

Strategies to Increase Hope and Engagement

With students and staff



Hope

- *“An individual's perceptions regarding one's own ability to clearly conceptualize one's goals, develop specific strategies to reach them, initiate and sustain the activities in support of those strategies.”*
Richard Snyder

What is Hope?

1991 positive psychologist, Charles Snyder came up with "hope theory." Hope consists of agency and pathways. The person with hope has the will and determination achieve goals and have strategies to reach them.

Why is Hope Important?

Hope plays a predictive role in academic and job performance.

Role of Hope in Academic and Work Environments: An Integrative Literature review by Vasiliki Yotside et al (Greece) 2018 Literature Review of 23 english language studies.

Hope mediates the relationship between socio-economic status and academic achievement

Dante D. Dixson, et al in the Journal of Educational Research 2018

For adolescents, hope has a positive impact on grade point average even with low socio-economic status.

Amanda Lawrence Calorifornia Lutheran University Dissertation 2018

More Research on Hope

Hope was the most robust predictor of academic achievement in college after controlling for educational history *Journal of Happiness Studies, 2017 Matthew Gallagher et al*

Hope predicted better academic performance while controlling for LSAT scores and undergraduate grades. *Journal of Research in Personality 2011 Kevin L. Randa et al*

Those with higher hope were less likely to partake in risky behaviors and are more likely to invest in their future. *Julie Ruiz Pozueloes Oxford University 2018*



Hope Survey

*Practical tools for social and emotional
growth for both students and adults*



Why do we measure hope?

DISCOVER WHAT THE HOPE SURVEY IS ALL ABOUT

LEARN MORE

Trusted by over 51507+
Students, Parents and Teachers

SCHOOL ENVIRONMENT



What do schools measure?

- . MCA I, II, and III and NAEP*
- . NWEA MAPS,*
- . ACT and SAT,*
- . PLAN and EXPLORE,*
- . ITBS,*
- . CoGAT,*
- . PSAT,*
- . ASVAB,*
- . NMSQT,*
- . WISC, etc. etc.*

Standards are important, but...

- *What really makes a difference in the lives of students?*
- *How can we assess that?*
- *And then...now, wow, and how*

What's Important?

- *Student Success*
- *Engagement*
- *Achievement*
- *EQ versus IQ*
- *Grit*

Once we measure it...

How do we build strategies from the
bottom up?

- What?
- So what?
- Now What?

The Hope Team Process to Create Your Ideal Culture

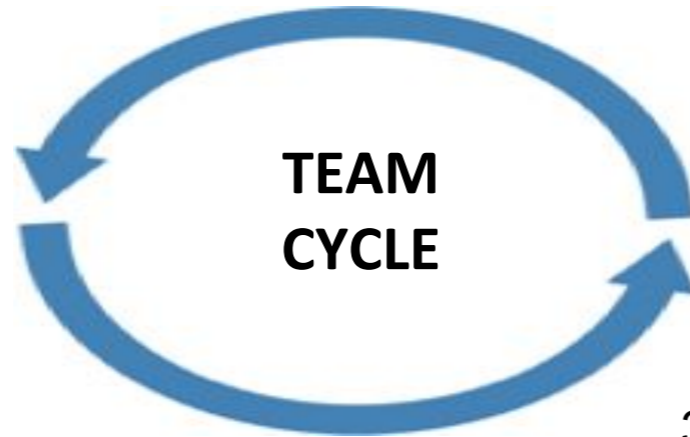


6. Share the findings and the plan

5. Implement & Team on Strategies



1. Gather student and staff perceptions of school using surveys and ongoing dialogue



4. Identify most engaging strategies



2. Link perceptions to desired outcomes

3. Identify areas of need in school climate & culture





Hope Survey

Success by All Means

Basic Strategies and Interventions

Autonomy

- Give time for personal interests
- Address personal goals
- Provide alternative out of classroom learning experiences
- Discuss broad post-secondary options
- Focus on developing talent and not on remediating deficits
- Provide for investigations and explorations
- Allow development of long term, integrated plan of study
- Remove time and space restrictions
- Allow students to work at their own pace
- Create opportunities for student leadership
- Stay out of their way!

Goal Orientation-Task Mastery

- Development of independent learning skills
- In-depth studies at the edge of competence
- More open-ended and in-depth studies
- Stress hard work and perseverance over talent and ability
- Develop and address students' goals
- Focus on developing talent & not on remediating deficits
- Provide alternative learning experiences
- Provide experiences & expectations that reflect college expectations
- Remove time and space restrictions
- Multiple, related in-depth studies

Goal Orientation-Performance

- Eliminate Letter Grades
- Eliminate GPA
- Do not rank students
- Find other gates to college besides ACT/SAT scores
- Assignments just for the teacher should be changed
- Grading on a curve promotes competition – try to not do this.

- Focus on learning targets and goal attainment.
- Focus course completion/standards completion and learner outcomes rather than final grades.

Academic Press

- Subject & grade acceleration
- Continue to give college and career information
- Discuss broad post-secondary option
- Push out of comfort zones
- Advise on how to set and reach realistic goals
- Development of independent learning skills
- In-depth studies at the edge of competence
- Build self-esteem through mastery experiences
- Provide role models
- Stress hard work and perseverance over talent and ability
- Review and update goals
- Don't lower expectations

Belongingness

- Provide mentorships to learn other systems
- Place with appropriate teachers/advisors/coaches
- Direct and clear communication with the child
- Recognize psychological vulnerability & intervene when necessary
- Provide role models
- Continue to give college and career information
- Address individual goals (regarding belongingness, should we stress differential between academic and personal support? - I can see adding more personal support items.)



Improving School Culture

Creating Strategies That Fit Your Needs

S.E.L./Hope Study Components	Strategies that fit our school
Autonomy <ul style="list-style-type: none">- Choice, self-direction- Person interest, relevance- Sense of ownership	
Academic Support from Teachers <ul style="list-style-type: none">- Personalized attention to each student's learning- Desire for each student to do their best	
Personal Support from Teachers <ul style="list-style-type: none">- Warmth, caring- Sensitivity to feelings- Sense of support and acceptance	
Academic Support from Peers <ul style="list-style-type: none">- Academic help and encouragement from other students- Desire for others to do their best	
Personal Support from Peers <ul style="list-style-type: none">- Warmth, caring- Sensitivity to feeling of others- No bullying, cliques, or discrimination	
Mastery Goal Orientation <ul style="list-style-type: none">- Emphasis on deep understanding- Mistakes as part of learning- Recognition of effort	
Performance Goal Orientation <ul style="list-style-type: none">- Emphasis on shallow memorization and letter grades- Favoritism toward "good" students- Disinterest in "bad" students	
Academic Press <ul style="list-style-type: none">- Emphasis on critical thinking- High expectations of all students- Assessment of process as well as product	
Others	

Why is Hope Important?

- *Higher levels of hope equate with:*
 - *Seeing barriers as obstacles to be overcome*
 - *Having the will to achieve one's goals*
 - *Finding pathways and strategies to get there*
 - *Having more grit, perseverance, and a growth mindset*

PERCENTAGE WHO SAY HOPE IS VERY
IMPORTANT

83%

GALLUP SUPERINTENDENT SURVEY 2015

- Getting to do what they do best drives students' perception of success at school
- Many young students, but few older students feel surrounded by caring adults at school
- Engagement and Hope are linked to students' plans after high school
- Entrepreneurial aspirations wane for high school students

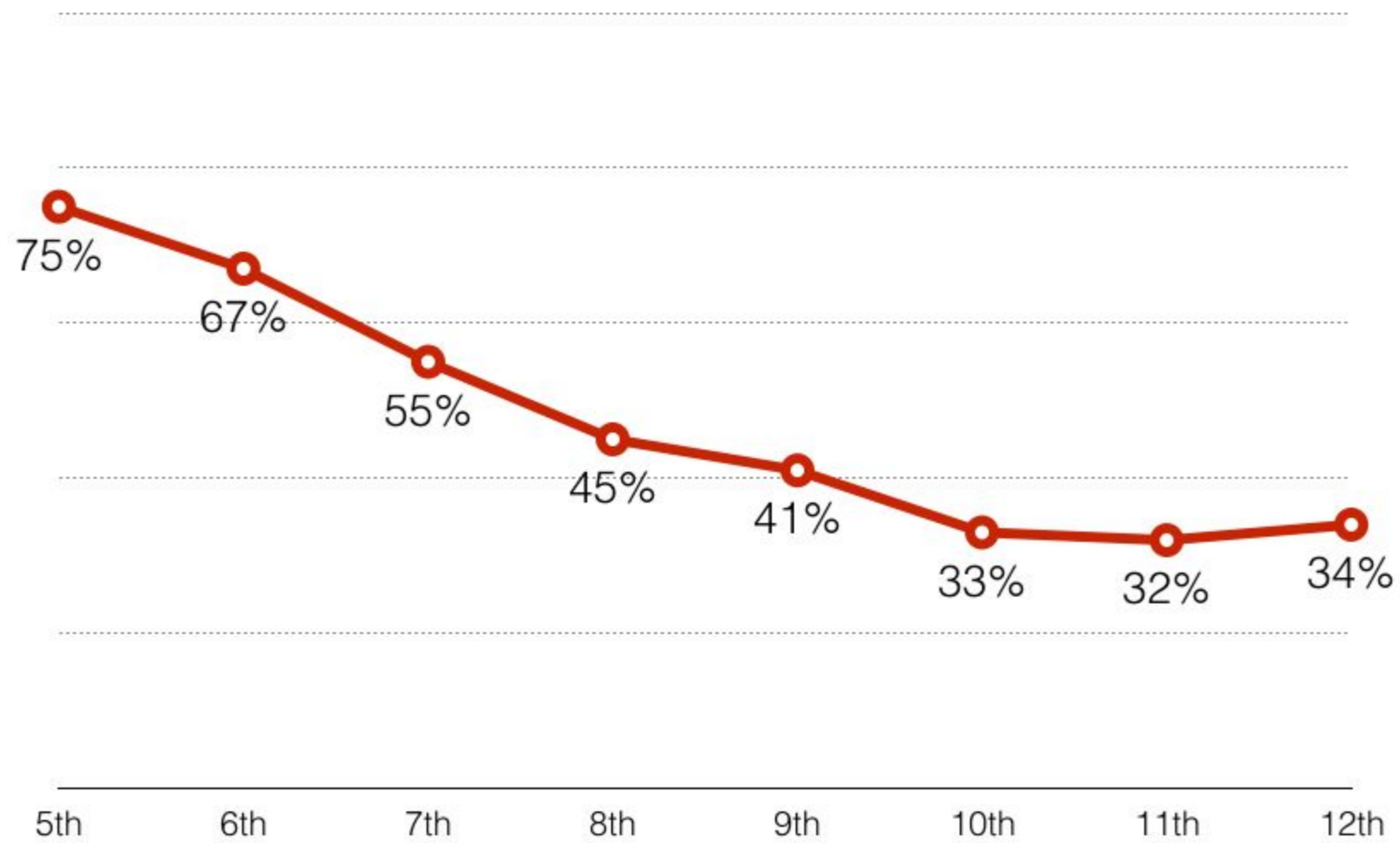
Engagement

- The behavior and attitudes in school
- Behavior-works hard, concentrates, pays attention (things easily observed)
- Emotional-enjoys being in school and learning new things (more difficult to observe)

Why is Engagement Important?

- *Non-engaged students do not reach their potential*
- *Engaged students will meet their potential*
- *Engaged students' quality of learning is better*

Percentage of Students Engaged in School, By Grade (n = 928,888)



Gallup. (2016). *Gallup student poll. Engaged today - Ready for tomorrow. Fall 2015 survey results.* Washington, DC: Author.

Strategies to Improve Engagement

Provide opportunities for student voice, choice, and empowerment

Encourage participation in different ways

Support failure as an opportunity to learn

In the classroom, periodically stop mid-sentence which forces students to

Academic Press

- Consistent high expectations of teachers that students will do their best work
- Emphasis is on a "press" for understanding rather than performance
- Performance goal mindset presses for assignment completion and a high grade
- Mastery goal mindset presses for understanding

Why is Academic Press Important?

- *Schools with high academic press for mastery have more effective learning strategies*
- *They have greater levels of achievement*
- *They have more students with a growth mindset*

Strategies to Improve Academic Press

- *Build self-esteem through mastery experiences*
- *Provide role models*
- *Stress hard work and perseverance over talent and abilities*
- *Review and update goals*
- *Develop independent learning skills*

Goal Orientation

- The reasons behind a student's effort to learn and achieve
- Performance Orientation-fixed mindset and goal is to succeed in comparison to others
- Learning Orientation-growth mindset with a desire to learn based on obtaining knowledge and gaining skills

Why is Goal Orientation Important?

- *Learning Orientation (Growth mindset)*
- *Performance Orientation (Fixed mindset)*

Strategies to Improve Goal Orientation-Task Mastery

- *Focus on developing talent and less on remediating deficits*
- *Provide alternative learning experiences*
- *Remove time and space restrictions*
- *Develop independent learning skills*

Strategies to Improve Goal Orientation-Performance Mastery

- *Do not rank students*
- *Focus on learning targets and goal attainment*
- *Focus on course completion rather than final grades*
- *Eliminate grading on a curve*

Belongingness

- Often called "relationships"
- This measures the depth and quality of interpersonal relationships
- Peer relationships-if positive they lead to a sense of being accepted and respected
- Teacher-student relationships-enhances motivation, engagement, and achievement

Why is Belongingness Important?

- Belongingness has a high impact on student mental health
- Belongingness has a high impact on student well-being

Strategies to Improve Belongingness

- *Provide mentorships/advisory*
- *Address individual goals*
- *Direct and clear communication with the student*
- *Recognize student vulnerability and intervene when necessary*

Autonomy

- *This is an opportunity for self-management and choice*
- *Internal locus of causality-individuals can make decisions regarding things that impact them*
- *External locus of causality-individuals feel they are acting under the direction of others*

Why is Autonomy Important?

- *When students feel they have internal locus of causality they have higher motivation, they have higher engagement*
- *When students feel they have more external locus of causality they have higher levels of anxiety and less motivation and engagement (more fixed mindset)*

Strategies to Improve Autonomy

- *Give time for personal interests*
- *All development of long term, integrated plan of study*
- *More personalized learning opportunities*
- *Create opportunities for student leadership*

Ability

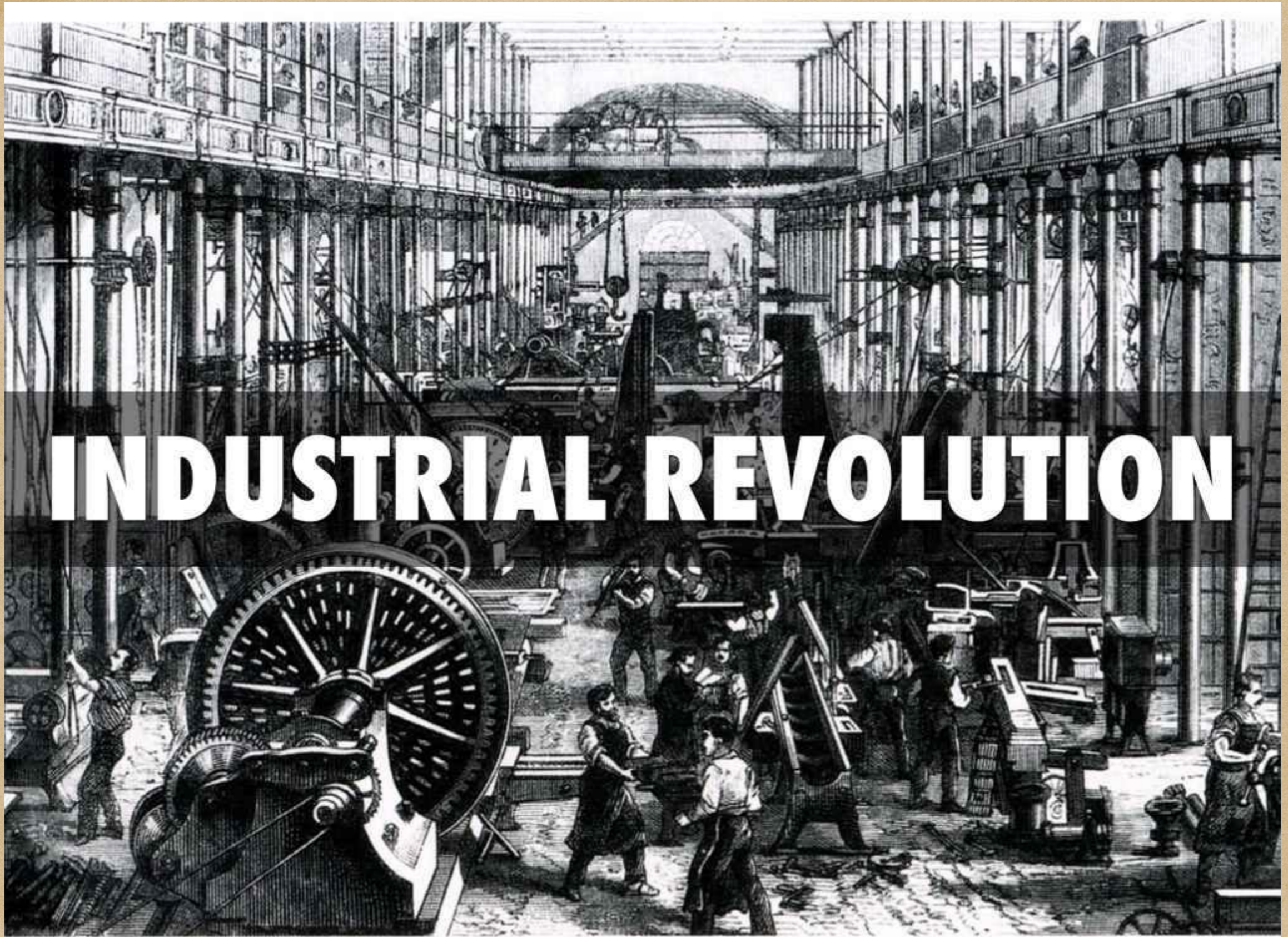
- *Ability is not the sole predictor of future success*
- *Ability is the vehicle. Hope, will, and engagement is the engine.*
- *Without the engine, students go nowhere*

With the Findings...

- . NOW--here are immediate strategies or interventions that will make a difference for our students*
- . WOW--this is where we want to go (our vision)*
- . HOW--these are the procedures or policies that will get us to "wow"*



The Agricultural Revolution



INDUSTRIAL REVOLUTION





The Age of the Heart

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Hope Survey