

SCHOLARSHIP RESOURCE GUIDE



PHI DELTA THETA
Become the greatest version of yourself



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*The fraternity must always work in harmony with the college
for the true ends of education.”*
- Arthur R. Priest

INTRODUCTION

Congratulations on your election to the position of Scholarship Chairman. As Scholarship Chairman, your role is to promote a platform that encourages sound learning among the chapter members. Certainly, you will find the job before you filled with many challenges and responsibilities. Remember to rely on people such as your Scholarship Committee, the Academic Advisor on the Chapter Advisory Board, your Chapter's Faculty Advisor, and your fraternal peers. Good luck as you strive for excellence.

The position of Scholarship Chairman is very important to the continued success of your chapter. Specifically, you will oversee the implementation of the chapter's scholarship program, ensure the chapter has established clear and specific academic goals for each semester/quarter, reward success in scholarship, and promote positive change in those struggling in scholarship.

Ultimately scholastic success lies in the hands of each individual brother of Phi Delta Theta. However, your position sets the tone for the chapters environment and culture related to academics.

SECTION 1: ROLE OF SCHOLARSHIP CHAIR

Sound Learning, it's why college exists. It drove the creation of Phi Delta Theta in 1848, and it drives us evermore today to become the greatest version of Phi Delta Theta; and oneself. Further, it's why your position exists. Responsibilities of this role must aim to assist members in the acquirement individually of a high degree of mental culture.

This guide connects the Scholarship Chair's 'why' with the how and the what. To ensure success, your position needs to ensure the following three items are a part of the chapter culture:

1. Hold each member accountable to their individual academic goals and the academic goals of the chapter
2. Execute the scholarship program with consistency and fair treatment to all, regardless of their membership year or officer position.
3. Utilize your campus and General Headquarters scholarship resources for the betterment of the chapter and its members academically

The proven route to chapter wide academic success is to turn the above three cultural items into a simple, repeatable, and actionable scholarship program rooted in accountability and the individual growth of each member. Below are the six key components of the Scholarship Chair's responsibilities:

1. Implement the below 3-Strike-Policy Scholarship Program proven to sustain and improve a chapter's GPA while holding members accountable to a higher standard of academic success. This program should be the same for Phikeia and active members.
2. Utilize your Scholarship Committee to create ideas, enhance the scholarship program, identify academic success strategies and resources for members, and assist coaching members to success.
3. Have yourself and all Scholarship Committee members complete the Scholarship Chair Officer Certification in PDTU accessible through MyPDT
4. Work with your campus academic success office to host a scholarship workshop at the beginning of the semester where each member dedicates time to developing SMART goals related to their semester course work.
5. Encourage all members to meet with their Professor, attend office hours, and utilize campus resources devoted to academic success and accountability. It's proven that students who utilize campus academic resources and attend faculty office hours are much more likely to persist and meet their individual goals
6. Implement activities in conjunction with the scholarship program that promotes productive studying habits

SECTION 2: 3-STRIKE-POLICY PROGRAM

Purpose

The purpose of this program is to eliminate the consistent turnover in scholarship programs year to year amongst chapters.

The 3-Strike-Policy Program is easy to implement, encourages accountability, and requires the least amount of effort to maintain. This document outlines a sample 3-Strike-Policy, the added components it could take on, and sample by-laws directly related to the policy.

3-Strike Policy Program Overview

If a member's GPA falls below a 2.75, he receives a strike. Once he receives three strikes, he's expelled from the Fraternity. It's that simple. This eliminates the struggle with the member who has a GPA that rises when on academic probation, and falls when not; for four consecutive years.

If a chapter member has requested or may need reasonable academic accommodations, please encourage that member to meet with your college or university academic support center to help develop an approved academic success plan.

The below program should be used for the development and refinement of your chapters Scholarship Program. This sample program is also written in a way that can be placed directly in the by-laws for chapter proposal.

Sample 3-Strike Policy Program – In-Depth

Member Academic Expectations

The minimum grade point average required to receive a bid for membership in the **[Insert State/Designation]** Chapter of Phi Delta Theta is a 2.75/4.00 collegiate cumulative grade point average or a 3.00/4.00 high school cumulative grade point average.

Chapter Academic Goals

At the beginning of each semester, the Scholarship Chairman will host a goal-setting workshop. During this workshop, individual members will set personal academic goals for the semester. From these personal goals, the Scholarship Chairman will calculate the following semester-based goals:

- The Active Member grade point average goal
- The New Member grade point average goal
- Total Chapter grade point average goal

Each of these goals will be displayed prominently in **(designate location)**.

Academic Workshops

During each semester, the Scholarship Chairman will host the following two workshops: A **Goal-Setting Workshop** and an **Academic Workshop**. These workshops must occur no later than one week before midterms.

The **Goal-Setting Workshop** will consist of establishing goals for everyone in the chapter as well as calculating the three grade point average goals as listed above. Additionally, the chapter will discuss and vote on a reward to be given if the chapter meets its total chapter grade point average goal for the semester.

The **Academic Workshop** will focus on enhancing members' academic and study skills. It is encouraged to have a campus professional present to the chapter on study habits during the **Academic Workshop**.

Phikeia Education Academic Program

During an early Phikeia Meeting, the Phikeia Educator will review the chapter's academic probation policy to the Phikeia and set a Phikeia academic grade point average goal. This Phikeia GPA goal will be prominently displayed in (**designate location**).

Phikeia will be required to complete 6 proctored study hours per week. All study hours must be completed at the locations set by the Scholarship Committee during designated proctored times. If a Phikeia chooses, he may substitute 2 proctored study hours by attending 1 (**insert university/college**) sponsored academic success event or course. There is no maximum to the number of academic success event or courses one may attend.

Upon the completion of study hours, the member must record the date and times studied on the Chapter's Study Hours Sign-In. The Scholarship Chairman will check study hours every Monday before or after Chapter. If a Phikeia fails to complete the 6 required study hours, he will forfeit his ability to attend chapter sponsored social events for the rest of the semester. However, he may gain this privilege back by making up his cumulative missed study hours prior to the sponsored event.

New Members will be required to complete a **Mid-Semester Progress Report** once midterms are released by (**insert university/college**). The Mid-Semester Progress Report must be completed prior to initiation. This report will be given to each Phikeia and requires that each Phikeia:

- Must meet with each of his professors to discuss his performance.
- Must calculate the current grade they have in class
- Must review individualized goal set at beginning of semester and how to accomplish that goal with the scholarship chairman.

The (**insert state/designation**) Chapter of Phi Delta Theta has the right to de-pledge any Phikeia based on the results of the **Mid-Semester Progress Report**.

Academic Probation - 3 Strike's

Good standing for both Active Members and New Members (Phikeia) is a 2.75 GPA. To be initiated into the active chapter, a Phikeia must receive a semester 2.75 GPA or higher (*2.75 is the suggested minimum GPA for membership requirements*).

The below 3-Strike-Policy is one of multiple options for holding members accountable academically. The plan can be amended to be specifically three consecutive semesters below the chapter's set GPA threshold if preferred.

Failure to receive above a 2.75 GPA during any semester (Spring or Fall) will result in a "strike." This works as follows:

- **"Strike One"** – 1st time receiving below a 2.75 GPA
 - Consequence:
 - A Judicial Board meeting will be held to notify member of "Strike One" of three
 - Meeting with Academic Advisor/Scholarship Chairman
- **"Strike Two"** – 2nd time receiving below a 2.75 GPA
 - Consequence:
 - A Judicial Board meeting will be held to notify member of "Strike Two" of three
 - Meeting with Academic Advisor/Scholarship Chairman
- **"Strike Three"** – 3rd time receiving below a 2.50 GPA
 - Consequence:
 - Active Members will be immediately removed from the (insert state/designation) Chapter of Phi Delta Theta
 - New members (Phikeia) will be immediately de-pledged from (insert state/designation) Chapter of Phi Delta Theta

If a member receives below a 2.75 GPA in three different semesters during his collegiate career he will be removed from (insert state/designation). A member who receives a "strike" will permanently carry said strike with him throughout his collegiate career.

A member will automatically remove one pre-existing strike from his strike total if he receives a 3.00 GPA or higher in the previous semester. This may only be done once during his collegiate career. For example, if an individual has two pre-existing strikes and receives a 3.00 GPA the following semester, his strike total is now one.

A member who is not in good standing the previous semester (below a 2.75 GPA) will be required to complete 6 proctored study hours per week. All study hours must be completed at the locations set by the Scholarship Committee during designated proctored times. If a member chooses, he may substitute 2 proctored study hours by

attending 1 (insert university/college) sponsored academic success event or course. There is no maximum to the number of academic success event or courses one may attend.

If a member of Exec receives below a 2.75 GPA, a vote will be conducted by the active chapter. The outcome of this vote will either allow the member to continue to hold his leadership position or remove him from his current position.

If a New Member (Phikeia) receives a 1.50 GPA or lower during any semester, he will immediately be de-pledged. If removed, a New Member will be unable to re-pledge later.

Following a Judicial Board meeting, a member on academic probation may request a personalized scholarship plan to help him succeed.

Awards and Incentives

<Optional>

Each semester a Scholarship Dinner, organized by the Scholarship Chairmen, will be held. During this time, Scholarship Checks will be given out to each member of (insert state/designation) who received a 3.0 GPA or higher during the previous semester. The money distributed through this program could be generated from alumni support, a chapter specific educational fund managed by alumni or General Headquarters, or from chapter dues.

The chapter may have several scholarships specifically for members of Phi Delta Theta through the University. Inquire with your University's Fraternity and Sorority Life Office or Chapter Advisory Board.

Additional scholarships are available through the Phi Delta Theta Foundation. Scholarship Applications can be found [here](#) or below.

- Application Deadlines
 - October 10 - [Canadian Foundation Awards Nominations](#)
 - November 15 - [Canadian Foundation Awards Applications](#)
 - March 16 - [Phi Delta Theta Francis D. Lyon Scholarship](#)
 - April 13 – [Phi Delta Theta Undergraduate Scholarships](#)
 - May 4 – [Phi Delta Theta Foundation's Graduate Fellowships](#)
 - [Whole Man Scholarships](#) (if applicable)

Evaluation

The (insert state/designation) chapter of Phi Delta Theta will evaluate this academic program on a semester basis to ensure the program components are meeting the needs of the members and the chapter's continuous goal of becoming the greatest version of itself.

SECTION 3: THE SCHOLARSHIP COMMITTEE

The Scholarship Committee is chaired by the Scholarship Chairman and should consist of at least an additional four active brothers. It is encouraged to include a Phikeia on the committee as well.

The committee should meet at least once every two weeks to discuss the scholastic progress of the chapter and its members. The committee should also discuss which academic events or programs provided by the school to promote during chapter meetings and on a chapter bulletin. Below are the key activities of an effective Scholarship Committee.

1. All members of Committee complete the Scholarship Chairman Certification in PDTU and review all school and Phi Delta Theta resources each semester
2. Meet as a committee bi-monthly with a set agenda of items related to scholarship to discuss. Ensure that meeting minutes are taken and meetings are only closed once all follow-up items have been assigned to an individual with a due-date
3. Engage with your school's Academic Success Center and ask them how they can support your committee's vision for the chapter. Tell them the Committee's goals and what your chapter stands for. They'll be able to provide you with a list of resources, workshops, and contacts across academic departments
4. Promote sound study habits to all members on a consistent basis through scholarship workshops, accountability, and modeling the way
5. Provide members with information on the school's scholarship process, Phi Delta Theta's scholarships, and any applicable outside or local scholarships
6. Consistently reward brothers for high academic success on tests, assignments, papers, or when achieving professional development goals
7. If your chapter's finances allow create a reward system in tandem with #6 that provides members with gift cards, free Phi Delt gear, or permanent recognition in the chapter facility on a yearly basis for high academic achievement. Don't let material recognition become the driving motivator for success though. Phi Delta Theta is founded upon Sound Learning and should be a core component of chapter life
8. Rather than pairing by majors, your chapter may enjoy drafting 'teams' of brothers to compete against each other for the highest overall team GPA
9. Have set quiet hours within the chapter facility and throughout the entirety of finals week
10. Provide a system of study hours that meets the member where they best study, i.e. don't require all studying to take place within the chapter facility, set required study hours by GPA ranges, for example: (3.5+, 3.0, 2.75, 2.5, below 2.5, below 1.0 with hours for each range)

11. Maintain a list of classes that members have taken to aid undergraduate members in professor selection and best practices. An example of this could be an excel list organized A-Z then by Class Number starting at 100 or 1000.
12. Provide a list of brothers with their majors and academic colleges. Use this list to promote or create a program that groups brothers based on their academic area. However, it is important to state that evidence proves studying with people outside of your academic discipline increases retention of material
13. If possible, hold a banquet at the end of each year that celebrates the chapter and members academic accomplishments. This is commonly also done during an end-of-year parents/alumni formal
14. Meet with the chapters academic advisor monthly and seek advice from professionals on how to effectively coach peers on academic success

SECTION 4: A SOUND LEARNING CULTURE

Utilizing Your Campus Resources:

Your school has numerous resources for students to use for the betterment of academic and personal development. Below is a list of resources with uses the Scholarship Committee should infuse into chapter life:

- Academic Advisors/Coach
 - Each member should have an Academic Advisor with their major, department, or college. Incorporate into the program that each member meets with their Academic Advisor to discuss class schedule and academic success once a semester
- Academic Student Success Center
 - The name of this office may be different on each campus, but they serve the same purpose: To help students achieve their academic goals through coaching, peer tutors, and support programs. Encourage members to stop by this office on campus if they are struggling.
- Professor's/Instructor's
 - Evidence shows that a student who communicates with Professors, Instructors, or Graduate Assistants, the more likely that student is to persist and graduate
- Tutor & Writing Labs/Centers
 - Many majors, departments, and colleges will have specific tutoring or writing labs free of charge for students. Make sure members are aware of these opportunities and that they are infused into the chapter culture
- Major Specific Clubs
 - Many majors have a club specific to it, such as an Accounting Club. Encourage members to join these clubs and seek mentorship from students who are farther along in their path towards graduation
- Student Activities
 - Classes are stressful. As Scholarship Chair it's important you recognize and empathize with that. A great way to provide members with a chance to de-stress and relax is to work with the Brotherhood Chair to schedule activities around the free events, such as a comedian, on campus.
- Career Services
 - The Career Services Office will have lists of internships, host career fairs, networking events, assist with resumes/interviews, and may even provide a test for students to see how their personality and strengths aligns with majors on campus. Encourage members to attend and utilize this great resource frequently.
- Counseling Center
 - At times school can raise one's stress level to new heights, and that's ok. As Scholarship Chair you should be aware of the resources the school has for students worried or stressed about academics can reach out to and seek guidance from.

Scholarship Chairman & Committee Activities:

- **Scholarship in Chapter Meetings**
 - Give reminders of final course drop dates, early registration
 - Hold a Literary Exercise weekly or bi-weekly
 - Make weekly announcements of cultural, educational, and career events on-campus to promote Sound Learning
 - Award a Phi Scholar of the Week and post the list publicly in the chapter facility
 - Promote and recognize members utilizing opportunities on campus and in the community, such as job offers, admission into graduate schools, leadership positions, service, and invitation to honorary societies

- **Scholarship in Recruitment**
 - Display your scholarship trophies.
 - Display graphs of chapter progress.
 - Display bulletin boards with academic information.
 - Post ranking within fraternity community.

- **Graphs**
 - Chart the progress of the chapter average, the Phikeia average, and the initiated member average over the past four years
 - Compare your chapter average with that of other fraternities on campus.
 - Show how your chapter compares with other chapters of the Fraternity (in your province, find out the averages)
 - Compare IFC statistics on your campus

- **Academic Peer Mentoring Program**
 - An easy way to help brothers in accountability, chapter friendships, and major or cross-major collaboration is to establish a peer mentorship program. This should include the following examples, done in designated pairs or groups;
 - [Semester Goal Planning](#), [Semester Review](#), Mid-term mentor/group check-in meetings, group study nights, shared calendar with test/assignment dates for added accountability

SECTION 5: TRANSITION GUIDE

Guidelines

Transition guides are reflective of the officer's role within the chapter

- Therefore, guides will vary from officer to officer and from chapter to chapter
- A guide may not include certain items as outlined in this document if they do not factor into that officer's area of operation
- Transition guides are to be developed by the officer. Additionally, if the officer chairs a committee he shall seek the help and review of his committee.
- Transition guides should provide sufficient information for a new officer to fully execute his role without assistance from the previous officer
- Transition guides are 'living documents' that should be refined as the chapter's operations continue to evolve and grow. This document should be revised at the end of each officer term and discussed in-depth with the new officer.
- Executing specific events, materials provided to the chapter, contact information, and evaluations will likely be the most extensive piece of the transition guide
 - These will also be the most varied from officer to officer as it pertains to specific objectives and activities of the officer's position
 - These portions should include all how-to and need-to-know information for the officer's position
- The following should be included within every officer transition guide.
 - Copy of Bylaws, organizational chart, committee chart, any campus awards, any General Headquarter awards, risk management policies.

Descriptions

- Responsibilities
 - This section includes a list of all items the officer is ultimately responsible for. This list should be represented within the chapter bylaws.
 - Include the frequency of the responsibility (weekly, monthly, twice a year, etc)
- Chapter Goals/Objectives
 - This section should outline the current goals and objectives the chapter has for the program. An example would be to have the #1 GPA on campus by end of Spring 2019
- Bylaws
 - This section should include excerpts of all bylaws relevant to the program and position
- Executing specific events
 - This section provides information on how to execute the main responsibilities of the role. It is the most important part of a transition guide and will provide how-to and need-to-know information pertaining to those responsibilities
- Materials provided to the chapter
 - This section includes an overview of any education, equipment, apparel or documentation provided to chapters members as part of the officer responsibilities
- PDT U Online Education Officer Training (if available)
- Contact information

- This section should include the name, title, phone number and email address for all persons relevant to the officer's area of operation
- Evaluations
 - This section should include a summary and evaluation of all parts of the role that have been executed thus far. It is a good place to provide photographs and testimonies to recap the chapters efforts in meeting this officer program goals
- Committee
 - This section should describe how the committee functions and the role that they play within the chapter
- Chapter Advisory Board interactions
 - This section should describe the role the Chapter Advisory Board plays within the program
 - This section should also describe the role any other advisors on campus or in the community play within the program.
- Programming ideas
 - This section should include ideas for improving current aspects of the program
- Awards/recognition
 - This section should outline any awards, recognition or incentives given to those that are engaged within the program

Scholarship Chairman Transition Guide Template

- Responsibilities
 - This section includes a list of all items the officer is ultimately responsible for. This list should be represented within the chapter bylaws.
 - Include the frequency of the responsibility (weekly, monthly, twice a year, etc)
- Chapter Goals/Objectives
 - This section should outline the current goals and objectives the chapter has for the program. An example would be to have the #1 GPA on campus by end of Fall 2018
- Bylaws
 - Officer responsibilities (should match above)
 - Committee responsibilities
 - Member expectations
 - Corrective measures for those not meeting expectations
- Executing specific events
 - Tracking/determining member's academic standing
 - Corrective measures for members not meeting expectations
 - Academic support offered by the chapter
 - Connecting members to outside resources
 - University
 - Online
 - An example of a specific event may be the specific program, such as the 3-Strike-Policy, that the chapter utilizes
- PDT U Online Education Officer Training (if available)

- Materials provided to chapter
 - Education
 - Expectations & requirements of the program
 - Available resources & support
 - Tips, tricks and best practices
- Contact information
 - GHQ
 - IFC
 - University staff
 - Chapter Advisory Board
- Evaluations
 - Should include evaluations on items from “Executing Specific Events”
- Committee
 - Structure of committee
 - Agendas/minutes
 - How/when information on hosting meetings
 - Specific responsibilities of the committee
 - Best practices on utilizing/leading the Scholarship committee
 - Sit on Executive Committee
 - Responsibilities on Executive Committee
- Chapter Advisory Board interactions
 - Who?
 - When?
 - Why?
 - What is the advisor’s role?
 - How often?
- Programming ideas
 - What worked, what didn’t
 - Goals for the future
 - Ideas for the future
- Awards/recognition
 - Ongoing recognition and incentives for members engaged in the program
 - Recognition for committee members and star performers
 - List of any scholarships provided by university or alumni and application process/dates for them.
 - List of the Phi Delta Theta Foundation scholarship dates and deadlines

APPENDIX: RESOURCES

Sample Academic Goals for a Chapter

1. Attain a Chapter GPA in the Top 1/3 of all fraternities on campus each semester
2. Attain a Chapter GPA of 3.2 by Spring 2019
3. 90% of chapter membership above a 2.75 individual semester GPA
4. Increase the minimum GPA to extend a bid .25 for high school, transfer, and cumulative GPA's
5. Provide entire membership with University and Phi Delta Theta scholarship opportunities and application deadlines and remind monthly
6. Attain a new member GPA in the Top 1/3 of all fraternities on campus each semester
7. Attain the highest chapter GPA in your Phi Delta Theta Province

Sample Awards & Recognition

Awards and productive recognition are an integral part of a successful scholarship program. The chapter should provide on at least a semester or yearly basis some form of recognition. Below is a list of common practices:

- **Scholarship Dinner:** Each semester a Scholarship Dinner, organized by the Scholarship Chairmen, should be held. All members should be invited and served the same meal. Those who did not perform well academically should be encouraged to attend, without names being stated, to see the importance of those being honored for scholastic and Sound Learning achievement.
 - This could also take place as an end of year scholarship banquet/formal where alumni, parents, and university partners are invited to attend
- **Recognition:** Informal recognition for academic or Sound Learning achievements should be a regular part of chapter life. At meals, or at the end of meetings, congratulating men who performed well on exams or papers only heightens the importance of scholarship within the chapter and aids to motivate others. This could also include such items as promotions, new jobs/internships, leadership roles in other organizations, and honor society membership. These are all forms of Sound Learning that take place outside of the classroom.
- **Awards**

Highest member grade average	Highest big/little brother grade avg.
Highest Phikeia grade average	Most improved member grade average
Highest class grade average	Most improved Phikeia grade average
Chapter Sound Learner of the year	Academic mentor of the year

Scholarship Program Checklist & Self-Evaluation

Evaluation is a valuable tool to keep your program on track and to the needs of your members. Below are several questions that may help you decide if your program is helping promote Sound Learning:

- Is the chapter aware of and using all the resources available to it from General Headquarters (*PDTU, Sample Scholarship Program, Leadership Consultant Coaching*)
- Is the chapter aware of and using the resources available to it from the campus and or Greek adviser?
- Does the chapter have a written scholarship program that it holds accountable to members?
- Does the chapter have a program set in place for brothers who fall below the chapters good standing academically?
- Does the chapter and Scholarship Committee set goals each semester?
- Are the chapters standards to be extended a bid, initiated, and in good active membership standing setting the chapter up for academic success?
- Is the Scholarship Chairman part of the Executive Committee? Is the chapter aware of the Scholarship Chairman and Committee's duties?
- Does the Chapter have a Scholarship Advisor on the Chapter Advisory Board, if so, does the chapter seek advice from said person?
- Does the Scholarship Committee provide members with updates related to school, local, and General Headquarters scholarships?
- Does the chapter regularly honor academic and Sound Learning achievement?
- Does the chapter calendar interfere with important academic times (*i.e. midterms and finals*)
- Are all chapter officers academically eligible to hold office?
- Does the Scholarship Committee provide mentorship and resources for members struggling academically?
- Does the chapter hold quiet hours in the chapter facility daily, weekly, and 24/7 during finals or midterms?

Sample Academic Peer Mentoring Worksheet

Instructions:

Please carefully consider and thoughtfully respond to the questions in the sections below. Feel free to type these answers in a separate document and print prior to the meeting.

Reflecting on my term:

1. What I liked most about my major...
2. What I liked least about my major...
3. What could I have done to make the experience better?
4. What were my goals and priorities when I began this major? Where do they stand now?
5. The top three obstacles to performing my major responsibilities were...
6. The top three people or resources that supported me in my major were...
7. The top three things I wish I'd know before I took major were...
8. What skills did I develop in this major that I will carry with me to other leadership positions and my career after college?

Sample Academic Goal Sheet

Member Academic Goal Sheet

As a member of the Phi Delta Theta Fraternity, we pledge to uphold ourselves to a higher standard. We're committed to Friendship, Sound Learning, and Rectitude. As a college student and member of Phi Delta Theta, please list goals for how you will specifically improve and maintain your academic success. SMART goals are preferred.

My Overall Academic Goal:	How I will achieve this:	When will this be accomplished by:
Class Goal:	How I will achieve this:	When will this be accomplished by:
Class Goal:	How I will achieve this:	When will this be accomplished by:
Class Goal:	How I will achieve this:	When will this be accomplished by:
Class Goal:	How I will achieve this:	When will this be accomplished by:
Class Goal:	How I will achieve this:	When will this be accomplished by:
Class Goal:	How I will achieve this:	When will this be accomplished by:
Personal Development Goal:	How I will achieve this:	When will this be accomplished by:

Print Name: _____ Signature: _____ Date: _____

Scholarship Chair : _____ Signature: _____ Date: _____

President: _____ Signature: _____ Date: _____