

FRANKLINCOVEY CLIENT SALES, INC.
The Leader in Me®
Services Agreement

This Agreement is entered into as of the 7 day of July, 2016 (the "Effective Date") by and between Franklin Covey Client Sales, Inc., a Utah corporation whose address is 2200 West Parkway Blvd., Salt Lake City, Utah 84119 ("FranklinCovey"); Cedar Falls Community Schools whose address is 1002 1st Street, Cedar Falls, IA 50613 ("District"); and Greater Cedar Valley Alliance and Chamber (Leader Valley) whose address is 10 West 4th Street Suite 310, Waterloo, IA 50702 ("Sponsor").

WHEREAS, FranklinCovey offers to Schools a unique educational solution, entitled "The Leader in Me®," ("TLIM") which helps Schools establish a culture of character and leadership with its teachers and students.

WHEREAS District wishes for the Schools listed on the attached Exhibit A (collectively the "Schools") to receive the necessary TLIM training, coaching, materials (including upgrades), and applicable licenses described herein (collectively the "Services") in order to be included in FranklinCovey's *The Leader in Me®* network of Schools.

WHEREAS, Sponsor wishes to assist the District in helping such Schools achieve this network status by providing funding for such Services as described herein.

NOW, THEREFORE, in consideration of the premises and the covenant contained herein the parties agree as follows;

Part I
Description of Services

FranklinCovey shall provide District the necessary training, coaching and materials to enable the Schools listed in the attached Exhibit A to be a part of the Leader in Me® network of Schools. Details of the Services are described on the attached Exhibit B. District shall provide each School a copy of this Agreement. District shall convey to each School that each School is considered a "District" for purposes of this Agreement and shall be bound by all terms and conditions described herein.

Part II
Definitions

Definitions. As used in this Agreement, the following terms shall have the meanings given:

1. **"Facilitated Training"** means presentation by a Facilitator of a FranklinCovey Program through live instruction.
2. **"Facilitator"** means an individual who is employed or contracted by Sponsor and certified by FranklinCovey to conduct Facilitated Training to Participants.
3. **"Facilitator Materials"** means the materials identified on the attached Exhibit B.
4. **"FranklinCovey Program" or "Program"** means *The Leader in Me®* process, including The 7 Habits of Highly Effective People®.
5. **"Participant Materials"** means the materials identified on the attached Exhibit B.
6. **"Participants"** means teachers, staff and students of Schools.
7. **"Schools"** means those Schools under the jurisdiction of the District and described on the attached Exhibit A. Additional Schools may be added to Exhibit A by written notice (email is sufficient) between the parties

Part III
Website and Intellectual Property License

Grant of Rights: District is entitled to access FranklinCovey's Leader in Me website (the "Website") located at www.leaderinme.org and receive a limited license to use certain FranklinCovey intellectual property as defined in this Section.

1. Web-based Resource Tool: Only teachers, administrators, students and student parents of District ("Site Users") shall have access to certain protected sites on the Leader in Me website (www.leaderinme.org) (the "Sites"). Teachers and Administrators shall have access to all protected Sites, inclusive of "The Leader in Me Online", and students and parents shall have access only to the Student Schoolyard Site. Access to the Sites shall be available only to Site Users, who will be assigned a unique user identification name and password. The Sites are for Site User use only, and District and Site Users agree not to make the Sites available in any manner to individuals who are not participating in the Implementation Training Solution or to the public. The Sites are provided for the benefit of Districts, its teachers, administrators, students and parents only who have selected this solution. FranklinCovey will not provide technical support to District and Site Users or be liable in the event the website, Sites or related technology fails. Site Users for the Teacher Lounge agree to accept the terms and conditions of such Site. To view the terms go to www.leaderinme.org/terms.html. District shall effectively communicate to Site Users not to include any third party proprietary materials (i.e. branded beverages, branded clothing and famous characters/images, etc.) when posting to the Website unless District has a license with such third party.

2. **Intellectual Property License:** FranklinCovey hereby grants to the District, a limited, non-exclusive license (the "License"), to use the FC IP (defined below) within District's Schools only in connection with the delivery or promotion of FranklinCovey's The Leader in Me® solution within its School. For clarity, the FC IP may be used with, but not meant to be limiting, lesson plans, posters, tee shirts, pins and songs and other similar uses, excluding planners/agendas, unless purchased through Premier, a division of School Specialty. The License to the FC IP shall not be sublicensed, assigned, or transferred by District. All works created by District, using the FC IP shall be deemed derivative works ("Derivative Works"), and are owned by FranklinCovey and may be used only pursuant to the license granted herein. Notwithstanding the foregoing sentence, Client shall at all times retain ownership in its intellectual property if such intellectual property is used in a Derivative Work. The "FC IP" shall mean The Leader in Me trademarks and copyrighted materials provided to the School by FranklinCovey, including The 7 Habits®. District shall effectively communicate to its staff, employees, teachers and anyone else who may have access to or receive the FC IP, that such FC IP is copyright-protected and the proprietary property of FranklinCovey, and that neither District nor its employees, staff or students shall modify, reproduce, file share, email, distribute to a third party, or publicly post (e.g. Teachers Pay Teachers, YouTube, etc.) the FC IP and any Derivative Works created by District or its Schools except as expressly provided for herein.

Part IV **General Terms and Conditions**

Payment Terms: In consideration of the rights granted herein, Sponsor agrees to pay FranklinCovey the non-refundable amount as shown in Exhibit B as "Total Investment." Estimates for travel and shipping/handling are included in Exhibit B. For clarity, these are purely estimates only. Further the Total Investment is based on staff and student count collected on or before the Effective Date of this Agreement. Therefore, if the staff and student count increases each contract year, Sponsor and/or District may be required to pay additional fees for such increases. All shipments are FOB Shipping Point. All payments are due Net 30 from date of invoice. Pricing is firm for the first year of the Agreement. Thereafter, pricing is subject to an annual price increase not to exceed five percent (5%) per contract year. FranklinCovey shall provide thirty (30) days written notice of any price increase. Further, and for clarity, in the event Sponsor is in default for payment, District shall not be liable to FranklinCovey for payment, however, FranklinCovey may terminate the Agreement for breach, unless Sponsor is able to cure such breach per the "Term" section below.

Scheduling a Consultant: In the event District or Sponsor wishes to use a FranklinCovey consultant to deliver any of the Services the following terms apply.

To schedule Services, including Programs and coaching, District or Sponsor shall contact FranklinCovey in writing (email is sufficient) at least thirty (30) days in advance in order to secure a FranklinCovey consultant. Once scheduled, the cancellation/rescheduling provisions below shall apply. The daily consultant fee will be at FranklinCovey's then current rate.

Cancellation/Rescheduling Fees: Fifteen (15) calendar days' notice is required to cancel or reschedule a consultant. If the District provides fewer than fifteen days' notice, the District will be billed a cancellation fee of 75% or a rescheduling fee of 25% to cover costs incurred by FranklinCovey, plus any travel costs imposed on FranklinCovey as a result of such cancellation or rescheduling. A District will not be assessed a cancellation/rescheduling fee for any consultant canceled or rescheduled by FranklinCovey.

Facilities: District shall be responsible for providing an appropriate classroom for scheduled Services and to furnish the classroom with audio/visual equipment required by FranklinCovey and all costs associated therewith. FranklinCovey owns or controls all intellectual property rights, proprietary rights and copyrights to all workshops, seminars, training sessions, webinar concepts and materials. Any unauthorized use, reuse, copying, reproduction, recording, transmittal, modification or revisions of any such materials or concepts of the scheduled workshop or any portion thereof is expressly prohibited and shall constitute a breach of this Agreement and/or federal copyright law. Any materials provided herein are intended for personal use only by the participant. Nothing in this Agreement implies a grant of license for Client to use the seminar, workshop, or training session concepts and materials outside the scope of the Agreement.

Copyright: FranklinCovey owns or controls all intellectual property rights, proprietary rights and copyrights to all of The Leader in Me™ ("TLIM") Solutions concepts, teacher and student materials, content, videos, website and any and all Facilitator and Participant Materials and derivatives thereof. Unless otherwise provided for herein, any unauthorized use, reuse, copying, reproduction, recording, transmittal, modification or revisions of any such Materials, concepts or any portion thereof is expressly prohibited and shall constitute a breach of this Agreement. Nothing in this Agreement implies a grant of license for District to use the Materials or concepts outside of the scope of this Agreement.

Recordings: District shall not make or allow to be made any audio and/or video recordings of the Program or event. District shall inform the audience and otherwise take reasonable actions to insure that no recordings of the Program or event are made.

Substitution of Instructor: If for any reason the scheduled instructor is unable to conduct the Program/event, FranklinCovey will provide a substitute instructor or, at District's option, reschedule the Program/event. In the case of a cancellation or rescheduling by FranklinCovey, District will not be charged a cancellation/rescheduling fee.

Returning Participant Materials: FranklinCovey will extend a refund for unused Participant Materials returned within thirty (30) days of purchase or Program training date. Customized products, online profiles, and online learning modules are not

eligible for refund. Electronic and software products must be returned within fourteen (14) days of purchase or Program training date in the original, unopened packaging for refund. All materials carry an unconditional guarantee against any manufacturing defect for one (1) full year.

Performance Requirements By Schools: Each School is required to complete the requirements as outlined in the attached Exhibits B and C per contract year. For Programs described in Exhibit B, Sponsor agrees to communicate back to FranklinCovey in writing the date when such Programs have been completed.

Term: This Agreement shall commence on the Effective Date and continue for 5 years, unless earlier terminated pursuant to this Agreement. In the event of a material breach by Sponsor and/or District of any term of this Agreement, FranklinCovey shall provide Sponsor and/or District written notice of such material breach and Sponsor and/or District shall have thirty (30) days from receipt of the notice to cure the identified breach. If Sponsor and/or District fails to cure the material breach within the 30-day period, this Agreement immediately terminates on the 30th day. In the event of a material breach by FranklinCovey of any term of this Agreement, Sponsor and/or District shall provide FranklinCovey written notice of such material breach and FranklinCovey shall have thirty (30) days from receipt of the notice to cure the identified breach. If FranklinCovey fails to cure the material breach within the 30-day period, this Agreement immediately terminates on the 30th day and Sponsor and/or District will not owe any additional amounts to FranklinCovey, except for amounts incurred prior to the date of termination of the Agreement. Sponsor and/or District shall maintain the right to terminate this Agreement for convenience after contract year one, and each contract year thereafter, by providing ninety (90) days written notice prior to the end of each contract year.

Termination: Upon termination of this Agreement for any reason, District shall immediately (i) discontinue all use of the FC IP (ii) return to FranklinCovey or certify to FranklinCovey that it has destroyed all Participant Materials and printed materials containing the FC IP that have not been distributed. Notwithstanding the foregoing, students and/or staff who receive Participant Materials as part of the Services may continue to use such materials for their personal use to apply the concepts learned.

Facilitator Candidate: In consideration of the investment described herein, Sponsor shall be entitled to have a certain number of employees certified to deliver The Leader in Me® solutions within the Schools ("Facilitator"). Such Facilitator candidate will be required to interview with FranklinCovey before being considered for certification. See Exhibit B for details. Additionally, in order to maintain certification, Facilitator agrees to the following:

1. Participate annually in Facilitator Academy or other offering prescribed by FranklinCovey and presented by a qualified FranklinCovey instructor, or another means of delivery.
2. Allow FranklinCovey representatives to observe any Facilitated Training conducted by him/her.
3. Obtain and use updated materials prescribed by FranklinCovey.
4. Present FranklinCovey Programs and use materials only as provided in this Agreement.
5. Not train others to conduct Facilitated Training unless authorized and certified by FranklinCovey to do so.
6. Present Facilitated Training in the format prescribed by FranklinCovey.
7. Not market or identify himself/herself as a Facilitator on social media sites such as, but not limited to, Facebook, LinkedIn, or any other website, with the exception of the Client's internal website.
8. Upon notice to Sponsor, FranklinCovey may, in its sole discretion, waive any or impose additional requirements in order for an individual to be certified or to maintain certification as a Facilitator.
9. Report to FranklinCovey all scheduled training dates at least two weeks prior to completion of the training. The form of such report to be agreed upon by the parties.
10. Provide each Participant attending a Program or coaching session FranklinCovey's "NPS Survey". Such survey is included with the Facilitator Materials. FranklinCovey reserves the right to request a copy of each NPS Survey completed per delivered Program or coaching session.
11. Facilitator agrees to complete all of the Services for each School per each contract year as outlined in Exhibit B.

Note: If for any reason this Agreement terminates, Facilitator will no longer be certified to deliver the Program and/or coaching services as described herein. Facilitator agrees to return to FranklinCovey all Facilitator Materials and undistributed Participant Materials, or verify to FranklinCovey that such Materials have been destroyed.

Insurance: FranklinCovey will maintain such commercial general liability, property damage, employer's liability, and worker's compensation insurance as will protect FranklinCovey, District, and Sponsor from claims of personal injury, death and property damages and from claims under applicable workers' compensation statutes. FranklinCovey agrees to provide District and Sponsor with a certificate of such insurance upon request. Client reserves the right, in its sole discretion, to terminate this Agreement if the insurance carried by FranklinCovey is insufficient for the scope of Services provided herein.

Independent Contractor: All employees of FranklinCovey shall be deemed employees of FranklinCovey for all purposes and FranklinCovey alone shall be responsible for their work, personal conduct, direction, and compensation. FranklinCovey acknowledges that it will not hold itself, its officers, employees and/or its agents out as employees of District or Sponsor. FranklinCovey is retained by Sponsor and/or District only for the purposes and to the extent set forth in this Agreement, and its relationship to Sponsor and/or District shall, during the periods of its services hereunder, be that of an independent contractor. FranklinCovey shall not be considered as having employee status and shall not be entitled to participate in any of Sponsor and/or District workers' compensation, retirement, fringe benefits, unemployment insurance, liability insurance, disability insurance, or other similar employee benefit programs. Similarly, FranklinCovey, its officers, its employees and/or

its agents shall not be considered as having employee status for the purposes of any other rights, privileges or benefits derived from employment by Sponsor and/or District.

Entire Agreement: This Agreement represents the entire understanding between the parties and supersedes all prior agreements, whether written or oral, relating to the subject matter hereof. In the event any terms contained in any subsequent purchase order (or similar document) sent or received in connection with this Agreement are inconsistent with the terms of this Agreement; the terms of this Agreement shall prevail.

Indemnification: District and Site Users shall indemnify and hold FranklinCovey harmless against any claim (including loss, liability, damage, cost, expense and settlement payments, including reasonable attorney's fees), arising out of any breach or alleged breach of any representation or warranty made herein or any breach or alleged breach of this Agreement, and specifically, should District or Site Users violate the rights of any third party's proprietary interests.

Confidentiality: Each party agrees that information supplied by each to the other during the course of this Agreement may be of a competitively sensitive or proprietary nature and company confidential to that party ("Confidential Information"). Each party shall (i) protect the Confidential Information disclosed hereunder to the same extent it protects its own proprietary information of similar importance; (ii) not disclose Confidential Information of the other party to any person or entity other than to an employee or approved agent of either party obligated to maintain the confidentiality of such information; or (iii) not to use Confidential Information of the other party for any purpose other than to exercise its rights and fulfill its obligations under this Agreement. Confidential Information shall not include information which can be shown by a recipient to have (a) been known by such party at the time of disclosure through legitimate means; (b) entered the public domain by some action other than breach of this Agreement by the receiving party; (c) been independently developed by the recipient by personnel without access to the Confidential Information or (d) been released in writing from the obligation of confidentiality by the owner or provider of such Confidential Information. Each party's obligation of confidentiality under this Agreement shall extend for a period of one (1) year following termination or expiration of this Agreement.

Warranty.

1. FranklinCovey warrants (i) FranklinCovey is the owner or licensee of the Website and its content and has the right to grant the license provided herein, (ii) the services of subject herein will be performed in a professional and workmanlike manner, and (iii) the services will conform in all material respects to the applicable commercial standards.
2. THE WARRANTIES ABOVE ARE EXCLUSIVE. FRANKLINCOVEY HEREBY DISCLAIMS ANY AND ALL OTHER REPRESENTATIONS OR WARRANTIES NOT EXPRESSLY SET FORTH HEREIN AND ALL IMPLIED WARRANTIES OF ANY KIND, INCLUDING, BUT NOT LIMITED TO, WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. FRANKLINCOVEY DOES NOT WARRANT THAT (I) THE RESULTS THAT MAY BE OBTAINED BY USING THE WEBSITE OR SERVICES WILL MEET DISTRICT'S OR SITE USERS' REQUIREMENTS, (II) AN UNAUTHORIZED PERSON WILL NEVER GAIN ACCESS TO THE DISTRICT'S OR SITE USERS' CONTENT OR PRESENTATIONS, OR (III) THAT THE SERVICES WILL BE UNINTERRUPTED OR ERROR FREE.
3. Limitation of Liability. EXCEPT FOR LIABILITY ARISING FROM A (A) PARTY'S INDEMNIFICATION OBLIGATIONS SET FORTH ABOVE; (B) BREACH OF A PARTY'S CONFIDENTIALITY OBLIGATIONS ABOVE; OR (C) BREACH BY SPONSOR AND/OR DISTRICT OF THE TERMS SET FORTH IN HEREIN, NEITHER PARTY SHALL BE LIABLE, WHETHER IN AN ACTION IN NEGLIGENCE, CONTRACT, TORT OR BASED ON A WARRANTY OR OTHER LEGAL THEORY, IN ANY WAY TO THE OTHER PARTY OR ANY OTHER PERSON FOR ANY LOST PROFITS OR REVENUES, LOSS OF USE, LOSS OF DATA OR COSTS OF PROCUREMENT OF SUBSTITUTE GOODS, LICENSES OR SERVICES OR SIMILAR ECONOMIC LOSS, OR FOR ANY PUNITIVE, INDIRECT, SPECIAL, INCIDENTAL, CONSEQUENTIAL OR SIMILAR DAMAGES OF ANY NATURE, WHETHER FORESEEABLE OR NOT. EXCEPT FOR THE LIABILITIES EXPRESSLY STATED HEREIN, OR A PARTY'S GROSS NEGLIGENCE OR WILLFUL MISCONDUCT, AS TO WHICH THE FOLLOWING LIMITATION OF LIABILITY SHALL NOT APPLY, EACH PARTY'S MAXIMUM LIABILITY FOR ANY DAMAGES, REGARDLESS OF FORM OF ACTION, SHALL NOT EXCEED THE SERVICE(S) FEES ACTUALLY PAID TO FRANKLINCOVEY FOR THE RELEVANT SERVICES.

Modification of Agreement: All amendments or modifications to this Agreement must be in writing signed by the parties hereto. The person executing this Agreement warrants that they have the authority to bind Sponsor and/or District.

Affirmative Action/Equal Opportunity Employer: FranklinCovey complies with the EEO Clause of EO 11246, as amended, and the provisions of 41 CFR Section 60-300.5(a); 41 CFR Section 60-741.5(a); 41 CFR Section 60-1.4(a) and (c); 41 CFR Section 60-1.7(a); 48 CFR Section 52.222-54(e); and 29 CFR Part 471, Appendix A to Subpart A, with respect to affirmative action program and posting requirements.

Force Majeure: Neither District nor FranklinCovey shall be required to perform any term, condition, or covenant of this Agreement so long as such performance is delayed or prevented by acts of God, material or labor restriction by any governmental authority, civil riot, floods, hurricanes, or other natural disasters, or any other cause not reasonably within the control of District or FranklinCovey.

Governing Law: This Agreement shall be governed in accordance with the laws of the State of Utah. In the event that any action is necessary to enforce the terms of this Agreement, the prevailing party shall be entitled to recover reasonable costs and attorneys' fees, whether or not any suit is filed. Exclusive jurisdiction for the determination of disputes between or among parties to this Agreement is hereby vested in courts of the State of Utah, and each party hereto shall submit to the jurisdiction of such Utah courts for the determination of any such disputes. This Agreement shall be governed by and interpreted under the laws of the State of Utah.

IN WITNESS HEREOF, the parties have executed the foregoing Agreement by their duly authorized representatives.

FranklinCovey Client Sales, Inc.

By:_____

Printed Name:_____

Title:_____

District:

By:_____

Printed Name:_____

Title:_____

Sponsor:

By:_____

Printed Name:_____

Title:_____

EXHIBIT A
District Schools
Cedar Falls Community Schools

| | |
|-------------------------|--------------------------|
| Lincoln Elementary | Cedar Heights Elementary |
| North Cedar Elementary | Peet Jr. High |
| Orchard Hill Elementary | Holmes Jr. High |
| Southdale Elementary | Cedar Falls High |
| Hansen Elementary | |

EXHIBIT B
Pricing; Services; and Materials

| Transfer of Knowledge | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | TOTAL |
|--|------------------|------------------|------------------|-------------------|------------------|-------------------|
| Schools | 4 | 5 | 5 | 9 | 9 | |
| TLIM Online and IP License | \$ 6,000 | \$ 7,500 | \$ 7,500 | \$ 12,000 | \$ 12,000 | \$ 45,000 |
| The Leader in Me Coaching System™ | \$ 19,800 | \$ - | \$ - | \$ - | \$ - | \$ 19,800 |
| Additional Onsite Coaching Days | \$ - | \$ - | \$ - | \$ 8,100 | \$ 8,100 | \$ 16,200 |
| Travel (Estimate) - Actual travel will be invoiced | \$ 4,000 | \$ - | \$ - | \$ 3,000 | \$ 3,000 | \$ 10,000 |
| Materials | \$ 18,284 | \$ 29,089 | \$ 16,557 | \$ 90,033 | \$ 37,865 | \$ 191,828 |
| Shipping | \$ 545 | \$ 1,009 | \$ 672 | \$ 2,791 | \$ 1,399 | \$ 6,415 |
| | | | | | | |
| TRANSFER OF KNOWLEGDE MODEL - TOTAL | \$ 48,629 | \$ 37,598 | \$ 24,729 | \$ 115,923 | \$ 62,364 | \$ 289,243 |

Detailed Summary Attached



Cedar Falls
Community Schools.

EXHIBIT C

Performance Requirements

Data. Except as may be otherwise limited by Federal and State law, District shall provide the following data to FranklinCovey each year during the Term. FranklinCovey may use an agent to collect the data for its internal purposes (e.g. aggregate data for research purposes). Such agent will be under contract with FranklinCovey and be bound by the confidential provisions described herein.

1. Online surveys for staff (administrators, teachers, staff), parents and students (grades 4-6) administered and taken anonymously through FranklinCovey's TLIM online portal at various stages of each School year (e.g., prior to year 1 Term training, end of each School year).
2. The following data shall be provided by Sponsor in an anonymous format to protect student privacy:
 - a. Student discipline referrals (to be provided after completion of each School year during the Term).
 - b. Student attendance (to be provided after completion of each School year during the Term).
 - c. Academic test scores (overall % of students passing grade-level Math and Reading—to be provided as soon as District receives the data after the completion of each School year during the Term).

Lighthouse Team. The District shall organize and actively engage, during the Term, with each School a "Lighthouse Team" to lead and continually improve the implementation of the TLIM Solution and to focus the School's efforts on qualifying for "Lighthouse Milestone" status.

Lighthouse Milestone. The District shall make best efforts to be fully qualified to achieve the Lighthouse Milestone as shown in the table below.

Commitment to Continuity in TLIM Process. The School, in conjunction with District personnel, shall make best efforts to ensure School's continued engagement and pursuit of the Lighthouse Milestone in the event of a change in School leadership (e.g. Principal) during the Term of this Agreement.

Paradigms

Paradigms are a set of assumptions, concepts, values, and practices that constitutes a way of viewing reality for the community that shares them.

Professional Learning

Returning Staff members develop as leaders through ongoing staff learning around the 7 Habits and Highly Effective Practices while new staff members engage in training and mentoring.

| | | |
|--|--------------------------------------|---|
| • Ongoing Staff Learning | • New Staff learning | • Principal Learning and Modeling |
|--|--------------------------------------|---|

Student Learning

7 Habits and leadership principles are effectively taught to all students through direct lessons, integrated approaches, and staff modeling. Students are able to think critically about and apply leadership principles.

| | | |
|----------------------------------|---|----------------------------|
| • Direct Lessons | • Integrated Approaches | • Modeling |
|----------------------------------|---|----------------------------|

Family Learning

Families and school partner in learning about 7 Habits and leadership principles through effective communication and mutual respect. The school provides resources and trainings and encourages students to Teach to Learn with their families.

| | | |
|--|--|--|
| • Family Communication | • 7 Habits Training for Families | • Student Teaching at Home |
|--|--|--|

Leadership Environment

Students and staff members are able to see leadership in the physical environment, hear leadership through the common language of the 7 Habits, and feel leadership through a culture of caring, relationships, and affirmation.

| | | |
|--|--|--|
| • Physical Environment (See) | • Common Language (Hear) | • Emotional Environment (Feel) |
|--|--|--|

Shared Leadership

Leadership is shared with students through a variety of leadership roles and student input leads to innovations in the school. Lighthouse teams of staff, students, and parents are active and provide leadership for the school.

| | | |
|--|---------------------------------|---|
| • Student Leadership Roles | • Student Voice | • Active Lighthouse Teams |
|--|---------------------------------|---|

Leadership Events

Schoolwide and classroom leadership events are held throughout the school year to celebrate leadership, build culture, and allow students to practice leadership skills. The school holds annual Leadership Events where families and the community provide an authentic audience that encourages the development and practice of student leadership skills.

- [Schoolwide Events](#)

- [Classroom Events](#)

- [Family & Community Events](#)

Schoolwide Goal Achievement

The school identifies and tracks progress towards aligned Wildly Important Goals for students, staff, classroom and school. Progress is tracked on public scoreboards and achievement is celebrated. Staff share responsibility and collaborate to help every student succeed.

- [School Goals](#)

- [Classroom/Team Goals](#)

- [Staff Goals](#)

Student-Led Achievement

Students are leaders of their own learning and have developed the skills to assess their needs, set appropriate goals and action plans, track their goals in leadership notebooks, and persevere to achieve their goals. Students are able to use leadership notebooks and student-led conferences to reflect on progress towards goals.

- [Student Goals](#)

- [Leadership Notebooks](#)

- [Student-led Conferences](#)

Empowering Instruction

Teachers use instructional methods that empower students to lead their own learning. Teacher planning and reflection, classroom protocols and student-led learning combine to create environments conducive to highly engaged learning.

- [Teach To Learn](#)

- [Leadership and Quality Tools](#)

- [Planning and Reflection](#)

Measureable Results

The school can show measurable outcomes that demonstrate significant gains in results it is achieving using appropriate measures and indicators in the areas of student leadership skills, school culture, and academic performance.

- [Leadership Results](#)

- [Culture Results](#)

- [Academic Results](#)