



Figure 4b: Colorado Essential Skills (2018) progression by SWEAP-related skill (Audience: principals, curriculum facilitators, team leads, organizational program managers)

Skills Progression in Colorado Essential Skills by SWEAP-Related Skill:
Community Discourse

COLORADO ESSENTIAL SKILL	Novice	Advanced Beginner	Strategic Learner	Emerging Expert
Communication	Articulate personal strengths and challenges using different forms of communication to express oneself	... and consider purpose, formality of context and audience, and distinct cultural norms when planning content, mode, delivery and expression	... and "establish goals for communication and plan out steps accordingly"[7]	... and articulate thoughts and ideas effectively using oral, written and nonverbal communication skills in a variety of forms and contexts (including multi-lingual)
Civic Engagement	Identify and reflect upon personal connections to community systems	... and connect knowledge (facts, theories, etc.) from personal ideas and understandings to civic engagement	... and participate in social or community activities	... and "participate effectively in civic life"[8]
Self-Advocacy	Appropriately express a range of emotions to communicate personal ideas/needs	... and ask questions to develop further personal understanding	... and demonstrate confidence in sharing ideas/feelings	... and demonstrate an accurate and clear sense of goals, abilities, needs and know how to request and/or acquire them



Skills Progression in Colorado Essential Skills by SWEAP-Related Skill:

Decision-Making

COLORADO ESSENTIAL SKILL	Novice	Advanced Beginner	Strategic Learner	Emerging Expert
Collaboration/ Teamwork	Recognize how personal actions have had a positive or negative impact on others with feedback as needed	... and recognize how members of a community rely on each other, considering personal contributions as applicable	... and “follow a process identified by others to help generate ideas, negotiate roles and responsibilities, and respects consensus in decision making” ^[6]	... and use interpersonal skills to learn and work with individuals from diverse backgrounds
Character	Demonstrate an understanding of cause and effect related to personal decisions	... and state a position and reflect on possible objections to, assumptions and implications of the position	... and apply ethical perspectives/ concepts to an ethical question/ situation/ scenario	... and “apply a fundamental understanding of the ethical/legal issues in many context including the access and use of information” ^[9]



Skills Progression in Colorado Essential Skills by SWEAP-Related Skill:

Identifying Balanced Solutions

COLORADO ESSENTIAL SKILL	Novice	Advanced Beginner	Strategic Learner	Emerging Expert
Adaptability/ Flexibility	Recognize emotional response to ideas that differ from one's own	... and regulate reactions to differing perspectives	... and look for and value in different perspectives expressed by others	... and demonstrate ways to adapt and reach workable solutions
Critical Thinking/ Problem Solving	Recognize that problems can be identified and possible solutions can be generated	... and define the problem using a variety of strategies	... and make connections between information gathered and personal experiences to apply and/or test solutions	... and "interpret information and draw conclusions based upon information gathered to formulate a new problem." ^[4]
Global/Cultural Awareness	Compare attitudes and beliefs as an individual to others	... and identify and explain multiple perspectives (cultural, global) when exploring events, ideas and issues	... and plan and evaluate complex solutions to global challenges that are appropriate to their contexts using multiple disciplinary perspectives (such as cultural, historical and scientific)	... and apply knowledge and skills to implement sophisticated, appropriate and workable solutions to address complex global problems using interdisciplinary perspectives independently or with others
Creativity/ Innovation	Demonstrate curiosity, imagination and eagerness to learn more	... and build on personal experience to specify a challenging problem to investigate	... and engage in novel approaches, moves, directions, ideas and/or perspectives	... and synthesize ideas in original and surprising ways



Skills Progression in Colorado Essential Skills by SWEAP-Related Skill:

Taking Thoughtful Action

COLORADO ESSENTIAL SKILL	Novice	Advanced Beginner	Strategic Learner	Emerging Expert
Initiative/ Self-direction	Recognize personal characteristics, preferences, thoughts and strengths	... and pursue opportunities to engage and learn interests	... and apply knowledge to set goals, make informed decisions and transfer to new contexts	... and take responsibility for and pursue opportunities
Informed Risk Taking	Demonstrate a willingness to try new things	... and demonstrate flexibility, imagination and inventiveness in taking on tasks and activities	... and innovate from failure, connect learning across domains and recognize new opportunities	... and act on creative ideas to make a tangible and useful contribution
Leadership	Model positive behaviors for others	... and demonstrate leadership skills (e.g., organizing others, taking initiative, team-building)	... and demonstrate confidence while recognizing that personal actions impact others	...and educate and inspire others to realize their potential