

THE BOLD LINE

LEADER EDITION

BELONGING • OPENNESS • LOVE • DIRECTION

If you do not know what your building actually produces, your teachers do.

A six month implementation companion

THERESA STALEY

Life Touch Education

WHAT THIS IS

A leadership practice for turning culture into something you can work on.

The Leader Edition begins with an honest baseline of the building and then moves through twelve implementation cycles. Leaders choose one pillar, name one move, do it, reflect on what happened, and re-rate the building over time.

BASELINE

Score the building as it is today before trying to fix it.

IMPLEMENT

One pillar. One move.
One cycle at a time.

RE-RATE

Compare the evidence at three and six months.

THE FOUR Pillars

Belonging • whether people feel wanted and known

Openness • whether truth can be spoken without penalty

Love • protective regard before performance and despite imperfection

Direction • a clear answer to what the work is actually for

A glimpse of the baseline

The full journal begins by helping the reader see where things are now. These are selected examples, not the complete assessment.

BELONGING	New staff are mentored by someone who is not their evaluator.
OPENNESS	People disagree with me in meetings, not just one-on-one.
LOVE	Imperfect teachers are still seen, not punished into invisibility.
DIRECTION	Our staff meetings reinforce a clear direction, not just operations.

Inside a practice cycle

The journal is meant to be used while the work is happening. Each cycle moves from noticing to one intentional action and then back to reflection.

SEE	What surfaced in the building that needs your attention?
CHOOSE	Which BOLD pillar will you work on first?
MOVE	What will you do, by when, and who will know?
RETURN	Did you do it? What happened when you did?
LEARN	What does the response tell you about the conditions in the building?

Questions worth carrying

A few examples of the kinds of questions woven throughout the journal:

When was the last time someone told you something you did not want to hear, and you thanked them?

Do the adults in your building believe you would protect them when it costs you something?

Ask three teachers separately what your school is for. Compare.

Culture is not a side conversation. It is the condition underneath the work.

This preview intentionally shows only a small portion of the complete journal.