

EQ Tools for Educators

EDUCATION VITAL SIGNS

Case Study Jefferson Charter

A fictional school

Six Seconds, The EQ Network



Background

Jefferson Charter is a new K-8 Charter School established in a rural community in the American Southwest. Population: 450 students. A broad range of family incomes exists. Full time teachers: 18. Administrators: 2. Counselor: 1.

Mission Statement

The mission of Jefferson Charter is to provide a superior, academic program with attention to the whole child through instruction in character education and emotional intelligence, the arts, and technology.

“At Jefferson, our goal is a school where students are whole and healthy people learning the skills to make responsible choices for life. We’re committed to social emotional learning as a pillar of our school so students learn the skills understand themselves and one another.”

- Axel Carlsbad, Jefferson School Board, Founding President

History

Three years ago community members formed JCS as an alternative public charter school with approval from the local school district. The school has grown quickly. The original team member who was going to be Head of School found the job overwhelming, and a year ago, the board hired Cari Tsu as Head. Cari is an experienced administrator, but she did not have an extensive background in Social Emotional Learning, nor has she run an “alternative” school like JCS.

At the end of last year, the board was not thrilled with Tsu’s progress, but they made an agreement that she had one more year to turn the school into the kind of learning environment envisioned by the board.

At that time, Tsu formed an SEL Committee with 2 parent board members, 2 teachers, Cari, and the counselor. They decided to run the Education Vital Signs process near the start of this school year to make a plan. The principal and faculty also took the SEI assessment.

Now, it’s about 6 weeks into the new school year, and they’re ready to discuss the data as a committee, plus with the faculty, board, and parents.

Your job is to help them understand the data – and make a plan!

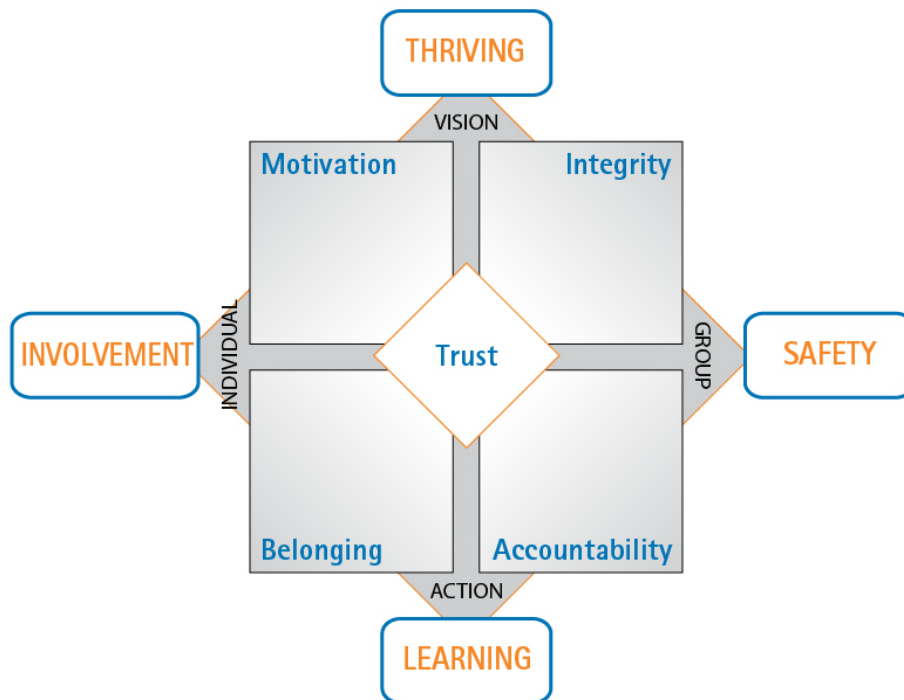


EVS Background

The Education Vital Signs (EVS) is a statistically validated, normed assessment of school climate that quickly identifies areas both supporting and interfering with school success. The school/district climate influences critical constituent behaviors such as communication, problem-solving, and accountability – factors that affect students’/parents’/employees’ ability to work effectively.

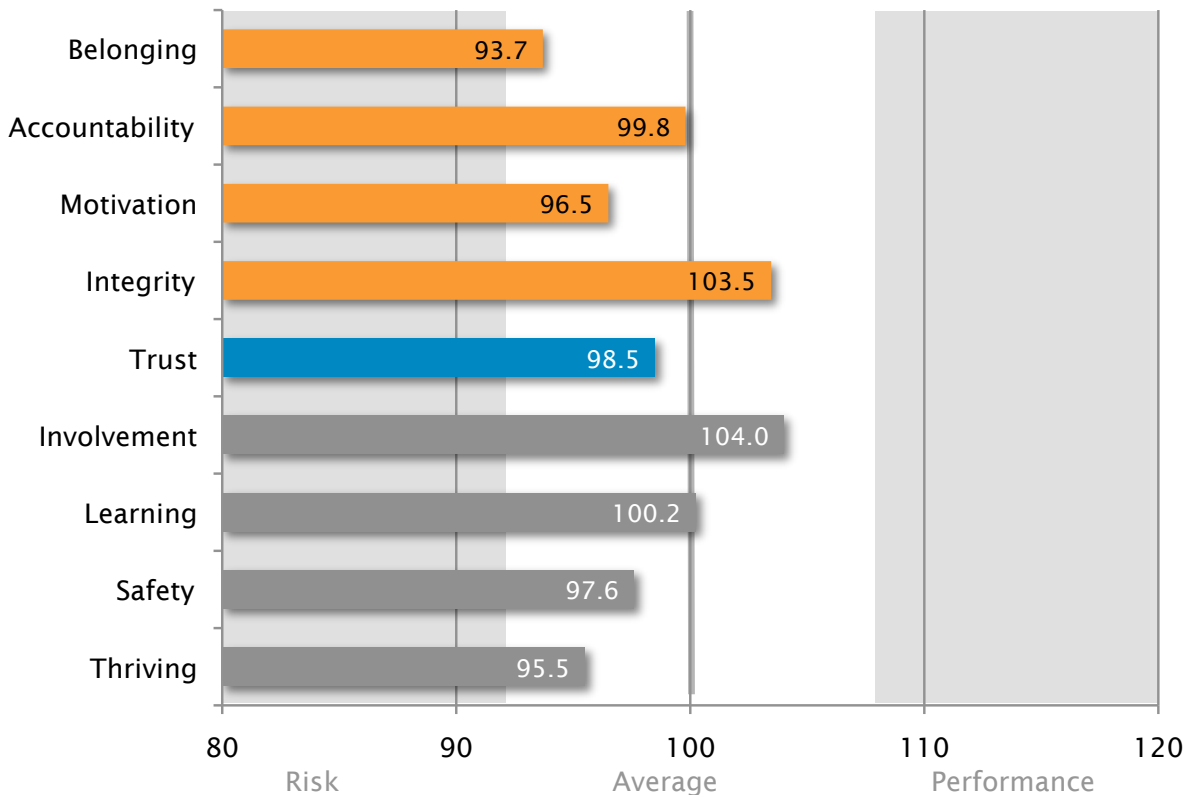
EVS is intended to create a snapshot of the current school climate – an overview of the community members’ relationship with the organization. The climate is the context in which faculty work each day, in which students learn, and in which parents interact; our research shows that the climate based on these perceptions of “connectedness” strongly influences learning, involvement, safety, and thriving.

There are five climate factors, shown in blue in the model below. Research shows these five factors are key drivers of the outcomes, shown in orange in this graphic:



EVS Summary

Combined Snapshot



The average score on EVS is 100. Scores in the lower grey band represent the lower 25% of the EVS database; scores in the upper grey band represent the top 25%.

Climate factors:

Motivation: Feeling of commitment and drive.

Integrity: Maintaining commitments and principles.

Belonging: Sense of connection and care.

Accountability: Following agreements and behaving with care.

Trust: Belief in the foundation of security and safety.

Outcome factors:

Learning: Students' academic growth.

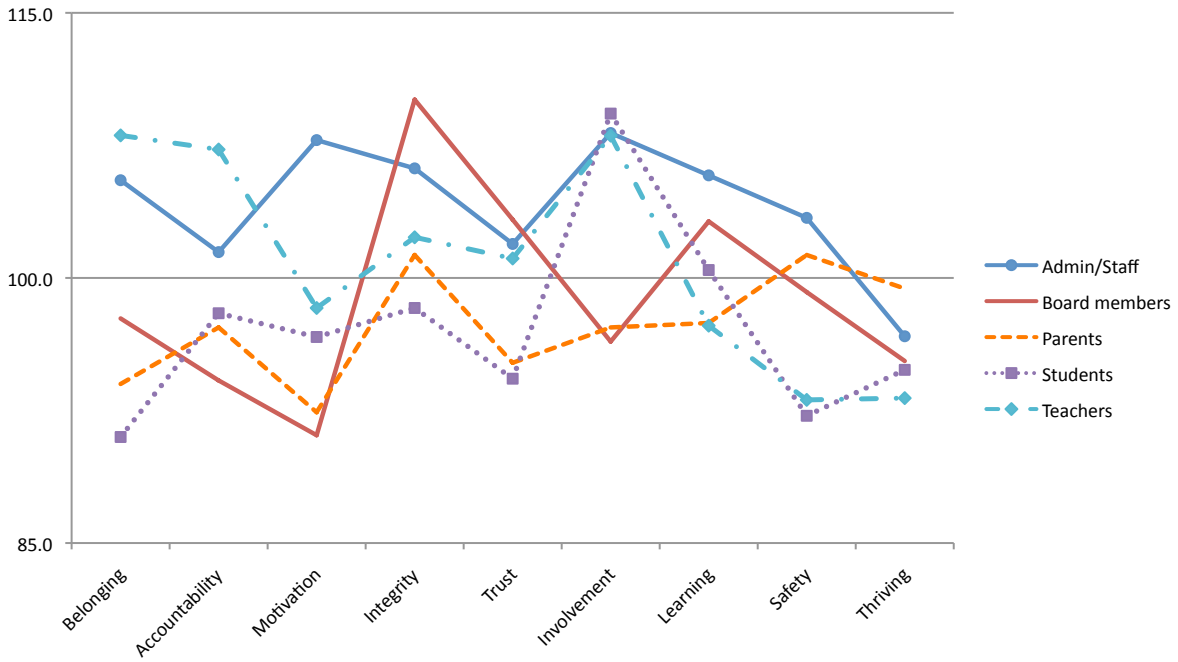
Safety: Physical and emotional wellbeing.

Involvement: Participation in the school community.

Thriving: Long term viability of the culture.



EVS By Role

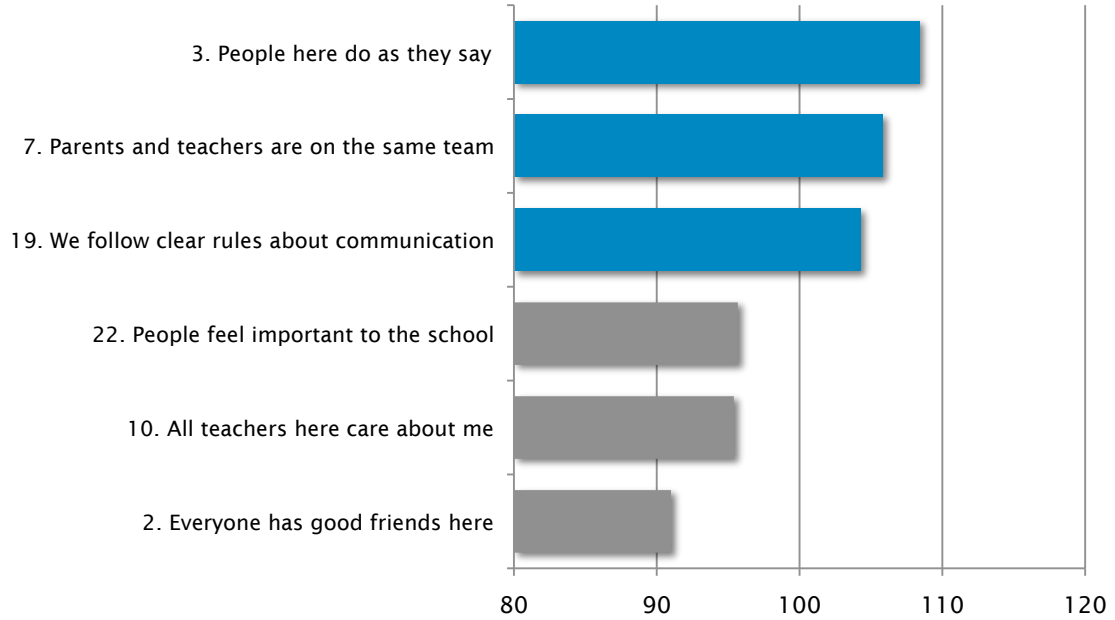


	Belonging	Accountability	Motivation	Integrity	Trust	Involvement	Learning	Safety	Thriving
Admin/Staff	105.5	101.5	107.8	106.2	101.9	108.2	105.8	103.4	96.7
Board	97.7	94.2	91.1	110.1	103.3	96.4	103.2	99.2	95.3
Parents	94.0	97.2	92.4	101.3	95.2	97.2	97.5	101.3	99.4
Students	91.0	98.0	96.7	98.3	94.3	109.3	100.4	92.2	94.8
Teachers	108.1	107.3	98.3	102.3	101.1	108.1	97.3	93.1	93.2

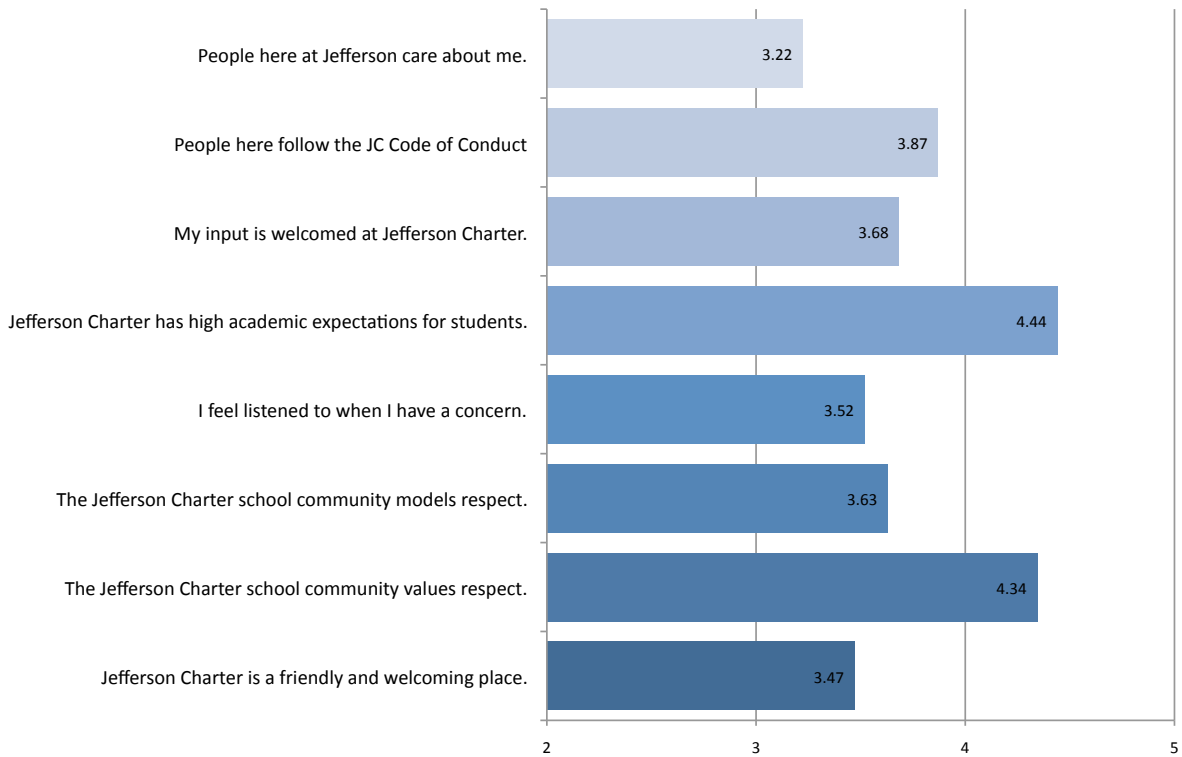


Critical Items

The three lowest and highest rated items on the survey



Custom Items



Open Ended Questions

Selected responses

What are the 2-3 most important changes we can make to improve the school?

- One change that I would love to make this school better is having everybody be friends. Second I would like to have less being shy (I'm not other kids are). I want everybody to be themselves because that is very important
- Let parents know more what is going on
- I don't know anything about Social Emotional Learning and what it means to my child
- Well, I think we could make a difference in the gossiping and the verbal bullying.
- Institute the differentiated learning like advertised. I feel that a school that will say one thing and do another is being deceptive. How can we believe anything that is said thereafter? It also dishonors the administration and makes them untrustworthy.
- More open line of communication with each teacher via technology.

Do you have any additional comments?

- I love this school. Our teachers are awesome, I like our principal and our staff.
- I feel we are on our way to creating a really amazing school, as both a parent and educator at Jefferson. I believe in the vision and am honored to be part of this groundbreaking school with focus on SEL.
- More after school programs and a playground.
- Teachers need to be more aware of their surroundings before they say things about others.
- Have a place to comment or a suggestion box so we can voice our concerns without feeling pressure.
- Find a principal willing to listen and support parents.
- For first year, principal has done well. Definitely room for improvement
- Very trustworthy teachers and all of them help students reach their life goals.
- Discontented people should leave. Continue honest discussions. Ensure board has oversight not management role.



SEI Background

The principal and staff have taken the Six Seconds Emotional Intelligence Assessment, which reports scores for eight key EQ competencies in 3 macro areas:

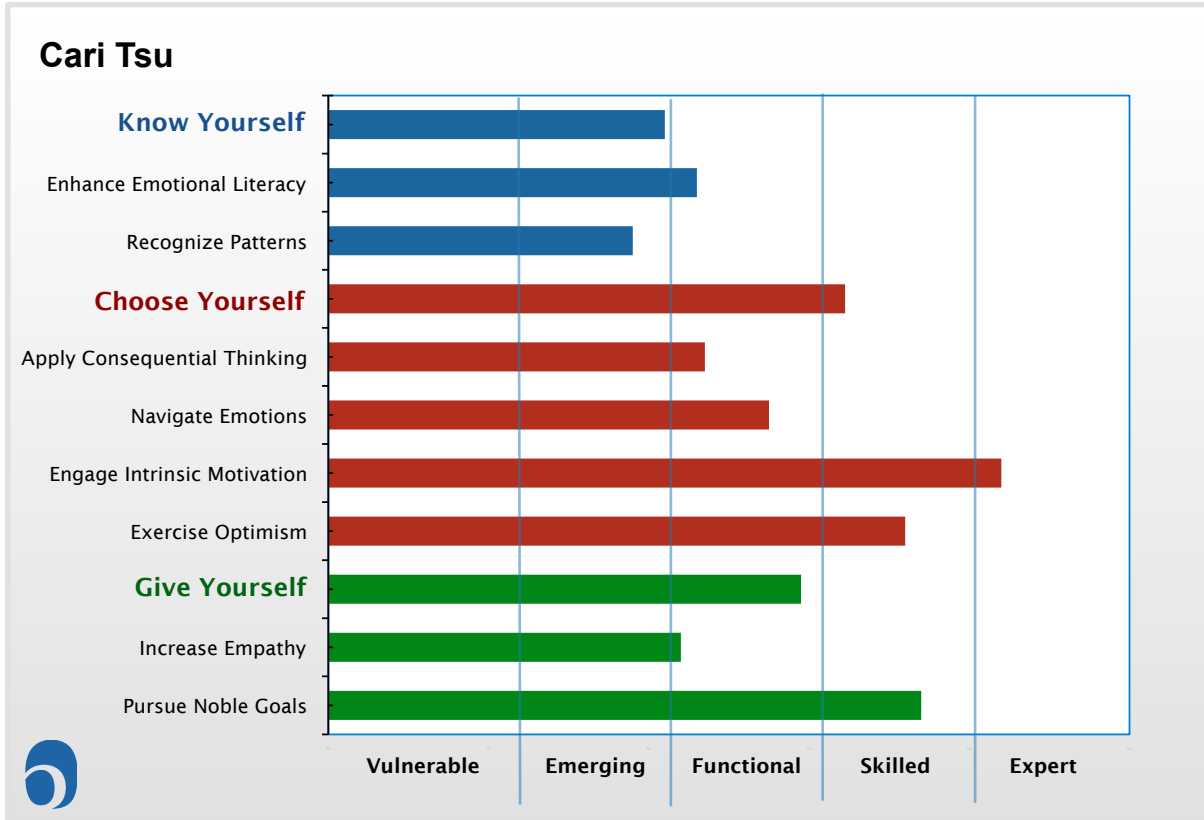
Pursuit	Competency	Definition
Know Yourself <i>awareness</i>	Enhance Emotional Literacy	Accurately identifying and interpreting both simple and compound feelings.
	Recognize Patterns	Acknowledging frequently recurring reactions and behaviors.
Choose Yourself <i>management</i>	Apply Consequential Thinking	Evaluating the costs and benefits of your choices
	Navigate Emotions	Assessing, harnessing, and transforming emotions as a strategic resource.
	Engage Intrinsic Motivation	Gaining energy from personal values & commitments vs. being driven by external forces.
	Exercise Optimism	Taking a proactive perspective of hope and possibility.
Give Yourself <i>direction</i>	Increase Empathy	Recognizing and appropriately responding to others' emotions.
	Pursue Noble Goals	Connecting your daily choices with your overarching sense of purpose.

SEI scores are reported in five performance bands:

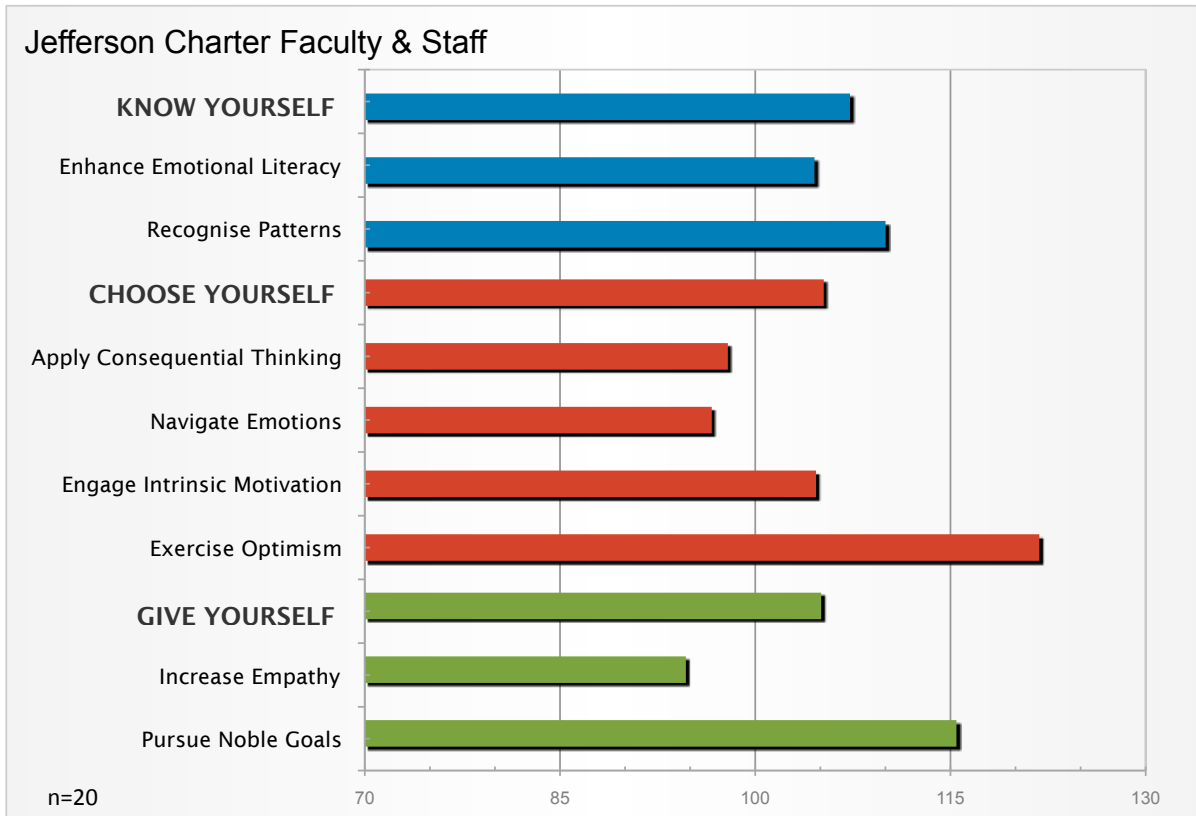
Zone	Score	Definition
Vulnerable	(0-70)	This area may be an obstacle for you as a leader; it may be creating personal and professional challenges.
Emerging	(71-90)	This is an area where you are developing skills and awareness; it is essential to continue to practice.
Functional	(91-110)	This competence is adequate to typical situations; it will be valuable to continue to further development to meet the demands of leadership.
Skilled	(111-130)	This is a potential strength for you to leverage.
Expert	(131-150)	You have unique ability in this area that distinguishes you as a leader.



SEI Profile for Cari Tsu, Principal, JCS



Aggregate SEI Profile for JCS Faculty & Staff



Case Study Planning

How do you think the board, principal, faculty, and community are feeling about JCS?

What are the key strengths and weaknesses in the JCS climate?

How might the principal's and faculty's SEI profiles be playing into this?

Project Plan

Using the Six Seconds Change MAP, what are key steps you would take for change:

<p>ENGAGE Create Buy In</p>	
<p>ACTIVATE Experience Success</p>	
<p>REFLECT Lock in wins</p>	

