
Impact Model

Explicit Norms, Standards and Expectations

facilitate intentional culture and competencies
of excellence & ethics via:

- Excellence & Ethics™ curricula, tools and strategies
- professional development Toolkits
- use of CEEA data in staff reflection and decision-making
- consistent scaffolding by leaders
- integration into organization-wide activities
- self-development practice
- interactions with teammates



Culture of Excellence & Ethics

is characterized by intentional and pervasive teaching and learning norms, procedures and habits, and results in:

- Safe, supportive, and engaging organizational climate
- Improved collegial relationships
- Improved relationships with customers



Excellence & Ethics Competencies

are developed in 8 focus areas for:

- Improved social emotional skills
- Improved health behaviors and reduced emotional problems
- Increased safety and reduced disciplinary problems
- Enhanced performance and goal attainment