

IMPACT REPORT *2025*



2025 SNAPSHOT

Student Programming



1,160

students and educators have spent more than **530** days engaging with local communities and organizations in **15** locations worldwide.



"Usually when I travel I never really have much of an opportunity to interact with locals; however in this trip I got to interact a lot with locals in a way that was so interesting and I genuinely loved that."

**- Student, Morocco program
Eastside Preparatory School, WA**



\$119,175

BETTER VERSION OF MYSELF, AND IT HAS MADE ME THINK MORE ABOUT HOW I ACT AND FEEL IN THE WORLD. I AM A STUDENT OF THE UNIVERSITY OF COSMOS

shared in support of local mission-driven organizations, community projects and NGO contributions!



"I think this program showed me how to be more empathetic and how our decisions have big impacts. I learned so much about immigration and hope to teach other people back home so we as a society can make more informed decisions."

**- Student, Borderland program
Norfolk Academy, VA**



755

students participated in our purpose clarification process through a **Youth Purpose Summit/SPARK** journey.



"I think the best part of the SPARK Journey for me was finding out my purpose, what I bring, and more about connecting with who I am."

**- SPARK participant
Castilleja School, CA**

Professional Learning



1,409

adult learners impacted by **WLS Professional Learning** from around the world.



"This workshop was not just educational but was also a great team-building event. Everyone brought a positive attitude and energy!"

- Faculty

Montessori Academy of Colorado, CO





In 2025, World Leadership School launched the nonprofit **K12 Change Lab** to deepen our mission to help K12 schools reimagine learning. K12 Change Lab is a cohort-based, 18-month change partnership program for school teams that includes unlimited coaching, a 3-day K12 Change Lab summit each October, and two on-site school visits.

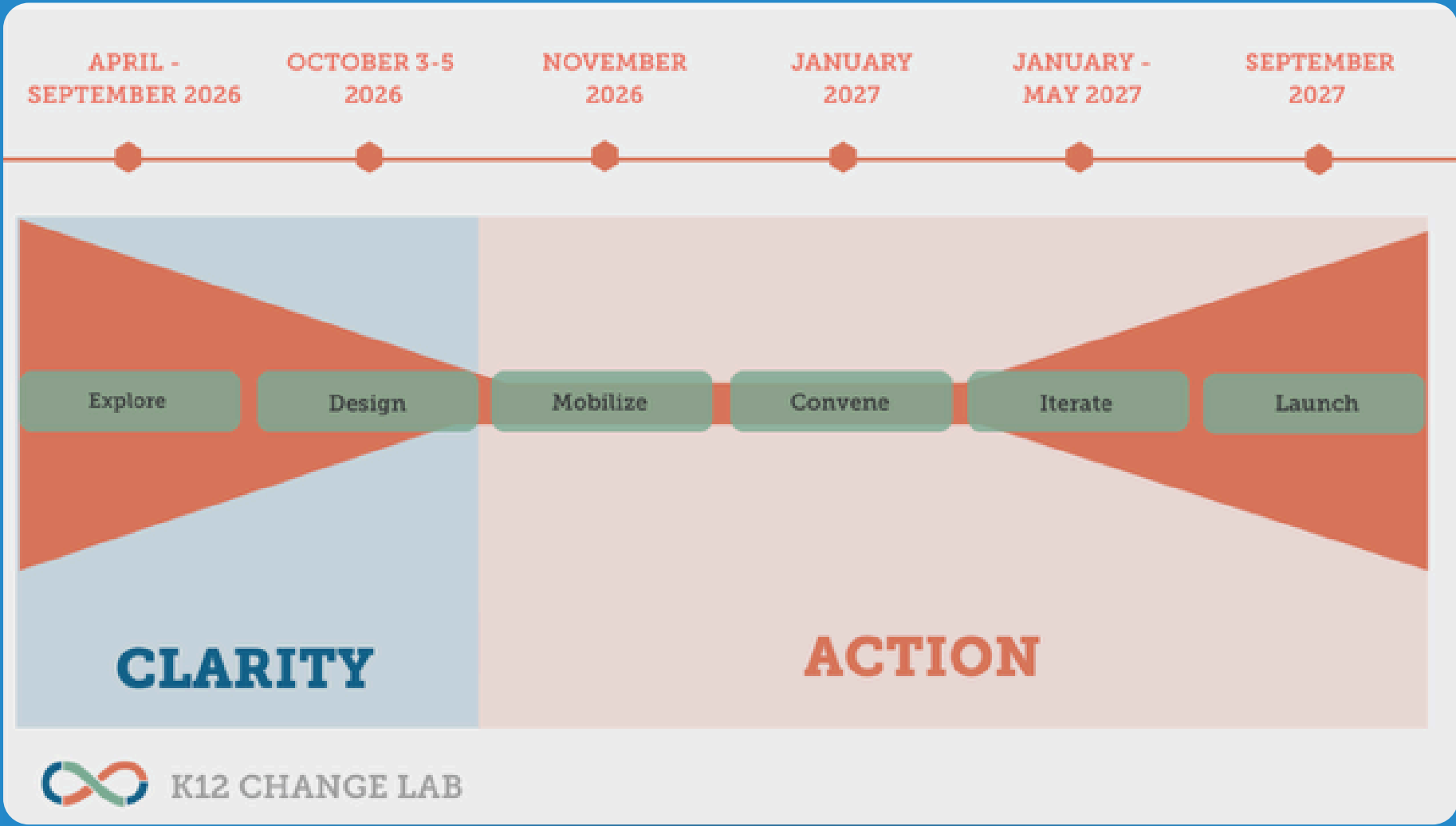
A new cohort of schools launches each April. The process begins with a K12 Change Lab coach working with the school to identify a challenge area and to select a team of 4-6 people, often including division directors and faculty thought leaders. The coach works with the team through all stages of the 18-month change partnership program (see graphic below).

THE K12 CHANGE LAB PROCESS

One of the biggest obstacles to school change is that school teams rush to solutions before fully understanding the challenge. In the **Clarity** phase, K12 Change Lab teams spend the first six months exploring their challenge through data, readings, site visits, and research. At the summit, teams narrow their wide funnel of ideas into a specific project plan for the year. That is when the **Action** phase of the process begins.

K12 Change Lab addresses the growing “implementation gap” in schools. Schools are making bigger and faster changes, as reflected in their strategic plans, but have less bandwidth to implement them. **K12 Change Lab helps schools deepen mission, develop leaders, and become more responsive to change.**





A work funnel that stays open, narrows, and then opens again.

The K12 Change Lab process is an 18-month program that helps teams overcome obstacles to change, informed by the science of change management. In the process, the funnel of ideas stays open (and curious!) during research and design, narrows during implementation, and gradually opens as the team launches the change.

Educator Travel

57

School Leaders + educators participated in ED Travel

- 1 [Salmon River](#), 2 [empowHER](#),
- 3 [Morocco](#) and 4 [Borderland](#)

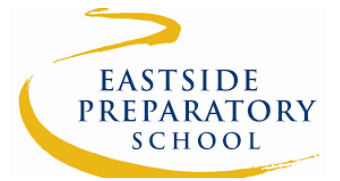
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“Not only did this trip enhance my professional life it greatly enriched my personal life. I learned and saw things that I will carry with me for the rest of my career and beyond. It is nice as an educator to feel so recharged and enthusiastic to bring real-world experience to the classroom.”

**- Participant
Borderland Program**



SCHOOL PARTNERS







PURPOSE IN LEARNING: THINKING, FEELING, AND DOING

We agree with Dr. William Damon, Director Emeritus of Stanford University's Center on Adolescence, that "the problem today is not stress, it's meaninglessness." Damon created the widely accepted definition of purpose: "a stable intention that is meaningful to self and beneficial or consequential for the world." In other words, it's a core of meaning on the inside that connects to an action on the outside. It can be very simple, such as "to grow and give."

Purpose helps students be happier, healthier, and manage stress more effectively. But only 20 percent of high school students and 10 percent of middle school students are purposeful, according to Stanford's Youth Purpose Study. We believe that K-12 schools can create visible and intentional strategies that help teachers and students to explore, discover, and articulate purpose.

Purpose Learning allows students to go beyond **thinking** (skills and content) to integrate **feeling** (emotion, empathy, identity), and **doing** (making and creating, community engagement, real-world problem-solving). Purpose Learning allows students to explore inner meaning, while also taking outer action. Sir Ken Robinson calls this the two "great human journeys."



Purpose Learning has profound implications for the future of K-12 learning, including how we assess students, organize the school day, divide knowledge into subjects, and define what it means to be a teacher — and a student. In an age of artificial intelligence, where everything that can be automated will be automated, our uniquely human ability to tell stories, make meaning, and follow purpose will be more important. Purpose is unique for each individual, but can flourish amidst a deep and supportive community. Purpose Learning schools therefore prioritize community building, belonging, and strong relationships, particularly between teachers and students.

At World Leadership School, we help schools seize the moment with human-centered curriculum, pedagogies, and systems.

We help schools ask: What if the purpose of school were purpose?"

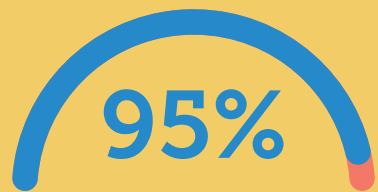


IMPACT ON SCHOOLS: STUDENT PROGRAMMING

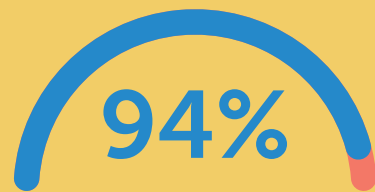
Every year WLS works with K-12 schools to design and deliver immersive partnership-based travel programs in Latin America, Africa, Asia and the USA. We see travel as a powerful tool for guiding students towards lives of purpose and helping educators transform classrooms.

On our travel programs, students **disconnect, decenter and re-envision**. They disconnect from technology and their normal rhythms of life; they become decentered through immersive experiences; and they re-envision their lives by working alongside local students and community leaders.

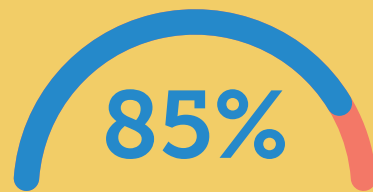
After a WLS program:



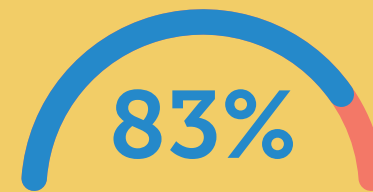
of students are more interested in investigating the world.



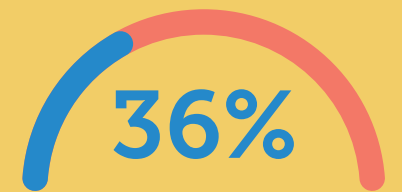
of students are more interested in immersing themselves in other cultures.



of students feel empowered to find solutions to global issues.



of students feel empowered to find solutions to global issues.



of students want to reshape what they plan to study or do in the future.

IMPACT ON SCHOOLS : PROFESSIONAL LEARNING & CONSULTING

Our Professional Learning team partners with schools to create meaningful change. Through workshops, coaching, leadership support, educator travel experiences, and the development of the K12 Change Lab, we **help schools bring greater purpose to learning** and make classrooms more human-centered. Our work focuses on three key connections: teachers reconnecting with their own professional purpose, building strong collaborative teams, and implementing pedagogies that best meet the needs of their students. By anchoring in the "why," we guide teaching teams through the "how" and the "what."

Our team continues to offer a range of workshops that help educators explore purpose and shift toward equitable, learner-centered pedagogies, such as **Project-Based Learning** and **Purpose Learning**. Designed as immersive experiences, our workshops empower teachers to connect, create, and implement actionable ideas. We provide both virtual and in-person workshops based on the unique needs of each school. Additionally, we offer **Risk Management workshops** for educators leading student travel and **Audit + Design Workshops** for schools seeking to analyze and improve their global programming.



While our workshops spark inspiration, our [Coaching Institute](#) ensures that insights translate into action. Through structured coaching, individual educators and teaching teams partner with a WLS coach to advance along our research-based [Coaching Continuum](#), which provides a clear, strategic work plan to drive meaningful school-wide change. Coaching supports both pedagogical transformation and risk management development, ensuring that schools have the tools they need to sustain progress.

We continue to offer a variety of personalized professional learning experiences, including our [Self-Paced Introduction to Project-Based Learning](#), action-oriented [Toolkit Workshops](#), an [Educator Travel Program](#), and the [Heads of School Rafting Trip](#) on the Salmon River in Idaho. We believe that when educators are given the right space, support, and inspiration, they can lead transformational change in schools—bringing energy, innovation, and deeper purpose to learning. Additionally, [empowHER](#), a summit for female-identifying educators, launched in the Summer of 2024 with incredible outcomes.

“The team at World Leadership School has a long track record of helping our school create important new programs.”

– Josh Cobb

Head, Graland Country Day School (Denver, CO)

100%

of our **Morocco ED program** participants said they would recommend Educator Travel to other educators.

100%

of **empowHER** participants said the experience allowed them to connect deeply with new colleagues.

97%

of participants on the **Salmon River Program for School Heads** said the “experience helped me connect with myself and others, renew my energies, and be adventurous.”

2025 Professional Learning By the Numbers:

104

104 Schools in North America were impacted by our professional learning program.

1

We successfully ran our **FIRST K12 Change Lab Summit** at Georgetown Day School in Washington, DC in October 2025.

115

115 educators from around the country participated in multi-school programs we ran, allowing them to connect and learn from our team and each other. These programs included two **Heads Rafting Trips**, **ED Travel to Morocco** and the **Borderland Region, K-12 Change Lab Summit**, and **empowHER**.

11

We collaborated with **11 independent school associations and private organizations**. These include: Dominion Payroll - Top Gun Program, the Virginia Association of Independent Schools, Florida Council of Independent Schools, Pennsylvania Association of Independent Schools, National Association of Independent Schools, Independent School Experiential Education Network, and the Tri-Association, among others.

GLOBAL PRESENCE

World Leadership School's programs are rooted in responsible and sustainable community engagement theory. We studied different community engagement strategies before developing our approach, **"Walking Together."** Our partnerships with communities, schools, NGOs, artisan collectives, and other organizations are built within the context of their own journeys. We strive to overcome challenges and avoid the pitfalls of traditional community service work through these partnerships and by studying the work of local community leaders and how they are taking action on their own communities. Our partners work with us to co-create activities and experiences. Therefore, each partnership is different.

We strive to invest in local leaders by hiring coordinators and instructors from within the communities where we work and are committed to paying a premium for supplies that are directly sourced from our partner communities. World Leadership School is committed to improving the natural environments we visit through reforestation, poverty reduction, and long-term education initiatives.



WHO WE ARE

We are a tight-knit team of committed individuals. We have decades of experience with innovative educational practices in the classroom, wilderness, and diverse global environments. We are proud to foster students of purpose and enrich lives with our immersive partnership-based travel programs. Our instructors are intrepid, humorous, and wise experiential educators. Our coordinators live and work near our host communities and nurture the long-term relationships that are the bedrock of our work.

Our professional learning team works with school teams around the world to create student-driven, world-connected classrooms. With K12 Change Lab, we help schools implement strategic goals in line with our mission to “reimagine learning and create next-generation leaders.”





World Leadership School goes beyond the standard requirements of a B Corp organization. Their programs are deeply rooted in reciprocity, respect and genuine partnership. They create spaces where students and local communities learn from each other in meaningful ways. I've seen firsthand how their approach honors our culture while empowering students and community members to grow as thoughtful, globally-minded leaders. Being part of this work is incredibly rewarding - it's not just about hosting visitors, but about building lasting connections.

KHADIJA CHANNOUF
MOROCCO COORDINATOR



B-CORPORATION

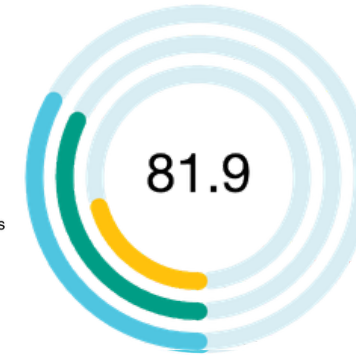


In addition to being a certified B Corp, WLS took the additional step to switch its status to a Colorado Public Benefit Corp in 2014. The public benefit statute requires that all PBCs assess and report on their overall social and environmental performance, benchmarked against a third-party standard that meets statutory criteria of transparency and credibility.

WLS is a Founding B Corp that has passed the B Impact Assessment (BIA) every two years since 2017. We believe that the BIA is the most credible tool we can use to measure our impact on our workers, community, environment, and customers. Every assessment audit has challenged our thinking and given us a process to assess and evaluate our way of doing things.

Overall B Impact Score

Based on the B Impact assessment, World Leadership School earned an overall score of 81.9. The median score for ordinary businesses who complete the assessment is currently 50.9.



- 81.9 Overall B Impact Score
- 80 Qualifies for B Corp Certification
- 50.9 Median Score for Ordinary Businesses

Impact Area Scores



Governance

15.5



Workers

21.9



Community

19.0



Environment

8.2



Customers

17.2



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