School Climate Data Spring 2022

SPS BOE T&L Presentation
Nov. 9, 2022

Context and Background

- **Impact of COVID-19 -** The start to the 2021-22 school year continued to uphold mitigation policies that impacted how families, students, and staff experienced the first half of the year. Without similar measures to use as a pre-COVID baseline, we're taking the 2021-22 school year as the baseline and acknowledging that responses were likely shaped by COVID policies and experiences. *This is why the decision was made to resample staff and students in November 2022.

- **Favorable Responses -** The percentages shown in the following bar charts represent the *percent of respondents who gave "favorable" responses*. This means they selected answers that were unwaveringly positive. Middle (or neutral) responses are not included in the favorable response rate. *This means that if there is a 30% favorable response to a question, it does not mean that 70% of the responses are negative, but rather 70% are middle/neutral and/or negative responses.
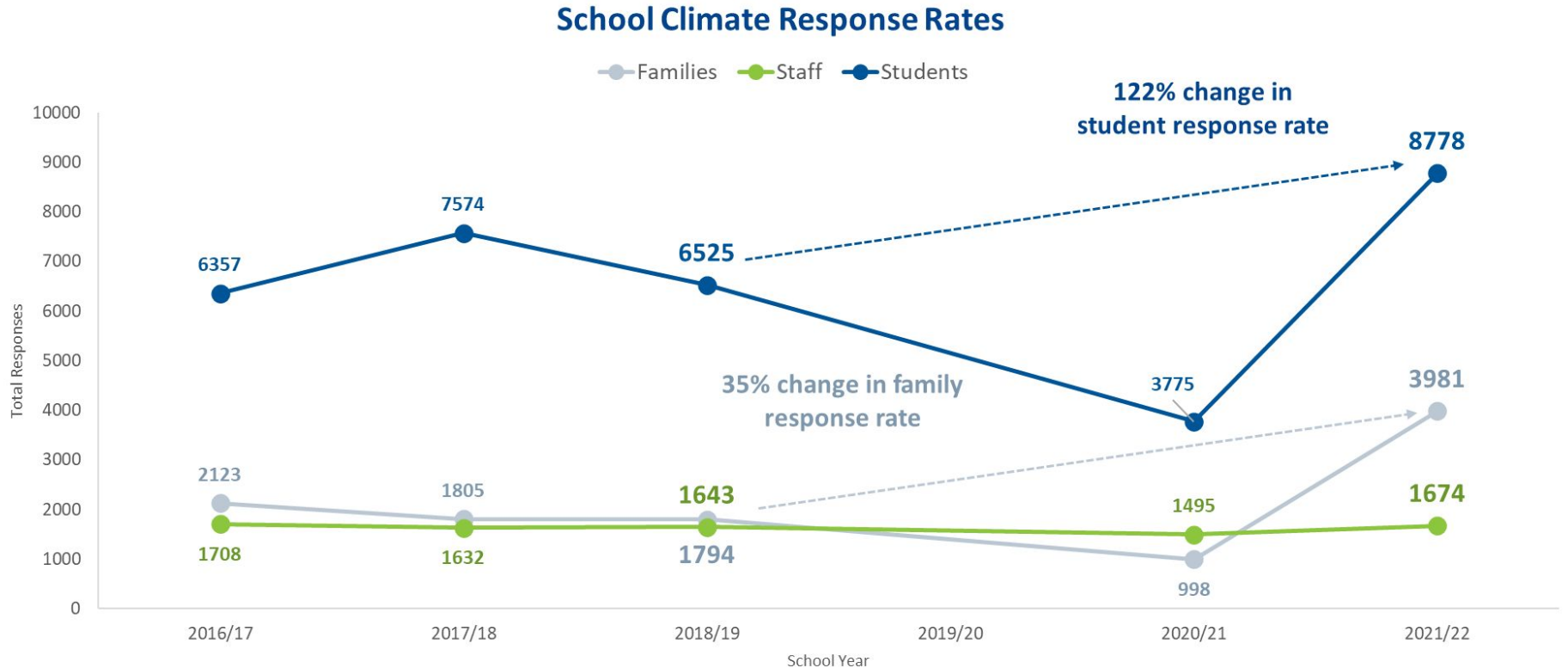
Context and Background

- **A Starting Point -** The questions in the school climate survey are meant ***to serve as a jumping off point*** for further discussions with the various groups that interact with the school on a regular basis. They are to help administrators and school climate specialists identify key areas of focus as well as gather more information.

- **Broad Language -** Because these questions are a starting point for deeper conversations, the questions use broad language and terms that could be interpreted many ways by each respondent. Framing questions in this way allows for an analysis that can be adapted to a particular school's population.

What Has Been Done So Far

- **June 2022: Results & Training with Principals -** All principals were provided with a 3 hour training with Panorama on how to use the platform, view their results, and begin using the data to plan for the next year.

- **October 2022: School Climate Action Planning -** All school climate specialists (designated by school principals) met at Government Center for 2 hours and reviewed their school's student climate data, discussed ideas around making improvements, and shared what kinds of activities were already happening in their building to improve results in the two areas of focus. They worked on completing an action plan for students that will use metrics to measure how these efforts are contributing to outcomes over time. The same will be done for staff/teacher and family data.

- **November 2022: Reevaluation of Students and Teachers -** To ensure a more accurate baseline understanding of the two areas of focus for the district (Sense of Belonging and School Climate), SPS will reassess students, staff, and teachers for one week in November. This brief reevaluation will help school climate teams better understand the potential impact two years of distance and hybrid learning may have had on the results from the 2021-22 survey.

Overall Results

More Voices Are Being Heard

School Climate Response Rates

Families — Staff — Students

122% change in student response rate

8778

7574

6357

6525

3775

35% change in family response rate

2123

1805

1643

3981

1708

1632

1794

1495

1674

998

Total Responses

2016/17   2017/18   2018/19   2019/20   2020/21   2021/22

School Year

2021-22 School Climate Survey Voices

Who did we hear from?

3,981 families

8,778 (72%) students

1,674 (78%) staff

The family survey was **fully anonymous** and therefore we cannot definitively say what percentage of SPS families responded. We estimate a response rate between 25-36% based on student enrollment data and survey directions to families.
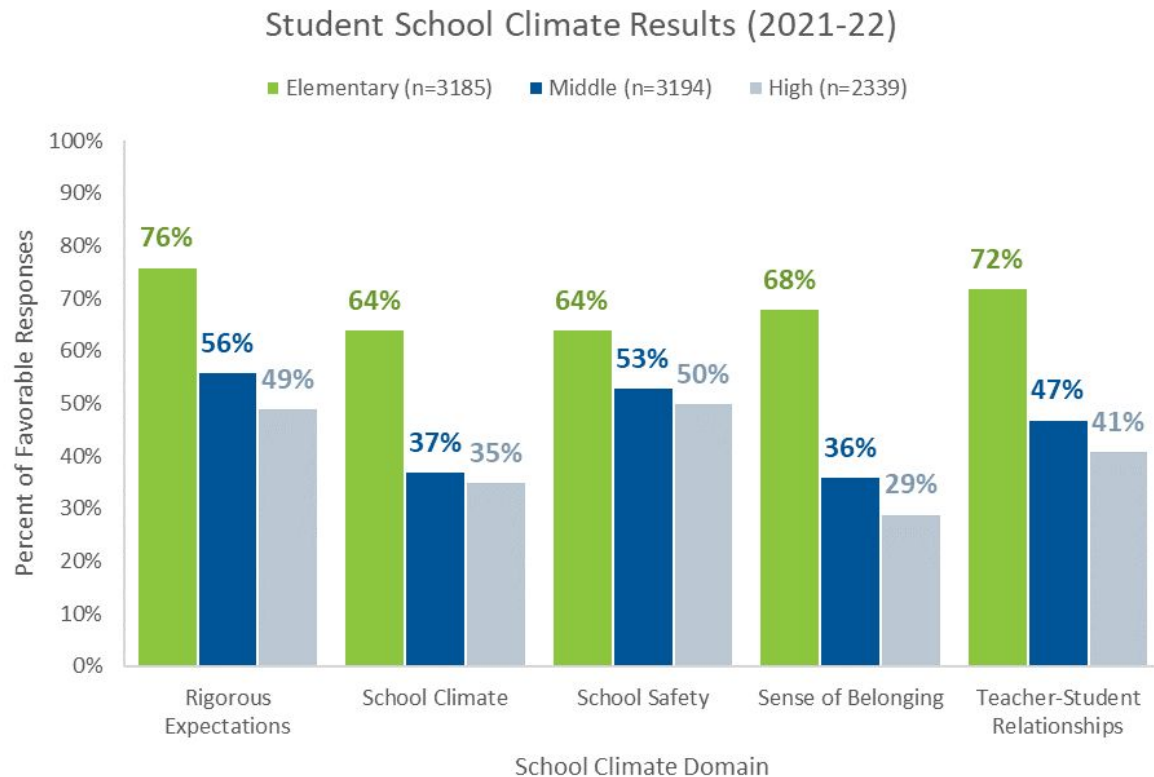
A PowerSchool export of students in grades 3-12 was uploaded to Panorama to measure completion rates only. **No data** related to student answers can be accessed by SPS at any time to protect the confidentiality of responses.

A list of building staff, admin, and teachers was provided by SPS and uploaded to Panorama to measure completion rates only. **No data** related to staff answers can be accessed by SPS at any time to protect the confidentiality of responses.

Student School Climate Results

Student School Climate Results (2021-22)

Legend: ■ Elementary (n=3185) ■ Middle (n=3194) ■ High (n=2339)

School Climate Domain	Elementary	Middle	High
Rigorous Expectations	76%	56%	49%
School Climate	64%	37%	35%
School Safety	64%	53%	50%
Sense of Belonging	68%	36%	29%
Teacher-Student Relationships	72%	47%	41%

Y-axis: Percent of Favorable Responses (0% – 100%)

Rigorous Expectations: Over 50% of elementary, middle, and high school students felt their teachers held them to high expectations and encouraged them to do their best.

Teacher-Student Relationships: Over 80% of all students surveyed felt their teacher(s) were quite to extremely respectful towards them.

School Safety: Over 60% of all students surveyed indicated violence at school was not a primary worry for them.

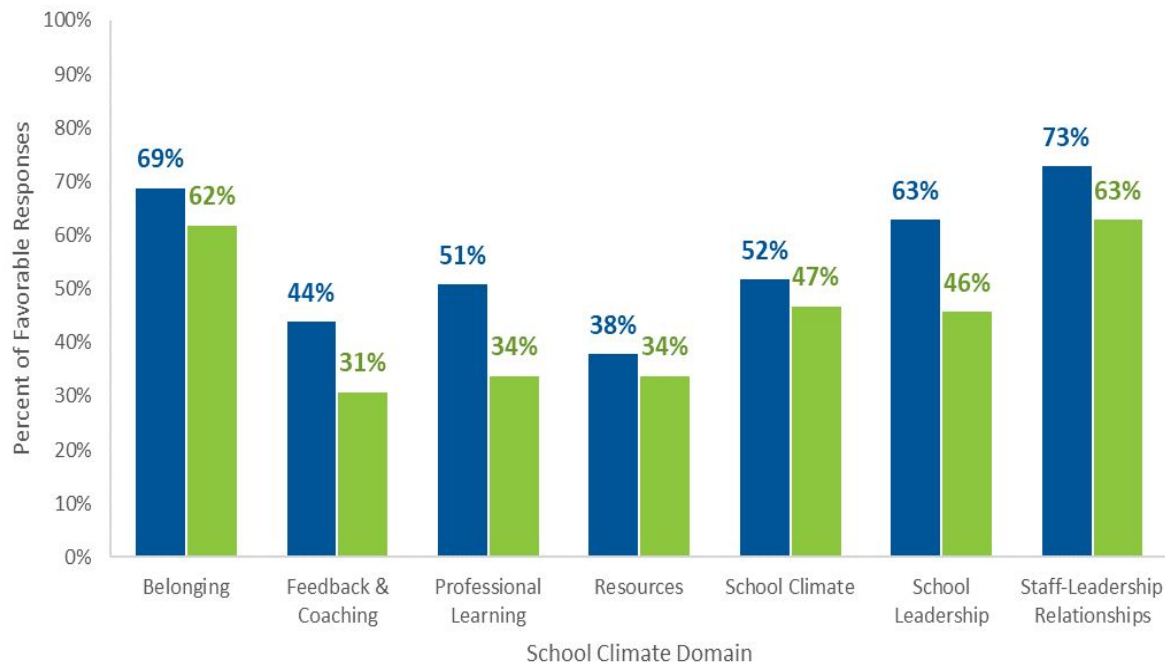*For results by question click the school level below*

| Elementary | Middle | High |

Staff/Teacher School Climate Results

Staff & Teacher School Climate Results (2021-22)

■ School Staff (n=255)   ■ Teachers (n=1419)

Domain	School Staff	Teachers
Belonging	69%	62%
Feedback & Coaching	44%	31%
Professional Learning	51%	34%
Resources	38%	34%
School Climate	52%	47%
School Leadership	63%	46%
Staff-Leadership Relationships	73%	63%

Belonging: Over 75% of staff and teachers felt colleagues were respectful and over 2/3rds felt they belonged at their school.

Staff-Leadership Relationship: Over 75% of staff and teachers felt school leadership was friendly and over 60% said they had the schools best interest in mind.
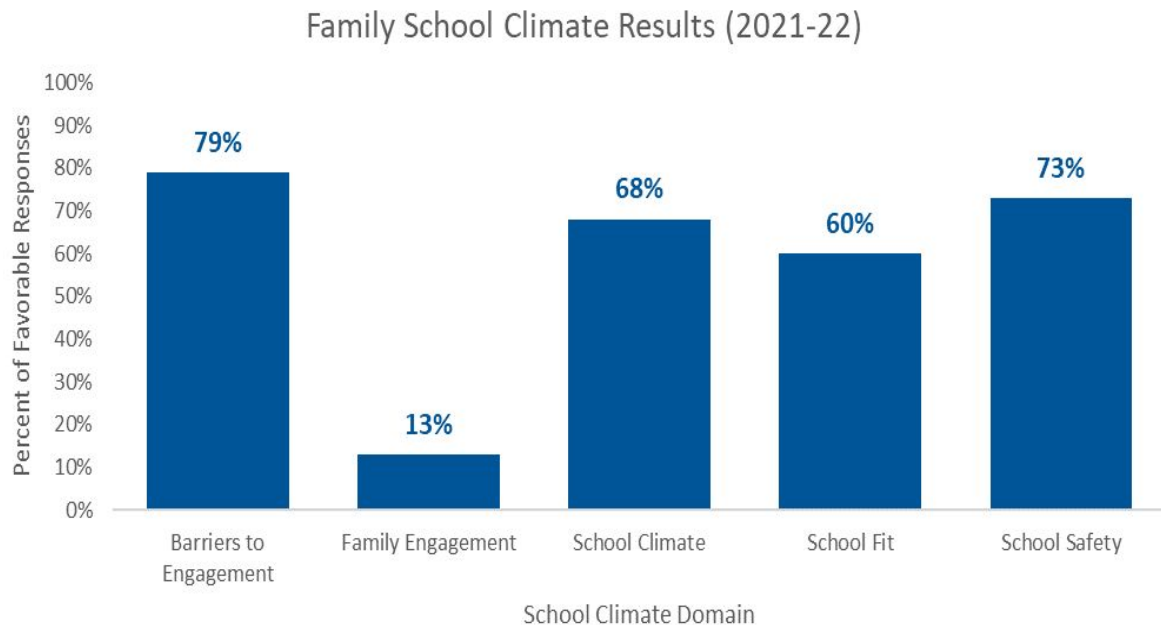
School Climate: Over 60% of staff and teachers felt they were trusted to work in the way they felt was best.

For results by question click the staff type below

Teachers   **Staff**

Family School Climate Results

Family School Climate Results (2021-22)

Percent of Favorable Responses by School Climate Domain:
- Barriers to Engagement: 79%
- Family Engagement: 13%
- School Climate: 68%
- School Fit: 60%
- School Safety: 73%

School Climate: 74% of families felt their child's school valued the diversity of students and 76% felt teachers respected their students.

School Fit: Over 60% of families felt the discipline measures at school worked for their child, however families of older students had slightly less favorable responses.

Barriers to Engagement: Families had overwhelmingly positive responses to possible barriers, however, their busy schedules was one area they indicated as a challenge to being more engaged.

For results by question click the button below

Family Results

Area of Focus

> **Fostering a Sense of Belonging** for all students across all grades.

- **Sense of Belonging:** "The extent to which students feel they are valued members of a school's community" (Panorama definition of belonging).

- Research has shown this dimension is impacted by and in turn impacts the climate of a school. As Osterman (2000) notes, a sense of belonging in school is a psychological phenomenon present in all students and its impact has far-reaching implications for student motivation and behavior.

- **Determinants of strong senses of belonging include:**
    - **Individual level:** self-esteem, social skills, motivation, optimism
    - **Micro level:** social relationships, parents, peers, teacher support, friends
    - **Meso-level:** extra curricular activities, discipline, climate of justice, security

GOAL: Support all SPS schools in identifying direct activities, in practice or planned, that support the strengthening of sense of belonging determinants. Measure the hours, attendance, and satisfaction of activities against growth in change over time outcomes for the Sense of Belonging section in the Panorama School Climate survey.

Sense of belonging data   Sense of belonging research   Sense of belonging research   Osterman research

Stamford Public Schools   OFCE OFFICE OF FAMILY AND COMMUNITY ENGAGEMENT

Area of Focus

> **Building a Positive School Climate** for staff, students, and families.

- **School Climate:** "Perceptions of the overall social and learning climate of the school" (Panorama definition of school climate section).

- The concept of school climate is broad but encompasses many actionable facets that impact the larger idea of creating a safe, supportive, respectful learning environment.

- **Research has shown positive school climate is linked to:**
  - **Improved attendance**
  - **Higher test scores**
  - **Higher graduation rates**

GOAL: Support all SPS schools in identifying direct activities, in practice or planned, that support the strengthening of school climate. Measure the hours, attendance, and satisfaction of activities against growth in change over time outcomes for the School Climate section in the Panorama School Climate survey for parents, students, and staff.

School Climate Research

Turning Data Into Action
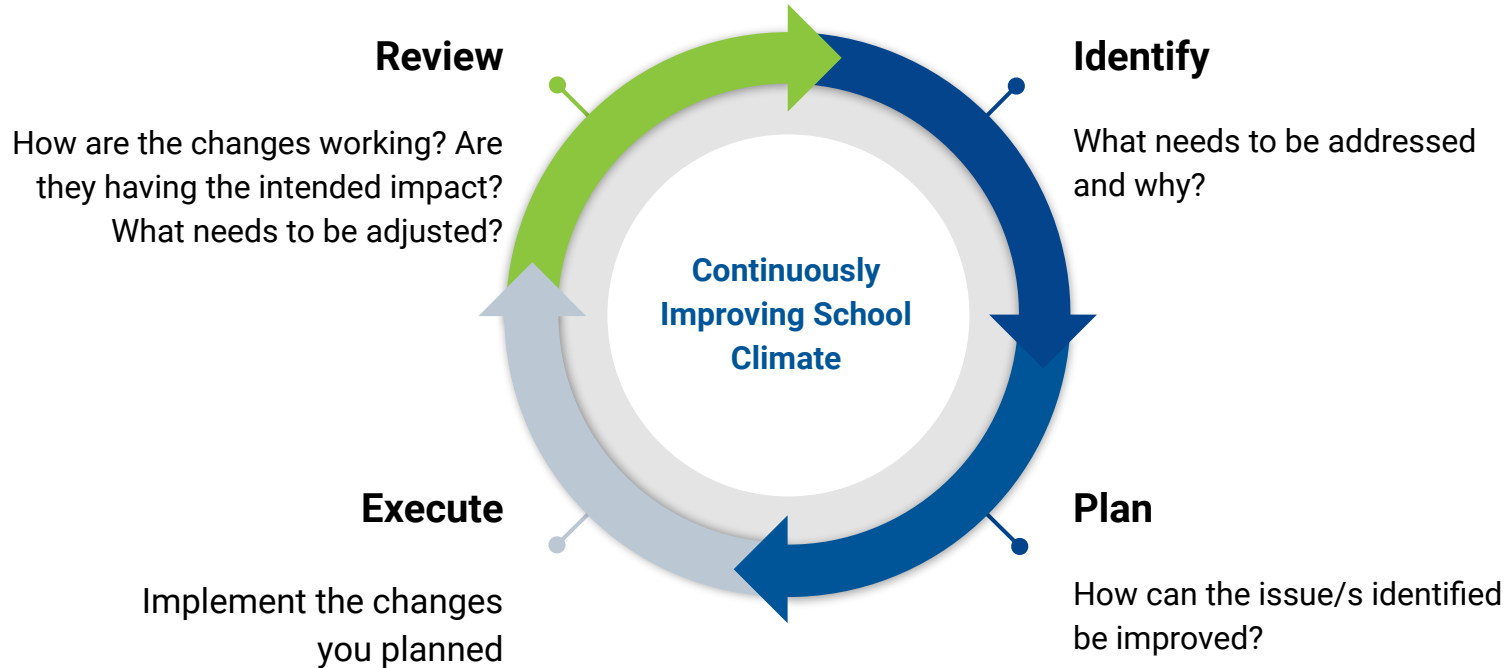
Restorative Practice Tie-ins

- **RSSF Support -** Conduct monthly meetings with all secondary RSSFs with the goals of:
  - Developing coherence across schools
  - Supporting the work of each school's School Climate Specialist
  - Developing a community of practice (CoP) to collaboratively solve individual school and shared challenges

- **School Connectedness -** Each RSSF is dedicated to improving school connectedness at their school and will be employing a school connectedness inventory to help identify students who are not connected to at least one adult at their school. As part of this inventory, staff will identify action items that they will engage in to forge connections with identified students.

Proposed Timeline

October 2022

1) Principal & School Climate Specialist Meeting to plan measurable goals for improvement in 2022/23

2) Family and Staff/Teacher plans worked on by school climate teams

November 2022

1) Student & Staff baseline data collection for Sense of Belonging & School Climate

2) School Climate teams share areas of focus and goals for their school.

December 2022

1) Review November results with school leaders & climate staff teams

2) Panorama PD 2

January 2023

1) Ongoing meetings with schools & district to plan for full survey rollout in March 2023

2) Check-in workshop on implementation

February 2023

Communications plan and materials completed for full climate survey rollout in March

March 2023

Climate survey happening during parent/teacher conferences with ongoing community outreach