CENTER FOR THE STUDY OF
Child Care Employment

Institute for Research on Labor and Employment

University of California, Berkeley
2521 Channing Way, #5555
Berkeley, CA 94720

Supportive Environmental Quality Underlying Adult Learning (SEQUAL)

SEQUAL has been designed to measure the adult learning environment in center-based early care and education programs. SEQUAL focuses on how ECE programs support teachers' professional growth, learning, and well-being, and identifies components of the workplace that enable teachers to continue to develop their knowledge and skills on the job.

Informed by teaching staff focus groups and theory and research in teacher education, ECE quality, and organizational psychology, SEQUAL assesses four overarching domains of the workplace that support professional growth and high quality care and instruction. These include: 1) Teaching Supports, 2) Learning Community, 3) Job Crafting, and 4) Adult Well-Being. Each domain examines the policies, practices, and relationships necessarily for a high quality adult learning environment.

Teaching Supports focus on the presence of and linkages among a center's:
- curriculum;
- classroom materials and equipment;
- child assessment procedures;
- support services for children and families; and
- staffing.

Learning Community examines the opportunities and supports available in the workplace that enable teaching staff to reflect upon their teaching, and acquire or deepen the knowledge and skills necessary for effective teaching, including:
- participating in individual and collaborative professional development;
- sharing learning with colleagues;
- applying learning in practice; and
- using evaluation for quality improvement.

Job Crafting measures teaching staff involvement in decisions about policies and practices and taps into:
- teacher and teaching team classroom autonomy, and
- input into work organization.

Adult Well-Being assesses the policies and collegial relationships that support physical and emotional health including:
- compensation;
- scheduling and leave;
- physical environment for adults;
- health management; and
- quality of work life.

For more information, contact us at cscceinfo@berkeley.edu. Include "SEQUAL" in the subject line.