





#### **ALIGNMENT CHART**

# ASCA Student Standards: Mindsets and Behaviors for Student Success

- Second Step® Early Learning
- Second Step<sup>®</sup> Elementary Digital Program
- Second Step<sup>®</sup> Middle School Digital Program

This alignment chart illustrates how Second Step\* programs and the ASCA Student Standards: Mindsets and Behaviors for Student Success complement and support each other across key social-emotional concepts.

# The Importance of Social-Emotional Learning

Social-emotional learning (SEL) is recognized as a key ingredient for school and life success. In a 2011 meta-analysis of 213 school-based SEL programs, researchers found that students in an SEL intervention demonstrated significantly improved social and emotional skills, attitudes, and behavior, as well as an 11-percentile-point gain in academic performance, compared to students who didn't participate in an SEL program.<sup>1</sup>

A related meta-analysis in 2017 showed that conduct problems, emotional distress, and drug use were much lower for students who took part in an SEL program than those who didn't, even years later.<sup>2</sup> Researchers found that almost

four years after participating in an SEL program, students fared markedly better academically—by an average of 13 percentile points—than their peers who didn't participate in an SEL program. The meta-analysis also indicates that, regardless of race, socioeconomic background, or school location, students showed significant positive benefits one year after participating in an SEL program.

Educators across the nation acknowledge the benefits of SEL in schools and agree that teaching students social-emotional skills is a necessary and valuable component of their education.

### **About Second Step® Programs**

Second Step Early Learning, the Second Step Elementary digital program, and the Second Step Middle School digital program are research-based, universal classroom programs designed to promote social-emotional competence to help increase students' school success and decrease problem behaviors. They help students cope with challenges, create positive relationships, and succeed both socially and academically. Skills are reviewed and expanded each year, gradually becoming more complex as students get older.

Lessons provide the tools for students to develop mindsets, knowledge, and skills to handle strong emotions, show kindness and empathy, build and strengthen friendships, make and follow through on good decisions, and solve problems with their peers.

Durlak, J. A., Weissberg, R. P., Dymnicki, A. B., Taylor, R. D., & Schellinger, K. B. (2011). The impact of enhancing students' social and emotional learning: A meta-analysis of school-based universal interventions. Child Development, 82(1), 405-432. https://doi.org/10.1111/j.1467-8624.2010.01564.x

<sup>2.</sup> Taylor, R. D., Oberle, E., Durlak, J. A., & Weissberg, R. P. (2017). Promoting positive youth development through school-based social and emotional learning interventions: A meta-analysis of follow-up effects. *Child Development*, 88(4), 1156–1171. https://doi.org/10.1111/cdev.12864



### **General Alignment**

The following table outlines general ways in which Second Step® programs help promote students' development in the three domains of the ASCA Student Standards: Mindsets and Behaviors for Student Success.

ASCA Domain	Second Step <sup>®</sup> Early Learning, Second Step <sup>®</sup> Elementary Digital Program, and Second Step <sup>®</sup> Middle School Digital Program
Academic Development	<ul> <li>Core program goals include promotion of skills for school readiness and academic success</li> <li>Students learn social-emotional skills built on a base of executive-function skills, self-regulation, and key skills for learning</li> <li>Students learn social-emotional skills foundational to success in school (setting and achieving goals, responsible decision-making, and strategies for coping with difficult emotions)</li> <li>Students learn ways to develop a growth mindset, which supports academic success</li> </ul>
Career Development	<ul> <li>Students learn foundational interpersonal skills central to success in the workplace (empathy, emotion management, perspective-taking, goal-setting, decision-making, conflict resolution, and problem-solving)</li> <li>Students learn key communication and partner interaction skills</li> </ul>
Social-Emotional Development	<ul> <li>Core program goals focus on promotion of social-emotional development</li> <li>Students learn how to recognize and manage their own emotions, apply personal values to make good decisions, and plan ahead</li> <li>Students learn interpersonal skills, including developing and maintaining healthy relationships, solving problems, and resolving conflicts</li> <li>Students learn interpersonal skills through whole-class, small-group, and partner discussions and activities</li> <li>Middle school students also learn how to help prevent bullying and harassment</li> <li>The Second Step* Child Protection Unit (Early Learning-Grade 5) and Second Step* Bullying Prevention Unit (Kindergarten-Grade 5) build foundational social-emotional skills while focusing on specific goals</li> </ul>



### **Specific Alignment**

The following table outlines specific grade-level units, lessons, activities, and materials from Second Step\* programs that counselors can use to help students develop the knowledge, skills, and attitudes needed to meet the 36 ASCA Student Standards: Mindsets and Behaviors for Student Success.

#### Second Step® Early Learning

Unit 1: Skills for Learning; Unit 2: Empathy; Unit 3: Emotion Management; Unit 4: Friendship Skills & Problem-Solving; Unit 5: Transitioning to Kindergarten; Second Step\* Child Protection Unit\*

# Second Step<sup>®</sup> Elementary Digital Program (Kindergarten-Grade 5)

Unit 1: Growth Mindset & Goal-Setting; Unit 2: Emotion Management; Unit 3: Empathy & Kindness; Unit 4: Problem-Solving; Second Step\* Bullying Prevention Unit\*; Second Step Child Protection Unit\*

# Second Step\* Middle School Digital Program (Grades 6–8)

Unit 1: Mindsets & Goals; Unit 2: Recognizing Bullying & Harassment; Unit 3: Thoughts, Emotions & Decisions; Unit 4: Managing Relationships & Social Conflict

#### \*Unit sold separately

### **Mindsets Standards**

School counselors encourage the following mindsets for all students.

	ASCA Student Standards: Mindsets and Behaviors	Second Step <sup>®</sup> Early Learning	Second Step <sup>®</sup> Elementary Digital Program
	for Student Success	Early Learning	Kindergarten-Grade 1
	M 1. Belief in development of whole self, including a healthy balance of mental, social-emotional, and physical well-being		
Mindsets Standards	M 2. Sense of acceptance, respect, support, and inclusion for self and others in the school environment	Skills for Learning Unit: Weekly Theme 1 Transitioning to Kindergarten Unit: Weekly Theme 28	<b>Bullying Prevention Unit:</b> Classroom Climate-Building Tools and Games
	M 3. Positive attitude toward work and learning	Skills for Learning Unit	<b>Growth Mindset &amp; Goal-Setting Unit:</b> K, Lessons 3–5 G1, Lessons 3–5
	M 4. Self-confidence in ability to succeed	Brain Builders Skills for Learning Unit	Brain Builders Growth Mindset & Goal-Setting Unit: K, Lessons 3-5 G1, Lessons 3-5
	M 5. Belief in using abilities to their fullest to achieve high-quality results and outcomes	<b>Skills for Learning Unit:</b> Weekly Theme 4	Growth Mindset & Goal-Setting Unit: K, Lessons 3–5 G1, Lessons 3–5
	M 6. Understanding that postsecondary education and lifelong learning are necessary for long-term success		

Second Step <sup>®</sup> Elementary Digital Program		Second Step <sup>®</sup> Middle School Digital Program	
Grades 2-3 Grades 4-5		Grades 6-8	
		Mindsets & Goals Unit Managing Relationships & Social Conflict Unit Advisory Activities	
<b>Bullying Prevention Unit:</b> Classroom Climate-Building Tools and Games	<b>Bullying Prevention Unit:</b> Classroom Climate-Building Tools and Games	Mindsets & Goals Unit: G6, Lessons 1a and 1b G7, Lessons 1a and 1b G8, Lesson 1  Recognizing Bullying & Harassment Unit: G8, Lessons 11–13  Advisory Activities	
<b>Growth Mindset &amp; Goal-Setting Unit:</b> G2, Lessons 3-5 G3, Lessons 3-5	Growth Mindset & Goal-Setting Unit	Mindsets & Goals Unit	
Brain Builders Growth Mindset & Goal-Setting Unit	Brain Builders Growth Mindset & Goal-Setting Unit	Mindsets & Goals Unit	
<b>Growth Mindset &amp; Goal-Setting Unit:</b> G2, Lessons 1 and 2 G3, Lessons 1 and 2	Growth Mindset & Goal-Setting Unit	Mindsets & Goals Unit	
		Mindsets & Goals Unit: G8, Lessons 5-7	



## **Behaviors Standards: Learning Strategies**

School counselors provide culturally sustaining instruction, appraisal, and advisement and counseling to help all students demonstrate the following behaviors.

	ASCA Student Standards: Mindsets and Behaviors	Second Step <sup>®</sup> Early Learning	Second Step <sup>®</sup> Elementary Digital Program	
	for Student Success	Early Learning	Kindergarten-Grade 1	
	B-LS 1. Critical-thinking skills to make informed decisions	Friendship Skills & Problem- Solving Unit: Weekly Themes 23-25	Emotion Management Unit: K, Lessons 9 and 10 G1, Lessons 9 and 10 Problem-Solving Unit: K, Lessons 18 and 19 G1, Lessons 16–19	
	B-LS 2. Creative approach to learning, tasks, and problem-solving		Growth Mindset & Goal-Setting Unit: K, Lesson 4 G1, Lesson 4	
	B-LS 3. Time-management, organizational, and study skills			
	B-LS 4. Self-motivation and self-direction for learning	Skills for Learning Unit	Growth Mindset & Goal-Setting Unit: K, Lessons 3 and 5 G1, Lessons 4 and 5	
_	B-LS 5. Media and technology skills to enhance learning			
	B-LS 6. High-quality standards for tasks and activities			

Second Step <sup>®</sup> Elementary Digital Program		Second Step <sup>®</sup> Middle School Digital Program	
Grades 2-3 Grades 4-5		Grades 6-8	
Emotion Management Unit: G2, Lesson 8 G3, Lesson 8 Problem-Solving Unit: G2, Lesson 18 G3, Lessons 17–19	Growth Mindset & Goal-Setting Unit: G4, Lessons 3 and 5 G5, Lessons 3 and 5  Emotion Management Unit: G4, Lessons 6-9 G5, Lessons 8-10  Empathy & Kindness Unit: G4, Lesson 11 and 14 G5, Lessons 12-15  Problem-Solving Unit Bullying Prevention Unit: Lessons 1-4	Managing Relationships & Social Conflict Unit Advisory Activities	
Emotion Management Unit: G2, Lesson 8 G3, Lesson 8 Empathy & Kindness Unit: G2, Lessons 13 and 15 G3, Lessons 12 and 15 Problem-Solving Unit: G2, Lessons 17, 19, and 20 G3, Lessons 19 and 20	Growth Mindset & Goal-Setting Unit: G5, Lessons 3–5  Emotion Management Unit: G4, Lessons 8–10 G5, Lessons 8–10  Empathy & Kindness Unit: G4, Lessons 12, 13, and 15 G5, Lessons 12–15  Problem-Solving Unit: G4, Lessons 17–20 G5, Lessons 17–20	Mindsets & Goals Unit: G7, Lesson 7 G8, Lessons 6 and 7  Recognizing Bullying & Harassment Unit: G6, Lesson 13 G7, Lesson 13 Thoughts, Emotions & Decisions Unit: G6, Lesson 19 G7, Lesson 19 G8, Lesson 19 G8, Lesson 19 Managing Relationships & Social Conflict Unit: G7, Lesson 26 G8, Lesson 26 Advisory Activities	
	Growth Mindset & Goal-Setting Unit Emotion Management Unit: G5, Lesson 7	Mindsets & Goals Unit: G6, Lessons 4–7 G7, Lessons 3–7	
<b>Growth Mindset &amp; Goal-Setting Unit:</b> G2, Lessons 3 and 4 G3, Lessons 3-5	Growth Mindset & Goal-Setting Unit	Mindsets & Goals Unit	
		Advisory Activities	



# Behaviors Standards: Learning Strategies (continued)

	ASCA Student Standards: Mindsets and Behaviors	Second Step <sup>®</sup> Early Learning	Second Step <sup>®</sup> Elementary Digital Program
	for Student Success	Early Learning	Kindergarten-Grade 1
Standards: Strategies	B-LS 7. Long- and short-term academic, career, and social-emotional goals	Emotion Management Unit	Emotion Management Unit Problem-Solving Unit: K, Lessons 18 and 19 G1, Lessons 16–19
tand	B-LS 8. Engagement in challenging coursework		
Behaviors S Learning S	B-LS 9. Decision-making informed by gathering evidence, getting others' perspectives, and recognizing personal bias	Friendship Skills & Problem- Solving Unit: Weekly Themes 23–25	Empathy & Kindness Unit: K, Lessons 14 and 15 G1, Lessons 14 and 15
	B-LS 10. Participation in enrichment and extracurricular activities	Curriculum Connections	

Second Step <sup>®</sup> Elementary Digital Program		Second Step <sup>®</sup> Middle School Digital Program	
Grades 2-3 Grades 4-5		Grades 6-8	
Growth Mindset & Goal-Setting Unit: G3, Lessons 3-5  Emotion Management Unit: G2, Lessons 6-8 G3, Lessons 7-9  Empathy & Kindness Unit: G3, Lessons 11-14  Problem-Solving Unit	Growth Mindset & Goal-Setting Unit Emotion Management Unit: G5, Lessons 8-10 Problem-Solving Unit	Mindsets & Goals Unit: G6, Lessons 4-7 G7, Lessons 4-7 G8, Lessons 4-7	
Emotion Management Unit: G2, Lesson 9 Empathy & Kindness Unit: G2, Lessons 13-15 G3, Lessons 13-15	Empathy & Kindness Unit Problem-Solving Unit	Thoughts, Emotions & Decisions Unit Managing Relationships & Social Conflict Unit Advisory Activities	
Problem-Solving Unit: G2, Lesson 19 G3, Lessons 17–20			
	Child Protection Unit: Safety Card Research Project	Advisory Activities	



## Behavior Standards: Self-Management Skills

School counselors provide culturally sustaining instruction, appraisal, and advisement and counseling to help all students demonstrate the following behaviors.

	ASCA Student Standards: Mindsets and Behaviors	Second Step <sup>®</sup> Early Learning	Second Step <sup>®</sup> Elementary Digital Program
	for Student Success	Early Learning	Kindergarten-Grade 1
	B-SMS 1. Responsibility for self and actions	<b>Empathy Unit:</b> Weekly Theme 11	Empathy & Kindness Unit: G1, Lessons 12 and 13 Problem-Solving Unit: K, Lesson 18 G1, Lessons 18 and 19
nt Skills	B-SMS 2. Self-discipline and self-control	Brain Builders	Brain Builders Growth Mindset & Goal-Setting Unit: K, Lessons 1 and 2 G1, Lessons 1 and 2 Emotion Management Unit: K, Lesson 9 G1, Lessons 8 and 9
anagem	B-SMS 3. Independent work	Skills for Learning Unit	Growth Mindset & Goal-Setting Unit: K, Lessons 3 and 4 G1, Lessons 3 and 4
elf-M	B-SMS 4. Delayed gratification for long-term rewards	Brain Builders	Brain Builders
dards: S	B-SMS 5. Perseverance to achieve long- and short-term goals	Emotion Management Unit: Weekly Theme 18	Growth Mindset & Goal-Setting Unit: K, Lessons 3-5 G1, Lessons 3-5
Behaviors Standards: Self-Management Skills	B-SMS 6. Ability to identify and overcome barriers	Skills for Learning Unit	Growth Mindset & Goal-Setting Unit: K, Lesson 3 G1, Lessons 2 and 4
Be	B-SMS 7. Effective coping skills	Friendship Skills & Problem- Solving Unit: Weekly Themes 23 and 24	Growth Mindset & Goal-Setting Unit: K, Lesson 3 G1, Lesson 4 Problem-Solving Unit
	B-SMS 8. Balance of school, home, and community activities		
	B-SMS 9. Personal safety skills	Child Protection Unit	Child Protection Unit
	B-SMS 10. Ability to manage transitions and adapt to change	Emotion Management Unit: Weekly Theme 18	

Second Step <sup>®</sup> Elementary Digital Program		Second Step <sup>®</sup> Middle School Digital Progra
Grades 2-3	Grades 4-5	Grades 6-8
<b>Problem-Solving Unit:</b> G2, Lesson 19 G3, Lessons 17–20	Emotion Management Unit G4, Lesson 6 G5, Lessons 7-9 Problem-Solving Unit Bullying Prevention Unit: Introductory Lesson	Advisory Activities  Managing Relationships & Social Conflict Unit: G6, Lesson 25 G7, Lesson 25 G8, Lesson 25
Brain Builders	Brain Builders	Advisory Activities
Emotion Management Unit: G2, Lesson 8 G3, Lesson 8	Growth Mindset & Goal-Setting Unit: G5, Lessons 1–5 Emotion Management Unit: G4, Lessons 6–9 G5, Lessons 8–10 Problem-Solving Unit: G4, Lesson 1 G5, Lesson 1	Thoughts, Emotions & Decisions Unit: G6, Lessons 17–19 G7, Lessons 14–17 G8, Lessons 16–19
<b>Growth Mindset &amp; Goal-Setting Unit:</b> G2, Lessons 2 and 5 G3, Lessons 4 and 5	<b>Growth Mindset &amp; Goal-Setting Unit:</b> G5, Lessons 1–5	Advisory Activities
Brain Builders	Brain Builders	
<b>Growth Mindset &amp; Goal-Setting Unit:</b> G2, Lessons 2–5 G3, Lessons 1–3	Growth Mindset & Goal-Setting Unit	Advisory Activities Mindsets & Goals Unit
<b>Growth Mindset &amp; Goal-Setting Unit:</b> G2, Lessons 2–4 G3, Lessons 1 and 2	Growth Mindset & Goal-Setting Unit: G4, Lessons 3 and 5 G5, Lessons 3 and 5 Emotion Management Unit: G4, Lesson 6	Mindsets & Goals Unit: G7, Lessons 4–7
Emotion Management Unit: G2, Lesson 8 G3, Lesson 8 Problem-Solving Unit	Emotion Management Unit: G4, Lessons 7-9 G5, Lessons 8-10 Problem-Solving Unit	Thoughts, Emotions & Decisions Unit Advisory Activities Managing Relationships & Social Conflict Unit: G6, Lessons 22–26 G7, Lessons 22–26 G8, Lessons 22–26
Child Protection Unit	Child Protection Unit	



### **Behavior Standards: Social Skills**

School counselors provide culturally sustaining instruction, appraisal, and advisement and counseling to help all students demonstrate the following behaviors.

ASCA Student Standards: Mindsets and Behaviors	Second Step <sup>®</sup> Early Learning	Second Step <sup>®</sup> Elementary Digital Program	Second Step° E	lementary Digital Program	Second Step <sup>®</sup> Middle School Digital Program
for Student Success	Early Learning	Kindergarten-Grade 1	Grades 2-3	Grades 4-5	Grades 6-8
B-SS 1. Effective oral and written comm skills and listening skills	munication Skills for Learning Unit	Growth Mindset & Goal-Setting Unit: K, Lessons 1 and 2 G1, Lessons 1 and 2 Empathy & Kindness Unit: K, Lesson 13 G1, Lessons 12 and 13 Problem-Solving Unit: K, Lessons 16, 18, and 19 G1, Lessons 16 and 18	Emotion Management Unit: G2, Lessons 6, 7, 9, and 10 G3, Lessons 7 and 9 Empathy & Kindness Unit: G3, Lesson 14 Problem-Solving Unit: G2, Lesson 16 G3, Lesson 17	Empathy & Kindness Unit: G4, Lessons 12–15 Problem-Solving Unit: G4, Lessons 16 and 17 G5, Lesson 16	Class Discussions Writing Activities Advisory Activities
B-SS 2. Positive, respectful, and supporelationships with students who are siddifferent from them		Growth Mindset & Goal-Setting Unit: K, Lesson 3  Emotion Management Unit: K, Lesson 6 G1, Lesson 6  Empathy & Kindness Unit Problem-Solving Unit Bullying Prevention Unit: Lesson 4	Emotion Management Unit: G2, Lesson 9 Empathy & Kindness Unit Problem-Solving Unit Bullying Prevention Unit: Lesson 4	Empathy & Kindness Unit Problem-Solving Unit Bullying Prevention Unit: Lessons 2-4	Mindsets & Goals Unit: G6, Lessons 1a and 1b G7, Lessons 1a and 1b G8, Lesson 1  Managing Relationships & Social Conflict Unit: G6, Lessons 20–22 G7, Lessons 20–22 G8, Lessons 20–22 Advisory Activities
B-SS 3. Positive relationships with adu support success	Skills for Learning Unit Child Protection Unit	Growth Mindset & Goal-Setting Unit: K, Lessons 1 and 2 G1, Lessons 1 and 2 Bullying Prevention Unit: Lessons 1-4 Child Protection Unit	Empathy & Kindness Unit: G2, Lessons 14 and 15 G3, Lesson 15 Bullying Prevention Unit: Lessons 2 and 4 Child Protection Unit	Empathy & Kindness Unit: G4, Lessons 11 and 12  Problem-Solving Unit: G5, Lesson 16  Bullying Prevention Unit: G4, Lessons 1-4 G5, Lessons 1-3  Child Protection Unit	Advisory Activities
B-SS 4. Empathy	Empathy Unit	Empathy & Kindness Unit Bullying Prevention Unit	Empathy & Kindness Unit Bullying Prevention Unit	Empathy & Kindness Unit  Problem-Solving Unit: G4, Lessons 17-20 G5, Lessons 17-20  Bullying Prevention Unit: G4, Lesson 2 G5, Lessons 2 and 3	Managing Relationships & Social Conflict Unit: G6, Lessons 20–26 G7, Lessons 20–26 G8, Lessons 22–24 Advisory Activities
B-SS 5. Ethical decision-making and so responsibility	Empathy Unit: Weekly Theme 12 Friendship Skills & Problem- Solving Unit: Weekly Themes 19-21	Empathy & Kindness Unit: K, Lesson 13 G1, Lessons 12 and 13 Problem-Solving Unit	Empathy & Kindness Unit: G2, Lessons 13–15 G3, Lessons 11–15 Problem-Solving Unit	Growth Mindset & Goal-Setting Unit: G4, Lessons 1–5  Emotion Management Unit: G4, Lesson 6 G5, Lesson 6  Empathy & Kindness Unit: G5, Lessons 11–15  Problem-Solving Unit	Mindsets & Goals Unit: G8, Lesson 4  Managing Relationships & Social Conflict Unit Recognizing Bullying & Harassment Unit: G6, Lessons 11–13 G7, Lessons 12–13 G8, Lessons 11–13 Advisory Activities



# Behavior Standards: Social Skills (continued)

	ASCA Student Standards: Mindsets and Behaviors	Second Step <sup>®</sup> Early Learning	Second Step <sup>®</sup> Elementary Digital Program
	for Student Success	Early Learning	Kindergarten-Grade 1
IIs	B-SS 6. Effective collaboration and cooperation skills	Friendship Skills & Problem- Solving Unit	Empathy & Kindness Unit: K, Lesson 13 G1, Lessons 12 and 13 Problem-Solving Unit
ls: Social Ski	B-SS 7. Leadership and teamwork skills to work effectively in diverse groups		
Behaviors Standards: Social Skills	B-SS 8. Advocacy skills for self and others and ability to assert self when necessary	Skills for Learning Unit: Weekly Theme 6 Friendship Skills & Problem- Solving Unit: Weekly Theme 25	Problem-Solving Unit: G1, Lesson 18 Bullying Prevention Unit: Lessons 2-4
_ <b>m</b>	B-SS 9. Social maturity and behaviors appropriate to the situation and environment	All Units and Activities	All Units and Activities
	B-SS 10. Cultural awareness, sensitivity, and responsiveness		

Second Step <sup>®</sup> Eleme	ntary Digital Program	Second Step <sup>®</sup> Middle School Digital Program
Grades 2-3 Grades 4-5		Grades 6-8
Problem-Solving Unit	Growth Mindset & Goal-Setting Unit: G4, Lessons 1-5  Empathy & Kindness Unit: G4, Lessons 11 and 12 G5, Lessons 11-15  Problem-Solving Unit	Challenge Lessons Class Discussions Group Activities Advisory Activities
	Growth Mindset & Goal-Setting Unit: G4, Lessons 1-5 Empathy & Kindness Unit: G4, Lesson 12 G5, Lessons 11-15	Challenge Lessons Class Discussions Advisory Activities
Growth Mindset & Goal-Setting Unit: G3, Lesson 3 Bullying Prevention Unit: Lessons 2-4	Emotion Management Unit: G5, Lessons 8-10 Problem-Solving Unit: G4, Lessons 16 and 18 G5, Lesson 16 Bullying Prevention Unit	Challenge Lessons Class Discussions Recognizing Bullying & Harassment Unit: G6, Lessons 11–13 G7, Lessons 12–13 G8, Lessons 11–13 Advisory Activities
All Units and Activities	All Units and Activities	All Units and Activities
		Recognizing Bullying & Harassment Unit: G7, Lessons 8-12 G8, Lessons 8-12