

THE ROI OF SEL

Have confidence in the impact of your SEL program by knowing all the ways SEL benefits students and educators.



**APERTURE
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Most educators agree that social and emotional skills are essential for both children and adults, and much research proves these skills help set the foundation for success in school and in life.

But we all know the world of district budgets and the need to demonstrate the effectiveness of educational programming. District leaders need to know that quality, well-implemented social and emotional learning (SEL) programs have a high return on investment (ROI).

Luckily, it is easy to make the case for why SEL is a worthwhile investment. We put together this guide to outline all the benefits of quality, well-implemented SEL programs, from teacher retention to improved student academic success to long-term gains that last a lifetime.

We hope you find this guide useful as you plan your SEL program — and the budgets to support it.



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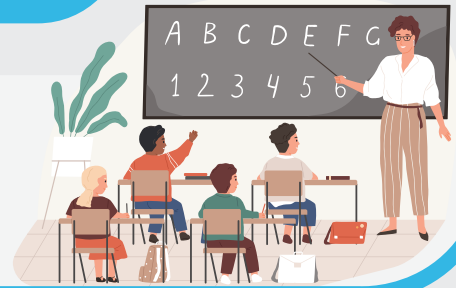
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THE HIGH ROI OF SEL



Short-Term Benefits

- Social and Emotional Competence
- 13% Gain in Academic Achievement
- Improved Connections and Behavior



SEL Benefits Every Age Group

The best social and emotional learning (SEL) programs are taught on a continuum, from preschool through high school, with the goal of building social and emotional competence and setting students up for life-long success.

School-Wide Benefits

- Safe and Supportive Learning Environments
- Reduced Bullying Incidents
- Increased Equity and Sense of Citizenship



Teacher Benefits

- Higher Retention
- Reduced Stress
- Improved Instruction and Student Outcomes



Student Voice and Choice

Giving students agency and influence in their learning can improve academic outcomes and help them become healthy, happy, and productive members of society.

Long-Term Benefits

- College and Career Readiness
- Improved Lifetime Outcomes
- Economic Benefits





Short-Term Benefits of SEL

Hundreds of studies show that social and emotional learning (SEL) works. Most teachers agree that social and emotional skills are essential to learning, and teachers, educators, parents, and students have seen the benefits first-hand. SEL leads to improved outcomes and behaviors and helps students and educators succeed.

While it is important to know that SEL helps students develop skills that last a lifetime, educators and students will also see a positive impact from quality social and emotional programs in the short term (i.e. either near immediate impacts or benefits that help students succeed in their K-12 education).

We've outlined the short-term benefits of quality SEL programs below.



Development of Social and Emotional Skills

The first benefit of a well-implemented, quality SEL program is that it teaches students social and emotional competence. Students learn the critical competencies — self-awareness, self-management, social awareness, relationship skills, and responsible decision-making skills. These competencies are needed to succeed in school and in life.



13% Gain in Academic Achievement

An impressive body of research shows SEL promotes stronger academic performance. SEL can have a positive impact on students' standardized test scores and GPAs, particularly in reading and math. In addition, a 2017 metaanalysis of 82 SEL interventions involving more than 97,000 K-12 students found the academic performance of students who participated in an SEL program was 13% higher than peers not participating in SEL programs.



More Meaningful Connections

Relationships are very important to how we learn. SEL teaches students how to establish and maintain healthy, positive relationships with adults and peers. This increases students' motivation to learn, boosts confidence and self-efficacy, improves conflict resolution, and strengthens communication and cooperation.



Video: Learn How to Build Relationship Skills

Take a deep dive into the SEL competency “Relationship Skills” with [this self-guided 15-minute workshop](#). We offer suggestions on how to approach and model Relationship Skills, discuss strategies for building Relationship Skills, and talk about how to bring what we shared into the classroom, your program, or school.

[WATCH THE VIDEO](#)



Improved Attitudes Toward Self, School, and Others

When students have high self-esteem as well as a strong sense of self-concept and self-efficacy, they develop positive attitudes toward themselves and others. These skills are thought to support the development of healthy relationships and positive connections to school, and help students refrain from negative behaviors such as violence and drug use. SEL helps students develop these important skills.



Positive Social Behavior

SEL increases positive behaviors. Students learn how to get along with others, demonstrate empathy and compassion, and are more likely to show concern for and try to help others.



Fewer Behavior Incidents

SEL helps students gain awareness of and manage their emotions, work well with others, and make responsible decisions. Students with strong social and emotional skills are less likely to demonstrate disruptive classroom behavior, noncompliance, aggression, bullying, and school suspensions.

Like any educational program, results depend on the quality of implementation of your SEL program. Understanding the short-term benefits of SEL is an important step in getting buy-in from teachers and staff!

Success Story: Lowell Public Schools

Lowell Public Schools (MA) aimed to become “the best school district in the Commonwealth.” This goal drove their strategic plan centered on equity, excellence, and empowerment.

When the district started focusing on the importance of the relationship between academics, mental health, and social and emotional competence of students, they quickly realized they needed to bring SEL to the forefront. The program began with a pilot in one of the district’s highest-need middle schools, where SEL contributed to improved relationships with students, increased engagement, and reduced

behavior infractions. The pilot program also resulted in a 47% increase in attendance.

“There were no ifs, ands, or buts — people couldn’t not buy in after seeing the data point on the 47% attendance increase.”

*-Lyndsey Killilea, SEL Coordinator,
Lowell Public Schools*

[READ THE FULL CASE STUDY](#)

Long-Term Benefits of SEL



You may be wondering, “How long do the benefits of SEL last?”

Well, SEL not only helps students in the short-term, but it also has benefits that last beyond school and into adulthood. Students with strong social and emotional skills do better in college (or post-secondary education) and their careers. They also tend to have caring and genuine relationships, are more self-aware in understanding their potential, have the resiliency required to face inevitable challenges, and have overall improved lifetime outcomes.

As you consider the benefits of implementing a quality SEL program, be mindful of the positive long-term impacts your program will have on students.

We’ve outlined the long-term benefits of quality SEL programs below.



Higher Graduation Rates

SEL programs have been linked to improved graduation rates. For example, one study found 6% more students succeeded in high school among the intervention group (students receiving SEL instruction) compared with the control group (students who did not participate in an SEL program). This same study showed 11% more students completed college among the intervention group compared with the control group.



Reduced Need for Special Education Services Long-Term

Studies show that SPED students who received quality SEL programming were 5%

less likely to require services by fifth grade than the control group. Low-income students fared even better and were six percentage points less likely to require services.



College and Career Readiness

The number one skill employers look for in new hires is creative problem-solving, followed by critical thinking and teamwork. SEL programs prepare students for college and trade school and help them navigate the challenges, choices, and requirements they will face in the workplace.



Skills to Persevere Through Adversity

Research shows that strong social and emotional skills can serve as preventive and

protective factors against emotional distress, behavior problems, and drug use. It is important to note that these results were consistent among students from different racial groups and socioeconomic statuses, meaning all students can benefit from SEL.



Higher Sense of Well-Being

Enhanced SEL skills are linked with significant improvements in students’ well-being up to 18 years after intervention. Additionally, universal SEL interventions have shown to significantly improve students’ positive attitudes, resilience, and prosocial behaviors beyond school and into adulthood.



Improved Lifetime Outcomes

Early social and emotional skills development has shown to reduce students' likelihood of receiving public housing and public assistance. It also reduces their likelihood of having involvement with police before adulthood and spending time in a detention facility. Some research shows that SEL can also help reduce poverty and improve economic mobility.



Economic Benefits to Society

A metaanalysis that looked at the cost benefits of well-implemented, evidence-based SEL programs found an average return on investment of 11 to 1, meaning for every dollar spent on the program, the school or district saw an \$11 return. Other studies found a return on investment of up to 34 to 1. Additionally, SEL contributes to economic benefits in reduced societal costs:

individuals with strong social and emotional skills are more likely to be productive and find opportunities for employment.

An impressive body of research shows the importance of helping students learn social and emotional skills that they will use throughout their lives. The quality of your SEL program and its implementation matters and can impact the long-term benefits for your students.

Success Story: Humble ISD

Educators in Humble Independent School District (TX) recognized that some students lacked the behavioral and academic skills required to be successful. District and campus leaders knew targeted interventions and support were needed, and they began a journey toward helping students strengthen their social and emotional skills. Guidance counselors and teachers implemented a quality SEL program that used the DESSA assessment and SEL strategies and saw significant results. The district decreased disciplinary actions by 76%, improved academic outcomes, and created a positive school culture.

“Looking at school-wide trends over time, alongside individual student data, has been very helpful. Administrators and counselors have used the data to help plan classes for the next year — balancing DESSA data, SEL needs, and academic performance.”

- Jennifer Egan, Elementary Counselor

[READ THE FULL CASE STUDY](#)

School-Wide Benefits of SEL

School climate and culture is key to students' ability to thrive and succeed in school. A positive school culture can help students, parents, and staff feel valued, safe, and invested. It promotes a sense of connectedness within the school, increases engagement, and improves students' academic performance.

There are many ways SEL fosters a positive culture and inclusive learning environment within a school, which in turn facilitates school engagement and success of students and adults.



SEL PROMOTES POSITIVE LEARNING ENVIRONMENTS AND CREATES A CULTURE WHERE STAFF AND STUDENTS FEEL CONNECTED, SUPPORTED, AND INVOLVED IN ENSURING EVERY STUDENT'S LEARNING NEEDS ARE MET.



skills needed to form healthy relationships with others. It can also help students feel seen and valued. For students who bully others, SEL can decrease aggressive and controlling behaviors and increase their ability to be respectful and kind. For victims of bullying, SEL can improve confidence and self-worth and reduce social withdrawal.

SEL also improves school-family partnerships, and it helps teachers build stronger classroom management skills and create safe and supportive learning environments. These dynamics can improve student cooperation and increase their willingness to accept and get along with others.

Higher Acceptance

SEL teaches students that they have the power to spread kindness. It also teaches students how to empathize with others. When students learn how to identify and understand others' feelings, they are

We've outlined five school-wide benefits of quality SEL programs below.

Safe and Supportive Learning Environments

The primary responsibility of every district, school, and educator is to ensure students are able to learn in safe and caring environments. SEL creates safe and supportive schools because it promotes empathy and kindness, fosters positive learning environments, strengthens teacher and peer relationships, and increases feelings of belongingness and connectedness. It also can promote positive behavior and reduce bullying.

Improved Teacher-Student Relationships

Most of us remember a teacher who went above and beyond to engage us in learning. That teacher likely connected with us and made us excited to learn. SEL promotes relationships

that support and encourage students, which in turn encourages students to take ownership of their learning, work hard, and cooperate. It also decreases disruptive behavior and can influence a student's decision to stay in school.

Reduced Incidents of Bullying

SEL can help prevent bullying. It teaches empathy, acceptance of different perspectives, and the





more likely to show kindness and compassion. Increased empathy can help students form positive peer relationships and demonstrate greater cooperation and collaboration.

Increased Equity

SEL can play a role in increasing equity within a school. SEL helps educators treat students with fairness and better understand where students are coming from. SEL also helps school staff identify and provide extra resources to students who need them and promotes culturally responsive teaching so that every student is treated fairly.

Increased Sense of Citizenship

Quality SEL programs can create a positive learning environment and foster students' sense of belonging within their school. A strong sense of citizenship can

motivate students to learn, increase cooperation, and build positive and equitable environments inside and outside of school.

The school-wide benefits of a quality SEL program are far-reaching. SEL promotes positive learning environments and creates a culture where staff and students feel connected, supported, and involved in ensuring every student's learning needs are met.

Success Story: North Star Elementary

North Star Elementary in Anchorage (AK) is making remarkable strides in helping its students build social and emotional skills, overcome trauma, and develop a path toward success early in their academic careers. A large portion of the school's student body was dealing with adverse childhood effects caused by parents who were incarcerated, suffering from alcoholism, or struggling with mental health issues. Principal Marcus Wilson implemented a trauma program to address the unique needs of his students and also led an SEL program that became a main focus of the school. The school-wide approach has led to high fidelity of the program and is having a positive impact on student behavior and success.

“We learned that our students’ behavior could be turned around through repetition and practicing every day. By understanding how their brains are wired and where they are coming from, we were able to address their unique needs and provide the necessary supports.”

- Marcus Wilson, North Star Elementary

READ THE FULL STORY



Benefits of SEL by Age Group

If we think about SEL like the building blocks of academic instruction, we quickly see why it is important to start early. Research shows that when elementary students receive quality SEL programming, the benefits are lasting and can impact students' ability to succeed in high school and beyond.

It's helpful to think of SEL as a process of development. SEL is most effective when schools and districts follow a developmental, sequential approach from preschool

through high school with the goal of preparing youth to build social and emotional competence throughout their lives to achieve life-long success. As students' abilities change over time, SEL goals, expectations, and instruction should be tailored accordingly.

Let's look deeper at the benefits of SEL for students in every age group, from elementary school through high school.



help them work through these changes and persevere through adverse situations. Quality SEL programs can ease the transition to middle school, which usually comes with increased academic expectations, complex student schedules, and less one-on-one support.

SEL helps middle school students...

- Develop positive identity, self-awareness, and self-discovery
- Apply self-reflection skills to identify areas of strength, areas that need growth, and their potential
- Build critical thinking skills
- Make responsible decisions and stand up to peer pressure
- Increase capacity for empathy, compassion, and respect
- Begin taking an interest in the community and helping others
- Form and expand complex adult and peer relationships, which includes navigating group dynamics and resolving conflicts
- Become more proficient in setting and achieving goals

High School Students

By the time they reach high school, students tend to become increasingly focused on exploring and discovering their personal identities and values. They desire independence but still need guidance on their actions and choices.

Elementary Students

Students typically start learning social and emotional skills at home and in their early childhood experiences. When they start kindergarten, they ramp up these skills by learning how to get along with others and how to follow classroom rules. This is also an important developmental time; during elementary years students start to understand and manage their emotions.

Quality SEL programs for elementary students lay an important foundation for building the social and emotional skills students will rely on throughout their lives. SEL also benefits their ability to learn and succeed.

SEL helps elementary students start to...

- Identify and express emotions
- Begin to follow social rules, like taking turns
- Initiate prosocial behaviors and interactions, along with peer relationships, with less support from adults
- Feel and demonstrate empathy

- Learn and apply problem-solving skills
- Weigh consequences of actions and make responsible decisions
- Develop executive function, which is the cognitive ability to plan, focus, recall instructions, avoid distractions, and multi-task
- Build self-regulation skills to guide their thoughts, emotions, and actions to manage feelings of frustration or accomplish a goal

Middle School Students

Students have begun to develop many social and emotional skills, such as self-regulation and responsible decision-making skills, by the time they enter middle school.

However, this age group experiences many developmental changes (i.e. increased cognitive ability and puberty), as well as increasingly complex social situations and emotions, like peer pressure and bullying, as they transition out of elementary school.

Middle school students must continue building SEL skills to

SEL supports the many academic priorities and demands placed on high school students and their teachers. It also promotes leadership, agency, student voice, civic engagement, motivation, and positive peer and adult relationships. Additionally, studies have shown that some students' social and emotional competencies may decline during adolescence, but SEL might help protect against this decline.

SEL helps high school students...

- Develop resilience to cope and work through stress and anxiety, trauma, and depression
- Establish and build complex (and healthy) relationships

- Know the difference between right and wrong and make responsible and ethical decisions
- Demonstrate respect for others, feel empathy, and reject prejudice
- Collaborate and communicate with peers, adults, and community members
- Manage and control their emotions through self-regulation
- Master problem-solving and critical thinking skills
- Set life goals and establish a plan for life after high school

SEL is an essential part of all students' education and is important to teach across all grade levels. By implementing a quality SEL program that

spans elementary, middle school, and high school, you are giving students the best chance to develop the social and emotional skills that they will utilize not only in their academic learning but also throughout their lives.





Benefits of Student Voice and Choice

Student voice and choice and SEL go hand-in-hand. Research suggests that giving students agency and influence in their learning helps them feel valued, makes them more engaged and invested in their education, and encourages them to realize their interests and potential — all of which can improve their academic outcomes and help them become healthy, happy, and productive members of society.

More specifically, incorporating student voice/choice, and SEL in students' learning promotes:

Strong Teacher-Student Relationships

SEL programs incorporate school-wide practices designed to build supportive relationships among teachers, students, and

families. These relationships help to foster conditions of learning that encourage student voice and positive outcomes.

Strong teacher-student relationships are fostered through mutual respect and by educators listening to and valuing what students have to say. These relationships are strengthened when adults and students are given meaningful opportunities to collaborate, which in turn builds important skills like teamwork and cooperation.

Include students in the administration of your SEL program, involve them in analyzing SEL data trends, and invite them to participate in making collaborative decisions around how to improve school climate.

Promote Student Choice Through SEL Self-Assessment

In this [eSchoolNews](#) article, Aperture Education Senior Research Consultant, Paul LeBuffe, outlines how SEL assessment data provides a defined and effective means of empowering student voice and choice.

[READ THE ARTICLE](#)

Leadership Skills

Students become more invested in their education when they have an authentic voice in decision-making about school events and policies that impact them. Additionally, involving students in designing their instruction promotes equity, builds leadership skills, and increases intrinsic motivation. Inclusive climates are key to fostering caring relationships to support youth voice and agency and are a good first step to helping students become active change agents improving equitable conditions in their schools and communities.

Invite high school students to design all or part of their SEL instruction, perhaps during an advisory period. Have students define what the instruction will include, how it will be

facilitated, and how they can measure program impacts.

Self-Efficacy and Goal-Setting

Giving students a sense of agency and the ability to affect their education builds self-efficacy and goal-setting skills. SEL assessment data can be a valuable tool to facilitate this process.

Start with a quality SEL assessment, like Aperture Education's DESSA. Have students examine and reflect on their SEL data. This could be a simple conversation in which you ask students if they agree with the data, talk about their strengths, and work together to brainstorm ways they can grow their skills.

This is an effective way for students to express their own voice, set goals, and work toward their growth opportunities in a personalized and effective way.

Programs like the [Aperture Student Portal](#) allow high school students to complete a self-assessment on social and emotional competencies, and then take on challenges and set personal goals based upon their results, putting them in the driver's seat of their own growth.



Student Expression

Giving students opportunities to express their personal beliefs, thoughts, and emotions helps them learn how to regulate their emotions and express themselves in considerate and thoughtful ways. This helps build the [agency and self-confidence](#) they will need in life after high school, in settings like the workplace and community.

Host a school town hall to provide a platform for students to speak about topics that are important to them. The town halls can center on topics of the students' choice, such as learning challenges, celebrating areas of strength, educational equity, etc. Giving students meaningful ways to express their strengths and concerns, while also eliciting feedback from teachers and peers, will make them feel valued and build self-confidence and self-efficacy.

These are just a few of the benefits of integrating student voice and choice and SEL



within a school. SEL assessment data can enhance student voice and choice frameworks and can give students and teachers the information they need to facilitate conversations, examine strengths and areas for improvement, and guide instruction and supports.



White Paper: Seen and Heard: Benefits of Incorporating Student Voice, Choice, and SEL into the Academic Framework

Aperture Education is committed to helping schools empower students through student voice choice. Read our [Student Voice and Choice white paper](#) to learn more about this important practice.

[READ THE WHITE PAPER](#)



How SEL

Benefits Teachers

Just like students, teachers and other educators can benefit from SEL. Yet few teachers receive SEL in their certification process or educator training. Schools and districts are increasingly recognizing the importance of intentionally including adult SEL programming for educators.

Quality SEL for adults promotes retention, improved instruction, and healthier and happier teachers. Social and emotional competence can also help adults manage stress and emotional fatigue and become resilient to the many challenges that go along with teaching.

Here are three benefits SEL can have for teachers and other educators.

Reduced Stress

Teaching ranks high on the list of the most stressful occupations in this country. When not addressed, stress can lead to harmful health concerns like anxiety and depression, reduced attention, and impaired self-regulation. It can also lead to negative well-being factors, such as sleep and eating disorders. Quality SEL programs can teach teachers how to effectively manage stress and proactively keep stress levels in check.

Higher Sense of Well-Being

When educators feel better, they perform better! In addition to helping educators reduce and manage stress, SEL can improve educators' overall sense of well-being. SEL

Webinar: Caring for Your Educators: Promoting Social and Emotional Teaching Practices

[Watch this webinar](#) from Aperture Education's SEL Vision Summit to hear Jennifer Robitaille, Aperture Education's Director of Research and Development, share the research behind the importance of adult SEL and its impacts on schools, students, and educators themselves. Gain strategies and practices for improving the well-being of educators in your school or district.

WATCH NOW

teaches adults how to practice mindfulness and effective self-care, and it also promotes a culture of self-care within a school. Additionally, SEL teaches adults how to manage and regulate their own emotions, which can have tremendous positive effects on a person's physical and mental health.

Improved Instruction and Student Outcomes

Teachers and educators who have strong social and emotional competence are more effective in teaching students these skills — both through direct instruction and modeling the skills. Additionally, research shows that students perform better academically when their teachers have strong social and emotional and classroom management skills.

SEL helps teachers be more effective at creating optimal learning environments: they are able to form caring and



respectful relationships with students; they are more effective in reducing classroom conflict and behavior incidents; and they are more likely to achieve cooperation, collaboration, and effective communication with students.

Our tool, [Educator Social-Emotional Reflection & Training \(EdSERT\)](#), includes professional

development, self-assessments, and strategies to support the social and emotional competence and well-being of all educators. Be sure to also check out our [resource library](#) of educator-specific resources such as articles, videos, and a free Growth Strategy.

Success Story: Memphis Teacher Residency Program

The Memphis Teacher Residency (MTR) program is implementing Aperture Education's EdSERT program to improve SEL instruction for students and ultimately increase student achievement. MTR is also working to develop educators' social and emotional competence, promote collaboration between educators, and build a sense of community within MTR and the schools they serve.

“I saw changes in classroom practices because teachers saw and understood what SEL looked like for them and what it could look like when they applied the practices from EdSERT into their classroom approaches.”

- Larissa Gregory, Memphis Teacher Residency SEL Department Chair

[READ THE FULL STORY](#)



7 Ways SEL Improves Teacher Retention

One of the biggest challenges schools and districts face is teacher retention. Teachers and school staff are leaving the education field at high rates and it has become a crisis in many areas.

How can we better support teachers so they retain the passion and drive that led them to teaching? How can we equip educators and support staff to persevere through tough times?

Increasing teachers' pay is an obvious first step. But beyond inadequate financial compensation, teachers face other challenges like navigating frequently changing testing and accountability systems, a lack of administrative support, and stressful working conditions.

A less obvious step to solving the teacher retention problem is SEL. By developing school cultures that foster trust, care, and engagement, districts can create healthy and happy work environments and strengthen staff retention. And, just like students, educators can benefit from strengthening their social and emotional skills. SEL can assist them in managing stress and emotional fatigue, creating strong relationships with students and peers, and becoming resilient to the many challenges they face.

IT IS IMPORTANT TO SUPPORT STAFF BY GIVING THEM TIME TO TAKE CARE OF THEMSELVES. LEADERSHIP SHOULD SUPPORT TEACHERS IN USING THIS TIME WITHOUT FEELING GUILTY ABOUT IT.

HERE ARE SEVEN WAYS TO SUPPORT TEACHERS AND STAFF WITH SEL.

1 Continually and consistently check in with staff.

Especially in these precarious times, regular check-ins give educators and staff a sense of connection and continuity. This can be as simple as 15-minute bi-weekly meetings in which staff share about their successes and challenges, ask questions, or bring attention to issues they're facing. These regular meetings will show your staff that you care about them, value their experiences, and want to support them.

2 Teach staff self-care and stress management skills.

High stress levels contribute to teacher absenteeism and high turnover rates. Stress also can negatively impact a person's health and well-being and contributes to poor teaching performance and high rates of burnout.

But research shows that when teachers are able to effectively manage stress and the demands of teaching, their health and well-being improve and they are less likely to leave their profession. They are also more effective at creating optimal learning environments for students by reducing classroom conflict and behavior incidents, promoting cooperation and

effective communication, and building supportive relationships with students.

It is important to support staff by giving them time to take care of themselves. Leadership should support teachers in using this time without feeling guilty about it. Quality professional learning can also help, and [here](#) are 10 tips for teaching effective stress management skills to staff.

3 Train staff in building healthy relationships.

Strong relationships are an important cornerstone of any SEL program. Teachers and staff need to know how to build healthy and trusting relationships with students. When students feel welcome at school and are engaged in learning, classroom climate improves. This may reduce educators' stress and improve

classroom management. Additionally, when students believe educators care about them, they are more likely to enjoy school, perform well, and follow class rules and policies.

Teachers can also benefit from strong peer relationships. Help them establish a [professional support network](#) of peers, colleagues, coaches, and mentors, and encourage regular and consistent communication with this network to share advice, trade ideas, and talk through challenges. Co-workers, friends, and family can also provide invaluable support by lending an ear on especially difficult days.





4 Encourage teacher voice and choice.

Promoting student voice and choice is a well-known practice used to increase student motivation and engagement. Teachers can also benefit from this empowerment! Increasing teacher participation in school decision-making can improve their sense of agency, value, and motivation.

5 Cultivate a mentoring program.

All educators and staff can benefit from mentoring. Mentoring can be a set of structured supports, or it can be an informal buddy system. While it has commonly been used to support new teachers, in the age of the pandemic, mentoring can provide much-needed emotional and professional supports for all staff. Effective mentoring programs contribute to healthier and happier teachers, and they have been shown to improve retention.

Establish a mentorship program for your staff. You can utilize veteran teachers' knowledge

and expertise to support new teachers, but be sure to provide veteran teachers with support too. Veteran teachers are leaving education at growing rates and are especially in need of support right now. Consider identifying senior faculty members who have collaborative and cooperative skills and can commit time to the mentoring initiative.

6 Coach, coach, coach!

Coaching is like mentoring, but it's more structured and provides a defined plan for professional improvement. Coaching goes beyond training and addresses teachers' stress, resilience, and emotional needs. Consider setting up a coaching program in your school or district. Be sure to select trained coaches, create a targeted coaching strategy, and continually evaluate the impact of your program.

7 Meet teachers and staff where they are.

Teachers are very busy people! It's important to be mindful of adding more to their already

full plates. When starting a new SEL program for educators, start slow and make sure staff understand the benefits of SEL. [Here](#) are five tips to increase teacher buy-in for SEL.

Teachers and staff cannot support students unless they themselves are also healthy and supported. Educators need additional support to get through the challenges they face. SEL can help by creating a positive and nurturing school culture where teachers and staff have the resilience and emotional skills needed to maintain their passion for teaching for years to come.

We are invested in providing quality SEL programming for educators. Aperture Education's [Educator Social-Emotional Reflection & Training \(EdSERT\)](#) tool includes professional development and strategies to support the social and emotional competence and well-being of all educators.



Conclusion

There are so many reasons to invest in SEL programming. As outlined in this guide, research shows it can:

- Improve students' academic achievement
- Support teachers' well-being, instruction, and retention
- Build critical social and emotional competencies in students and adults
- Offer a 13% ROI
- And more!

We hope you find this guide helpful as you plan your SEL program.

Aperture Education can help you every step of the way in creating a quality SEL program that delivers the many benefits outlined in this guide. We invite you to learn more about the [DESSA](#) and [EdSERT](#). Contact us today to start a conversation with our SEL experts.



Aperture Education has empowered over 6,500 schools and out-of-school time programs across North America to measure, strengthen, and support social and emotional competence in K-12 youth and educators. The Aperture System includes the DESSA suite of strength-based assessments, CASEL™-aligned intervention strategies, and robust reporting, all in one easy-to-use digital platform. This system enables education leaders to make strategic, data-based decisions about SEL within their organizations. Aperture has supported more than one million students in their social and emotional growth and continues to develop innovative solutions to bring the whole child into focus. To learn more, visit www.ApertureEd.com.