IMPORTANT NOTICE
Copyright © Franklin Covey Co. All rights reserved.
Leader in Me and many other terms, slogans, and logos are registered trademarks of FranklinCovey. This publication is provided to you for use with a licensed FranklinCovey program or for your individual use only. You are prohibited from using this publication as a part of other training offerings or profiting financially from it in any way.

FranklinCovey owns or controls all proprietary rights and copyrights to the content contained herein. Except as provided for under a license agreement, no part of this publication may be transferred, resold (in part or whole), file-shared, copied, reproduced, modified, stored in a retrieval system, transmitted (e.g., sent via email), or made public (e.g., posted to Slideshare, Facebook, YouTube) in any form without the express written permission of FranklinCovey. FranklinCovey may pursue criminal and civil claims for any unauthorized use, misappropriation, or distribution of any content contained herein.

ABOUT FRANKLINCOVEY EDUCATION
For nearly three decades, FranklinCovey Education, a division of FranklinCovey, has been one of the world’s most prominent and trusted providers of educational leadership programs and transformational processes. Our mission is to enable greatness in students, teachers, and schools everywhere. The FranklinCovey Education team is primarily composed of outstanding former teachers and administrators from various educational levels and entities.

FranklinCovey is a global, public company specializing in performance improvement. We help organizations and individuals achieve results that require a change in human behavior. Our expertise is in seven areas: Leadership, Execution, Productivity, Trust, Sales Performance, Customer Loyalty, and Education.

For more information about Leader in Me or other FranklinCovey Education offerings, please email: educate@franklincovey.com or call: 888-868-1776.

Franklin Covey Co.
2200 W. Parkway Blvd.
Salt Lake City, UT 84119
www.franklincovey.com/education
0418E

EDU184903 Version 1.3.1
Introduction

*Leader in Me* is a K–12 whole-school improvement model and process being implemented by thousands of schools in over 50 countries worldwide. A significant portion of the growth *Leader in Me* has seen can be attributed to schools sharing their inspirational stories of success, prompting new schools to join our community to create stories of their own. These stories of success were the start of our research journey and remain at the heart of many research studies found in this guide.

The purpose of this guide is to share highlights from the evidence currently available to showcase the variety of impacts and innovative research approaches. A complete reference section can be found at the back of the guide. Visit our research website for links to full articles: theLeaderinMe.org/what-is-the-impact
Is Leader in Me Evidence-Based?

Yes! Objective evidence of Leader in Me impacts has been steadily growing since 2010. To date, over 30 independent academic-research studies have evaluated Leader in Me effectiveness. A full range of experimental methods have been used—from quantitative analysis of statewide data, to qualitative studies that analyzed interview data from dozens of educators, families, and students. In addition, nearly all of the studies were reviewed by a peer or academic advisory group before release, and all studies were conducted independent of FranklinCovey.

The academic studies were conducted by the following colleges and universities (number of studies):

- Arizona State University (1)
- California State University (1)
- Capella University (2)
- College of St. Rose (1)
- Dordt College (1)
- Eötvös Loránd University (1)
- Gardner-Webb University (1)
- Johns Hopkins University (2)
- Lamar University (1)
- Missouri Baptist University (1)
- NW Missouri State University (1)
- St. John’s University (1)
- Texas A&M (1)
- University of Alberta (2)
- University of Louisiana Lafayette (2)
- University of Michigan (2)
- University of Missouri (1)
- University of North Florida (2)
- University of Northern Iowa (2)
- University of Pécs (1)
- University of S. Mississippi (1)
- Virginia Commonwealth University (1)
- Walden University (1)
- Wingate University (1)

In addition to these academic research studies, FranklinCovey Education invests in quality research groups to provide data-informed decision making to boost the continual improvement of our training, implementation, and ongoing support to our community of schools.

Together, these complementary approaches created a broad range of research outcomes that show consistently positive results for Leader in Me.

“A widely used adjective in education, **EVIDENCE-BASED** refers to any concept or strategy that is derived from or informed by objective evidence—most commonly, educational research or metrics of school, teacher, and student performance.”

(THE GLOSSARY OF EDUCATION REFORM)
What Are the Impacts of Leader in Me?

Leader in Me is a whole-school improvement model designed to create change across a wide variety of areas. Consequently, research regarding the Leader in Me reveals a wide variety of impact. In this guide, we have organized highlights from these diverse findings using categories of expected Leader in Me outcomes within Leadership, Culture, and Academics.

Research outcomes related to Leader in Me are broadly organized in three categories: Leadership, Culture, and Academics. The table below identifies the most common outcomes within each category and provides a statement of impact for each outcome. This research guide follows this same organization by category and outcomes to present research highlights.

<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>State Test</strong></td>
</tr>
<tr>
<td>Leader in Me positively impacts our students’ behavior.</td>
<td>Leader in Me Schools create school cultures where students and staff feel safe and engaged.</td>
<td>Leader in Me Schools 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>Leader in Me develops the personal and professional capacity of teachers and staff, allowing them to confidently teach and model social-emotional leadership skills.</td>
<td>The environment of Leader in Me Schools engages student learning and positively supports the development of student social-emotional leadership skills.</td>
<td>Leader in Me prepares and supports 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>Students at Leader in Me Schools are developing the mindsets, behaviors, and skills to be effective lifelong leaders.</td>
<td>Leader in Me Schools help students feel emotionally safe, socially supported, and academically engaged.</td>
<td>Leader in Me empowers our students with the mindsets, 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>Leader in Me provides our students’ families with the information, training, and school resources needed to empower them to be supportive partners in the development of their child’s social-emotional learning.</td>
<td>Leader in Me Schools work to empower teachers with meaningful leadership opportunities and engage them in guiding the social, emotional, and academic development of their students.</td>
<td></td>
</tr>
</tbody>
</table>
Behavior

*Leader in Me* positively impacts our students’ behavior.

**THE STUDENT DISCIPLINE & LEADERSHIP CONNECTION**

Leadership is a choice, and for our *Leader in Me* students, those personal choices are clearly demonstrated through self-discipline. Negative interactions with peers, outbursts in class, and disrespect of teachers, that rise to the level of a discipline referral or suspension, can all be seen as a lack of self-discipline. As a student takes greater responsibility for personal and interpersonal leadership, their ability to use self-discipline will increase, resulting in discipline referrals decreasing.

**Teachers “indicated that with the utilization of the Leader in Me initiative, they have MORE TIME TO PLAN AND CREATE LEARNING EXPERIENCES for their students versus DEALING WITH DISCIPLINARY ISSUES.”**

DR. B. BRYANT (2016) CAPELLA UNIVERSITY, p. 77

**22.84%**

**IMPROVEMENT IN STUDENT BEHAVIOR** was found in a statewide analysis of Florida *Leader in Me* Schools compared to matched controls.

DR. S. SCHILLING (2018) UNIVERSITY OF MICHIGAN

**JUNIOR HIGH BEHAVIORAL INCIDENTS**

**88%**

**OVERALL DECREASE IN JUNIOR HIGH BEHAVIOR INCIDENTS** once filled with students who had experienced *LiM* in elementary school.

DR. C. ISHOLA (2016) BENEDICTINE UNIVERSITY
**42%**

**FEWER DISCIPLINE INCIDENCES THAN EXPECTED** in a statewide sample of Leader in Me schools based on their pre-Leader in Me trajectory.

*DR. M. WHITE (2018) UNIVERSITY OF MICHIGAN*

**Leader in Me is associated with a SIGNIFICANT DECREASE in the total number of discipline reports.**

*DR. S. CARACELO (2012) WALDEN UNIVERSITY*

"Administrators at all three schools reported incidences of being called out to handle disputes between students only to arrive upon the scene to find STUDENTS PROBLEM SOLVING and WORKING THROUGH THE ISSUE THEMSELVES using HABIT LANGUAGE."

*DR. C. TIDD (2016) WALDEN UNIVERSITY, p. 47*

---

**ELEMENTARY SCHOOL IN- AND OUT-OF-SCHOOL SUSPENSIONS**

<table>
<thead>
<tr>
<th>ACADEMIC YEAR</th>
<th>Year 2</th>
<th>Year 3</th>
<th>Year 4</th>
<th>Year 5</th>
<th>Year 6</th>
<th>Year 7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internal Suspensions</td>
<td>20</td>
<td>19</td>
<td>27</td>
<td>12</td>
<td>13</td>
<td>1</td>
</tr>
<tr>
<td>External Suspensions</td>
<td>26</td>
<td>25</td>
<td>20</td>
<td>10</td>
<td>9</td>
<td>1</td>
</tr>
<tr>
<td>Linear (External Suspensions)</td>
<td>26</td>
<td>25</td>
<td>20</td>
<td>10</td>
<td>9</td>
<td>1</td>
</tr>
</tbody>
</table>

---

**31%**

**OVERALL DECREASE IN ELEMENTARY BEHAVIOR INCIDENTS** within a year of teaching the LiM program, continued decrease the following two years of the study.

*DR. C. ISHOLA (2016) BENEDICTINE UNIVERSITY*

"The emphasis on making BETTER CHOICES may have caused less bullying...."

*DR. S. EVANS (2014) VIRGINIA COMMONWEALTH UNIVERSITY, p. 106*

---

**23% OVERALL DECREASE IN DISCIPLINARY ISSUES** over the first five years implementing Leader in Me.

*DR. K. CUMMINS (2015) UNIVERSITY OF LOUISIANA AT LAFAYETTE*
Staff Social-Emotional Teaching Readiness

*Leader in Me* develops the personal and professional capacity of teachers and staff, allowing them to confidently teach and model social-emotional leadership skills.

Following *Leader in Me* training, ”the teachers and staff seem to be **MORE IN CHARGE OF THEMSELVES** and the outcome of their performance at school.”

DR. E. SWANTNER (2016)  
LAMAR UNIVERSITY, p. 44

84% of teachers acquired new skills and knowledge to be **BETTER LEADERS.**

ROI INSTITUTE (2014)

All faculty/staff support each other

The faculty/staff have input regarding continued implementation.

The staff at this school created the LiM implementation plan.

“Rather than being prescribed a lesson plan, teachers have autonomy to integrate LiM with regular classroom instruction and management. Most, if not all, do this by **DISCUSSING, MODELING, AND REINFORCING** the 7 Habits and leadership concepts in the context of lessons, stories, student play and academic activity, and responding to discipline problems.”

DR. S. ROSS (2012)  
JOHNS HOPKINS UNIVERSITY, p. 62

Significant correlation between teachers’ beliefs about school vision of leadership and 7 Habits indicating that “[Teachers] not only **BELIEVE THAT THEIR STUDENTS ARE LEADERS,** but they envision them living the 7 Habits, as leaders would do.”

DR. K. CUMMINS (2015)  
UNIVERSITY OF LOUISIANA AT LAFAYETTE, p. 105
After implementing Leader in Me, teachers consistently reported “a GREAT SENSE OF PERSONAL RESPONSIBILITY among the faculty and staff members in the school.”

DR. B. BRYANT (2016) CAPELLA UNIVERSITY, p. 66

“The teachers who participated in this study reported that there is a STRONGER SENSE OF COHESIVENESS IN THE SCHOOL ENVIRONMENT AS WELL AS THE CLASSROOM” following LiM implementation.

DR. B. BRYANT (2016) CAPELLA UNIVERSITY, p. 65

“Attending professional development with faculty and staff members provided A SENSE OF UNITY AND COLLABORATION among all school personnel.”

DR. S. ROSS (2012) JOHNS HOPKINS UNIVERSITY, p. 62

“The personal examples used by the teachers served as a discussion platform, in combination with modeling, as the teacher moderated her OWN BEHAVIOR TO SERVE AS A GOOD EXAMPLE.”

DR. S. EVANS (2014) VIRGINIA COMMONWEALTH UNIVERSITY, p. 106

[Teachers reported Leader in Me Professional Development] “not only CHANGING HOW THEY INTERACT WITH THEIR STUDENTS... [but also that] integrating the Leader in Me in their classrooms, they had the opportunity to PRACTICE [THE 7 HABITS] IN THEIR EVERYDAY LIVES.”

DR. B. BRYANT (2016) CAPELLA UNIVERSITY, p. 75

87% of teachers acquired new skills and knowledge to EMPOWER STUDENTS.

ROI INSTITUTE (2014)
Researchers found a significant relationship between a students’ use of 7 Habits leadership practices and their **CHOICE OF HEALTHY FOOD** as well as their **LEVEL OF EXERCISE**.

DR. FERLAND, DR. CHU, DR. GLEDDIE, DR. STOREY, DR. VEUGELERS (2014) UNIVERSITY OF ALBERTA

28%  

**IMPROVEMENT IN TEEN’S MENTAL WELLNESS** after completing a 7 Habits program according to Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS) a validated measure of teen’s mental wellness.


“Leader in Me has **POSITIVELY IMPACTED PEER RELATIONSHIPS.”**

DR. C. TIDD (2016) WALDEN UNIVERSITY, p. 42

Teachers across schools consistently agreed that **LiM students demonstrated HIGH LEVELS OF RESPONSIBILITY AND COLLABORATION**.

DR. S. CARACELO (2012) WALDEN UNIVERSITY

“There was a clear progression in LiM schools based on the level of implementation, with more advanced schools identifying student **SELF-REGULATION AND COOPERATION AS INTEGRAL PARTS** of LiM that improve student engagement and academic performance.”

DR. DETHLEFS, DR. GREEN, DR. MOLAPO, DR. OPSA, & YANG, M.A. (2017) UNIVERSITY OF NORTHERN IOWA

“All participants in the study indicated that they have seen an **INCREASE IN STUDENTS TAKING PERSONAL RESPONSIBILITY FOR THEIR ACTIONS** in school.”

DR. B. BRYANT (2016) CAPELLA UNIVERSITY, p. 66

Student Leadership  

Students at *Leader in Me* schools are developing the mindsets, behaviors, and skills to be effective lifelong leaders.
4% increase in INDEPENDENT social/emotional behaviors.

41% increase in INTERDEPENDENT social/emotional behaviors for pre-K students after 7 weeks of Leader in Me training.

Researchers recommended the LiM program as a way to “help educators in better preparing students to be responsible individuals who use their LEADERSHIP SKILLS TO POSITIVELY IMPACT THEIR OWN LEARNING AND SCHOOL AND COMMUNITY CULTURES.”

“In the classroom, students have LANGUAGE TO MATCH BEHAVIOR and therefore tend to be more eager to SYNERGIZE and WORK TOGETHER.”

“Teachers and principals identified that LiM’s most significant engagement and academic impact was the way in which the program IMPROVED STUDENTS’ ABILITY TO SET ACADEMIC GOALS, PLAN, AND SELF-REGULATE THEIR LEARNING.”

Collaboration was “IDENTIFIED AS AN OBSERVABLE LEADERSHIP TRAIT AS A RESULT OF THE LiM PROGRAM” and “further explains” the changes in students’ behaviors.
Family Involvement

*Leader in Me* provides our students’ families with the information, training, and school resources which empower them to be supportive partners in the development of their child’s social-emotional learning.

90% of students acquired new knowledge and skills to be **Leaders at School and Home**.

ROI INSTITUTE (2014)

“Training parents in the usage of the 7 Habits ensures that **Language** and **Expectations** that are associated with the *Leader in Me* are also used and **Reinforced** in other environments outside of the school setting.”

DR. N. BRYANT (2016) CAPELLA UNIVERSITY, p. 96

92% of parents say *LiM* has had a **Positive Impact on Their Child**.

WESTGATE RESEARCH (2014)

“By utilizing a ‘**Whole School Initiative**’ such as the *Leader in Me*, the administrators were also able to include parents and community members in the initiative.”

DR. N. BRYANT (2016) CAPELLA UNIVERSITY, p. 86

“At least **83%** of parents indicated **Yes**, they are **satisfied** with home-school communications, parent-school relations, and school quality.”

ROI INSTITUTE (2014), p. 6

“Overall, an emerging theme from the parental interviews was that the school used the leadership program to **Accentuate a Child’s Strengths**, and positive reinforcement encouraged leadership and other desired behaviors.”

DR. S. EVANS (2014) VIRGINIA COMMONWEALTH UNIVERSITY, p. 113

“Overall, an emerging theme from the parental interviews was that the school used the leadership program to **Accentuate a Child’s Strengths**, and positive reinforcement encouraged leadership and other desired behaviors.”

DR. S. EVANS (2014) VIRGINIA COMMONWEALTH UNIVERSITY, p. 113
30.71% IMPROVEMENT IN PARENT’S MENTAL WELLBEING after completing the 7 Habits program, taking them from significantly below average to average wellbeing.


“On completion of the [7 Habits] ‘Families’ program, 97.44% agreed (56.41% strongly agreed and 41.03% agreed) that they held a CLEARER PICTURE OF WHAT THEY WANTED THEIR FAMILY TO BE LIKE.”


“Utilizing a COMMON LANGUAGE within the school ensures the community leaders and parents have the necessary TOOLS to assist students in bridging the gap between home and school.”

DR. N. BRYANT (2016)
CAPELLA UNIVERSITY, p. 98
Attendance

*Leader in Me* schools create school cultures where students and staff feel safe and engaged.

**THE ATTENDANCE & CULTURE CONNECTION:**
Positive school culture is an essential requirement for higher attendance. Research has found that when students and staff feel valued and recognized for their unique gifts and talents they experience an increased desire to engage with the people and activities in the school. This student and staff engagement helps students and staff see that it matters to others if they are at school, and that people are counting on them to show up. As a result, attendance rates naturally increase.

“Follow-up 9th grade data shows that students who attended a **NON-LiM MIDDLE SCHOOL** were about **TWICE AS LIKELY** to be **CHRONICALLY TARDY** compared to students who attended a **LiM middle school** for 3 years.”

DR. DETHLEFS, DR. GREEN, DR. MOLAPO, DR. OPSA, & YANG, M.A. (2017) UNIVERSITY OF NORTHERN IOWA

**PERCENTAGE OF TARDIES FOR 9TH GRADERS FROM LiM AND NON-LiM MIDDLE SCHOOLS BY SES STATUS**

<table>
<thead>
<tr>
<th></th>
<th>High SES</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>LiM</td>
<td>42%</td>
<td>32%</td>
<td>10%</td>
<td>9%</td>
<td>7%</td>
</tr>
<tr>
<td>non-LiM</td>
<td>37%</td>
<td>21%</td>
<td>21%</td>
<td>4%</td>
<td>17%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Low SES</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>LiM</td>
<td>22%</td>
<td>29%</td>
<td>18%</td>
<td>12%</td>
<td>19%</td>
</tr>
<tr>
<td>non-LiM</td>
<td>15%</td>
<td>22%</td>
<td>22%</td>
<td>9%</td>
<td>32%</td>
</tr>
</tbody>
</table>

**“Leader in Me** schools showed an **AVERAGE OF 27% (YEAR 1)** and **35% (YEAR 2)** fewer students with excessive absences in comparison to the school districts in the study.”

DR. PASCALE, DR. OHLSØN, DR. LEE (2016) UNIVERSITY OF N. FLORIDA, p. 16
A statewide analysis of Missouri elementary schools revealed a significant **DECREASE IN ATTENDANCE** for schools who left the LiM process compared with LiM schools still in the process. ($p<0.001$)

“A administrators report that student absenteeism has decreased. Students understand that others are depending on them to be at school to take care of certain tasks and **THEY DO NOT WANT TO LET OTHERS DOWN**. They take their responsibility very seriously.”

**DR. C. TIDD (2016) WALDEN UNIVERSITY, p. 52**

A statewide analysis of Missouri elementary schools revealed a significant **INCREASE IN ATTENDANCE** in LiM 3.0 Schools compared with similar non-LiM schools ($p=0.007$)

**STATE**

45%

fewer students with **EXCESSIVE ABSENCES** in year 2 LiM Schools, compared to state average.

**DR. DETHLEFS, DR. GREEN, DR. MOLAPO, DR. OPSA, & YANG, M.A. (2017) UNIVERSITY OF NORTHERN IOWA**
Supportive School Environment
The environment of Leader in Me schools engages student learning and positively supports the development of student social-emotional leadership skills.

89.84%

of LiM staff either “agreed” or “strongly agreed” with the statement “ALL FACULTY/STAFF WORK TOWARD A COMMON VISION OF ALL STUDENTS AS LEADERS.”

DR. K. CUMMINS (2015) UNIVERSITY OF LOUISIANA AT LAFAYETTE

91%

of staff either “agreed” or “strongly agreed” with the statement “ALL STUDENTS AT THIS SCHOOL ARE LEADERS.”

DR. K. CUMMINS (2015) UNIVERSITY OF LOUISIANA AT LAFAYETTE

Teacher Differences in Perception of Student Leadership Opportunities

<table>
<thead>
<tr>
<th>Frequency</th>
<th>NON-LiM (N=55)</th>
<th>LiM (N=70)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>3.0</td>
<td>4.3</td>
</tr>
<tr>
<td>Rarely</td>
<td>14</td>
<td>43</td>
</tr>
<tr>
<td>Sometimes</td>
<td>3.0</td>
<td>4.4</td>
</tr>
<tr>
<td>Often</td>
<td>4.4</td>
<td>3.0</td>
</tr>
<tr>
<td>Always</td>
<td>4.3</td>
<td>4.4</td>
</tr>
</tbody>
</table>

My school provides leadership opportunities for all students.

At my school, students have opportunities to be leaders in their own special ways.

38%

GREATER AGREEMENT LiM school offered leadership opportunities to all students

DR. DETHLEFS, DR. GREEN, DR. MOLAPO, DR. OPSA, & YANG, M.A. (2017) UNIVERSITY OF NORTHERN IOWA

Teacher interviews and student essays revealed “an emphasis on creating a POSITIVE, INCLUSIVE, and EGALITARIAN CLASSROOM CLIMATE by helping others”

BALDWIN, M.A., DR. LODICO, DR. VOEGTLE, BRUCE, DR. MARTONE (2012) THE COLLEGE OF SAINT ROSE, p. 8
Leaders and students reported "a strong belief that ALL PERSONS could be leaders in different ways."

Baldwin, M.A., Dr. Lodico, Dr. Voegtle, Bruce, Dr. Martone (2012) The College of Saint Rose, p. 8

"Teachers reported that they changed their CLASSROOM MANAGEMENT PRACTICES from negative to positive approaches."

Baldwin, M.A., Dr. Lodico, Dr. Voegtle, Bruce, Dr. Martone (2012) The College of Saint Rose, p. 8
Student Engagement

*Leader in Me* schools help students feel emotionally safe, socially supported, and academically engaged.

**43%**

less likely for a Lighthouse LiM student to say *THEY DON’T LIKE SCHOOL* compared with a non-LiM student.

DR. C. TIDD (2016) WALDEN UNIVERSITY, p. 53

“At least **85%** of the students indicated agreement that their teacher cared about them, they **LIKED GOING TO THE SCHOOL**, and they are learning a lot.”

ROI INSTITUTE (2014) p. 6

“Students felt that LiM had helped them be better students by helping them **BEHAVE BETTER** and providing them with opportunities to take **OWNERSHIP OF THEIR LEARNING**.”

DR. DETHLEFS, DR. GREEN, DR. MOLAPO, DR. OPSA, & YANG, M.A. (2017) UNIVERSITY OF NORTHERN IOWA

“**Students in leadership roles have such a SENSE OF PRIDE** about their school and the responsibility that they have undertaken, they simply want to **DO THE RIGHT THING** when it comes to behavior.”

DR. C. TIDD (2016) WALDEN UNIVERSITY, p. 53

“Teachers and students reported that after implementing *Leader in Me* the *classroom became a SAFE ENVIRONMENT* where all students felt comfortable pursuing goals”

BALDWIN, M.A., DR. LODICO, DR. VOEGTLE, BRUCE, DR. MARTONE (2012) THE COLLEGE OF SAINT ROSE, p. 8
Staff Satisfaction

*Leader in Me* schools work to empower teachers with meaningful leadership opportunities and engaged in guiding the social, emotional, and academic development of their students.

95.31% of staff either “agreed” or “strongly agreed” with the statement “the *LiM* Lighthouse Team **SETS THE ACTION ITEMS**” of the school.

DR. K. CUMMINS (2015) UNIVERSITY OF LOUISIANA AT LAFAYETTE

94.53% of staff indicated either agreement (52.34%) or strong agreement (42.19%) with the statement indicating that **STAFF CREATED THE IMPLEMENTATION PLAN** at that school.

DR. K. CUMMINS (2015) UNIVERSITY OF LOUISIANA AT LAFAYETTE

86.72% of staff either “agreed” or “strongly agreed” with the statement “the faculty/staff have input regarding the **CONTINUED IMPLEMENTATION** (of *LiM*)”

DR. K. CUMMINS (2015) UNIVERSITY OF LOUISIANA AT LAFAYETTE

91.2% of the teachers reported the school was a **GOOD PLACE TO WORK AND LEARN** (4.2% increase in the two years since beginning *Leader in Me* implementation)

DR. ROBYN STELLA (2013) GARDNER-WEBB UNIVERSITY
Academics

*Leader in Me* schools help students and staff build the skills and competencies necessary for student achievement.

**THE ACADEMIC & LEADER IN ME CONNECTION:**

As any educator who has tried to teach math or English to a rowdy class of students can attest, academic achievement requires social and emotional skill development, as much as much as it requires cognitive development. The *Leader in Me* process builds the personal and professional capacity of our educators, equipping them with the know-how to simultaneously guide a student’s development in all three skill domains. As students apply this expanded set of skills toward academic achievement they improve their ability to succeed.

20%

overall **INCREASE IN 1ST GRADE**

student ELA (on- or above-level readers for their grade level)

73%

overall **INCREASE IN 2ND GRADE**

student ELA (on- or above-level readers for their grade level)

130%

overall **INCREASE IN 3RD GRADE**

student ELA (on- or above-level readers for their grade level)

DR. K. CUMMINS (2015) UNIVERSITY OF LOUISIANA AT LAFAYETTE

---

**GPA for High SES Students in 9th Grade**

<table>
<thead>
<tr>
<th></th>
<th>Lighthouse Middle School</th>
<th>Non–LiM Middle School</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LESS THAN 1.0 (F)</strong></td>
<td>7%</td>
<td>25%</td>
</tr>
<tr>
<td><strong>1.0 THRU 1.99 (D)</strong></td>
<td>29%</td>
<td>25%</td>
</tr>
<tr>
<td><strong>2.0 THRU 2.99 (C)</strong></td>
<td>62%</td>
<td>50%</td>
</tr>
</tbody>
</table>

**GPA for Low SES Students in 9th Grade**

<table>
<thead>
<tr>
<th></th>
<th>Lighthouse Middle School</th>
<th>Non–LiM Middle School</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LESS THAN 1.0 (F)</strong></td>
<td>8%</td>
<td>16%</td>
</tr>
<tr>
<td><strong>1.0 THRU 1.99 (D)</strong></td>
<td>24%</td>
<td>27%</td>
</tr>
<tr>
<td><strong>2.0 THRU 2.99 (C)</strong></td>
<td>31%</td>
<td>28%</td>
</tr>
<tr>
<td><strong>3.0 THRU 4.0 (B OR HIGHER.)</strong></td>
<td>37%</td>
<td>29%</td>
</tr>
</tbody>
</table>

“**F**EWER 9th graders who attended a *LiM* middle school have **Failing Grades** at the end of their first semester compared to students who had attended a non-*LiM* middle school.”

DR. DETHLEFS, DR. GREEN, DR. MOLAPO, DR. OPSA, & YANG, M.A. (2017) UNIVERSITY OF NORTHERN IOWA
“Across most grades in both mathematics and R/ELA, [the schools in the study] **OUTPERFORMED THE STATE** in the years since the baseline year.”

**DR. CORCORAN, REILY, & DR. ROSS (2014) JOHN HOPKINS UNIVERSITY, p. 37**

---

6.7% average increase in 4th grade ELA state test results compared with their pre-**Leader in Me** performance.

**DR. DICK, DR. BURSTEIN, BERGERON (2017) UNIVERSITY OF LOUISIANA AT LAFAYETTE**

---

63%

of students proficient in the **7 HABITS** scored at or above ELA Benchmark Grade-Level compared to only 22% of students who were not.


**% of Students that Performed At or Above the ELA Benchmark by Level of 7 Habits Proficiency**

- **63%**
- **22%**

- Proficient in 7 Habits
- Below Proficient in 7 Habits

---

“Not only did students in **LiM** schools outperform the state, **63%** of students proficient in the **7 HABITS** scored at or above ELA Benchmark Grade-Level compared to only **22%** of students who were not.”


---

“In science and math, **LiM** schools had a **5% HIGHER RATE** of students at level 3 or higher than the district non-**LiM** schools.”

“In reading, the **LiM SCHOOLS HAD A 9% HIGHER RATE** than the non-**LiM** schools of students at level 3 or higher, a 6% increase over non-**LiM** schools in reading gains, and a 3% higher rate of learning gains for those in the bottom 25%.”

**DR. PASCALE, DR. OHLSON, DR. LEE (2016) UNIVERSITY OF N. FLORIDA, p. 14**

---

“In reading, the **LiM SCHOOLS HAD A 9% HIGHER RATE** than the non-**LiM** schools of students at level 3 or higher, a 6% increase over non-**LiM** schools in reading gains, and a 3% higher rate of learning gains for those in the bottom 25%.”

**DAVID A. CORCORAN, REILY, & DR. ROSS (2014) JOHN HOPKINS UNIVERSITY, p. 37**

---

“Students at **LiM** schools in the bottom 25% **MADE GAINS 3% HIGHER** than those in the bottom 25% at non-**LiM** schools.”

**DR. PASCALE, DR. OHLSON, DR. LEE (2016) UNIVERSITY OF N. FLORIDA, p. 14**

---
Teaching Efficacy

*Leader in Me* prepares and supports teachers to create goal-centered, student-led classrooms that empower students to lead their own learning.

**90.62%**

of faculty/staff either “agreed” or “strongly agreed” with the statement “ALL FACULTY/STAFF SHARE LiM CLASS IMPLEMENTATION IDEAS WITH ONE ANOTHER.”

**85.94%**

of faculty/staff either “agreed” or “strongly agreed” with the statement “ALL FACULTY/STAFF WORK TO SUPPORT EACH OTHER AT THIS SCHOOL.”

**STUDENT GOAL SETTING** was identified as one of the reasons behind increased student motivation and positive peer relationships related to LiM.

**“By understanding that the school-wide goals for increasing achievement have to do with how each individual student makes progress toward their own learning, participants report that STUDENTS THEREBY OWN THEIR LEARNING.”**

**DR. ROBYN STELLA (2013) GARDNER-WEBB UNIVERSITY**

Teachers “believed that their ROLE was more of a FACILITATOR OF LEARNING and that it was the RESPONSIBILITY OF THE STUDENTS TO BE ENGAGED IN THIS PROCESS.” Teacher support provided “an atmosphere that reinforced this type of leadership and student engagement.”

**DR. T. PLATT (2014) UNIVERSITY OF MISSOURI-KANSAS CITY, P. 180**
“Rather than being prescribed a lesson plan, teachers have **AUTONOMY TO INTEGRATE LiM** with regular classroom instruction and management.”

**DR. S. ROSS (2012) JOHN HOPKINS UNIVERSITY, p. 62**

**92%**

ALIGNMENT BETWEEN the best practices for science classrooms within the next generation science standards **AND THE Leader in Me process.**

DR. PASCALE, DR. OHLSON, DR. LEE (2016) UNIVERSITY OF N. FLORIDA

In a statewide assessment, teacher’s report of **“MANAGING STUDENT CONDUCT” IMPROVED** markedly two years after LiM implementation.

**DR. ROBYN STELLA (2013) GARDNER-WEBB UNIVERSITY**

“Managing Student Conduct” showed the greatest increase post-implementation of LiM on the the North Carolina Teacher Working Conditions Survey. **RATINGS GREW IN ALL 7 AREAS**, with an average of **14.8%** increase in the 6 areas with room to grow.

**DR. ROBYN STELLA (2013) GARDNER-WEBB UNIVERSITY**
Student-Led Achievement

*Leader in Me* empowers our students with the mindsets, skills, and supportive environment they need to lead their academic achievement.

- **95.32%** of faculty/staff either “agreed” or “strongly agreed” with the statement "all students at this school MAINTAIN AND REGULARLY UPDATE A LEADERSHIP NOTEBOOK.”
- **89.07%** of faculty/staff either “agreed” or “strongly agreed” with the statement "all STUDENTS at this school will LEAD A PARENT CONFERENCE this school year.”
- **94.23%** of faculty/staff either “agreed” or “strongly agreed” with the statement "all students at this school this school regularly SET ACADEMIC GOALS in at least one area.”

- **“The teachers all indicated that the DATA NOTEBOOK was a tool that EMPOWERS STUDENTS or establishes ownership over their learning. They also believe that it was beneficial in providing a solid understanding for their students about HOW TO MONITOR THEIR LEARNING GOALS, their status in mastering those learning goals, and ways to meet those goals.”**

  *DR. TRACY PLATT (2014) UNIVERSITY OF MISSOURI-KANSAS CITY, p. 182*

- **“LiM helps to build a POSITIVE SCHOOL CLIMATE”** with “increases in prosocial behavior, communication, and SOCIAL PROBLEM-SOLVING SKILLS, as well as SELF-REGULATION and EXECUTIVE FUNCTIONS”

  *DR. CORCORAN, REILY, & DR. ROSS (2014) JOHN HOPKINS UNIVERSITY, p. 39*
The research analysis revealed, “the use and knowledge of 7 HABITS LANGUAGE, pervasively across campus and all stakeholder groups, has made a HUGE IMPACT on students’ motivation and ability to take charge of their own learning and behavior.”

"[S]tudents who live [the first 3] habits, epitomize the statement, ‘I AM IN CHARGE OF ME.’ Administrators, classroom teachers, and support personnel all report that this belief by students seems to be at the HEART OF WHAT HAS INCREASED STUDENT MOTIVATION.”

Analysis revealed the most noticeable change in the behavior of students where LiM has been implemented was in the level of responsibility they took for their own learning, including increases in COMPLETING ASSIGNMENTS ON TIME, STAYING FOCUSED, WORKING WELL IN GROUPS, COMING PREPARED TO CLASS, and ATTENTIVE LISTENING.

"[O]ne of the major differences between Leader in Me and other schoolwide positive behavioral interventions and support programs is that STUDENTS ARE NOT GIVEN TANGIBLE TOKENS OR REWARDS for the expected behavior. …Schools that utilize Leader in Me teach expectations and then aim to have students display the behavior not for rewards, but because it is expected.”

4TH GRADERS’ ESTIMATES OF THE FREQUENCY THAT “WHEN I HAVE A LOT OF HOMEWORK AND OTHER ACTIVITIES, I CREATE A PLAN TO GET THINGS DONE.”
REFERENCE LIST

Dr. A. Cherie Humphries, Dr. Jane Cobia, & Dr. Leslie Ennis, (2015) Samford University  
*Perceptions of the Leader in Me process in regard to student discipline*

Dr. Adam Ferland, Dr. Yen Li Chu, Dr. Douglass Gleddie, Dr. Kate Storey, Dr. Paul Veugelers,  
(2014) University of Alberta  
*Leadership skills are associated with health behaviours among Canadian children*

Dr. Amanda Pascale, Dr. Matthew Ohlson, Dr. Jason W. Lee, (2017) University of North Florida  
*The habits of highly effective schools: Analyzing the impact of “Leader in Me” schools in Florida*

AnaMaria Lynn, M.A. (2015) California State University San Marcos  
*Character in the classroom: How the Leader in Me affects student performance*

Dr. Bassanya Bryant, (2017) Capella University  
*The experiences of educators applying the Leader in Me initiative to their classrooms*

Dr. Chantel Ishola, (2016) Benedictine University  
*Key life lessons: learning to lead self and others in primary school*

Dr. Charlene Tidd, (2016) Walden University  
*Staff perceptions of the effect of the Leader in Me on student motivation and peer relationships in elementary school*

Dr. Coral Wilkens, Dr. Elaine Wilmore (2015) Texas A&M University  
*Does Implementing an emotional intelligence program guarantee student achievement?*

Dr. Elizabeth Swanter, (2016) Lamar University  
*The influence of implementing the Leader in Me at a Title I elementary school*

Dr. Kimberly Cummins, (2015) University of Louisiana at Lafayette  
*A mixed methods study on the Leader in Me process: How does fostering student leadership capacity influence behavior, efficacy, and achievement?*

Dr. Loreta Andersen, (2011) St. John’s University  
*The effects of formal leadership-lessons on the emergence of positive social-leadership skills of pre-kindergarten students*

Dr. Mark White, (2018) University of Michigan  
*A Quasi-experimental study of the effect of the Leader in Me on attendance and discipline in Missouri schools*

Dr. Naarah Bryant, (2016) Capella University  
*Administrators and principals and the implementation process of the Leader in Me initiative*

Patricia. Baldwin, M.A., Dr. Marguerite Lodico, Dr. Katherine Voegtle, Sally Bruce, Dr. Andrea Martone (2012) The College of Saint Rose  
*Leadership, goal setting, and self-regulation: An action research study*

Dr. Robyn Stella, (2013) Gardner-Webb University  
*Program evaluation of a school leadership program in an elementary school*

Dr. Roisin Corcoran, Joseph Reily, & Dr. Steven Ross (2014) John Hopkins University  
*Achievement outcomes of the Leader in Me (TLIM) program*
Dr. Sarah Evans, (2014) Virginia Commonwealth University
  Making leaders: Examining how elementary school students develop an understanding of leadership and show emerging leadership tendencies

Dr. Stephanie Caracelo, Walden University (2016)
  Evaluating a student leadership program’s impact on elementary students’ behavior and academic achievement

Dr. Stephen Schilling, (2018) University of Michigan
  A quasi-experimental study of the effect of the Leader in Me school intervention on discipline incidents in Florida schools

Dr. Steven Dick, Dr. Karen Burstein, Megan Bergeron (2017) Cecil J. Picard Center for Child Development and Lifelong Learning, University of Louisiana at Lafayette.
  The Leader in Me evaluation: Phase 1.

Dr. Steven Ross, (2012) Johns Hopkins University
  Implementation quality and outcomes of the Leader in Me Program: Case studies at two diverse elementary schools

Dr. Theresa Dethlefs, Dr. Matthew Green, Dr. Tšoøane Molapo, Dr. Christen Opsa, & Cindy Diehl Yang, M.A. (2017) University of Northern Iowa
  Leadership, goal setting, and self-regulation: An action research study

Dr. Tracy Platt (2014) University of Missouri-Kansas City
  Implementing a student-regulated learning tool in reading: A heuristic case study

ROI Institute (2014)
  Leader in Me – District Study Executive Summary

The National Health Services of Scotland and the Fife Council (2015)
  Improving Wellbeing in Fife: 7 Habits of Highly Effective Teenagers, People, and Families

Westgate Research (2014)
  School Principal Feedback About Leader in Me