



ELMP 2026-2027 Achievement Badge Workbook

Leadership Reflection & Evidence Portfolio

Official High-Level Achievement Badge Workbook – 1st Edition

2026-2027 Program Year

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Program Coordinator:	Clif Flowers

Developing Leaders. Building Character. Inspiring Service.

1st EDITION

START HERE

How the Badge System Works

Badges recognize demonstrated growth. They are not earned by attendance alone unless attendance is part of the stated criteria.

Step	Action	Completion Standard
1	Learn	Read all four criteria before beginning.
2	Plan	Choose approved experiences, roles, dates, support, and evidence.
3	Do	Complete the work and demonstrate the required behaviors.
4	Document	Record dates, roles, results, and evidence.
5	Reflect	Explain what you learned and how you grew.
6	Verify	Receive approved adult review before marking the badge earned.

BADGE STATUS

Not Started = no evidence. In Progress: at least one criterion is underway. Ready for Review = all criteria and reflection complete. Earned = approved adult verification complete.

Esquire Name

Grade

School

Age Band

Primary Reviewer

Program Year

- ☐ I will submit truthful evidence.
- ☐ I will protect private information.
- ☐ I will write or explain reflections in my own words.
- ☐ I will ask for help when needed.
- ☐ I will not mark a badge earned before adult verification.

TRACK YOUR PROGRESS

Twelve-Badge Dashboard

Use one status for each badge. Program Staff initials only after review.

#	Badge	Status	Reviewer Initials
1	Community Service Leader Badge	☐ NS ☐ IP ☐ RR ☐ E	_____
2	History, Heritage, and Cultural Identity Scholar Badge	☐ NS ☐ IP ☐ RR ☐ E	_____
3	Civic Engagement Ambassador Badge	☐ NS ☐ IP ☐ RR ☐ E	_____
4	Professional Presence and Etiquette Badge	☐ NS ☐ IP ☐ RR ☐ E	_____
5	Public Speaking and Communication Badge	☐ NS ☐ IP ☐ RR ☐ E	_____
6	College and Career Explorer Badge	☐ NS ☐ IP ☐ RR ☐ E	_____
7	Technology and Responsible AI Badge	☐ NS ☐ IP ☐ RR ☐ E	_____
8	Peer Leadership and Brotherhood Badge	☐ NS ☐ IP ☐ RR ☐ E	_____
9	Project Leadership Badge	☐ NS ☐ IP ☐ RR ☐ E	_____
10	Academic Resilience Badge	☐ NS ☐ IP ☐ RR ☐ E	_____
11	Attendance Excellence Badge	☐ NS ☐ IP ☐ RR ☐ E	_____
12	Fundraising and Community Outreach Badge	☐ NS ☐ IP ☐ RR ☐ E	_____

EVIDENCE QUALITY CHECK

The evidence matches a criterion; your contribution is clear; the date, activity, and role are identified; private information is protected; your reflection is your own work; and an approved adult reviewed it.

ELMP Supplemental Achievement Badges

Supplemental recognition pathways aligned with the ELMP success goals.



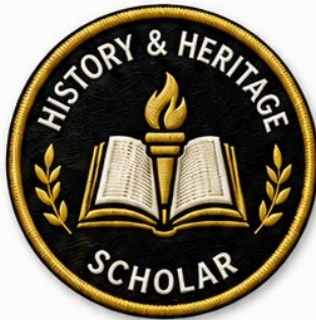
1. Community Service Leader Badge

Recognizes consistent service, responsibility, and commitment to helping others.

Criteria:

- Participate in at least three approved ELMP, Caring & Sharing, or community service activities.
- Complete at least ten documented service hours.
- Perform an assigned leadership responsibility during at least one service activity.
- Complete a reflection explaining the community need, personal contribution, and lesson learned.

Success Goal Alignment: Attendance and Participation, Leadership and Conduct, Personal Growth and Reflection.



2. History, Heritage, and Cultural Identity Scholar Badge

Recognizes meaningful participation in the required History, Heritage, and Cultural Identity Series.

Criteria:

- Participate in at least six monthly history and heritage sessions.
- Research an approved historical leader, organization, institution, movement, or event.
- Complete a written, visual, digital, or creative research project.
- Present the project or lead part of an approved group discussion.

Success Goal Alignment: Academic Performance, College and Career Readiness, Personal Growth and Reflection.



3. Civic Engagement Ambassador Badge

Recognizes nonpartisan civic education, informed citizenship, and community involvement.

Criteria:

- Attend an approved TZL Empower civic education event, symposium, panel, or public meeting.
- Complete a research activity about a local, state, or national civic issue.
- Serve as an ambassador, greeter, registration assistant, outreach volunteer, or student question presenter.
- Complete a reflection explaining how informed citizens can positively influence their communities.

Success Goal Alignment: Leadership and Conduct, College and Career Readiness, Attendance and Participation.

ELMP Supplemental Achievement Badges

Supplemental recognition pathways aligned with the ELMP success goals.



4. Professional Presence and Etiquette Badge

Recognizes professionalism, respectful conduct, communication, and personal presentation.

Criteria:

- Complete the ELMP Etiquette and Responsible Choices session.
- Demonstrate proper introductions, eye contact, posture, listening, and respectful conversation.
- Complete an approved table etiquette, networking, interview, or professional interaction activity.
- Consistently follow the ELMP Code of Conduct during at least three documented events.

Success Goal Alignment: Leadership and Conduct, College and Career Readiness, Personal Growth and Reflection.



5. Public Speaking and Communication Badge

Recognizes confidence, preparation, active listening, and effective communication.

Criteria:

- Complete an approved communication or public-speaking activity.
- Deliver a prepared speech, introduction, announcement, reflection, or presentation of at least two minutes.
- Ask or answer a thoughtful question during a Success Seminar or leadership event.
- Receive documented feedback and identify one communication skill that improved.

Success Goal Alignment: Leadership and Conduct, College and Career Readiness, Personal Growth and Reflection.



6. College and Career Explorer Badge

Recognizes meaningful exploration of educational, vocational, entrepreneurial, and professional pathways.

Criteria:

- Attend at least two approved college tours, career workshops, vocational demonstrations, or professional panels.
- Interview a professional, educator, entrepreneur, tradesperson, or community leader.
- Update the Esquire Life Plan with an educational or career pathway.
- Complete a resume, career profile, portfolio item, personal statement, or career reflection.

Success Goal Alignment: College and Career Readiness, Academic Performance, Personal Growth and Reflection.

ELMP Supplemental Achievement Badges

Supplemental recognition pathways aligned with the ELMP success goals.



7. Technology and Responsible AI Badge

Recognizes responsible, ethical, and productive use of technology and artificial intelligence.

Criteria:

- Complete an approved technology, digital citizenship, cybersecurity, or responsible AI session.
- Use an approved technology or AI tool to support learning, research, creativity, organization, or problem-solving.
- Explain the importance of accuracy, privacy, bias, academic honesty, authorship, and source verification.
- Create and present a technology-based project or written reflection demonstrating responsible use.

Success Goal Alignment: *Academic Performance, College and Career Readiness, Leadership and Conduct.*



8. Peer Leadership and Brotherhood Badge

Recognizes Esquires who encourage others and serve as positive role models.

Criteria:

- Support a younger, new, or less-experienced Esquire during at least three approved activities.
- Lead or assist with roll call, an opening, closing, group discussion, team assignment, or activity transition.
- Demonstrate encouragement, respectful conflict resolution, and positive peer influence.
- Receive a written recommendation from Program Staff or an approved adult reviewer.

Success Goal Alignment: *Leadership and Conduct, Attendance and Participation, Personal Growth and Reflection.*



9. Project Leadership Badge

Recognizes planning, teamwork, accountability, and successful completion of an approved project.

Criteria:

- Propose or accept responsibility for an approved ELMP project.
- Create a basic plan identifying the purpose, tasks, timeline, needed materials, and team responsibilities.
- Help lead the project through completion.
- Present the project results and complete a reflection identifying successes, challenges, and lessons learned.

Success Goal Alignment: *Leadership and Conduct, College and Career Readiness, Attendance and Participation.*

ELMP Supplemental Achievement Badges

Supplemental recognition pathways aligned with the ELMP success goals.



10. Academic Resilience Badge

Recognizes effort, perseverance, responsible help-seeking, and measurable academic improvement.

Criteria:

- Identify an academic challenge and establish a specific improvement goal.
- Develop an approved study, tutoring, organization, attendance, or assignment-completion plan.
- Follow the plan for at least one grading period or four documented weeks.
- Provide evidence of improvement in grades, test performance, assignment completion, study habits, or academic confidence.

Success Goal Alignment: *Academic Performance, Personal Growth and Reflection.*



11. Attendance Excellence Badge

Recognizes exceptional reliability, punctuality, preparation, and participation.

Criteria:

- Maintain at least 90 percent school attendance during the reviewed period.
- Attend at least 85 percent of eligible ELMP activities.
- Arrive on time and prepared for at least 90 percent of attended ELMP activities.
- Complete all required progress reports, reflections, and Life Plan updates by the established deadlines.

Success Goal Alignment: *Attendance and Participation, Leadership and Conduct.*



12. Fundraising and Community Outreach Badge

Recognizes Esquires who help strengthen ELMP through responsible fundraising and community engagement.

Criteria:

- Participate in an approved ELMP fundraising or community-awareness initiative.
- Complete an assigned responsibility such as event setup, promotion, guest assistance, ticket support, presentation, or sponsor appreciation.
- Demonstrate professionalism when representing ELMP to families, partners, donors, or community members.
- Complete a reflection explaining how fundraising and outreach support the ELMP mission.

Success Goal Alignment: *Leadership and Conduct, College and Career Readiness, Attendance and Participation.*

PLAN YOUR PATHWAY

Twelve-Badge Action Plan

Review the four badge overview pages, then use this table to plan the badges you intend to pursue.

#	Badge	Approved Experience or Role	Evidence to Collect	Target Date
1	Community Service Leader			
2	History, Heritage, and Cultural Identity Scholar			
3	Civic Engagement Ambassador			
4	Professional Presence and Etiquette			
5	Public Speaking and Communication			
6	College and Career Explorer			
7	Technology and Responsible AI			
8	Peer Leadership and Brotherhood			
9	Project Leadership			
10	Academic Resilience			
11	Attendance Excellence			
12	Fundraising and Community Outreach			

Use the Twelve-Badge Dashboard to update status. Complete the matching completion page only after the required work is finished.

BADGE 1 - COMPLETION PAGE

Community Service Leader Badge

Use this page after completing the required work.

Criterion	Date	Activity / Role	Evidence / Location	Initials
1				
2				
3				
4				

In your own words, explain what you did, what you learned, and how you grew:

The strongest evidence that I met the standard is:

- ☐ All four criteria documented
- ☐ Esquire contribution is clear
- ☐ Evidence is sufficient and appropriate
- ☐ Reflection is complete

Badge Decision	Esquire Signature	Approved Adult Reviewer	Date
☐ Earned ☐ More Evidence ☐ Continue			

Reviewer comments or required next step:

BADGE 2 - COMPLETION PAGE

History, Heritage, and Cultural Identity Scholar Badge

Use this page after completing the required work.

Criterion	Date	Activity / Role	Evidence / Location	Initials
1				
2				
3				
4				

In your own words, explain what you did, what you learned, and how you grew:

The strongest evidence that I met the standard is:

- ☐ All four criteria documented
- ☐ Esquire contribution is clear
- ☐ Evidence is sufficient and appropriate
- ☐ Reflection is complete

Badge Decision	Esquire Signature	Approved Adult Reviewer	Date
☐ Earned ☐ More Evidence ☐ Continue			

Reviewer comments or required next step:

BADGE 3 - COMPLETION PAGE

Civic Engagement Ambassador Badge

Use this page after completing the required work.

Criterion	Date	Activity / Role	Evidence / Location	Initials
1				
2				
3				
4				

In your own words, explain what you did, what you learned, and how you grew:

The strongest evidence that I met the standard is:

- ☐ All four criteria documented
- ☐ Esquire contribution is clear
- ☐ Evidence is sufficient and appropriate
- ☐ Reflection is complete

Badge Decision	Esquire Signature	Approved Adult Reviewer	Date
☐ Earned ☐ More Evidence ☐ Continue			

Reviewer comments or required next step:

BADGE 4 - COMPLETION PAGE

Professional Presence and Etiquette Badge

Use this page after completing the required work.

Criterion	Date	Activity / Role	Evidence / Location	Initials
1				
2				
3				
4				

In your own words, explain what you did, what you learned, and how you grew:

The strongest evidence that I met the standard is:

- ☐ All four criteria documented
- ☐ Esquire contribution is clear
- ☐ Evidence is sufficient and appropriate
- ☐ Reflection is complete

Badge Decision	Esquire Signature	Approved Adult Reviewer	Date
☐ Earned ☐ More Evidence ☐ Continue			

Reviewer comments or required next step:

BADGE 5 - COMPLETION PAGE

Public Speaking and Communication Badge

Use this page after completing the required work.

Criterion	Date	Activity / Role	Evidence / Location	Initials
1				
2				
3				
4				

In your own words, explain what you did, what you learned, and how you grew:

The strongest evidence that I met the standard is:

- ☐ All four criteria documented
- ☐ Esquire contribution is clear
- ☐ Evidence is sufficient and appropriate
- ☐ Reflection is complete

Badge Decision	Esquire Signature	Approved Adult Reviewer	Date
☐ Earned ☐ More Evidence ☐ Continue			

Reviewer comments or required next step:

BADGE 6 - COMPLETION PAGE

College and Career Explorer Badge

Use this page after completing the required work.

Criterion	Date	Activity / Role	Evidence / Location	Initials
1				
2				
3				
4				

In your own words, explain what you did, what you learned, and how you grew:

The strongest evidence that I met the standard is:

- ☐ All four criteria documented
- ☐ Esquire contribution is clear
- ☐ Evidence is sufficient and appropriate
- ☐ Reflection is complete

Badge Decision	Esquire Signature	Approved Adult Reviewer	Date
☐ Earned ☐ More Evidence ☐ Continue			

Reviewer comments or required next step:

BADGE 7 - COMPLETION PAGE

Technology and Responsible AI Badge

Use this page after completing the required work.

Criterion	Date	Activity / Role	Evidence / Location	Initials
1				
2				
3				
4				

In your own words, explain what you did, what you learned, and how you grew:

The strongest evidence that I met the standard is:

- ☐ All four criteria documented
- ☐ Esquire contribution is clear
- ☐ Evidence is sufficient and appropriate
- ☐ Reflection is complete

Badge Decision	Esquire Signature	Approved Adult Reviewer	Date
☐ Earned ☐ More Evidence ☐ Continue			

Reviewer comments or required next step:

BADGE 8 - COMPLETION PAGE

Peer Leadership and Brotherhood Badge

Use this page after completing the required work.

Criterion	Date	Activity / Role	Evidence / Location	Initials
1				
2				
3				
4				

In your own words, explain what you did, what you learned, and how you grew:

The strongest evidence that I met the standard is:

- ☐ All four criteria documented
- ☐ Esquire contribution is clear
- ☐ Evidence is sufficient and appropriate
- ☐ Reflection is complete

Badge Decision	Esquire Signature	Approved Adult Reviewer	Date
☐ Earned ☐ More Evidence ☐ Continue			

Reviewer comments or required next step:

BADGE 9 - COMPLETION PAGE

Project Leadership Badge

Use this page after completing the required work.

Criterion	Date	Activity / Role	Evidence / Location	Initials
1				
2				
3				
4				

In your own words, explain what you did, what you learned, and how you grew:

The strongest evidence that I met the standard is:

- ☐ All four criteria documented
- ☐ Esquire contribution is clear
- ☐ Evidence is sufficient and appropriate
- ☐ Reflection is complete

Badge Decision	Esquire Signature	Approved Adult Reviewer	Date
☐ Earned ☐ More Evidence ☐ Continue			

Reviewer comments or required next step:

BADGE 10 - COMPLETION PAGE

Academic Resilience Badge

Use this page after completing the required work.

Criterion	Date	Activity / Role	Evidence / Location	Initials
1				
2				
3				
4				

In your own words, explain what you did, what you learned, and how you grew:

The strongest evidence that I met the standard is:

- ☐ All four criteria documented
- ☐ Esquire contribution is clear
- ☐ Evidence is sufficient and appropriate
- ☐ Reflection is complete

Badge Decision	Esquire Signature	Approved Adult Reviewer	Date
☐ Earned ☐ More Evidence ☐ Continue			

Reviewer comments or required next step:

BADGE 11 - COMPLETION PAGE

Attendance Excellence Badge

Use this page after completing the required work.

Criterion	Date	Activity / Role	Evidence / Location	Initials
1				
2				
3				
4				

In your own words, explain what you did, what you learned, and how you grew:

The strongest evidence that I met the standard is:

- ☐ All four criteria documented
- ☐ Esquire contribution is clear
- ☐ Evidence is sufficient and appropriate
- ☐ Reflection is complete

Badge Decision	Esquire Signature	Approved Adult Reviewer	Date
☐ Earned ☐ More Evidence ☐ Continue			

Reviewer comments or required next step:

BADGE 12 - COMPLETION PAGE

Fundraising and Community Outreach Badge

Use this page after completing the required work.

Criterion	Date	Activity / Role	Evidence / Location	Initials
1				
2				
3				
4				

In your own words, explain what you did, what you learned, and how you grew:

The strongest evidence that I met the standard is:

- ☐ All four criteria documented
- ☐ Esquire contribution is clear
- ☐ Evidence is sufficient and appropriate
- ☐ Reflection is complete

Badge Decision	Esquire Signature	Approved Adult Reviewer	Date
☐ Earned ☐ More Evidence ☐ Continue			

Reviewer comments or required next step:

FINAL REVIEW

Achievement Summary

#	Badge	Earned	Date
1	Community Service Leader Badge	☐	
2	History, Heritage, and Cultural Identity Scholar Badge	☐	
3	Civic Engagement Ambassador Badge	☐	
4	Professional Presence and Etiquette Badge	☐	
5	Public Speaking and Communication Badge	☐	
6	College and Career Explorer Badge	☐	
7	Technology and Responsible AI Badge	☐	
8	Peer Leadership and Brotherhood Badge	☐	
9	Project Leadership Badge	☐	
10	Academic Resilience Badge	☐	
11	Attendance Excellence Badge	☐	
12	Fundraising and Community Outreach Badge	☐	

Leadership strengths demonstrated across my badges:

The badge that challenged me most and why:

My next leadership goal:

CERTIFICATION

Achievement Badge Workbook Review

This certifies that

_____ completed the ELMP Achievement Badge Workbook review process and earned

_____ of 12 achievement badges during the 2026-2027 Program Year.

Program Director / Designee	Program Coordinator	Additional Reviewer	Date
_____	_____	_____	_____

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