



## Fact Sheet **Leadership Academy**

### Purpose & History

The Leadership Academy program is sponsored by the Association for Play Therapy (APT) to develop the leadership necessary to ensure the long-term growth and advancement of both play therapy and APT. It is an orientation intended to improve the effectiveness of your participation in APT governance and programs and its content applicable to both play therapy and other aspects of your professional and community pursuits.

The program specifically addresses an Ends policy approved by the Board of Directors (Board) stating that, “because APT exists, mental health professionals can access the benefits of an engaged and vibrant play therapy community.”

The APT Board adopted the Policy Governance© Model in 2005 to better define the roles, responsibilities, and relationships between governance (board), management (CEO), and stakeholders (members). To help members understand the Model and to ensure their effective participation in APT governance and programs, the Leadership Academy was established in 2004 and a class has graduated each year thereafter.

### Description & Learning Objectives

The Leadership Academy is a five month program (January thru May) that provides an orientation to Association Management and specifically how APT conducts business using the Policy Governance© Model. It focuses upon leadership and the “business of play therapy” but not play therapy itself.

Class size is restricted to 30 participants and the Leadership Academy fee is \$75 (participants will be invoiced). The Academy is a “virtual program” and, as such, all assignments and communications are conducted via Coursesites, an online platform.

Successful completion of the Leadership Academy program requires 100% participation in each and every assignment by the deadlines indicated as well as active participation in **all** discussions prior to the deadline. All deadlines are “hard deadlines” to ensure that each class progresses as a single unit. Graduates do not earn continuing education credit.

Upon successful completion of the Leadership Academy program, graduates will be able to:

- Articulate the core elements of APT, including its history, structure, programs, personnel, finances, and communications.
- Identify key Policy Governance© Model (PGM) vocabulary, principles, and processes.
- Differentiate between staff, board, and stakeholder roles and responsibilities according to PGM.
- Learn how members participate in APT as both governance and volunteer staff.
- Understand how APT conducts its daily business via email and Association forums, and how Stakeholders participate and concisely communicate.
- Describe the nature of leadership and key leadership attributes.
- Identify personal leadership qualities for further exploration and development.

## Assignments & Course Requirements

The program consists of five mandatory assignments, each of which has two parts.

- **Part A** of each assignment requires participants to read material provided by APT and successfully complete (80% or better) an online quiz by the published deadline.
- **Part B** consists of three exercises and requires participants to actively engage in the online forum over a 10-day period with more frequent participation needed in the last 2-3 days of the exercise. In all cases the class will be working toward group consensus and multiple posts by each class member are required. Daily engagement throughout the 10-day time period is highly encouraged.

***Academy participants should plan for timely and continuous participation during this period. A daily review of class posts and/or responses in addition to your own posts, will keep you engaged in the discussion.***

Graduation from the Academy requires that each individual participate in and complete the five assignments between January and May, making time management and organizational skills critical. If unable to satisfy this graduation criteria, participants may be removed from the class.

Assignment topics will include:

1. About the Association for Play Therapy – Organization (e.g. purpose, programs, policies, people, etc.)
2. About Leadership – Leadership Qualities
3. Leadership using the Policy Governance© Model – Vocabulary and Principles
4. About the Policy Governance© Model – Stakeholders as Consumers
5. About the Policy Governance© Model – Stakeholders as Owners

ASSIGNMENTS		ASSIGNMENT 1	ASSIGNMENT 2	ASSIGNMENT 3	ASSIGNMENT 4	ASSIGNMENT 5
Tasks		Association for Play Therapy	Leadership	Leadership in Policy Governance	Policy Governance Model A	Policy Governance Model B
<b>PART A</b> Complete assigned readings, and take quiz	Readings Available/ Quiz Open	<b>Tue, Jan. 7</b>	<b>Tue, Feb. 4</b>	<b>Tue, March 3</b>	<b>Tue, March 31</b>	<b>Tue, April 28</b>
	Quiz Due	<b>Mon, Jan. 13</b>	<b>Mon, Feb. 10</b>	<b>Mon, March 9</b>	<b>Mon, April 6</b>	<b>Mon, May 4</b>
<b>PART B</b> Discussion Boards and Class Exercises	Discussion Board Opens	<b>Tue, Jan. 14</b>	<b>Tue, Feb. 11</b>	<b>Tue, March 10</b>	<b>Tue, April 7</b>	<b>Tue, May 5</b>
	Discussion Posts and Peer Responses Due	<b>Fri, Jan. 24</b>	<b>Fri, Feb. 21</b>	<b>Fri, March 20</b>	<b>Fri, April 17</b>	<b>Fri, May 15</b>

*Note: This schedule might be slightly revised if situations occur.*

## Evaluation

The Leadership Academy Committee observes the progress of each class member during the online assignments, specifically the discussion portion. The committee shares their observations and recommendations regarding the selection of class leaders with the program administrator (APT CEO).

In the final assignment, enrollees are invited to suggest how the program might be improved. These suggestions are considered when preparing the program for the next class.

## Enrollment & Selection Criteria

The Leadership Academy has grown each year and continues to identify people who have amazing leadership qualities.

To enroll in and successfully complete the Leadership Academy program, you must:

- Be a mental health academic, practitioner, or graduate student.
- Complete and submit the Leadership Application and a color photo by **December 13**.
- All applications and the accompanying questions will be reviewed and evaluated by the Leadership Academy Committee.
- A maximum of 30 will be selected for each class.
- Upon acceptance in the 2020 Leadership Academy, participants will receive an invoice for the registration fee in the amount of \$75. Invoices must be paid within five days.