



L - Leadership

Students develop confidence and leadership skills through officer roles, service learning projects, and collaborative team experiences.

E - Employability

Students gain real-world workforce skills including résumé building, interview practice, professional communication, workplace expectations, and career readiness training.

A - Achievement

Students work toward graduation while reaching important academic, career, and personal milestones.

P - Purpose

Students explore career interests and discover their goals through post-secondary planning, community engagement, mentorship, and intentional goal setting.

**LEAP @ FCHS helps students build skills, confidence, and direction -
so they are ready for what comes next.**

LEAP @ Franklin Community High School (FCHS)

LEAP I & LEAP II Course Outlines

IDOE Waiver Attachment

I. Program Overview

LEAP @ FCHS is a two-year, sequential career readiness program designed to support students in developing leadership skills, employability competencies, academic persistence, and postsecondary direction. The program includes LEAP I (Junior Year) and LEAP II (Senior Year).

II. Program Pillars (LEAP Framework)

- Leadership - Development of leadership, teamwork, service, and communication skills.
- Employability - Workplace readiness skills including professionalism and job attainment.
- Achievement - Academic progress and completion of career readiness milestones.
- Purpose - Career exploration, postsecondary planning, mentorship, and goal setting.

III. LEAP Pillars to Students Outcomes Alignment

LEAP Pillar	Student Outcomes
Leadership	<ul style="list-style-type: none"> • Demonstrate leadership and teamwork skills • Participate in service learning and student-led initiatives • Strengthen communication and collaboration skills
Employability	<ul style="list-style-type: none"> • Develop résumés and job application materials • Practice interview and job search skills • Demonstrate workplace professionalism
Achievement	<ul style="list-style-type: none"> • Progress toward graduation • Complete applied projects and portfolios • Meet academic and career milestones
Purpose	<ul style="list-style-type: none"> • Identify career interests and strengths • Develop postsecondary education and career plans • Demonstrate goal-setting and self-advocacy

IV. Instructional Model

- Project-based learning and applied instruction
- Career exploration and assessment activities
- Leadership development through the LEAP Leadership Council
- Individualized mentoring and student support
- Guest speakers, field experiences, and community engagement

V. LEAP Competency Mastery Levels

LEAP courses use a developmental, competency-based progression model. Students demonstrate growth across increasing levels of mastery as they move from LEAP I (junior year) to LEAP II (senior year).

a. Mastery Level 1 – Introduction & Awareness (*Primary focus in LEAP I*)

At Level 1, students are introduced to core competencies and begin building foundational understanding.

Students at this level:

- Demonstrate basic awareness of employability, leadership, and career concepts
- Participate in guided instruction and modeled activities
- Complete structured tasks with teacher support
- Begin identifying personal strengths, interests, and goals
- Show emerging understanding through reflection and participation

b. Mastery Level 2 – Application & Skill Development (*Emphasized in LEAP I and reinforced in LEAP II*)

At Level 2, students apply competencies in real-world or simulated settings with increasing independence.

Students at this level:

- Apply skills such as communication, professionalism, and teamwork in projects
- Complete résumés, interviews, and career readiness activities
- Demonstrate consistent participation and responsibility
- Use feedback to improve performance
- Show growth in decision-making, problem-solving, and self-advocacy

c. Mastery Level 3 – Leadership & Independent Performance (*Primary focus in LEAP II*)

At Level 3, students independently demonstrate competencies and apply skills in authentic, leadership-driven contexts.

Students at this level:

- Independently demonstrate employability and leadership competencies
- Lead projects, initiatives, or peer collaboration activities
- Serve in leadership roles and model professional behavior
- Create and present a postsecondary plan or portfolio
- Reflect on growth and articulate readiness for postsecondary success

VI. Service Narratives (Instructional Activities)

- Employability instruction focused on workplace readiness and job attainment skills
- Leadership development through planning and facilitation of projects and events
- Ongoing mentorship and individualized student support
- Structured career exploration and postsecondary planning activities

VII. Assessment & Grading

- Class participation and engagement
- Applied projects and presentations

- Portfolio artifacts demonstrating skill mastery
- Reflections and self-assessments
- Midterm and final projects

VIII Alignment to Workforce & Postsecondary Readiness

LEAP @ FCHS aligns with state and national career readiness frameworks emphasizing employability skills, leadership development, and applied learning. Comparable workforce-focused programs demonstrate strong outcomes related to graduation persistence, postsecondary enrollment, and workforce preparedness.

IX. Work-Based Learning & Career Experience

Work-based learning is a structured component of the LEAP framework and directly supports the Employability, Achievement, and Purpose pillars. Students engage in progressive career exploration and applied workplace experiences designed to reinforce professional competencies and prepare for successful postsecondary transitions.

LEAP I (Junior Year):

- Career exploration activities and pathway identification
- Participation in job shadowing experiences
- Industry site visits and guest speaker engagement
- Resume development and foundational interview practice
- Reflection activities connecting career exposure to personal strengths and goals

LEAP I emphasizes structured career awareness, guided skill development, and exposure to workplace expectations.

LEAP II (Senior Year):

- Independent work-based learning experiences (paid employment, internship, apprenticeship, or approved career placement)
- Advanced resume refinement and targeted job applications
- Mock interviews with employer or community partners
- Application of professional communication and workplace problem-solving skills
- Minimum **75 documented work-based learning hours** completed during the academic year

LEAP II emphasizes independent application of employability skills in authentic workplace environments and measurable readiness for postsecondary transition.

Work-based learning experiences are documented and reflected upon as evidence of competency mastery and professional growth.

X. Community Engagement & Service Learning Experience

Community engagement is a core component of the LEAP framework and directly supports the Leadership and Purpose pillars. Students participate in structured service-learning experiences

designed to build responsibility, civic awareness, teamwork, and initiative.

LEAP I (Junior Year):

- Participation in guided, group-based service projects
- Introduction to civic responsibility and community involvement
- Reflection activities connecting service experiences to leadership development
- Minimum **75 documented service-learning hours** completed during the academic year

LEAP I emphasizes collaborative engagement and foundational leadership development through structured service opportunities.

LEAP II (Senior Year):

- Independent or leadership-driven service initiatives
- Project planning, coordination, and execution responsibilities
- Reflection demonstrating application of leadership and professional competencies
- Minimum **75 documented service-learning hours** completed during the academic year

LEAP II emphasizes initiative, leadership execution, and the independent application of service-learning competencies.

Service experiences are documented and reflected upon as evidence of competency development and leadership growth.

XI. Senior Project Alignment (LEAP II)

LEAP II intentionally aligns with approved senior projects. When applicable, the senior project may serve as a Level 3 Mastery demonstration within the LEAP framework.

- A leadership-based capstone
- Evidence of independent planning and execution
- A professional presentation artifact
- A portfolio demonstration of career readiness and competency mastery

Senior project documentation must include reflection, verification (when applicable), and demonstrated alignment to LEAP Pillars.

XII. Instructor Qualifications

The course is taught by an instructor holding or pursuing a Workplace Specialist License, with professional experience in workforce development, youth mentoring, career readiness programming, and leadership development. This background supports the nontraditional, applied instructional model of the LEAP course.

LEAP I: Foundations of Career Readiness

Grade Level: 11 (Juniors)

Credit: 1 Credit Per Semester | Full-Year Course

Course Focus: Foundational skill development, career exploration, leadership readiness, and academic planning.

Course Description

The LEAP course is a student-centered, career-connected program designed to prepare students for postsecondary success. Students develop leadership, employability, academic achievement, and personal purpose through applied instruction, project-based learning, mentoring, and real-world experiences.

LEAP Competencies Addressed at Mastery Levels 1-2

- Career interest identification and pathway exploration
- Foundational résumé and cover letter development
- Introduction to interview skills and professional communication
- Workplace expectations and entry-level professionalism
- Financial literacy fundamentals (budgeting, banking basics, credit awareness)
- Team collaboration and emerging leadership skills
- Guided community engagement and civic responsibility
- Academic planning and credit monitoring
- Introduction to postsecondary pathways
- Self-awareness and strengths assessment

LEAP I emphasizes mastery Levels **1–2**, focusing on foundational skill development, guided reflection, and supported application.

Student Outcomes

- Develop foundational employability and professional skills.

- Explore career interests and postsecondary options.
- Participate in the LEAP Leadership Council.
- Community engagement and service projects
- Create résumés and practice interview skills.
- Job shadowing and career exposure
- Individual mentoring and academic check-ins

Instructional Model

Instruction emphasizes applied learning through projects, portfolio development, student leadership experiences, career exploration activities, and mentorship. Assessment is performance-based and aligned to demonstrated competencies.

Assessment & Grading

Grades are based on participation, project completion, skill demonstrations, reflections, and final portfolio artifacts. Students are assessed on growth, effort, and competency mastery.

LEAP II: Advanced Career Application & Transition

Grade Level: 12 (Seniors)

Credit: 1 Credit Per Semester| Full-Year Course

Course Focus: Advanced application of employability skills, postsecondary transition planning, leadership execution, and mentoring.

Course Description

The LEAP course is a student-centered, career-connected program designed to prepare students for postsecondary success. Students develop leadership, employability, academic achievement, and personal purpose through applied instruction, project-based learning, mentoring, and real-world experiences.

LEAP Competencies Addressed at Mastery Levels 2-3

- Career pathway confirmation and decision-making
- Advanced résumé refinement and targeted job applications
- Mock interviews with employer/community partners
- Workplace communication and conflict resolution
- Job retention skills and professional growth strategies
- Financial literacy application (taxes, benefits, independent living planning)
- Leadership execution through project planning and facilitation
- Independent service initiative development
- Completion and presentation of postsecondary transition plan
- Senior Project alignment as a capstone demonstration of Level 3 mastery
- Professional portfolio development and public presentation

LEAP II emphasizes mastery Levels **2–3**, focusing on independent application, leadership, authentic work experience, and postsecondary transition execution.

authentic work experience, and postsecondary transition execution.

Student Outcomes

- Demonstrate advanced employability and leadership skills.
- Apply workplace competencies in a real or simulated setting.
- Community engagement and service projects
- Leadership roles within the LEAP Leadership Council
- Complete postsecondary transition plans.
- Prepare for a successful transition beyond high school.

Instructional Model

Instruction emphasizes applied learning through projects, portfolio development, student leadership experiences, career exploration activities, and mentorship. Assessment is performance-based and aligned to demonstrated competencies.

Assessment & Grading

Grades are based on participation, project completion, skill demonstrations, reflections, and final portfolio artifacts. Students are assessed on growth, effort, and competency mastery.

