Assessing and Analyzing Soft Skills in a Blended Learning High School
**Objectives**

Identify student strengths as well as mindset and behavioral barriers to development. Empower teachers, coaches and counselors to be more effective in developing social and emotional skills. Additional desires include accelerating student development and proving program impact through longitudinal social-emotional development.

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**Students are in different stages of social-emotional development, coming from diverse backgrounds with several “risk factors.”**

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**Approach**

The program implemented The PAIRIN Survey online in Spanish and English. Students could survey via smartphone, tablet and desktop. As results came in, PAIRIN analyzed behavioral and academic parallels to identify key patterns and areas for developmental focus. The surveys, that were flagged for potential random answering or any of the nine validity checks, were removed from the aggregate. The PAIRIN team first trained teachers, counselors and coaches on PAIRIN’s social and emotional learning (SEL) curriculum. Then, training focused on how to use PAIRIN measures to identify at-risk students, run 1:1 debriefs and target critical areas of development. Program leaders grouped and prioritized students based on their developmental need as identified by PAIRIN’s “Imperatives” Target, which indicates elements crucial for academic learning and social development (e.g. Self-Control, Self-Blame, Self-Assessment, Emotional Self-Awareness, etc.).

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**Client Background:**

A blended-learning, alternative education high school program that provides online curriculum and a network of coaches and counselors for students.

**PAIRIN Solutions:**

PAIRIN Pro and SEL Curriculum

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PAIRIN is a critical tool for understanding our high-risk student population. The PAIRIN system enables us to create robust and actionable student profiles marrying academic data and emotional growth data. Our staff uses the data to fuel relevant and meaningful conversations with students, which strengthens that relationship.

Interim Assistant Executive Director
PAIRIN Recommendations

1. Prioritize utilization of PAIRIN's SEL curriculum to develop behaviors and mindsets.

2. Teach students who have gaps to the Imperative Target with PAIRIN's Emotional Self-Awareness and Self-Assessment lessons first.

3. Implement biannual PAIRIN surveying to gauge longitudinal developmental impact.

Results

PAIRIN identified that the lowest aggregate score (out of 105 mindsets and behaviors) was Change, which is defined as, “The drive to pursue complexity, novelty or variety, and to avoid the predictability of order and routine.” This score was on average 20 points lower than the tens of thousands of suburban, college-bound students that PAIRIN has surveyed. When this data was analyzed alongside academic performance, administrators discovered that students in the bottom 16 percent of Change made up 72% of students with poor academic performance. Over 60% of the students low in Change also had significant gaps to the PAIRIN Imperative Target. To address these specific skill gaps, the school deployed PAIRIN's SEL curriculum to build the skills surrounding Change and critical imperatives to grow their college and career readiness.

About PAIRIN

PAIRIN is a social enterprise software company whose mission is to make education relevant and hiring equitable. The PAIRIN Readiness Management System™ is the world's first industry independent cloud-based solution for integrating soft skills development and matching into any program or company. Recognized as one of “The Top 50 Coolest New Companies in America” by Business Insider in 2015, winner of the 2017 Denver Chamber of Commerce Start Up of the Year award, and a 2017 Colorado Companies to Watch winner, PAIRIN continues to lead the skills-based talent pipeline evolution for education and industry. Find out more at www.PAIRIN.com.