

# Steering Committee Design and Recruitment

## Steering Committee Models

Each model has its own considerations, and it is up to each school, district, or organization to select the one that is more appropriate for their circumstances and goals. Steering committees formed through appointments, self-appointments, and elections tend to be effective and autonomous. Still, they tend to attract students with more leadership experiences and thus run the risk of reinforcing the civic learning opportunity gap. The randomized method may require more mentorship and support but, in line with the representation method, provides leadership opportunities for students with little or no leadership experience and can contribute to narrowing the civic learning opportunity gap.

STEERING COMMITTEE MODEL	CONSIDERATIONS	RECRUITMENT METHODS	EXAMPLES
<p><b>Classroom Model</b> The steering committee is formed by an existing class of students and the SPB Sponsor is the classroom teacher. Steering committee tasks are completed by students as a part of coursework.</p>	<ul style="list-style-type: none"> <li>This model works best for classes that take place over the full academic year</li> <li>Complements standards for learning and classroom curriculum</li> <li>This model presents the possibility that students from only one grade level engage on the steering committee</li> </ul>	<ul style="list-style-type: none"> <li>Appointment</li> <li>Self-appointment</li> <li>Randomization (lottery)</li> </ul>	<p>Chandler High School's steering committee consists of an 11th grade American History course. The students complete steering committee tasks as a component of their graded coursework. The students are responsible for engaging the entire student body in the phases of the SPB model throughout the year.</p>
<p><b>Existing Club Model</b> The steering committee is formed by an existing club on campus and the club sponsor leads the team as the SPB Sponsor.</p>	<ul style="list-style-type: none"> <li>Existing structures enable the SPB process to begin more quickly and streamline logistics like coordinating transportation</li> <li>Capacity may become a challenge relative to the club's other duties</li> <li>Depending on how the club was formed this model may reinforce the civic learning opportunity gap</li> <li>This model might use several different recruitment methods, including appointment, self-appointment, and election, depending on how the existing club was formed</li> </ul>	<ul style="list-style-type: none"> <li>Appointment</li> <li>Self-appointment</li> <li>Election</li> </ul>	<p>Queen Creek Unified School District utilizes an existing club, Lead Out Loud, to act as the steering committee. The Lead Out Loud group consists of students who have not yet had leadership opportunities; thus, minimizing the potential of reinforcing the civic learning opportunity gap.</p>
<p><b>New Extracurricular Model</b> The steering committee is formed by recruiting students to join a new group or club. District and school leaders identify a new SPB Sponsor to lead the steering committee.</p>	<ul style="list-style-type: none"> <li>New structures will need to be developed and implemented, including transportation and stipends for teacher involvement</li> <li>Use any recruitment methods to form the steering committee</li> </ul>	<ul style="list-style-type: none"> <li>Appointment</li> <li>Self-appointment</li> <li>Election</li> <li>Randomization (lottery)</li> <li>Representation</li> <li>Combination</li> </ul>	<p>Sunnyside Unified School District invites students to participate in the steering committee at the beginning of the academic year. The steering committee meets once a week after school to complete tasks for each phase of the SPB process throughout the academic year.</p>

## Good-to-Know Definitions

- **Civic Learning Opportunity Gap:** The differences in civic education resources and opportunities available to students depending on race, ethnicity, socioeconomic status, English proficiency, ability, or other factors which contribute to lower participation and engagement in civic life for certain groups.
- **Steering Committee:** The group of students who guide the SPB process among their peers starting with the idea collection phase through project implementation and evaluation.
- **SPB Sponsors:** One or two educators who support the students on the steering committee.
- **Appointment:** Steering committee members are appointed by school community stakeholders (teachers, school administrators, counselors, etc.), sometimes following criteria for selections and sometimes on a discretionary basis. In many cases, school community stakeholders tend to appoint students who already have leadership experience.
- **Self-appointment:** School administrators and educators make an open call to students inviting them to participate in the steering committee. Students who express interest join the steering committee.
- **Election:** Steering committee members are elected by their peers, sometimes with a number of representatives per class. A variation of this model is to rely on the student government (an elected body) to perform the functions of the steering committee. In some schools the steering committee is formed by an equal number of student government members and class representatives.
- **Randomization (lottery):** Steering committee members are randomly selected from the totality of the student body. This model is also known as 'Mini public', and it is often used in citizen juries and citizen assemblies.
- **Representation:** Steering committee members are selected to ensure that the committee reflects the demographics of the school, considering factors such as gender, age, race, ethnicity and dis/ability.
- **Combination:** Some schools combine two or more of the above methods. For example, a school could combine randomization and self-appointment (through selected invitations) to ensure a balance of buy-in and experience within the steering committee.