

Semester 1: Foundations of Leadership and Personal Growth (18 Weeks)

Grading Period 1: Foundational Leadership & Personal Development (Weeks 1-6)

• Week 1: Introduction to Leadership & Mindset 1 (Everything Is Possible)

- **PAL® Focus:** Students will gain knowledge of basic leadership principles, including what leadership and management are, the Eleven Principles of Leadership, and different types of leaders (Taskmaster, Cheerleader, Ghost Leader, Team Leader). This includes a self-assessment using the Blake and Mouton Managerial Grid to identify personal leadership styles.

- **7 Mindsets Focus:** This week introduces the "Everything Is Possible" mindset, encouraging students to dream big, embrace creativity, and expect great results by envisioning a wonderful life and effectively executing their dreams.

- **Correlation:** Leadership begins with the belief that great things are possible and involves having a clear vision for what can be achieved.

• Week 2: Self-Awareness & Esteem & Mindset 2 (Passion First)

- **PAL® Focus:** Students will explore basic human needs using Maslow's Hierarchy of Needs, understand self-esteem and its relevance in helping relationships, and identify characteristics of a positive self-concept at various stages of human development....

- **7 Mindsets Focus:** This week focuses on "Passion First," guiding students to discover their unique talents and deepest interests, identify their individual genius, and understand how to share it with the world and overcome obstacles by focusing on strengths.

- **Correlation:** Understanding oneself and one's authentic passions is a crucial aspect of personal leadership and development, empowering individuals to leverage their strengths.

• Week 3: Goal Setting & Mindset 3 (We Are Connected)

- **PAL® Focus:** Students will learn to define goals, missions, and objectives, understand the components of a well-defined goal, and apply the "five W's and an H" (Who, What,

When, Where, Why, and How) for setting goals. They will also learn thorough planning steps, how to create action plans, and receive tips for effective goal setting36....

- **7 Mindsets Focus:** This week emphasizes "We Are Connected," exploring how to develop empowering relationships, work collaboratively with and for others, embrace everyone, maximize positive relationships, and build a dream team by leading with value.

- **Correlation:** Achieving goals, whether personal or collective, is often a team effort that benefits from strong relationships and shared purpose.

- **Week 4: Time Management & Mindset 4 (100% Accountable)**

- **PAL® Focus:** This session introduces core time management principles, encourages self-assessment of current time usage, and teaches various successful techniques, including the use of semester, monthly, weekly, and daily planners. Students will also learn strategies to overcome procrastination and develop a non-procrastination plan.

- **7 Mindsets Focus:** This week centers on being "100% Accountable," which means taking full responsibility for one's life, overcoming limiting beliefs, focusing energy, and embracing growth through life's experiences.

- **Correlation:** Effective time management requires a high degree of personal accountability and discipline to stay on track and achieve desired outcomes.

- **Week 5: Communication Techniques & Mindset 5 (Attitude of Gratitude)**

- **PAL® Focus:** Students will analyze the communication process, including the idea, sender, message, receiver, and feedback loops. They will develop skills in effective verbal and nonverbal communication, active listening, facilitative responses (questioning, clarifying, summarizing), de-escalation techniques, and cultural communication....

- **7 Mindsets Focus:** This week focuses on cultivating an "Attitude of Gratitude," encouraging students to seek positives from every experience, be thankful for what they have, and learn to bounce back more quickly from setbacks by treasuring themselves and their blessings.

- **Correlation:** Practicing gratitude can foster positive communication, allowing individuals to appreciate diverse perspectives and engage more constructively, even in challenging conversations.

- **Week 6: Character Attributes & Mindset 6 (Live to Give) & Mindset 7 (The Time is Now)**

- **PAL® Focus:** This session defines character and character ethics, emphasizing the role of ethical decisions in leadership. Students will examine traits of good leaders (e.g.,

intelligence, fairness, courage, imagination) and explore types of leaders such as Standard Bearers, Developers, and Integrators.

- **7 Mindsets Focus:** This week combines "Live to Give," promoting social responsibility, the importance of giving back, stretching oneself to make a difference, and creating a legacy¹³..., with "The Time is Now," which urges students to harness the power of the present moment for purposeful action.

- **Correlation:** Developing strong character is essential for ethical leadership, which often involves a commitment to serving others ("Live to Give") and taking immediate, decisive action ("The Time is Now") to embody one's values.

Grading Period 2: Group Dynamics & Problem Solving (Weeks 7-12)

• Week 7: Group Building (Team Formation) & Mindset 1 (Everything Is Possible)

- **PAL® Focus:** Students will delve into group dynamics, learning how to establish group norms, identify characteristics of a productive group, and understand the five stages of team development: forming, storming, norming, performing, and adjourning. They will also differentiate between a team and a group in terms of roles and responsibilities.

- **7 Mindsets Focus:** Reaffirming "Everything Is Possible," this week highlights that collective achievement is possible when a group believes in its potential and creatively approaches its formation and development.

- **Correlation:** Building a high-performing group requires the belief that great things are achievable through collective effort and an open mind towards group dynamics.

• Week 8: Team Building & Mindset 2 (Passion First)

- **PAL® Focus:** This session introduces core team-building principles, emphasizing how to work effectively in teams. Students will learn various successful team-building techniques, understand different personal styles (Driver, Persuader, Analyzer, Organizer), and use a team checklist to evaluate group efforts.

- **7 Mindsets Focus:** This week reinforces "Passion First," focusing on how individual passions and strengths contribute to overall team success and value, highlighting that playing to one's strengths leads to better results.

- **Correlation:** Effective team building harnesses the unique passions and strengths of individual members to create a cohesive and productive unit.

• Week 9: Effective Group Management & Mindset 3 (We Are Connected)

- **PAL® Focus:** Students will explore principles of effective group management, including leadership strategies for motivating and involving team members. Topics include counseling, appraising performance, and various methods for creating involvement such as novelty, variety, relevance, personalizing tasks, actively using knowledge, and applying knowledge across contexts.

- **7 Mindsets Focus:** This week reinforces "We Are Connected," emphasizing that strong relationships and interconnectedness within a group are vital for effective management and fostering engagement.

- **Correlation:** Successful group management stems from fostering deep connections among members, which in turn enhances participation and collective effort.

- **Week 10: Problem Solving & Decision Making & Mindset 4 (100% Accountable)**

- **PAL® Focus:** Students will define decisions (individual, joint) and learn a structured decision-making process: identifying the problem, gathering solutions, weighing choices, making the decision, and evaluating results. They will also discuss how personal values, feelings, experience, and knowledge influence choices.

- **7 Mindsets Focus:** This week emphasizes being "100% Accountable," particularly in relation to owning one's decisions and their consequences. It encourages a focus on finding solutions and growing through challenges with a sense of personal ownership.

- **Correlation:** Taking full accountability for one's actions is critical in problem-solving and decision-making, as it drives individuals to evaluate outcomes and learn from them.

- **Week 11: Conflict Resolution & Mindset 5 (Attitude of Gratitude)**

- **PAL® Focus:** This session teaches students that conflict is a natural part of life and often results from unclear communication. They will learn effective strategies for managing conflict, such as talking it out, making a deal, apologizing, asking others to stop, or waiting to cool off. Students will also learn when it is necessary to seek adult help for unresolved conflicts.

- **7 Mindsets Focus:** This week focuses on cultivating an "Attitude of Gratitude," which involves seeking the positives from every experience and being thankful for what one has. This mindset can help in approaching conflicts more constructively.

- **Correlation:** Approaching conflict resolution with an "Attitude of Gratitude" can lead to more positive outcomes by fostering a mindset that seeks understanding and constructive solutions rather than focusing solely on negative aspects.

• **Week 12: Managing Through Others/Delegating & Mindset 6 (Live to Give) & Mindset 7 (The Time is Now)**

◦ **PAL® Focus:** Students will learn the basic principles and role of delegation in leadership, identify signs that delegation skills may need improvement, and receive practical tips for effective delegation, including clarifying tasks, empowering others, seeking feedback, and evaluating performance.

◦ **7 Mindsets Focus:** This week combines "Live to Give," emphasizing making a difference and creating a legacy through empowering others, with "The Time is Now," which stresses acting purposefully in the present.

◦ **Correlation:** Effective delegation is a leadership skill that embodies the "Live to Give" mindset by empowering others, contributing to collective success, and requires purposeful action in the present moment.

Grading Period 3: Broader Perspectives & Impact (Weeks 13-18)

• **Week 13: Cultural Competency & Mindset 1 (Everything Is Possible)**

◦ **PAL® Focus:** This session introduces students to working effectively with people from diverse backgrounds, promoting acceptance of cultural diversity, and utilizing multicultural teamwork techniques. Key areas include demonstrating respectful and inclusive behavior, improving cross-cultural communication, identifying multiple perspectives, and addressing stereotypes and biases.

◦ **7 Mindsets Focus:** Reaffirming "Everything Is Possible," this week encourages students to broaden their perspectives and believe that a truly inclusive and equitable environment is achievable through understanding and embracing cultural diversity.

◦ **Correlation:** Fostering cultural competence and an inclusive environment relies on the belief that positive change is always possible when diverse perspectives are valued.

• **Week 14: Risk & Protective Factors & Mindset 2 (Passion First)**

◦ **PAL® Focus:** Students will identify skills and factors that help individuals avoid unsafe or unhealthy situations, including the foundations of healthy relationships (trust, openness, empathy). They will explore positive peer pressure, learn techniques to promote prosocial behaviors, and understand when to share confidential information with school officials or adults.

- **7 Mindsets Focus:** This week reinforces "Passion First," highlighting how aligning personal passions with healthy choices and focusing on strengths can serve as powerful protective factors against risky behaviors.

- **Correlation:** Encouraging students to pursue their passions can be a key protective factor, enabling them to make healthy choices and engage in prosocial behaviors.

- **Week 15: Knowledge of Prevention Issues & Mindset 3 (We Are Connected)**

- **PAL® Focus:** This session defines substance use and misuse, describes associated risks (physical, mental, social, legal), and explores the continuum to chemical dependency. Students will identify warning signs, referral resources, and alternatives to substance use, and practice refusal skills using clear, confident communication and positive body language.

- **7 Mindsets Focus:** This week emphasizes "We Are Connected," focusing on how strong relationships and a supportive community can provide a network for prevention and intervention, fostering shared responsibility for well-being.

- **Correlation:** A sense of connection and belonging within a supportive community is a crucial element in preventing substance misuse and other harmful behaviors, allowing individuals to seek and offer mutual support.

- **Week 16: Service Learning & Mindset 4 (100% Accountable)**

- **PAL® Focus:** Students will learn to identify community needs by engaging with stakeholders and analyzing data¹³¹. They will discuss and determine solutions for identified needs, research available resources to develop a community referral directory, and prepare and implement tailored community action plans¹³⁵. The session also covers maintaining participation logs and evaluating project effectiveness.

- **7 Mindsets Focus:** This week highlights "100% Accountable," as students take full responsibility for their contributions to service-learning projects, from identifying needs to evaluating their impact, embodying a strong sense of ownership.

- **Correlation:** Successful service-learning projects require individuals and groups to be 100% accountable for their efforts and their impact on the community.

- **Week 17: Ethics of Leadership & Mindset 5 (Attitude of Gratitude)**

- **PAL® Focus:** This session delves into the ethics of leadership, basic principles of ethical leadership, and techniques for making ethical decisions. Students will analyze ethical dilemmas, practice arguing different positions, and work towards finding consensus on moral issues, understanding the importance of integrity.

- **7 Mindsets Focus:** This week emphasizes fostering an "Attitude of Gratitude," which can encourage ethical behavior by promoting appreciation for fairness, justice, and the well-being of others.

- **Correlation:** An ethical leader operates with integrity and a sense of gratitude, valuing principles that contribute to a positive and just environment.

- **Week 18: Planning—Sequence of Events & Mindset 6 (Live to Give) & Mindset 7 (The Time is Now)**

- **PAL® Focus:** Students will define planning, understand its purpose and benefits, and explore reasons why individuals and organizations might avoid it. They will learn about the stages of the planning cycle (analyze problems, identify aims, explore options, detailed plan, evaluate, implement, and seek feedback).

- **7 Mindsets Focus:** This week combines "Live to Give," as comprehensive planning for projects and initiatives benefits the community, with "The Time is Now," which is crucial for taking purposeful action in the planning and implementation phases.

- **Correlation:** Effective planning allows leaders to proactively "Live to Give" by creating well-thought-out initiatives, executed with the urgency of "The Time is Now."

Semester 2: Advanced Application and Future Readiness (18 Weeks)

Grading Period 4: Advanced Leadership & Personal Application (Weeks 19-24)

- **Week 19: Advanced Communication & Mindset 1 (Everything Is Possible)**

- **PAL® Focus:** Students will enhance their communication skills by focusing on presentation techniques, including structuring talks (chronological, climax, problem/solution), incorporating visual aids, and effective delivery methods such as circulating the room and varying techniques.

- **7 Mindsets Focus:** This week encourages students to apply "Everything Is Possible" to their communication, believing they can effectively convey complex ideas and inspire others, transforming communication into a tool for achieving great results.

- **Correlation:** Advanced communication skills empower leaders to articulate their visions and make complex ideas seem possible to a broader audience.

- **Week 20: Advanced Decision Making & Mindset 2 (Passion First)**

- **PAL® Focus:** Building on prior knowledge, students will apply decision-making models to more complex, real-world scenarios, focusing on understanding consequences for a wider range of stakeholders. The focus will be on refining the ability to make timely and well-informed decisions.

- **7 Mindsets Focus:** This week reinforces "Passion First," encouraging students to make decisions that align with their authentic talents and deepest interests, ensuring their choices are driven by genuine purpose and lead to personal fulfillment.

- **Correlation:** Making authentic decisions that align with one's core passions leads to more fulfilling and impactful outcomes.

- **Week 21: Advanced Goal Setting & Mindset 3 (We Are Connected)**

- **PAL® Focus:** Students will engage in more sophisticated goal-setting exercises, distinguishing between long-range and short-range objectives within comprehensive action plans. They will learn to consider assumptions, resources, constraints, and detailed schedules for achieving complex goals.

- **7 Mindsets Focus:** This week reiterates "We Are Connected," emphasizing that achieving advanced goals often requires extensive collaboration and the collective effort of a strong network or "dream team".

- **Correlation:** Achieving complex goals necessitates a strong sense of being "We Are Connected," fostering collaboration and mutual support to overcome challenges.

- **Week 22: Advanced Time Management & Mindset 4 (100% Accountable)**

- **PAL® Focus:** This session deepens understanding of time management by focusing on strategies for managing multiple, complex responsibilities, further developing skills in prioritizing tasks, and utilizing delegation for time efficiency.

- **7 Mindsets Focus:** This week reinforces being "100% Accountable," stressing that advanced time management is a direct reflection of one's commitment to personal responsibility and disciplined execution to achieve objectives.

- **Correlation:** Taking full accountability for managing one's time and responsibilities is paramount for success in advanced tasks and projects.

- **Week 23: Human Nature & Motivation & Mindset 5 (Attitude of Gratitude)**

- **PAL® Focus:** Students will gain a deeper understanding of human nature, needs, and emotions, applying Maslow's Hierarchy more intricately to group members to identify

appropriate rewards and incentives. They will learn to motivate others by understanding their intrinsic drives and needs.

- **7 Mindsets Focus:** This week highlights the "Attitude of Gratitude" as a powerful motivator, recognizing that appreciation for what one has can inspire action and foster resilience in the face of challenges.

- **Correlation:** Cultivating an "Attitude of Gratitude" can enhance both individual and group motivation by fostering a positive outlook and appreciation for effort and progress.

- **Week 24: Ethical Decision Making & Mindset 6 (Live to Give) & Mindset 7 (The Time is Now)**

- **PAL® Focus:** This session revisits ethical decision-making, focusing on more nuanced dilemmas and the broader implications of ethical choices within a community or organization. Students will strengthen their ability to uphold integrity and values in leadership roles.

- **7 Mindsets Focus:** This week combines "Live to Give," emphasizing the ethical imperative to contribute positively to others and society, with "The Time is Now," advocating for prompt and decisive ethical action.

- **Correlation:** Ethical leadership requires a commitment to "Live to Give" by considering the well-being of all, and the courage to act ethically in the present moment ("The Time is Now").

Grading Period 5: Leadership in Action & Community Impact (Weeks 25-30)

- **Week 25: Leadership Styles in Practice & Mindset 1 (Everything Is Possible)**

- **PAL® Focus:** Students will apply different leadership styles (Taskmaster, Cheerleader, Ghost Leader, Team Leader) to various real-world scenarios, learning to adapt their approach based on group needs and situational demands. Emphasis will be placed on fostering effective collaboration.

- **7 Mindsets Focus:** Reinforcing "Everything Is Possible," this week encourages students to believe that they can adapt and implement various leadership styles to achieve extraordinary results in any given situation.

- **Correlation:** Diverse leadership styles open possibilities for different ways to achieve group goals and lead effectively.

- **Week 26: Building Resilience & Mindset 2 (Passion First)**

- **PAL® Focus:** This session focuses on strengthening resilience by identifying and leveraging personal strengths over weaknesses. Students will learn to recognize their yearnings, satisfactions, and areas of rapid learning as indicators of strength, and develop strategies for managing weaknesses.

- **7 Mindsets Focus:** This week emphasizes "Passion First," connecting personal resilience to pursuing authentic talents and interests, which provide the fuel to overcome obstacles and grow through life's challenges.

- **Correlation:** Resilience is deeply connected to one's passions, as a strong sense of purpose can help individuals bounce back from setbacks and continually develop their strengths.

- **Week 27: Peer-to-Peer Support (PALees) & Mindset 3 (We Are Connected)**

- **PAL® Focus:** Students will engage in practical application of peer mentoring skills with assigned "PALees," fostering positive, supportive, trusting, and helpful relationships. They will practice active listening, empathy, and providing constructive feedback in real-world peer helping situations.

- **7 Mindsets Focus:** This week reinforces "We Are Connected," as peer-to-peer support is a direct manifestation of building empowering relationships, maximizing positive interactions, and creating a supportive community.

- **Correlation:** Peer-to-peer support is a tangible way to live the "We Are Connected" mindset, fostering empathy, trust, and mutual growth.

- **Week 28: Promoting Positive Behavior & Mindset 4 (100% Accountable)**

- **PAL® Focus:** This session utilizes strategies from Positive Behavior Intervention and Support (PBIS), focusing on student recognition, positive attendance support, and the use of the SWIS data system for monitoring behavioral data. Students will learn redirection strategies and positive reinforcement techniques.

- **7 Mindsets Focus:** This week emphasizes "100% Accountable," encouraging students to take personal responsibility for their behavior and to contribute to a positive school climate, reinforcing that their actions have an impact.

- **Correlation:** Promoting positive behavior thrives when individuals are 100% accountable for their actions and understand their role in shaping the collective environment.

- **Week 29: Managing Projects & Events & Mindset 5 (Attitude of Gratitude)**

- **PAL® Focus:** Students will apply planning skills to real-world projects and events, focusing on practical aspects like budgeting, site selection, recruiting support, and effective publicity. The goal is to develop the skills necessary to organize and execute initiatives smoothly.

- **7 Mindsets Focus:** This week reinforces the "Attitude of Gratitude" by encouraging students to appreciate the resources, efforts, and outcomes involved in project management, fostering a positive outlook even when facing challenges.

- **Correlation:** Successfully managing projects and events benefits from an "Attitude of Gratitude," recognizing the efforts of all involved and appreciating the positive outcomes.

- **Week 30: Diversity & Inclusion in Practice & Mindset 6 (Live to Give) & Mindset 7 (The Time is Now)**

- **PAL® Focus:** Building on previous cultural competency discussions, this session focuses on practical strategies for fostering teamwork among students from diverse backgrounds, addressing unconscious biases, and actively working to overcome stereotypes in group settings.

- **7 Mindsets Focus:** This week combines "Live to Give," as creating truly inclusive and equitable environments is a significant way to contribute to society, with "The Time is Now," advocating for immediate and purposeful action to promote diversity and inclusion.

- **Correlation:** Active participation in diversity and inclusion initiatives is a powerful way to "Live to Give" and requires purposeful action in "The Time is Now."

Grading Period 6: Capstone and Future Readiness (Weeks 31-36)

- **Week 31: Advanced Service-Learning Projects & Mindset 1 (Everything Is Possible)**

- **PAL® Focus:** Students will engage in designing and implementing more complex service-learning projects, requiring deeper engagement with community stakeholders, advanced data analysis, and the development of comprehensive action plans and evaluations. This culminates their practical application of leadership.

- **7 Mindsets Focus:** This week circles back to "Everything Is Possible," encouraging students to see that impactful, large-scale community change is achievable through dedicated service and a belief in their collective potential.

- **Correlation:** Undertaking and successfully completing advanced service-learning projects demonstrates that "Everything Is Possible" when purpose and effort are combined.

- **Week 32: Career & College Readiness & Mindset 2 (Passion First)**

- **PAL® Focus:** This session focuses on preparing students for future pathways beyond middle school, including college, careers, or military service, by reinforcing essential skills like teamwork, adaptability, and public speaking. It connects their leadership development to future success.

- **7 Mindsets Focus:** This week emphasizes "Passion First," guiding students to connect their authentic talents and deepest interests with potential educational and career pathways, encouraging them to pursue fulfilling lives.

- **Correlation:** Identifying and pursuing one's passions is a fundamental step in effective career and college planning, leading to a more motivated and successful future.

- **Week 33: Personal Life Planning & Mindset 3 (We Are Connected)**

- **PAL® Focus:** Students will synthesize their knowledge of personal skills (time management, goal setting, decision making) to develop a comprehensive long-term personal life plan. This involves setting personal objectives and strategizing for their achievement.

- **7 Mindsets Focus:** This week reinforces "We Are Connected," as personal life plans are often influenced by and benefit from the support of one's relationships and community, highlighting the importance of building and maintaining a strong support network.

- **Correlation:** Personal life planning is enhanced by a strong "We Are Connected" mindset, leveraging relationships for support and shared growth.

- **Week 34: Leadership & Well-being (Educator & Student) & Mindset 4 (100% Accountable)**

- **PAL® Focus:** This session explores the leader's role in promoting overall well-being within the school community, applying learned PAL® skills to support mental health, and fostering a positive school climate.

- **7 Mindsets Focus:** This week emphasizes being "100% Accountable" for one's own well-being and contributing to a positive school culture. It also highlights 7 Mindsets' focus on educator well-being and fostering a supportive environment for all.

- **Correlation:** Leadership in promoting well-being requires individuals to be "100% Accountable" for their own mental and emotional health, which in turn enables them to support others more effectively.

- **Week 35: Leadership Legacy & Mindset 5 (Attitude of Gratitude)**

- **PAL® Focus:** Students will reflect on the broader impact of leadership and consider the legacy they wish to create through their actions and contributions within the school and community. This is a culminating reflection on their leadership journey.

- **7 Mindsets Focus:** This week reinforces "Attitude of Gratitude," encouraging students to appreciate the opportunities they have had to lead and contribute, and to foster a mindset of thankfulness for the positive changes they have initiated.

- **Correlation:** Reflecting on a leadership legacy is often accompanied by an "Attitude of Gratitude" for the experiences and positive impacts one has had.

- **Week 36: Capstone Project & Program Reflection & Mindset 6 (Live to Give) & Mindset 7 (The Time is Now)**

- **PAL® Focus:** Students will present their cumulative service-learning projects or personal leadership plans, reflecting on their growth throughout the year. This week also includes program reflection and feedback sessions.

- **7 Mindsets Focus:** This week combines "Live to Give," as students showcase how their efforts have made a difference and created a legacy, with "The Time is Now," emphasizing the ongoing commitment to purposeful action beyond the program.

- **Correlation:** The capstone project allows students to demonstrate their commitment to "Live to Give" through tangible impact, embodying the spirit of "The Time is Now" by applying their learning to real-world challenges.