

A Prototype Ecosystemic Flourishing (ESF) Indicator System for Schools and Educational Communities

Introductory Context

The **ESF Integrated Schools Framework** has been designed to help schools move beyond narrow attainment-led evaluation models towards a more holistic understanding of flourishing, wellbeing, development, belonging, ecological responsibility, and long-term human potential.

The framework recognises schools as living ecosystems rather than simply academic delivery institutions. It therefore evaluates the quality of relationships, culture, environment, leadership, participation, wellbeing, creativity, and ecological stewardship alongside educational outcomes. The model is designed to complement — not replace — existing educational accountability systems.

Core ESF School Domains

The framework is structured around four integrated domains:

Domain	Core Focus
Human Capacities & Potential	Wellbeing, development, creativity, agency, flourishing
Cultural Values & Identity	Belonging, relationships, inclusion, participation
Natural Environment	Ecological literacy, nature connection, regenerative culture
Circular & Regenerative Systems	Leadership, governance, sustainability, long-term resilience

Suggested ESF School Scoring Structure

Score Range	Interpretation
0–20	Fragmented and highly pressured system
21–40	Basic functioning with wellbeing vulnerabilities
41–60	Moderate flourishing with uneven integration
61–80	Strong flourishing foundations
81–100	Integrated flourishing school ecosystem

1. Human Capacities & Potential Indicators

Student Wellbeing

Possible Measures

- Student wellbeing surveys
- Emotional resilience

- Mental health support
- Stress and anxiety levels
- Sense of safety
- Self-esteem and confidence

Indicators

- Students report feeling emotionally supported
- Students feel safe within school culture
- Mental health support is accessible
- School culture reduces chronic stress

Creativity & Curiosity

Possible Measures

- Access to arts and creative expression
- Inquiry-based learning
- Student innovation
- Project-based learning
- Playfulness and experimentation

Indicators

- Creativity is actively valued
- Students experience meaningful exploration
- Learning includes imagination and innovation

Engagement & Motivation

Possible Measures

- Student engagement surveys
- Attendance patterns
- Learning participation
- Student agency
- Intrinsic motivation

Indicators

- Students feel interested in learning
- Students have meaningful voice in learning processes
- Learning connects to real-world meaning

Lifelong Learning Capacities

Possible Measures

- Critical thinking
- Systems thinking
- Ecological literacy
- Emotional literacy
- Collaboration skills
- Adaptability

Indicators

- Students develop transferable flourishing capacities
- Education supports long-term human development
- Students develop resilience and reflective thinking

Physical Health & Development

Possible Measures

- Physical activity
- Sleep awareness
- Nutrition quality
- Outdoor learning access
- Movement integration

Indicators

- School supports healthy development
- Students have regular access to movement and nature
- Physical wellbeing is integrated into culture

2. Cultural Values & Identity Indicators

Belonging & Relationships

Possible Measures

- Student belonging surveys
- Peer relationships
- Teacher-student trust
- Intergenerational connection
- Community participation

Indicators

- Students feel seen and valued
- Relationships are relational rather than transactional
- School culture supports connection and empathy

Inclusion & Equity

Possible Measures

- Equity outcomes
- Accessibility
- Representation
- Student voice diversity
- Participation equality

Indicators

- Diverse identities are respected
- Students experience fairness and dignity
- Marginalised voices are included

Student Voice & Participation

Possible Measures

- Democratic participation
- Student leadership
- Co-design opportunities
- Participatory governance

Indicators

- Students influence school culture
- Young people contribute to decision-making

- Leadership opportunities are accessible

Compassion & Relational Culture

Possible Measures

- Conflict resolution approaches
- Restorative practices
- Peer support systems
- Kindness measures
- Bullying reduction

Indicators

- School culture prioritises compassion
- Conflict is addressed restoratively
- Relationships are intentionally nurtured

Meaning, Purpose & Contribution

Possible Measures

- Sense of meaning
- Community contribution
- Volunteering
- Social impact projects
- Civic participation

Indicators

- Students experience education as meaningful
- Learning connects to contribution and stewardship
- Students feel capable of making a difference

3. Natural Environment Indicators

Ecological Literacy

Possible Measures

- Climate literacy
- Systems thinking
- Ecological understanding
- Sustainability education

Indicators

- Students understand ecological interdependence
- Sustainability is embedded across learning

Nature Connection

Possible Measures

- Outdoor learning
- Time in nature
- Green space access
- Biodiversity engagement

Indicators

- Students regularly experience nature

- Outdoor learning is integrated into culture

Regenerative School Environment

Possible Measures

- Biodiversity projects
- Pollinator gardens
- Regenerative food systems
- Tree planting
- Ecological restoration

Indicators

- School actively contributes to ecological regeneration
- Students participate in stewardship activities

Sustainable Operations

Possible Measures

- Waste reduction
- Energy efficiency
- Circular economy practices
- Sustainable procurement

Indicators

- School operations reflect ecological values
- Students understand sustainable systems in practice

4. Circular & Regenerative Systems Indicators

Leadership & Governance

Possible Measures

- Participatory leadership
- Staff wellbeing
- Long-term vision
- Governance transparency

Indicators

- Leadership supports flourishing culture
 - Staff are valued and supported
 - Governance reflects long-term stewardship
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Staff Flourishing

Possible Measures

- Teacher wellbeing
- Burnout levels
- Professional development
- Psychological safety

Indicators

- Staff experience meaningful support
- School culture reduces chronic stress

- Professional development supports whole-person growth

Community Partnership

Possible Measures

- Parent engagement
- Community collaboration
- Local partnerships
- Intergenerational learning

Indicators

- School operates as a community hub
- Families and communities are actively involved

Future Readiness

Possible Measures

- Systems thinking
- AI literacy
- Ecological resilience
- Adaptability
- Ethical reasoning

Indicators

- Students are prepared for complexity and uncertainty
- Education develops wisdom as well as knowledge

Suggested Integrated Flourishing Dashboard

Student Flourishing

- wellbeing
- belonging
- resilience
- engagement
- meaning

Relational Culture

- trust
- compassion
- participation
- inclusion

Ecological Flourishing

- biodiversity
- outdoor learning
- sustainability
- stewardship

Organisational Health

- staff wellbeing
- leadership culture

- governance quality
- long-term resilience

Suggested Data Collection Methods

Quantitative

- student surveys
- attendance data
- wellbeing metrics
- ecological audits
- participation statistics

Qualitative

- student storytelling
- focus groups
- reflective journals
- parent dialogue
- ethnographic observation

Participatory

- student-led evaluations
- peer review
- youth advisory groups
- community inquiry

Suggested ESF School Archetypes

Archetype	Characteristics
Survival School	High pressure, fragmented wellbeing
Functional School	Academically operational but relationally uneven
Wellbeing School	Strong wellbeing and inclusion foundations
Regenerative School	Integrated ecological and relational culture
Flourishing School Ecosystem	Deeply integrated flourishing across all domains

Potential Alignment Frameworks

The ESF Integrated Schools Framework aligns with and extends:

- UNESCO Futures of Education
- OECD Learning Compass
- WHO Health Promoting Schools
- Montessori approaches
- Regenerative Education models
- Child Friendly Schools
- Inner Development Goals
- Wellbeing Economy approaches
- Social and Emotional Learning frameworks

Concluding Perspective

The ESF Integrated Schools Framework seeks to help schools move from:

- performance to flourishing,
- compliance to participation,
- fragmentation to integration,
- extraction to regeneration,
- and standardisation towards human and ecological thriving.

At its heart, the framework asks: *“What would education look like if schools were genuinely designed to help human beings, communities, and the living world flourish together?”*

The Flourish Project is a global initiative advancing the Ecosystemic Flourishing (ESF) Framework — an integrated approach to human and planetary wellbeing that recognises the deep interdependence between human development, cultural values, ecological health, and regenerative economic systems. Rooted in systems thinking, developmental research, and emerging wellbeing science, the project supports the creation of compassionate, resilient, and ecologically conscious individuals, communities, organisations, and cities through research, education, policy innovation, and cross-sector collaboration. The ESF Framework provides a multidimensional structure for evaluating flourishing across human, cultural, ecological, and economic domains. Designed to complement conventional economic measures such as GDP, it supports more integrated approaches to wellbeing, sustainability, resilience, and long-term policy development across present and future generations.