### Budget

**U.S.A.S. Fund #:**

**Plus/Minus Sheet (opens new window)**

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**Adjusted Allocation:** 0.00

**Remaining:** 0.00
Applicants shall respond to the prompts or questions in the areas listed below in a narrative form.

A) APPLICANT INFORMATION - General Information, Experience and Capacity

1. Project Title: L.E.A.D.E.R.S. - Leaders Empowered to Achieve and Develop with Respect and Self-Confidence

2. Executive summary: Provide an executive summary of your project proposal and which goal(s) in question 9 you seek to achieve. Please limit your responses to no more than three sentences.

3. Total Students Impacted:

4. Lead applicant primary contact: - Provide the following information:
   First Name, last Name of contact for lead applicant: Linda Bertsch Uvages, PhD
   Organizational name of lead applicant: Sheffield-Sheffield Lake City School District
   Unique Identifier (RN/Fed Tax ID): 044768
   Address of lead applicant: 1824 Harris Road Sheffield, Ohio 44054
   Phone Number of lead applicant: 440-949-4291
   Email Address of lead applicant: luvages@sheffield.k12.oh.us

5. Secondary applicant contact: - Provide the following information, if applicable:
   First Name, last Name of contact for secondary applicant: Laureen Roemer
   Organizational name of secondary applicant: Principal, Knollwood Elementary School
   Unique Identifier (RN/Fed Tax ID): 044768
   Address of secondary applicant: 4975 Oster Road, Sheffield Ohio 44054
   Phone number of secondary applicant: 440-949-4235
   Email address of secondary applicant: roemer@sheffield.k12.oh.us

6. List all other participating entities by name: Provide the following information for each additional participating entity, if applicable: Mention First Name, Last Name, Organizational Name, Unique Identifier (RN/Fed Tax ID), Address, Phone Number, Email Address of Contact for All Secondary Applicants in the box below

   Franklin Covey Education21st Century Leadership School 2200 W. Parkway Blvd Salt Lake City, Utah 84119 educate@frankincovey.com

7. Partnership and consortia agreements and letters of support: - (Click on the link below to upload necessary documents).
   * Letters of support are for districts in academic or fiscal distress only. If school or district is in academic or fiscal distress and has a commission assigned, please include a resolution from the commission in support of the project.
   * If a partnership or consortium will be established, please include the signed Straight A Description of Nature of Partnership or Description of Nature of Consortium Agreement.

   UploadGrantApplicationAttachment.aspx

8. Please provide a brief description of the team or individuals responsible for the implementation of this project including relevant experience in other innovative projects. You should also include descriptions and experiences of partnering entities.

   The lead person responsible for implementation will be the Director of Curriculum & Instructional Planning to ensure fidelity and proper facilitation of the program. The administrative team consisting of: Superintendent, Treasurer, Director of Technology, Director of Pupil Services, Athletic Director, Business Manager, high school and middle school assistants as well as the principals at Forestlawn, William Barr, Tennyson and Knollwood, will lead their building teams through the process. Every staff member in the District, including the Board of Education members, will be trained and be involved in creating the Vision of the District and take an active role in The Leader In Me program implementation. The District has twenty-five teacher leaders who were trained to serve as "Academic Leaders" representative of all content areas and grade levels. The Academic Leaders determined the focus of "The Leader In Me" as a means of being a proactive approach to the standard bullying program - this approach will change the culture of the school and build leadership within the students. Building leaders within the student body will bring pride in the school and

B) PROJECT DESCRIPTION - Overall description of project and alignment with Outcomes

9. Which of the stated Straight A Fund goals does the proposal aim to achieve? - (Check all that apply)
   - Student achievement
   - Spending reductions in the five-year fiscal forecast
   - Utilization of a greater share of resources in the classroom

10. Which of the following best describes the proposed project? - (Select one:)
    - New - never before implemented
    - Existing and researched based - never implemented in your district or community school but proven successful in other educational environments
    - Mixed Concept - incorporates new and existing elements
    - Enhancing/Scale Up - elevating or expanding an effective program that is already implemented in your district, school, or consortia partnership

11. Describe the innovative project.

   The Franklin Covey Institute will provide on-site training to all staff that will enable them to establish a culture of leadership through. The Leader in Me process. The Leader in Me integrates timeless leadership principles into the school culture and curriculum, providing students with practical character and life skills relevant for the 21st century challenges of today. This process has proven to build children's self-confidence and interpersonal skills, elevate student achievement, and reduce school-wide discipline problems. Teachers are enthusiastically expressing delight in this approach and the community leaders are synergistically joining in to make it happen. The first year, the Franklin Covey Teams will assist in (1) establishing a vision of the ideal school and classroom leadership culture, (2) team and apply the 7 Habits of Highly Effective People while reaping the rewards of cooperation and collaboration, (3) implement the 7 Habits into their modeling, curriculum, instruction, environment, systems, and traditions, (4) establish a "Lighthouse Team" for the school who are responsible for the continuous process of improvement and (5) all staff members will be given access to The Leader in Me Community.

12. Describe how it will meet the goal(s) selected above. - If school/district receives school improvement funds/support, include a brief explanation of how this project will advance the improvement plan.

   Currently, the District received federal funding through Title I and Special Education. We have a 51% free and reduced population and have targeted two of the elementary buildings to receive services and funds due to the research supporting early intervention. We spend an annual $33,000 on the Impact, which is a anti-bullying program. We feel that if we had The Leader In Me program in place, not only would we be able to be more proactive with bullying and discipline problems but many other issues such as attendance and achievement would be increase as well. Though we have a neighboring community college, many of our students do not further their education after high school. The Leader In Me would give our students the motivation and self-discipline to want to do well in school and athletics. One would think that our school athletic clubs would be a natural fit for producing leaders who excel in academics and are role models for the students. This is not the case in Sheffield-Sheffield Lake City School District. We need The Leader In Me program to help teach our students to think analytically, and respect one another- we want to inspire our students to greatness.
C) SUSTAINABILITY - Planning for ongoing funding of the project, cost breakdown

13. Financial Documentation - All applicants must enter or upload the following supporting information. Responses should refer to specific information in the financial documents when applicable:

a. Enter a project budget

b. Upload the Straight A Financial Impact Template forecasting the expected changes to the five-year forecast resulting from implementation of this project. If applying as a consortia or partnership, please include the five-year forecasts of each school district, community school or STEM school member for review.

c. If subsection (b) is not applicable, please explain why, in addition to how the project will demonstrate sustainability and impact.

Attached are the two proposals from The Leader In Me to assist in implementation of the PreK-5 program (which will filter into the high school). We are requesting the entire amount for implementation which is $398,672.00. This is a reflection of training the PreK-5 building, classified staff, teachers, students and parents for $259,763.00. The Sheffield Middle School (grades 6-8) training of classified staff, teachers, students and parents for $138,909.00. The classified staff mentioned above, would also include the entire bus driving staff for the District.

14. What is the total cost for implementing the innovative project?

398,672.00 * Total project cost

* Provide a brief narrative explanation of the overall budget. The narrative should include the source and amount of other funds that may be used to support this concept (e.g., Title I funding, RTT money, local funding, foundation support, etc.), and provide details on the cost of items included in the budget (i.e., staff counts and salary/benefits, equipment to be purchased and cost, etc.).

The four elementary buildings (which will change once the new building is complete in 2014) has a recurring fee of $6300.00 per year which covers the intellectual property and licensure rights of the Leader In Me program. The $25,200 will be covered in subsequent years through the use of the professional development account. In FY14 we will use this money for covering substitute teachers/classified staff members and room/meals that are required for the training so this $25,200 will not be a new expense, it will be covered using existing professional development funds.

15. What are the new/recurring costs of your innovative project and will continue once the grant has expired? If there are no new/recurring costs, please explain why.

25,200.00 * Specific amount of new/recurring cost (annual cost after project is implemented)

* Narrative explanation/rationale: Provide details on the cost of items included in the budget (i.e., staff counts and salary/benefits, equipment to be purchased and cost, etc.) If there are no new/recurring costs, please explain why.

The community approved a bond for the purpose of building a new 7-12 campus. The expected completion will be August, 2014 and will eliminate one and a half administrators due to the consolidation which saves the district approximately $110,000. With The Leader In Me program in year 2, there will be an estimated 42% in discipline referrals and attendance problems which will eliminate the need a full-time attendance/discipline secretary who currently works for the entire district. A saving of $5,273. The Leader In Me program in place, the current bullying program, Campus Impact, will not be needed which will save the District $33,000

16. Are there expected savings that may result from the implementation of the innovative project?

170,235.00 * Specific amount of expected savings (annual)

* Narrative explanation/rationale: Provide details on the anticipated savings (i.e., staff counts and salary/benefits, equipment to be purchased and cost, etc.).

17. Provide a brief explanation of how the project is self-sustaining. If there are ongoing costs associated with the project after the term of the grant, this explanation should provide details on the cost reductions that will be made that are at least equal to the amount of new/recurring costs detailed above. If there are no new/recurring costs, explain in detail how this project will sustain itself beyond the life of the grant.

With The Leader In Me program in place, the number of discipline referrals and attendance problems will decrease an estimated 42%, saving $110,000. The program will also reduce the number of administrators due to reductions in discipline referrals. In addition, the program will reduce the need for a full-time attendance/desiplinary secretary. This will save the district $5,273. The Leader In Me program in place, the current bullying program, Campus Impact, will not be needed which will save the District $33,000.

D) IMPLEMENTATION - Timeline, communication and contingency planning

18. Fill in the appropriate dates and an explanation of the timeline for the successful implementation of this project. In each explanation, be sure to briefly describe the largest barriers that could derail your concept or timeline for implementation and your plan to proactively mitigate such barriers. In addition, the narrative should list the stakeholders that will be engaged during that stage of the project and describe the communication that occurred as the application was developed.

Describe the ongoing communication plan with the stakeholders as the project is implemented. (Stakeholders can include parents, community leaders, foundation support and businesses, as well as educational personnel in the affected entities.)

* Proposal Timeline Dates

Plan (MM/DD/YYYY): 01/05/2014

* Narrative explanation

Implement (MM/DD/YYYY): 01/05/2014

* Narrative explanation

N/A

Summative evaluation (MM/DD/YYYY): 01/05/2014

* Narrative explanation

N/A

19. Describe the expected changes to the instructional and/or organizational practices in your institution.

The Sheffield Lake City School District has recognized a critical need for families and students in our school district. Our families need a more comprehensive plan for support in their emotional, social and academic development of their students. At this time, only 37% of the parents have attended a four year institution and do not encourage and/or expect their child to continue on past high school. Although we have numerous systems of care, (ie. Campus Impace, social workers, etc) we have continued to have issues with bullying across the district and have had multiple attempts and sadly, success, the two prove to be futile. Additionally, with the new Common Core and College Readiness standards we are expected to prepare our students to have speaking, listening and analytical skills that go above and beyond the Academic Content Standards that have been in place for Ohio schools. The Leader In Me program addresses all of this, from the social and emotional behaviors to the academic behaviors. The programs include: training, training materials, consultants, and the intellectual property license and online community support. The general fund (professional development account) will cover all substitute teacher and classified substitutes as well as facilities and any/all meals and expenses involved in training.

E) SUBSTANTIAL IMPACT AND LASTING VALUE - Impact, evaluation and replication

20. Describe the rationale, research or past success that supports the innovative project and its impact on student achievement, spending reduction in the five-year fiscal forecast or utilization of a greater share of resources in the classroom.

The Leader In Me process was inspired by Muriel Summers and the A.B. Combs Elementary School (Raleigh, NC). It is based on Dr. Stephen Covey's world-renowned 7 Habits of Highly Effective People and is first taught to teh school staff, then, taught to students through modeling and integration into existing school culture and curricula. The 7 Habits of Highly Effective People are: 1. Be Proactive - I am a...
21. Is this project able to be replicated in other districts in Ohio?

Yes  No

22. If so, how?

The project not only can be replicated, but has already been replicated successfully across the United States. For example, in Raleigh, North Carolina, the A.B. Combs Elementary school was recognized as the Number 1 Magnet School in America after experiencing a sharp and sustained improvement in student achievement scores after they implemented The Leader In Me process in their school and school community.

23. Describe the substantial value and lasting impact that the project hopes to achieve.

We have seen and heard the success stories of schools around the country that have implemented The Leader In Me. The most visible is the increase in students’ self-confidence, their ability to get along with each other, and to solve problems. There is a sharp reduction in discipline problems and due to teaching the students these 7 habits, it lays the foundation and makes them responsible for themselves.

24. What are the specific benchmarks related to the fund goals identified in question 9 that the project aims to achieve in five years? Include any other anticipated outcomes of the project that you hope to achieve that may not be easily benchmarked.

* Improved student achievement* Significantly enhanced self-confidence and esteem in students * Dramatic decreases in discipline problems * Impressive increases in teachers’ and administrators’ job satisfaction and commitment * Greatly improved school cultures * Parents who are delighted and engaged in the process * Business and community leaders who want to lend support

25. Describe the plan to evaluate the impact of the concept, strategy or approaches used.

* Include the method, process and/or procedure by which the program will modify or change the program plan if measured progress is insufficient to meet program objectives.
Data to be collected: Student Discipline Referrals; Student Expulsions; Student Suspensions; Student achievement; AIMSweb, Study Island; Ohio Achievement Assessments, Ohio Graduation Tests, EXPLORE, PLAN, PSAT, SAT, ACT, Terra Nova-3, InView, Reading Plus, ALEKS Student graduation rate; Survey data; parents, students, staff, community, students College and Career Readiness 4 year college 2 year college community college Graduate College Post-Graduate College Employment rate; Percent of enrollment (increase) This will take three years to successfully implement; therefore after Year 3 we will be able to have this trend data to ensure the program is working and the discipline has declined, attendance has increased and the population (demographics) has changed.

26. What is the plan to evaluate the impact of the concept, strategy or approaches used?

* Include the method, process and/or procedure by which the program will modify or change the program plan if measured progress is insufficient to meet program objectives.

By virtue of applying for the Straight A Fund, all applicants agree to participate in the overall evaluation of the Straight A Fund for the duration of the evaluation timeframe. The Governing Board of the Straight A Fund reserves the right to conduct evaluation of the plan and request additional information in the form of data, surveys, interviews, focus groups, and any other related data to the legislature, governor, and other interested parties for an overall evaluation of the Straight A Fund.

PROGRAM ASSURANCES: I agree, on behalf of this applicant agency and/or all identified partners to abide by all assurances outlined in the Assurance section of the CCIP. In the box below, enter “I Accept” and indicate your name, title, agency/organization and today’s date.

Linda Bertsch Uveges, PhD Director of Curriculum and Instructional Planning CCIP Coordinator Sheffield-Sheffield Lake City School District 1824 Harris Road Sheffield, Ohio 44054 10/25/2013