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CharacterPlus

2023-2024 NATIONWIDE
PROGRAMMING GUIDE

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BEING.CARED.FOR INSPIRE.PEOPLE
NEVER.UNDERESTIMATE.THANKYOU

CharacterPlus®

a world where positive character is universal



CharacterPlus® is your partner on your personalized social, emotional, and character development journey. We meet you where you are and help you build a strong, positive school culture, strengthening the foundations necessary to create amazing communities where everyone can be their best.

About Us

CharacterPlus empowers the next generation of leaders, inspiring them to be compassionate people of integrity. We provide evidence-based approaches and effective practices that help educators create a caring, high-achieving school culture where every person can show up as their best self.

We do this by promoting positive social, emotional, and character development in young people, partnering with schools, families, and communities to provide character education evidence-based processes and experiences, expert support and coaching, and professional resources.

CharacterPlus has over 30 years of experience in building strong communities of character by investing in the character development of young people in thousands of classrooms and by focusing on the SEL needs of students and staff. Founded in 1988 by Sanford (Sandy) N. McDonnell, a leading advocate of character education and Chairman Emeritus of McDonnell Douglas Corporation, CharacterPlus's history involves partnering with schools committed to enriching the whole child. CharacterPlus's process is nationally recognized and is one of the most successful community-wide character education initiatives in the country.

Through a variety of proven methods, CharacterPlus helps educators and administrators embed a flexible, character-based framework that creates a positive school environment where all staff and students feel safe to be themselves, learn, and thrive.

Programming and Processes: Our Customized Experiences

The most notable characteristic that sets CharacterPlus apart from other character and SEL initiatives is the fact that we do not have a binder of lessons or a specific curriculum that schools implement. Rather, we work to build a deep, foundational understanding among stakeholders of how and why social, emotional, and character development are the key to student success. We create a customized approach for each school and district with whom we partner, with the goal of weaving character into the fabric of the school community.

CharacterPlus' asset-based approach means that if your school is already using lessons that explicitly teach character or SEL skills, that is great. If they are adding value to your school, we do not try to replace them or have you stop using them. Rather, we customize our programming to work with these current programs and lessons to enhance their impact. We know, however, that when these stand-alone programs are considered a school's entire social-emotional and character initiative, they often fall far short of the intended outcomes. They can feel like just another thing on the crowded school-initiative plate instead of something worthwhile. CharacterPlus is your partner in developing the foundations deep within your culture to help the people in your community be their best selves and know that this effort is worthwhile.

Our foundational work is centered around the ABCs of Character: Autonomy, Belonging, and Competence. These concepts are at the heart of what makes human beings excel; they are the motivation that propels people to want to be the best version of themselves. The concept of internal motivation is grounded in years of research around Deci and Ryan's Self-Determination Theory.

This research is connected to all aspects of the school community:

- Staff Culture
- Student Culture
- Mission, Vision, and Values
- Leadership
- Communication
- Service Learning
- Assessment-Capable Learners
- Data and Accountability

When students and staff feel the ABCs working in all aspects of the school, the data overwhelmingly demonstrates the impact on achievement, behavior, and trust. In addition, the school becomes a community where everyone feels empowered, valued, and where a sense of belonging is palpable.



How to Use the CharacterPlus Program Guide

Throughout the pages of this book are learning experiences that will help you lead your school or district on your journey to build a positive culture and climate. Any of the processes or academies you see on these pages can be customized to best fit your needs. Our experts will work with you to determine where you are, what is working, and what the next steps are that will propel you forward.

We would love to talk with you about how our culture and climate experts can help bring your goals for your school to the next level.

"This program brings back the heartbeat of teaching and equips us to develop the whole child."

"This program gives me the motivation and resources to be my best self for my students."

"This work reinforces how important character is for our students."

"This academy has helped my students' engagement in the classroom go through the roof."



WHAT TEACHERS SAY ABOUT TEACHER ACADEMY IN CHARACTER EDUCATION



CharacterPlus Way

One of our processes, CharacterPlus Way, uses data for ongoing assessment, monitoring, and refinement to create a comprehensive and sustainable framework with proven results of increasing test scores and academic achievement while decreasing disciplinary incidents. This process and its results have been nationally recognized by CASEL.



NATIONAL LEADER

Missouri leads the country in the most recognized National Schools and Districts of Character. More than 25% of the National Schools of Character are affiliated with CharacterPlus.



CharacterPlus is the longest-running and largest community-wide character education initiative in the country.

■ IN-PERSON EXPERIENCES ■

COHORTS & ACADEMIES

- Athleadership Academy in Character Education (AACE)
- The CharacterPlus Way (CPW)
- District Leader Academy in Character Education (dLACE)
- Equity & Justice Academy in Character Education (EJACE)
- Socio-Emotional Leadership Foundations Academy (SELF)
- Teacher Academy in Character Education (TACE)

WORKSHOPS

- The ABCs
Help to ensure you are being intentional about creating a school community in which all students have a voice, belong, and feel competent.
- Class Meetings
Help to ensure that your classroom atmosphere becomes one of cooperation, collaboration, and mutual respect, where students are encouraged to share their thoughts, are given choices, and use group problem-solving skills.
- Culture Carriers
Overview follows

■ ONLINE EXPERIENCES ■

■ ASYNCHRONOUS

On-Demand Learning

- Character in 15 *preview @ characterplus.org/icharacterplus*
- Foundational Certification in Character Education
- Signature Series *preview @ characterplus.org/icharacterplus*

■ SYNCHRONOUS

Live Lessons on Zoom

- Virtual Teacher Academy in Character Education (vTACE)

■ ASSESSMENTS ■

- cSurvey
- c2Audit



IN-PERSON EXPERIENCES
COHORTS, ACADEMIES & WORKSHOPS



THE ATHLEADERSHIP ACADEMY IN CHARACTER EDUCATION
by characterplus

Born from CharacterPlus's work with the NCAA, 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.

AACE GRADUATES WILL GAIN:

Understanding self as a leader:

- *Core values, noble purpose, relationship building*
- *A team where athletes are empowered, competent, and feel like they belong*
- *Collaboration with leadership team and coaches*
- *Stronger relationships and understanding the positive virtues of intrinsic motivation*



- *Customized to Your School or AACE Program Below*
- *3 Two-Hour Sessions (Fall, Winter, Spring)*
- *Coaches Training (Virtual Asynchronous)*
- *Up to 45 Athleaders per session*
- *\$3,750 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)

What NCAA athletes and coaches say about AACE's impact:

- *"we are a more unified family"*
- *"we are creating competitive and passionate athletes who also have extraordinary character on and off the field"*
- *"this gives coaches the opportunity to work on being a transformational versus a transactional coach, which is often the default"*



AACE TEAM OUTCOMES INCLUDE:

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



Todd Moeller
AD, O'Fallon HS (retired)
Director | AACE
tmoeller@characterplus.org



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

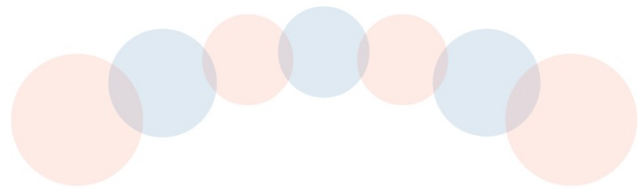
QUESTIONS? CONTACT TODD MOELLER, AACE DIRECTOR, CHARACTERPLUS - TMOELLER@CHARACTERPLUS.ORG

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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 positive pro-social behavior with a significant reduction in discipline referrals and increases in achievement.

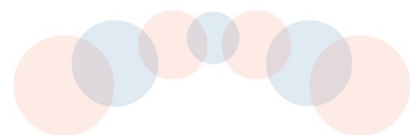
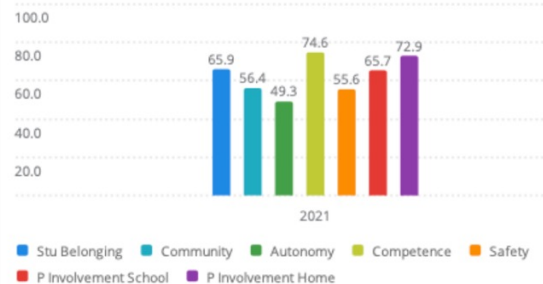
Customized on-site coaching and consultation services are at the core of the process. This allows schools to address their specific issues at a pace that works for their staff and students, ultimately leading to whole-school transformation. CharacterPlus Way process schools include early childhood, elementary,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

Student Summary 357 Responses



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.



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

CharacterPlus®

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

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

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the district leader academy in character education

Learn to use character education essentials as part of school improvement practices district-wide to ensure a comprehensive, intentional, and proactive approach to student development. dLACE scholars can positively impact academic performance, school culture, climate, referral rates, and teacher job satisfaction.

The ideal dLACE scholar is someone who has the ability and is empowered to lead this work in the district.



dLACE GRADUATES WILL:

-  Understand character skill-building's impact on self and others
-  Understand character education frameworks
-  Understand character education best practice implementation
-  Understand how to advocate and lead character education in a district
-  Assess the social, emotional, and character strengths and needs of the district
-  Lead the implementation process of the culture and climate survey and interpret the data report created
-  Lead their district in the implementation of best practices

*Year-Long Leadership Cohort
Character Education Starter Library
5-6 Full Day Sessions
iCharacterPlus Online Programming Access
Follow Up vTACE Opportunity for your Teachers
cSURVEY Access*

THE OVERALL IMPACT OF CHARACTERPLUS HAS SHOWN THESE OUTCOMES :

- *Staff morale is higher*
- *Staff possess a strong sense of purpose*
- *More students score proficient or advanced on assessment tests*
- *Students demonstrate healthier prosocial behaviors*
- *Fewer student behavior office referrals occur*
- *Students report greater feelings of competence, belonging, and autonomy*
- *Students are more likely to view the school as a community*

**HELD AT YOUR LOCATION
OF CHOICE**



**DATES DETERMINED BASED
ON YOUR SCHEDULE**

CharacterPlus[®]

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

QUESTIONS? CONTACT KRISTEN PELSTER, SENIOR DIRECTOR, CHARACTERPLUS PROGRAMMING - KPELSTER@CHARACTERPLUS.ORG

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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.

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.

- 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.

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



CharacterPlus[®]

LEARN MORE - VISIT WWW.CHARACTERPLUS.ORG/EJACE



*Year-Long Cohort Learning
Customized to Your Region
4-7 On-Site Full-Day Sessions*

Informed by research in adult learning theory, and combined with Socio-Emotional and Character principles, SELf graduates will:

- Develop leaders' capacity to be their best self in order to serve students, school, and community.*
- Internalize Autonomy, Belonging, Competence, and Dignity and understand its impact in creating thriving school communities.*
- Embrace leading change effectively by understanding self and others.*
- Experience best practices in character education.*
- Build an awareness of the power of capacity mapping, future planning, and SEL in order to affect change.*
- Engage in experiential and problem-based learning to help bridge the gap between awareness and intentionality to action by cultivating a culture of character (SEL-Aligned) in a school/district.*
- Connect learning to evidence-based character and SEL frameworks.*

THE IDEAL SELf PARTICIPANT



THE OVERALL IMPACT OF CHARACTERPLUS HAS SHOWN THESE OUTCOMES:

- *Staff morale is higher*
- *Staff possess a strong sense of purpose*
- *Staff and students enjoy a higher level of administrative support*
- *More students score proficient or advanced on assessments*
- *Students demonstrate healthier prosocial behaviors*
- *Fewer student behavior office referrals occur*
- *Students report greater feelings of competence, belonging, and autonomy*
- *Students are more likely to view the school as a community*

SEMESTER OPTION
4 SESSIONS



FULL-YEAR OPTION
7 SESSIONS

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

QUESTIONS? CONTACT DR. JULIE SPERRY, DIRECTOR OF PROGRAM EXPANSION & INNOVATION - JSPERRY@CHARACTERPLUS.ORG

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the Teacher Academy in Character Education

Designed for Elementary & Secondary Teachers

Six (6) Full-Day Sessions Led by Top Educators & Character Education Experts

Character Education Starter Library

Cohort Style Learning

Personalized to Meet Your School & District Needs

TACE
UNDERSTANDING SELF & OTHERS

THE ABCs of CHARACTER (AUTONOMY, BELONGING, COMPETENCE)

CHARACTER EDUCATION HISTORY & FRAMEWORKS

CLASS MEETINGS & STRUCTURES

SELF-CARE & MINDFULNESS

BUILDING POSITIVE RELATIONSHIPS

CLASSROOM MANAGEMENT

TRAUMA, DIVERSITY, EQUITY & BIAS AWARENESS

CURRICULUM INTEGRATION

EFFECTIVE COMMUNICATION WITH PARENTS & COWORKERS

MISSION

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

ACADEMY CO-DIRECTORS

JULIE SPERRY, Ed.D.
RENE SOMMERS, Ed.D.



GOAL

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

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 & evidence-based methods for building positive character skills in students.

SESSION DATES ARE DETERMINED BASED ON YOUR SCHEDULE

EXAMPLE SESSION SCHOLARS & EXPERTS

CLIFTON TAULBERT | GRACE LEE, Ed.D.
ERIN SCHULTE, Ph.D. | KRISTEN PELSTER, Ed.S. | KASHINA BELL, Ed.D.
HAL URBAN, Ph.D. | ROXANNA MECHEM, Ed.S.



TO LEARN MORE OR BRING TACE TO YOUR REGION CONTACT

jsperry@characterplus.org

HELD AT YOUR LOCATION OF CHOICE

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.



Cc will help your school community by:

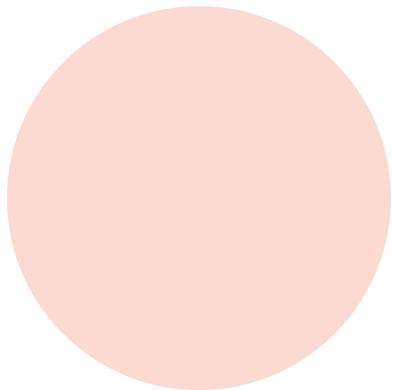
- Creating *stronger bonds and a sense of belonging* for all support staff in your school
- Giving bus drivers and all support staff the *tools to strengthen relationships* on buses, in the lunchroom, and throughout the building
- Providing students an *increased sense of belonging and safety* in every 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

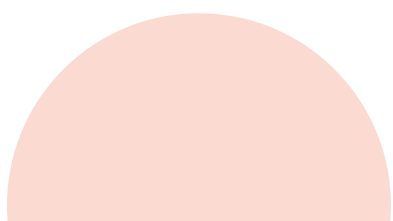
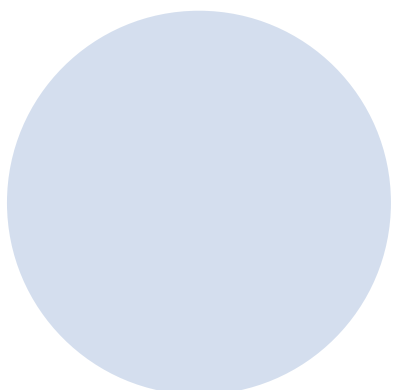
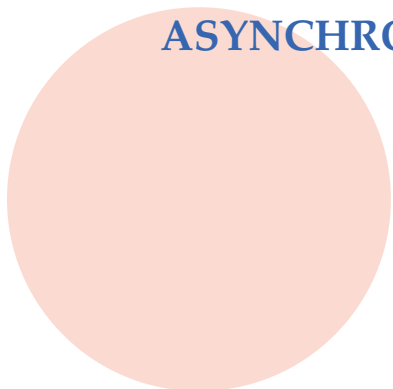
QUESTIONS? CONTACT LYNN CLAPP, DIRECTOR OF CULTURE CARRIERS - LCLAPP@CHARACTERPLUS.ORG

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ONLINE EXPERIENCES

ASYNCHRONOUS & SYNCHRONOUS





Foundational Certification in character education

This workshop will provide the instruction needed to create a solid foundation around the basic tenets of character education. Designed to be used by any staff member at your school, this course will give them the why and how of character education.

A Character Education Head Start

- Local Character Education History
 - The ABCs of Character
 - The 11 Principles Framework
 - Class Meetings
 - Intrinsic Motivation
 - Building Positive Relationships
 - Curriculum Integration





"This online workshop allowed many people that wouldn't have been able to attend an in-person training to complete a course that is valuable to every person."

"I enjoyed the layout of the course and how it was broken into easy-to-manage chunks for my schedule. It was very informational and had me reflecting on my own work in the classroom. It got me thinking and wanting to do better for my own students."

"I love that it is at your own pace. As a full-time student, mom of 3, and working full-time, I loved that I could come and go without feeling like I was going to miss something, or that I would have to sit for hours at a time!"



The Foundational Certification process includes:

-  **Asynchronous online modules with built-in assignments**
-  **Course includes approximately 8-10 hours of self-paced work**
-  **Real classroom examples of implementation**
-  **Feedback on your workbook and a certificate of completion sent via email**

Pricing

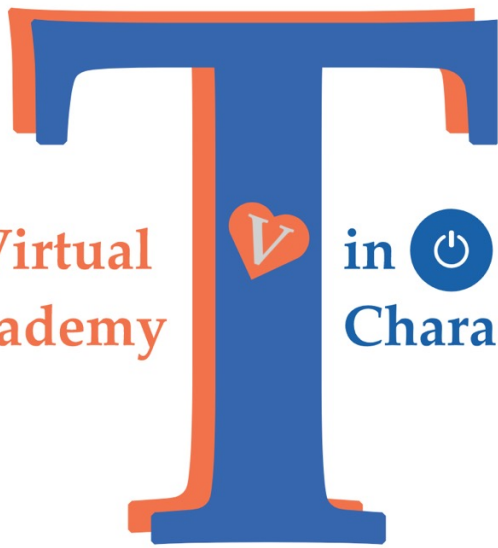
Foundational Certification in Character Education is part of iCharacterPlus for partners. For personalized workshops, a quote can be emailed to you.

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

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the Virtual Teacher Academy

in Character Education

Designed for Elementary & Secondary Teachers

Six (6) Full-Day Sessions Led by Top Educators & Character Ed Experts

Live Training Sessions via Zoom

PURPOSE

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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.**

TO LEARN MORE OR APPLY, PLEASE VISIT:

jsperry@characterplus.org



EXAMPLE SESSION SCHOLARS AND EXPERTS

CLIFTON TAULBERT | GRACE LEE, Ed.D.
ERIN SCHULTE, Ph.D. | KRISTEN PELSTER, Ed.S. | KASHINA BELL, Ed.D.
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vTACE

UNDERSTANDING SELF & OTHERS

THE ABCs of CHARACTER (AUTONOMY, BELONGING, COMPETENCE)

CHARACTER EDUCATION HISTORY & FRAMEWORKS

CLASS MEETINGS & STRUCTURES

SELF-CARE & MINDFULNESS

BUILDING POSITIVE RELATIONSHIPS

CLASSROOM MANAGEMENT

TRAUMA, DIVERSITY, EQUITY & BIAS AWARENESS

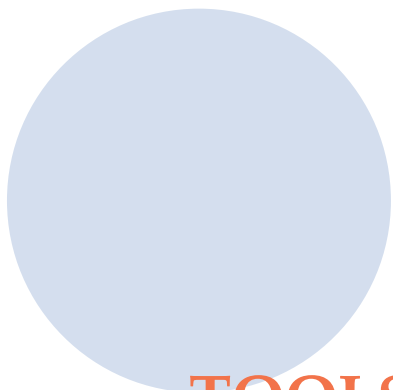
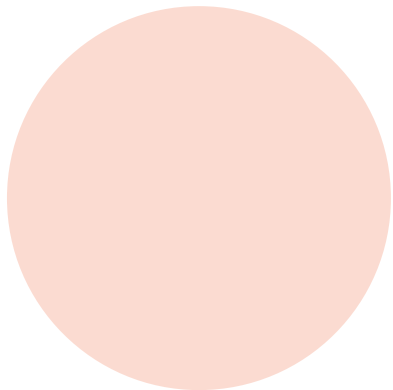
CURRICULUM INTEGRATION

EFFECTIVE COMMUNICATION WITH PARENTS & COWORKERS

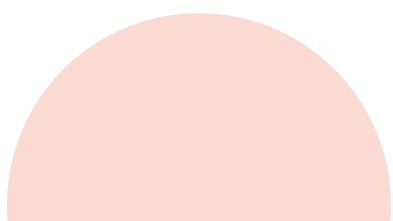
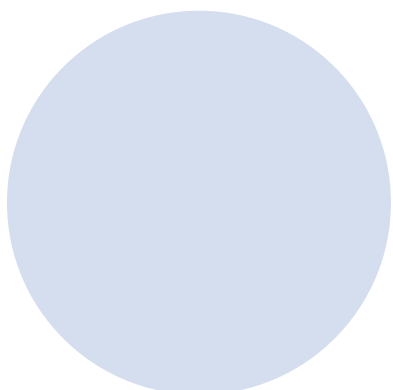
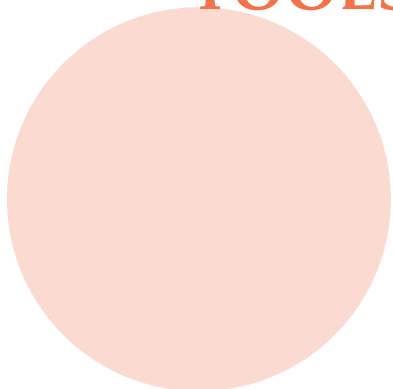
ACADEMY CO-DIRECTORS
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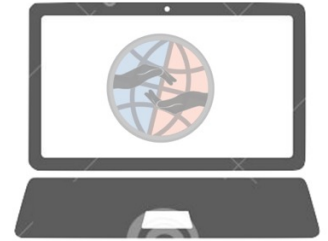
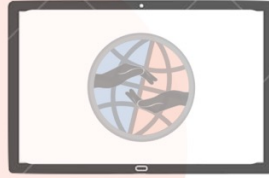


TOOLS & RESOURCES





iCharacterPlus



*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 partner? 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 ABCs of Character**
- **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.

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

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

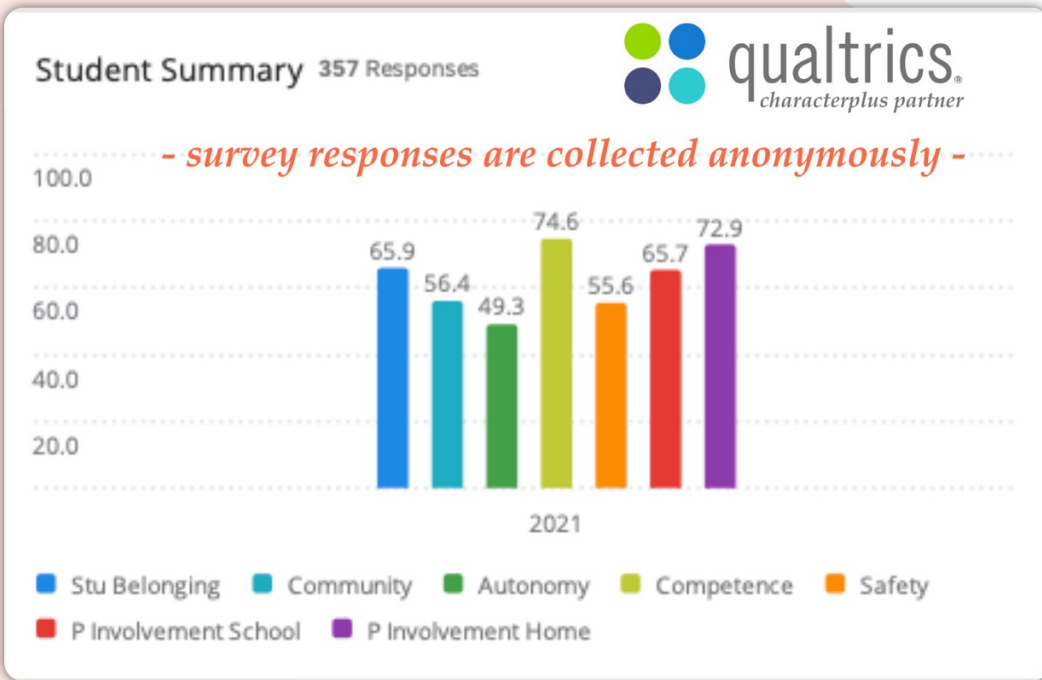
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cSURVEY

character insights for growth
by characterplus



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 is now offering 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.



Our cSurvey is MSIP6 aligned for Missouri Schools!

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.

No biometric information is surveyed.

cSURVEY questions are age/participant appropriate and collected anonymously. The 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.

These categories are:

- 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 (\$750)

- Survey Consult and Setup
- School-Specific Password
- Personalized with School Name
- Mobile Survey Access
- Key Indicators Report
- Data Protocol for Processing Results

cSURVEY, RESULTS, & SUPPORT (\$950)

- Complete \$750 Program Plus
- Two Hours via Zoom
 - Data Interpretation
 - Coaching/Next Steps

+ \$350 for District Level Report



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



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

challenged

trusted

CharacterPlus c2Audit -

A consultant from our programming team will spend approximately three 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 a recommendation 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

CharacterPlus

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

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

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