



COMPASSIONATE

HONEST

RESPECTFUL

RESPONSIBLE

COLLABORATIVE

EMPATHETIC

CURIOUS

CONFIDENT

GRATEFUL



CharacterPlus[®]

creating a world where positive character is universal

POSITIVE

PERCENT INCREASE
CHARACTERPLUS MEMBER
SCHOOLS REFLECT ON STATE
STANDARDS & ACT TESTING

PERCENT OF STATE & NATIONAL
SCHOOLS OF CHARACTER OUR
CHARACTERPLUS REGION
REPRESENTS NATIONALLY

NUMBER OF CHARACTERPLUS
PARTNER SCHOOL DISTRICTS,
ORGANIZATIONS, &
UNIVERSITIES

NUMBER OF DONATING
COMPANIES, INDIVIDUALS, &
FOUNDATIONS TO HELP KEEP
PER STUDENT PARTNERSHIP
FEES LOW

NUMBER OF REGIONAL
EDUCATORS PARTICIPATING IN
ONLINE WORKSHOP PLATFORM
iCHARACTERPLUS

NUMBER OF REGIONAL AND
STATEWIDE SCHOOLS INCLUDED IN
CHARACTERPLUS PARTNERSHIP
CHARACTER EDUCATION WORK

CHANGE

5+

20+

50+

150+

300+

500+

IMPACTED

Natasha Payne, Roosevelt High,
SLPS Math Teacher of the Year,
TACE Graduate

Mike Roth, AD, Parkway (Retired)
2022-2023 MIAAA Athletic
Director of the Year

Dr. Jean Meyer, Superintendent,
Couch R-1 School District
Myrtle, Missouri

Lindsay Corsale, Mason Ridge
Elementary, Parkway Elementary
Teacher of the Year,
TACE Graduate

Dr. Jamie Cavato,
Executive Director, HR
Lindbergh School District

Dr. Lorinda Krey, Principal,
Fairway Elementary School

PARTNERS

"The Teacher Academy in Character Education helps put character at the forefront of educating students...the professional development is highly collaborative and something I can use immediately in the classroom."

"AACE encompasses every positive aspect that high school athletics should be. And, I believe that AACE helps our young student-athletes develop the lifelong positive leadership traits they need for success."

"I leave dLACE each time with new understandings and ideas that fit perfectly into the direction we hope to move. I feel like we can implement successful change with regard to character education and not have it be 'just one more thing.'

"It was incredibly energizing to be around educators who are SO invested in character education and working with children!!...thank you very much for your work and for sharing your expertise! Yesterday was the BEST professional development I've experienced in years!!!"

"I'm so grateful for the fellowship of women leaders across STL who gather for our CharacterPlus At The Table women's leadership dinners. Last night was an incredible evening, and our guest speaker left me in tears. Inclusion for all, everyone matters, advocate for equality; that is the message I left with."

"The c2audit was one of the best assessments we have ever done, and it has provoked great conversations about what we can continue to improve upon! It's definitely impacting and guiding our goals for the future, too!"

THE

Mike Park

CharacterPlus® CEO, LACE Academy, The U.S. Army Intelligence Center & School, Wharton School Executive Program, University of Alabama Affiliate Scholar - Center for Character & Citizenship, mike@characterplus.org

Nicole Diehl

CharacterPlus® Director of Programming, CharacterPlus Way Director, LACE Academy, ndiehl@characterplus.org

Emilie Johnson, Ph.D.

CharacterPlus® Senior Facilitator, Senior Professor of Education, Lindenwood University, ejohnson@characterplus.org

Roxanna Mechem, Ed.S

CharacterPlus® Director of District & Community Partnerships, Retired District Administrator, LACE Academy, rmechem@characterplus.org

Priscilla Frost, M.Ed.

CharacterPlus® TACE Director, Retired District Administrator, LACE Academy, pfrost@characterplus.org

Susan Maynor

CharacterPlus Facilitator, EPiC Elementary Learning Experience Designer, info@characterplus.org

Jeremy Mapp, Ed.D.

CharacterPlus® EJACE Co-Director, Kirkwood School District Executive Director of Diversity, Equity, & Inclusion, jmapp@characterplus.org

Debbie Brandt, Ed.S.

CharacterPlus® Senior Facilitator, Retired Principal, LACE Academy, dbrandt@characterplus.org

Marvin Berkowitz, Ph.D.

Lead Scholar Advisor, Retired Sanford N. McDonnell Professor of Character Education, UM Thomas Jefferson Fellow, Professor UMSL, Co-Founder The Center for Character & Citizenship

Melinda Bier, Ph.D.

Scholar Advisor, Teresa M. Fischer Professor of Citizenship Education, Co-Director of the Center for Character & Citizenship, College of Education, UMSL

Michael Barolak, MSW

CharacterPlus® EJACE and SELf Team, Retired Director of Social Emotional Support Services, mbarolak@characterplus.org

TEAM

Kristen Pelster, Ed.D.

CharacterPlus® Chief Programming Officer, Retired District Administrator, LACE Academy, Consultant for Center for Character and Citizenship, kpelster@characterplus.org

Julie Sperry, Ed.D.

CharacterPlus® Director of Program Expansion & Innovation, Retired Principal, Consultant for Center for Character and Citizenship, LACE Academy, jsperry@characterplus.org

Debbie Fox

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CharacterPlus Facilitator, Retired Principal, chebenstreit@characterplus.org

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CharacterPlus EJACE Director, MICDS Dean of Faculty, Director, LACE Academy, Webster Groves School Board, glee@characterplus.org

Todd Moeller

CharacterPlus® Director of HS AACE, Retired Athletic Director at O'Fallon (IL) High School, tmoeller@characterplus.org

Julie Durham

CharacterPlus® Facilitator, Wentzville Success Ready Lead, jdurham@characterplus.org

Felicia Boyd, Ed.D.

CharacterPlus® Facilitator, Retired Assistant Principal, LACE Academy, fboyd@characterplus.org

Lynn Clapp, M.S.

CharacterPlus® Director of Culture Carriers, Retired School Psychologist and District Administrator, LACE Academy, lclapp@characterplus.org

Claudia McMillin, M.B.A.

CharacterPlus® Finance Manager, Glennon Guild, SSM Health, Treasurer, cmcmillin@characterplus.org

Carol Burcke

CharacterPlus® Director of Development, Previous Chief Development responsibilities at Rx Outreach and Make-A-Wish Foundation, cburcke@characterplus.org

Heather Nadenbush

*Who holds all of this team together ☺
CharacterPlus® Office Manager, Entrepreneur & Community Volunteer, hnamenbush@characterplus.org*

PROGRAMS

ATHLEADERSHIP ACADEMY IN CHARACTER ED (AACE)

AT THE TABLE – WOMEN IN LEADERSHIP

CHAMPIONS FOR CHARACTER

CHARACTER-BASED DISCIPLINE (CBASE)

CHARACTER-BASED TECHNOLOGY ACADEMY (CBTECH)

CHARACTERPLUS WAY

CHARACTER VISIONS

COUNSELING ACADEMY IN CHARACTER ED (CACE)

cSURVEY

CULTURE & CLIMATE ASSESSMENTS (C2AUDIT)

CULTURE CARRIERS

DISTRICT LEADER ACADEMY IN CHARACTER ED (dLACE)

DISTRICT TRAINING SERIES WORKSHOPS

EQUITY & JUSTICE ACADEMY IN CHARACTER ED (EJACE)

iCHARACTERPLUS

SCHOOLS OF CHARACTER (SOC) APPLICATION SUPPORT

SOCIO-EMOTIONAL LEADERSHIP FOUNDATIONS (SELF)

TEACHER ACADEMY IN CHARACTER ED (TACE)

VIRTUAL TEACHER ACADEMY IN CHARACTER ED (vTACE)

IMPACT

character-focused athletes and coaches

affirm women educators' noble purpose

schools dedicated to service learning

student discipline with dignity

digital citizenship and character ed technology

school climate, culture, and academic excellence

middle school character education curriculum

a community of wellness for mental health professionals

culture and climate measurement

an expert opinion for your building

character equipped educators beyond the classroom

develop a chief character officer for your district

generate new ideas and share perspectives

just, equitable, and inclusive school culture

character workshops and resources at the ready

equip yourself to confidently lead the process

lead with a social-emotional foundation

expertly equip your future teacher leaders

expertly equip your future teacher leaders

CHARACTER GOES THE DISTANCE

ATHLEADERSHIP ACADEMY IN CHARACTER ED (AACE)

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CULTURE & CLIMATE ASSESSMENTS (C2AUDIT)

CULTURE CARRIERS

DISTRICT LEADER ACADEMY IN CHARACTER ED (dLACE)

DISTRICT TRAINING SERIES WORKSHOPS

EQUITY & JUSTICE ACADEMY IN CHARACTER ED (EJACE)

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SCHOOLS OF CHARACTER (SOC) APPLICATION SUPPORT

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TEACHER ACADEMY IN CHARACTER ED (TACE)

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INTENTION

CharacterPlus has adapted its ABCs process for creating Autonomy (voice and choice), Belonging (being a valued part of a community), and Competence (knowing you can do what's expected of you) for college and high school coaches and their athletes. Athleaders from each school will become aware of and hone their own virtue and character strengths and leadership potential to help their team thrive and succeed.

OVERVIEW

The Athleadership Academy in Character Education (AACE) provides character education skill-building for NCAA and high school athletes. Annually, each participating university, college, or high school selects two student-athletes from every sport to attend AACE training, allowing them to become Athleaders.

OUTCOME

Athletes and coaches gain an awareness of the relationship hurdles impeding high performance team culture. Participant athletes reflect the personal commitment outcomes we at CharacterPlus love to see - athletes feeling valued (free of bias), team culture where everyone belongs (welcomed regardless), and empowering leadership (voices heard, ideas appreciated).

START

Contact Todd Moeller, Director, Athleadership Academy in Character Education (AACE), at tmoeller@characterplus.org.





THE ATHLEADERSHIP ACADEMY IN CHARACTER EDUCATION
by characterplus

The High School Athleadership Academy in Character Education (AACE) provides character education skill-building for secondary school athletes. CharacterPlus has adapted its K-12 evidence-based process for creating Autonomy (voice and choice), Belonging (being part of a community), and Competence (the ability to do something successfully) for high school coaches and their athletes. Annually, each participating high school selects student-athletes from every sport to attend AACE training in order to become AACE Character Ambassadors.



- 3 Two-Hour Sessions (Fall, Winter, Spring) ●
- Coaches Training (Virtual Asynchronous) ●
- Up to 45 Athleaders per session ●
- \$3,500 per High School ●
- Dates Determined in Coordination with Coaches ●
- Guidelines/Suggestions Provided to ADs Each Season ●
(AD to meet with Fall Sports, Winter Sports, and Spring Sports during season to highlight implementation of AACE programming)

AACE OUTCOMES INCLUDE:

- athletes feeling valued
- a sense of belonging for teammates
- team culture that actively includes athlete's voice
- stronger social, emotional, character, and performance skills
- model student-athlete leaders who make a positive impact on their teams, schools, and fans



What NCAA athletes and coaches say about the Athleadership Academy in Character Education's impact:

"we are a more unified family"

"this gives coaches the opportunity to work on being a transformational versus a transactional coach, which is often the default"

"we cannot wait to continue our meetings as AACE character ambassadors"

"we are creating competitive and passionate athletes who also have extraordinary character on and off the field"

CharacterPlus

APPLY OR LEARN MORE - VISIT WWW.CHARACTERPLUS.ORG/AACEHIGH SCHOOL

QUESTIONS? CONTACT TODD MOELLER, DIRECTOR of AACE, CHARACTERPLUS - TMOELLER@CHARACTERPLUS.ORG

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CHARACTER GOES THE DISTANCE

ATHLEADERSHIP ACADEMY IN
CHARACTER ED (AAACE)

AT THE TABLE – WOMEN IN
LEADERSHIP

CHAMPIONS FOR CHARACTER

CHARACTER-BASED
DISCIPLINE (CBASE)

CHARACTER-BASED TECHNOLOGY
ACADEMY (CBTECH)

CHARACTERPLUS WAY

CHARACTER VISIONS

COUNSELING ACADEMY IN
CHARACTER ED (CACE)

cSURVEY

CULTURE & CLIMATE
ASSESSMENTS (C2AUDIT)

CULTURE CARRIERS

DISTRICT LEADER ACADEMY
IN CHARACTER ED (dLACE)

DISTRICT TRAINING SERIES
WORKSHOPS

EQUITY & JUSTICE ACADEMY
IN CHARACTER ED (EJACE)

iCHARACTERPLUS

SCHOOLS OF CHARACTER (SOC)
APPLICATION SUPPORT

SOCIO-EMOTIONAL LEADERSHIP
FOUNDATIONS (SELF)

TEACHER ACADEMY IN
CHARACTER ED (TACE)

VIRTUAL TEACHER ACADEMY
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INTENTION

Designed for trailblazing women administrators, CharacterPlus has assembled a selection of the region's most notable and successful businesswomen and social change leaders who have lived their noble purpose with character as their foundation.

OVERVIEW

At the Table is a series of four evenings for regional women leaders in education, who will be inspired to walk in their noble purpose and lead with character through thought-provoking conversations with women leaders in the community. Each evening will take place at a different local restaurant, and your registration fee will include dinner.

OUTCOME

Experience the positive possibilities that happen when you understand and live your noble purpose through a commitment to character.

START

Contact Dr. Kristen Pelster, Chief Programming Officer, at kpelster@characterplus.org for more information.



AT THE TABLE

by *characterplus*

Four evenings designed to empower and inspire trailblazing women educators as noble women leaders share how positive character anchors a purpose-driven life. Each event includes appetizers, dinner, dessert, and heartening messages of breaking barriers through leadership and courage.

Previous Speakers Include:



**Michelle
Li**

Cohost of "Today in St. Louis,"
KSDK Channel 5



**Amy
Shaw**

President & CEO,
Nine PBS



**Dr. Sharonica
Hardin-Bartley**

Superintendent of The School
District of University City



**Justine Froelker,
M.Ed., LPC**

Bestselling Author &
National Trainer



**Dr. Joyce
Balls-Berry**

Professor, Neurology,
Wash U School of Medicine



**Dr. Akberet
Boykin-Farr**

VP, Diversity & Social
Responsibility, Emerson



**Dr. Donna
Jahnke**

Assistant Professor,
SLU



**Jackie
Yoon**

CEO & Managing Principal
at BLACKGEM ADVISORS



**Geri Boyer,
P.E.**

Managing Partner,
Kaskaskia Engineering



**Judi
Bertels**

CEO, African
Vision of Hope



As an At the Table participant, you will grow your PLN and extend your own thinking around the power of being a woman who leads with purpose to impact those you serve. Each evening will be centered around the message from an influential woman leader who will share her story of the power of leading with and on purpose.

5:30-8:30PM | **October 3, 2024** | **November 14, 2024** | **January 30, 2025** | **February 27, 2025**

Location, Speaker and Details Will Be Provided

All Four Evenings: \$275

CharacterPlus

APPLY OR LEARN MORE - VISIT WWW.CHARACTERPLUS.ORG/ATTHETABLE

QUESTIONS? CONTACT DR. KRISTEN PELSTER, CHIEF PROGRAMMING OFFICER - KPELSTER@CHARACTERPLUS.ORG

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ATHLEADERSHIP ACADEMY IN
CHARACTER ED (AAACE)

AT THE TABLE – WOMEN IN
LEADERSHIP

CHAMPIONS FOR CHARACTER

CHARACTER-BASED
DISCIPLINE (CBASE)

CHARACTER-BASED TECHNOLOGY
ACADEMY (CBTECH)

CHARACTERPLUS WAY

CHARACTER VISIONS

COUNSELING ACADEMY IN
CHARACTER ED (CACE)

cSURVEY

CULTURE & CLIMATE
ASSESSMENTS (C2AUDIT)

CULTURE CARRIERS

DISTRICT LEADER ACADEMY
IN CHARACTER ED (dLACE)

DISTRICT TRAINING SERIES
WORKSHOPS

EQUITY & JUSTICE ACADEMY
IN CHARACTER ED (EJACE)

iCHARACTERPLUS

SCHOOLS OF CHARACTER (SOC)
APPLICATION SUPPORT

SOCIO-EMOTIONAL LEADERSHIP
FOUNDATIONS (SELF)

TEACHER ACADEMY IN
CHARACTER ED (TACE)

VIRTUAL TEACHER ACADEMY
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INTENTION

Champions for Character raises awareness about the value of schoolwide Service Learning. Schools are recognized for their outstanding examples of service learning implementation.

OVERVIEW

Cardinals Care has sponsored the Champions for Character Service Learning recognition program in cooperation with CharacterPlus since 2004. The goal is to increase awareness of the benefits of service learning and encourage schools to move from one-time service projects to more long-term, schoolwide service learning. The recognition program honors schools in the metro area that have a schoolwide ethos of service learning.

OUTCOME

The recognized schools are honored with tickets to a Cardinals game for members of their school community, a banner, and representation on the field before the game.

START

Contact CharacterPlus Facilitator, Debbie Fox, at dfox@characterplus.org to learn more.



Champions for CHARACTER

*Cardinals Care has sponsored the Champions for Character Service Learning recognition program in cooperation with CharacterPlus since 2004. The program goal is to **increase awareness** of the benefits of service learning, and encourage schools to move from one-time service projects to more **long-term, schoolwide** service learning. The recognition program **honors schools** in the metro area that have a schoolwide ethos of service learning. The school's service learning must be **infused in the curriculum** and include **student voice and reflection.***



Schools are honored with tickets to a Cardinals game for members of their school community, a banner, and representation on the field before the game.

CharacterPlus

LEARN MORE - VISIT WWW.CHARACTERPLUS.ORG/CHAMPIONSFORCHARACTER

QUESTIONS? CONTACT DEBBIE FOX, CHARACTERPLUS FACILITATOR- DFOX@CHARACTERPLUS.ORG

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CHARACTER GOES THE DISTANCE

ATHLEADERSHIP ACADEMY IN
CHARACTER ED (AAACE)

AT THE TABLE – WOMEN IN
LEADERSHIP

CHAMPIONS FOR CHARACTER

CHARACTER-BASED
DISCIPLINE (CBASE)

CHARACTER-BASED TECHNOLOGY
ACADEMY (CBTECH)

CHARACTERPLUS WAY

CHARACTER VISIONS

COUNSELING ACADEMY IN
CHARACTER ED (CACE)

cSURVEY

CULTURE & CLIMATE
ASSESSMENTS (C2AUDIT)

CULTURE CARRIERS

DISTRICT LEADER ACADEMY
IN CHARACTER ED (dLACE)

DISTRICT TRAINING SERIES
WORKSHOPS

EQUITY & JUSTICE ACADEMY
IN CHARACTER ED (EJACE)

iCHARACTERPLUS

SCHOOLS OF CHARACTER (SOC)
APPLICATION SUPPORT

SOCIO-EMOTIONAL LEADERSHIP
FOUNDATIONS (SELF)

TEACHER ACADEMY IN
CHARACTER ED (TACE)

VIRTUAL TEACHER ACADEMY
IN CHARACTER ED (vTACE)

INTENTION

Protecting student dignity while practicing evidence-based approaches designed for a long-term goal of self-directed, self-regulated, and responsible student behavior.

OVERVIEW

This session explores the neuroscience behind all human behavior, and unpacks the essential elements that students need to be their best selves. Regardless of the discipline program you use, this session will enhance your practice by increasing your understanding of proactive research-based strategies.

OUTCOME

Learn to apply proactive strategies to improve relationships and readiness, during incident strategies to promote self-regulation, and post-incident strategies to encourage reason and repair.

START

Contact Roxanna Mechem, Ed.S., Director of District and Community Partnerships, at rmechem@characterplus.org to learn more.





Character-Based DISCIPLINE

"maintaining the dignity of each student while constantly working toward the long-term goal of self-directed, self-regulated, and responsible behavior"

Humans learn and process through social interactions. Our character behaviors are heavily influenced by our prior experiences with others.

This session explores the neuroscience behind all human behavior, and unpacks the essential elements that students need to be their best selves. Regardless of the discipline program you use, this session will enhance your practice by increasing your understanding of proactive research-based implementation strategies for before, during, and after behavior challenges occur.

Session One
September 24, 2024
8:30am-3:30pm



Session Two
November 12, 2024
8:30am-3:30pm



Session Three
December 12, 2024
8:30am-3:30pm

PARTNER DISTRICT FEE \$600 per participant. NON-PARTNER \$720. Lunch included. Sessions will be held at the CharacterPlus Offices located at 2025 Craigshire Road, Suite 150, St. Louis, MO, 63146.

Learn to Apply:

- *Understanding how discipline can be both structured while also restoring the dignity of both student and staff member.*
 - *proactive strategies to improve relationships and readiness*
 - *during-incident strategies to promote self-regulation*
 - *post-incident strategies to encourage reason and repair*

CharacterPlus[®]

APPLY OR LEARN MORE - VISIT WWW.CHARACTERPLUS.ORG/DLACE

CONTACT ROXANNA MECHEM, DIRECTOR OF DISTRICT AND COMMUNITY PARTNERSHIPS - RMECHEM@CHARACTERPLUS.ORG

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ATHLEADERSHIP ACADEMY IN
CHARACTER ED (AAACE)

AT THE TABLE – WOMEN IN
LEADERSHIP

CHAMPIONS FOR CHARACTER

CHARACTER-BASED
DISCIPLINE (CBASE)

CHARACTER-BASED TECHNOLOGY
ACADEMY (CBTECH)

CHARACTERPLUS WAY

CHARACTER VISIONS

COUNSELING ACADEMY IN
CHARACTER ED (CACE)

cSURVEY

CULTURE & CLIMATE
ASSESSMENTS (C2AUDIT)

CULTURE CARRIERS

DISTRICT LEADER ACADEMY
IN CHARACTER ED (dLACE)

DISTRICT TRAINING SERIES
WORKSHOPS

EQUITY & JUSTICE ACADEMY
IN CHARACTER ED (EJACE)

iCHARACTERPLUS

SCHOOLS OF CHARACTER (SOC)
APPLICATION SUPPORT

SOCIO-EMOTIONAL LEADERSHIP
FOUNDATIONS (SELF)

TEACHER ACADEMY IN
CHARACTER ED (TACE)

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INTENTION

Immerse teachers, instructional coaches, and school leaders in leveraging emerging technologies to build and foster character in schools.

OVERVIEW

This academy focuses on harnessing the power of emerging technologies to develop virtues and skills such as empathy, integrity, responsibility, creativity, complex problem-solving, adaptability, and resilience among K-12 students.

OUTCOME

Participants will understand how to maintain a character focus while implementing Artificial Intelligence (AI), Virtual Reality (VR), and Augmented Reality in the classroom.

START

Contact Dr. Kristen Pelster, Chief Programming Officer, at kpelster@characterplus.org to learn more.



CBTECH

character-based technology academy

The Character-Based Technology Academy (CBTECH) aims to immerse teachers, instructional coaches, and school leaders in leveraging emerging technologies to build and foster character in schools. This academy focuses on harnessing the power of technology to develop virtues and skills such as empathy, integrity, responsibility, creativity, complex problem-solving, adaptability, and resilience among K-12 students.

How do educators remain technically proficient and relevant in this rapidly changing world, yet ensure that they don't lose the essence of education: the human connection, ethics, and values?



- **Ethical Decision-Making:**

The current era is marked by complex ethical dilemmas, from privacy issues in technology use to environmental sustainability. CBTECH equips educators with the tools they need to help students develop their moral compass.

- **Digital Citizenship:**

Modern learners need to understand the responsibilities that come with being a part of online communities. CBTECH will reinforce the role of important values such as respect, empathy, and integrity, which are essential for fostering positive digital citizenship.

TRAINING TOPICS INCLUDE:

- **Responsible Artificial Intelligence (AI), Virtual Reality (VR), Augmented Reality (AR) use**
 - **Successful integration of technology in character education**
 - **Exploring future-focused skills**

CBTECH Session One
September 30, 2024



CBTECH Session Two
October 18, 2024



CBTECH Session Three
November 18, 2024

PARTNER ACADEMY FEE \$600 per participant. NON-PARTNER \$720. Lunch included. Sessions will be held at the CharacterPlus Offices located at 2025 Craigshire Road, Suite 150, St. Louis, MO, 63146.

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REQUEST OR LEARN MORE - VISIT WWW.CHARACTERPLUS.ORG/CBTECH

QUESTIONS? CONTACT DR. KRISTEN PELSTER, CHIEF PROGRAMMING OFFICER, CHARACTERPLUS - KPELSTER@CHARACTERPLUS.ORG

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ATHLEADERSHIP ACADEMY IN CHARACTER ED (AAACE)

AT THE TABLE – WOMEN IN LEADERSHIP

CHAMPIONS FOR CHARACTER

CHARACTER-BASED DISCIPLINE (CBASE)

CHARACTER-BASED TECHNOLOGY ACADEMY (CBTECH)

CHARACTERPLUS WAY

CHARACTER VISIONS

COUNSELING ACADEMY IN CHARACTER ED (CACE)

cSURVEY

CULTURE & CLIMATE ASSESSMENTS (C2AUDIT)

CULTURE CARRIERS

DISTRICT LEADER ACADEMY IN CHARACTER ED (dLACE)

DISTRICT TRAINING SERIES WORKSHOPS

EQUITY & JUSTICE ACADEMY IN CHARACTER ED (EJACE)

iCHARACTERPLUS

SCHOOLS OF CHARACTER (SOC) APPLICATION SUPPORT

SOCIO-EMOTIONAL LEADERSHIP FOUNDATIONS (SELF)

TEACHER ACADEMY IN CHARACTER ED (TACE)

VIRTUAL TEACHER ACADEMY IN CHARACTER ED (vTACE)

INTENTION

To improve overall school culture and climate, as well as increase academic achievement and decrease disciplinary incidents, regardless of a school's geographic, socio-economic, or demographic profile.

OVERVIEW

This CASEL-endorsed, evidence-based process's power and sustainability rests in its framework, which emphasizes core values and implementation unique to the school community. By using data for ongoing assessment, monitoring, and refinement, a comprehensive and sustainable process is created.

OUTCOME

Schools that complete The CharacterPlus Way process show higher test scores and academic performance while decreasing disciplinary incidents. School culture and climate improves, relationships are strengthened, and belonging takes a front seat. Additionally, many schools are ready to go through the Schools of Character recognition process after implementation.

START

Contact CharacterPlus Director of Programming, Nicole Diehl, at ndiehl@characterplus.org to begin the conversation on the goals you are seeking to accomplish for your educators, students, and school culture and climate.



CharacterPlus Way®

CharacterPlus Way® is an **evidence-based process** developed by CharacterPlus to **transform** school climate, **increase** academic achievement, and **reduce** behavior referrals. The three-year process was the focus of a federally funded study, and the successful results led to CharacterPlus Way being listed as a Promising Program with CASEL. Results reflect that the CharacterPlus Way is a compelling process that significantly impacts school culture, resulting in healthier schools. Results further indicated an improved school environment where students are engaged in more prosocial behavior with a significant reduction in discipline referrals and increases in achievement.

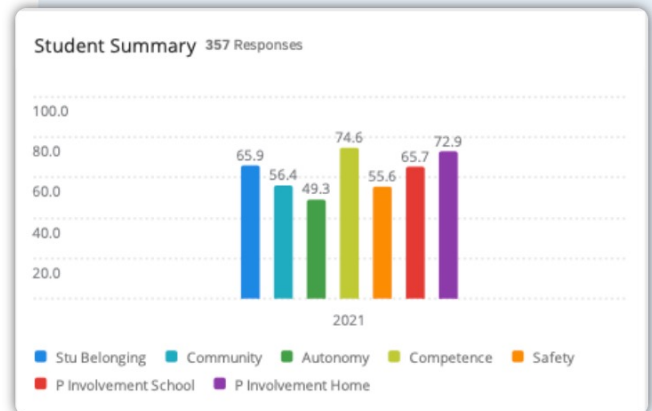
Customized on-site coaching and consultation services are at the core of the process. This allows schools to address their specific issues at a pace that works for their staff and students, ultimately leading to whole-school transformation. CharacterPlus Way process schools include early childhood, elementary, middle, and high schools.

CharacterPlus Way federal research grants provided data that showed when implemented with fidelity:

- staff morale was higher
- staff possessed a strong sense of purpose
- staff and students enjoyed a higher level of administrative support
- more students scored at proficient or advanced on state assessment tests
- students demonstrated more prosocial behavior
- school safety improved
- fewer student behavior office referrals occurred
- students felt greater feelings of belonging and autonomy
- and students were more likely to view the school as a community



Promising CASEL Program Designation Indicating Improved SEL skills and attitudes and improved teaching practices



Over the last three decades of positively impacting school culture and climate, CharacterPlus has become an evidence-based leader in assessing the critical factors that lead to great schools. Our Qualtrics-based annual cSurvey provides the quantitative measurements needed to shape the CharacterPlus Way process.

CharacterPlus®

REQUEST OR LEARN MORE -VISIT WWW.CHARACTERPLUS.ORG/CHARACTERPLUSWAY

QUESTIONS? CONTACT NICOLE DIEHL, DIRECTOR OF PROGRAMMING - NDIEHL@CHARACTERPLUS.ORG

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CHARACTER GOES THE DISTANCE

ATHLEADERSHIP ACADEMY IN CHARACTER ED (AAACE)

AT THE TABLE – WOMEN IN LEADERSHIP

CHAMPIONS FOR CHARACTER

CHARACTER-BASED DISCIPLINE (CBASE)

CHARACTER-BASED TECHNOLOGY ACADEMY (CBTECH)

CHARACTERPLUS WAY

CHARACTER VISIONS

COUNSELING ACADEMY IN CHARACTER ED (CACE)

cSURVEY

CULTURE & CLIMATE ASSESSMENTS (C2AUDIT)

CULTURE CARRIERS

DISTRICT LEADER ACADEMY IN CHARACTER ED (dLACE)

DISTRICT TRAINING SERIES WORKSHOPS

EQUITY & JUSTICE ACADEMY IN CHARACTER ED (EJACE)

iCHARACTERPLUS

SCHOOLS OF CHARACTER (SOC) APPLICATION SUPPORT

SOCIO-EMOTIONAL LEADERSHIP FOUNDATIONS (SELF)

TEACHER ACADEMY IN CHARACTER ED (TACE)

VIRTUAL TEACHER ACADEMY IN CHARACTER ED (vTACE)

INTENTION

To cultivate cooperative, compassionate, honest, and reflective middle school students who take responsibility for their learning, identify their own core values, and are given a variety of opportunities to practice them in their school and community.

OVERVIEW

Character Visions is a character and social-emotional skills curriculum that impacts middle school students' sense of autonomy, belonging, and competence. The easy-to-follow lessons, connected to CASEL standards, foster collaboration between students, encourage critical thinking about themselves and the world, and help them be active participants in creating a positive classroom and school community.

OUTCOME

Middle school students who are aware of and intentional about building their personal character strengths, feel a strong sense of belonging to their classroom and school, and have the courage and competence to meet needs in their school and community as they arise.

START

Contact Dr. Emilie Johnson, CharacterPlus Senior Facilitator, at ejohnson@characterplus.org to learn more.





character VISIONS

helping middle schoolers develop their best selves

by characterplus & originally created by melanie mitchell

Character Visions is a character and social-emotional skills curriculum that impacts middle school students' sense of autonomy, belonging, and competence. The easy-to-follow lessons, connected to CASEL standards, foster collaboration between students, encourage critical thinking about themselves and the world, and help them be active participants in creating a positive classroom and school community.

Character Visions helps middle schoolers explore:

- the character traits they would like to live by •
- what is happening in their community and how to make a positive impact •
- connections to school and other students •

*Character Visions **Level 1** is currently available and during the first implementation year, it is used by all grade levels. **Level 2** will be available for purchase for the 25-26 school year, and **Level 3** will be available for the 26-27 year.*



PARTNER DISTRICT COST: \$250/middle school

NON-PARTNER: \$300/middle school

CharacterPlus

REQUEST OR LEARN MORE - VISIT WWW.CHARACTERPLUS.ORG/CHARACTERVISIONS

QUESTIONS? CONTACT DR. EMILIE JOHNSON, CHARACTERPLUS SENIOR FACILITATOR-EJOHNSON@CHARACTERPLUS.ORG

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CHARACTER GOES THE DISTANCE

ATHLEADERSHIP ACADEMY IN CHARACTER ED (AAACE)

AT THE TABLE – WOMEN IN LEADERSHIP

CHAMPIONS FOR CHARACTER

CHARACTER-BASED DISCIPLINE (CBASE)

CHARACTER-BASED TECHNOLOGY ACADEMY (CBTECH)

CHARACTERPLUS WAY

CHARACTER VISIONS

COUNSELING ACADEMY IN CHARACTER ED (CACE)

cSURVEY

CULTURE & CLIMATE ASSESSMENTS (C2AUDIT)

CULTURE CARRIERS

DISTRICT LEADER ACADEMY IN CHARACTER ED (dLACE)

DISTRICT TRAINING SERIES WORKSHOPS

EQUITY & JUSTICE ACADEMY IN CHARACTER ED (EJACE)

iCHARACTERPLUS

SCHOOLS OF CHARACTER (SOC) APPLICATION SUPPORT

SOCIO-EMOTIONAL LEADERSHIP FOUNDATIONS (SELF)

TEACHER ACADEMY IN CHARACTER ED (TACE)

VIRTUAL TEACHER ACADEMY IN CHARACTER ED (vTACE)

INTENTION

The Counseling Academy in Character Education (CACE) is designed to be a supportive community for those who work to meet the social, emotional, and mental health needs of young people in schools and other settings. Social workers, counselors, and other mental health professionals will build a support network as they rekindle their passion for this work and form a wellness community.

OVERVIEW

Counselors, social workers, and other mental health professionals who support students and adults in schools and other settings are often overlooked for development specific to their needs. CACE is specifically intended to help these caregivers by intentionally focusing on rediscovering why this work is important to who they are. Our time together will also concentrate on self-awareness, trust, communication, and self-care.

OUTCOME

Outcomes will include a clearer focus on their work directly connected to their why. Participants will also improve their skills to establish trust and communicate not only with those they serve, but also with the other adults who are a part of their community of support. Finally, this collective professional learning network will develop individualized definitions of self-care with intentional strategies for activities to recharge.

START

Contact Michael Barolak, M.S.W., Director of CACE, at mbarolak@characterplus.org to learn more.





Counseling Academy in Character Education

Character Education Skill-Building for Mental Health Professionals

This academy is designed to build a community of wellness for those who provide social, emotional, and mental health support to students in school settings or other sites by helping them:

- *Embrace the power of self-awareness*
 - *Rediscover their 'why'*
 - *Sharpen their communication skills*
- *Uncover strategies to rekindle their self-care*

The CACE Mission

To equip social workers, counselors, and mental health providers with knowledge, experiences, and tools to rekindle their passion and commitment to themselves and those they serve.

CACE Session One

10.08.24



CACE Session Two

12.04.24



CACE Session Three

02.05.25

PARTNERSHIP ACADEMY FEE \$600 per participant. NON-PARTNER \$720. Lunch included. Sessions will be held at the CharacterPlus Offices located at 2025 Craigshire Road, Suite 150, St. Louis, MO, 63146.



MICHAEL BAROLAK, MSW
SR. FACILITATOR, EJACE, SELF & CACE

CharacterPlus

REQUEST OR LEARN MORE -VISIT WWW.CHARACTERPLUS.ORG/CACE

QUESTIONS? CONTACT MICHAEL BAROLAK, MSW, SR. FACILITATOR, EJACE, SELF & CACE - MBAROLAK@CHARACTERPLUS.ORG
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CHARACTER GOES THE DISTANCE

ATHLEADERSHIP ACADEMY IN CHARACTER ED (AAACE)

AT THE TABLE – WOMEN IN LEADERSHIP

CHAMPIONS FOR CHARACTER

CHARACTER-BASED DISCIPLINE (CBASE)

CHARACTER-BASED TECHNOLOGY ACADEMY (CBTECH)

CHARACTERPLUS WAY

CHARACTER VISIONS

COUNSELING ACADEMY IN CHARACTER ED (CACE)

cSURVEY

CULTURE & CLIMATE ASSESSMENTS (C2AUDIT)

CULTURE CARRIERS

DISTRICT LEADER ACADEMY IN CHARACTER ED (dLACE)

DISTRICT TRAINING SERIES WORKSHOPS

EQUITY & JUSTICE ACADEMY IN CHARACTER ED (EJACE)

iCHARACTERPLUS

SCHOOLS OF CHARACTER (SOC) APPLICATION SUPPORT

SOCIO-EMOTIONAL LEADERSHIP FOUNDATIONS (SELF)

TEACHER ACADEMY IN CHARACTER ED (TACE)

VIRTUAL TEACHER ACADEMY IN CHARACTER ED (vTACE)

INTENTION

To help administrators in their quest to better understand where excellence can be attained in their school or district, CharacterPlus offers our Qualtrics-based Culture and Climate Survey platform.

OVERVIEW

cSURVEY questions are age/participant appropriate and thoughtfully brief. Participation rates are high on our mobile-friendly platform, and all responses are collected anonymously. The CharacterPlus results report allows a school team to easily see gaps in perceptions between all stakeholder groups surveyed: students (third grade and up), staff, and parents/guardians.

OUTCOME

The cSURVEY questions will give you clear visibility to the following climate and culture categories in your school:

Feelings of Belonging; Sense of School as Community; Sense of Autonomy and Influence; Sense of Competence; Sense of School Safety; Parents' Involvement at Home; Parents' Involvement at School; Student Engagement

START

Contact CharacterPlus Director of Programming, Nicole Diehl, at ndiehl@characterplus.org to begin the conversation on the goals you are seeking to accomplish for your educators, students, and school culture and climate.



cSURVEY

character insights for growth
by characterplus



aligned

Over the last three decades of positively impacting school culture and climate, CharacterPlus has become an evidence-based leader in assessing the critical factors that lead to great schools. CharacterPlus offers our Qualtrics-based Culture and Climate Survey platform to administrators in their quest to better understand where excellence can be attained in their school or district.

Student Summary 357 Responses



- survey responses are collected anonymously -



Our cSurvey is MSIP6 aligned!

The school report includes a separate page that isolates the three essential items LEAs must ask their stakeholders:

The school system assures student voices are heard and respected.

The school system provides school culture and climate data and reports periodically to all stakeholders.

Educator teams address positive classroom learning environments.



cSURVEY questions are age/participant appropriate, thoughtfully brief, and collected anonymously. Participation rates are high on our mobile-friendly platform. The CharacterPlus results report allows a school team to easily see gaps in perceptions between all stakeholder groups surveyed: students (third grade and up), staff, and parents/guardians.

cSURVEY CATEGORIES

- Feelings of Belonging
- Sense of School as Community
- Sense of Autonomy and Influence
- Sense of Competence
- Sense of School Safety
- Parents' Involvement at Home
- Parents' Involvement at School
- Student Engagement

cSURVEY & RESULTS

- \$550 Partner/\$750 Non-Partner
- Survey Consult and Setup
- School-Specific Password
- Personalized with School Name
- Mobile Survey Access
- Monitoring Throughout Process
- Key Indicators Report
- Data Protocol for Processing Results

cSURVEY, RESULTS, & SUPPORT

- \$750 Partner/\$950 Non-Partner
- Complete cSURVEY & Results Program Plus
- Two Hours via Zoom
 - Data Interpretation
 - Coaching/Next Steps

cSURVEY data is strictly private for school use. CharacterPlus does not share or make results available to any outside party.

For questions or to set up your cSURVEY, please contact Nicole Diehl, Director of Programming, at ndiehl@characterplus.org

CHARACTER GOES THE DISTANCE

ATHLEADERSHIP ACADEMY IN
CHARACTER ED (AAACE)

AT THE TABLE – WOMEN IN
LEADERSHIP

CHAMPIONS FOR CHARACTER

CHARACTER-BASED
DISCIPLINE (CBASE)

CHARACTER-BASED TECHNOLOGY
ACADEMY (CBTECH)

CHARACTERPLUS WAY

CHARACTER VISIONS

COUNSELING ACADEMY IN
CHARACTER ED (CACE)

cSURVEY

CULTURE & CLIMATE
ASSESSMENTS (C2AUDIT)

CULTURE CARRIERS

DISTRICT LEADER ACADEMY
IN CHARACTER ED (dLACE)

DISTRICT TRAINING SERIES
WORKSHOPS

EQUITY & JUSTICE ACADEMY
IN CHARACTER ED (EJACE)

iCHARACTERPLUS

SCHOOLS OF CHARACTER (SOC)
APPLICATION SUPPORT

SOCIO-EMOTIONAL LEADERSHIP
FOUNDATIONS (SELF)

TEACHER ACADEMY IN
CHARACTER ED (TACE)

VIRTUAL TEACHER ACADEMY
IN CHARACTER ED (vTACE)

INTENTION

We are often asked by schools how they know if they are ready to apply for Schools of Character recognition. We created a tool called the c2Audit, which is based on our years of experience helping schools transform their culture and climate.

OVERVIEW

A consultant from our programming team will spend approximately three hours at your school during a typical day. They will tour the building and meet with the administration and/or the culture and climate team to learn about the level of character education implementation in the school.

OUTCOME

This process will create a list of implementation possibilities aligned with the requirements of the School of Character framework, as well as a recommendation regarding the school's timing for applying to Schools of Character.

START

Contact Nicole Diehl, CharacterPlus Director of Programming, at ndiehl@characterplus.org to schedule your assessment or for more information.



school climates and



cultures of excellence

We are often asked by schools if we have a general assessment of how aligned their practices are with the 11 Principles, or if there are key components missing before they apply for Schools of Character recognition. The c2Audit is based on our years of experience helping schools transform their culture and climate.

belonging

community

connected

empowered

trusted

challenged

CharacterPlus c2Audit -

A consultant from our programming team will spend approximately 2-3 hours at your school during a typical school day. They will tour the building and meet with the administration and/or culture and climate team to learn about the level of character education implementation in the school.

This process will create a list of implementation possibilities aligned with the requirements of the School of Character framework, as well as recommendations regarding the school's next steps for implementation and, if applicable, timing for applying to Schools of Character.

"This was one of the best assessments we have ever done, and it has provoked great conversations about what we can continue to improve upon! It's definitely impacting and guiding our goals for the future, too."

Dr. Lorinda Krey, Principal



Fee:

\$500 Partner
\$600 Non-Partner

CharacterPlus

REQUEST OR LEARN MORE -VISIT WWW.CHARACTERPLUS.ORG/C2AUDIT

QUESTIONS? CONTACT NICOLE DIEHL, DIRECTOR OF PROGRAMMING - NDIEHL@CHARACTERPLUS.ORG

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CHARACTER GOES THE DISTANCE

ATHLEADERSHIP ACADEMY IN CHARACTER ED (AAACE)

AT THE TABLE – WOMEN IN LEADERSHIP

CHAMPIONS FOR CHARACTER

CHARACTER-BASED DISCIPLINE (CBASE)

CHARACTER-BASED TECHNOLOGY ACADEMY (CBTECH)

CHARACTERPLUS WAY

CHARACTER VISIONS

COUNSELING ACADEMY IN CHARACTER ED (CACE)

cSURVEY

CULTURE & CLIMATE ASSESSMENTS (C2AUDIT)

CULTURE CARRIERS

DISTRICT LEADER ACADEMY IN CHARACTER ED (dLACE)

DISTRICT TRAINING SERIES WORKSHOPS

EQUITY & JUSTICE ACADEMY IN CHARACTER ED (EJACE)

iCHARACTERPLUS

SCHOOLS OF CHARACTER (SOC) APPLICATION SUPPORT

SOCIO-EMOTIONAL LEADERSHIP FOUNDATIONS (SELF)

TEACHER ACADEMY IN CHARACTER ED (TACE)

VIRTUAL TEACHER ACADEMY IN CHARACTER ED (vTACE)

INTENTION

Ensure your school thrives with every interaction by building positive character, social, and emotional skills with your educators beyond the classroom. Create stronger bonds and a sense of belonging for all support staff in your school by giving them the tools to strengthen relationships on buses, in the lunchroom, and throughout the building.

OVERVIEW

For hundreds of children in your school district, their bus driver, custodial staff, lunchroom team, before-school care, nurse, para-professionals, and administrative assistants are the first educators they interact with as they begin their school day. As a result, your school's character initiative is put in motion long before students enter the classroom.

OUTCOME

Outcomes include an increased sense of belonging and safety in every school setting for students, an in-depth understanding of why each staff member matters in this effort, and positive relationships being forged even in the micro-moment interactions found between students and members of your support staff.

START

Contact Lynn Clapp, Director of Culture Carriers, at lclapp@characterplus.org to learn more.



Culture Carriers



educators beyond the classroom

For hundreds of children in your school district, their bus driver, custodial staff, lunchroom team, before-school care, nurse, para-professionals, and administrative assistants are the first educators they interact with as they begin their school day. As a result, your school's character initiative is put in motion long before students enter the classroom. Ensure your school thrives with every interaction with Culture Carriers by CharacterPlus. Build positive character, social, and emotional skills with your educators beyond the classroom.



Culture Carriers will help your school community by:

Creating *stronger bonds and a sense of belonging* for all support staff in your school

Giving bus drivers and all support staff the *tools to strengthen relationships* on buses, in the lunchroom, and throughout the building

Providing students an *increased sense of belonging and safety* in every school setting

Building an *in-depth understanding of why each staff member matters* in this effort, and how their actions and words strengthen school climate and culture

Sharing *real-world examples* of how students view all adults in their school community as role models

Developing a keen understanding of how *positive relationships* can be forged even in the micro-moment interactions found between student and members of your support staff

CharacterPlus[®]

REQUEST OR LEARN MORE - VISIT WWW.CHARACTERPLUS.ORG/CULTURECARRIERS

QUESTIONS? CONTACT LYNN CLAPP, DIRECTOR OF CULTURE CARRIERS - LCLAPP@CHARACTERPLUS.ORG

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CHARACTER GOES THE DISTANCE

ATHLEADERSHIP ACADEMY IN CHARACTER ED (AAACE)

AT THE TABLE – WOMEN IN LEADERSHIP

CHAMPIONS FOR CHARACTER

CHARACTER-BASED DISCIPLINE (CBASE)

CHARACTER-BASED TECHNOLOGY ACADEMY (CBTECH)

CHARACTERPLUS WAY

CHARACTER VISIONS

COUNSELING ACADEMY IN CHARACTER ED (CACE)

cSURVEY

CULTURE & CLIMATE ASSESSMENTS (C2AUDIT)

CULTURE CARRIERS

DISTRICT LEADER ACADEMY IN CHARACTER ED (dLACE)

DISTRICT TRAINING SERIES WORKSHOPS

EQUITY & JUSTICE ACADEMY IN CHARACTER ED (EJACE)

iCHARACTERPLUS

SCHOOLS OF CHARACTER (SOC) APPLICATION SUPPORT

SOCIO-EMOTIONAL LEADERSHIP FOUNDATIONS (SELF)

TEACHER ACADEMY IN CHARACTER ED (TACE)

VIRTUAL TEACHER ACADEMY IN CHARACTER ED (vTACE)

INTENTION

The District Leader Academy in Character Education (dLACE) is a grant program for Missouri school districts that develops district-level champions for character development and school climate initiatives. The process used by CharacterPlus will determine strengths and suggest strategic enhancements to ensure districts use research-based practices that make their schools the best places for teaching, learning, and personal growth.

OVERVIEW

Grant awardees will participate in workshop sessions, personalized coaching, and leadership training in character development. CharacterPlus staff members with deep experience in school transformation will work closely with the district leadership team to examine local data and plan training and implementation for character development and improved school climate.

OUTCOME

Through coaching, on-site training, quarterly regional meetings, and school observations, district leadership will understand essential components and be equipped to guide their district's character and climate initiatives.

START

Contact Roxanna Mechem, Ed.S., Director of District and Community Partnerships, at rmechem@characterplus.org to learn more.





The District Leader Academy in Character Education (dLACE) is a grant program for Missouri school districts that develops district-level champions for character development and school climate initiatives. The process used by CharacterPlus will determine strengths and suggest strategic enhancements to ensure districts use research-based practices that make their schools the best places for teaching, learning, and personal growth.



Grant awardees will participate in workshop sessions, personalized coaching, and leadership training in character development.



CharacterPlus staff members with deep experience in school transformation will work closely with the district leadership team to examine local data and plan training and implementation for character development and improved school climate.



Through participant workshop sessions, coaching, on-site training, quarterly regional meetings, and school observations, district leadership will understand essential components and be equipped to guide their district's character and climate initiatives.

September 13, 2024 - Session 1
November 15, 2024 - Session 2



Session 3 - February 24 & 25, 2025**
Session 4 - April 28, 2024

**FEBRUARY 2025 SESSIONS INCLUDE SCHOOLS OF CHARACTER SITE VISITS

2024-2025

ENROLL NOW!

Space is Limited
Year-Long Cohort
characterplus.org/dlace



IN COORDINATION
WITH DESE

Travel Expenses Paid
Character Education Starter Library
iCharacterPlus Online Programming Access
No cost to you! (funded by DESE & CharacterPlus)

“Our mission is to educate and empower lifelong learners. Empowerment is fueled by character. The most valuable commodity for future adults is the ability to show strong character, be respectful, be able to work cooperatively, and have strong personal ethics. We believe having these qualities is just as important as academic knowledge.”
2023-2024 dLACE Graduate

CharacterPlus®

APPLY OR LEARN MORE - VISIT WWW.CHARACTERPLUS.ORG/DLACE

CONTACT ROXANNA MECHEM, DIRECTOR OF DISTRICT AND COMMUNITY PARTNERSHIPS - RMECHEM@CHARACTERPLUS.ORG

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CHARACTER GOES THE DISTANCE

ATHLEADERSHIP ACADEMY IN CHARACTER ED (AAACE)

AT THE TABLE – WOMEN IN LEADERSHIP

CHAMPIONS FOR CHARACTER

CHARACTER-BASED DISCIPLINE (CBASE)

CHARACTER-BASED TECHNOLOGY ACADEMY (CBTECH)

CHARACTERPLUS WAY

CHARACTER VISIONS

COUNSELING ACADEMY IN CHARACTER ED (CACE)

cSURVEY

CULTURE & CLIMATE ASSESSMENTS (C2AUDIT)

CULTURE CARRIERS

DISTRICT LEADER ACADEMY IN CHARACTER ED (dLACE)

DISTRICT TRAINING SERIES WORKSHOPS

EQUITY & JUSTICE ACADEMY IN CHARACTER ED (EJACE)

iCHARACTERPLUS

SCHOOLS OF CHARACTER (SOC) APPLICATION SUPPORT

SOCIO-EMOTIONAL LEADERSHIP FOUNDATIONS (SELF)

TEACHER ACADEMY IN CHARACTER ED (TACE)

VIRTUAL TEACHER ACADEMY IN CHARACTER ED (vTACE)

INTENTION

The CharacterPlus District Training Series ensures that partners have access to thought leaders in Character Education, School Climate, and Social-Emotional Development. This series makes it possible for partner districts to experience a variety of professional development offerings and to share learning experiences among districts.

OVERVIEW

Each partner district has access to four training sessions per year as part of CharacterPlus partnership. Topics for sessions are chosen by the District Leaders' Council according to their collective needs.

OUTCOME

High-quality professional development makes character education and school climate initiatives possible. Whether foundational character education concepts or innovations in the field, these one-day workshops are designed for districts with information and tools that can be used to deepen practice.

START

Contact Roxanna Mechem, Ed.S., Director of District and Community Partnerships, at rmechem@characterplus.org to learn more.



District Training Series Workshops



CharacterPlus partner districts understand that regular professional development is necessary to generate new ideas and perspectives, build confidence of educators, create a network of support, and develop a staff skilled in character education implementation strategies. High-quality professional development makes character education and school climate initiatives possible.

This ongoing regional commitment to character education training improves the school experience for teachers, students, and families.



Roxanna Mechem, Ed.S.
Director of District and Community Partnerships
rmechem@characterplus.org

Topics for sessions are chosen by the District Leaders' Council according to their collective needs. Whether foundational character education concepts or innovations in the field, these one-day workshops are designed to equip districts with information and tools that can be used to deepen practice.



September 18, 2024 - DL Meeting
November 6, 2024 - Workshop
December 11, 2024 - DL Meeting
January 22, 2025 - Workshop



February 12, 2025 - DL Meeting
March 5, 2025 - Workshop
April 16, 2025 - DL Meeting
June 4, 2025 - Workshop

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APPLY OR LEARN MORE - VISIT WWW.CHARACTERPLUS.ORG/WORKSHOPS

CONTACT ROXANNA MECHEM, DIRECTOR OF DISTRICT AND COMMUNITY PARTNERSHIPS - [RMECHEM@CHARACTERPLUS.ORG](mailto:rmechem@characterplus.org)

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ATHLEADERSHIP ACADEMY IN CHARACTER ED (AAACE)

AT THE TABLE – WOMEN IN LEADERSHIP

CHAMPIONS FOR CHARACTER

CHARACTER-BASED DISCIPLINE (CBASE)

CHARACTER-BASED TECHNOLOGY ACADEMY (CBTECH)

CHARACTERPLUS WAY

CHARACTER VISIONS

COUNSELING ACADEMY IN CHARACTER ED (CACE)

cSURVEY

CULTURE & CLIMATE ASSESSMENTS (C2AUDIT)

CULTURE CARRIERS

DISTRICT LEADER ACADEMY IN CHARACTER ED (dLACE)

DISTRICT TRAINING SERIES WORKSHOPS

EQUITY & JUSTICE ACADEMY IN CHARACTER ED (EJACE)

iCHARACTERPLUS

SCHOOLS OF CHARACTER (SOC) APPLICATION SUPPORT

SOCIO-EMOTIONAL LEADERSHIP FOUNDATIONS (SELF)

TEACHER ACADEMY IN CHARACTER ED (TACE)

VIRTUAL TEACHER ACADEMY IN CHARACTER ED (vTACE)

INTENTION

Many marginalized groups of people experience culture and identity stress, which impacts their health and emotional well-being. The Equity and Justice Academy in Character Education (EJACE) aims to change this in St. Louis schools by bringing school staff and students together to develop a mission, vision, values, practices, and narrative that foster a positive impact, thus breaking long-held biases and systemic intolerant attitudes.

OVERVIEW

EJACE is a year-long cohort experience designed to get at the core of what is fundamental for the well-being and success of all. Each school will bring a 4-person team of staff (including the principal). We will look at elements of school culture through the lens of equity and justice, resulting in a journey to create communities where each child, family, and staff member feels safe, welcomed, included, and valued.

OUTCOME

Through a shared purpose and clear vision, the Academy will focus on changing the narrative through examining the following elements: telling our story (Narrative); where are we going and how are we getting there? (Mission, Vision, Values); who are we? (People); where/what are we? (Place); how do we do what we do? (Practices).

START

Contact Dr. Grace Lee, EJACE Director, at glee@characterplus.org.





Equity & Justice Academy in Character Education

*EJACE's mission is to ensure a **just, equitable, and inclusive school culture**. EJACE helps administrators, staff, and students identify and develop mission and vision, values, people, practices, place, and narrative that will **reduce** the negative impact of **inherent bias, social insensitivity, prejudices, and systematic intolerance**.*



EJACE is a **year-long experience** in leadership **growth and development** through the **Equity and Justice lens**. Each school will bring a team of four staff members, including the building principal. There will be a separate but coordinated **student leader training series** that occurs at the school site.

All stakeholders will know that equity and justice are central to who we are.

Equity and justice will show up in our mission and vision.

We will be aware of the written and unwritten values of our school.

We will address oppressions openly and honestly.

Our policies will reflect equal access and equity for all stakeholders.

Our curriculum will be representative of all cultures and will be focused on teaching cultural relevance.

Our physical space and place will create a feeling of equity and justice for all.

EJACE offers a thoughtful assessment and opportunities to create a building-wide inclusive climate and culture through five introspective stages by building autonomy, belonging, competence, and dignity.

2024-2025 DATES

June 18-20 PRINCIPALS' RETREAT, AL CIVIL RIGHTS MUSEUM

September 26, 2024

February 27, 2025

November 12, 2024

May 8, 2025**

January 15, 2024*

**principals' retreat

January 30, 2025

*showcase

QUESTIONS? CONTACT
DR. GRACE LEE, EJACE DIRECTOR
GLEE@CHARACTERPLUS.ORG



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LEARN MORE - VISIT WWW.CHARACTERPLUS.ORG/EJACE

CHARACTER GOES THE DISTANCE

ATHLEADERSHIP ACADEMY IN CHARACTER ED (AAACE)

AT THE TABLE – WOMEN IN LEADERSHIP

CHAMPIONS FOR CHARACTER

CHARACTER-BASED DISCIPLINE (CBASE)

CHARACTER-BASED TECHNOLOGY ACADEMY (CBTECH)

CHARACTERPLUS WAY

CHARACTER VISIONS

COUNSELING ACADEMY IN CHARACTER ED (CACE)

cSURVEY

CULTURE & CLIMATE ASSESSMENTS (C2AUDIT)

CULTURE CARRIERS

DISTRICT LEADER ACADEMY IN CHARACTER ED (dLACE)

DISTRICT TRAINING SERIES WORKSHOPS

EQUITY & JUSTICE ACADEMY IN CHARACTER ED (EJACE)

iCHARACTERPLUS

SCHOOLS OF CHARACTER (SOC) APPLICATION SUPPORT

SOCIO-EMOTIONAL LEADERSHIP FOUNDATIONS (SELF)

TEACHER ACADEMY IN CHARACTER ED (TACE)

VIRTUAL TEACHER ACADEMY IN CHARACTER ED (vTACE)

INTENTION

Every educator deserves access to high-quality character education professional development. CharacterPlus partners have access to a wide variety of free online programming. iCharacterPlus provides the opportunity for educators to grow in their knowledge of why character education is important, as well as the best practices to put in place.

OVERVIEW

Content is focused on relevant topics around social, emotional, and character development. Every educator in your district can now achieve Foundational Certification in Character Education, learn how to conduct Class Meetings, or develop a deeper understanding of the ABCs. iCharacterPlus modules are self-paced and can be utilized individually, with a PLC/grade-level/content team, or for a faculty meeting.

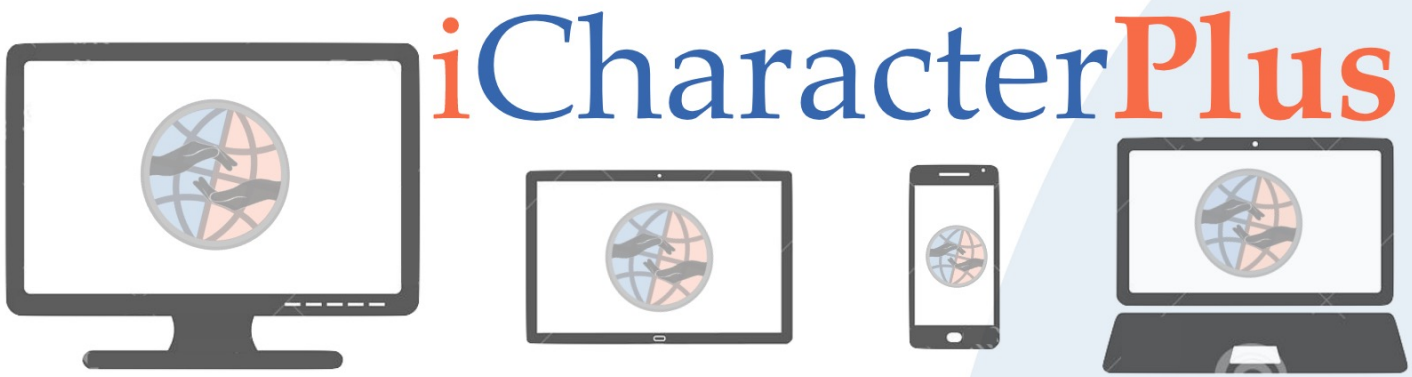
OUTCOME

Our goal is resolute: helping students and staff in our partner districts build the character they need to flourish. Access to this kind of professional development paves the way for classrooms and schools of character to be built.

START

Contact CharacterPlus Director of Programming, Nicole Diehl, at ndiehl@characterplus.org for your access code and to learn more.





*As a CharacterPlus partner school district you have free access to all CharacterPlus® programming on our online platform called **iCharacterPlus**. Your access code, available through your District Leader or principal, will discount your course fee to zero. Not a member? Contact us to learn more about how to access this unique and proven character education resource.*

Online Resources Include:

- **Foundational Certification in Character Education**
- **The Community-Building Series**
- **Intrinsic Motivation Resources**
- **The Multicultural Classroom**
- **The Encouragement Series**
- **Schools of Character**
- **Class Meetings**

*Content is **focused** on relevant topics in the area of **social, emotional, and character** development.*

Hosted on our Teach:able platform, the training modules are self-paced and can be utilized individually, for a PLC/grade-level/content team, or for a faculty meeting.

We remain committed to the human interaction you've come to expect and appreciate. In line with that commitment, some of the online modules will have built-in opportunities for interaction/feedback with CharacterPlus staff.

CharacterPlus

REQUEST OR LEARN MORE - VISIT WWW.CHARACTERPLUS.TEACHABLE.COM

QUESTIONS? CONTACT NICOLE DIEHL, DIRECTOR OF PROGRAMMING - NDIEHL@CHARACTERPLUS.ORG

CharacterPlus | 2025 Craigshire Road | Suite 150 | St. Louis, MO 63146 | 314.665.1292 | www.characterplus.org | 501(c)(3)

CHARACTER GOES THE DISTANCE

ATHLEADERSHIP ACADEMY IN CHARACTER ED (AAACE)

AT THE TABLE – WOMEN IN LEADERSHIP

CHAMPIONS FOR CHARACTER

CHARACTER-BASED DISCIPLINE (CBASE)

CHARACTER-BASED TECHNOLOGY ACADEMY (CBTECH)

CHARACTERPLUS WAY

CHARACTER VISIONS

COUNSELING ACADEMY IN CHARACTER ED (CACE)

cSURVEY

CULTURE & CLIMATE ASSESSMENTS (C2AUDIT)

CULTURE CARRIERS

DISTRICT LEADER ACADEMY IN CHARACTER ED (dLACE)

DISTRICT TRAINING SERIES WORKSHOPS

EQUITY & JUSTICE ACADEMY IN CHARACTER ED (EJACE)

iCHARACTERPLUS

SCHOOLS OF CHARACTER (SOC) APPLICATION SUPPORT

SOCIO-EMOTIONAL LEADERSHIP FOUNDATIONS (SELF)

TEACHER ACADEMY IN CHARACTER ED (TACE)

VIRTUAL TEACHER ACADEMY IN CHARACTER ED (vTACE)

INTENTION

The Schools of Character application process begins with a rigorous self-evaluation and the creation of a portfolio demonstrating a school's character education implementation. This process can at first seem daunting; however, we believe it has the potential to be the most valuable professional development your school has ever done.

OVERVIEW

Workshops are offered in the summer and fall to equip schools with the knowledge to confidently apply for Schools of Character. The workshop is an overview of the application process, including best practices in creating a strong portfolio. This session is also available online at iCharacterPlus. There are also opportunities for schools who have been through the process to mentor applicants.

OUTCOME

School teams feel empowered to confidently lead their school through the Schools of Character process.

START

Contact CharacterPlus Director of Programming, Nicole Diehl at ndiehl@characterplus.org to learn more.



State Schools of Character



As the Missouri affiliate for the Character.org Schools of Character certification, CharacterPlus guides school leaders through the application and manages the evaluation process, which includes a site visit and a detailed, in-depth feedback report.



The School of Character Certification evaluates the fidelity of the implementation of *The 11 Principles of Character Education*. This includes demonstrating competence in areas such as:

-  Embedding **comprehensive, intentional, and proactive** strategies that promote core ethical and performance values
-  Fostering **self-motivation** and providing opportunities for moral action
-  Offering a **meaningful and challenging** academic curriculum for all learners
-  Fostering **shared** leadership among staff and building long-range support of character education

Everything you need to know

State Schools of Character Process Overview

Application Writing Mentors

Promising Practices Information

State Schools of Character Application Best Practices



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LEARN MORE - VISIT WWW.CHARACTERPLUS.ORG/STATESCHOOLSOFCOMMUNITY

QUESTIONS? CONTACT NICOLE DIEHL, DIRECTOR OF PROGRAMMING - NDIEHL@CHARACTERPLUS.ORG

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INTENTION

To help leaders understand that effective leadership is an essential factor in ensuring all members of a school community achieve at their highest potential. Leaders who humbly seek to understand themselves first are able to intentionally create a culture where their community members thrive.

OVERVIEW

Participants will engage in a variety of leadership experiences that will result in creating a new cultural foundation for their school. Participants will be ready to apply and integrate relevant SE learning and practical applications into their schools to qualitatively make a positive impact on all stakeholders.

OUTCOME

Participants will develop the capacity to be their best self in order to create thriving school communities. They will build an awareness of the power of capacity mapping, future planning, and SEL in order to affect change. They will bridge the gap between awareness and intentionality into action by cultivating a culture of character (SEL-aligned) and connect learning to evidence-based character and SEL frameworks.

START

Contact Dr. Julie Sperry, Director of CharacterPlus Program Expansion and Innovation, at jsperry@characterplus.org, for more information.



the
**Teacher
Academy**

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Five (5) Full-Day
Sessions Led by Top
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Designed for
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\$1100 Tuition for
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GOAL

To increase academic student success, decrease referrals, reduce teacher turnover, and increase job satisfaction.

MISSION

To equip teachers with the knowledge, experiences, and tools to build positive character and culture for self and others in their school community.

PURPOSE

The first? To inspire a personal commitment to social, emotional, and character development as a teacher in order to best live the noble purpose all educators share. The second? To equip teachers with character development best practices and evidence-based methods for building positive character in students.

CharacterPlus

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QUESTIONS? CONTACT PRISCILLA FROST, TACE DIRECTOR - PFROST@CHARACTERPLUS.ORG

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TACE
UNDERSTANDING SELF
& OTHERS

THE ABCs of
CHARACTER
(AUTONOMY,
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CHARACTER
EDUCATION HISTORY
& FRAMEWORKS

CLASS MEETINGS
& STRUCTURES

SELF-CARE &
MINDFULNESS

BUILDING POSITIVE
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CLASSROOM
MANAGEMENT

TRAUMA, DIVERSITY,
EQUITY, & BIAS
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CURRICULUM
INTEGRATION

EFFECTIVE
COMMUNICATION
WITH PARENTS &
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DATES

09.12.24

10.15.24

12.03.24

02.06.25

04.02.25

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INTENTION

To provide expert training and resources in character education to educators and to inspire and equip them as teacher-leaders with best practices and methods for social, emotional, and character development for students.

OVERVIEW

TACE is a year-long cohort led by experts in the field of SEL & Character Development. It will include the following topics: Understanding Self & Others; The ABCs (Autonomy, Belonging, Competence) of Character; History & Frameworks; Class Meetings & Structures; Self-Care & Mindfulness; Positive Relationships; Classroom Management; Trauma, Diversity, Equity, & Bias Awareness; Curriculum Integration; Building Effective Communication with Parents & Coworkers; & Student Empowerment.

OUTCOME

To equip teachers to live their noble purpose by understanding the importance of character education, while also reducing teacher turnover and increasing job satisfaction.

START

Contact Priscilla Frost, Director of TACE, at pfrost@characterplus.org for more information.



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QUESTIONS? CONTACT PRISCILLA FROST, TACE DIRECTOR - PFROST@CHARACTERPLUS.ORG

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OVERVIEW

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OUTCOME

The outcome of this academy is to equip teachers to live their noble purpose by understanding the importance of character education, while also lowering teacher turnover and increasing job satisfaction.

START

Contact Debbie Fox, CharacterPlus Facilitator, at dfox@characterplus.org for more information.



the Virtual Teacher Academy

in Character Education

Designed
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Teachers

Five (5)
Sessions Led by
Top Educators &
Character Ed
Experts

Starter Library
Virtual Showcase
Year-End
Celebration

\$550 for Partner
Districts, \$660 for
Non-Partners

PURPOSE

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The second? To equip teachers with character development best practices and evidence-based methods for building positive character skills in students.

MISSION

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GOAL

To increase academic student success, decrease referrals, reduce teacher turnover, and increase teacher job satisfaction.



VIRTUAL PROMISE

vTACE will be highly interactive and personally engaging. Each session is led by scholars who facilitate collaborative learning and provide real-life applications. vTACE is a LIVE SYNCHRONOUS EXPERIENCE on ZOOM.

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INTEGRATION

EFFECTIVE
COMMUNICATION
WITH PARENTS &
COWORKERS

DATES
TBD

CharacterPlus

REQUEST OR LEARN MORE - VISIT WWW.CHARACTERPLUS.ORG/vTACE

QUESTIONS? CONTACT DEBBIE FOX, CHARACTERPLUS FACILITATOR-DFOX@CHARACTERPLUS.ORG

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