Developing Life-Ready Leaders™

Student Success in the 21st Century

Leader in Me helps schools develop the whole person by preparing students to become life-ready leaders.

Leader in Me unites students, staff, and families around a common goal to prepare students with college, career, and life-readiness skills necessary to thrive in the 21st century, based on the competencies found in the Student Leadership Portrait™.

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**Leader in Me Process**

**Whole School Improvement**

*Leader in Me* is a K–12 whole-school improvement model and process being implemented by thousands of schools in over 50 countries worldwide. The *Leader in Me* model empowers educators with core paradigms and effective practices that drive measurable results in leadership, culture, and academics.

**Operating System**

*Leader in Me* is not just another program, but an operating system to support current initiatives.

*Leader in Me* serves as the foundational operating system for a school by creating an environment where existing programs and initiatives can thrive. After the *Leader in Me* Core is installed, schools can choose Impact Journeys, coaching, materials, and other enhancements to help influence the most important schoolwide objectives. Schoolwide transformation doesn’t happen overnight and isn’t easy, but it is manageable with the *Leader in Me* implementation process.
Why Leader in Me?

Evidence-Based Results

Ongoing empirical research from over 30 institutions documents evidence of the significant impact Leader in Me can have in schools by creating the conditions to drive results.

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**Leader in Me** helps schools to achieve the following outcomes:

<table>
<thead>
<tr>
<th>LEADERSHIP</th>
<th>CULTURE</th>
<th>ACADEMICS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Student Behavior</strong></td>
<td><strong>Attendance</strong></td>
<td><strong>Reading/Math Proficiency</strong></td>
</tr>
<tr>
<td>Positively impact students’ behavior.</td>
<td>Create a school culture where students and staff feel safe and valued.</td>
<td>Help students and staff build the skills and competencies necessary for student achievement.</td>
</tr>
<tr>
<td><strong>Staff Social-Emotional Teaching Readiness</strong></td>
<td><strong>Supportive School Environment</strong></td>
<td><strong>Teaching Efficacy</strong></td>
</tr>
<tr>
<td>Develop the personal and professional capacity of teachers and staff, allowing them to confidently teach and model social-emotional leadership skills.</td>
<td>Engage student learning and positively support the development of student social-emotional leadership skills.</td>
<td>Prepare and support teachers to create goal-centered, student-led classrooms that empower students to lead their own learning.</td>
</tr>
<tr>
<td><strong>Student Leadership</strong></td>
<td><strong>Student Engagement</strong></td>
<td><strong>Student-Led Achievement</strong></td>
</tr>
<tr>
<td>Help students develop the mindsets, behaviors, and skills to be effective lifelong leaders.</td>
<td>Help students feel emotionally safe, socially supported, and academically challenged.</td>
<td>Inspire students with the mindset, skills, and supportive environment they need to lead their academic achievement.</td>
</tr>
<tr>
<td><strong>Family Involvement</strong></td>
<td><strong>Staff Satisfaction</strong></td>
<td></td>
</tr>
<tr>
<td>Provide students’ families with information, training, and school resources, empowering them to be supportive partners in the development of their child’s social-emotional learning.</td>
<td>Empower teachers with meaningful leadership opportunities and expert support to guide the social, emotional, and academic development of their students.</td>
<td></td>
</tr>
</tbody>
</table>

For more information on evidence-based research, visit www.LeaderinMe.com.

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Leader in Me is endorsed by CASEL as an evidence-based social-emotional learning process (K-6). An extensive review by CASEL found Leader in Me to meet the highest level of program design and implementation support in all measured categories.
A New and Improved Process

Schools now benefit from a more flexible and impactful, Leader in Me process which addresses your school’s biggest challenges better than ever.

Leader in Me was created by a team of educators and continues to improve thanks to a remarkable global community who share their ideas, recommendations, and stories.

### YEARS 1-3

**Leader in Me Core**

Become a Great Leadership School

- Establish a sustainable Social-Emotional Learning (SEL) culture that meets the needs of the whole person.*
- Apply powerful leadership principles to unleash the greatness in your staff and students.
- Connect and contribute to a global community of high-performing schools.

*Research-backed and CASEL endorsed

### YEAR 4 AND ONGOING

**Impact Journeys**

Become Excellent in an Area of Focus

Choose areas of focus important to your school and earn distinctions in topics such as:

- Academics I: Closing Our School’s Proficiency Gap
- Academics II: Achieving Team Proficiency Goals
- Empowering Instruction: Nurturing a “We Learn” Culture
- Family Engagement: The Learning Team Approach
- 7 Habits of Highly Effective Families®
- Equity in Education: From the Inside Out

### LIGHTHOUSE CERTIFICATION

Successful implementation of the Leader in Me Core equips a school to achieve great results and become Lighthouse certified.

### DISTINCTIONS

Schools that demonstrate significant improvement in areas targeted through Impact Journeys can qualify for distinctions.

### CASEL ENDORSED SEL PROCESS

**Leader in Me** is endorsed by CASEL and is the global leader in social-emotional learning. More than just a singular program, Leader in Me is foundational to empowering students.

### GREATER FLEXIBILITY

**Leader in Me** provides schools with voice and choice during implementation. Schools can now choose more live or virtual coaching and enhancements based on their needs.

### ACHIEVE DISTINCTION AWARDS

Once Leader in Me Core Training is complete, schools can sustain greatness year after year by achieving distinction awards through Impact Journeys.

### IMPROVED FAMILY ENGAGEMENT

Keeping families involved in a school’s mission and purpose is essential. Leader in Me now offers additional training and resources to help family engagement improve.
Schools are faced with challenging issues related to equity and unconscious bias, resiliency, mental health, and more. Leader in Me provides Impact Journeys and boosters to support schools in addressing these issues.

Leader in Me provides schools a rich training experience through Leader in Me Online with a variety of resources to help new staff members get oriented.

The improved District Model provides leaders with a more flexible, scalable, and cost-effective solution to implementing Leader in Me in all schools.
**How does it work?**

*Leader in Me* School Process Map

*Leader in Me* is a process of continuous growth and improvement for students, staff, and families. Through ongoing professional learning, coaching, and online resources, *Leader in Me* aligns to a school’s most important initiatives.

<table>
<thead>
<tr>
<th>YEAR 1</th>
<th>YEAR 2</th>
<th>YEAR 3</th>
<th>YEAR 4 AND ONGOING</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Membership</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LiM Core 1</td>
<td>LiM Core 2</td>
<td>LiM Core 3</td>
<td>Impact Journeys</td>
</tr>
<tr>
<td>Materials and Enhancements</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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## Leader in Me Process Map Detail

### Annual Membership

Provides *Leader in Me* Schools with a license to proprietary content and necessary resources that ensure every school can experience transformational results.

<table>
<thead>
<tr>
<th>Coaching Services</th>
<th>Award-Winning Video Library</th>
</tr>
</thead>
<tbody>
<tr>
<td>• 3 Implementation Excellence Coaching Sessions</td>
<td>Online Professional Learning</td>
</tr>
<tr>
<td>• Principal Development Track</td>
<td>Online Classroom and Student Resources</td>
</tr>
<tr>
<td>• Lighthouse Coordinator Development Track</td>
<td>Measurable Results Assessment (MRA)</td>
</tr>
</tbody>
</table>

### LiM Core 1

- **Lighthouse Core 1 Workshop**
  - LH Team
  - 1 Day

- **7 Habits & LiM Core 1 Workshop**
  - All Staff
  - 2-3 Days

- **Coaching**

### LiM Core 2

- **Lighthouse Core 2 Workshop**
  - LH Team
  - 1 Day

- **LiM Core 2 Workshop**
  - All Staff
  - 1 Day

- **Coaching**

### LiM Core 3

- **Lighthouse Core 3 Workshop**
  - LH Team
  - 1 Day

- **LiM Core 3 Workshop**
  - All Staff
  - 1 Day

- **Coaching**

### Impact Journeys

- **Targeted Workshop**
  - All Staff
  - 1 Day

- **Coaching**
  - Leadership Team, Lighthouse Team, or Action Team

### Materials and Enhancements

#### Materials
- Leadership Guides (Student & Teacher Editions)
- Books
- Posters
- Classroom Materials
- Educator Materials

#### Enhancements
- Targeted Implementation Coaching
- Custom Implementation Coaching
- Executive Coaching
- Workshops
- Events
Annual Membership

Equips you with the essential tools and resources you need to transform your school, and connects you to a global community of innovative educators.

OBJECTIVES

- Onboard staff to Leader in Me.
- Develop leadership skills in students.
- Align new and existing district initiatives.
- Sustain school culture.
- Achieve schoolwide goals.

- Build Lighthouse Team capacity.
- Expand principals’ leadership capabilities.
- Engage parent and community support.
- Inspire personal growth in staff.
- Collaborate with other Leader in Me educators.

COACHING SERVICES

Coaching Support

- Three Implementation Excellence Coaching Sessions

Principal Development Track

- One In-Person Community Learning Day
- One Virtual Community Learning Session
- 12 LiM Weekly Special Editions for Principals
- Online Learning Community and Resources For Principals

Lighthouse Coordinator Development Track

- One Live Community Learning Day
- One Virtual Community Learning Session
- 12 LiM Weekly Special Editions for Lighthouse Coordinators
- Online Learning Community and Resources For Coordinators

ONLINE PROFESSIONAL LEARNING

- LiM Weekly for All Staff
- The 7 Habits and LiM Core 1, 2, and 3 Self-Paced Online Workshops
- Principal’s Academy Self-Paced Online Workshop
- Assessments and Credentials for All Staff
- CEU Credit Options

ONLINE CLASSROOM AND STUDENT RESOURCES

- Student Leadership Guides (Levels K–6)
- LEAD Student Journals (Levels 6–9)
- The First 8 Days Leadership Lessons
- Award-Winning Video Library
- Classroom Tools, Lesson Plans, and Powerpoints

MEASURABLE RESULTS ASSESSMENT (MRA)

- Survey Tools for Staff, Students, and Families
- Online Dashboard and Reports

AWARD-WINNING VIDEO LIBRARY

- The 7 Habits of Happy Kids® Videos
- School and Classroom Application Videos from Leader in Me Weekly
- Award-Winning Workshop Videos
# Leader in Me Core

Training and coaching to help you become a Lighthouse School.

## OBJECTIVES

- Establish a sustainable social-emotional learning culture that meets the needs of the whole person.
- Apply powerful leadership principles to unleash the greatness in staff and students.
- Connect and contribute to a global community of high-performing schools.
- Earn Lighthouse School Certification through quality Leader in Me implementation.

## BECOME A LEADER IN ME LIGHTHOUSE SCHOOL

*Leader in Me* Core helps schools become a Lighthouse School by improving leadership, culture, and academics. Live work sessions, coaching, materials, and online training workshop resources are designed to facilitate new paradigms and behaviors with an inside-out approach to achieving results.

## LEADER IN ME CORE 1

### WORKSHOPS

<table>
<thead>
<tr>
<th>Lighthouse Team 1</th>
<th>1 Day, Small Team</th>
</tr>
</thead>
<tbody>
<tr>
<td>Establish a team to coordinate the work of <em>Leader in Me</em> and involve all stakeholders in achieving your school’s goals.</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>The 7 Habits® and Leader in Me Core 1</th>
<th>2-3 Days, All Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Learn the timeless, universal principles of effectiveness that form the foundation of your <em>Leader in Me</em> implementation.</td>
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</tr>
<tr>
<td>Begin teaching leadership to students, establishing leadership culture, and aligning achievement systems in your school.</td>
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</tr>
</tbody>
</table>

### COACHING

Choose the right level of support:

<table>
<thead>
<tr>
<th>Basic</th>
<th>1 Day of Coaching</th>
</tr>
</thead>
<tbody>
<tr>
<td>Standard</td>
<td>2 Days of Coaching</td>
</tr>
<tr>
<td>Advanced</td>
<td>3 Days of Coaching</td>
</tr>
</tbody>
</table>
**LEADER IN ME CORE 2**

<table>
<thead>
<tr>
<th>WORKSHOPS</th>
<th>COACHING</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Lighthouse Team 2</strong>&lt;br&gt;1 Day, Small Team  &lt;br&gt;Grow the capacity of your internal team as you dive further into the systems that support leadership, culture, and academic achievement.</td>
<td>Choose the right level of support:</td>
</tr>
<tr>
<td><strong>Leader in Me Core 2</strong>&lt;br&gt;1 Day, All Staff  &lt;br&gt;Expand the impact of Leader in Me by empowering students with greater leadership roles, engaging families at a higher level, and refining the way teachers help students achieve goals.</td>
<td>Basic&lt;br&gt;1 Day of Coaching</td>
</tr>
<tr>
<td></td>
<td>Standard&lt;br&gt;2 Days of Coaching</td>
</tr>
<tr>
<td></td>
<td>Advanced&lt;br&gt;3 Days of Coaching</td>
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</table>

**LEADER IN ME CORE 3**

<table>
<thead>
<tr>
<th>WORKSHOPS</th>
<th>COACHING</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Lighthouse Team 3</strong>&lt;br&gt;1 Day, Small Team  &lt;br&gt;Coordinate the best practices in your school, with an eye toward sustained systems that benefit all stakeholders in an ongoing way and qualify the school for Lighthouse Certification.</td>
<td>Choose the right level of support:</td>
</tr>
<tr>
<td><strong>Leader in Me Core 3</strong>&lt;br&gt;1 Day, All Staff  &lt;br&gt;Refine your implementation by integrating leadership principles into curriculum and instruction at a higher level and create authentic opportunities for students to find and express their voice at school and beyond.</td>
<td>Basic&lt;br&gt;1 Day of Coaching</td>
</tr>
<tr>
<td></td>
<td>Standard&lt;br&gt;2 Days of Coaching</td>
</tr>
<tr>
<td></td>
<td>Advanced&lt;br&gt;3 Days of Coaching</td>
</tr>
</tbody>
</table>

**LIGHTHOUSE CERTIFICATION**

Lighthouse Certification recognizes high-performing Leader in Me Schools that serve as exemplars to the community and other schools while achieving excellent results in teaching leadership principles, creating a leadership culture, and aligning academic systems.
Impact Journeys

Achieve schoolwide excellence in an area of need and earn Leader in Me distinctions.

Impact Journeys consist of workshops, materials, and coaching bundled to help you become excellent in an area of choice. Each journey helps you achieve specific, measurable results addressing key challenges beyond the Leader in Me Core Training.

OBJECTIVES

- Choose an area of focus and receive targeted training and coaching
- Implement powerful practices to excel in that area and achieve measurable results
- Earn distinctions that recognize your school’s unique achievements

Impact Journey Workshop

Each year, schools can choose an Impact Journey that becomes a focus for staff, students, and families involved. These full-day workshops draw from FranklinCovey’s world-class content and the collective best practices of a global community of Leader in Me Schools.

After review of the process and results, schools may qualify for a distinction and recognition from the Leader in Me community.

IMPACT JOURNEYS

<table>
<thead>
<tr>
<th>WORKSHOPS</th>
<th>COACHING</th>
</tr>
</thead>
<tbody>
<tr>
<td>Impact Journey Workshop</td>
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<tr>
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<td></td>
</tr>
<tr>
<td>Choose the right level of support:</td>
<td></td>
</tr>
<tr>
<td>Essentials 3 Coaching Sessions</td>
<td></td>
</tr>
<tr>
<td>Basic 1 Day of Coaching</td>
<td></td>
</tr>
<tr>
<td>Standard 2 Days of Coaching</td>
<td></td>
</tr>
<tr>
<td>Advanced 3 Days of Coaching</td>
<td></td>
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</tbody>
</table>

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Choose your Impact Journey focus:

**ACADEMICS 1: CLOSING OUR SCHOOL’S PROFICIENCY GAP**
*1 day workshop for Academic Action Team, Coordinator, Principal. Delivered by the school’s coach*

After learning *The 4 Disciplines of Execution®* in the *Leader in Me Core*, apply the disciplines to create an aligned system of schoolwide goals. Learn how to connect state and district priorities to goals at multiple levels including school, grade or department, classroom, teacher, and student. Focus the efforts of all members of your school community and empower them to achieve breakthrough results.

**ACADEMICS 2: ACHIEVING TEAM PROFICIENCY GOALS**
*1 day workshop for Academic Action Team, Coordinator, Principal. Delivered by the school’s coach*

With a system of aligned academic goals in place, you can accelerate your results by identifying the most effective lead measures. Help your staff connect to the best academic practices and become expert action researchers. Then, leverage your 4DX® system to spread the practices with the most impact throughout your school quickly.

**EMPOWERING INSTRUCTION 1: NURTURING A “WE LEARN” CULTURE**
*1 day all staff workshop with materials + selected coaching bundle*

Imagine the impact of teachers working with students to own their own learning. In this Impact Journey teachers will focus on empowering paradigms, trusting relationships, student-led learning, and collaborative planning and reflection. The 3i approach to crafting effective lessons as well as integration of best instructional practices from a variety of sources will help you create a “We learn” rather than “I teach” mindset.

**FAMILY ENGAGEMENT: THE LEARNING TEAM APPROACH**
*1 day all staff workshop with materials + selected coaching bundle*

Today’s learning environment calls for more than the occasional interaction with the families of your students. It requires truly partnering with parents or guardians to create an effective Learning Team. Discover the changes in paradigms, practices and tools that will harness the strengths of your whole school community and transform relationships and results.

**THE 7 HABITS OF HIGHLY EFFECTIVE FAMILIES**
*1 day workshop, including certification with materials + selected coaching bundle*

The *7 Habits of Highly Effective People®* are foundational to *Leader in Me* and are just as powerful when applied at home. Many families are excited to learn more about these powerful principles. This Impact Journey includes a one-day workshop to share with your family community and staff. Additionally, select participants will be certified in the content so they can facilitate ongoing 7 Habits learning for families.

**EQUITY IN EDUCATION: FROM THE INSIDE OUT**
*1 day workshop for educators and administration with materials + selected coaching bundle*

Equity in Education is an active-learning workshop where educators use an inside-out approach to deepen their learning about equitable paradigms and practice instructional strategies to overcome unintentional bias and other equity barriers that impede students’ academic growth.
Coaching

Receive expert support to help your staff apply *Leader in Me* to the unique challenges at your school, and achieve measurable results each academic year. Coaching is bundled as part of the *Leader in Me* Core and Impact Journeys, and additional coaching is available through Enhancements.

**OBJECTIVES**

- Reinforce learning and application related to key areas on the Leader in Me Framework.
- Help staff members find solutions to challenges and create actionable plans.
- Receive ongoing support to ensure quality implementation and Lighthouse achievement.

**LEARNING AND IMPLEMENTATION CYCLE**

A great plan will achieve great results when individuals have the knowledge and skills to bring it to life. Your coach will connect your staff to facilitate deep learning about each part of *Leader in Me*, equip them with the tools to put the learning into practice, and give them time to reflect on results in a cycle of continuous learning and improvement.

**COACHING IMPROVES RESULTS**

*Leader in Me* provides schools with essential coaching support throughout their journey. With that coaching, schools can achieve optimal results in knowledge mastery, skill acquisition, and classroom application. Additional coaching can address challenging initiatives, ensure execution of new goals, and guide behavior change in staff and students throughout a school.

<table>
<thead>
<tr>
<th>Only THEORY</th>
<th>Knowledge Mastery</th>
<th>Skill Acquisition</th>
<th>Classroom Application</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>85%</td>
<td>15%</td>
<td>5-10%</td>
</tr>
<tr>
<td>With PRACTICE</td>
<td>85%</td>
<td>80%</td>
<td>10-15%</td>
</tr>
<tr>
<td>With COACHING</td>
<td>90%</td>
<td>90%</td>
<td>80-90%</td>
</tr>
</tbody>
</table>

Source: *Student Achievement through Staff Development*, Bruce Joyce and Beverly Showers, 2002
Materials
Reinforce *Leader in Me* with a variety of resources to inspire both staff and students.

**ELEMENTARY/MIDDLE SCHOOL MATERIALS**
This series addresses the *7 Habits*® and other key leadership topics throughout the year to help every student engage and participate in the leadership culture at school.

**HIGH SCHOOL MATERIALS**
Leadership courses give students an opportunity to master college, career, and life-readiness skills. Once complete, students can qualify to receive a FranklinCovey leadership certificate.

**STAFF AND FAMILY MATERIALS**
Participant guides complete the training experience and help participants enhance their learning. They also help reinforce ongoing reflection of principles and notes.

**BEST-SELLING BOOKS**
FranklinCovey provides a rich library of best-selling books related to leadership, productivity, collaboration, execution, and more!

**CLASSROOM RESOURCES**
Reward and celebrate students as they continue to develop and improve as life-ready leaders in the classroom environment.
Enhancements

Reinforce *Leader in Me* with a variety of optional enhancements.

TARGETED IMPLEMENTATION COACHING

Targeted Coaching Sessions are delivered by an assigned coach with dedicated times for the principal, Lighthouse Team, action team(s), and/or grade level teams during planning periods. These sessions do not require a full professional development day or materials. Targeted Coaching Sessions include:

- Achieve Measurable Results  
  *(Recommended Annually for Level 4+ Schools)*
- Use *The First 8 Days* to Establish Leadership Classrooms
- Align *Leader in Me* With Other School Priorities
- Discover the Power of the Core Paradigms
- Check Your School’s Lighthouse Review Readiness
- Build a High-Trust Team
- Grow Leadership in Others Through Coaching
- Cultivate Leadership in Your Lighthouse Team
- Build Trust With Students
- Power Up Your PLTs With Collaborative Planning and Reflection
- Leverage Goals to Achieve Growth
- Cultivate Student Ownership of Goals
- Build Equity by Cultivating Leadership in Students
- Develop Resiliency Through Research-Based Practices

CUSTOM IMPLEMENTATION COACHING

In addition to the Targeted Coaching Sessions, a school may use one or more days of coaching to address any area of *Leader in Me* implementation, including continuing work on an Impact Journey.

EXECUTIVE COACHING

Executive Coaching is delivered one-on-one by a certified FranklinCovey coach to help school leaders develop their individual acumen and achieve breakthrough results.

WORKSHOPS

FranklinCovey is the world leader in helping organizations improve culture with award-winning content based on a foundation of timeless principles and proven practices. Training workshops are usually extended to all staff or large teams along with participant guides to enhance the experience. These can include:

- *The 7 Habits of Highly Effective Teens®*
- *The 5 Choices to Extraordinary Productivity®*
- *Leading at the Speed of Trust®*

Events

Join educators locally and throughout the world at the following *Leader in Me* events:

- *Leader in Me Symposium*
- Principal’s Academy
- Global Leadership Summit
Award-Winning Leadership Content

Our award-winning content, books, methodologies, and tools have been utilized by thousands of public and private primary, secondary, and postsecondary schools and institutions in all 50 states and over 50 countries worldwide. This includes educational service centers and vocational schools.

Imagine a World Shaped by Life-Ready Leaders

At its core, leadership is a choice that an empowered and supported student can make in their own life—setting an example for others to follow. Envision the potential of a school environment where you see, feel, and hear students and teachers engaged around a common goal: to develop every student into a life-ready leader who makes a difference in their community or nation.

What will their impact be?

Global Impact

Today, thousands of Leader in Me Schools in over 50 countries are improving school performance by embracing a new paradigm for developing life-ready leaders.

The Leader in Me Book

Learn more about Leader in Me and start engaging staff members in a study of the book that has inspired transformational change in schools worldwide.

In this bestseller, co-authors Stephen R. Covey, Sean Covey, Muriel Summers, and David Hatch take the 7 Habits® that have already changed the lives of millions of readers and show how even young children can use them. The 7 Habits® and other core leadership skills are now being adopted by schools around the world as part of a leadership model, most famously beginning at A.B Combs Elementary school in Raleigh, NC. Not only does it work, it works better than anyone could have imagined.
SINGLE ELEMENTARY & MIDDLE SCHOOL MODEL

Solution Overview