Utah State Board of Education

EFFORT MANAGEMENT

EFFECT SIZE: 0.77

High-Quality Instruction Cycle Connection:

Step 2: Planning Instruction
Step 3: Instruction

Utah Effective Teaching Standards Alignment:

• Standard 1, Element 4

Personalized, Competency Based Learning Framework Essential Component:

Learner Agency

WHAT?

Effort Management is the process of planning and allocating one's time and energy using tactics—such as mood management, goal-oriented self-talk, persistence, self-reinforcement or attribution of success to effort—to achieve a desired goal. It involves a combination of time management, goal-setting and task prioritization, as well as the ability to focus on the most important tasks and avoid distractions.

WHY?

The effect size of effort management is 0.77 which is approximately two years of growth for one year of learning. Effort management is especially important in today's world given the numerous demands on our time and attention. When educators manage their effort effectively, students experience reduced stress, increased productivity and achieve their desired goal(s) more efficiently. In general, students with greater skills at executing effort management yield better performance results.

HOW?

To support students in developing effort management skills, educators can provide learning experiences in which students engage in tactics that help them to manage their time and energy towards a goal, such as through engaging in

goal-oriented self-talk, practicing persistence when things are challenging, or helping students make connections between their effort and their level of success. For example, when students engage in goal-oriented self-talk, they motivate and encourage themselves towards achieving specific goals. By focusing their thoughts and energy on positive outcomes and solutions, students increase their chances of achieving their goals and experiencing success.

PREPARATION:

As educators plan learning experiences that may take sustained student engagement and motivation, it is important to plan for how they will support the development of students' effort management. This can be accomplished in many ways such as by providing students with experiences in goal setting, tracking their progress, making adjustments based on their progress or engaging in goal-oriented self-talk to keep them motivated as they overcome obstacles.

IMPLEMENTATION:

Teacher Actions

- Set clear expectations regarding criteria for success regarding academic performance, behavior and effort.
- Provide guidance on how to prioritize tasks, set goals and create schedules to assist students in staying on track and avoiding procrastination.
- Encourage students to reflect on their work and effort to acknowledge what they are doing well and to identify areas for improvement.
- Provide feedback to students on their performance and effort to help them understand their strengths and weaknesses.
- Model effort management by demonstrating to students how they manage their time, set goals and stay motivated.

Student Look-Fors

- Discuss the criteria for success and develop a plan for how to meet expectations.
- Monitor their current progress towards their plan for success and adjust accordingly to meet the desired goal.
- Reflect on their work and effort to identify what they are doing well and where they may need to adjust their efforts.

Reflection

- In what ways did students respond to establishing a plan, monitoring their progress or demonstrating persistence towards the goal?
- How did students receive feedback and use it to adjust their work or effort?
- How did students engage in reflection to identify what's going well and where they may need to adjust?

Go Deeper—Resources to learn more

The 7 Habits of Highly Effective Teens by Sean Covey.

Guiding Students to Sustain Effort in School by Judy Willis https://www.edutopia.org/article/guiding-students-sustain-effort-school/

HOME CONNECTIONS

- Encourage parents to help their students prioritize tasks, set goals and create schedules to achieve a personal goal.
- Encourage students to share reflection on their work and what they have learned about themselves including their strengths and opportunities for growth.

For further information, please contact:
Jennifer Throndsen, Director
Teaching and Learning
Jennifer.Throndsen@schools.utah.gov

Utah State Board of Education | 250 East 500 South | P.O. Box 144200 | Salt Lake City, UT 84114-4200 | Sydnee Dickson, Ed.D., State Superintendent of Public Instruction

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