

Do good, better.



**MindPlus**  
NZ Centre for Gifted Education  
*Empowering Extraordinary Minds*

**New Zealand Centre for Gifted Education**  
**MindPlus YourSchool**  
ImpactLab GoodMeasure Report  
February 2024

**ImpactLab**  
**GoodMeasure Report**

Wellington, New Zealand

Prepared for:  
**New Zealand Centre for  
Gifted Education**

February 2024

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## Simplifying social impact measurement

I had the privilege in public life to work with people who understood the need for positive change in the lives of those around them and worked hard to achieve it.

Our social services do a tremendous job of bringing positive change to our most deserving individuals and communities. These organisations are built by volunteers and community workers who dedicate their lives to helping others.

Social service workers can see the positive impact of their work. Children thriving, families united, jobseekers in new employment and people empowered to change their life course.

With more tools they could do more good. I want to help them by finding ways to make sure that effort is recognised, results are measurable and they can make decisions about how to do more good.

ImpactLab grew from a desire to make available to community organisations tools that use the power of public information and the latest technology, so these organisations can change more lives.

By measuring social change and positive outcomes, ImpactLab enables charities and social service providers to speak the language of funders, investors and governments.

It has been a pleasure to work with New Zealand Centre for Gifted Education to learn how this organisation changes lives throughout New Zealand.

Calculating social value helps inform decision making and investment and enables you to do good, better.

Thank you for joining us on this journey.



**Sir Bill English**  
ImpactLab Chairman

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# GoodMeasure Summary

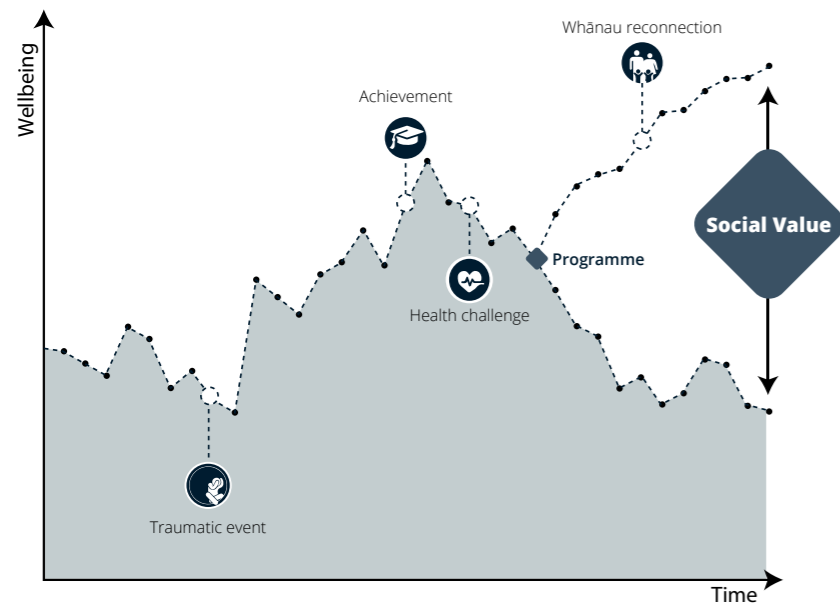
GoodMeasure connects decision makers with information they can act on to grow their social impact. It supports organisations to focus on investment that works for communities so that people can live the lives they choose.

Through the GoodMeasure journey ImpactLab supports our customers to understand their social value and empowers them to further understand their data, people and impact stories.

We use a standardised methodology that draws on publicly available data, academic research, and an organisation's own data, to estimate social value and a social return on investment (SROI).

## Understanding social value

Social value is the social impact in dollar terms that a programme achieves for participants over their lifetime.



Throughout our lives, different events occur which impact our overall wellbeing trajectory. ImpactLab measures the impact on an individual's wellbeing across multiple domains when they're supported by a programme to make positive changes in their life.

We measure this impact in terms of both positive benefits (such as increased income) and avoided costs to government.

To calculate social value, we combine these impact values with

- ◆ Evidence from global literature about how effective a programme can be.
- ◆ The size of the opportunity for the people an organisation serves to achieve more positive outcomes.
- ◆ The number of people supported.

By combining these inputs, the social value calculation helps us understand how a programme or intervention helps change lives for the better. We combine the social value with cost information to calculate a programme's social return on investment.

## GoodMeasure for MindPlus YourSchool

MindPlus YourSchool supports high-potential students to achieve their learning potential as well as their social and emotional skills, ensuring they do not disengage from learning, leave school early and have improved mental health. The programme also provides professional development for Partner Teachers, increasing their ability to meet the learning needs of their high-potential and neurodiverse students.

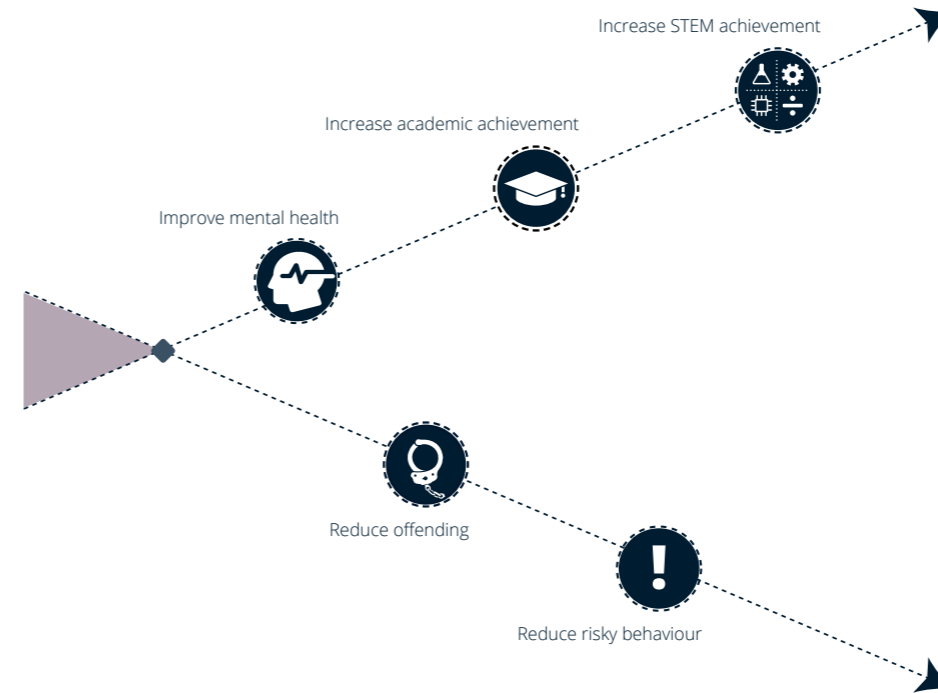
Who does MindPlus YourSchool serve?

MindPlus YourSchool provides high-potential students in Years 2-10 with a tailored curriculum and teaching support to meet their academic, social and emotional needs, and trains their teacher at the same time.

What does MindPlus YourSchool do?

MindPlus YourSchool serves high-potential students in Y2-10 and their teachers and schools.

## What outcomes does MindPlus YourSchool aim to create?



### GoodMeasure outcomes

*These outcomes directly contribute to this year's social value calculations.*

- Improve mental health
- Increase academic achievement
- Increase STEM achievement
- Reduce offending
- Reduce risky behaviour

### Additional outcomes

*These outcomes do not directly contribute to this year's social value calculations.*

- Improve emotional and behavioural regulation
- Increase community awareness of giftedness
- Increase community inclusivity
- Increase education engagement
- Increase resilience
- Promote positive identity development
- Reduce social exclusion
- Reduce psychological and social distress

## MindPlus YourSchool impact

Social Value  
**\$923,942**

### Social value definition

Social value generated for each participant	\$6,000
Measurable benefits as proportion of programme cost	690%
Cost of the programme per participant	\$867

When we take into account the operating costs of MindPlus YourSchool, we can calculate the social return on investment that is generated for every dollar in the programme.

### Social Return on Investment

**\$1:\$6.90**

Every \$1 invested in MindPlus YourSchool results in \$5.90 returned to NZ

(01 Jan 2023 – 31 Dec 2023)

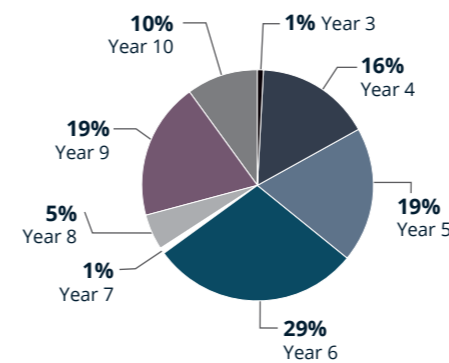


**Period in scope**  
01 Jan 2023 – 31 Dec 2023

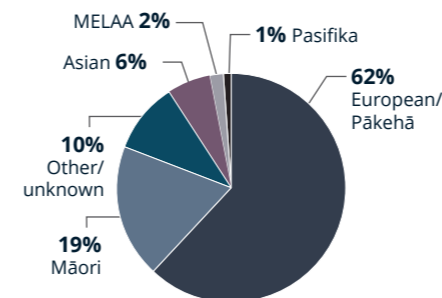
### Range

Participant	Total starting	Total engaging
Student	146	146
Teacher	8	8
Total Schools	8	8

### Age



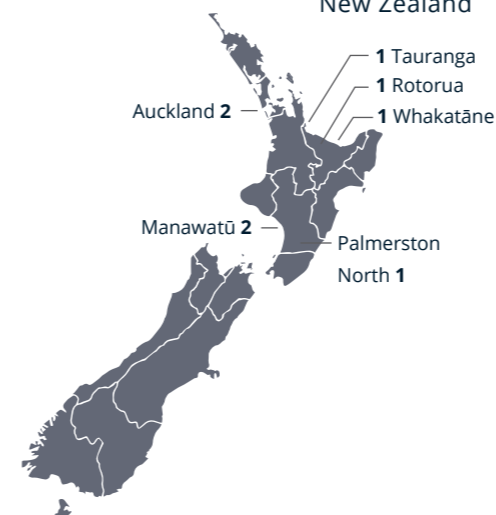
### Ethnicity



### Gender

Female: 48%    Male: 52%

### School locations New Zealand



# MindPlus YourSchool's people

The New Zealand Centre for Gifted Education (NZCGE) is committed to ensuring that all high-potential learners in New Zealand get the specialist support they need to thrive and achieve their full potential. NZCGE works directly with students as well as with teachers and schools, helping them to build the capability to extend and challenge their high-potential learners.

83,000 (or one in ten) New Zealand students are high-potential learners, and at least 30% have an additional neurodiversity such as ADHD, autism and dyslexia<sup>1</sup>. With specialist support, these students can go on to achieve highly, not just academically but also in creative, cultural and social arenas. Without support, 50% will under-achieve, disengage or drop out, and those least likely to get that support are from disadvantaged communities, especially Māori and Pasifika students. Unfortunately, very few schools in New Zealand have well-trained teachers who are able to identify these students and provide the specialist support they need.

The MindPlus YourSchool programme allows any school in New Zealand to offer a specialist high-potential education programme for one half-day session a week to its own Year 2-10 students, and to train its own teacher at the same time. The MindPlus learning platform provides the Partner Teacher with all the learning materials required to support the conceptual learning, talent development and social and emotional learning of their high-potential students. Further, NZCGE's coach supports the Partner Teacher to deliver the programme, joining the class online each week, and providing weekly support and coaching. At the end of the two year programme (Phase One), the Partner Teacher is able to continue to deliver the programme independently, with termly check-ins with an NZCGE coach (Phase Two).

The MindPlus YourSchool programme provides New Zealand's high-potential learners with the specialist education support they need to achieve their full potential, benefiting themselves, their communities and our economy. It also builds the capabilities of teachers and schools to identify and support these students, not only within the specialist programme but every day.

<sup>1</sup> Gagné, François. "Transforming gifts into talents: The DMGT as a Developmental Theory." *High Ability Studies*, 2004, 15: 119-147.

Gagné, F and Belanger, J. "Estimating the Size of the Gifted/Talented Population from Multiple Identification criteria." *Journal for the Education of the Gifted*, 2006, 30(2): 131-163.

# The change journey

MindPlus YourSchool is a specialist education programme providing high-potential students in Years 2-10 with a tailored curriculum and teaching support to meet their academic, social and emotional needs, as well as providing teachers with a two-year in-school professional development programme in high-potential education.

## Identifying high-potential students and beginning the MindPlus YourSchool programme

### How schools join the programme

Any primary or secondary school wanting to provide a specialist education programme directly to their high-potential learners can apply to join the programme. Partner Schools are required to commit teacher time (a half-day per week), a suitable learning space, and 2-3 days of professional learning time, across a two-year initial period.

### How high-potential students are identified

Partner Schools can select their own students to take part in the programme. NZCGE supports schools to understand and use appropriate selection processes to identify high-potential students.

### Duration

The MindPlus YourSchool programme is available to students in Years 2-10, with students generally participating in weekly sessions for two to three years.

## Providing tailored curriculum and community for high-potential students

### What the programme is

The MindPlus programme is a high-quality specialist programme for high-potential learners, developed by NZCGE over twenty years. The programme covers conceptual thinking, talent development, and social and emotional learning.

### How the programme is delivered

MindPlus YourSchool involves a Partner School working with an NZCGE coach to deliver the MindPlus programme to high-potential students in their own school, with their own schoolteacher (the "Partner Teacher").

Students experience the MindPlus YourSchool programme through weekly half-day sessions, during normal school hours, at their own school. NZCGE's coach supports the Partner Teacher to deliver the programme, joining the class online each week, and providing weekly support and coaching.

### How the resources work

The MindPlus Learning Platform provides Partner Teachers with all the learning resources and lesson plans needed to work through the programme, adjusting for the needs of their own students as required.

MindPlus YourSchool students programme can also connect with other high-potential students from across NZCGE's programmes, through free, online MindPlus Clubs. MindPlus Clubs connect high-potential students with similar passions and provide learning activities around that passion area, for example Design, Coding, History, Maths, Reading, Social Change, Creative Writing or Art. The clubs are available online at all times, with a live online event organised once a term.

## Developing teacher and school capability to support high-potential students

### Professional coaching and support

All new Partner Teachers take part in a two-year certificate programme to build specialist teaching expertise in high-potential education. This includes group learning, online modules, observation, peer support and coaching from an NZCGE coach. This constitutes Phase One of the programme.

### Certificate in Specialist Gifted Teaching

At the end of the two years, Partner Teachers have developed specialist teaching expertise in high-potential education, receive a Certificate in Specialist High-potential Teaching from NZCGE, and are ready to independently deliver the MindPlus programme in their school (Phase Two).

### Ongoing support

In Phase Two, Partner Teachers receive ongoing support, and a check-in with an NZCGE coach at the end of each school term.

### Sharing learning and experiences

All Partner Teachers have the opportunity to attend an in-person annual Professional Learning Day and a termly online professional learning session with other Partner Teachers from around the country.

# Outcomes map

The outcomes that MindPlus YourSchool aims to achieve and how these are reflected in the GoodMeasure calculation.

## Referral channels

Schools self-refer to the programme

Schools select their own high-potential students to take part

## Client description

High-potential students in Y2-10 and their teachers and schools.

## Intervention structure

Identifying high-potential students and beginning the MindPlus YourSchool programme

Providing tailored curriculum and community for high-potential students

Developing teacher and school capability to support high-potential students

## GoodMeasure outcomes

These outcomes directly contribute to this year's social value calculations.

Improve mental health  
Increase academic achievement  
Increase STEM achievement  
Reduce offending  
Reduce risky behaviour

## Additional outcomes

These outcomes do not directly contribute to this year's social value calculations.

Improve emotional and behavioural regulation  
Increase community awareness of giftedness  
Increase community inclusivity  
Increase education engagement  
Increase resilience  
Promote positive identity development  
Reduce social exclusion  
Reduce psychological and social distress

# GoodMeasure results summary

Every year, MindPlus YourSchool delivers \$923,942 of measurable good to society in New Zealand.

MindPlus YourSchool real-world value is even greater than this, as some outcomes such as increased community inclusivity cannot yet be directly quantified with available data.

When we consider the operating costs of MindPlus YourSchool, we can calculate the social return on investment that is generated for every dollar that is invested in the programme.

Social value generated for each participant:	\$6,000
Measurable benefits as proportion of programme cost:	690%
Cost of the programme per participant:	\$867

The Living Standards Framework is a practical application of national and international research around measuring wellbeing.

It was designed drawing from the Organisation for Economic Co-operation and Development's (OECD) internationally recognised approach, in consultation with domestic and international experts, and the NZ public.

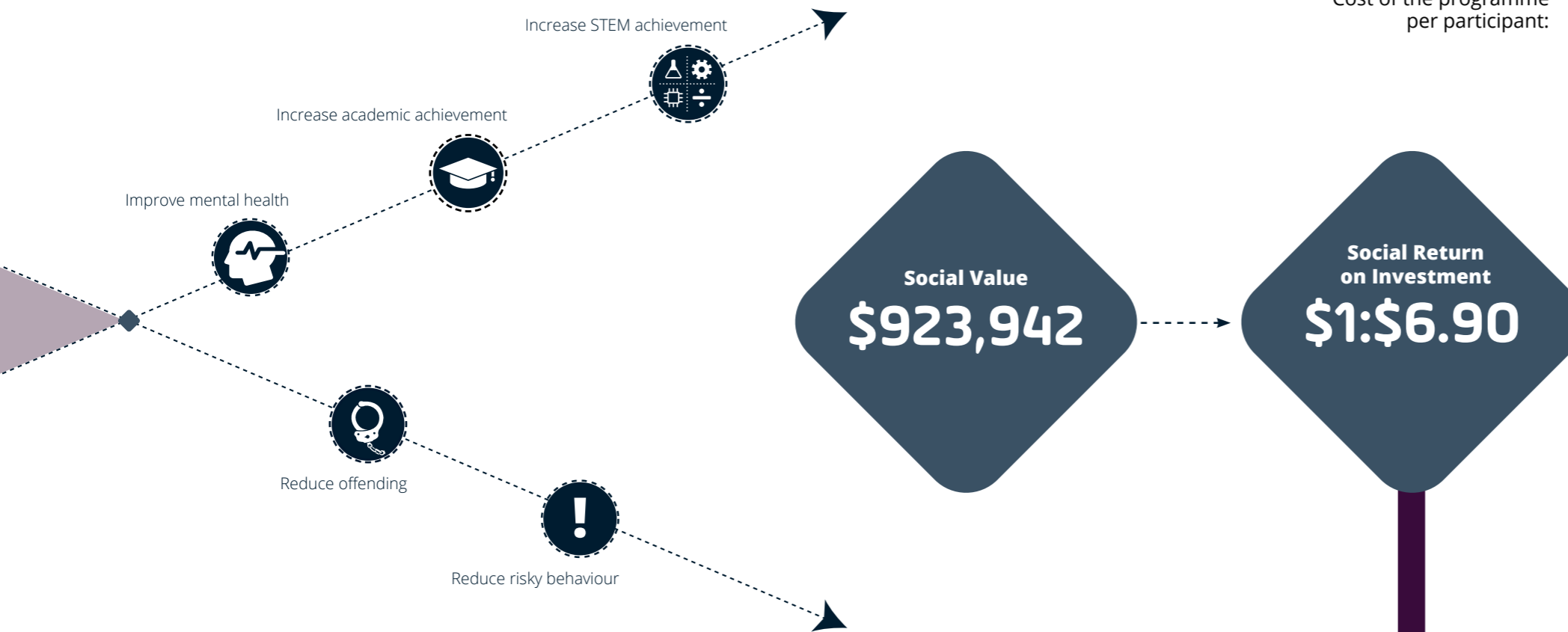
## Definitions

**Jobs and Earnings:**  
Freedom from unemployment

**Income and Consumption:**  
People's disposable income

**Health:** People's mental and physical health

**Safety:** People's safety and security and freedom from risk of harm

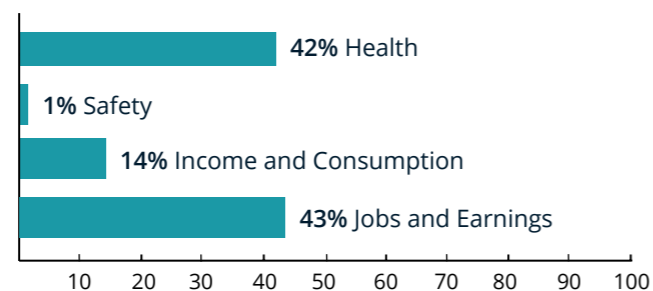


## Social value breakdown

MindPlus YourSchool creates social value across different aspects of people's lives.

This chart shows the breakdown of social value created according to the Living Standards Framework. Each domain highlights a different aspect of wellbeing.

Social value by domain (%)



This means that every dollar invested in MindPlus YourSchool Programme delivers **\$6.90** of measurable good to New Zealand.

(01 Jan 2023 – 31 Dec 2023)

# GoodFeatures

GoodFeatures are actionable insights drawn from literature. Research has connected these actions with positive outcomes for participants.

Use GoodFeatures to prompt discussion about your programme and service delivery compared to examples of effective practice from international literature.

## ◆ Creating lifelong learners

- The programme provides gifted students with the necessary skills for self-directed learning and independent study, equipping them with the tools to become lifelong learners and to drive their own learning journey.
- The programme connects gifted students to a range of extra-curricular activities, encouraging them to experiment with different hobbies and explore which ones might interest them.
- The programme approaches education from an enrichment perspective, providing educational material that is engaging, interactive, and allows gifted students to work with their hands.
- The programme encourages students to explore their areas of interest through independent study activities.

## ◆ Supporting holistic well-being

- The programme fosters resilience in gifted students, for example through activities that promote perseverance, curiosity and problem solving, time management, autonomy, and self-efficacy.
- The programme teaches gifted children relaxation exercises and meditation techniques and encourages them to spend leisure time with loved ones to support their emotional regulation, stress, and/or anxiety.
- The programme supports gifted children to connect with and celebrate their cultural heritage.

## ◆ Training strong educators

- The programme trains educators to focus on 'dimensions' of learning rather than 'categories' of students, recognising that giftedness and neurodiversity present through many different characteristics and require a diversity of educational and learning approaches.
- The programme facilitates professional learning communities and directs this community towards a shared vision. These communities engage in collaborative and practical activities, have distributed leadership/support, and support professional growth and collegial learning amongst members.
- The programme provides teachers with a toolkit to help gifted kids learn, understand and manage their emotions, and build their self-esteem. This includes understanding how challenging behaviour may be a form of communication and directing teachers to teach metacognition, use multisensory techniques, break down instructions, reduce memory load, allow thinking time, and keep language simple.

## ◆ Promoting community education and advocacy

- The programme supports gifted students to obtain diagnoses by educating parents on the available diagnosis and support channels and by championing for the rights of gifted children to have a good education.
- The programme provides parents with educational resources on giftedness, helping them to tackle adversities while enhancing resilience with their child.
- The programme uses a broad range of techniques to identify gifted students, recognising that traditional identification techniques may fail to identify students who do not fit the typical 'model', such as Māori, Pasifika, and female students.

# References and further reading

In compiling our reading lists we consider a wide variety of topics, focusing on specific aspects of service delivery or outcome attainment. Here are a selection of readings that may be of interest.

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- Whalen, Christina and Alexis Moore.** *Effectiveness of RethinkEd's Wellness Curriculum for Students with Neurodiversity*, RethinkEd.

# Appendix

## About ImpactLab

The team at ImpactLab share the goal of helping all organisations do good, better.

### Note:

Data and percentages throughout this report may have been rounded.

### Our story

Our team at ImpactLab has seen the power of understanding social change. Our founders came together working in the public sector, where we led the development of new processes to link social value measurement with decision making. We believe that all organisations should be able to understand and improve their social impact. Our mission is to help impact creators and investors make decisions that change more lives.

### Our team

To make better decisions, it's crucial to consider both the hard facts and the human stories that substantiate them. Our family of researchers, data scientists and statisticians are committed to combining powerful analytics with what you know works for your community.

Alongside expertise in data-driven decision making, our team brings a wealth of real-world experience. We are parents, teachers, volunteers and customers of social services.

### Contact us



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## Key Terms

Below is a list of definitions of key terms contained in this report.

### Amount invested

The dollar amount that has been invested in a specific programme, in New Zealand dollars.

### Cost per person

The dollar amount invested in the programme divided by the number of people supported by the programme (including those who did not successfully complete it).

### Domain

A domain is a way of dividing or filtering the subject and outcome material in your ImpactLab results. ImpactLab refer to domains as per the New Zealand Treasury's Living Standards Framework domains.

### Population

The group of people supported by the programme, in terms of age, gender, and ethnicity.

### Programmes

The services delivered by the provider for the amount invested.

### Social ROI

This is the Social Return on Investment. It is calculated by comparing the social value generated by the programme to the amount invested in it.

### Social Value

The social impact in dollar terms that the amount invested achieves for participants over their lifetime. The social value is calculated by combining impact values with a service delivery quality score, the size of the opportunity to support a population, and the number of people supported.

### Attribution

Some data and information used in the Social ROI calculations is licensed under a Creative Commons Attribution 4.0 International (CC BY 4.0) Licence. It is attributed to the NZ Treasury.

### Disclaimer

This disclaimer sets out important information about the scope of our (ImpactLab Limited) services. It should be read in conjunction with the contract that we have entered into with you (or your company/organisation) for our services, including the applicable terms and conditions.

We have endeavoured to ensure that all material and information on GoodMeasure, including all ROI calculations and impact numbers (together the information) is accurate and reliable. However, the information is based on various sources, including information that you have provided to us, which we do not independently verify. Accordingly, we do not provide any representations or warranties in relation to any information, including any representations or warranties relating to the accuracy, adequacy, availability or completeness of the information or that it is suitable for your intended use. We do not provide advice or make any recommendations in relation to decisions, financial or otherwise, that you may make.



## How we measure social value

Our consistent approach to measurement enables comparisons across wellbeing domains and over time.



### Map programme dimensions

ImpactLab engages with providers to understand their people, their service and the outcomes they seek to achieve.

### Clean and analyse data

ImpactLab uses the best of data about people's lives to understand what works, for whom, at what cost. We combine publicly available insights from the NZ Treasury, NZ Statistics and other sources. Impact values produced using Statistics NZ's Integrated Data Infrastructure are a particularly valuable resource. The IDI is a dataset containing information on every New Zealander about many areas of their lives – education, health, social welfare, employment and others. It's anonymised, so we can't identify anyone. This adds up to over 166 billion facts, for nine million New Zealanders (some have left the country, and some have passed on), for more than a generation of us.

### Collect and synthesise literature

ImpactLab draws on the best academic impact literature from around the world. We access globally screened evidence from top universities and governments to estimate how impactful a programme can be. We also identify service delivery model features associated with the most effective programmes.

### Calculate impact

Our algorithm combines New Zealanders' life experiences, with the wisdom about what works from the brightest minds across the world, with what we know about need in communities.

This combination of system level insights and grassroots know-how means we can consistently calculate the expected impact of a programme, and the social return on investment.

### Map social value to frameworks

Because we start with individuals' experience, we can organise our insights into the relevant government and international frameworks. The New Zealand Treasury's Living Standards Framework (Living Standards Framework) is the Treasury's way of systematising wellbeing. It has four 'capitals' – social capital, financial and physical capital, human capital and natural capital. ImpactLab's GoodMeasure tool links the social value and return on investment created to domains within human capital.

We can also map social value and return on investment to the relevant OECD Sustainable Development Goals.

