



CharacterPlus[®]

PROGRAMMING GUIDE

2025 - 2026



POSITIVE

PERCENT INCREASE
CHARACTERPLUS PARTNER
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
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+

60+

200+

400+

600+

IMPACTED

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

Dr. Ketina Schaffer Armstrong
Assistant Superintendent
Teaching & Learning
MVR-III School District

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

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

Rory O'Sullivan, J.D.
CharacterPlus Board of Directors
Acting County Counselor
St. Charles County, MO

Keri Szymanski, Principal,
Voices West Contra Costa
Richmond, CA

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."

"Putting character education at the center of a school's purpose is the most rewarding thing to do for student 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!!!"

"The CharacterPlus staff who were leading TACE were doing an excellent job. The educators were all so engaged, and the atmosphere was supportive and encouraging. It really gave me great insight into the work that CharacterPlus is doing and how it affects real, meaningful change when those educators bring what they learn back to their schools."

"As our expert in character education leadership, thank you for the safety of being vulnerable and sharing wins and struggles because that's the type of environment that fosters growth. Students are happy, and staff are happy. I'm super grateful, with eyes full of tears and a heart full of gratitude. Thank you!"

Mike Park

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

Nicole Diehl

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

Roxanna Mechem, Ed.S.

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

Michael Barolak, MSW

CharacterPlus Director of CACE and SELf, Retired Director of Social Emotional Support Services, LACE Academy, mbarolak@characterplus.org

Priscilla Frost, Ed.S.

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

Emilie Johnson, Ph.D.

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

Debbie Brandt, Ed.S.

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

Julie Durham

CharacterPlus Facilitator, Real World Learning Coordinator, Lindbergh High School jdurham@characterplus.org

Susan Maynor

CharacterPlus Facilitator, EPiC Elementary Learning Experience Designer, info@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

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

Grace Lee, Ed.D.

CharacterPlus EBACE Director, MICDS Dean of Faculty, 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

Lynn Clapp, M.S.

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

Debbie Fox

CharacterPlus Facilitator, Retired Teacher, dfox@characterplus.org

Bertha Doar, Ph.D.

CharacterPlus Data Analyst, Retired-Director of Assessment SLPS, Maryville University Experience Designer, bdoar@characterplus.org

Cyndi Hebenstreit, Ed.D.

CharacterPlus Facilitator, Retired Principal, chebenstreit@characterplus.org

Claudia McMillin, MBA

CharacterPlus Finance Manager, 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

IMPACT

ATHLEADERSHIP ACADEMY IN CHARACTER ED (AACE)

character-focused athletes and coaches

AT THE TABLE – WOMEN IN LEADERSHIP

affirm women educators' noble purpose

CHAMPIONS FOR CHARACTER

schools dedicated to service learning

CHARACTER-BASED DISCIPLINE (CBASE)

student discipline with dignity

CHARACTERPLUS WAY

school climate, culture, and academic excellence

CHARACTER VISIONS

middle school character education curriculum

COUNSELING ACADEMY IN CHARACTER ED (CACE)

a community of wellness for mental health professionals

cSURVEY

culture and climate measurement

CULTURE & CLIMATE ASSESSMENTS (C2AUDIT)

an expert opinion for your building

CULTURE CARRIERS

character equipped educators beyond the classroom

DISTRICT LEADER ACADEMY IN CHARACTER ED (dLACE)

develop a chief character officer for your district

DISTRICT TRAINING SERIES WORKSHOPS

generate new ideas and share perspectives

EVERYONE BELONGS ACADEMY IN CHARACTER ED (EBACE)

positive, belonging-oriented school climate

iCHARACTERPLUS

character workshops and resources at the ready

SCHOOLS OF CHARACTER (SOC) APPLICATION SUPPORT

equip yourself to confidently lead the process

INTER-INTRAPERSONAL LEADERSHIP FOUNDATIONS (SELF)

lead with an inter-intrapersonal foundation

TEACHER ACADEMY IN CHARACTER ED (TACE)

expertly equip your future teacher leaders

CHARACTER GOES THE DISTANCE

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TEACHER ACADEMY IN
CHARACTER ED (TACE)

INTENTION

CharacterPlus has adapted its ABCs process for creating Autonomy (voice and choice), Belonging (being a valued part of a community), and Competence (the ability to do something successfully) 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 high school athletes. Annually, each participating 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 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

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

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CHARACTER GOES THE DISTANCE

ATHLEADERSHIP ACADEMY IN
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TEACHER ACADEMY IN
CHARACTER ED (TACE)

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



**Jey
Owens, MBA**

Director, Human Resources
Champaign Unit 4 Schools



**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



**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 | September 18, 2025 | November 13, 2025 | January 8, 2026 | March 12, 2026

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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CHARACTER ED (TACE)

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

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

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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 your school uses, this academy will enhance your practice by increasing your understanding of proactive research-based strategies.

OUTCOME

Learn to apply proactive strategies to improve relationships 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 behaviors are heavily influenced by our experiences with others. This academy explores the neuroscience behind human behavior and unpacks the essential elements that students need to be their best selves. Regardless of the discipline program your school uses, this session will enhance your practice by increasing your understanding of proactive research-based implementation strategies for before, during, and after behavior challenges occur.

FALL COHORT

8:30am-3:30pm

09/23/25 | 11/18/25 | 12/9/25



SPRING COHORT

8:30am-3:30pm

1/21/26 | 2/25/26 | 4/16/26

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:

- discipline that is structured and also maintains the dignity of both student and staff member
- proactive strategies to improve relationships
- during-incident strategies to promote self-regulation
- post-incident strategies to encourage reason and repair

CharacterPlus[®]

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

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

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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 successful federally funded 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®

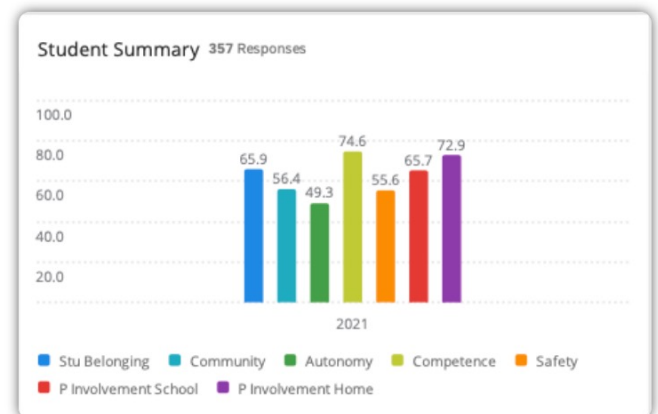
CharacterPlus Way® is an **evidence-based process** developed by CharacterPlus to **transform** school climate, **increase** academic achievement, and **reduce** behavior referrals.

The three-year process was the focus of a federally funded study, with the successful results published nationally. Results reflect that the CharacterPlus Way is a compelling process that significantly impacts school culture, resulting in healthier schools 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



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 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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TEACHER ACADEMY IN CHARACTER ED (TACE)

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 inter- and intrapersonal skills curriculum that impacts middle school students' sense of autonomy, belonging, and competence. The easy-to-follow lessons, connected to character education best practices, 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.

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 inter- and intrapersonal skills curriculum that impacts middle school students' sense of autonomy, belonging, and competence. The easy-to-follow lessons, based on best practice, 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 **Levels 1 and 2** are currently available, and **Level 3** will be available for the 26-27 year.



PARTNER DISTRICT COST: \$250/level/school

NON-PARTNER: \$300/level/school

CharacterPlus

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

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

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TEACHER ACADEMY IN
CHARACTER ED (TACE)

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 participants' work directly connected to their why. They 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

10.07.25



CACE Session Two

12.09.25



CACE Session Three

01.27.26

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
DIRECTOR, SELF & CACE

CharacterPlus

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

CONTACT MICHAEL BAROLAK, MSW, SR. FACILITATOR, EBACE, SELF, & CACE - MBAROLAK@CHARACTERPLUS.ORG

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CHARACTER GOES THE DISTANCE

ATHLEADERSHIP ACADEMY IN CHARACTER ED (AACE)

AT THE TABLE – WOMEN IN LEADERSHIP

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CHARACTER VISIONS

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cSURVEY

CULTURE & CLIMATE ASSESSMENTS (C2AUDIT)

CULTURE CARRIERS

DISTRICT LEADER ACADEMY IN CHARACTER ED (dLACE)

DISTRICT TRAINING SERIES WORKSHOPS

EVERYONE BELONGS ACADEMY IN CHARACTER ED (EBACE)

iCHARACTERPLUS

SCHOOLS OF CHARACTER (SOC) APPLICATION SUPPORT

INTER-INTRAPERSONAL LEADERSHIP FOUNDATIONS (SELF)

TEACHER ACADEMY IN CHARACTER ED (TACE)

INTENTION

To help administrators in their quest to better understand where excellence can be attained in their school or district, CharacterPlus offers our 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 insight into the following climate and culture categories in your school:

Feelings of Belonging; Sense of School as Community; Sense of Autonomy; 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 learn more.



cSURVEY

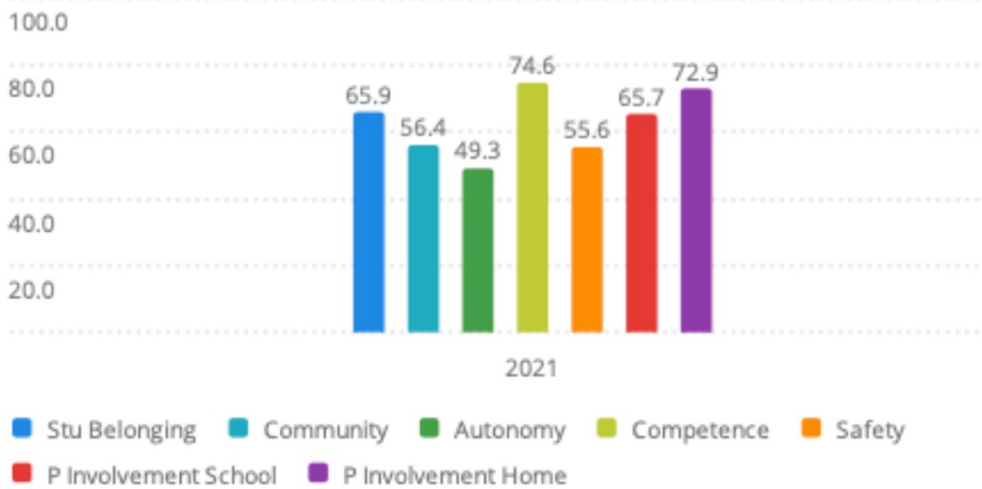
character insights for growth
by characterplus

MSIP6
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 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
- 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

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TEACHER ACADEMY IN CHARACTER ED (TACE)

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 **c2** *cultures of excellence*
audit

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

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

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INTENTION

Ensure your school thrives with every interaction by building positive character and inter- and intrapersonal 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.





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 and inter- and intrapersonal 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

CharacterPlus[®]

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

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

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TEACHER ACADEMY IN
CHARACTER ED (TACE)

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.





dLACE

THE DISTRICT LEADER ACADEMY IN CHARACTER EDUCATION

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 CharacterPlus uses determines strengths and suggests strategic enhancements to ensure districts use research-based practices that make their schools the best places for teaching, learning, and personal growth.

2025-2026
ENROLL NOW!
Space is Limited
characterplus.org/dlace
designed to help districts meet **MSIP6** *expectations*



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



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



**IN COORDINATION
WITH DESE**

- *Travel Expenses Paid*
- *Five Days of Learning*
- *Character Education Starter Library*
 - *30 Consult Hours*
 - *District Climate Survey*
- *iCharacterPlus Online Programming Access*
 - *Funded by DESE & CharacterPlus*
 - *No cost to you!*

"Our mission is to educate and empower lifelong learners. Empowerment is fueled by character. The most valuable commodities for future adults are the ability to show strong character, be respectful, be able to work cooperatively, and have strong personal ethics. Having these qualities is just as important as academic knowledge."

2023-2024 dLACE Graduate

September 29, 2025
November 17, 2025



February 23 & 24, 2026*
April 20, 2026

REGISTER

*FEBRUARY 2026 SESSIONS INCLUDE SCHOOLS OF CHARACTER SITE VISITS

CharacterPlus®

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

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

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TEACHER ACADEMY IN CHARACTER ED (TACE)

INTENTION

The CharacterPlus District Training Series ensures that partners have access to thought leaders in Character Education and School Climate. 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 the 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 24, 2025 - **DL Meeting**
September 30, 2025 - **Workshop**
December 10, 2025 - **DL Meeting**
December 3, 2025 - **Workshop**



February 11, 2026 - **DL Meeting**
February 18, 2026 - **Workshop**
April 15, 2026 - **DL Meeting**
April 22, 2026 - **Workshop**

CharacterPlus®

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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INTENTION

When students experience stress from not feeling like they belong, it impacts their health and mental well-being. The Everyone Belongs Academy in Character Education (EBACE) 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 feelings of disconnectedness and negative attitudes.

OVERVIEW

EBACE 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 four-person team of staff (including the principal). We will look at elements of school culture through the lens of belonging, 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, EBACE Director, at glee@characterplus.org.





Everyone Belongs Academy in Character Education

EBACE's mission is to ensure a positive, accepting school culture. EBACE helps administrators, staff, and students identify and develop mission and vision, values, people, practices, place, and narrative that will reduce the negative impact of bias, insensitivity, prejudices, and intolerance.



EBACE is a year-long experience in leadership growth and development through a belonging 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.

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

- All stakeholders will know that a sense of belonging is central to who we are.
- Belonging will show up in our mission and vision.
- We will be aware of the written and unwritten values of our school.
- We will address negative school climate openly and honestly.
- Our policies will reflect that all students are valuable, competent and belong in our school.
- Our curriculum will be representative of all student backgrounds.
- Our physical space and place will create a feeling of belonging for all.

CONTACT
DR. GRACE LEE, EBACE DIRECTOR
GLEE@CHARACTERPLUS.ORG



CharacterPlus®

LEARN MORE - VISIT WWW.CHARACTERPLUS.ORG/EBACE

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TEACHER ACADEMY IN CHARACTER ED (TACE)

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 student well-being, inter/intrapersonal skill-building, 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.

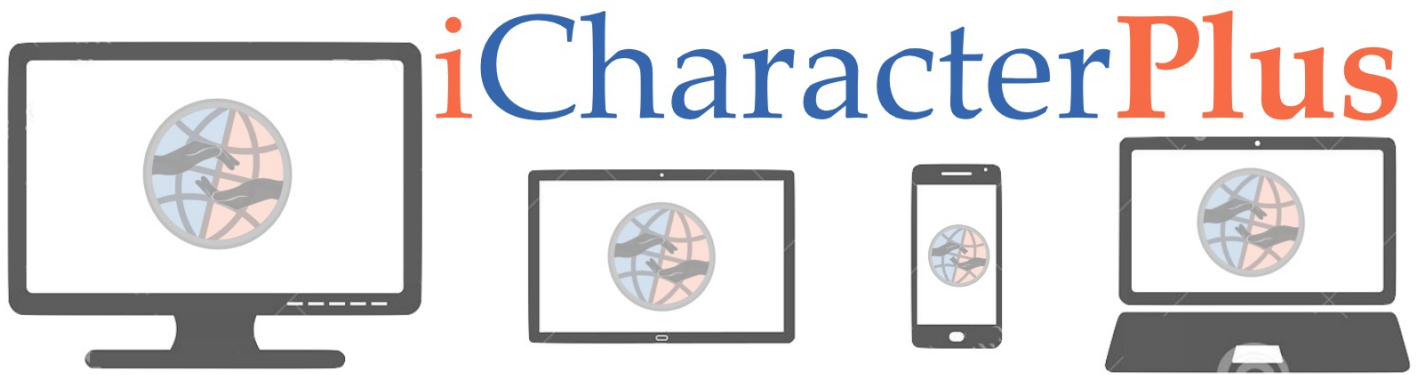
OUTCOME

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 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 **character development and student well-being** through facilitating inter/intrapersonal skill-building.

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

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

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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



CharacterPlus

LEARN MORE - VISIT WWW.CHARACTERPLUS.ORG/STATESCHOOLSOFCOMMUNITY

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

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TEACHER ACADEMY IN CHARACTER ED (TACE)

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 inter and intrapersonal 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 inter-intrapersonal skills in order to affect change. They will bridge the gap between awareness and intentionality into action by cultivating a culture of character and connect learning to evidence-based character and inter-intrapersonal skill frameworks.

START

Contact Michael Barolak, Director of SELf, at mbarolak@characterplus.org, for more information.



SELf

Inter & Intrapersonal Skill Foundations

by characterplus

SIGN UP NOW!

SELf fee \$800 District Partner,
\$960 Non-Partner

Informed by research in adult learning theory, and combined with Inter and Intrapersonal 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, inter and intrapersonal skill-building in order to affect change.
- Connect learning to evidence-based character and inter- and intrapersonal skill-building frameworks.

THE IDEAL SELf PARTICIPANT

Superintendent
 Assistant Superintendent
 Principal
 Director
 SEL Program Coordinator
 Counselor

WHAT EDUCATORS SAY!

"I come in feeling disconnected and always leave feeling empowered."
 "The activities have a clear purpose and lead to such great dialogue."
 "I wish every educator and student could experience SELf!"
 "SELf is a perfect mix of information and hands-on practice."
 "I enjoyed every moment!"

SELf 2.0

for educators who have already attended SELf

October 1, 2025
 November 4, 2025
 December 2, 2025



SELf 1.0

January 20, 2026
 February 17, 2026
 March 10, 2026
 April 14, 2026

CharacterPlus®

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

CONTACT MICHAEL BAROLAK, DIRECTOR OF SELf - 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)

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

EVERYONE BELONGS ACADEMY
IN CHARACTER ED (EBACE)

iCHARACTERPLUS

SCHOOLS OF CHARACTER (SOC)
APPLICATION SUPPORT

INTER-INTRAPERSONAL
LEADERSHIP FOUNDATIONS (SELF)

TEACHER ACADEMY IN
CHARACTER ED (TACE)

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 character development for students.

OVERVIEW

TACE is a year-long cohort led by experts in 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, & Inter-Intrapersonal Skill 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.





TACE
UNDERSTANDING SELF
& OTHERS

THE ABCs of
CHARACTER
(AUTONOMY,
BELONGING,
COMPETENCE)

CHARACTER
EDUCATION HISTORY
& FRAMEWORKS

CLASS MEETINGS
& STRUCTURES

SELF-CARE &
MINDFULNESS

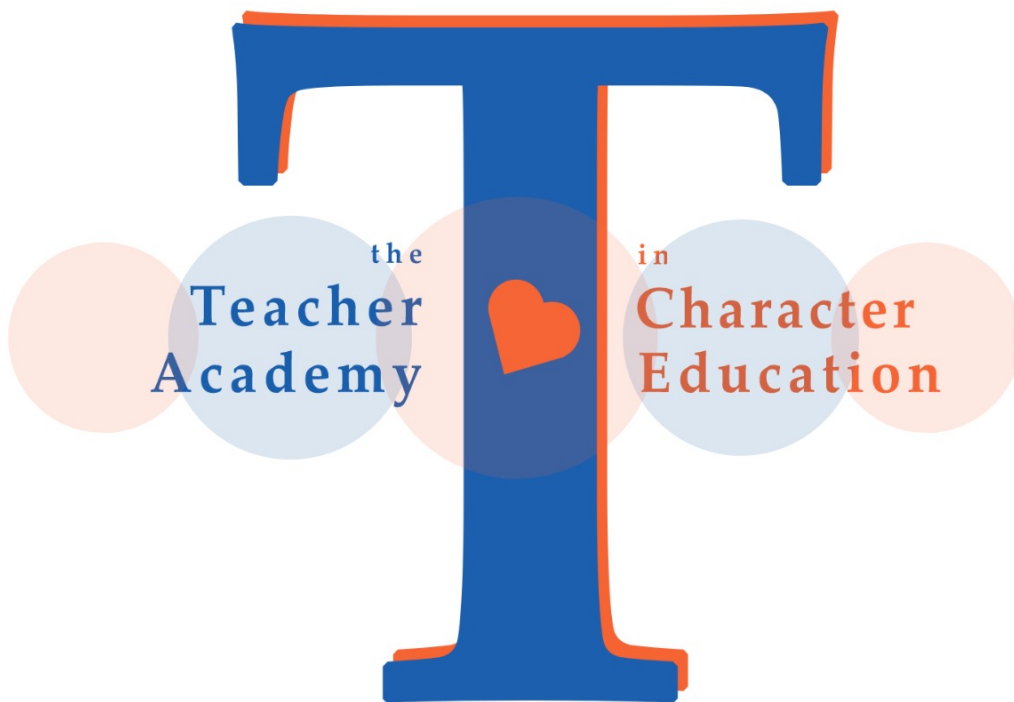
BUILDING POSITIVE
RELATIONSHIPS

CLASSROOM
MANAGEMENT

TRAUMA, DIVERSITY,
EQUITY, & BIAS
AWARENESS

CURRICULUM
INTEGRATION

EFFECTIVE
COMMUNICATION
WITH PARENTS &
COWORKERS



Designed for
Elementary &
Secondary Teachers

Five (5) Full-Day
Sessions Led by Top
Educators & Character
Education Experts

\$1100 Tuition for
partner districts, \$1250
for non-partners.

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 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.

DATES

10/8/25

11/11/25

12/17/25

2/10/26

4/15/26

REGISTER



CharacterPlus

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

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

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