

## Six Measurable Outcomes for Schools Who Use Habitudes

Dr. Tim Elmore / [www.GrowingLeaders.com](http://www.GrowingLeaders.com)

For almost twenty years now, I have focused exclusively on developing young leaders—in schools, athletic teams, clubs, churches and organizations. In 2003, I launched *Growing Leaders*, an organization that would focus on this single mission. Since that time, we've created a system to develop young leaders called *Habitudes®: Images That Form Leadership Habits and Attitudes*. It's been a rewarding journey.

After working with more than 8,000 schools and organizations, we've seen some incredible results. In fact, thousands of the students, athletes, staff and young professionals we've equipped have completed an assessment and experienced real life change. Students tell us they've become:

- More focused with their time and energy.
- More disciplined in their planning.
- More effective students in class.
- Better teammates and leaders.

This is what our world needs as they become adults. After hearing back from educators, we've been...well, inspired. Here are the greatest gains we have seen.

### The Ups and Downs of Using Habitudes

#### 1. Detention Goes Down.

Disciplinary incidents drop. In just one year, Duluth high school reported that disciplinary action was reduced by almost 50% across the board, including referrals and total number of students involved in rules violations. Only 3% of freshman had one or more discipline referrals, which was a huge drop from the prior year. Another high school reported a 60% decrease in fights and a 40% decrease in thefts.

#### 2. Retention Goes Up.

Kids stay in school, and more graduate. At several high schools, ninth grade retention rates increased measurably in just one year, going from 20% of students dropping out of school to 10%. Further, students not only stay in class, they succeed. Principal Jason Lane said: "After the first semester, we had the lowest failure rates for many of our courses in recent history."

#### 3. Attention Goes Up.

Student engagement increases. Although adolescent attention spans linger at about seven seconds, *Habitudes* helped capture and engage students. This is often because they foster student activity. Several principals said: "*Habitudes* contributed to a 45-50% increase in community service hours per student. Additionally, a Cobb County high school reported "a 400% increase in student-initiated clubs. Even some of our homeless kids now volunteer to support our special education programs."

#### 4. Pretension Goes Down.

Pretension is the unpleasant quality of people who think of themselves as more impressive or important than they really are. *Habitudes* discussions foster humility and perspective among students. The result is courtesy in the classes and hallways, according to high school principals. It helps create a climate of positive values. Fayette County schools reported measurable improvement in student attitudes.

## 5. Intention Goes Up.

Students begin living life on purpose. As a result, the culture is healthier. One Gwinnett Country principal reported the rate of his students making straight A's climbed measurably, while students making all A's and B's increased to almost half the student body. Assistant principal Billy Richardson said, "Ultimately, we are seeing students from all demographics engage in the *Habitudes* conversations and prepare for their life ahead of them."

## 6. Extension Goes Up.

Success doesn't end with high school. Students graduate college and career ready. They think like leaders. Mill Creek High School reported: "Last year, we had 35 students in our leadership club. This year, we have 370 members who receive monthly leadership training and opportunities to serve and lead, with another 70+ on a waiting list." Additionally, "We had almost 260 junior and seniors volunteer part of their lunch twice per week to mentor 9th graders."

Jason Lane, Mill Creek High School (the largest high school in Georgia), wrote to us:

After hearing about *Habitudes* and learning how it benefited other schools, we decided to implement the program. Within a short amount of time, I began to notice a difference. Conversations that happened in the classroom and in the hallways went from students displaying disrespectful behavior to seeing them open doors for each other and their teachers, as well as saying "thank-you" and "please". It was a light switch that flipped on for them. *Habitudes* has been an invaluable tool to help reframe the conversations we have with our students on leading themselves, leading in school, and what is expected from them.

Dr. Lane continued:

Our student leadership team grew from 30 students to over 100 in 3 months. One of the biggest benefits of *Habitudes* is preparing our students to be career and college ready upon graduation. *Habitudes* helped each student become a better person and have a big picture perspective. The benefit to teachers has been significant as well. They consistently tell me they are having more conversations with students that are meaningful and have impact. *Habitudes* has been a game changer.

Billy Richardson, at Kennesaw Mountain High School, reports:

Local business owners say, 'We will hire the students from your high school first,' even though there are five other high schools in our area. Some real estate agents have said, 'When we see the high community service hours from students, it becomes a selling point to give to the parents for why they should buy in our school district.'

We'd love for you to join us in this story.

***The Growing Leaders Initiative*** makes these outcomes possible for students in underfunded schools and organizations thanks to donor supported *Habitudes*® programs worldwide.

To learn more and to donate online, visit [www.TheGrowingLeadersInitiative.com](http://www.TheGrowingLeadersInitiative.com) or contact the Initiative's Director of Development at 678-256-3636.