



The Pragmatic Power of Hope

Engaging students & staff to create an individual,
collective & equitable culture of achievement

Dr. Steven J. Rippe, 2022

Today we will:

- Discuss the ROI of hope and a Hope Practice
- Learn the what, why and how of growing hope
- Hear students share how they successfully grow hope
- Leave with resources and contacts to help you connect with the Hope Survey & and a pathway to get started at your district

What do you see in this learning environment?



The Elements of Hope

Autonomy The independence you feel when making decisions and the influence you have in determining how things are done.	Engagement The emotional connection you have to your work and the people around you.
Belongingness The depth and quality of the interpersonal relationships, including the trust, encouragement, and resources you have when accomplishing your day-to-day work.	Individual Hope Your emotional state when defining successful pathways and envisioning what's possible.
Goal Orientation The ability to find the pathways and motivation to achieve your desired goals.	Efficacy The agency and empowerment you possess to achieve desired results by yourself or with a group.

Reflect back to a time you felt hopeful.

- Identify what that felt like.
- What was your mindset?
- What helped you become hopeful?

Hope Defined



Goal - What Power

Desired future state

Agency - Will Power

Belief driven reservoir of
commitment and energy

Pathways - Way Power

Seeing multiple ways to your
goal

Hope

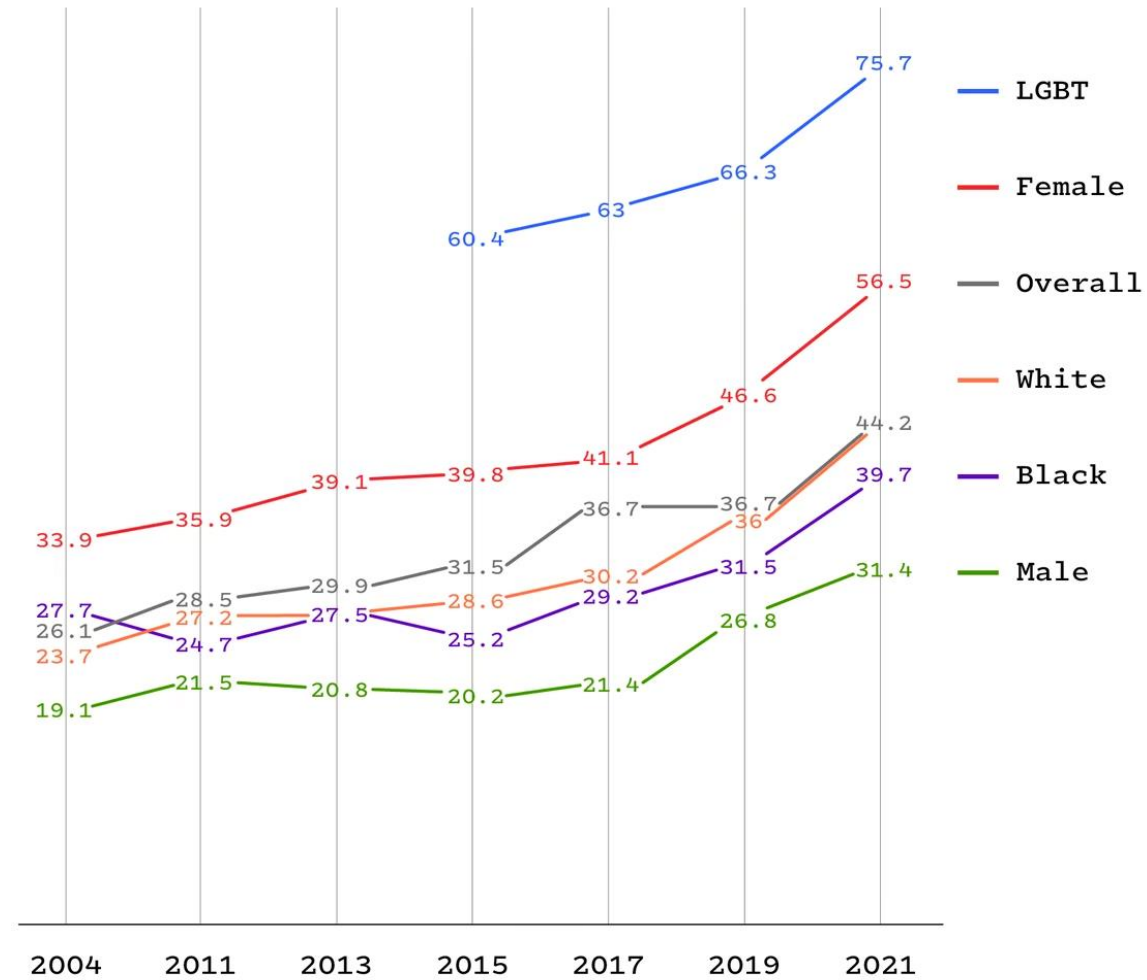
- Hope matters.
- Hope is a choice.
- Hope can be learned and grown.
- Hope can be shared with others.

Lopez, Shane. (2014). *Making Hope Happen: Create the future you want for yourself and others.* Atria Paperback.

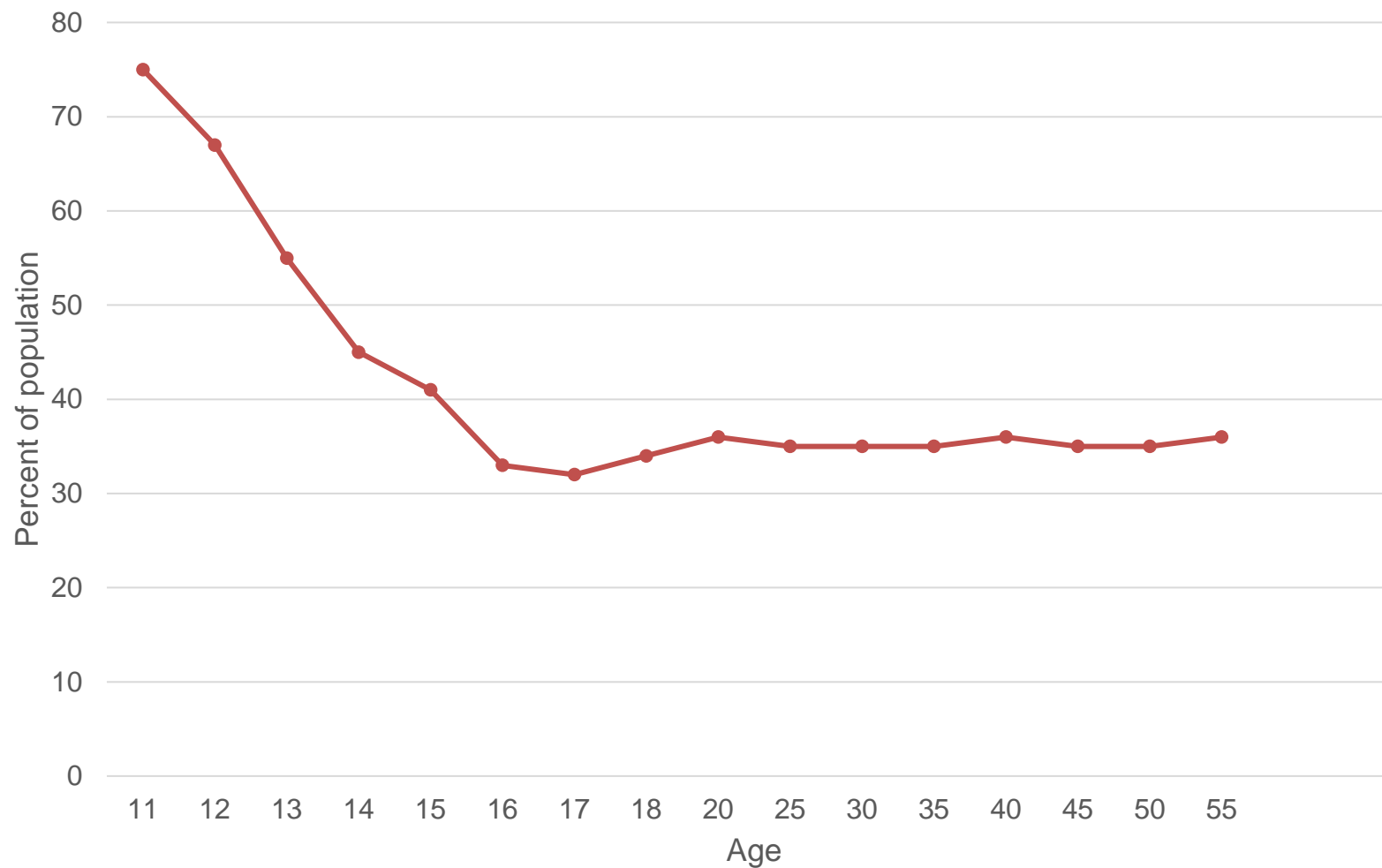
The Challenge

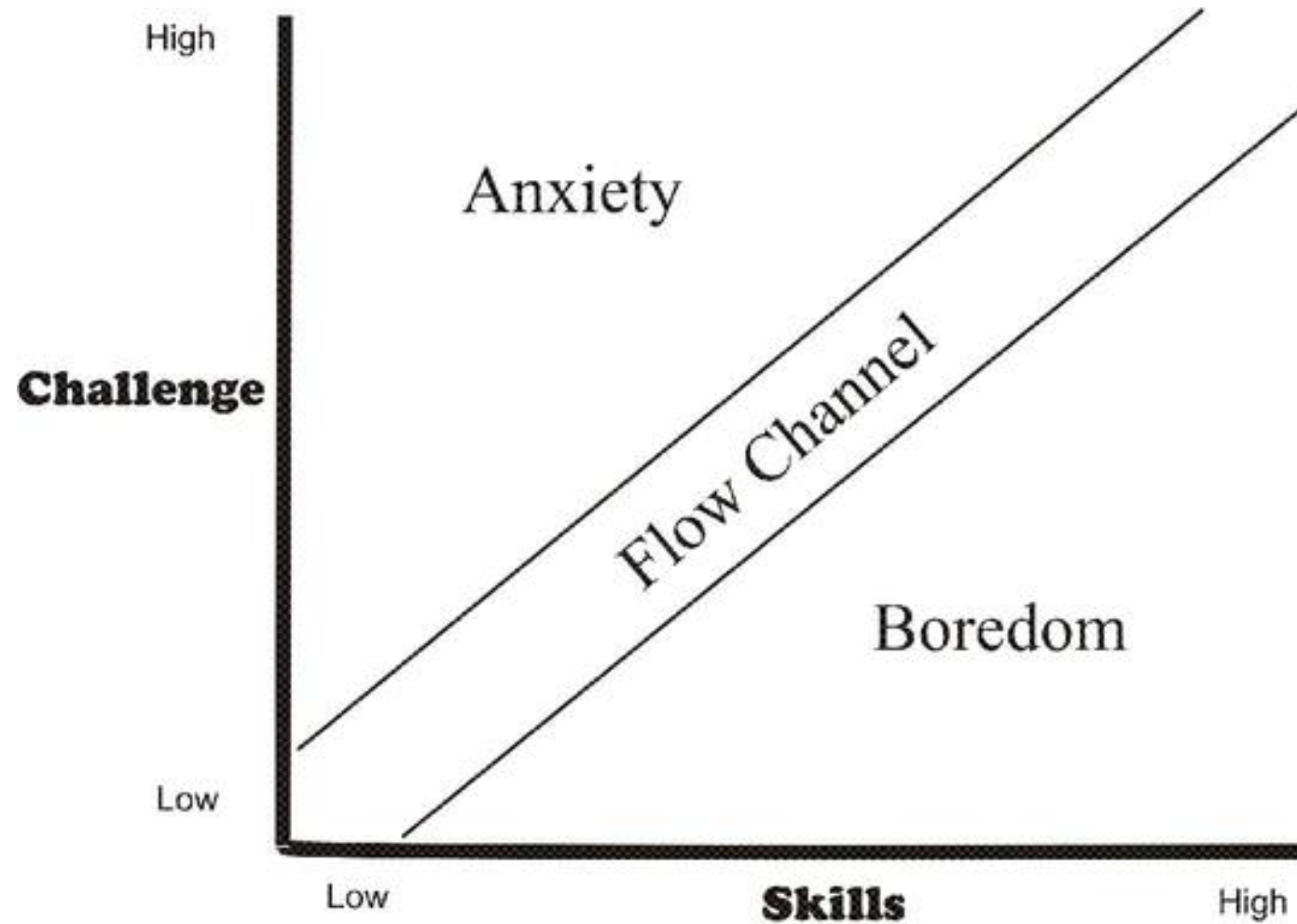


Percent of High-School Students Feeling Persistently Sad or Hopeless



Engagement in the U.S. (by age)





The Flow. After Mihaly Csikszentmihalyi, *The Flow* (1990), p. 74

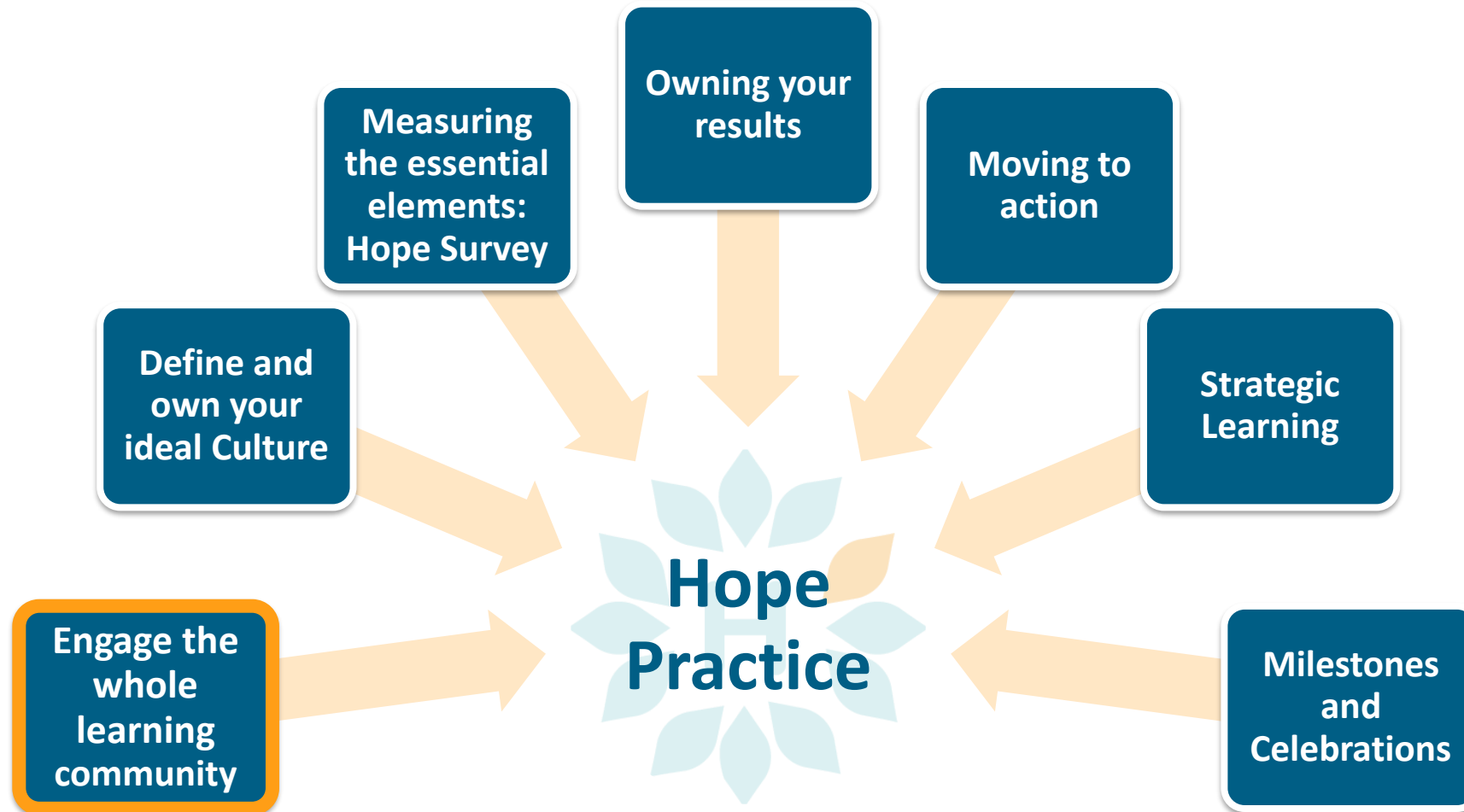
The Solution



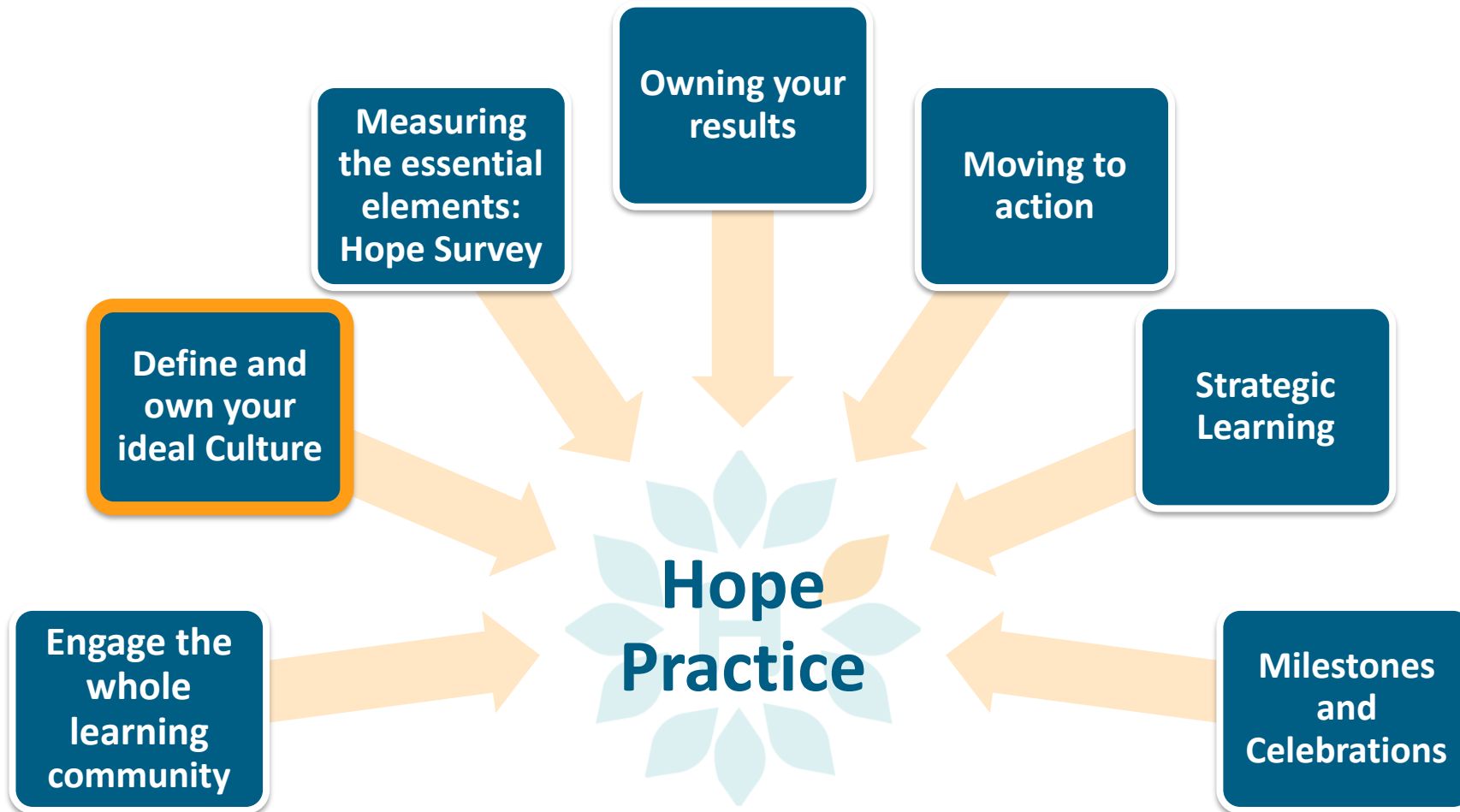
A Hope Practice is a naturally integrated system designed to intentionally create and sustain hope that is unique to each setting.



The Elements of a Hope Practice



The Elements of a Hope Practice

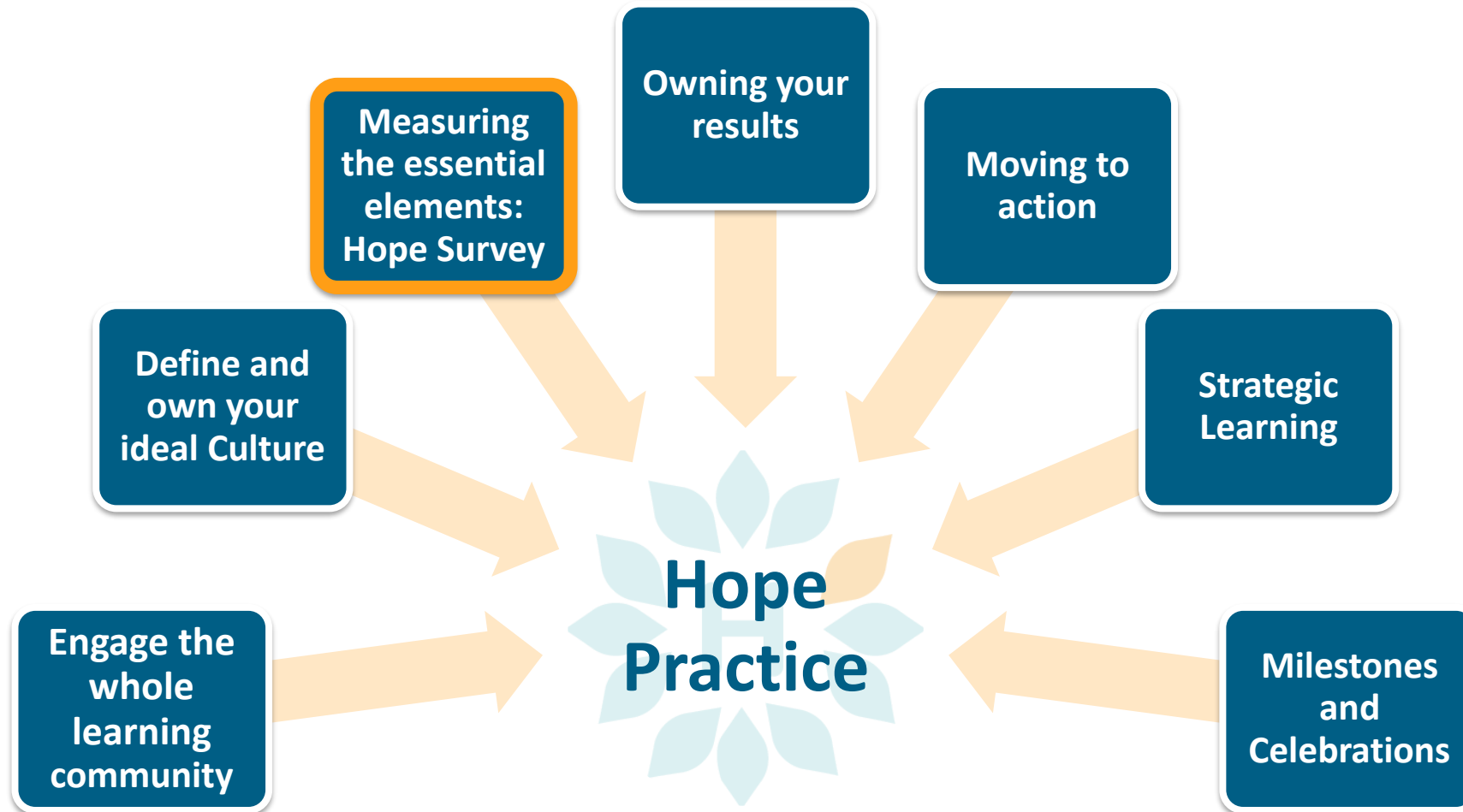


Define and Own Your Ideal Culture

***Culture** is a collection of attitudes, beliefs and behaviors that make up the regular atmosphere in a work/school environment.*

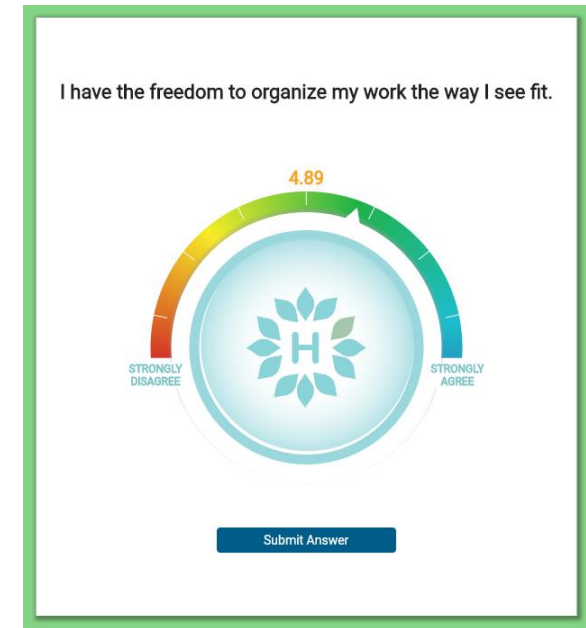
Targeted Goal: Define your ideal culture, then do a gap analysis of where you are today, compared to your ideal (0-100% actualized).

The Elements of a Hope Practice



The Hope Survey – How it Works

1. **Customize your survey.** We help your team customize your survey, so it is personalized to your school.
2. **Orient participants.** We support you in orienting staff and students before your survey administrator(s) distribute the survey link to participants.
3. **Take the survey.** Participants take a 75-question online survey (30 minutes via computer, phone or tablet).
4. **Debrief results.** Survey administrators have instant access to aggregated, anonymous data and customizable on-demand reports. We provide a debrief of results with your team.



Sample Report – Overview

Overview of Hope Survey Results

Person: **Show All** | Group: **Show All** | Location: **Show All**



Hope Pillars

Previous

Current

Change

Autonomy

The independence you feel when making decisions and the influence you have in determining how things are done.

na

3.97

na

Belongingness

The trust, encouragement, and resources you have when performing your day-to-day work.

na

3.21

na

Goal Orientation

The ability to find the pathways and motivation to achieve your desired goals.

na

4.65

na

Engagement

The emotional connection you have to your work and the people around you.

na

4.95

na

Hope

Your motivational state when defining successful pathways and envisioning what's possible.

na

4.58

na

Efficacy

The agency and empowerment you possess to achieve desired results by yourself or with a group.

na

4.75

na



Sample Report – Hope Pillars

Engagement

The emotional connection you have to your work and the people around you.

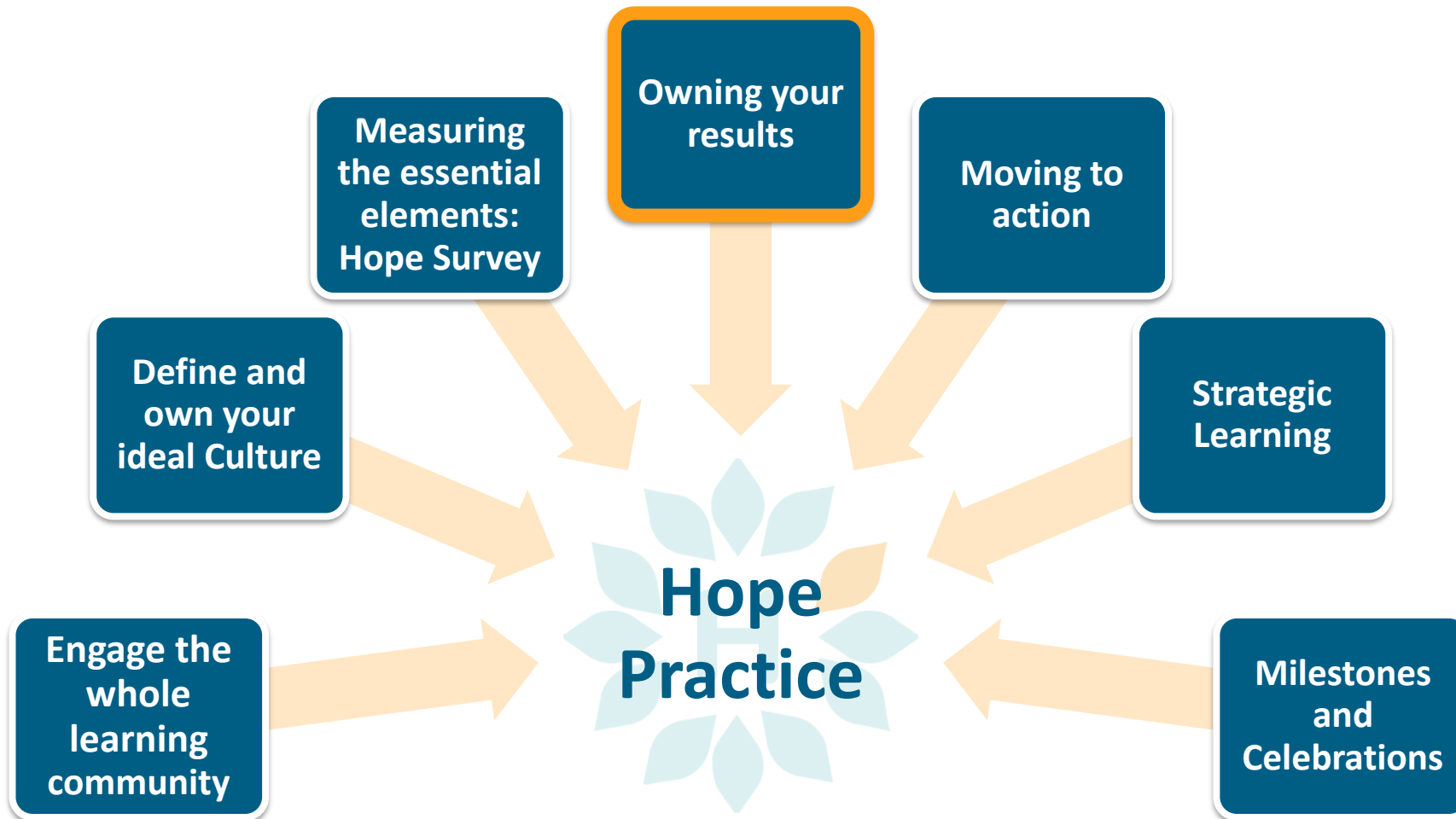
Person: **Show All** | Group: **Show All** | Location: **Show All**



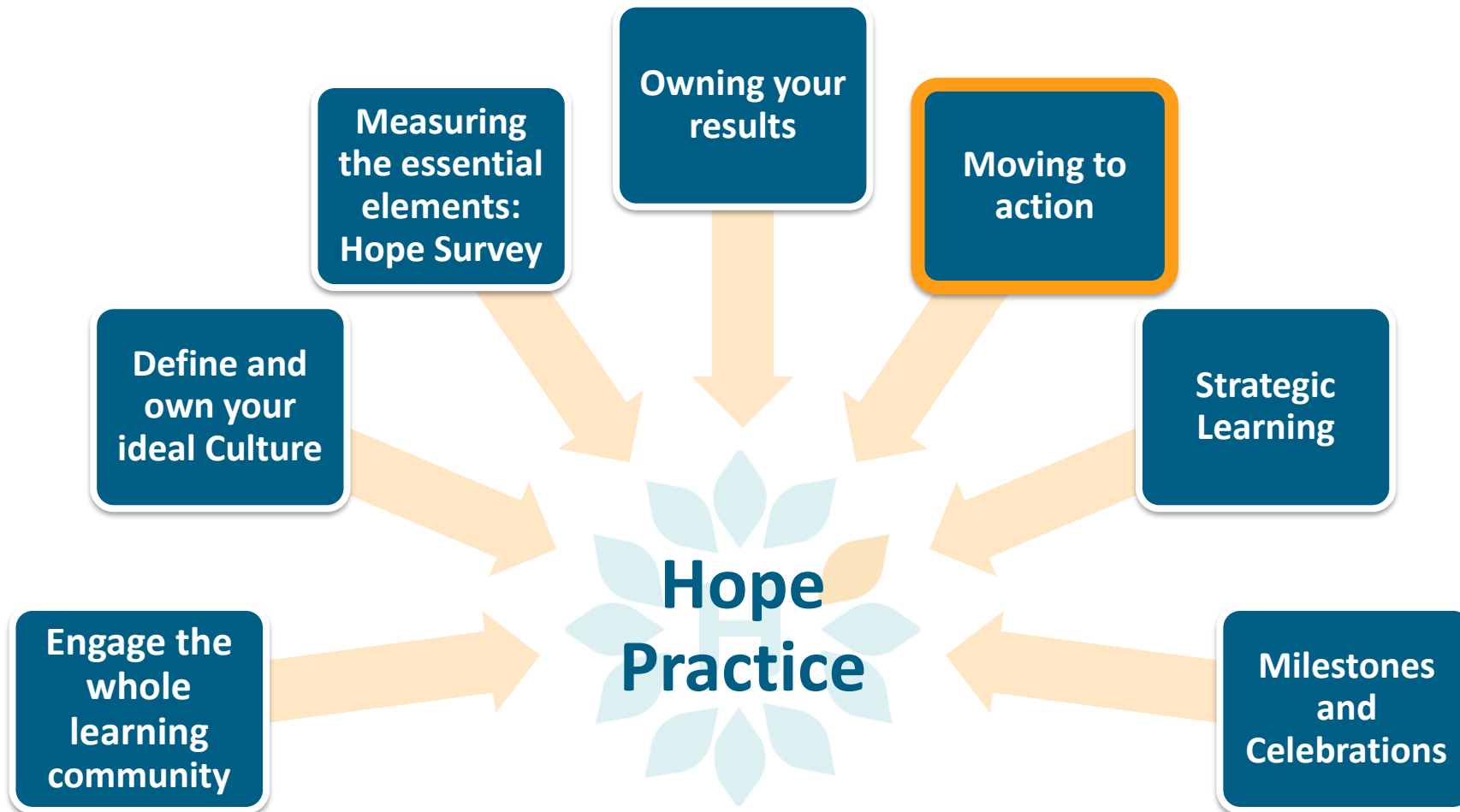
Survey Statement	Previous	Current	Change
I try hard to do well in this school.	na	5.24	na
I pay a lot of attention to my day-to-day work.	na	5.14	na
I am not satisfied with doing just enough to get by.	na	4.96	na
I get along well with the other people in this school.	na	4.96	na
I am committed to helping other people in this school.	na	5.10	na
I enjoy learning new things in this school.	na	4.69	na
Working in this school makes me feel great.	na	4.93	na
I am happy with the way I am treated by the other people in this school.	na	4.60	na
I regularly try my hardest to perform well when I work.	na	4.81	na
I really throw myself into my work.	na	5.03	na
I work with a lot of intensity.	na	5.03	na
I value the relationships I build with the other people.	na	4.97	na
I care about the problems of other people.	na	5.00	na
I feel good when doing my work.	na	5.03	na
I am satisfied with my role in this school.	na	4.69	na
I am satisfied with my achievements in this school.	na	5.03	na



The Elements of a Hope Practice



The Elements of a Hope Practice



Moving to Action

Integrate Hope into:

- Advisories
- Community meetings
- Seminars & classes
- Project based learning
- Circle work & Restorative Justice
- Service Learning
- Experiential Learning
- Art
- Music and Theatre
- Equity and Social Justice work
- Governance
- Student council, student leadership

Essential Outcomes for Advisory

Autonomy The independence you feel when making decisions and the influence you have in determining how things are done.	Engagement The emotional connection you have to your work and the people around you.
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Goal Orientation The ability to find the pathways and motivation to achieve your desired goals.	Efficacy The agency and empowerment you possess to achieve desired results by yourself or with a group.



Valley New School – Appleton, WI

Nicole Luedtke



We grow hope through Belongingness



We grow hope through Engagement



Rachel, Meredith, Lillian

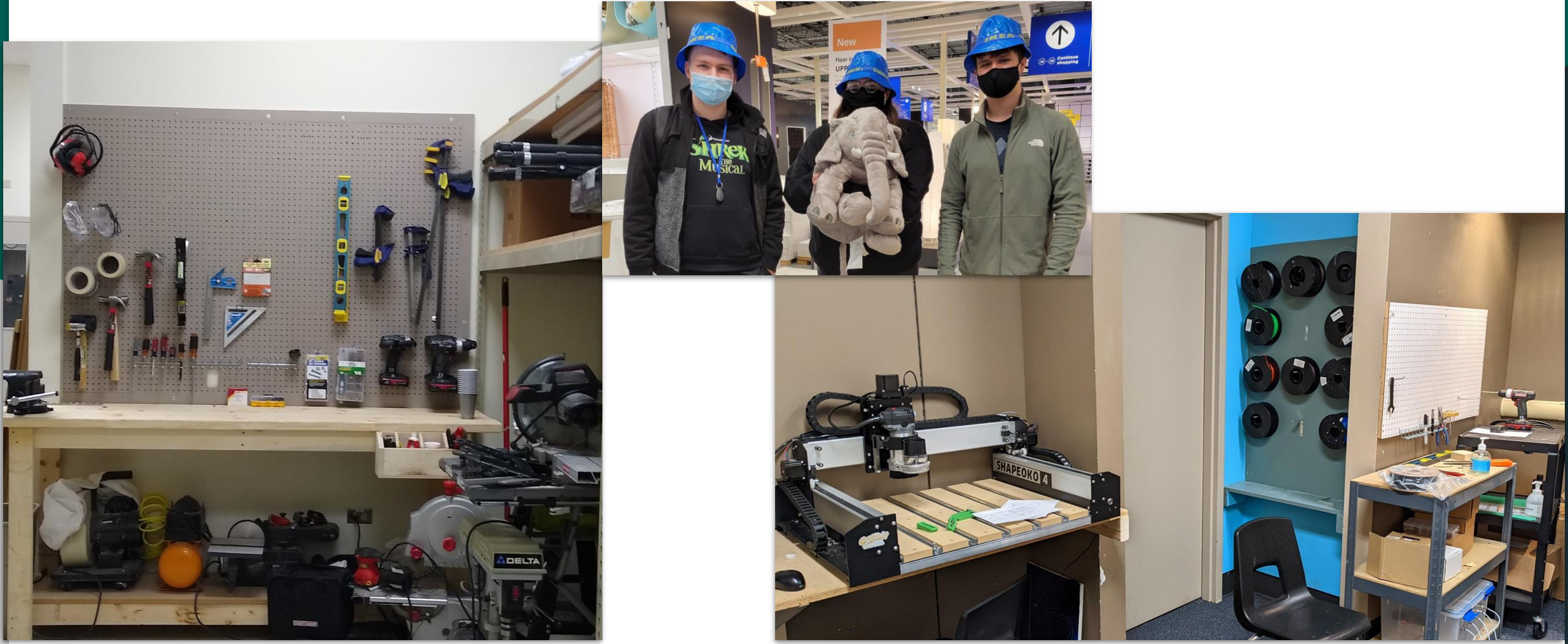
We Grow Hope through Autonomy



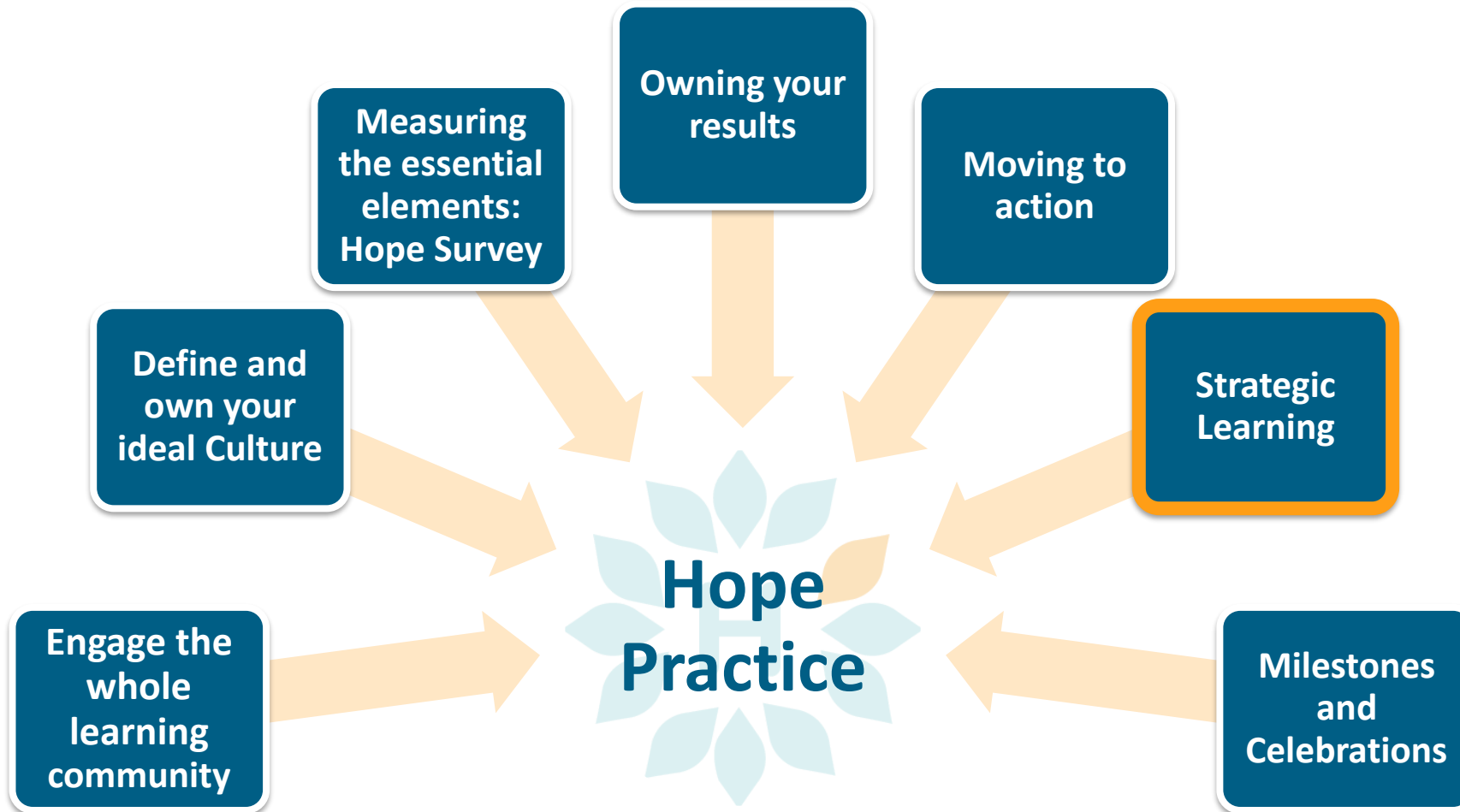
We grow hope through Goal Orientation



We grow hope through Efficacy



The Elements of a Hope Practice





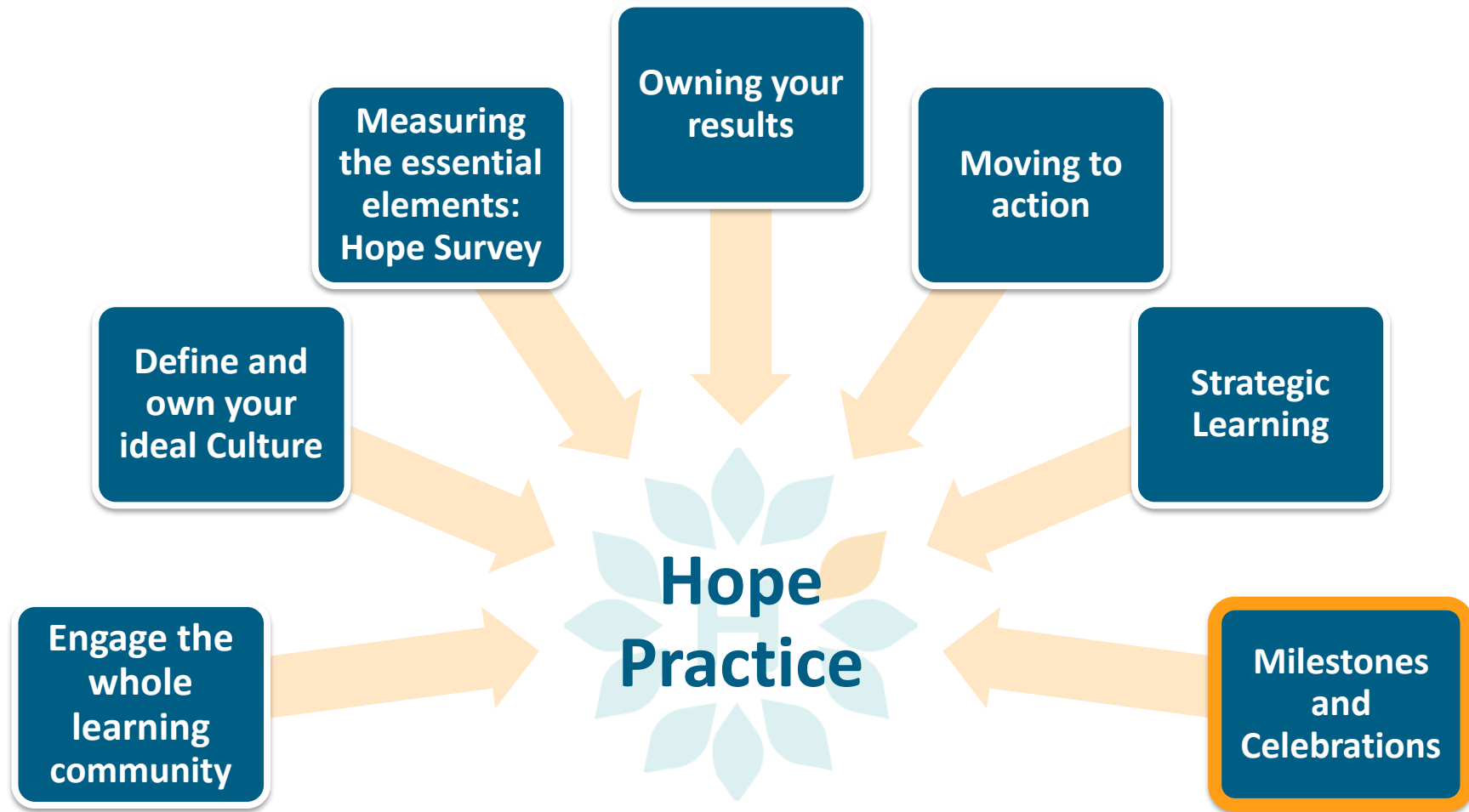
Strategic Learning

What areas do we want to learn more about to deepen our Hope Practice and our overall teaching and learning?

Select examples:

- Integrating Hope into Advisory
- Creating a Strengths-based team (students and staff)
- Utilizing a Team Based School Review
- Integrating Hope into Personal Learning Plans
- Integrating Hope into experiential learning

The Elements of a Hope Practice



A free collaborative, experiential event that you and your school can participate in!



Thank you for joining us today!



We invite you to join our Hope Survey community of students, adults and community members.

If you would like to debrief this workshop individually, feel free to contact us directly to arrange a time!



Taking the next step in your Hope and Hope Practice

Contact Liz at liz@thetalententhusiasts.com, 612-807-9023



Resources

Visit www.thetalententhusiasts.com for:

- [Research](#) about hope and its impact on human achievement
- Information about the [Hope Survey](#)
- [Upcoming events](#), including the Day of Hope

Contact us with any questions or would like more information:

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For more information or to engage, visit us at
<https://www.thetalententhusiasts.com/contact>