Sample School Custom Data Analytics
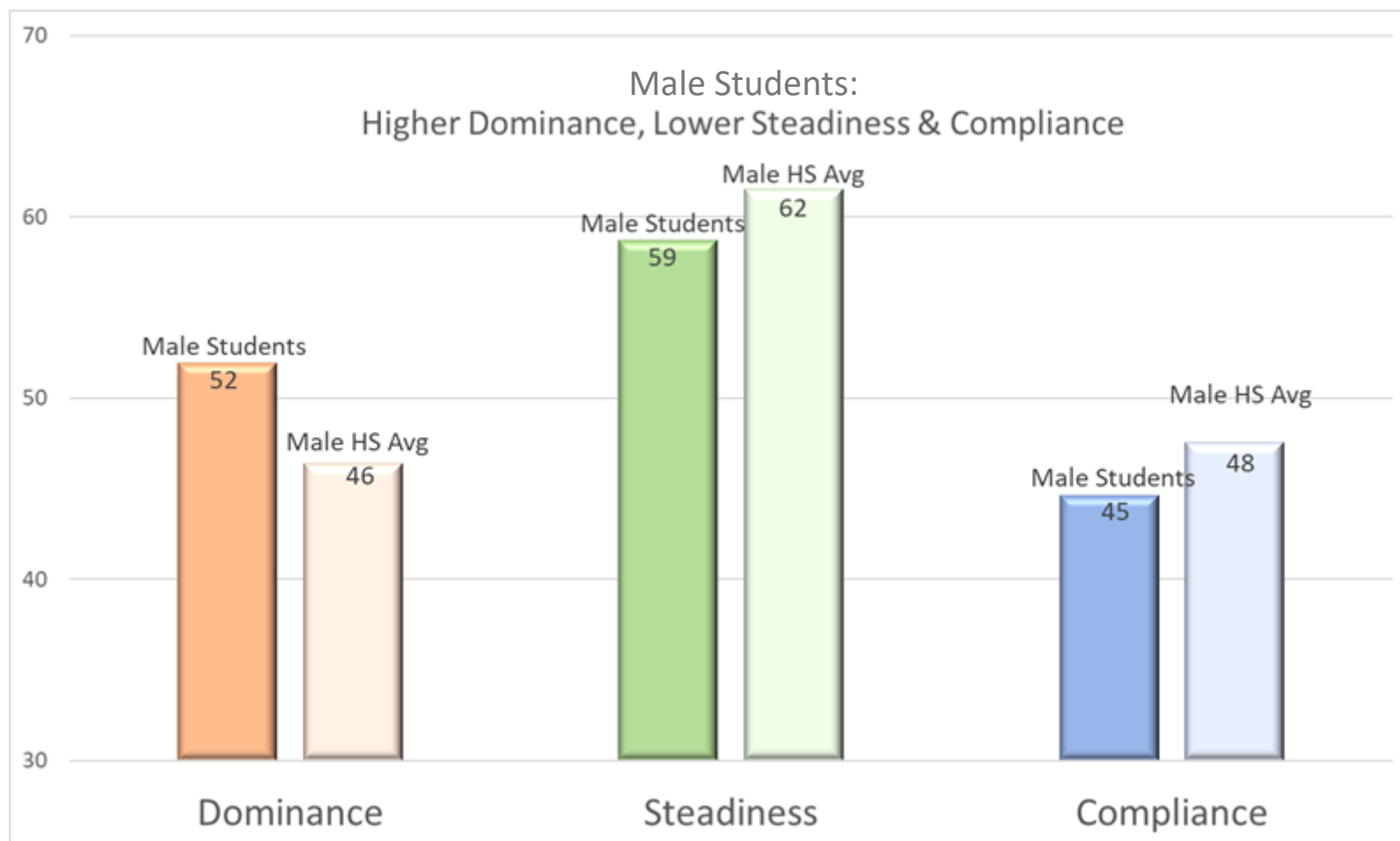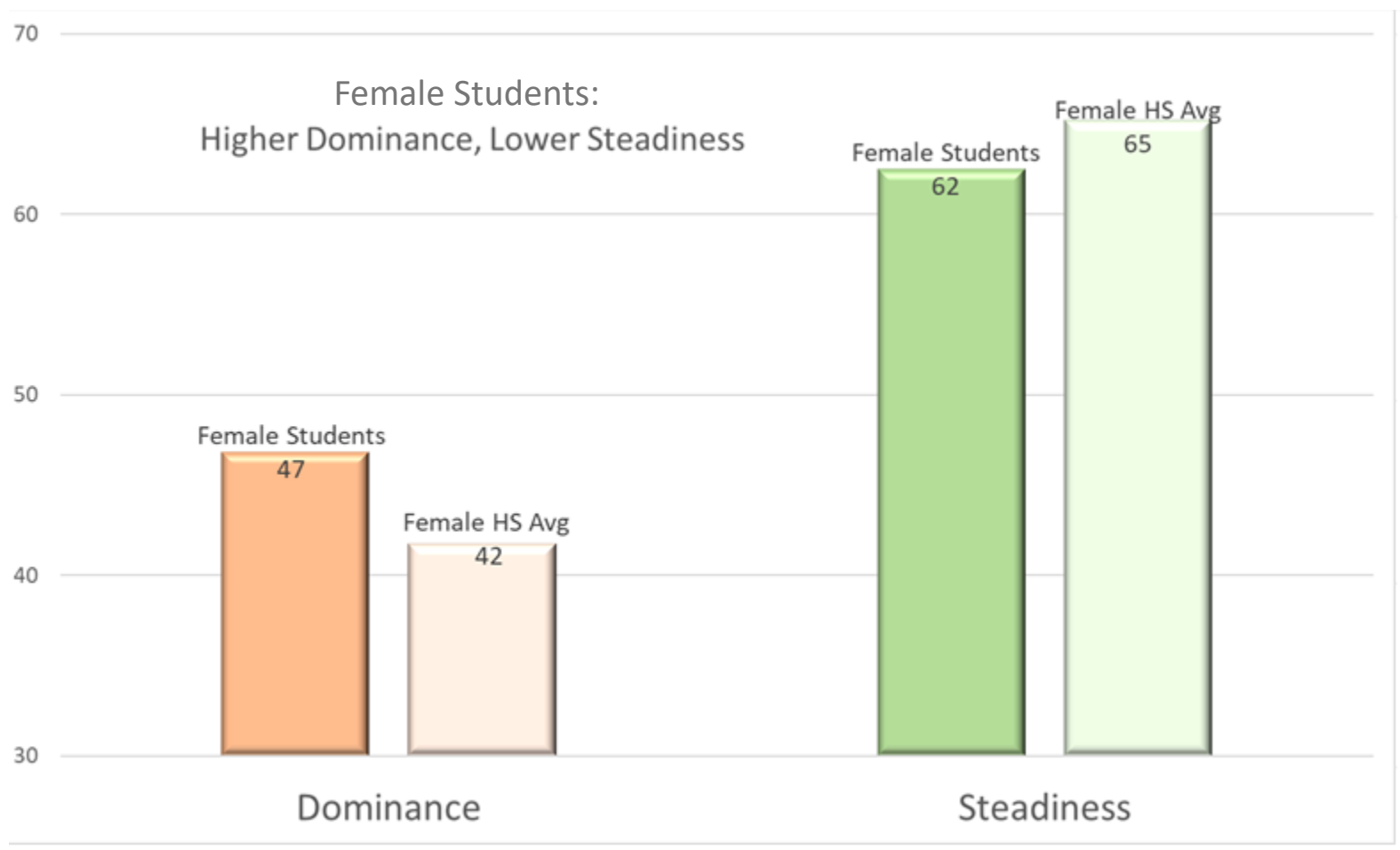## *(and some general info on Indigo)*

Indigo

Key Behavioral Observations

- 13% higher Dominance (competitiveness, determination) than National HS Avg for boys
- 5% lower Steadiness (consistency, stability)
- 6% lower Compliance (more preference for big picture, less structure)
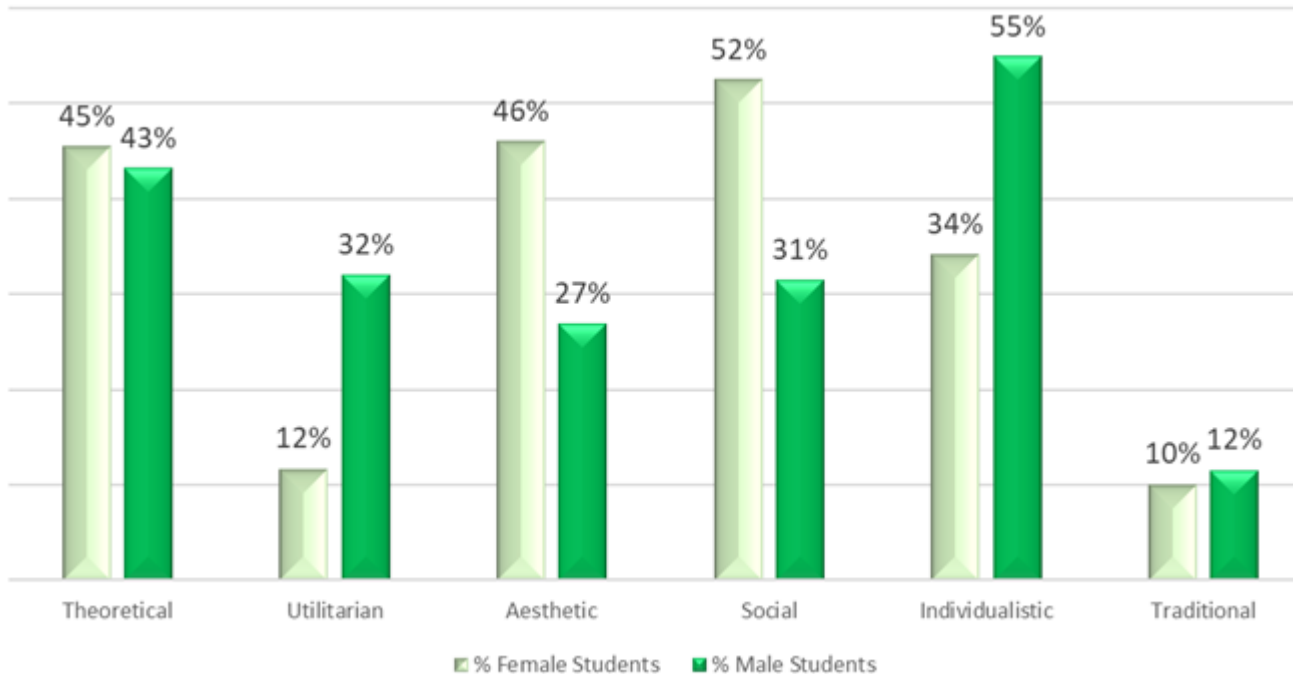
Key Behavioral Observations

Female Students: Higher Dominance, Lower Steadiness

- 12% higher Dominance (competitiveness, determination) than National HS Avg for girls
- 5% lower Steadiness (consistency, stability)

Key Motivator Observations

Top 2 Motivators:

	Theoretical	Utilitarian	Aesthetic	Social	Individualistic	Traditional
% Female Students	45%	12%	46%	52%	34%	10%
% Male Students	43%	32%	27%	31%	55%	12%

**In what ways do the students differ from national HS norms for their gender?**

Females
- Aesthetic +7%
- Traditional -8%

Males
- Theoretical -4%
- Aesthetic +4%

- Females: Social (helping others), Aesthetic (seeking balance), and Theoretical (love of learning)
- Males: Individualistic (recognition and control), Theoretical, and Utilitarian (return for effort)

Indigo

Key Motivator Observations
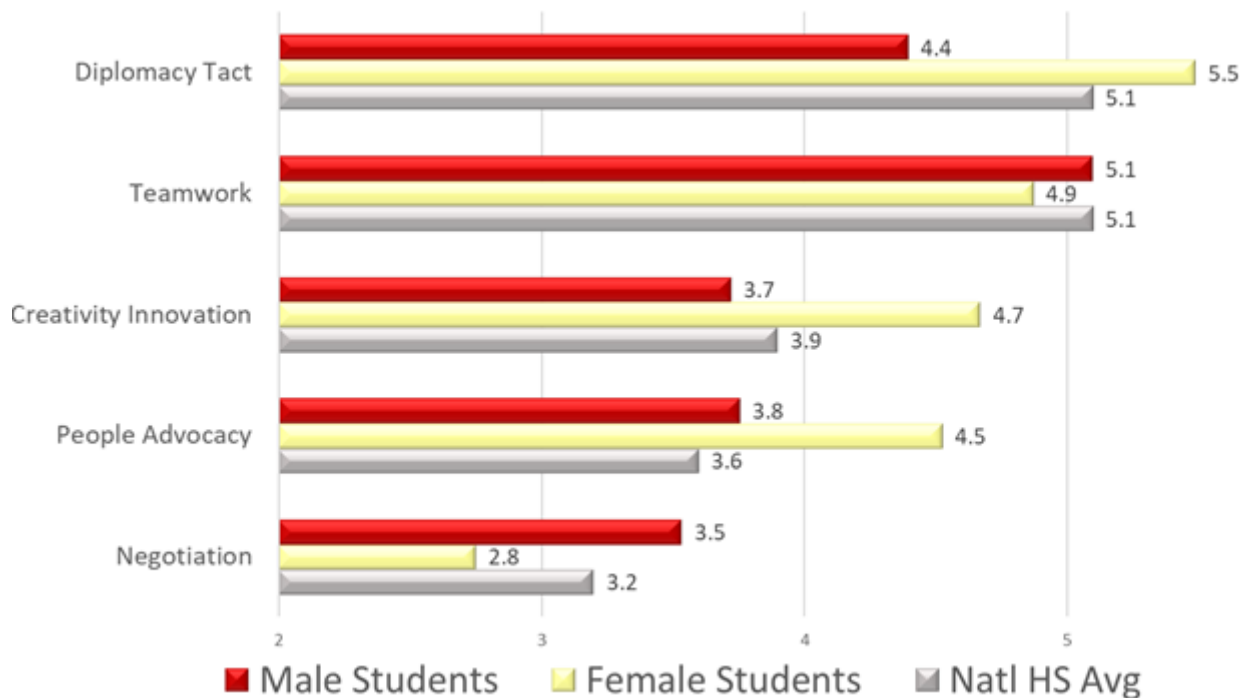
Motivator Outliers:
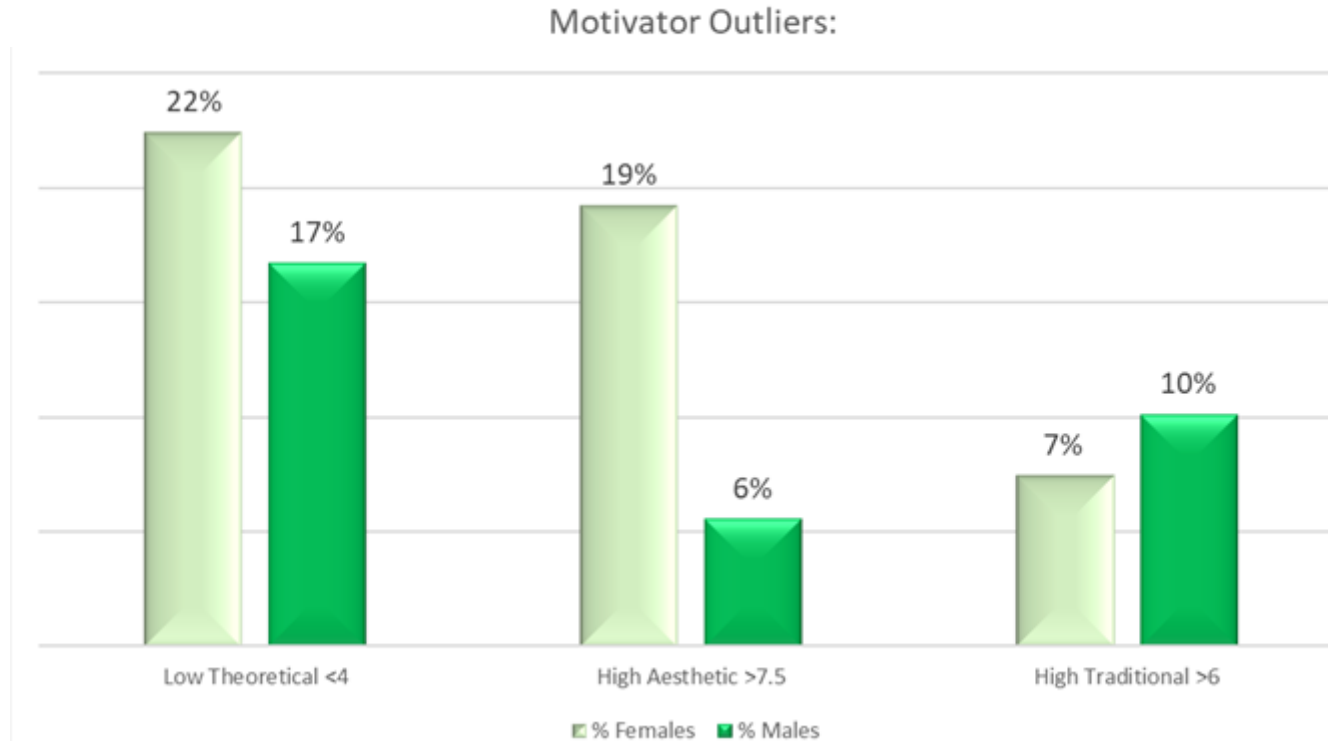
Female freshmen stand out from male classmates and from national norms for high school girls:

- Less interested in learning for its own sake (22% Low Theoretical vs 16% natl norm)
- More invested in their surroundings (19% High Aesthetic vs 14% natl norm)
- Less concerned with structure and rules (7% High Traditional vs 14% natl norm)

Top Skills Observations

Most Developed Skills

(Bar chart comparing Male Students, Female Students, and Natl HS Avg)

Skill	Male Students	Female Students	Natl HS Avg
Diplomacy Tact	4.4	5.5	5.1
Teamwork	5.1	4.9	5.1
Creativity Innovation	3.7	4.7	3.9
People Advocacy	3.8	4.5	3.6
Negotiation	3.5	2.8	3.2

Students exceed Natl HS averages for all grade levels:

Females:
People Advocacy +26%
Creativity Innovation +20%
Diplomacy Tact +8%

Males:
Negotiation +10%
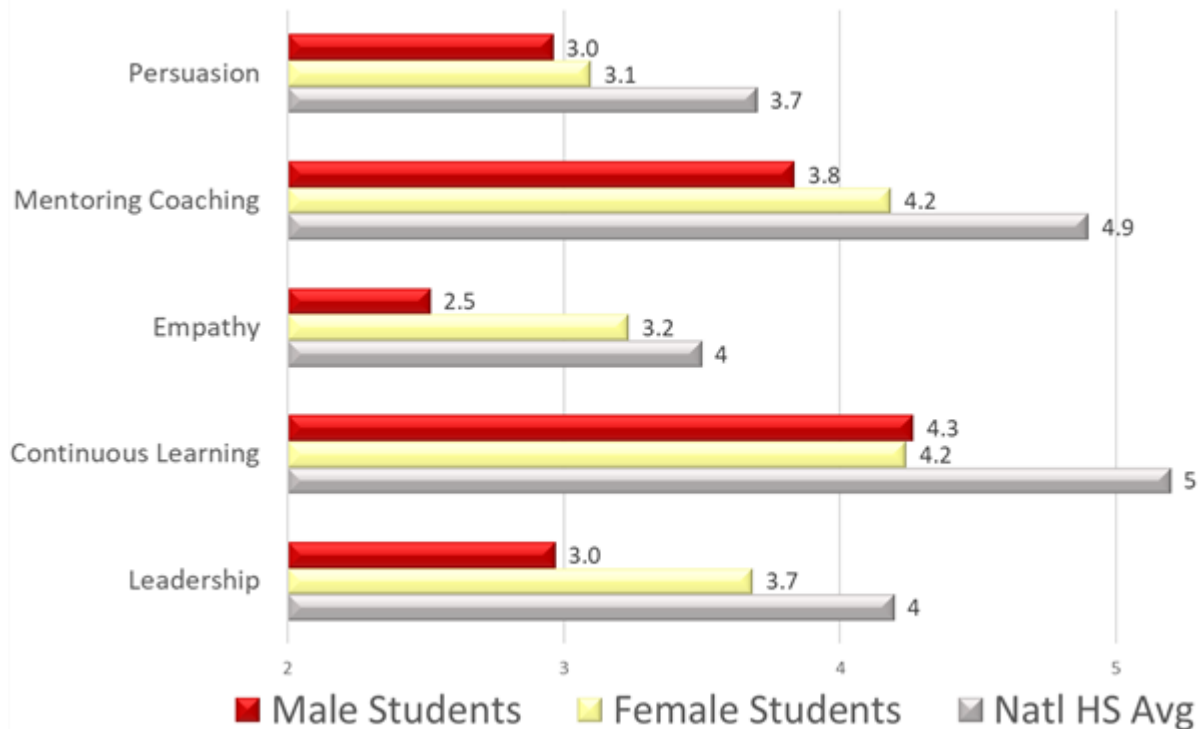People Advocacy +4%

Indigo

Bottom Skills Observations

Least Developed Skills

| Skill	Male Students	Female Students	Natl HS Avg
Persuasion	3.0	3.1	3.7
Mentoring Coaching	3.8	4.2	4.9
Empathy	2.5	3.2	4
Continuous Learning	4.3	4.2	5
Leadership	3.0	3.7	4

Bottom Skills Notes:

- Improve by emphasizing experiential leadership in the curriculum.

- The assessment identifies skills where a student can build confidence through practice

Note on Empathy:
Many students scoring low do not lack empathy. They may simply need to put more energy into taking care of themselves at this time in their lives.

Indigo

High Potential Entrepreneurs

Female Entrepreneurs, 11%

Male Entrepreneurs, 24%

Other Students, 64%
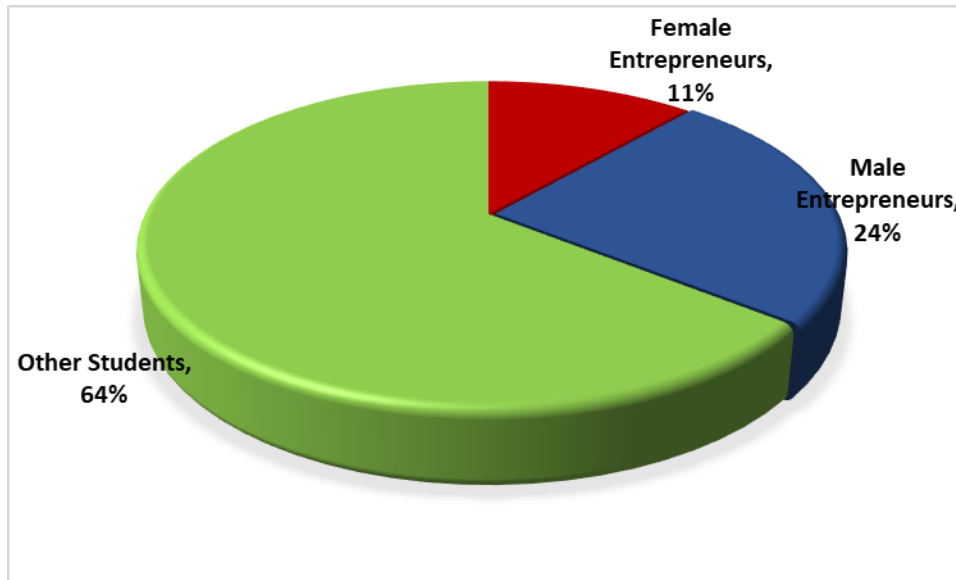
35% of students are high-potential entrepreneurs

Notes:

- Entrepreneurial potential among these students is strong

  ➢ 44 female students
  ➢ 93 male students

- Our data consistently show that students with the greatest potential to be entrepreneurial are not ranked among the highest academically. Our educational system often rewards traits different from those of entrepreneurs.

Indigo

Students Handling Stress

Blue List

Other Students 74%

Males 14%

Females 12%
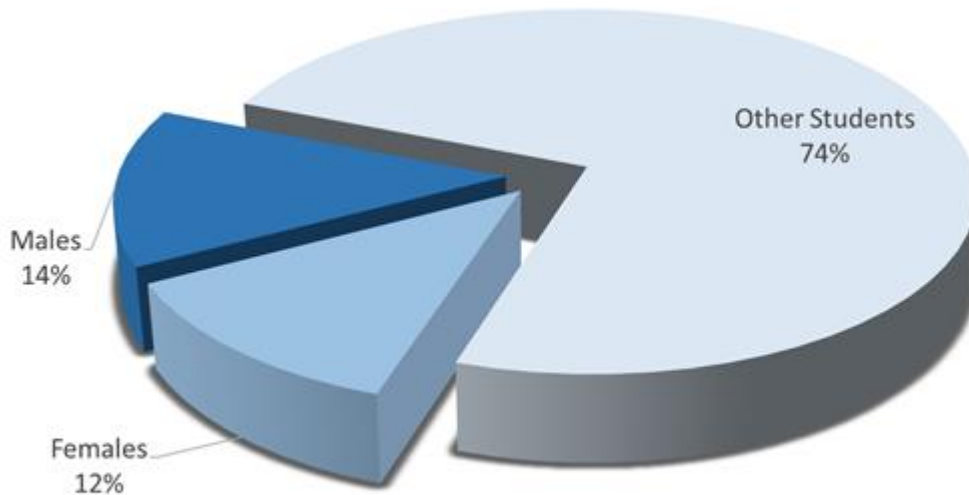
"Blue List" students are those who answered Indigo in a way that indicates they may need additional social emotional support at this time.

Recommendation:

We recommend all students on the blue list have a one-on-one conversation with an advisor.

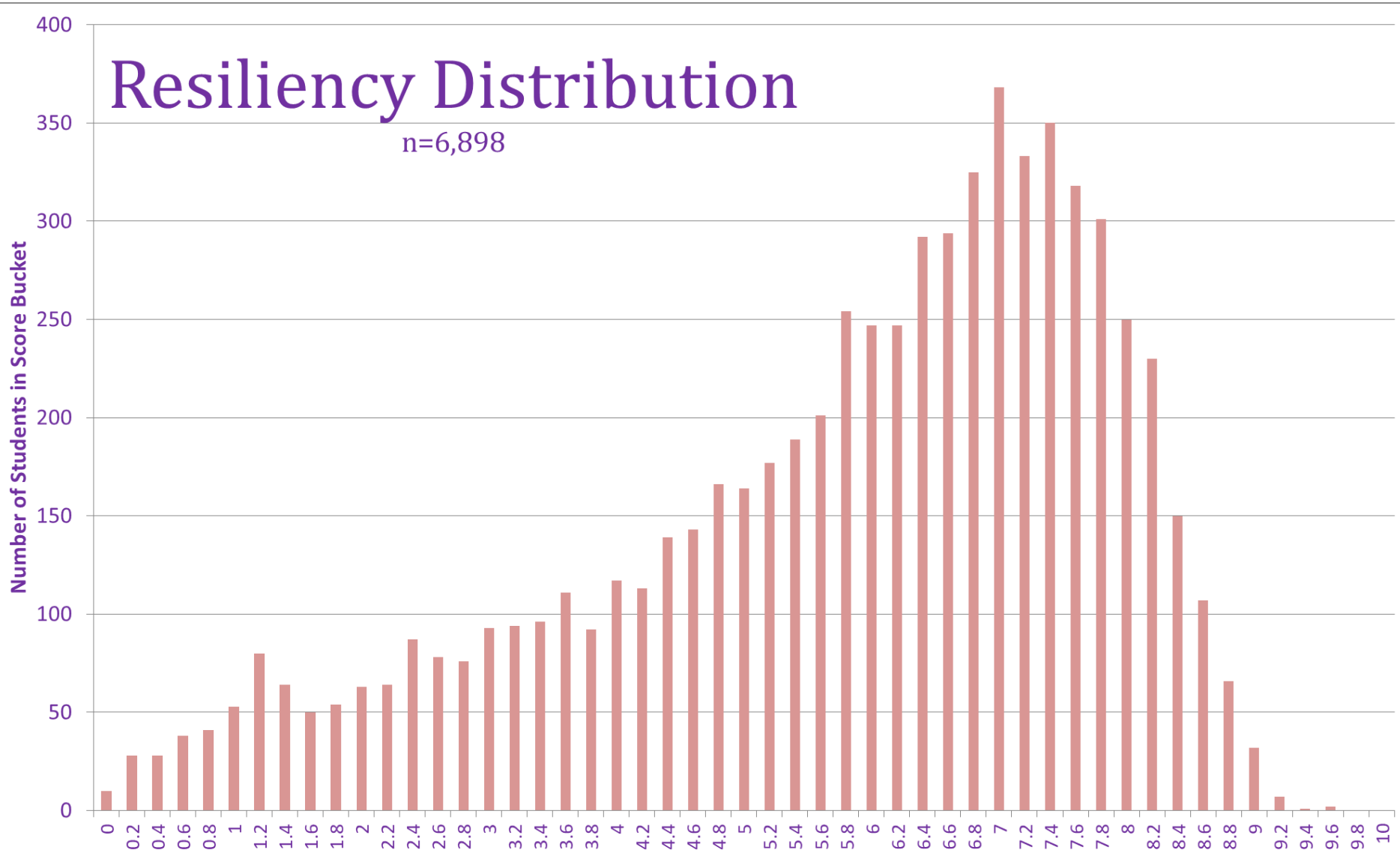26% of the class (vs Natl HS Avg of 16%):
➢ 47 females
➢ 53 males

Students should get plugged into a supportive group of likeminded individuals (or start a peer mentorship group).

Note: Self Esteem is a critical variable for retention in college.
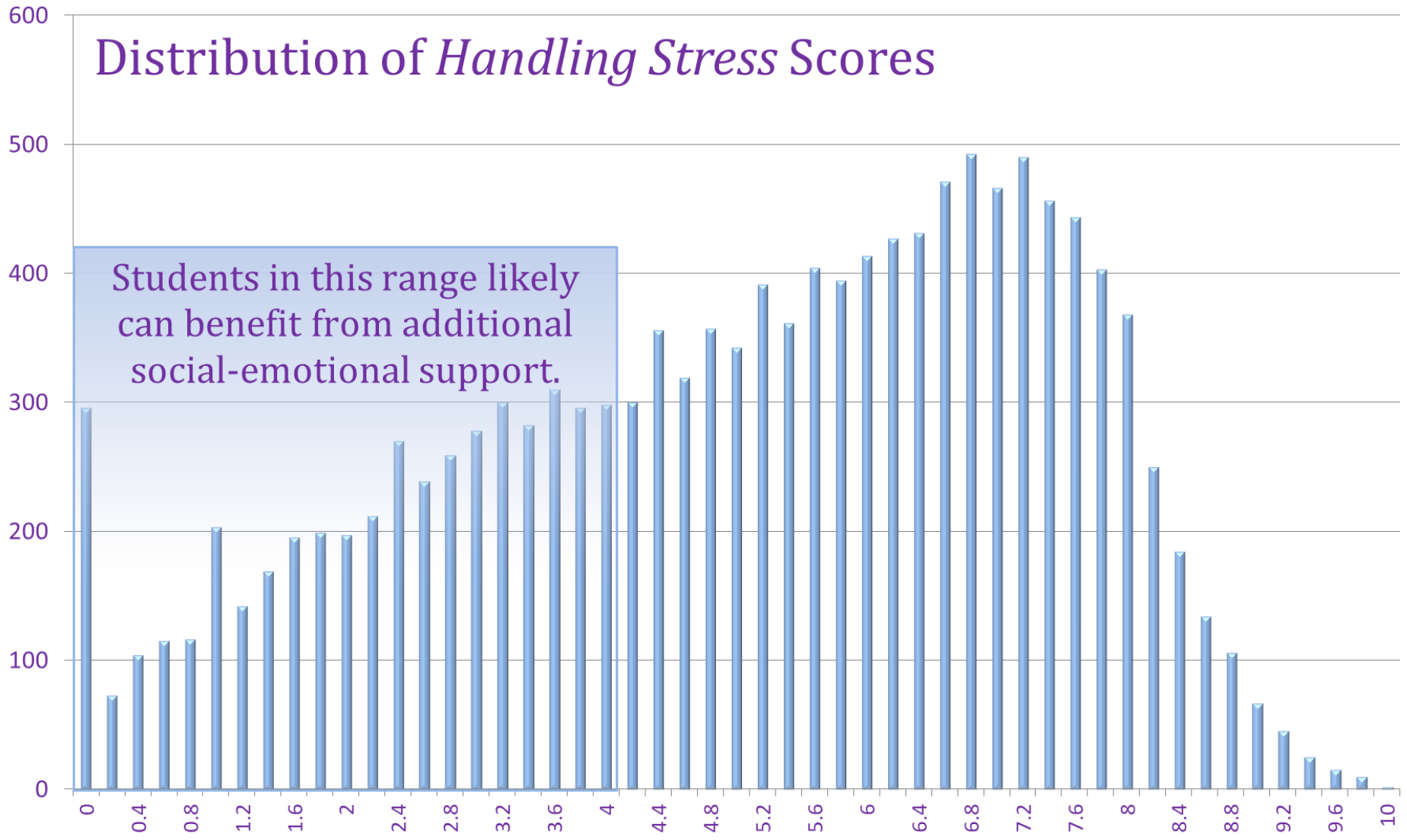
Indigo

Skills that seem to impact academics
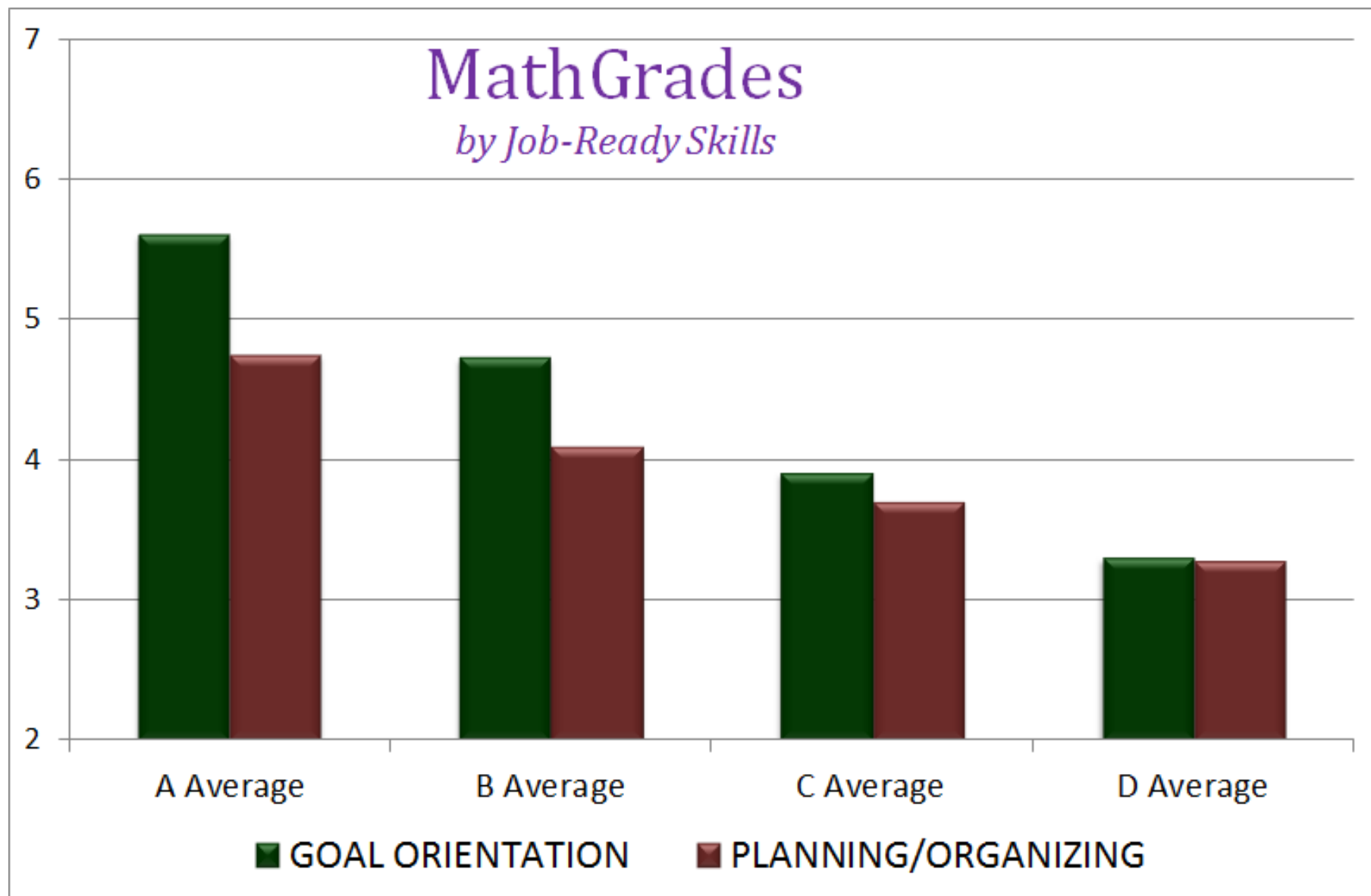
Student Resiliency Scores
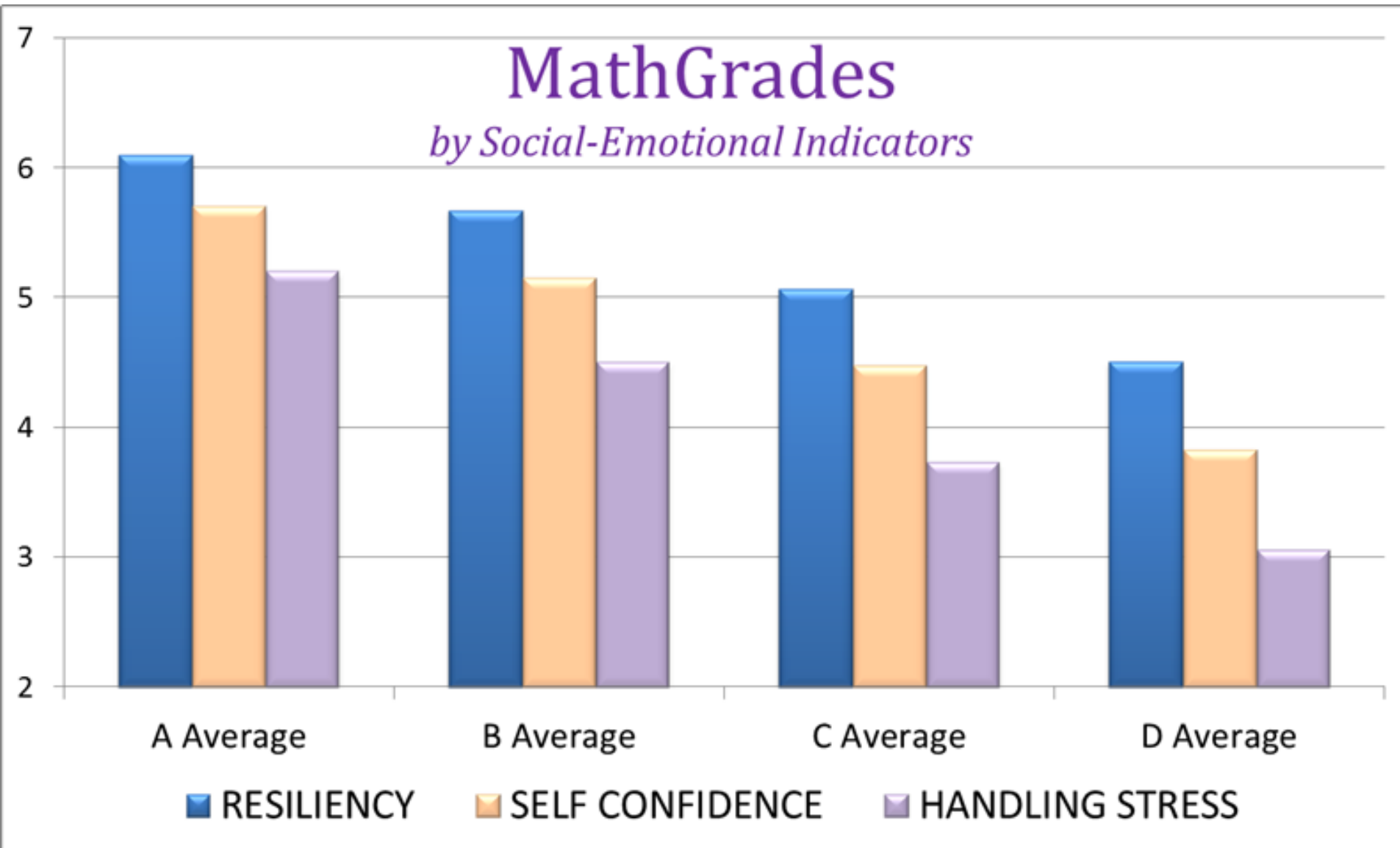

Resiliency Distribution
n=6,898

Student Handling Stress Scores

Distribution of *Handling Stress* Scores

Students in this range likely can benefit from additional social-emotional support.
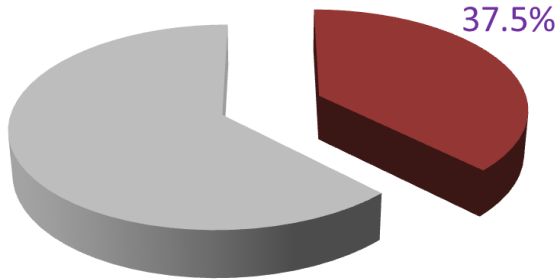
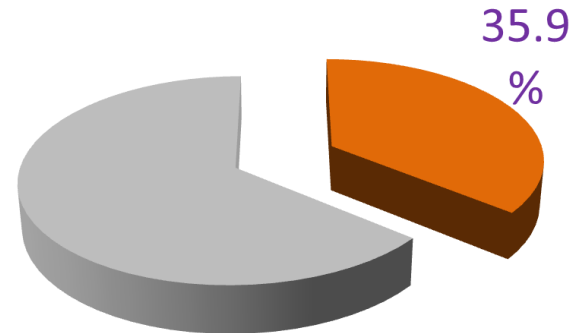# Social emotional scores vs. academics

MathGrades
by Social-Emotional Indicators
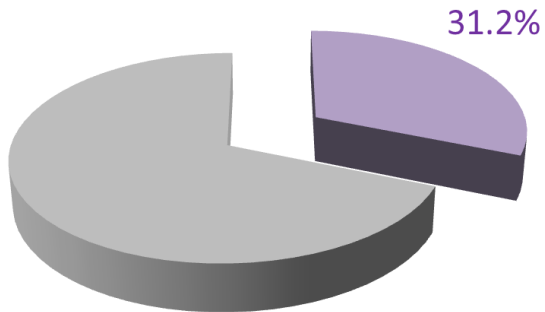
Most Requested Classes from Students

CAREER PREP

37.5%

NUTRITION/COOKING

35.9%

FILM/MOVIE MAKING

31.2%

ENTREPRENEURISM - STARTING YOUR OWN BUSINESS

29.6%
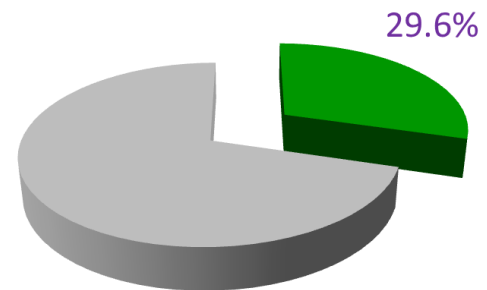
What Stresses Students Out?

Student Stresses

GETTING GOOD GRADES							
TOO MUCH HOMEWORK							
MANAGING MY TIME							
TOO MANY TESTS							
APPLYING FOR COLLEGE							
BEING COMPARED TO OTHERS							
TOO MANY RULES							
SOCIAL LIFE/FRIENDS							
BULLYING/ MEAN PEERS							
0%	10%	20%	30%	40%	50%	60%	70%
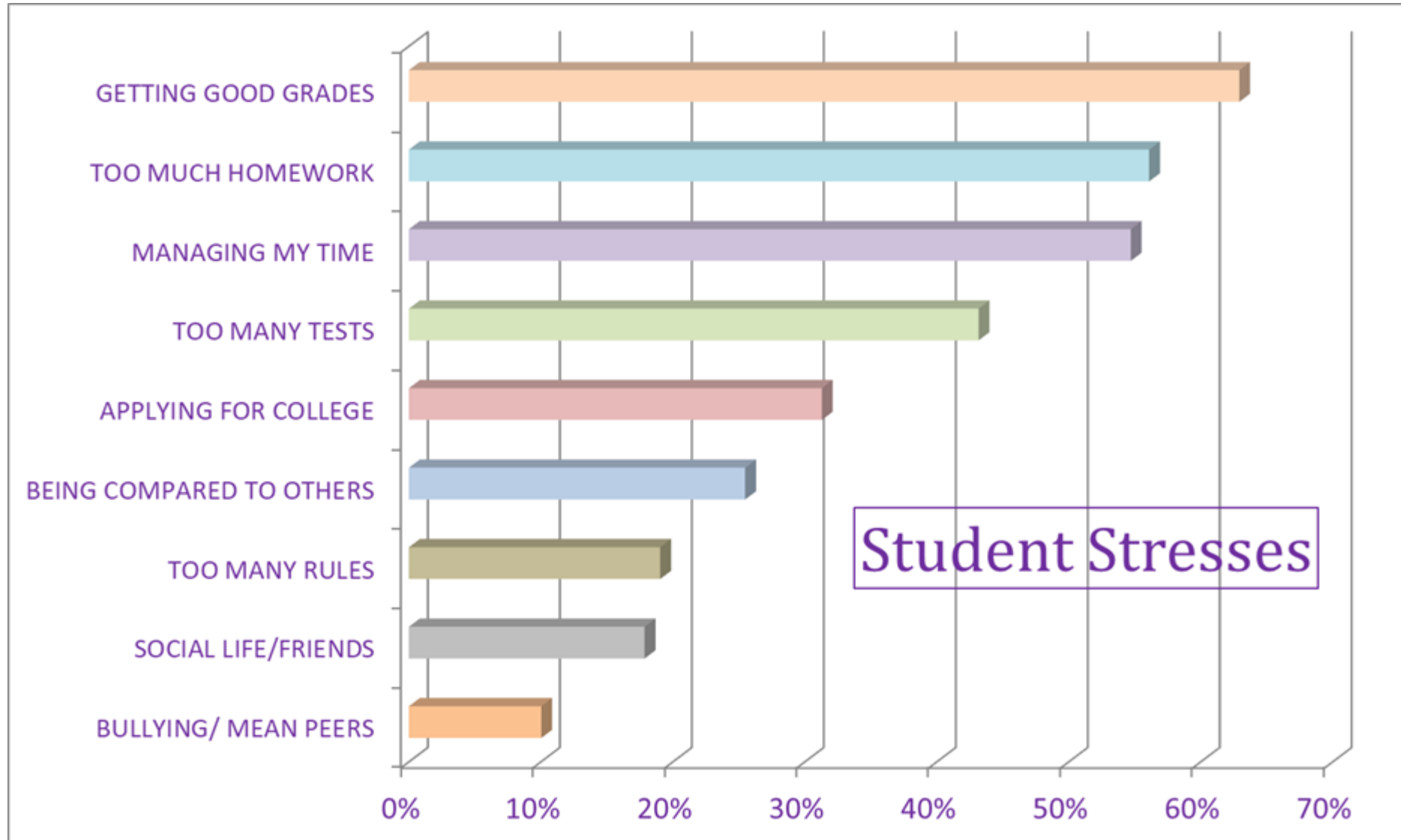
Key Discussion Points & Action Items

Discussion Points:

1. How can Indigo become more integrated into the curriculum and become a key tool used throughout the HS experience?
2. The Indigo Dashboard supports personalized interventions/recommendations and can be used by both counselors and teachers.
3. Integrating Indigo into relevant courses can maximize impact and career-ready skills development.

Some Recommendations:

1. Analyze key success factors with Indigo's non-academic data (and GPA correlation).
2. Focus attention on Blue List Students, Entrepreneurs, and Ultra Low Theoreticals.
3. Use Indigo to intentionally build teams and link teachers with like-minded students (we highly recommend staff take the assessment).
4. Consider curriculum development based on your student profile results.

Indigo is a Comprehensive Solution For High Schools

Indigo can be used by a wide variety of stakeholders for student success

Indigo Assessment

Indigo Dashboard

STUDENTS:
- Choosing a best fit post-secondary path or major
- Building self-awareness and social-emotional skills
- Learning communication and teamwork skills
- Choosing internships and extra-curricular activities
- Writing better resumes and college application essays

COUNSELORS:
- Quickly identify students needing emotional support
- Design RTI's and MTSS
- Support students with IEPs
- Customize wrap-around services for students in need
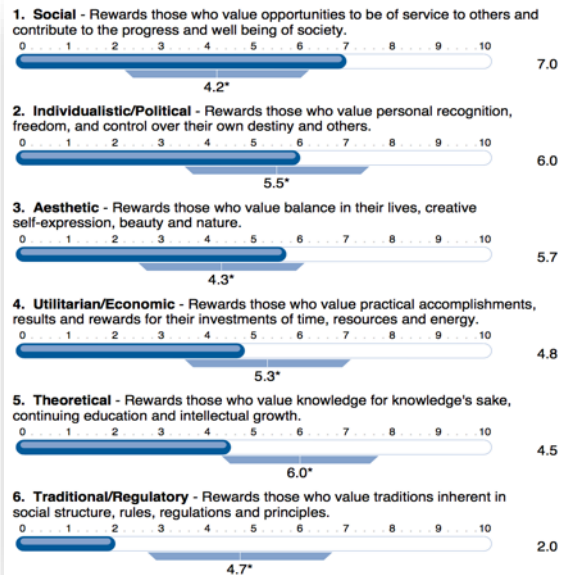- Writing letters of recommendation

TEACHERS:
- Access student reports for teaming, skills development, and engagement
- Connecting with difficult students
- Differentiating instruction
- Incorporate into applicable classes (leadership, ECAP/ ICAP/ CTE, etc)
- Identify high potential entrepreneurs

LEADERSHIP:
- Understand staff better and develop roles that play to their strengths
- Make decisions based on who your students and staff are

DATA STRATEGY:
- Collect longitudinal data
- Predictive analytics
- Analytics for grants and research
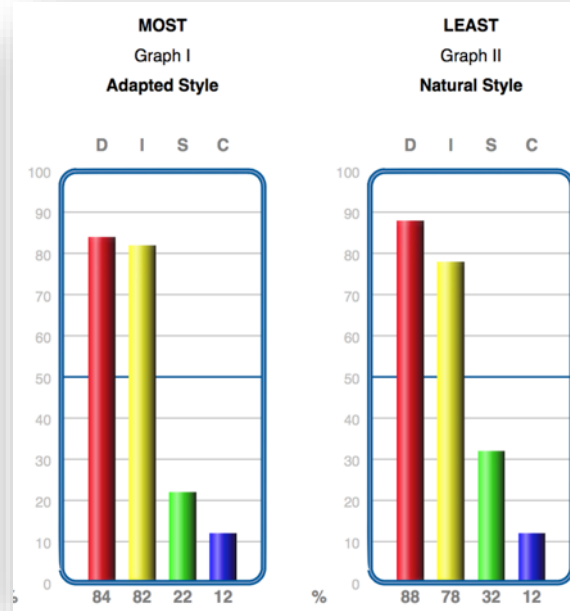- Combine with academic data for a complete picture of each student

What Indigo Measures

Motivators

Key to Student Engagement

Behaviors

Key to Communication and Interaction Style

Skills

Key to Leveraging Existing Strengths

*We also measure internal extensive **Social Emotional** data, which is critical to understanding how much support students need.*

Sheri Smith

Indigo The Assessment

Top 5 Skills

	Personal Skills Ranking
1	Goal Orientation
2	Creativity/Innovation
3	Leadership
4	Interpersonal Skills
5	Flexibility

D I S C

D = Dominance
I = Influencing
S = Steadiness
C = Compliance

High I's tend to be enthusiastic, persuasive, and optimistic.

94 96 32 4

Behavioral/ Communication Style. What styles do you struggle with?

Strengths

- Sings the praises of peers and the contributions others make.
- Good at promoting causes that improve society.
- Promotes efficiency and results.
- Resourceful and influential in creating effective results.
- Looks for a better approach to help others.
- Can be resourceful to influence others to get results.

Are you leveraging their strengths?

Motivators

#1 and #2 Motivator on your list are critical for personal fulfillment.

#6 may be important to avoid.

1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.
0 1 2 3 4 5 6 7 8 9 10   8.0
5.7*

2. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.
0 1 2 3 4 5 6 7 8 9 10   6.3
6.0*

3. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.
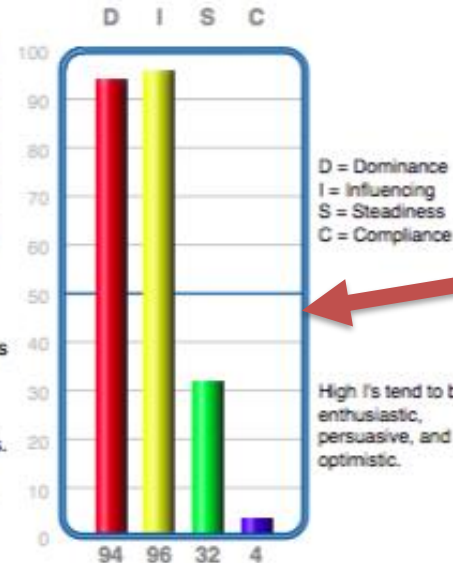0 1 2 3 4 5 6 7 8 9 10   6.2
4.7*

4. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.
0 1 2 3 4 5 6 7 8 9 10   4.7
5.8*

5. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.
0 1 2 3 4 5 6 7 8 9 10   3.2
4.5*

6. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.
0 1 2 3 4 5 6 7 8 9 10   1.7
3.3*

Value to a Team

Can support or oppose strongly.

Motivates others towards goals.

Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.

Optimistic and enthusiastic.

Has the confidence to do the difficult assignments.

Positive sense of humor.

Help students bring these strengths to the teams in your class?

Some Specific Data Points Measured

Non-Academic Competencies (21st Century Skills): Analytical Problem Solving, Conflict Management, Continuous Learning, Creativity, Customer Service, Employee Development, Decision Making, Diplomacy, Empathy, Flexibility, Futuristic Thinking, Goal Orientation, Interpersonal Skills, Leadership, Management, Negotiation, Personal Effectiveness, Persuasion, Planning and Organization, Presenting, Teamwork, Written Communication.

Motivators: Aesthetic, Individualistic/Political, Theoretical, Social, Traditional/Regulatory, Utilitarian/Economic.

Behaviors: Analysis of Data, Competitiveness, Consistency, Relations, Frequent Change, Frequent Interaction with Others, Following Policy, Follow-up and Follow Through, Organized Workplace/School, People Oriented, Urgency, Versatility.

Social Emotional: Accountability for Others, Attitude Toward Others, Emotional Control, Empathetic Outlook, Evaluating Others, Following Directions, Handling Rejection, Handling Stress, Integrative Ability, Intuitive Decision Making, Personal Accountability, Personal Drive, Personal Relationships, Realistic Expectations, Relating to Others, Respect for Policies, Self Assessment, Self Confidence, Internal Self Control, Self Direction, Sense of Self, Self Management, Sense of Belonging, Sensitivity to Others, Systems Judgment, Using Common Sense, Accountability for Others, Practical Thinking, Flexibility, Influencing Others, Personal Accountability, Resiliency.

Indigo Validity & Reliability

Indigo uses a **validated multi-factor assessment** combining four sciences to measure behaviors, motivators, social emotional (acumen), and skills.

The **most comprehensive** assessment tool on the market, currently used extensively in the corporate world (90 countries and 40 languages).

The Indigo Assessment is EEOC, OFCCP, and FERPA compliant. There are **no adverse impacts** for socio-economic class, race, gender, or disability.

Our technology partner, Target Training International (TTI), has been researching and validating assessment technologies for **over 30 years**.

Indigo is currently in **16 states working with over 100 districts/charters, 10 higher education institutions and many partners/non-profit** organizations.

Contact

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For questions about data, contact info@indigoproject.org

Indigo