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)

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| Stop DoingImage 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
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| Continue DoingImage 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
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| Start DoingImage 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
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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?

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| --- | --- |
| **+** | **∆** |
| * 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
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