FOOTPRINTS FOR LEARNING CHARTER ACADEMY
Global Perspectives | Entrepreneurial Spirit | Academic Excellence

DOCUMENT 12.0 Skills and Values Programming
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OVERVIEW: SKILLS & VALUES AT FLCA
Integrating Alberta's mandate for Welcoming, Safe, Caring, and Respectful (WSCR) learning environments perfectly complements FLCA's holistic educational goals. Programming at FLCA utilizes a Backwards by Design approach toward a mission built upon the foundations of entrepreneurship. The educational learning journey is defined as Purpose Driven, Authentic, Entrepreneurial, Holistic, and Global. The thematic skills and values provided for each month of the year are designed for teachers to embed across all curricula, with a special emphasis on the Global Awareness and Health programs. Educators are expected to approach these competencies from both a character development perspective and a business operations perspective.

SKILLS & VALUES THROUGH WSCR AND THE FLCA CHARTER
At Footprints for Learning Charter Academy (FLCA), our educational programming is built on a Backwards by Design approach aimed at fulfilling our mission of developing entrepreneurial leaders and global citizens. To align with Alberta Education's mandate for Welcoming, Caring, Respectful, and Safe (WSCR) learning environments, our monthly Skills and Values programming integrates FLCA's core character traits: **Creativity, Courage, Openness, Empathy, Character, and Service**.

The learning journey remains steadfastly Purpose Driven, Authentic, Entrepreneurial, Holistic, and Global. By weaving WSCR principles into our thematic framework, students develop essential competencies from both a character development and a business operations perspective.

FLCA CORE VALUES & WSCR INTEGRATION
The FLCA guiding principles dictate that we nurture the holistic development of character and cultivate empathy and compassion within a diverse global community. These directly support a WSCR environment:

- **Welcoming & Openness:** Embracing diverse perspectives and demonstrating inclusiveness in our daily interactions.
- **Caring & Empathy:** Investing in one another, supporting personal well-being, and seeking to understand others' paradigms.
- **Respectful & Responsible:** Valuing the learning process, practicing honest communication, and taking responsible ownership of our actions.
- **Safe & Courage:** Fostering an environment where students can take healthy risks, "fail forward" with resilience, and confidently voice their ideas.

MONTHLY THEMATIC FRAMEWORK

Teachers will embed these themes as a monthly focus, especially within Global Awareness and Health classes, creating a universal toolkit for lifelong learning:

- **September (Critical Thinking / Habit 1: Be Proactive):** Students exercise *Courage* and *Character* by taking initiative and assuming responsibility for their moods and actions, fostering a welcoming space.
- **October (Problem-Solving / Habit 2: Begin with the End in Mind):** Students plan ahead and apply analytical thinking to find solutions that contribute positively to the school's vision.
- **November (Creativity / Habits 1 & 2):** Highlighting the core value of *Creativity*, students adapt standard ideas into innovative, value-driven directions.
- **December (Collaboration / Habit 3: Think Win Win):** Students practice *Empathy* by valuing others' talents and seeking mutually beneficial agreements, creating a deeply caring environment.
- **January (Managing Information / Habit 4: Put First Things First):** Students develop strong work ethics and organizational diligence.
- **February (Communication / Habit 5: Seek First to Understand):** Aligning with *Openness*, students build a respectful atmosphere by listening with their ears, eyes, and hearts without interrupting.
- **March (Cultural Citizenship / Habit 5):** Students engage in *Service* and global awareness by actively researching and understanding how values influence diverse communities.
- **April (Personal Wellbeing / Habits 3, 4, & 5):** Students develop emotional and social skills to maintain safe, healthy relationships and value-driven lifestyles.
- **May (Growth Mindset / Habit 6: Synergize):** Emphasizing resilience and "failing forward", students combine their strengths through teamwork to achieve shared goals.
- **June (Self-Direction / Habit 7: Sharpen the Saw):** Students reflect on their holistic development (body, brain, heart, and spirit) to establish a balanced, long-term lifestyle.

REPORTING AND ASSESSMENT INTEGRATION

Integration into FLCA Report Cards The ongoing assessment of these monthly Skills and Values, alongside the demonstration of FLCA Charter traits and WSCR principles, is formally incorporated into the FLCA Report Cards.

Rather than existing solely as a monthly classroom activity, this continuous observation ensures that a student's character development, transformational leadership, and global citizenship are evaluated and communicated with the same level of importance as their academic achievements. Teachers will utilize the standardized progression (Emerging, Developing, Proficient, Exemplary) to provide formal, written feedback to parents and students at each reporting period. This guarantees that the development of a holistic, purpose-driven, and entrepreneurial mindset remains a transparent and documented part of every student's learning journey.

FLCA TEACHER OBSERVATION RUBRIC: SKILLS, VALUES & WSCR

To effectively select the monthly student of special recognition, teachers can use this simplified observational rubric to gauge a student's demonstration of the thematic habits, WSCR principles, and core Charter traits (Creativity, Courage, Openness, Empathy, Character, Service).

- **Emerging:** The student requires frequent teacher prompting to demonstrate the month's habit or core value. They are beginning to understand how their actions impact the welcoming and safe nature of the classroom environment.
- **Developing:** The student inconsistently demonstrates the monthly skill/value. They participate in collaborative problem-solving and show occasional initiative but may struggle with self-reflection or maintaining empathetic communication during conflicts.
- **Proficient (Standard):** The student consistently embodies the month's thematic actions and attributes. They proactively foster a respectful and caring environment, take responsible ownership of their choices, and apply a global mindset to their learning.
- **Exemplary (Recognition Candidate):** The student acts as a transformational leader among peers. They independently model the monthly habit, demonstrate exceptional empathy and courage, and purposefully build a highly inclusive (WSCR) environment. They seek mutually beneficial "win-win" solutions without being asked.

APPENDIX: Alignment Table

MONTH	THEME & CHARTER / WSCR FOCUS	DEFINITION	ACTIONS	ATTRIBUTES	EXAMPLES

SEPTEMBER	**CRITICAL THINKING** (Habit 1: Be Proactive) *Charter: Courage* *WSCR: Safe & Welcoming*	This involves using reasoning and ways to evaluate, synthesize, use, and construct ideas. The first and most fundamental habit in character building is to be proactive. More than just taking the initiative, being proactive means taking initiative and responsibility for your life.	Questioning, Reasoning, Reflecting, Evaluating. 1. Develop motivation. 2. Take pride in work. 3. Act responsibly. 4. Show entrepreneurialism. 5. Think about choices.	Open-minded, Thoughtful, Honest, Detailed. SELF-RELIANT AND RESPONSIBLE.	I am fair-minded and look at my own bias when listening to others. I try not to judge too quickly. I am a responsible person. I take initiative. I choose my actions, attitudes, and moods. I do not blame others for my wrong actions. I do the right thing without being asked, even when no one is looking.

OCTOBER	**PROBLEM-SOLVING** (Habit 2: Begin With the End in Mind) *Charter: Character* *WSCR: Caring*	This involves chooses strategies and resources to find solutions. All ideas are created twice: in theory and in reality. Before creating something, think carefully. Do not just act; think first: Is this how I want it to go, and are these the correct consequences ?	Evaluating, Identifying, Assessing, Resolving. 1. Organize Information. 2. Think critically. 3. Use creative and entrepreneurial thinking to find solutions. 4. Set and achieve goals. 5. Develop strong communication tools.	Flexible, Determined, Creative, Responsive. AWARE AND ANALYTICAL.	I see set-backs in challenges as a reason to find a new and better ways to attack a problem. I plan ahead and set goals. I do things that have meaning and make a difference. I am an important part of my classroom and contribute to my school's mission and vision. I look for ways to be a good citizen.
NOVEMBER	**CREATIVITY** (Habit 1 and 2) *Charter: Creativity* *WSCR: Safe (Risk-Taking)*	This involves generating and applying ideas to create something of value. Be proactive and critical in your thinking, problem-solve carefully, but always use creativity. It is an equal partner.	Having initiative, Adapting, Exploring, Assessing. (TBD in combination with H1 and H2).	Resourceful, Optimistic, Having Ingenuity. ADAPTIVE AND RESOURCEFUL.	I have the confidence to change standard ideas for new directions.

DECEMBER	**COLLABORATION** (Habit 3: Think Win Win) *Charter: Empathy* *WSCR: Respectful*	This involves working with others to achieve a common goal. Seek mutually beneficial win-win solutions or agreements in your relationships. Valuing and respecting people by seeking a "win" for all is ultimately a better long-term resolution than if only one person in the situation had gotten their way. Thinking win-win isn't about being nice, nor is it a quick-fix technique; it is a character-based code for human interaction and collaboration.	Valuing others, Contributing, Sharing, Leading. 1. Use talents and abilities to the fullest. 2. Value others' talents and abilities. 3. Be open-minded and non judgemental when considering the views of others. 4. Demonstrate attentive listening skills. 5. Foster a spirit of cooperation.	Exhibiting reciprocity, Listener. SUPPORTIVE AND ACCEPTING.	I practice respectfully disagreeing and compromising in the spirit of cooperation.

JANUARY	**MANAGING INFORMATION** (Habit 4: Put First Things First) *Charter: Character* *WSCR: Safe & Respectful*	This involves organizing and using information for a specific purpose. Understand the difference between URGENT vs IMPORTANT. Prioritize between: Critical and necessary, longterm, routines, and unnecessary.	Evaluating, Synthesizing, Identifying, Mapping. 1. Use time-management skills. 2. Use a strong work ethic, flexible and adaptive. 3. Develop interpersonal skills. 4. Be accountable. 5. Build analytical skills.	Efficient, Digital, Thorough, Timely. ORGANIZED AND DILIGENT.	I evaluate the positive and negative impacts of using, sharing, or storing information. I spend my time on things that are most important. This means I say no to things I know I should not do. I set priorities, make a schedule, and follow my plan. I am disciplined and organized.

FEBRUARY	**COMMUNICATION** (Habit 5: Seek First to Understand...) *Charter: Openness* *WSCR: Welcoming*	This involves sharing ideas through oral, written, and non-verbal media. Use empathetic listening to genuinely understand a person, which compels them to reciprocate the listening and take an open mind to be influenced. This creates an atmosphere of caring, and positive problem-solvin g.	Decoding, Interpreting, Clarifying, Listening. 1. Use attentive listening skills. 2. Maintain positive relationships. 3. Appreciate different relationships. 4. Develop to relate to others. 5. Show compassion for others.	Respectful, Having Empathy, Responsible, Observant. LISTENER AND CONSIDERATE.	I take responsibility to communicate in ways that benefit others. I listen to other people's ideas and feelings. I try to see things from their viewpoint (paradigm). I listen to others without interrupting. I listen with my ears, my eyes, and my heart. I am confident voicing my ideas.

MARCH	**CULTURAL AND GLOBAL CITIZENSHIP** (Habit 5: Seek First to Understand...) *Charter: Service* *WSCR: Caring & Respectful*	This involves actively engaging with other with respect. Use empathetic listening OR research to genuinely understand a society, which compels them to reciprocate the listening and take an open mind to be influenced. This creates an atmosphere of caring, and positive problem-solving.	Valuing diversity, Understanding equity, Demonstrating responsibility. 1. Use attentive researching skills. 2. Maintain positive perspectives on the new and different. 3. Appreciate differences. 4. Develop to relate to others. 5. Show compassion for others.	Non-judgemental, Considerate, Analytical, Kind. RESEARCHER AND OPEN MINDED.	I examine how values influence communities. I listen to other people's ideas and feelings. I try to see things from their viewpoint (paradigm). I listen to others without interrupting. I listen with my ears, my eyes, and my heart. I am confident voicing my ideas.
APRIL	**PERSONAL GROWTH AND WELLBEING** (Habit 3, 4, and 5 Combined) *Charter: Empathy* *WSCR: Safe & Caring*	This involves managing emotional, intellectual, physical, social and spiritual aspects of living.	Building healthy relationships, Adapting to transitions, Identifying values. (TBD in combination with the H3, H4 and H5).	Resourceful, Responsive, Inclusive, Aware. POSITIVE AND ENERGETIC.	I use strategies to develop emotional awareness and social skills that are value-driven.

MAY	**GROWTH MINDSET** (Habit 6: Synergize) *Charter: Courage* *WSCR: Safe & Welcoming*	This involves believing in your ability to face challenges. Combine the strengths of people through positive teamwork, so as to achieve goals that no one could have done alone. LEARN FROM EACH OTHERS STRENGTHS AND WEAKNESSES. BE RESILIENT AND SUCCESSFUL AS A TEAM.	Accepting and learning from failure, from success, and from feedback. 1. Express ideas clearly. 2. Use unique talents and abilities to the fullest. 3. Cultivate ways to motivate others and self. 4. Communicate and work as a team. 5. Show initiative and entrepreneurialism	Reflective, Persistent, Purposeful, Strong. GOAL ORIENTED AND TEAM PLAYER.	I am willing to admit when I need help and must reach out. I value other people's strengths and learn from them. I get along with others, even if very different than myself. I know that in teams we can find third alternatives - ours.

JUNE	**SELF-AWARENESS AND IDENTITY** (Habit 7: Sharpen the Saw) *Charter: Character* *WSCR: Caring & Safe*	This involves building self-knowledge about purpose, values, and roles in the community. One should find balance and renewal in the resources, energy, and health to create a sustainable, long-term, effective lifestyle. Exercise, diet, social circles, spiritual, and intellectual pursuits are important.	Integrating identities, Demonstrating integrity, Building agency and advocacy. 1. Use healthy ways of expressing and finding my wants, needs, and feelings. 2. Develop strong interpersonal skills. 3. Develop self-confidence and self-control. 4. Strive for a healthy life.	Thoughtful, Mindful, True, Goal Oriented. REFLECTIVE AND BALANCED.	You are to reflect on your own experiences of inclusion and exclusion to have understandin g of others. I take care of my body by eating right, exercising, and getting sleep (body). I learn in lots of ways and lots of places, not just at school (brain). I spend time with family and friends (heart). I take time to find meaningful ways to help people (spirit). I find balance.