Purpose: To foster a culture of collaboration for supporting student success.

Outcome: To model the collaborative inquiry process for analyzing Panorama culture and climate data to inform recommendations for Spring 2018.

# Activating and Engaging:

Culture is like ……Walt Disney World…..because….

* Everyone has a part to play.
* Diversity of backgrounds come together
* Different roles and responsibilities to make it a great culture.

# Exploring and Discovering:

Data observations by groups of the following data sets:

* Panorama Staff Survey Fall 2017
* Panorama Student Survey Fall 2017

Observations:

* Student Survey
  + 19% of students reported being able to favorably talk about their feelings
  + Sample Size: 194/700+ students
  + Majority of students selected middle response, which is neutral.
  + 61% of students reported that they are focused at school
* Staff Survey
  + Sample Size: 24/55
  + There were four areas where the school was 10% to 20% behind other data subgroups
    - Family Relations
    - School Leadership
    - School Climate
    - Staff Leadership Relationships
  + School % for resources category lower than reported by peer subgroups

# Organizing and Integrating

Traffic Light Protocol for recommendations (highlight denotes multiple responses)

|  |  |  |
| --- | --- | --- |
| Stop Doing  Image result for red light | * Stop micromanagement of staff—(2) * Stop use of redundant paperwork * Having low expectations of students * Walling in hallway—“lined up”—7th/8th * “nitpicking”—let us find good ways to do our job. You hired us for a reason * We will stop catering to the class as a whole and focus on more individual student needs | * Entire planning on Tues/Thurs (allow more teacher planning) * Overaccessing * Comparing grade level scores * 5 level discipline plan * Blaming * Meeting/testing—too much |
| Continue Doing  Image result for yellow light | * Staff recognition/awards * Educating all students * SSA * Liveschool * Offering opportunity for student engagement (activities) * Strengthening SEL in advisory to address students—give ideas instead of PowerPoints * We will continue to have high expectations—(2) * Providing a safe environment * Continue celebrating students and teachers | * Compare data within classes instead of entire school (maybe once a year) * Interdisciplinary meetings * Positive incentives * The extra paper was good * The decrease in angry e-mail is great * Providing tech resources * We will continue to show students that we care about how hard they work. * Immediate feedback from admin via email |
| Start Doing  Image result for green light | * Better mousetrap for discipline * More follow through and intentional referrals * Hallway sweeps * Getting more teacher input on making schoolwide decisions * Getting to know your teachers individually and not always as a grade level * More points * Monitor hallways—5th/6th * Bathrooms * Help from administration * Planning time (independently) * Start looking for workplace redundancies—places where we are repeating our job * Revisit effectiveness of advisory lessons * We could create a list of resources in different categories and share with teachers * Provide an easier way for resources to get fixed * Weekly culture building activity during advisory in order to include all cultures you may teach * Opportunity for student voice | * Admin needs to support teachers (morale is low) * Increase communication—need to be seen more, observe more, understand what is going on with teachers * Major need for discipline system—it is not working for teachers * Re-vamp advisory (add more time) * More elective options * Valuing teacher input (more) –(2) * Upgrading & upkeeping technology & resources * ISS classroom * Look for ways to show teacher appreciation (to improve teacher retention) * More online resources for classroom teachers * Facilitate a greater participation rate, have teachers/staff report during planning to complete Panorama survey. Goal should be 100% participation * Provide feedback in a positive way * Provide culture/climate check-ins * Thinking of a plan to improve * Allowing staff to shadow administrators |

Exit Ticket Reflections

What actions might you take as a result of our conversation today?

* Be intentional about using data to adjust or make necessary changes
* Remember to view data with observation not with “but”
* Encourage the students more
* Continue having high expectations of students
* It was interesting to see decrease in levels of responses
* I learned I have a long way to go with SEL curriculum
* Push out more positive through AVID strategies, attitude, and love.
* Follow through with ideas
* Continue building relationships with students and staff
* Focus on positives
* Smile more
* Sit and talk with students about what’s going on in their lives
* Hang out more
* Talk to teachers more about their responses
* Make sure I include all individuals where students won’t feel left out
* Do a better job of making a conscious effort to be positive
* Working to be more observant and avoid the desire to infer
* To be more conscious of our resources available
* Be sure to talk to students about how they are doing, taking time to listen
* It was concerning to me to see the percentage of unhappy students that attend AMP. I would love to see all students feel safe and included.
* Show more interest and concern in individual students. Show that I care.
* Start incorporating culture building activities
* Anonymous letters to teachers
* Closer look at how I make class interesting
* Focus on getting more participation on the Panorama. 100% should be the goal.
* I’ll need more time to reflect.
* Look for opportunities to connect with parents, communicate with parents, and invite to the classroom for various reasons (more positive)
* Reaching out to some parents more often
* Talk to students more about non-school items
* Find engaging ways to present material
* Work to improve peer relationships
* Take more chances in the classroom to increase student success
* Take more time to speak to and care for each student in my classroom
* Create more community in my classroom and hall
* Engaging students more and give them more opportunities to help in class
* Reviewing recommendations with the building leadership team
* Open forums for student candid talks
* Try to be more emotionally available and supportive of the students
* Give more choices to students in their curriculum
* Change industries all together
* Try to express my true thoughts
* This was beneficial so that I can observe what I am doing in my class and make changes where necessary
* Help to organize support parent-teacher organization
* Making sure to provide quality/fun learn activities to keep students engaged
* Some actions that I may take after leaving here today is to incorporate a what I would share about each lesson
* Monitoring hallway closer
* Pushing the students more with more engagement
* Get deeper understanding of the data
* Have high expectations of all students
* The important thing is to keep ensuring a positive learning environment
* Do classroom surveys to get more student input/ideas
* Try to be more positive
* Focus on wins
* Not be so hard on self
* Discuss data more frequently to students
* I feel like any action I can take is hopeless. I have suggested several things to my subject AP and have been shut down.

# Meeting Feedback

How was the Meeting?

|  |  |
| --- | --- |
| **+** | **∆** |
| * Opportunity to review data as a group * To the point—(2) * Collaborative—(3) * Focused on facts * Loved dedicated time to look at data—(2) * Great info, specific data * Relevant data * Anonymity of responses—(2) * Observations only * I love the engaging opener activity * Good use of time—(5) * This was one of the best presentation I have been a part of. Very engaging. Excellent way of looking at data and encouraging ownership and looking at facts * I enjoyed reviewing the survey. It was eye-opening.—(4) * Great delivery of presentation * This was very helpful to see what needs to change. * Interesting * Very engaging—(2) * Informative—(3) * Good to see how we faired in data teacher and student * Becoming aware of data * Easy to analyze * Great time management, considering limits of this session * Informative data * Opportunity to analyze data * Upbeat * Fun way to look at data together * Great meeting * Love your presentation with lots of interactive incentives * Monitor data closer * Collaborative inquiry was beneficial | * Time—(7) * Would liked to see the data more closely * Need donuts ☺ * Maybe have a portion of the data dive without admin so you don’t feel like you’re bashing them—(4) * More teacher team building * Integration of data cycles in all school processes * Explain real goal of improving climate (teacher buy-in) * I had a hard time connecting the Disney pic activity. * Incorporate movement into your presentation * Could have used a video * Include discussion about how to make changes in the classroom based on data * I would like to see it broken down by school/grade level to get an accurate count. * Remember we teach children; we are not children. * A PD day meeting * Different meeting time—(2) * More explicit discussion of data set * Ideas that will help low areas of data * Want to know why data is that way * Would like to know the overall next steps * I wished recommendations would be discussed as a whole group |