

**Cambridge Street**  
**Panorama School**  
**Climate Survey Results**  
*Winter 2023-24*

# Which Survey Topics Were Included?

<i>Who we surveyed</i>	<b>Families</b>	<b>Scholars</b> <i>Grades 3-12</i>	<b>Staff</b> <i>Instructional &amp; Non-instructional Staff</i>
<i>What we asked</i>	<ul style="list-style-type: none"> <li>● School Climate</li> <li>● <b>School Fit/Belonging</b></li> <li>● Barriers to Engagement</li> </ul>	<ul style="list-style-type: none"> <li>● School Climate</li> <li>● <b>Sense of Belonging</b></li> <li>● School Expectations</li> <li>● Valuing of School</li> </ul>	<ul style="list-style-type: none"> <li>● School Climate</li> <li>● <b>Sense of Belonging</b></li> <li>● Wellness</li> <li>● Feedback &amp; Coaching</li> </ul>

*Those bolded topics were asked across all three surveys.*

# Voices We Heard in the Survey



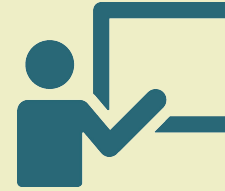
**X**

**Families**



**X**

**Scholars**



**X**

**Staff**

# Digging Deep: Data Dialogue Protocol (adapted)

## Phase 1: Observations (10 mins)

### The What

**Private Think Time:** During this time, participants will note only the facts that they can observe in the data. Participants should describe only what they actually see in the data, avoiding all judgments or interpretations.

**Share Out:** Share one observation per person, continue rounds until new ideas are spent

*I observe that...*

*Some patterns/trends  
I notice...*

## Phase 2: Inferences (10 mins)

### The So What

**Private Think Time:** In this step, we make sense of what the data says and why. This is the time for speculation. We should find as many different interpretations as possible.

**Share Out:** Share one thought per person, continue rounds until new ideas are spent.

*I believe the data suggests  
(strengths/areas of growth)... because...*

*Additional data that would help me  
verify/confirm  
my explanation is...*

## Phase 3: Implications (15 mins)

### The Now What

**Group Brainstorm & Action Planning):** Work collaboratively to identify next steps for building on strengths and addressing areas of need.

*What actions should  
we take to build upon the strengths in the  
data?*

*What actions should  
we take to address areas of growth in the  
data?*

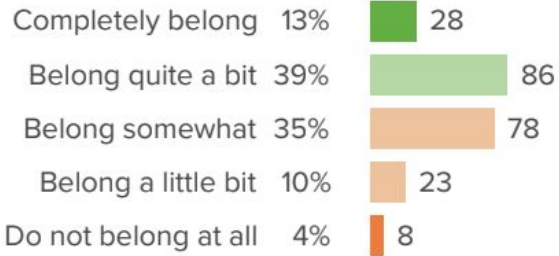
*What strategies might  
be effective, particularly thinking about your  
role/dept?*

*What are the implications  
for equity?*

# Scholar Survey: Belonging

## Glows

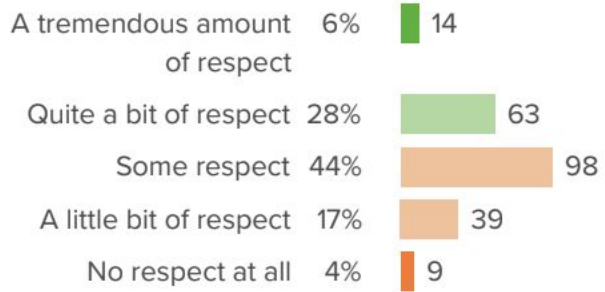
**Q.5: Overall, how much do you feel like you belong at your school?**



Favorable: **51%**

## Grows

**Q.4: How much respect do students in your school show you?**

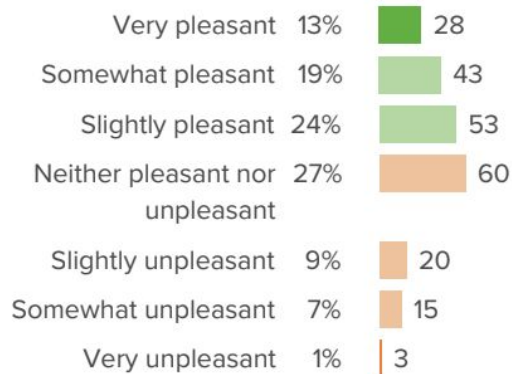


Favorable: **35%**

# Scholar Survey: Climate

## Glows

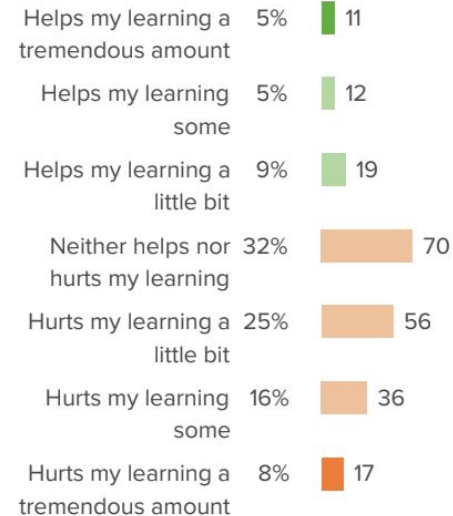
**Q.2: How pleasant or unpleasant is the physical space at your school?**



Favorable: **56%**

## Grows

**Q.4: At your school, how much does the behavior of other students help or hurt your learning?**

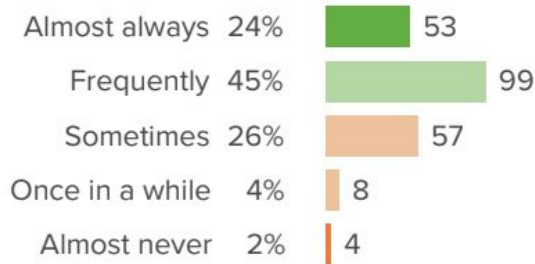


Favorable: **19%**

# Scholar Survey: Rigorous Expectations

## Glows

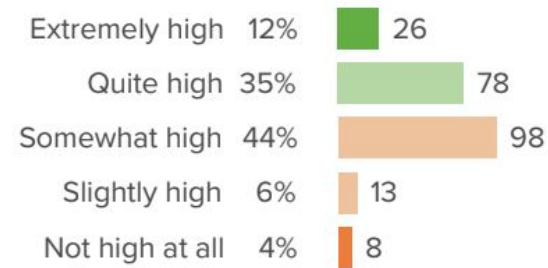
**Q.2: How often do your teachers make you explain your answers?**



Favorable: **69%**

## Grows

**Q.4: Overall, how high are your teachers' expectations of you?**

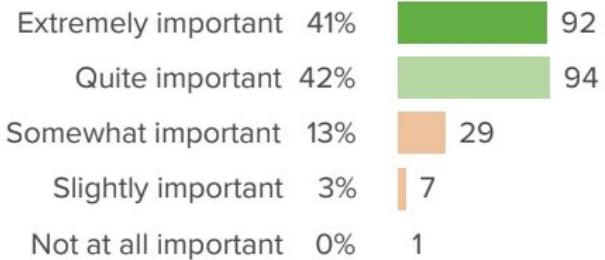


Favorable: **47%**

# Scholar Survey: Valuing of School

## Glows

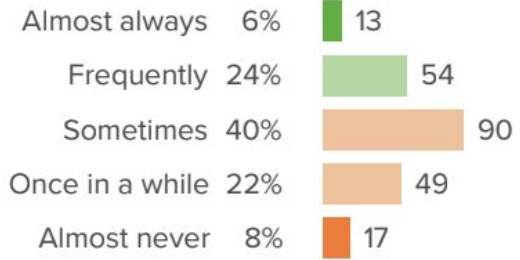
**Q.3: How important is it to you to do well in your classes?**



Favorable: **83%**

## Grows

**Q.5: How often do you use ideas from school in your daily life?**



Favorable: **30%**



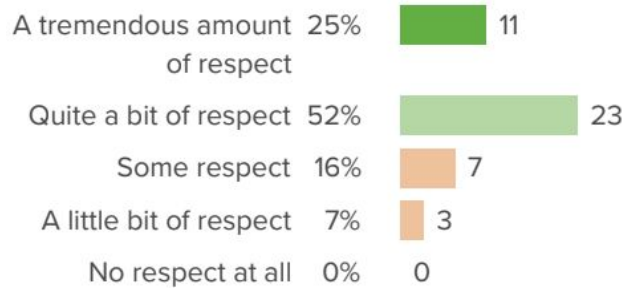
## Scholar Surveys: *Key Takeaways*

- In the area of school climate, scholars indicate that **scholar behavior** gets in the way of learning.
- Scholars report that it is **important to do well in school**, though they see **less application of what they learn in their daily life**.
- Scholars report that teachers encourage them to both **persevere and explain their answers**, but also are **less favorable about the degree to which teachers have universally high expectations of them**.

# Staff Survey: Belonging

## Glows

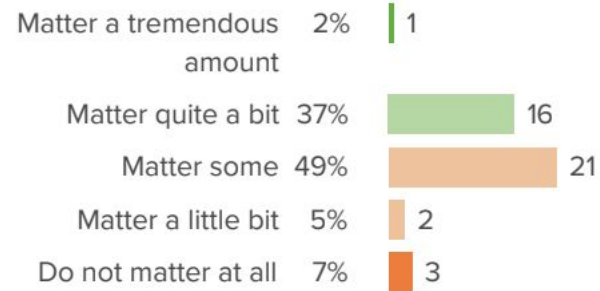
**Q.3: How much respect do colleagues in your school show you?**



Favorable: **77%**

## Grows

**Q.4: How much do you matter to others at your school?**

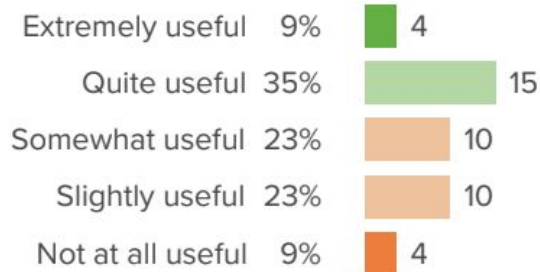


Favorable: **40%**

# Staff Survey: Feedback and Coaching

## Glows

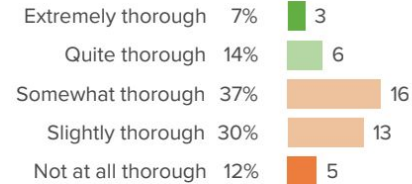
**Q.3: How useful do you find the feedback you receive on your work?**



Favorable: **44%**

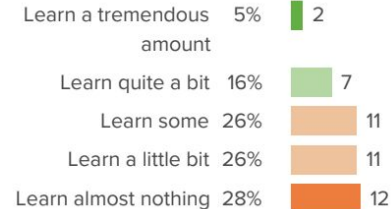
## Grows

**Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?**



Favorable: **21%**

**Q.5: How much do you learn from the evaluation processes at your school?**

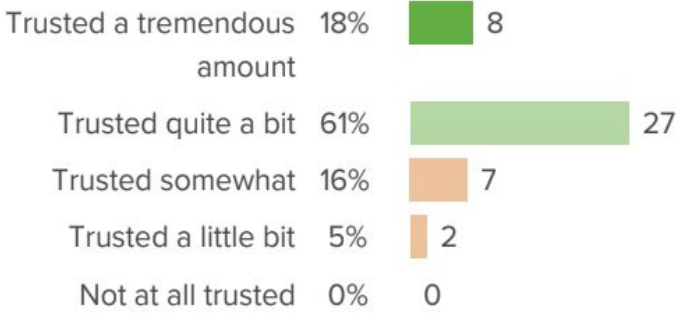


Favorable: **21%**

# Staff Survey: School Climate

## Glows

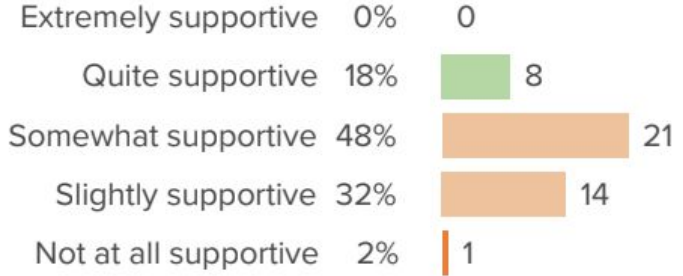
**Q.2: To what extent are staff trusted to work in the way they think is best?**



Favorable: **80%**

## Grows

**Q.4: How supportive are students in their interactions with each other?**

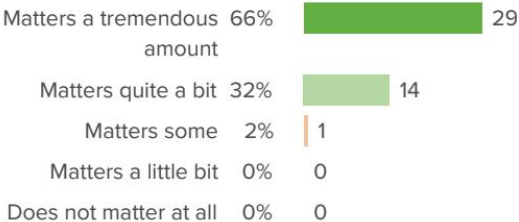


Favorable: **18%**

# Staff Survey: Well Being

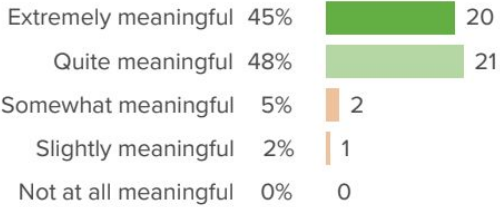
## Glows

**Q.12: How much does your work matter to you?**



Favorable: **98%**

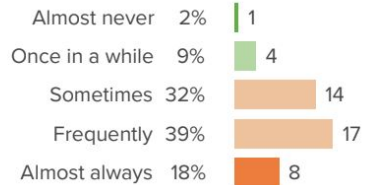
**Q.13: How meaningful for you is the work that you do?**



Favorable: **93%**

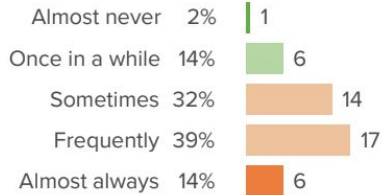
## Grows

**Q.9: During the past week, how often did you feel stressed out at work?**



Favorable: **11%**

**Q.7: During the past week, how often did you feel overwhelmed at work?**



Favorable: **16%**

# Staff Survey: *Key Takeaways*



In general, staff express **trust and respect** in their working environment and find their work **meaningful**.



However, significant numbers of staff are **exhausted, stressed, overwhelmed and frustrated**.



Moreover, the majority of staff are reporting **insufficient levels of feedback / coaching in their work**.

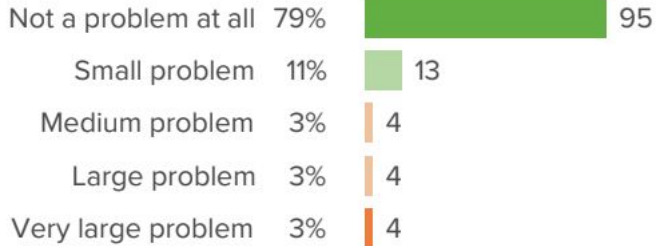


Across the board, members of **Unit A and those who “prefer not to answer”** have **the least favorable responses**.

# Family Survey: Barriers to Engagement

## Glows

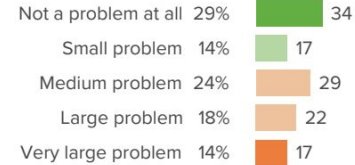
**Q.9: How big of a problem is the following issue for becoming involved with your child's current school: The school does not communicate well with people from your culture?**



Favorable: **90%**

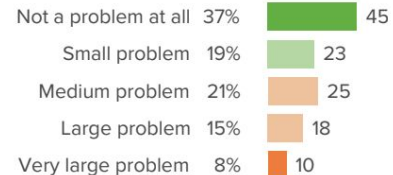
## Grows

**Q.4: How big of a problem is the following issue for becoming involved with your child's current school: How busy your schedule is?**



Favorable: **43%**

**Q.6: How big of a problem is the following issue for becoming involved with your child's current school: You feel unsure about how to communicate with the school?**

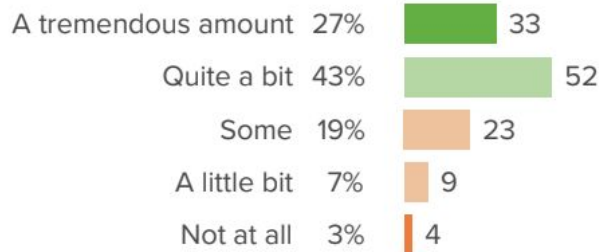


Favorable: **56%**

# Family Survey:

## Glows

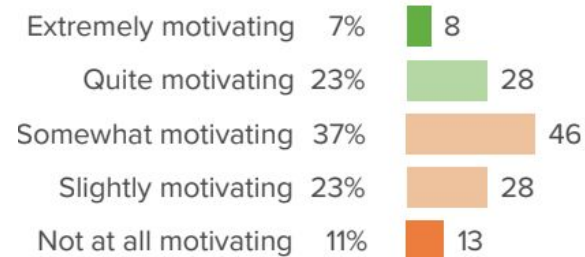
**Q.4: How much does the school value the diversity of children's backgrounds?**



Favorable: **70%**

## Grows

**Q.2: How motivating are the classroom lessons at your child's school?**



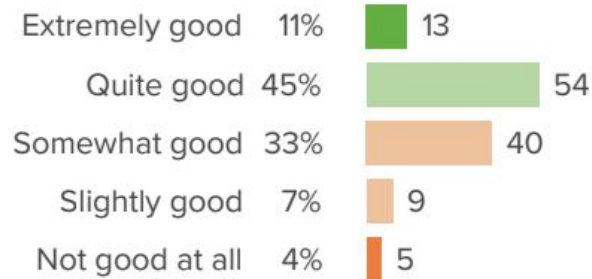
Favorable: **29%**



# Family Survey: School Fit

## Glows

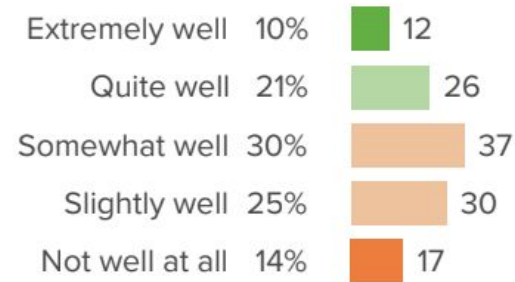
**Q.6: Given your child's cultural background, how good a fit is their school?**



Favorable: **55%**

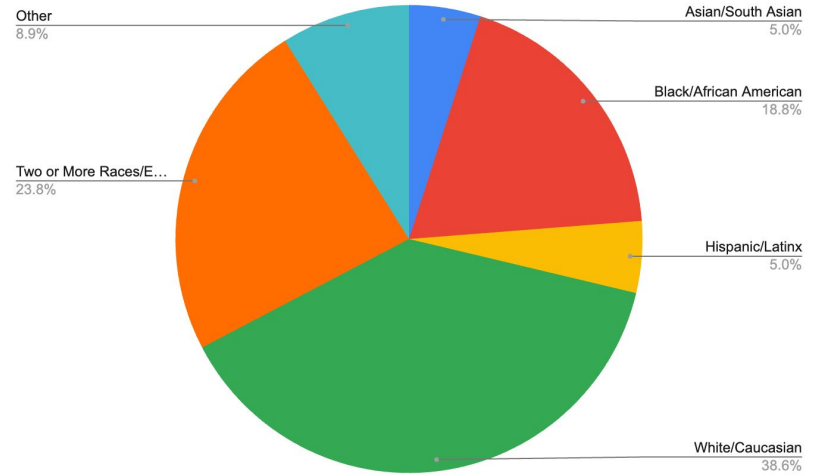
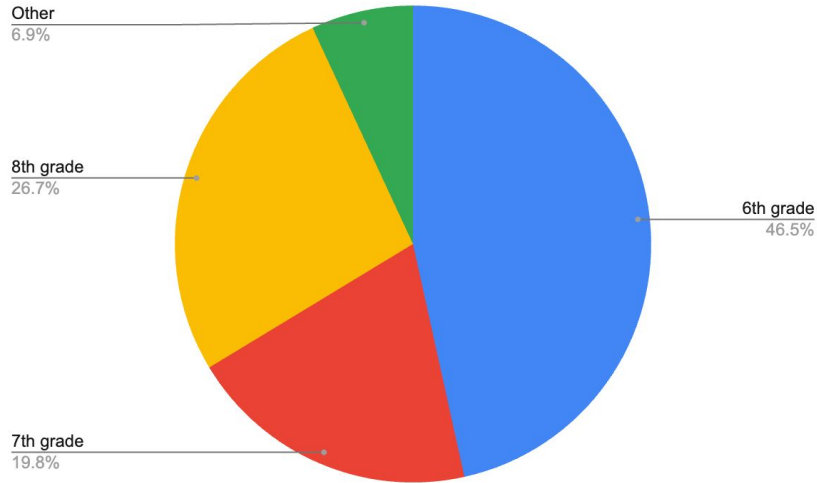
## Grows

**Q.2: How well do you feel your child's school is preparing them for their next academic year?**



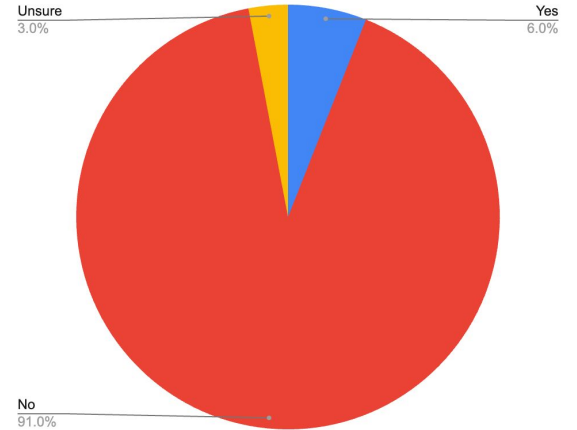
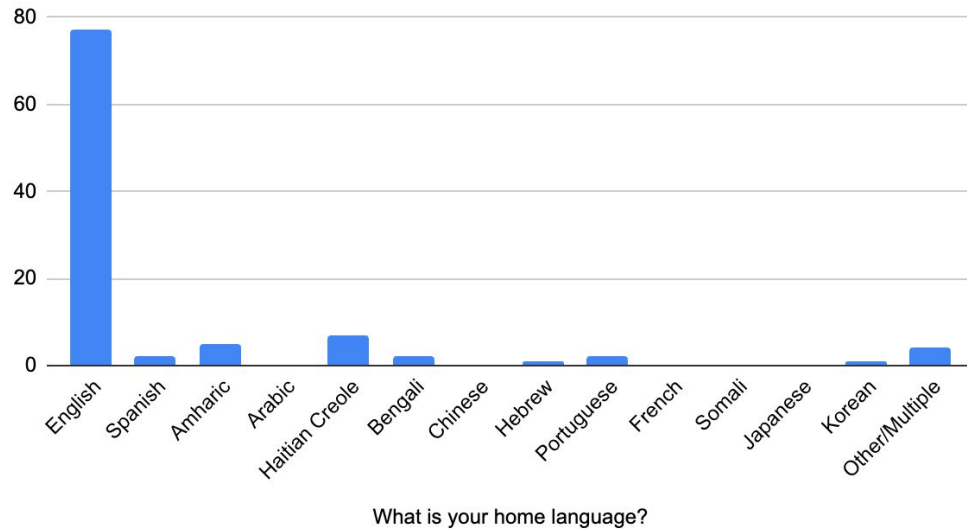
Favorable: **31%**

# Family Survey: *Response data*



# Family Survey: *Response data*

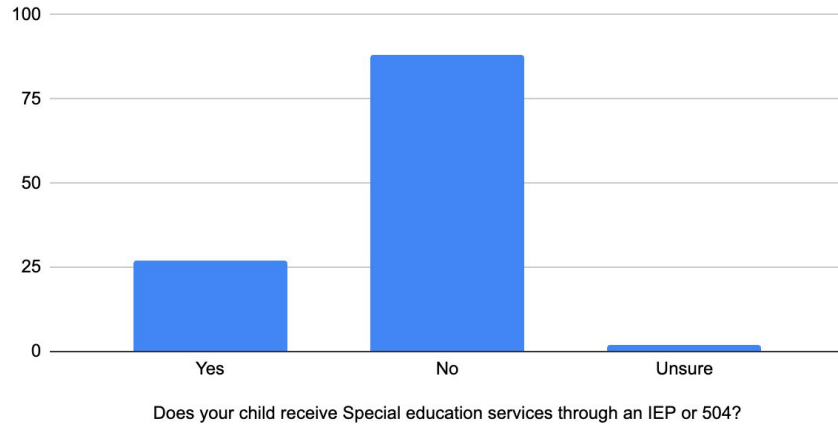
vs. What is your home language?



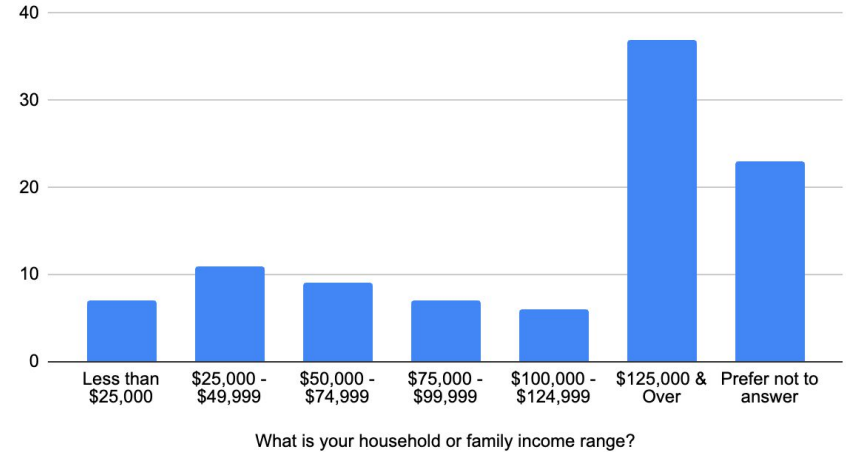
Does your child receive English Language Learner (ELL), English as a Second Language (ESL), or Sheltered English Immersion (SEI) Instruction?

# Family Survey: *Response data*

vs. Does your child receive Special education services through an IEP or 504?



vs. What is your household or family income range?



## Immediate next steps:

- **Scholars:**
  - Listening lunches and other targeted outreach to get more information
  - Funding toward community building
  - Launch of mentoring program
- **Staff:**
  - Opportunities to celebrate one another's practice
  - Shift towards practices that allow for efficient, real-time feedback
- **Families:**
  - Earlier outreach to incoming families
  - Opportunities for families to come together in community
  - Review how and where share curriculum information with families

# Digging Deep: Data Dialogue Protocol or Jamboard Share

**Phase 1: Observations/  
“The What”  
(10 mins)**

**Phase 2: Inferences/ “So  
What”  
(10 mins)**

**Phase 3: Implications/  
“Now What”  
(15 mins)**