

# Ensuring High-Quality Environments for Staff as a Component of a QRIS

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# 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.

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# Five SEQUAL Domains

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



## Teaching Supports

Curriculum, Child Observation and Assessment, Materials and Equipment, Support Services for Children and Families, Staffing and Professional Responsibilities



## 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

# 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