



Supportive Environmental Quality Underlying Adult Learning (SEQUAL): A Tool For Program Improvement

Multi-purpose tool for **examining** and **improving** environments in which early childhood teaching staff work and learn.

Online survey which captures **teaching staff assessments** of how their program environment contributes to or hinders their ability to apply their knowledge and skills and improve their practice.

Center for the Study of Child Care Employment
Institute for Research on Labor and Employment
University of California, Berkeley

Five SEQUAL Domains

Examines policies, practices, and relationships that support high quality care and instruction and professional growth.



Teaching Supports

Curriculum and Child Assessment, Materials, Support Services for Children and Families, Staffing



Learning Community

Professional Development Opportunities, Applying Learning



Job Crafting

Making Decisions in Your Classroom, Teamwork, Input into Your Workplace



Adult Well-Being

Economic Well-Being, Wellness Supports, Quality of Work Life



Program Leadership

Supervisor, Leader

Why SEQUAL?


Provides contextual information about workplace conditions that impact teacher practice and program quality

Brings teacher voices to inform approaches to quality improvement


Builds field vocabulary around teachers' needs for support and reward




SEQUAL Development and Analytics




Expert advisors and teaching staff focus groups informed SEQUAL development




SEQUAL items based on multi-disciplinary theory related to adult learning, teacher education, early childhood quality and organizational quality



SEQUAL analytics reveal good fit with five factor solution based on SEQUAL domains



Ongoing validation shows relationship between SEQUAL scores and program quality and ECERS rating and program auspices and wages



Future studies to explore relationship between SEQUAL and CLASS and depression scores

Uses of SEQUAL Study: Research

Research

Used by researchers in understanding the interplay between teacher education, the work environment, and efforts to improve program quality and facilitate children's learning.

SEQUAL can help answer:

- How do SEQUAL scores vary among centers with different characteristics (e.g., size, auspice, turnover rates)?
- Do SEQUAL scores predict variations in various aspects of quality (e.g., CLASS, Environmental Rating Scale, QRIS Ratings)?
- How do SEQUAL scores vary among teachers with different characteristics (e.g., job role, education, race/ethnicity, depression levels)?

Uses of SEQUAL Study: Policy, Education, and Technical Assistance

Policy

Used by policy makers to inform decision making and guide resource allocations.

Education

Introduces center leaders, teacher educators, and trainers to theories, concepts, and best practices related to promoting teacher growth and development

Raises awareness among current and prospective teaching staff about supportive work environments

Technical Assistance

Used by directors, mentors, and coaches to:

Assess how the adult work environment supports or impedes effective teaching practices

Guide improvements to program policies, practices, and relationships necessary for teacher development

How a SEQUAL Study Works

Client and CSCCE staff establish agreement about sample size, report features, and responsibilities.

Client provides CSCCE with email for program director and individual teaching staff.

All teaching staff and director receive online invitation and survey link via email. Survey can be completed on smartphone, tablet or computer.
(Contact CSCCE for information about paper options and SEQUAL translations).

1

2

3

CSCCE provides report describing program work environments, and associations with available quality data.

Program directors/administrators complete program and professional profile.

Teaching staff also complete personal profiles about their professional, demographic characteristics and job.

6

5

4



VENTANA
WINDOW

For more information:



irle.berkeley.edu/CSCCE



facebook.com/cscceucb



cscceinfo@berkeley.edu



[@CSCCEUCB](https://twitter.com/CSCCEUCB)