Character Education

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Definition

“Character” =

“Agency, Attitudes, Behaviors, Dispositions, Mindsets, Personality, Temperament, Values”

= “Social & Emotional Skills” (OECD)

“Non-Cognitive”  “Soft skills”
Why Character Education?

- Financial instability
- Climate change
- Personal privacy
- Religious fundamentalism
- Political partisanship

Our Human Interdependency!
Human Interdependency...
Per UNESCO

“There is every reason to place renewed emphasis on the moral and cultural dimensions of education... this process must begin with self-understanding through... knowledge, meditation and the practice of self-criticism.”

Wisdom from movies

“Today you have to think like a hero merely to behave like a decent human being.”

Sean Connery’s character in The Russia House
Why should formal education systems teach Character?

Weakening of past structures (government, religions) right when we need Character most...
Desired: A 21st Century Education

Character

Knowledge

Skills

Metacognition
More Definitions: Skills

The 4C’s:

• Creativity/Innovation
• Critical Thinking
• Communication
• Collaboration

Source: “21st Century Skills” by Bernie Trilling & Charles Fadel, based on P21.org’s framework
Why a Framework?

What gets expressed gets focused on!
What makes a robust framework?

1. Completeness → no misses
2. Compactness → actionable
3. Uncorrelated → no duplication
4. Appropriate layer of abstraction → sensical
Why not use an existing framework?

We could not find one that met all our criteria...
How did we Proceed?

Synthesized then refined a composite of many frameworks from around the world:

- CAEC
- Character Counts! Coalition
- CharacterEd.Net
- Character Education Partnership
- China MoE
- Facing History and Ourselves
- KIPP Schools
- P21.org
- Royal Society for the Arts
- Singapore MoE
- South Korea MoE
- Success DNA
- Sweden MoE
- Thailand MoE
- Young Foundation
- Etc.

Refined even more with inputs from 500+ teachers
Incorporating Education Philosophers

Commonality of Concepts

Gardner:
- Disciplined
- Synthesizing
- Creating
- Respectful
- Ethical

Sternberg:
- Practical
- Analytical
- Creative
- Wise

Morin:
- Pertinence in knowledge
- Confronting uncertainties
- Detecting errors
- Understanding each other
- Teaching the human condition
- Ethics for humanity
## Evolution - 2011

<table>
<thead>
<tr>
<th>U.S. Programs</th>
<th>Experience-based</th>
<th>Subject-based</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Attitudes</strong></td>
<td><strong>Values</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Center for the Advancement of Ethics and Character</strong></td>
<td>Courage, Diligence, Kindness, Self-Discipline</td>
<td>Honesty, Justice, Responsibility, Wisdom</td>
</tr>
<tr>
<td><strong>Character Counts! Coalition</strong></td>
<td>Caring</td>
<td>Trustworthiness, Respect, Responsibility, Fairness, Citizenship</td>
</tr>
<tr>
<td><strong>Character Education Partnership</strong></td>
<td>Self-Discipline, Caring</td>
<td>Respect, Responsibility, Honesty, Integrity</td>
</tr>
<tr>
<td><strong>Facing History and Ourselves</strong></td>
<td>Resiliency, Caring</td>
<td>Citizenship, Fairness, Justice, Respect, Responsibility</td>
</tr>
<tr>
<td><strong>China Character Education</strong></td>
<td>Patience</td>
<td>Equality, Justice, Citizenship, Respect, Responsibility</td>
</tr>
<tr>
<td><strong>Singapore Character and Moral Education (CME)</strong></td>
<td>Caring, Resiliency</td>
<td>Citizenship, Respect, Integrity, Responsibility</td>
</tr>
<tr>
<td><strong>South Korea Moral Education</strong></td>
<td>Kindness</td>
<td>Responsibility, Citizenship, Honesty, Respect</td>
</tr>
<tr>
<td><strong>Swedish National Agency for Education</strong></td>
<td>Diligence, Perseverance, Self-Discipline</td>
<td>Respect, Responsibility, Citizenship</td>
</tr>
<tr>
<td><strong>Thailand (Philosophy of “Sufficiency Economy”)</strong></td>
<td>Diligence, Perseverance, Patience</td>
<td>Honesty, Integrity</td>
</tr>
</tbody>
</table>
Performance “character”: one’s mastery and thrust for excellence in life, school, and the workplace

<table>
<thead>
<tr>
<th>Trait</th>
<th>Related Traits and concepts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adaptability</td>
<td>Flexibility, dealing with ambiguity, feedback,</td>
</tr>
<tr>
<td>Resilience</td>
<td>Diligence, discipline, perseverance, patience, effort, grit, confidence, tenacity, …</td>
</tr>
<tr>
<td>Curiosity</td>
<td>Open-mindedness, inquisitiveness, playfulness, passion, exploration, …</td>
</tr>
<tr>
<td>Initiative</td>
<td>Self-direction, self-discipline, self-control, timeliness, motivation, …</td>
</tr>
<tr>
<td>Socialization</td>
<td>Cross-cultural, diversity, listening, speaking, decorum, observation, cooperation…</td>
</tr>
<tr>
<td>Productivity</td>
<td>Accountability, conscientiousness, efficiency, project /program management, results-orientation, precision, load management, focus, execution, dependability, reliability, …</td>
</tr>
<tr>
<td>Leadership</td>
<td>Engagement, inspiration, responsibility, following, decisiveness, consistency,, leading via example, selflessness, altruism, mentorship, goal-orientation, commitment, organization &amp; delegation, patience, accountability, vision, self-reflection, collaboration,</td>
</tr>
</tbody>
</table>
Evolution – 2012 (2)

**Moral** “character” (relational and ethical): **wisdom**, and how one treats oneself and others, in interpersonal, social and occupational matters

<table>
<thead>
<tr>
<th>Trait</th>
<th>Related Traits and Concepts</th>
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</thead>
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<tr>
<td>Integrity</td>
<td>Honesty, truthfulness, trustworthiness, loyalty, authenticity, genuineness, ethics, virtue, decency, …</td>
</tr>
<tr>
<td>Fairness</td>
<td>Justice, civic-mindedness, equity, sportsmanship, citizenship, social perspective, forgiveness, mercy, …</td>
</tr>
<tr>
<td>Respect</td>
<td>Self-respect, respect for others, honor, reverence, humility, receptivity</td>
</tr>
<tr>
<td>Courage</td>
<td>Fortitude, determination, resilience, grit, confidence, stability, bravery, persistence, grace, risk taking, prudence, toughness,…</td>
</tr>
<tr>
<td>Zest</td>
<td>Gratitude, optimism, passion, inspiration, enthusiasm, verve, energy, vigor, zeal, cheerfulness, spunk, spontaneity, humor, …</td>
</tr>
<tr>
<td>Empathy</td>
<td>Care, kindness, compassion, tolerance, generosity, charity, cheerfulness, helpfulness, devotion, love, inclusiveness, belonging, camaraderie, humaneness, consideration, …</td>
</tr>
<tr>
<td>Self-Awareness</td>
<td>Consciousness, mindfulness, presence, tranquility, spirituality, balance, self-actualization, existentiality, oneness, beauty, acceptance, appreciation, interconnectedness, insight, patience, sensibility, …</td>
</tr>
</tbody>
</table>
## 2013, along OECD Classification

<table>
<thead>
<tr>
<th>Type</th>
<th>Purpose</th>
<th>Trait</th>
<th>Leading to</th>
<th>and to associated Traits and Concepts</th>
</tr>
</thead>
<tbody>
<tr>
<td>MORAL</td>
<td>Managing Self</td>
<td>Self-awareness</td>
<td>Empathy</td>
<td>Mindfulness, balance, self-actualization, self-esteem, vision, care, kindness, compassion, consideration</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Courage</td>
<td>Zest</td>
<td>Determination, fortitude, grit, confidence, persistence, risk taking, toughness, enthusiasm, energy, zeal, optimism, cheerfulness</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Ethics</td>
<td>Integrity, fairness, respect</td>
<td>Generosity, humaneness, inclusiveness, tolerance, loyalty, honesty, truthfulness, forgiveness, justice, equity</td>
</tr>
<tr>
<td></td>
<td>Working with others</td>
<td>Cooperation</td>
<td>Socialization</td>
<td>Listening, speaking, sharing, social awareness, execution, cross-cultural awareness, efficiency, conscientiousness,</td>
</tr>
<tr>
<td>PERFORMANCE</td>
<td></td>
<td>Leadership</td>
<td>Productivity</td>
<td>Engagement, humbleness, commitment, mentorship, consistency, leading by example, reliability, focus</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Curiosity</td>
<td>Initiative</td>
<td>Open-mindedness, enthusiasm, exploration, innovation, passion, self-direction, motivation,</td>
</tr>
<tr>
<td></td>
<td>Achieving Goal</td>
<td>Resilience</td>
<td>Adaptability</td>
<td>Flexibility, dealing with ambiguity, diligence, discipline, perserverence, patience, grit, confidence, tenacity</td>
</tr>
</tbody>
</table>
With thanks to three generations of researchers

Scott Cody

Michaela Horvathova

Maya Bialik
Along the way, we found that:

- Distinction of Moral vs Performance is difficult and partially duplicative
- Distinction of Inter- vs Intra-personal is also unnecessary for the same reasons
## Finally Unveiling in 2014: 6 Qualities

<table>
<thead>
<tr>
<th>Top Qualities</th>
<th>Associated Traits and Concepts (non-exhaustive)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mindfulness</strong></td>
<td>Self-awareness, self-actualization, growth, vision, insight, observation, consciousness, compassion, equanimity, happiness, authenticity, listening, presence, sharing, interconnectedness, empathy, sensibility, patience, acceptance, appreciation, tranquility, balance, spirituality, existentiality, oneness, gratitude, interdependency, social awareness, cross-cultural awareness...</td>
</tr>
<tr>
<td><strong>Curiosity</strong></td>
<td>Open-mindedness, exploration, passion, self-direction, motivation, wonder, beauty, initiative, innovation, enthusiasm, spontaneity...</td>
</tr>
<tr>
<td><strong>Courage</strong></td>
<td>Bravery, determination, fortitude, confidence, risk taking, persistence, toughness, zest, optimism, inspiration, energy, vigor, zeal, cheerfulness, humor...</td>
</tr>
<tr>
<td><strong>Resilience</strong></td>
<td>Perseverance, resourcefulness, tenacity, grit, spunk, self-esteem, charisma, confidence, adaptability, stability, dealing with ambiguity, flexibility, self-discipline, commitment, self-control, feedback, effort, diligence...</td>
</tr>
<tr>
<td><strong>Ethics</strong></td>
<td>Benevolence, humaneness, kindness, respect, justice, equity, fairness, compassion, altruism, tolerance, inclusiveness, integrity, loyalty, honesty, truthfulness, trustworthiness, decency, authenticity, genuineness, consideration, forgiveness, virtue, love, care, helpfulness, generosity, charity, devotion, belonging...</td>
</tr>
<tr>
<td><strong>Leadership</strong></td>
<td>Responsibility, abnegation, accountability, selflessness, humbleness, inspiration, integrity, organization, delegation, mentorship, commitment, heroism, followership, engagement, leading by example, goal-orientation, consistency, self-reflection, dependability, reliability, conscientiousness, efficiency, results orientation, focus, precision, execution, socialization, negotiation, diversity, modesty, decorum...</td>
</tr>
</tbody>
</table>
Good to Hear

“...it is already a very attractive framework for its accessibility, comprehensiveness and relevance.”

Koji Miyamoto, OECD
CCR’s Framework

Knowledge
"What we know"
- Traditional Subjects
- Modern Subjects:
  - Robotics
  - Entrepreneurship
  - Wellness
  - Etc.

Skills
"How we use what we know"
- Creativity
- Critical thinking
- Communication
- Collaboration

21st Century Education

Metacognition
"How we reflect and learn"

Character
"How we engage with the world"
- Mindfulness
- Curiosity
- Courage
- Resilience
- Ethics
- Leadership

Source: Center for Curriculum Redesign
A Dynamic View

Mindfulness

Engage
- Curiosity
- Courage

Sustain
- Resilience

Act
- Ethics
- Leadership

Apply to Skills and to Knowledge
- Creativity, Critical Thinking, Communication, Collaboration

Source: Center for Curriculum Redesign
## Practices to Learn Skills, Character, and Metacognition

<table>
<thead>
<tr>
<th>Practice*</th>
<th>Challenge</th>
<th>Goal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Play</td>
<td>Social Interactions</td>
<td>Serendipity</td>
</tr>
<tr>
<td>Didactic</td>
<td>Engagement</td>
<td>Inspiration</td>
</tr>
<tr>
<td>Inquiry</td>
<td>Question</td>
<td>Answer</td>
</tr>
<tr>
<td>Debate</td>
<td>Issue</td>
<td>Position</td>
</tr>
<tr>
<td>Design</td>
<td>Problem</td>
<td>Solution</td>
</tr>
<tr>
<td>Performance</td>
<td>Perspective</td>
<td>Expression</td>
</tr>
<tr>
<td>Sport</td>
<td>Physical &amp; Mental</td>
<td>Well-being</td>
</tr>
<tr>
<td>Contemplation</td>
<td>Fitness</td>
<td></td>
</tr>
</tbody>
</table>

* age-readiness dependent

Source: Bernie Trilling & Charles Fadel
Forcing Education Outside the Classroom

- Sometimes out of school altogether
- Examples: Scouts; Outward Bound; etc.
What about Assessments?

Three layers:

1. Objective Assessment (tests)
2. Subjective Assessment (self, group [360, peers], etc.)
3. Anecdotal: Success + Failure stories without assessment

We cannot necessarily measure all what matters…

but it is not a reason for not doing what matters.
Wisdom as Ultimate Goal

- What is Legal is not necessarily Ethical
- What is Ethical is not necessarily Wise

“We are drowning in information, while starving for wisdom”

E.O. Wilson
Harvard University
What we wish to all
Thank you!

“What should students learn in the 21st century?”