

Today's article will begin a 7- part series on the Leader in Me initiative at Edgerton Local Schools. Leader in Me(LIM) is an evidence-based, comprehensive, school improvement model that empowers students with the leadership and life skills they need to thrive in the 21st Century.

Developed from Stephen R. Covey's, *The 7 Habits of Highly Effective People*, Leader in Me is based on a theory of change known as the See-Do-Get Cycle. When you change the way you **See** things, it influences what you **Do** and the results you **Get**.

As we begin the 2019-2020 school year at Edgerton Local Schools, the goal of building a cultural change through LIM is gaining momentum and energy on our campus.

Despite being a 4-year rollout, already you'll see major changes in the overall "look" of our campus. White walls have been replaced with murals, leadership slogans, motivational quotes, and student handprints above their lockers. I am just as excited about the window coverings at the high school and central office entrance, as well as our exterior light pole flags that display with pride our new Bulldog logo. All of these improvements speak to the commitment my staff and I have in transforming our campus into a place where students look forward to attending and educators consider a great place to work. Now in place is the mentality of students taking ownership of the campus, and not feeling like they've just rented space throughout their career at Edgerton Schools.

Habit 1 of LIM is, Be Proactive. This is the Habit of Personal Responsibility. Based on the principles of responsibility, choice, accountability, initiative, and resourcefulness, this habit breaks the common paradigm of believing that "this is just the way things are and have always been, and there is nothing much we can do to change it." A highly effective paradigm shift through Habit 1 is gaining the understanding that we are free to choose and are ultimately responsible for our happiness. So often we get caught up in a "Reactive" response through feelings of blame, accusation, wasting time, and passing on negative personality patterns.

For this Habit, or any of the 7 Habits, to cause long-term positive change with our district staff and students, we must commit to having a willing personality of transition,

where individuals break unhealthy, harmful, or ineffective behaviors. We dedicate ourselves to modeling positive behaviors, passing on effective habits that strengthen and encourage others in positive ways. I'll close with a quote from Stephen Covey, "It's not what people do to us that hurts us, it's our chosen response to what they do that hurts us." During selected Fridays throughout the year in Bulldog Learning Time(BLT), staff and students will be teaching and learning lesson modules on how to effectively apply each **LIM Habit** to their future success.

Next week I'll discuss **Habit 2, Begin With the End in Mind**, which is the Habit of Personal Vision.

Be Proactive,

Kermit Riehle, Superintendent
Edgerton Local Schools