



# ELMP 2026-2027 Esquire Workbook

## *Leadership Reflection & Evidence Portfolio*

Official Student Workbook – 1<sup>st</sup> Edition

**2026-2027 Program Year**

|                          |               |
|--------------------------|---------------|
| <b>Program Director:</b> | Matthew Coats |
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|                                    |     |
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| <b>Assistant Program Director:</b> | TBD |
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| <b>Program Coordinator:</b> | Clif Flowers |
|-----------------------------|--------------|

*Developing Leaders. Building Character. Inspiring Service.*

### Abstract

The ELMP Leadership Reflection & Evidence Portfolio is the official student workbook of the Esquire Leadership & Mentoring Program (ELMP), designed to develop leadership, character, and a lifelong commitment to service. Through mentorship, experiential learning, guided reflection, community service, and interactive leadership activities, participants strengthen critical skills in communication, teamwork, civic engagement, college and career readiness, and personal responsibility. Rather than relying on traditional academic assessments, the portfolio documents leadership growth through reflection, goal setting, and real-world experiences. Serving as both a curriculum and a record of personal development, this workbook equips young men to become confident, ethical, and service-oriented leaders who positively impact their families, schools, and communities while embodying the ELMP mission of developing leaders, building character, and inspiring service.

START HERE

# How to Use This Workbook

*Complete the pages during the time assigned by Program Staff. Do not work ahead unless instructed.*

## THE COMPLETE ELMP LEARNING CYCLE

Listen and learn. Practice the skill. Discuss it with a screened adult. Complete the short workbook record. Apply the lesson before the next meeting. Save one evidence item.

- [ ] Bring this workbook to every primary Success Seminar and approved application experience.
- [ ] Use the Speaker/Facilitator Notes page during the presentation. Record ideas, not every word.
- [ ] Complete the Mentor Circle page during the scheduled 20-minute leadership circle.
- [ ] Complete the Workbook Completion page during the scheduled 15-minute closing block.
- [ ] Attach or identify one evidence item. A photograph is not required when another record is available.
- [ ] Receive approved adult initials before a monthly module is marked complete.
- [ ] Use the Achievement Badge Workbook separately when pursuing optional badge recognition.

|                                           |                              |
|-------------------------------------------|------------------------------|
| <b>Esquire Name</b><br>_____              | <b>Grade</b><br>_____        |
| <b>School</b><br>_____                    | <b>Age Band</b><br>_____     |
| <b>Primary Approved Reviewer</b><br>_____ | <b>Program Year</b><br>_____ |

## COMPLETION STANDARD

A monthly module is complete only when the Speaker/Facilitator Notes, Mentor Circle, Workbook Completion, evidence item, and approved adult review are finished. Attendance alone does not complete the workbook.

## PROGRAM RHYTHM

# The Standard Two-Hour Success Seminar

*One predictable format protects every part of the ELMP experience.*

| Time   | Segment                               | Required Result                                                                |
|--------|---------------------------------------|--------------------------------------------------------------------------------|
| 10 min | Brotherhood Opening                   | Roll call, Credo, recognition, expectations                                    |
| 20 min | History, Heritage & Cultural Identity | Required historical connection and leadership challenge                        |
| 30 min | Speaker / Facilitator                 | Teach the approved monthly message and model one technique                     |
| 25 min | Interactive Leadership Practice       | Apply the technique through a scenario, challenge, demonstration, or creation. |
| 20 min | Structured Mentor Circle              | Reflect, connect the lesson to life, and select a next action                  |
| 15 min | Workbook Completion & Evidence        | Finish the monthly record, identify evidence, and receive directions           |

**Total: 120 minutes**

## IMPORTANT

Workbook time is protected. Presenters should not use the mentor or workbook blocks. Mentors should not turn the circle into another lecture. Program Staff may adjust transitions, but all six segments must occur.

## Age-Appropriate Completion

| Age Band   | Acceptable Completion Method                                           | Expected Independence                             |
|------------|------------------------------------------------------------------------|---------------------------------------------------|
| Ages 6-8   | Draw, choose, dictate, demonstrate, or complete with adult support     | One clear idea or observed action                 |
| Ages 9-11  | Short responses, guided interview, checklist, or role record           | Complete the prompt with structured support       |
| Ages 12-14 | Written analysis, collaboration, presentation, and justified decisions | Complete most work independently                  |
| Ages 15-17 | Facilitate, coach, plan, present, and document results                 | Provide stronger analysis and leadership evidence |

## TRACK YOUR WORK

# Annual Completion Dashboard

*Program Staff initials each item after review.*

| Month    | Speaker Notes            | Practice                 | Mentor Circle            | Workbook                 | Evidence                 | Adult Initials           |
|----------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| October  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| November | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| December | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| January  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| February | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| March    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| April    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| May      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## Application Experience Dashboard

| Month    | Experience                                                           | Participated             | Reflection               | Verified                 |
|----------|----------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|
| October  | Social Bonding & Brotherhood Experience                              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| November | Family Essentials Kits and Thanksgiving Caring & Sharing Service     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| December | Christmas Caring & Sharing Service and ELMP Fundraiser               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| January  | Careers Without Limits Career Exposure Experience                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| February | History and Leadership Signature Experience                          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| March    | Easter Caring & Sharing Service                                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| April    | TZL Empower Youth Town Hall or approved civic experience             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| May      | Student Recognition Dinner Readiness and Leadership Evidence Gallery | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

### PROGRESS STATUS

Not Started = no required pages are complete. In Progress = some required pages are complete. Ready for Review = all pages and evidence complete. Complete = approved adult review finished.

## KNOW THE GOAL

# The Five ELMP Success Categories

*Circle or check the goals strengthened during each experience.*

## ACADEMIC PERFORMANCE

Preparation, study habits, perseverance, assignment completion, academic growth, and responsible help-seeking.

## ATTENDANCE & PARTICIPATION

Showing up, arriving prepared, contributing, volunteering, and completing assigned responsibilities.

## LEADERSHIP & CONDUCT

Integrity, respect, initiative, teamwork, conflict resolution, professionalism, and positive influence.

## COLLEGE & CAREER READINESS

Exploring pathways, communication, resumes, interviews, workplace skills, networks, and future planning.

## PERSONAL GROWTH & REFLECTION

Goal setting, self-awareness, responsibility, resilience, relationships, and applying lessons beyond ELMP.

## EVIDENCE RULE

Strong evidence identifies what you did, when it happened, your role, the result, and who reviewed it. Protect private information. Write reflections in your own words.

## MODULE 1 - BUILDING BROTHERHOOD

# October: Belonging, Purpose & Standards

*Required monthly evidence: Leadership identity statement and signed team charter*

|                                   |                                                |
|-----------------------------------|------------------------------------------------|
| <b>Session Date</b><br>_____      | <b>Featured Speaker / Facilitator</b><br>_____ |
| <b>History Presenter</b><br>_____ | <b>Approved Adult Reviewer</b><br>_____        |

## Monthly Purpose

Use history, the featured presentation, leadership practice, mentoring, and reflection to understand and apply this month's skill: Use the ELMP standards to make one decision that strengthens the group.

## Two-Hour Session Plan

| Time   | What Happens                                                                        | Your Responsibility                                              |
|--------|-------------------------------------------------------------------------------------|------------------------------------------------------------------|
| 10 min | Brotherhood Opening                                                                 | Be present, prepared, respectful, and ready to participate.      |
| 20 min | History: Identity, brotherhood, shared responsibility, and the meaning of belonging | Listen for one leadership lesson and one connection to today.    |
| 30 min | Speaker / Facilitator: Kickoff speaker or ELMP facilitator                          | Record three useful ideas and one question.                      |
| 25 min | Leadership Practice: Brotherhood Quest and Team Charter                             | Participate fully and practice the monthly technique.            |
| 20 min | Structured Mentor Circle                                                            | Speak honestly, listen respectfully, and choose one next action. |
| 15 min | Workbook Completion & Evidence                                                      | Finish the required page and identify the evidence item.         |

## Success Goals for This Month

- ☐ Attendance & Participation
- ☐ Leadership & Conduct
- ☐ Personal Growth & Reflection

### BEFORE THE SESSION

My personal goal for today: \_\_\_\_\_

# Speaker / Facilitator Notes & Leadership Practice

*Write brief notes. Save the detailed reflection for the scheduled workbook block.*

**Three ideas I want to remember from the history and speaker segments:**

---

---

---

**One question I asked, or still have:**

---

---

## MONTHLY LEADERSHIP TECHNIQUE

Use the ELMP standards to make one decision that strengthens the group.

## Leadership Practice Record

**The activity or scenario my group completed:**

---

---

**My role and the contribution I made:**

---

---

**What worked, what was difficult, or what I would change:**

---

---

- ☐ I participated respectfully.
- ☐ I completed my assigned role.
- ☐ I listened to other perspectives.
- ☐ I used the monthly technique.

# Structured Mentor Circle

*Complete this page during the protected 20-minute mentor block.*

## CIRCLE STANDARD

Every Esquire has an opportunity to speak, write, or pass. The facilitator uses the approved prompts, listens more than they lecture, and refers sensitive concerns to Program Staff.

**1. What helps you feel that you belong in a group?**

---



---

**2. What standard will you personally help protect?**

---



---

**3. How will you support another Esquire this month?**

---



---

**A helpful point I heard from another Esquire or mentor:**

---



---

**The next action I will complete before the next meeting:**

---



---

**Support I may need**

---

**Target Completion Date**

---

**Circle Facilitator**

**Participation Recorded**

**Follow-Up Needed**

---

☐ Yes ☐ No

☐ Yes ☐ No

# Workbook Completion & Evidence

*Complete this page during the protected 15-minute closing block.*

**The most important lesson I learned today:**

---



---

**How the history segment and featured topic are connected:**

---



---

**How I will apply the lesson at school, at home, in ELMP, or in the community:**

---



---

## Success Goal Record

- ☐ Academic Performance
- ☐ Attendance & Participation
- ☐ Leadership & Conduct
- ☐ College & Career Readiness
- ☐ Personal Growth & Reflection

**Evidence I will place in my portfolio:**

---

### THIRTY-DAY CHALLENGE

Complete one action that helps another Esquire feel welcomed and included.

- ☐ Speaker / Facilitator Notes complete
- ☐ Leadership Practice record complete
- ☐ Mentor Circle complete
- ☐ Workbook reflection complete
- ☐ Evidence identified or attached

| Esquire Signature | Approved Adult Review | Date  | Status                                                                 |
|-------------------|-----------------------|-------|------------------------------------------------------------------------|
| <hr/>             | <hr/>                 | <hr/> | <input type="checkbox"/> In Progress <input type="checkbox"/> Complete |

# Application Experience Record

*Social Bonding & Brotherhood Experience*

|                                  |                                         |
|----------------------------------|-----------------------------------------|
| <b>Experience Date</b><br>_____  | <b>Location / Partner</b><br>_____      |
| <b>My Assigned Role</b><br>_____ | <b>Approved Adult Reviewer</b><br>_____ |

**Purpose of the experience and the community, pathway, or relationship it supported:**

\_\_\_\_\_  
 \_\_\_\_\_

**What I did and how I participated:**

\_\_\_\_\_  
 \_\_\_\_\_

**One leadership behavior I demonstrated:**

\_\_\_\_\_  
 \_\_\_\_\_

**What I learned and what I will do differently next time:**

\_\_\_\_\_  
 \_\_\_\_\_

- ☐ Academic Performance
- ☐ Attendance & Participation
- ☐ Leadership & Conduct
- ☐ College & Career Readiness
- ☐ Personal Growth & Reflection

**Evidence attached or portfolio location:**

| Esquire Signature | Approved Adult Initials | Date  | Experience Complete                                      |
|-------------------|-------------------------|-------|----------------------------------------------------------|
| _____             | _____                   | _____ | <input type="checkbox"/> Yes <input type="checkbox"/> No |

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## MODULE 2 - BUILDING BROTHERHOOD

# November: Skills, Pathways & Possibilities

*Required monthly evidence: Career pathway map and verified service record*

|                                   |                                                |
|-----------------------------------|------------------------------------------------|
| <b>Session Date</b><br>_____      | <b>Featured Speaker / Facilitator</b><br>_____ |
| <b>History Presenter</b><br>_____ | <b>Approved Adult Reviewer</b><br>_____        |

## Monthly Purpose

Use history, the featured presentation, leadership practice, mentoring, and reflection to understand and apply this month's skill: Match an interest or strength to a realistic education or career pathway.

## Two-Hour Session Plan

| Time   | What Happens                                                                           | Your Responsibility                                              |
|--------|----------------------------------------------------------------------------------------|------------------------------------------------------------------|
| 10 min | Brotherhood Opening                                                                    | Be present, prepared, respectful, and ready to participate.      |
| 20 min | History: Labor, skilled trades, innovation, and community progress                     | Listen for one leadership lesson and one connection to today.    |
| 30 min | Speaker / Facilitator: WISD CTE or approved career pathway facilitator                 | Record three useful ideas and one question.                      |
| 25 min | Leadership Practice: Pathway Map: interest, skill, training, experience, and next step | Participate fully and practice the monthly technique.            |
| 20 min | Structured Mentor Circle                                                               | Speak honestly, listen respectfully, and choose one next action. |
| 15 min | Workbook Completion & Evidence                                                         | Finish the required page and identify the evidence item.         |

## Success Goals for This Month

- ☐ Academic Performance
- ☐ College & Career Readiness
- ☐ Leadership & Conduct

### BEFORE THE SESSION

My personal goal for today: \_\_\_\_\_

# Speaker / Facilitator Notes & Leadership Practice

*Write brief notes. Save the detailed reflection for the scheduled workbook block.*

**Three ideas I want to remember from the history and speaker segments:**

---

---

---

**One question I asked or still have:**

---

---

## MONTHLY LEADERSHIP TECHNIQUE

Match an interest or strength to a realistic education or career pathway.

## Leadership Practice Record

**The activity or scenario my group completed:**

---

---

**My role and the contribution I made:**

---

---

**What worked, what was difficult, or what I would change:**

---

---

- ☐ I participated respectfully.
- ☐ I completed my assigned role.
- ☐ I listened to other perspectives.
- ☐ I used the monthly technique.

# Structured Mentor Circle

*Complete this page during the protected 20-minute mentor block.*

## CIRCLE STANDARD

Every Esquire has an opportunity to speak, write, or pass. The facilitator uses the approved prompts, listens more than they lecture, and refers sensitive concerns to Program Staff.

**1. Which pathway surprised or interested you most?**

---



---

**2. What skill do you already have that could grow into a career strength?**

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---

**3. How did the service show responsibility and teamwork?**

---



---

**A helpful point I heard from another Esquire or mentor:**

---



---

**The next action I will complete before the next meeting:**

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---

**Support I may need**

---

**Target Completion Date**

---

**Circle Facilitator**

**Participation Recorded**

**Follow-Up Needed**

---

☐ Yes ☐ No

☐ Yes ☐ No

# Workbook Completion & Evidence

*Complete this page during the protected 15-minute closing block.*

**The most important lesson I learned today:**

---



---

**How the history segment and featured topic are connected:**

---



---

**How I will apply the lesson at school, at home, in ELMP, or in the community:**

---



---

## Success Goal Record

- ☐ Academic Performance
- ☐ Attendance & Participation
- ☐ Leadership & Conduct
- ☐ College & Career Readiness
- ☐ Personal Growth & Reflection

**Evidence I will place in my portfolio:**

---

### THIRTY-DAY CHALLENGE

Research one program, class, credential, or career connected to your pathway map.

- ☐ Speaker / Facilitator Notes complete
- ☐ Leadership Practice record complete
- ☐ Mentor Circle complete
- ☐ Workbook reflection complete
- ☐ Evidence identified or attached

| Esquire Signature | Approved Adult Review | Date  | Status                                                                 |
|-------------------|-----------------------|-------|------------------------------------------------------------------------|
| <hr/>             | <hr/>                 | <hr/> | <input type="checkbox"/> In Progress <input type="checkbox"/> Complete |

# Application Experience Record

*Family Essentials Kits and Thanksgiving Caring & Sharing Service*

|                                  |                                         |
|----------------------------------|-----------------------------------------|
| <b>Experience Date</b><br>_____  | <b>Location / Partner</b><br>_____      |
| <b>My Assigned Role</b><br>_____ | <b>Approved Adult Reviewer</b><br>_____ |

**Purpose of the experience and the community, pathway, or relationship it supported:**

\_\_\_\_\_  
\_\_\_\_\_

**What I did and how I participated:**

\_\_\_\_\_  
\_\_\_\_\_

**One leadership behavior I demonstrated:**

\_\_\_\_\_  
\_\_\_\_\_

**What I learned and what I will do differently next time:**

\_\_\_\_\_  
\_\_\_\_\_

- ☐ Academic Performance
- ☐ Attendance & Participation
- ☐ Leadership & Conduct
- ☐ College & Career Readiness
- ☐ Personal Growth & Reflection

**Evidence attached or portfolio location:**

| Esquire Signature | Approved Adult Initials | Date  | Experience Complete                                      |
|-------------------|-------------------------|-------|----------------------------------------------------------|
| _____             | _____                   | _____ | <input type="checkbox"/> Yes <input type="checkbox"/> No |

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## MODULE 3 - BUILDING BROTHERHOOD

# December: Responsible AI, Technology & Leadership

*Required monthly evidence: Responsible AI pledge and verified service or fundraiser role*

|                                   |                                                |
|-----------------------------------|------------------------------------------------|
| <b>Session Date</b><br>_____      | <b>Featured Speaker / Facilitator</b><br>_____ |
| <b>History Presenter</b><br>_____ | <b>Approved Adult Reviewer</b><br>_____        |

## Monthly Purpose

Use history, the featured presentation, leadership practice, mentoring, and reflection to understand and apply this month's skill: Pause, verify, protect privacy, identify your own contribution, and cite sources.

## Two-Hour Session Plan

| Time   | What Happens                                                                          | Your Responsibility                                              |
|--------|---------------------------------------------------------------------------------------|------------------------------------------------------------------|
| 10 min | Brotherhood Opening                                                                   | Be present, prepared, respectful, and ready to participate.      |
| 20 min | History: Innovation, technology, and the responsibility to use knowledge wisely       | Listen for one leadership lesson and one connection to today.    |
| 30 min | Speaker / Facilitator: Technology, digital citizenship, or responsible AI facilitator | Record three useful ideas and one question.                      |
| 25 min | Leadership Practice: Responsible AI Decision Lab                                      | Participate fully and practice the monthly technique.            |
| 20 min | Structured Mentor Circle                                                              | Speak honestly, listen respectfully, and choose one next action. |
| 15 min | Workbook Completion & Evidence                                                        | Finish the required page and identify the evidence item.         |

## Success Goals for This Month

- ☐ Academic Performance
- ☐ Leadership & Conduct
- ☐ College & Career Readiness

### BEFORE THE SESSION

My personal goal for today: \_\_\_\_\_

# Speaker / Facilitator Notes & Leadership Practice

*Write brief notes. Save the detailed reflection for the scheduled workbook block.*

**Three ideas I want to remember from the history and speaker segments:**

---

---

---

**One question I asked or still have:**

---

---

## MONTHLY LEADERSHIP TECHNIQUE

Pause, verify, protect privacy, identify your own contribution, and cite sources.

## Leadership Practice Record

**The activity or scenario my group completed:**

---

---

**My role and the contribution I made:**

---

---

**What worked, what was difficult, or what I would change:**

---

---

- ☐ I participated respectfully.
- ☐ I completed my assigned role.
- ☐ I listened to other perspectives.
- ☐ I used the monthly technique.

# Structured Mentor Circle

*Complete this page during the protected 20-minute mentor block.*

## CIRCLE STANDARD

Every Esquire has an opportunity to speak, write, or pass. The facilitator uses the approved prompts, listens more than they lecture, and refers sensitive concerns to Program Staff.

### 1. What can AI help you do well?

---



---

### 2. What should never be entered into an AI tool?

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---

### 3. How will you check whether an answer is accurate and fair?

---



---

### A helpful point I heard from another Esquire or mentor:

---



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### The next action I will complete before the next meeting:

---



---

Support I may need

---

Target Completion Date

---

Circle Facilitator

Participation Recorded

Follow-Up Needed

---

☐ Yes ☐ No

☐ Yes ☐ No

# Workbook Completion & Evidence

*Complete this page during the protected 15-minute closing block.*

**The most important lesson I learned today:**

---



---

**How the history segment and featured topic are connected:**

---



---

**How I will apply the lesson at school, at home, in ELMP, or in the community:**

---



---

## Success Goal Record

- ☐ Academic Performance
- ☐ Attendance & Participation
- ☐ Leadership & Conduct
- ☐ College & Career Readiness
- ☐ Personal Growth & Reflection

**Evidence I will place in my portfolio:**

---

### THIRTY-DAY CHALLENGE

Use an approved digital tool responsibly and document how you verified the result.

- ☐ Speaker / Facilitator Notes complete
- ☐ Leadership Practice record complete
- ☐ Mentor Circle complete
- ☐ Workbook reflection complete
- ☐ Evidence identified or attached

| Esquire Signature | Approved Adult Review | Date  | Status                                                                 |
|-------------------|-----------------------|-------|------------------------------------------------------------------------|
| <hr/>             | <hr/>                 | <hr/> | <input type="checkbox"/> In Progress <input type="checkbox"/> Complete |

# Application Experience Record

*Christmas Caring & Sharing Service and ELMP Fundraiser*

|                                  |                                         |
|----------------------------------|-----------------------------------------|
| <b>Experience Date</b><br>_____  | <b>Location / Partner</b><br>_____      |
| <b>My Assigned Role</b><br>_____ | <b>Approved Adult Reviewer</b><br>_____ |

**Purpose of the experience and the community, pathway, or relationship it supported:**

\_\_\_\_\_  
\_\_\_\_\_

**What I did and how I participated:**

\_\_\_\_\_  
\_\_\_\_\_

**One leadership behavior I demonstrated:**

\_\_\_\_\_  
\_\_\_\_\_

**What I learned and what I will do differently next time:**

\_\_\_\_\_  
\_\_\_\_\_

- ☐ Academic Performance
- ☐ Attendance & Participation
- ☐ Leadership & Conduct
- ☐ College & Career Readiness
- ☐ Personal Growth & Reflection

**Evidence attached or portfolio location:**

| Esquire Signature | Approved Adult Initials | Date  | Experience Complete                                      |
|-------------------|-------------------------|-------|----------------------------------------------------------|
| _____             | _____                   | _____ | <input type="checkbox"/> Yes <input type="checkbox"/> No |

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

## MODULE 4 - DEVELOPING LEADERS

# January: Careers Without Limits

*Required monthly evidence: Career Flight Plan, question card, experience reflection, and 90-day exploration action*

|                                   |                                                |
|-----------------------------------|------------------------------------------------|
| <b>Session Date</b><br>_____      | <b>Featured Speaker / Facilitator</b><br>_____ |
| <b>History Presenter</b><br>_____ | <b>Approved Adult Reviewer</b><br>_____        |

## CONFIRMED JANUARY SEMINAR

Saturday, January 9, 2027 | 10:00 AM-12:00 PM | Washtenaw Community College, Gunder Myran Building, Room 319

## Monthly Purpose

Use history, the featured presentation, leadership practice, mentoring, and reflection to understand and apply this month's skill: Use a Flight Plan: destination, current position, required training, next checkpoint, and support crew.

## Two-Hour Session Plan

| Time   | What Happens                                                                                       | Your Responsibility                                              |
|--------|----------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
| 10 min | Brotherhood Opening                                                                                | Be present, prepared, respectful, and ready to participate.      |
| 20 min | History: Aviation, science, career pioneers, preparation, perseverance, and opportunity            | Listen for one leadership lesson and one connection to today.    |
| 30 min | Speaker / Facilitator: Careers Without Limits featured facilitator or approved career professional | Record three useful ideas and one question.                      |
| 25 min | Leadership Practice: Careers Without Limits Flight Plan Lab                                        | Participate fully and practice the monthly technique.            |
| 20 min | Structured Mentor Circle                                                                           | Speak honestly, listen respectfully, and choose one next action. |
| 15 min | Workbook Completion & Evidence                                                                     | Finish the required page and identify the evidence item.         |

## Success Goals for This Month

- ☐ Academic Performance
- ☐ College & Career Readiness
- ☐ Personal Growth & Reflection

## BEFORE THE SESSION

My personal goal for today: \_\_\_\_\_

# Speaker / Facilitator Notes & Leadership Practice

*Write brief notes. Save the detailed reflection for the scheduled workbook block.*

**Three ideas I want to remember from the history and speaker segments:**

---

---

---

**One question I asked or still have:**

---

---

## MONTHLY LEADERSHIP TECHNIQUE

Use a Flight Plan: destination, current position, required training, next checkpoint, and support crew.

## Leadership Practice Record

**The activity or scenario my group completed:**

---

---

**My role and the contribution I made:**

---

---

**What worked, what was difficult, or what I would change:**

---

---

- ☐ I participated respectfully.
- ☐ I completed my assigned role.
- ☐ I listened to other perspectives.
- ☐ I used the monthly technique.

# Structured Mentor Circle

*Complete this page during the protected 20-minute mentor block.*

## CIRCLE STANDARD

Every Esquire has an opportunity to speak, write, or pass. The facilitator uses the approved prompts, listens more than they lecture, and refers sensitive concerns to Program Staff.

### 1. Which career or pathway interests you and why?

---



---

### 2. What education, training, skills, or experience does it require?

---



---

### 3. What is one realistic step you can complete in the next 90 days?

---



---

### A helpful point I heard from another Esquire or mentor:

---



---

### The next action I will complete before the next meeting:

---



---

Support I may need

---

Target Completion Date

---

Circle Facilitator

Participation Recorded

Follow-Up Needed

---

☐ Yes ☐ No

☐ Yes ☐ No

# Workbook Completion & Evidence

*Complete this page during the protected 15-minute closing block.*

**The most important lesson I learned today:**

---



---

**How the history segment and featured topic are connected:**

---



---

**How I will apply the lesson at school, at home, in ELMP, or in the community:**

---



---

## Success Goal Record

- ☐ Academic Performance
- ☐ Attendance & Participation
- ☐ Leadership & Conduct
- ☐ College & Career Readiness
- ☐ Personal Growth & Reflection

**Evidence I will place in my portfolio:**

---

### THIRTY-DAY CHALLENGE

Complete the first checkpoint on your 90-day Careers Without Limits exploration plan.

- ☐ Speaker / Facilitator Notes complete
- ☐ Leadership Practice record complete
- ☐ Mentor Circle complete
- ☐ Workbook reflection complete
- ☐ Evidence identified or attached

| Esquire Signature | Approved Adult Review | Date  | Status                                                                 |
|-------------------|-----------------------|-------|------------------------------------------------------------------------|
| <hr/>             | <hr/>                 | <hr/> | <input type="checkbox"/> In Progress <input type="checkbox"/> Complete |

# Application Experience Record

*Careers Without Limits Career Exposure Experience*

|                                  |                                         |
|----------------------------------|-----------------------------------------|
| <b>Experience Date</b><br>_____  | <b>Location / Partner</b><br>_____      |
| <b>My Assigned Role</b><br>_____ | <b>Approved Adult Reviewer</b><br>_____ |

**Purpose of the experience and the community, pathway, or relationship it supported:**

\_\_\_\_\_  
 \_\_\_\_\_

**What I did and how I participated:**

\_\_\_\_\_  
 \_\_\_\_\_

**One leadership behavior I demonstrated:**

\_\_\_\_\_  
 \_\_\_\_\_

**What I learned and what I will do differently next time:**

\_\_\_\_\_  
 \_\_\_\_\_

- ☐ Academic Performance
- ☐ Attendance & Participation
- ☐ Leadership & Conduct
- ☐ College & Career Readiness
- ☐ Personal Growth & Reflection

**Evidence attached or portfolio location:**

| Esquire Signature | Approved Adult Initials | Date  | Experience Complete                                      |
|-------------------|-------------------------|-------|----------------------------------------------------------|
| _____             | _____                   | _____ | <input type="checkbox"/> Yes <input type="checkbox"/> No |

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

## MODULE 5 - DEVELOPING LEADERS

# February: Professional Development & Communication

*Required monthly evidence: Professional introduction, resume item, and event reflection*

|                                   |                                                |
|-----------------------------------|------------------------------------------------|
| <b>Session Date</b><br>_____      | <b>Featured Speaker / Facilitator</b><br>_____ |
| <b>History Presenter</b><br>_____ | <b>Approved Adult Reviewer</b><br>_____        |

## Monthly Purpose

Use history, the featured presentation, leadership practice, mentoring, and reflection to understand and apply this month's skill: Introduce yourself with confidence: name, current role, strength, and next goal.

## Two-Hour Session Plan

| Time   | What Happens                                                                                     | Your Responsibility                                              |
|--------|--------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
| 10 min | Brotherhood Opening                                                                              | Be present, prepared, respectful, and ready to participate.      |
| 20 min | History: Professional excellence, institution building, and leadership heritage                  | Listen for one leadership lesson and one connection to today.    |
| 30 min | Speaker / Facilitator: Professional development, resume, interview, or communication facilitator | Record three useful ideas and one question.                      |
| 25 min | Leadership Practice: Professional Introduction, Resume Snapshot, and Interview Practice          | Participate fully and practice the monthly technique.            |
| 20 min | Structured Mentor Circle                                                                         | Speak honestly, listen respectfully, and choose one next action. |
| 15 min | Workbook Completion & Evidence                                                                   | Finish the required page and identify the evidence item.         |

## Success Goals for This Month

- ☐ College & Career Readiness
- ☐ Leadership & Conduct
- ☐ Personal Growth & Reflection

### BEFORE THE SESSION

My personal goal for today: \_\_\_\_\_

# Speaker / Facilitator Notes & Leadership Practice

*Write brief notes. Save the detailed reflection for the scheduled workbook block.*

**Three ideas I want to remember from the history and speaker segments:**

---

---

---

**One question I asked or still have:**

---

---

## MONTHLY LEADERSHIP TECHNIQUE

Introduce yourself with confidence: name, current role, strength, and next goal.

## Leadership Practice Record

**The activity or scenario my group completed:**

---

---

**My role and the contribution I made:**

---

---

**What worked, what was difficult, or what I would change:**

---

---

- ☐ I participated respectfully.
- ☐ I completed my assigned role.
- ☐ I listened to other perspectives.
- ☐ I used the monthly technique.

# Structured Mentor Circle

*Complete this page during the protected 20-minute mentor block.*

## CIRCLE STANDARD

Every Esquire has an opportunity to speak, write, or pass. The facilitator uses the approved prompts, listens more than they lecture, and refers sensitive concerns to Program Staff.

### 1. What professional strength did you demonstrate?

---



---

### 2. What feedback will improve your communication?

---



---

### 3. How does preparation show respect for yourself and others?

---



---

### A helpful point I heard from another Esquire or mentor:

---



---

### The next action I will complete before the next meeting:

---



---

Support I may need

---

Target Completion Date

---

Circle Facilitator

Participation Recorded

Follow-Up Needed

---

☐ Yes ☐ No

☐ Yes ☐ No

# Workbook Completion & Evidence

*Complete this page during the protected 15-minute closing block.*

**The most important lesson I learned today:**

---



---

**How the history segment and featured topic are connected:**

---



---

**How I will apply the lesson at school, at home, in ELMP, or in the community:**

---



---

## Success Goal Record

- ☐ Academic Performance
- ☐ Attendance & Participation
- ☐ Leadership & Conduct
- ☐ College & Career Readiness
- ☐ Personal Growth & Reflection

**Evidence I will place in my portfolio:**

---

### THIRTY-DAY CHALLENGE

Use your professional introduction with an adult you do not already know well.

- ☐ Speaker / Facilitator Notes complete
- ☐ Leadership Practice record complete
- ☐ Mentor Circle complete
- ☐ Workbook reflection complete
- ☐ Evidence identified or attached

| Esquire Signature | Approved Adult Review | Date  | Status                                                                 |
|-------------------|-----------------------|-------|------------------------------------------------------------------------|
| <hr/>             | <hr/>                 | <hr/> | <input type="checkbox"/> In Progress <input type="checkbox"/> Complete |

# Application Experience Record

*History and Leadership Signature Experience*

|                                  |                                         |
|----------------------------------|-----------------------------------------|
| <b>Experience Date</b><br>_____  | <b>Location / Partner</b><br>_____      |
| <b>My Assigned Role</b><br>_____ | <b>Approved Adult Reviewer</b><br>_____ |

**Purpose of the experience and the community, pathway, or relationship it supported:**

\_\_\_\_\_  
 \_\_\_\_\_

**What I did and how I participated:**

\_\_\_\_\_  
 \_\_\_\_\_

**One leadership behavior I demonstrated:**

\_\_\_\_\_  
 \_\_\_\_\_

**What I learned and what I will do differently next time:**

\_\_\_\_\_  
 \_\_\_\_\_

- ☐ Academic Performance
- ☐ Attendance & Participation
- ☐ Leadership & Conduct
- ☐ College & Career Readiness
- ☐ Personal Growth & Reflection

**Evidence attached or portfolio location:**

| Esquire Signature | Approved Adult Initials | Date  | Experience Complete                                      |
|-------------------|-------------------------|-------|----------------------------------------------------------|
| _____             | _____                   | _____ | <input type="checkbox"/> Yes <input type="checkbox"/> No |

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

## MODULE 6 - DEVELOPING LEADERS

# March: Prepared Minds, Calm Responses

*Required monthly evidence: Personal response plan and verified service record*

|                                   |                                                |
|-----------------------------------|------------------------------------------------|
| <b>Session Date</b><br>_____      | <b>Featured Speaker / Facilitator</b><br>_____ |
| <b>History Presenter</b><br>_____ | <b>Approved Adult Reviewer</b><br>_____        |

## Monthly Purpose

Use history, the featured presentation, leadership practice, mentoring, and reflection to understand and apply this month's skill: Pause, assess, choose the safest response, communicate calmly, and seek help.

## Two-Hour Session Plan

| Time   | What Happens                                                                             | Your Responsibility                                              |
|--------|------------------------------------------------------------------------------------------|------------------------------------------------------------------|
| 10 min | Brotherhood Opening                                                                      | Be present, prepared, respectful, and ready to participate.      |
| 20 min | History: Courage, strategy, discipline, and calm leadership during difficult situations  | Listen for one leadership lesson and one connection to today.    |
| 30 min | Speaker / Facilitator: Conflict management, de-escalation, or prepared-minds facilitator | Record three useful ideas and one question.                      |
| 25 min | Leadership Practice: Calm Response Scenario Lab                                          | Participate fully and practice the monthly technique.            |
| 20 min | Structured Mentor Circle                                                                 | Speak honestly, listen respectfully, and choose one next action. |
| 15 min | Workbook Completion & Evidence                                                           | Finish the required page and identify the evidence item.         |

## Success Goals for This Month

- ☐ Leadership & Conduct
- ☐ Personal Growth & Reflection
- ☐ Attendance & Participation

### BEFORE THE SESSION

My personal goal for today: \_\_\_\_\_

# Speaker / Facilitator Notes & Leadership Practice

*Write brief notes. Save the detailed reflection for the scheduled workbook block.*

**Three ideas I want to remember from the history and speaker segments:**

---

---

---

**One question I asked or still have:**

---

---

## MONTHLY LEADERSHIP TECHNIQUE

Pause, assess, choose the safest response, communicate calmly, and seek help.

## Leadership Practice Record

**The activity or scenario my group completed:**

---

---

**My role and the contribution I made:**

---

---

**What worked, what was difficult, or what I would change:**

---

---

- ☐ I participated respectfully.
- ☐ I completed my assigned role.
- ☐ I listened to other perspectives.
- ☐ I used the monthly technique.

# Structured Mentor Circle

*Complete this page during the protected 20-minute mentor block.*

## CIRCLE STANDARD

Every Esquire has an opportunity to speak, write, or pass. The facilitator uses the approved prompts, listens more than they lecture, and refers sensitive concerns to Program Staff.

### 1. What situations make it hard to stay calm?

---



---

### 2. Which response protects safety and dignity?

---



---

### 3. Who is a trusted adult you can contact?

---



---

### A helpful point I heard from another Esquire or mentor:

---



---

### The next action I will complete before the next meeting:

---



---

Support I may need

---

Target Completion Date

---

Circle Facilitator

Participation Recorded

Follow-Up Needed

---

☐ Yes ☐ No

☐ Yes ☐ No

# Workbook Completion & Evidence

*Complete this page during the protected 15-minute closing block.*

**The most important lesson I learned today:**

---



---

**How the history segment and featured topic are connected:**

---



---

**How I will apply the lesson at school, at home, in ELMP, or in the community:**

---



---

## Success Goal Record

- ☐ Academic Performance
- ☐ Attendance & Participation
- ☐ Leadership & Conduct
- ☐ College & Career Readiness
- ☐ Personal Growth & Reflection

**Evidence I will place in my portfolio:**

---

### THIRTY-DAY CHALLENGE

Practice one calming or communication strategy and record what happened.

- ☐ Speaker / Facilitator Notes complete
- ☐ Leadership Practice record complete
- ☐ Mentor Circle complete
- ☐ Workbook reflection complete
- ☐ Evidence identified or attached

| Esquire Signature | Approved Adult Review | Date  | Status                                                                 |
|-------------------|-----------------------|-------|------------------------------------------------------------------------|
| <hr/>             | <hr/>                 | <hr/> | <input type="checkbox"/> In Progress <input type="checkbox"/> Complete |

# Application Experience Record

*Easter Caring & Sharing Service*

|                                  |                                         |
|----------------------------------|-----------------------------------------|
| <b>Experience Date</b><br>_____  | <b>Location / Partner</b><br>_____      |
| <b>My Assigned Role</b><br>_____ | <b>Approved Adult Reviewer</b><br>_____ |

**Purpose of the experience and the community, pathway, or relationship it supported:**

\_\_\_\_\_  
 \_\_\_\_\_

**What I did and how I participated:**

\_\_\_\_\_  
 \_\_\_\_\_

**One leadership behavior I demonstrated:**

\_\_\_\_\_  
 \_\_\_\_\_

**What I learned and what I will do differently next time:**

\_\_\_\_\_  
 \_\_\_\_\_

- ☐ Academic Performance
- ☐ Attendance & Participation
- ☐ Leadership & Conduct
- ☐ College & Career Readiness
- ☐ Personal Growth & Reflection

**Evidence attached or portfolio location:**

| Esquire Signature | Approved Adult Initials | Date  | Experience Complete                                      |
|-------------------|-------------------------|-------|----------------------------------------------------------|
| _____             | _____                   | _____ | <input type="checkbox"/> Yes <input type="checkbox"/> No |

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

## MODULE 7 - LEADING WITH PURPOSE

# April: Community Voice, Media Literacy & Decisions

*Required monthly evidence: Community decision brief and documented civic action*

|                                   |                                                |
|-----------------------------------|------------------------------------------------|
| <b>Session Date</b><br>_____      | <b>Featured Speaker / Facilitator</b><br>_____ |
| <b>History Presenter</b><br>_____ | <b>Approved Adult Reviewer</b><br>_____        |

## Monthly Purpose

Use history, the featured presentation, leadership practice, mentoring, and reflection to understand and apply this month's skill: Check the source, separate fact from opinion, listen respectfully, and choose a constructive action.

## Two-Hour Session Plan

| Time   | What Happens                                                                                   | Your Responsibility                                              |
|--------|------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
| 10 min | Brotherhood Opening                                                                            | Be present, prepared, respectful, and ready to participate.      |
| 20 min | History: Civic courage, informed citizenship, community voice, and responsible decision-making | Listen for one leadership lesson and one connection to today.    |
| 30 min | Speaker / Facilitator: TZL Empower civic education or media literacy facilitator               | Record three useful ideas and one question.                      |
| 25 min | Leadership Practice: Community Decision Brief and Youth Town Hall Preparation                  | Participate fully and practice the monthly technique.            |
| 20 min | Structured Mentor Circle                                                                       | Speak honestly, listen respectfully, and choose one next action. |
| 15 min | Workbook Completion & Evidence                                                                 | Finish the required page and identify the evidence item.         |

## Success Goals for This Month

- ☐ Leadership & Conduct
- ☐ College & Career Readiness
- ☐ Attendance & Participation

### BEFORE THE SESSION

My personal goal for today: \_\_\_\_\_

# Speaker / Facilitator Notes & Leadership Practice

*Write brief notes. Save the detailed reflection for the scheduled workbook block.*

**Three ideas I want to remember from the history and speaker segments:**

---

---

---

**One question I asked, or still have:**

---

---

## MONTHLY LEADERSHIP TECHNIQUE

Check the source, separate fact from opinion, listen respectfully, and choose a constructive action.

## Leadership Practice Record

**The activity or scenario my group completed:**

---

---

**My role and the contribution I made:**

---

---

**What worked, what was difficult, or what I would change:**

---

---

- ☐ I participated respectfully.
- ☐ I completed my assigned role.
- ☐ I listened to other perspectives.
- ☐ I used the monthly technique.

# Structured Mentor Circle

*Complete this page during the protected 20-minute mentor block.*

## CIRCLE STANDARD

Every Esquire has an opportunity to speak, write, or pass. The facilitator uses the approved prompts, listens more than they lecture, and refers sensitive concerns to Program Staff.

### 1. What issue matters to your community?

---



---

### 2. How can you tell whether information is reliable?

---



---

### 3. What is one nonpartisan action a young person can take?

---



---

### A helpful point I heard from another Esquire or mentor:

---



---

### The next action I will complete before the next meeting:

---



---

Support I may need

---

Target Completion Date

---

Circle Facilitator

Participation Recorded

Follow-Up Needed

---

☐ Yes ☐ No

☐ Yes ☐ No

# Workbook Completion & Evidence

*Complete this page during the protected 15-minute closing block.*

**The most important lesson I learned today:**

---



---

**How the history segment and featured topic are connected:**

---



---

**How I will apply the lesson at school, at home, in ELMP, or in the community:**

---



---

## Success Goal Record

- ☐ Academic Performance
- ☐ Attendance & Participation
- ☐ Leadership & Conduct
- ☐ College & Career Readiness
- ☐ Personal Growth & Reflection

**Evidence I will place in my portfolio:**

---

### THIRTY-DAY CHALLENGE

Verify one claim using two reliable sources and explain what you learned.

- ☐ Speaker / Facilitator Notes complete
- ☐ Leadership Practice record complete
- ☐ Mentor Circle complete
- ☐ Workbook reflection complete
- ☐ Evidence identified or attached

| Esquire Signature | Approved Adult Review | Date  | Status                                                                 |
|-------------------|-----------------------|-------|------------------------------------------------------------------------|
| <hr/>             | <hr/>                 | <hr/> | <input type="checkbox"/> In Progress <input type="checkbox"/> Complete |

# Application Experience Record

*TZL Empower Youth Town Hall or approved civic experience*

|                                  |                                         |
|----------------------------------|-----------------------------------------|
| <b>Experience Date</b><br>_____  | <b>Location / Partner</b><br>_____      |
| <b>My Assigned Role</b><br>_____ | <b>Approved Adult Reviewer</b><br>_____ |

**Purpose of the experience and the community, pathway, or relationship it supported:**

\_\_\_\_\_  
 \_\_\_\_\_

**What I did and how I participated:**

\_\_\_\_\_  
 \_\_\_\_\_

**One leadership behavior I demonstrated:**

\_\_\_\_\_  
 \_\_\_\_\_

**What I learned and what I will do differently next time:**

\_\_\_\_\_  
 \_\_\_\_\_

- ☐ Academic Performance
- ☐ Attendance & Participation
- ☐ Leadership & Conduct
- ☐ College & Career Readiness
- ☐ Personal Growth & Reflection

**Evidence attached or portfolio location:**

| Esquire Signature | Approved Adult Initials | Date  | Experience Complete                                      |
|-------------------|-------------------------|-------|----------------------------------------------------------|
| _____             | _____                   | _____ | <input type="checkbox"/> Yes <input type="checkbox"/> No |

[illegible]

## MODULE 8 - LEADING WITH PURPOSE

# May: Etiquette, Responsible Choices & Leadership Presence

*Required monthly evidence: Etiquette check, capstone evidence, and leadership commitment*

|                                   |                                                |
|-----------------------------------|------------------------------------------------|
| <b>Session Date</b><br>_____      | <b>Featured Speaker / Facilitator</b><br>_____ |
| <b>History Presenter</b><br>_____ | <b>Approved Adult Reviewer</b><br>_____        |

## Monthly Purpose

Use history, the featured presentation, leadership practice, mentoring, and reflection to understand and apply this month's skill: Prepare, present yourself respectfully, make responsible choices, and show gratitude.

## Two-Hour Session Plan

| Time   | What Happens                                                                            | Your Responsibility                                              |
|--------|-----------------------------------------------------------------------------------------|------------------------------------------------------------------|
| 10 min | Brotherhood Opening                                                                     | Be present, prepared, respectful, and ready to participate.      |
| 20 min | History: Tradition, ceremony, gratitude, recognition, and carrying the legacy forward   | Listen for one leadership lesson and one connection to today.    |
| 30 min | Speaker / Facilitator: Etiquette, responsible choices, and table skills facilitator     | Record three useful ideas and one question.                      |
| 25 min | Leadership Practice: Introductions, table skills, networking, and recognition readiness | Participate fully and practice the monthly technique.            |
| 20 min | Structured Mentor Circle                                                                | Speak honestly, listen respectfully, and choose one next action. |
| 15 min | Workbook Completion & Evidence                                                          | Finish the required page and identify the evidence item.         |

## Success Goals for This Month

- ☐ Leadership & Conduct
- ☐ College & Career Readiness
- ☐ Personal Growth & Reflection

### BEFORE THE SESSION

My personal goal for today: \_\_\_\_\_

# Speaker / Facilitator Notes & Leadership Practice

*Write brief notes. Save the detailed reflection for the scheduled workbook block.*

**Three ideas I want to remember from the history and speaker segments:**

---

---

---

**One question I asked, or still have:**

---

---

## MONTHLY LEADERSHIP TECHNIQUE

Prepare, present yourself respectfully, make responsible choices, and show gratitude.

## Leadership Practice Record

**The activity or scenario my group completed:**

---

---

**My role and the contribution I made:**

---

---

**What worked, what was difficult, or what I would change:**

---

---

- ☐ I participated respectfully.
- ☐ I completed my assigned role.
- ☐ I listened to other perspectives.
- ☐ I used the monthly technique.

# Structured Mentor Circle

*Complete this page during the protected 20-minute mentor block.*

## CIRCLE STANDARD

Every Esquire has an opportunity to speak, write, or pass. The facilitator uses the approved prompts, listens more than they lecture, and refers sensitive concerns to Program Staff.

### 1. How does etiquette communicate respect?

---



---

### 2. What choice best protects your future goals?

---



---

### 3. Who helped you grow this year, and how will you thank them?

---



---

### A helpful point I heard from another Esquire or mentor:

---



---

### The next action I will complete before the next meeting:

---



---

| Support I may need |                                                          | Target Completion Date                                   |
|--------------------|----------------------------------------------------------|----------------------------------------------------------|
| <hr/>              |                                                          | <hr/>                                                    |
| Circle Facilitator | Participation Recorded                                   | Follow-Up Needed                                         |
| <hr/>              | <input type="checkbox"/> Yes <input type="checkbox"/> No | <input type="checkbox"/> Yes <input type="checkbox"/> No |

# Workbook Completion & Evidence

*Complete this page during the protected 15-minute closing block.*

**The most important lesson I learned today:**

---



---

**How the history segment and featured topic are connected:**

---



---

**How I will apply the lesson at school, at home, in ELMP, or in the community:**

---



---

## Success Goal Record

- ☐ Academic Performance
- ☐ Attendance & Participation
- ☐ Leadership & Conduct
- ☐ College & Career Readiness
- ☐ Personal Growth & Reflection

**Evidence I will place in my portfolio:**

---

### THIRTY-DAY CHALLENGE

Demonstrate one professional etiquette skill and thank one person who supported you.

- ☐ Speaker / Facilitator Notes complete
- ☐ Leadership Practice record complete
- ☐ Mentor Circle complete
- ☐ Workbook reflection complete
- ☐ Evidence identified or attached

| Esquire Signature | Approved Adult Review | Date  | Status                                                                 |
|-------------------|-----------------------|-------|------------------------------------------------------------------------|
| <hr/>             | <hr/>                 | <hr/> | <input type="checkbox"/> In Progress <input type="checkbox"/> Complete |

# Application Experience Record

*Student Recognition Dinner Readiness and Leadership Evidence Gallery*

|                                  |                                         |
|----------------------------------|-----------------------------------------|
| <b>Experience Date</b><br>_____  | <b>Location / Partner</b><br>_____      |
| <b>My Assigned Role</b><br>_____ | <b>Approved Adult Reviewer</b><br>_____ |

**Purpose of the experience and the community, pathway, or relationship it supported:**

\_\_\_\_\_  
 \_\_\_\_\_

**What I did and how I participated:**

\_\_\_\_\_  
 \_\_\_\_\_

**One leadership behavior I demonstrated:**

\_\_\_\_\_  
 \_\_\_\_\_

**What I learned and what I will do differently next time:**

\_\_\_\_\_  
 \_\_\_\_\_

- ☐ Academic Performance
- ☐ Attendance & Participation
- ☐ Leadership & Conduct
- ☐ College & Career Readiness
- ☐ Personal Growth & Reflection

**Evidence attached or portfolio location:**

\_\_\_\_\_

| Esquire Signature | Approved Adult Initials | Date  | Experience Complete                                      |
|-------------------|-------------------------|-------|----------------------------------------------------------|
| _____             | _____                   | _____ | <input type="checkbox"/> Yes <input type="checkbox"/> No |

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## YEAR-END REVIEW

# Leadership Growth Summary

*Use your completed monthly modules and evidence. Do not rely only on memory.*

| Month    | Strongest Lesson or Skill | Evidence Item |
|----------|---------------------------|---------------|
| October  |                           |               |
| November |                           |               |
| December |                           |               |
| January  |                           |               |
| February |                           |               |
| March    |                           |               |
| April    |                           |               |
| May      |                           |               |

## Growth Across the Five Success Goals

| Success Goal                 | Beginning 1-5 | End 1-5 | Evidence of Growth |
|------------------------------|---------------|---------|--------------------|
| Academic Performance         | —             | —       |                    |
| Attendance & Participation   | —             | —       |                    |
| Leadership & Conduct         | —             | —       |                    |
| College & Career Readiness   | —             | —       |                    |
| Personal Growth & Reflection | —             | —       |                    |

## YEAR-END REVIEW

# My Leadership Philosophy & Next Step

Leadership means:

---

---

---

The leadership strength I am most proud of is:

---

---

---

The area I will continue developing is:

---

---

---

My next academic, career, service, or leadership goal is:

---

---

---

My personal leadership mission statement:

---

---

---

---

## YEAR-END REVIEW

## Final Reflection & Portfolio Check

Using specific ELMP examples, explain how you grew, the experience that mattered most, a challenge you overcame, and how you will continue serving and leading:

---

---

---

---

---

---

---

- ☐ All eight monthly Success Seminar modules reviewed
- ☐ All available application experience records reviewed
- ☐ Required evidence organized
- ☐ Success Goal growth summary complete
- ☐ Leadership philosophy complete
- ☐ Final reflection complete
- ☐ Achievement Badge Workbook submitted when applicable

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## CERTIFICATION

# ELMP Workbook Completion Verification

## ESQUIRE COMMITMENT

I commit to leading with integrity, serving others with humility, pursuing excellence, and using my gifts to strengthen my family, school, workplace, fraternity, and community.

☐ Required monthly modules are complete, or approved exceptions are documented.

☐ Mentor discussions and approved adult reviews are documented.

☐ Required application experience records are complete.

☐ Portfolio evidence is organized and appropriate.

☐ Final reflection and leadership commitment are complete.

| Esquire     | Parent / Guardian | Primary Reviewer | Program Director / Designee |
|-------------|-------------------|------------------|-----------------------------|
| _____       | _____             | _____            | _____                       |
| Date: _____ | Date: _____       | Date: _____      | Date: _____                 |

## CONGRATULATIONS

Your workbook is a record of experience, reflection, evidence, and growth.

The development of this workbook was informed by contemporary research and best practices in social-emotional learning, youth leadership development, and mentoring. The author acknowledges the inspiration from educational leaders in the field of SEL, including Royce Kinniebrew, as they adapt these concepts to the unique mission, structure, and leadership model of the Esquire Leadership & Mentoring Program.