WHY
EVALUATE?

We want to grow into our potential...

We want our organizations to be continually learning and inventive.

THE PROBLEM WITH
EVALUATION IS...

We don't really like it

We don't have time for it
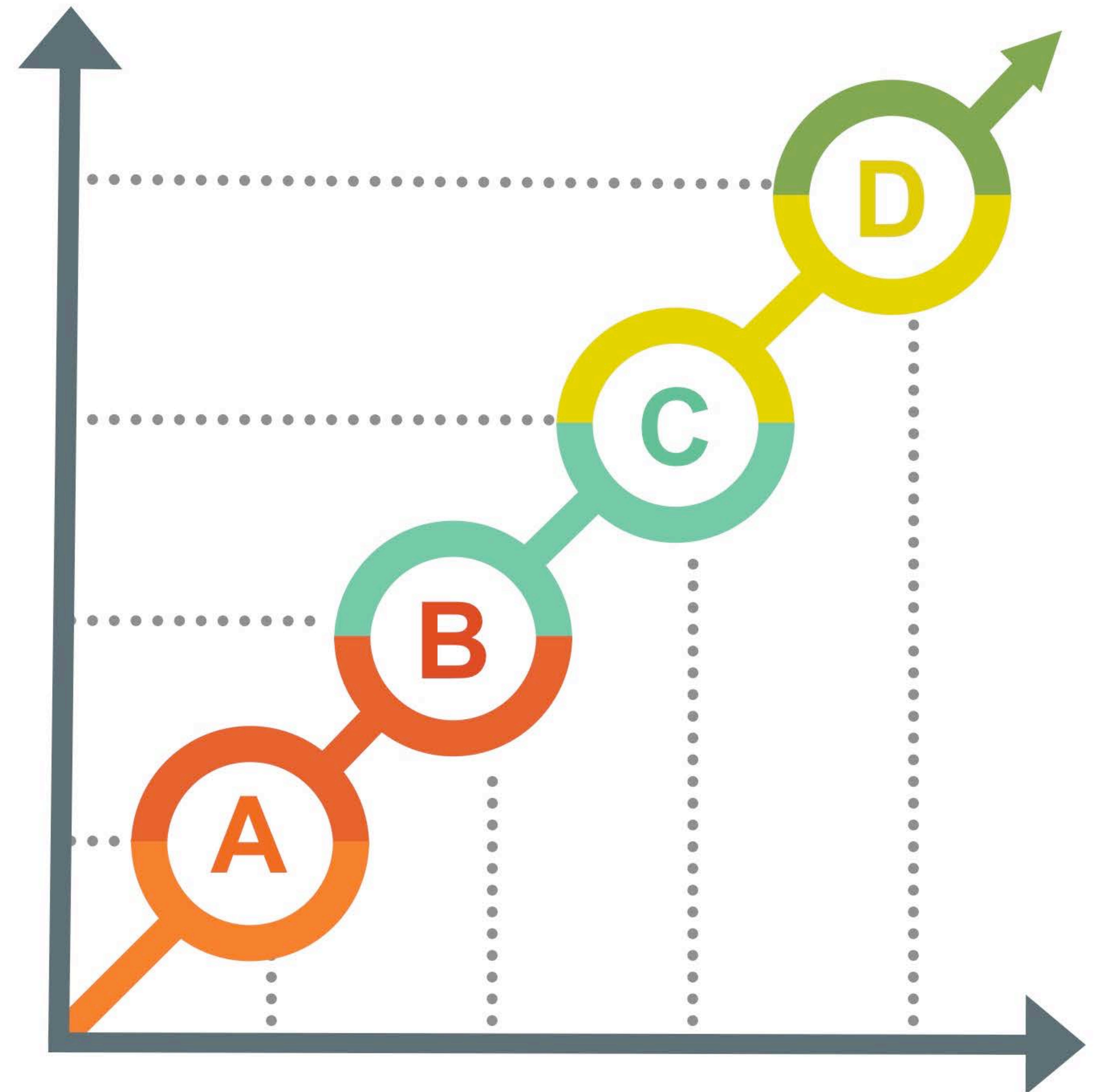
We don't learn much but do it for our funders

We can't afford to do it "right"

ENTER SEED IMPACT

THE GOOD NEWS IS...

A We can quickly come to love it!

B We can dazzle our funders and learn a lot.

C It doesn't have to take extra time.

D We can do it "right" with the resources we already have!

With the right tool:

Evaluation can show us what's working and what's not to improve our services

Evaluation can reveal participants' strengths *and* guide us to build from strength-to-strength

We can clarify where we are, where we want to be, and how to get there

At SEED Impact, we have been learning with 250+ organizations

... exploring two big questions

How can evaluation accelerate learning?

So it's not about proving but rather *improving*!

How can life-changing results be quantified?

So our results become credible!

The essential skills for **school and life success** can be grouped into three interconnected domains:

For use in evaluation, SEED defines these as...

**(1) emotional competencies**

BEING

(2) cognitive skills, and

DOING

(3) social and interpersonal skills

RELATING

EXPECTED RESULTS

Youth with stronger competencies are more likely to have:

College entrance & graduation

Career success

Positive work and family relationships

Better mental & physical health

Reduced criminal behavior

Meaningful contributions to society

Council of Distinguished Scientists National Commission on Social, Emotional, and Academic Development, The Aspen Institute, September 2017
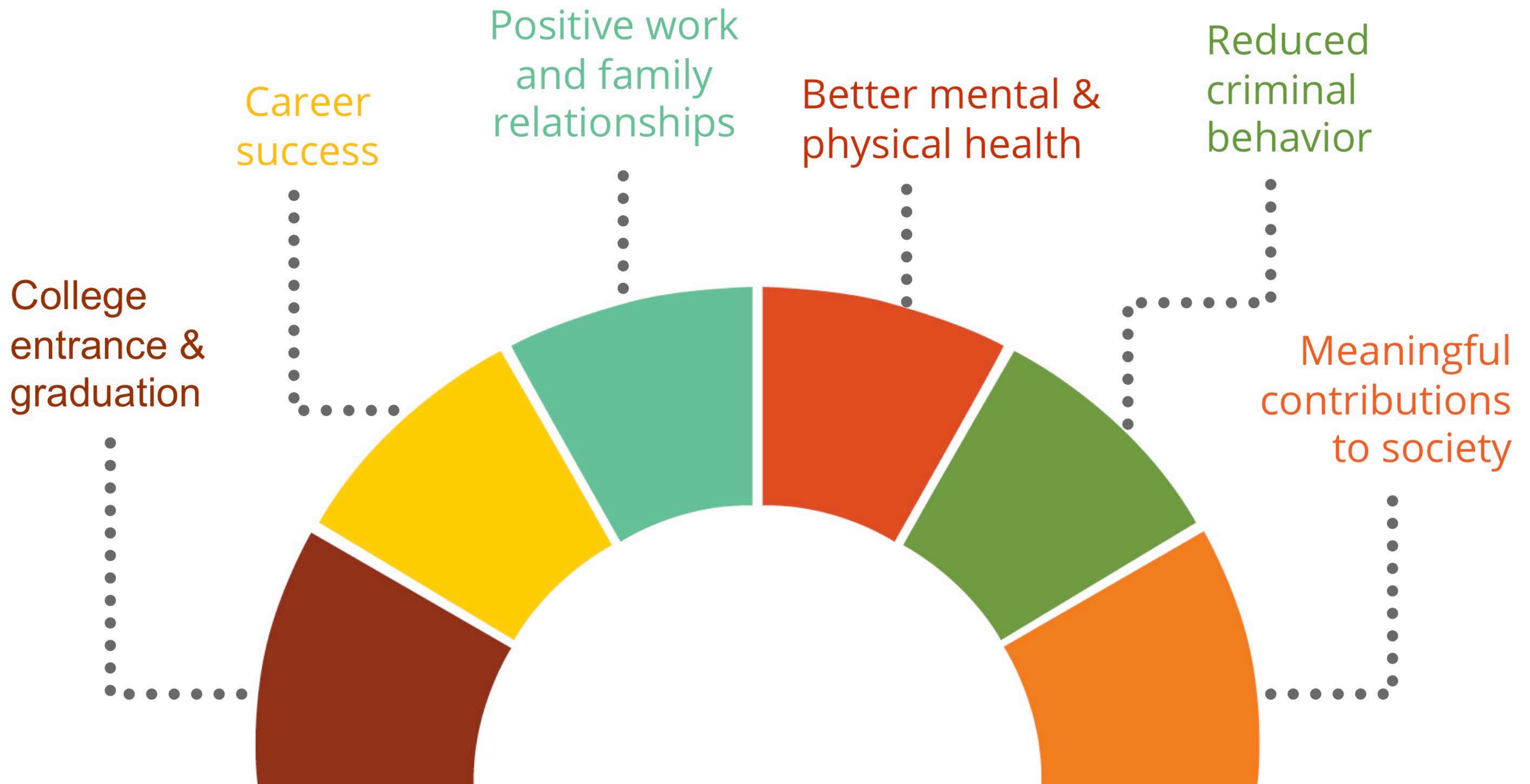
CORE SEL COMPETENCIES: THREE DOMAINS

Collaborative for Academic, Social and Emotional Learning (CASEL)
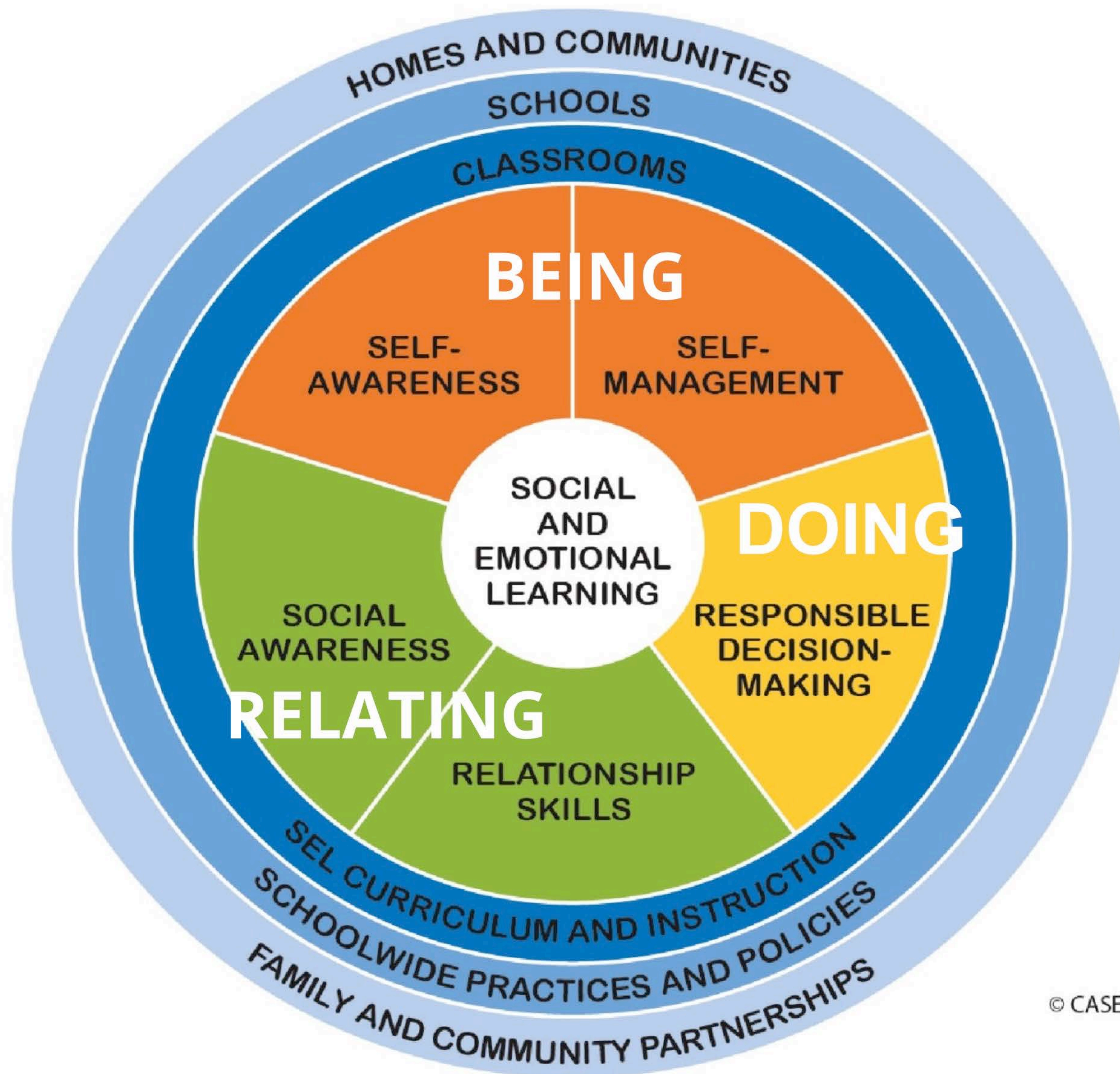
PARALLEL FRAMEWORK

Self-Determination Theory

Well-being is linked with three primary human needs:

1. **Autonomy –** BEING
perceived agency
and control

2. **Competence –** DOING
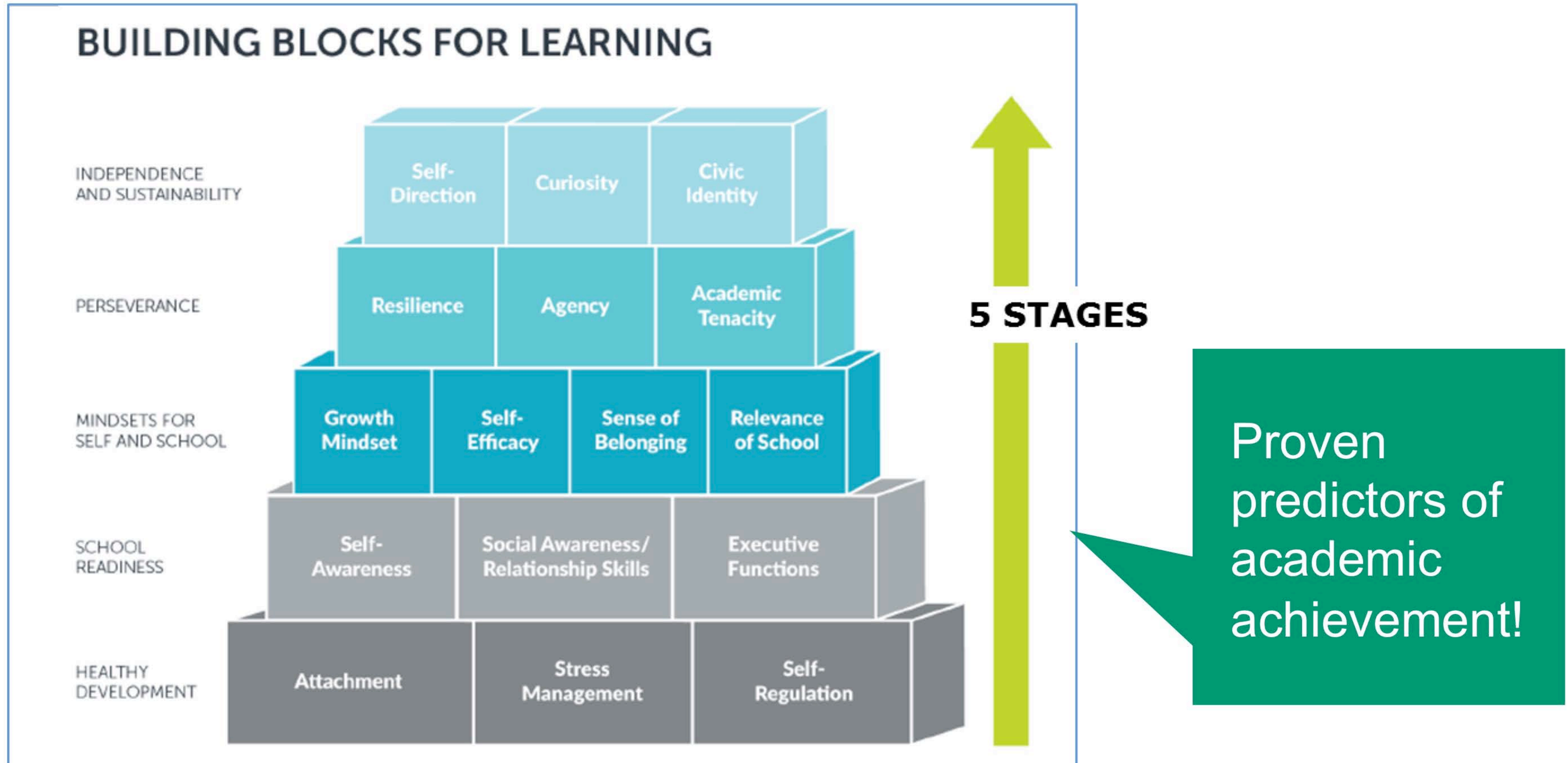belief in ability to meet
demands of schoolwork

3. **Relatedness –** RELATING
feelings of security, belonging and
attachment

SOURCE: Niemiec, C. P., & Ryan, R. M. (2009). Autonomy, competence, and relatedness in the classroom: Applying self-determination theory to educational practice. *School Field*, *7*(2), 133-144.
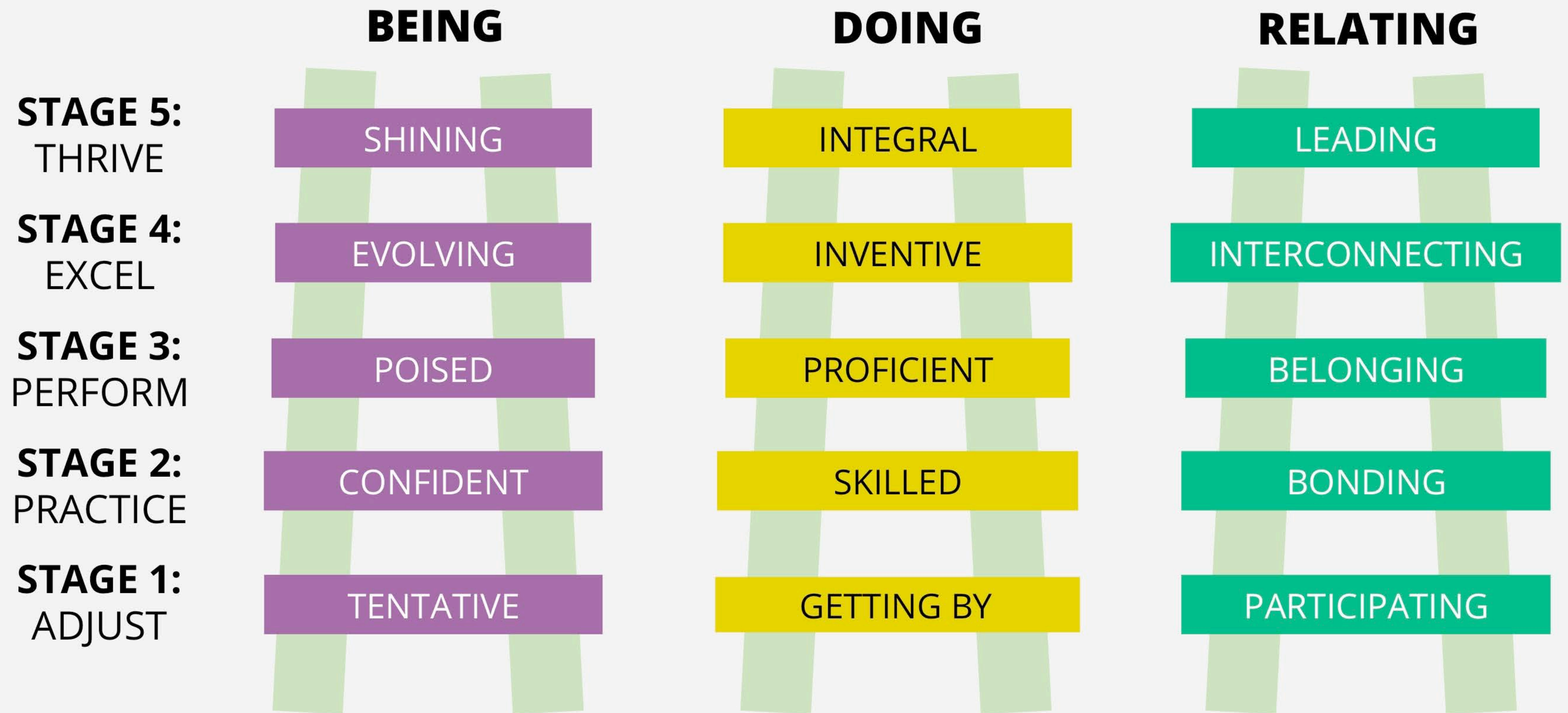
FURTHER INSPIRATION

The Building Blocks for Learning are evidence-based skills and mindsets for Success in school and life.

BUILDING BLOCKS FOR LEARNING

INDEPENDENCE AND SUSTAINABILITY
- Self-Direction
- Curiosity
- Civic Identity

PERSEVERANCE
- Resilience
- Agency
- Academic Tenacity

MINDSETS FOR SELF AND SCHOOL
- Growth Mindset
- Self-Efficacy
- Sense of Belonging
- Relevance of School

SCHOOL READINESS
- Self-Awareness
- Social Awareness/Relationship Skills
- Executive Functions

HEALTHY DEVELOPMENT
- Attachment
- Stress Management
- Self-Regulation

5 STAGES

Proven predictors of academic achievement!

SEED COMPETENCY LADDERS™

	BEING	DOING	RELATING
STAGE 5: THRIVE	SHINING	INTEGRAL	LEADING
STAGE 4: EXCEL	EVOLVING	INVENTIVE	INTERCONNECTING
STAGE 3: PERFORM	POISED	PROFICIENT	BELONGING
STAGE 2: PRACTICE	CONFIDENT	SKILLED	BONDING
STAGE 1: ADJUST	TENTATIVE	GETTING BY	PARTICIPATING

LEARN MORE about the Stage Model approach as a complement or alternative to behavior rating scales.

Using the three ladders allows

- **learners,**
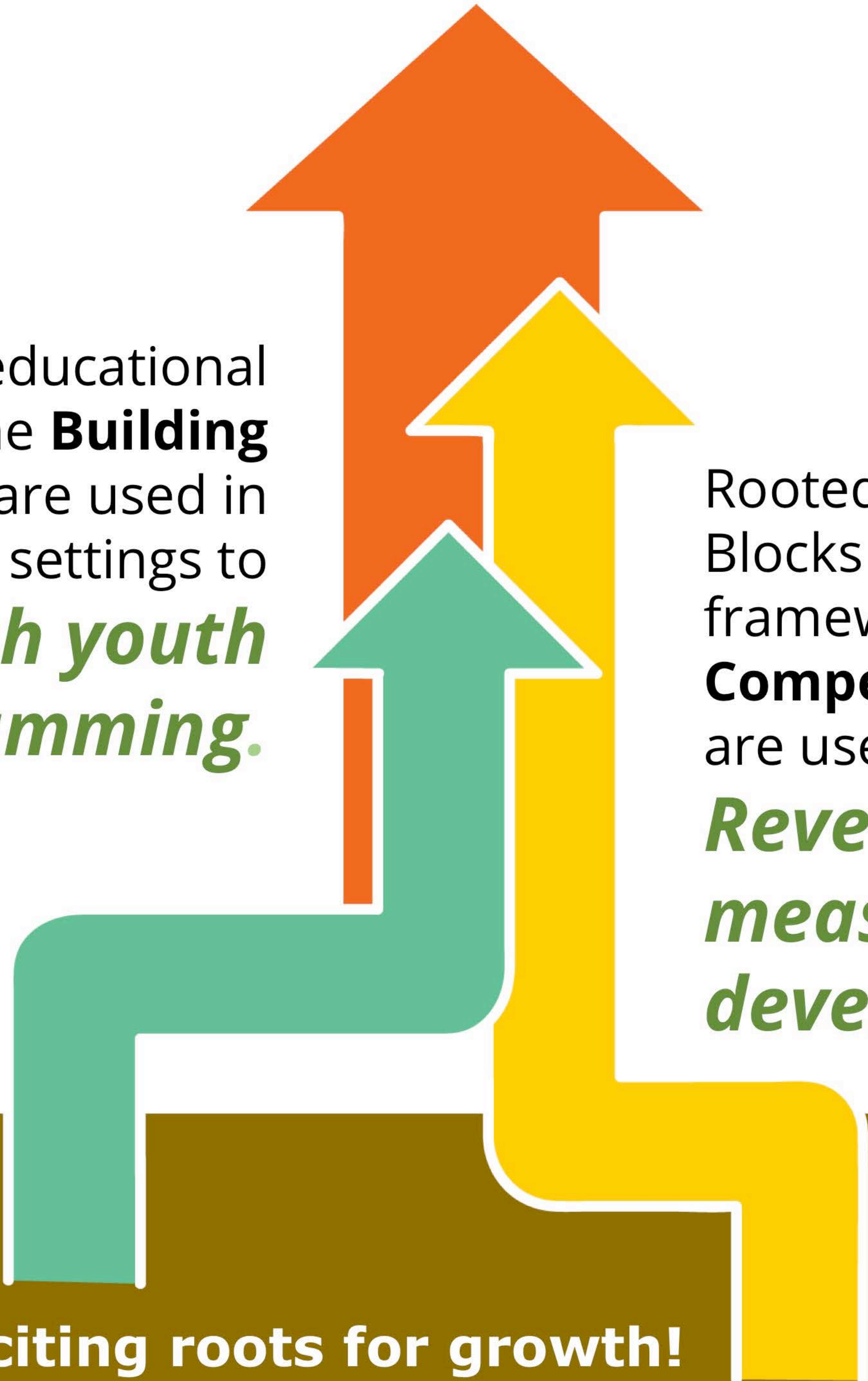- **leaders, and**
- **investors**

to know that youth are developing the essentials for school and life success.

Source: Mendelson, et al, 2015

To better grasp the learner
experience and validate
the ladder scores

We include SEED's

9-ITEM PARTICIPANT FEEDBACK SURVEY

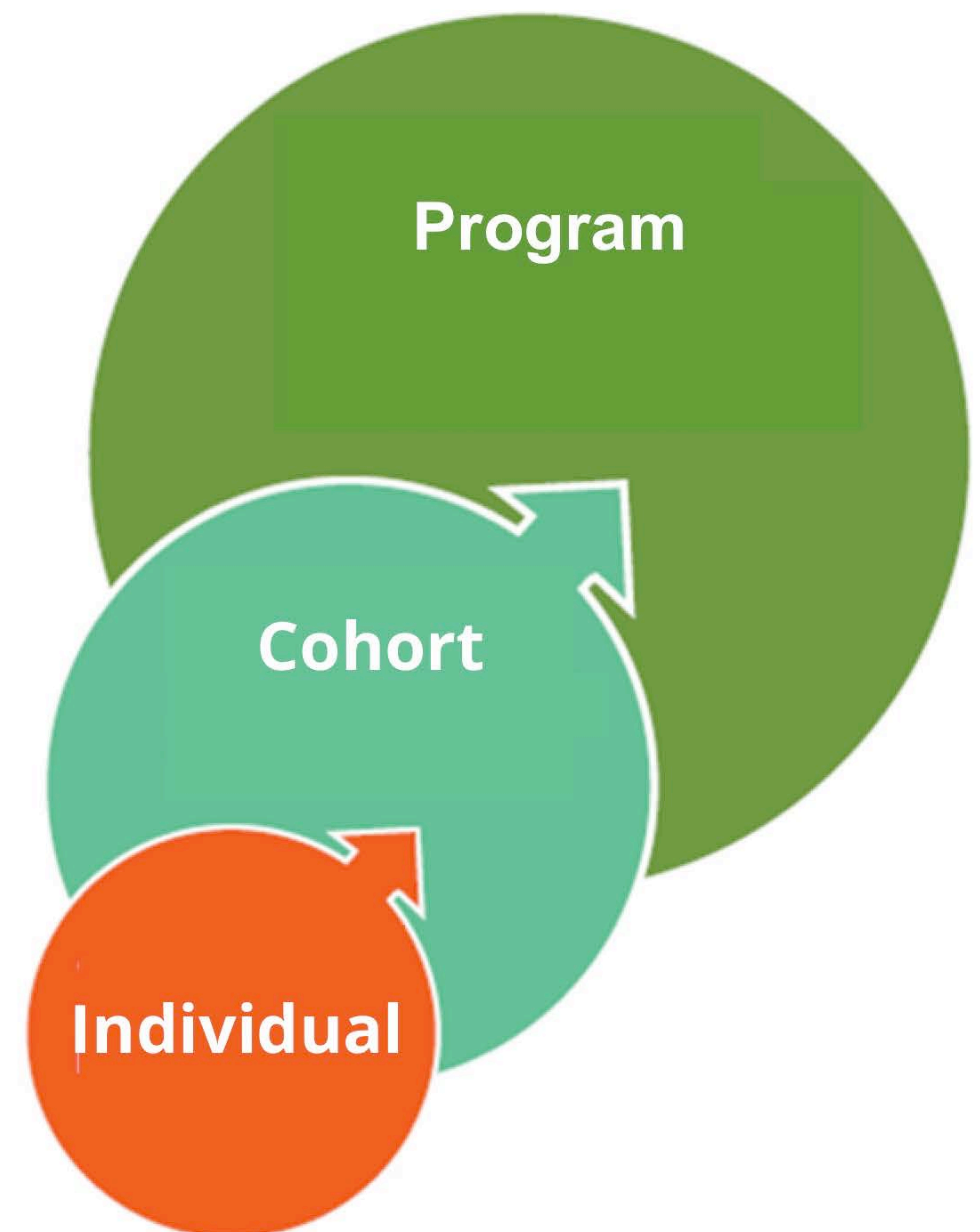Rooted in educational research, the **Building Blocks** are used in school settings to *Enrich youth programming*.

Rooted in the Building Blocks and CASEL SEL frameworks, the SEED **Competency Ladders™** are used to *Reveal hard-to-measure youth development*.
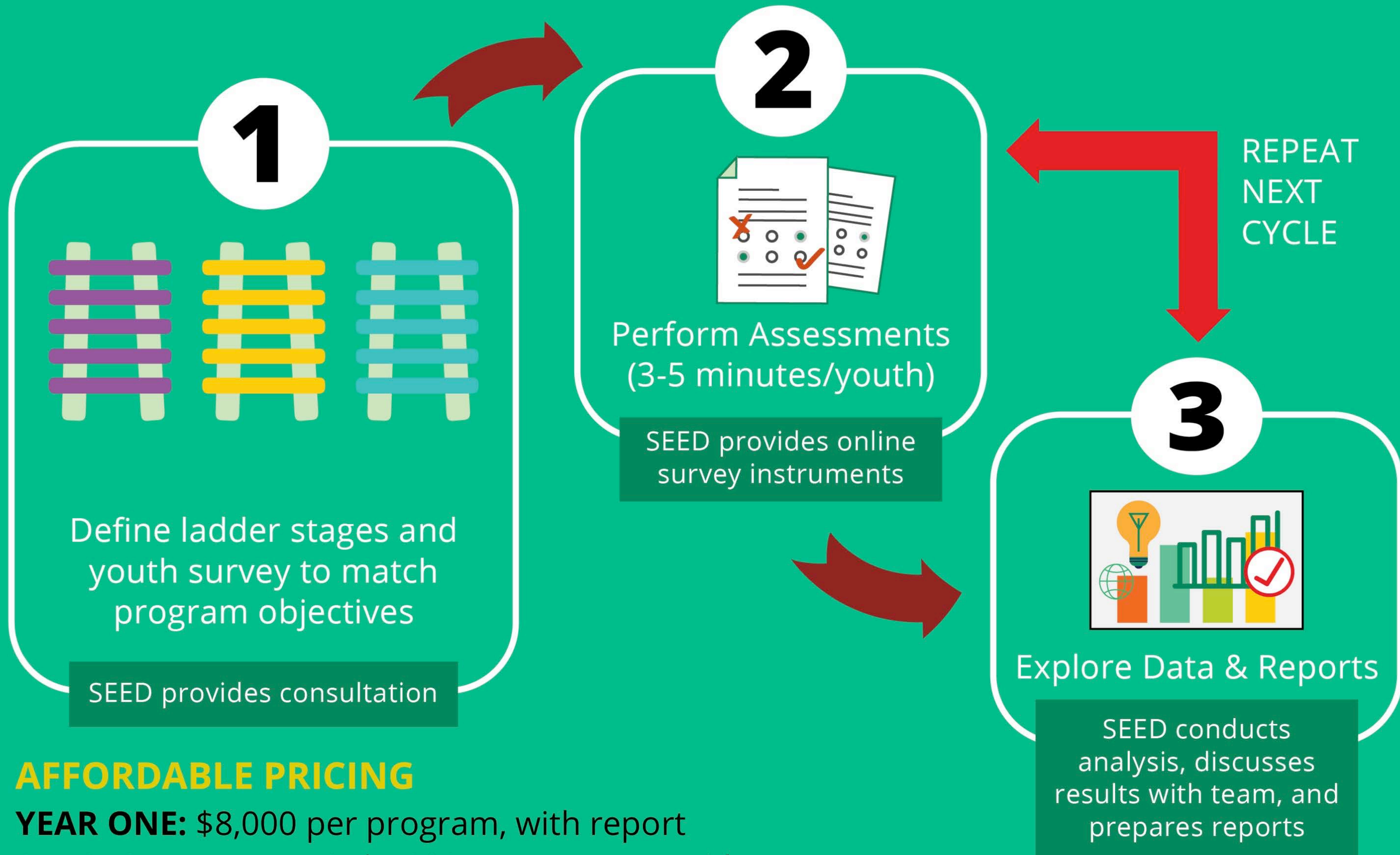
Exciting roots for growth!

Let's check out a sample report

VALUE ADDED

The Competency Ladders™ reveal how much *each youth* and *all youth* develop over time.

EASY TO IMPLEMENT

1

Define ladder stages and youth survey to match program objectives

SEED provides consultation

2

Perform Assessments (3-5 minutes/youth)

SEED provides online survey instruments

REPEAT NEXT CYCLE

3

Explore Data & Reports

SEED conducts analysis, discusses results with team, and prepares reports

AFFORDABLE PRICING

YEAR ONE: $8,000 per program, with report

SUBSEQUENT YEARS: $4,000 per program, with report

OPTIONAL INDIVIDUAL YOUTH REPORTS: $50 each

OPTIONAL ANNUAL AGGREGATE REPORT: $2,500 per organization

ANTICIPATED CONCERNS: NOT TO WORRY!

🌱 ## How will we define our ladder rungs?

SEED will guide you to define the best indicators for success of your programs, drawing from our growing library of ladder definitions developed with organizations that have widely varying missions. Your ladders will be immediately actionable.

🌱 ## How will our staff manage one more thing?

Assessments take less than 3 minutes each. Staff and volunteers have been consistently delighted by how fast and easy this is to do, and how rich are the resulting data.

🌱 ## How will we share results... and "so what"?

SEED will create first reports targeting the interests of your investors (with templates you can use to generate future reports). Anyone wondering "so what?" will appreciate this credible evidence of your social impact.

ACT NOW

SPACE IS LIMITED

We are offering 10 scholarships at $4,000 to any 10 organizations who need to accelerate development in their youth programs using SEED's data-driven approach.

SIGN UP TODAY!

CLICK HERE

VOICES FROM THE FIELD

" We like the ability to **compare across programs** – and in the future across partners!

We have long-needed a way to see our impact **over the year, and over multiple years.**

It's easy to administer (260 students tracked)! **Everyone found it easy** to place kids on the ladders.

We appreciate that the construct is **rooted in research** and the ladders are **made specific to each program.**

It challenged our team to **be explicit about skills** we're hoping the youth are developing.

It's affordable and we like that SEED will build our capacity to do more of it on our own over time.

Evaluation used to take time away from our work. **This becomes part of our work and enhances it.** "

Feedback from Trinity Boston Foundation (TBF). SEED's close partnership in service to three life-giving TBF programs sparked the genesis of this approach.