes, rehearsals or other commitments during this time. All absences must be cleared with the Director in advance. Exceptions will be made for illness and family emergencies only. Students who miss an excessive number of rehearsals and/or ENCORE Student Leadership Program commitments will be dismissed from their position.
- **Costs, Discounts and Benefits:**
  - **COSTS** - For the first 2 full years of serving on the Student Leadership Team, there is an annual tuition of \$750. Tuition may be paid in 10 monthly installments of \$75. Exceptions may be made on an individual basis for students age 17 or older. During this time there is no discounted or free tuition offered as part of the Student Leadership Program.

- Benefits - **After** having served two FULL years in the Student Leadership Program, Student Leaders will no longer be required to pay tuition for their Leadership training. Students age 16 and over will also be entitled to receive free tuition in all ENCORE Mainstage productions. Free tuition is not offered for productions that are “audition-only” or those productions for ages 12 and up only. ***Student Leaders are never exempt from paying additional financial requirements such as co-op fees or required minimum ticket sales.***
- Student Leadership Program members will receive a 50% discount on **select** classes and workshops while they are members of the Student Leadership team. Regular Master Classes do not qualify for 50% discount, however we will offer 2-4 Master Classes each year that are ONLY available to Student Leaders and are offered free of charge. In addition, Student Leadership Program members may take the ENCORE Tech Class for free, when offered.
- Because Student Leaders are expected to wear ENCORE shirts at every rehearsal, they will receive both an ENCORE Student Leadership Program T-shirt and a free ENCORE show t-shirt for whatever productions they participate in.
- **Presidential Service Award:** Those student Leaders who complete the requirements of the program will be eligible to receive the President’s Volunteer Service Award, a very prestigious award that is viewed extremely favorably by Scholarship Committees and University Admissions offices. A description of that program as well as the requirements for each award level may be found at **<https://www.presidentialserviceawards.gov>**
- **Summer Jobs:** Student Leadership team members are invited to participate as Volunteer Summer Camp Counselors during ENCORE summer camps. Students age 16 and over who exhibit exceptional leadership qualities and who have volunteered for a minimum of two summers will be allowed to apply for paid summer internships when available. Paid internships are not guaranteed and their availability will vary from year to year and from camp to camp depending upon enrollment.
- **Other Employment:** Student Leaders over the age of 16 are often given priority when the need arises for class instructors, choreographers, office help and other paid employment, and are recommended to other employers when we are asked.

**Here is just a sample of the leadership skills we teach and qualities we develop in our Student Leaders in the course of a given year.**

Communication Skills	Supervisory skills
Integrity	Set building
Leading By Example	Scenic painting
Time Management	Taking direction
Delegating	Salesmanship
Teamwork	Responsibility
Persistence	Organization
Respect for authority	Diplomacy
Motivating others	Positive reinforcement
Encouragement	Redirecting negative behavior
Commitment	Interview skills
Patience	Thinking on your feet
Flexibility	Creativity
Being proactive	Active listening
Problem Solving	Presentation skills
Sound/Lighting	



# STUDENT LEADERSHIP APPLICATION

Please indicate which you are applying for:  Student Leader  Junior Student Leader

First Name	MI	Last Name	Age:	Grade:
Mailing Address			Cell Phone: (    )	
City	State	Zip	Email address:	
Parent Name(s)			Parent Cell Phone: (    )	

How long have you been with ENCORE?

Describe in detail all of your previous involvement with ENCORE (Attach pages if necessary):

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Describe in detail any previous experience you have in performing on stage (with any company):

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Describe in detail any experience you have had working with children: (Attach pages if necessary)

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ENCORE Student Leaders are required to assist with all production aspects, however, they all have specific areas that they specialize in, ex: Student Director, Student Choreographer, Student Stage Manager, Student Producer, etc., which area are you interested in specializing in and why? (Attach additional pages if necessary)

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Would you feel comfortable if you were left alone to run rehearsal with 50 kids? If so, what would you do?

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In your own words, describe how children benefit from being involved in theatre? (Attach pages if necessary)

Please describe in detail any experience you have in Scenic Design, Sound, Lighting or Stage Management:

Why do you want to be a member of the ENCORE Student Leadership Team? (Attach pages if necessary)

What do you feel would be your greatest challenge as a Student Leader? (Attach pages if necessary)

As a prospective ENCORE Student Leader, what do you bring to the table? What outstanding qualities/capabilities do you possess? What do you feel are your greatest strengths? Please be detailed in your responses. (Attach pages if necessary)

***“I have carefully read the ENCORE Student Leadership Program Guidelines and Expectations. I understand the high level of commitment and behavioral standards that will be expected of me as a member of the ENCORE Student Leadership Team. Should I be selected to participate, I look forward to exceeding the expectations that the ENCORE Staff have set in place for me.”***  
***Are you interested in completing the requirements for the President’s Volunteer Service Award?  Yes  No***

*Student Signature:* \_\_\_\_\_

*Date:* \_\_\_\_\_

***“I have carefully read the ENCORE Student Leadership Program Guidelines and Expectations. I support my student’s desire to be a member of the ENCORE Student Leadership Team and understand the level of commitment that will be expected of them if they are selected to participate.”***

*Parent Signature:* \_\_\_\_\_

*Date:* \_\_\_\_\_

\*\*\*All Guidelines for participation or expectations for ENCORE Student Leadership Program are at the discretion of the ENCORE Executive Director and Leadership Program Mentor, and may be altered or modified to best fit the needs of the program.