

Learning & Improvement Through A Data Inquiry Cycle

Cambridge School Committee Update

Cambridge Public Schools & Panorama Education

June 5, 2018

Agenda



Overview: Bringing Panorama Best Practices to CPS



Survey design and implementation



Utilizing results



Next steps

Introductions



Jennifer Amigone - CPS Director of Research, Assessment & Evaluation

Irene Chen - Account Management, Panorama Education

Dr. Sam Moulton - Research, Panorama Education

Kevin Hazel - Client Success, Panorama Education

Doug Hassett - Teaching & Learning, Panorama Education

District Outcomes



In fall 2017, the district identified **seven key outcomes** to track over three years to understand if the district's strategic plan is having its intended impact. These are:

1. Grade 3 Literacy
2. Grade 8 Math
3. Advanced Placement & Honors Enrollment
4. Percentage of Teachers of Color
5. **School Climate Survey**
6. Students' Meaningful Connections with Adults
7. Chronic Absenteeism

Outcome 5: School Climate Survey

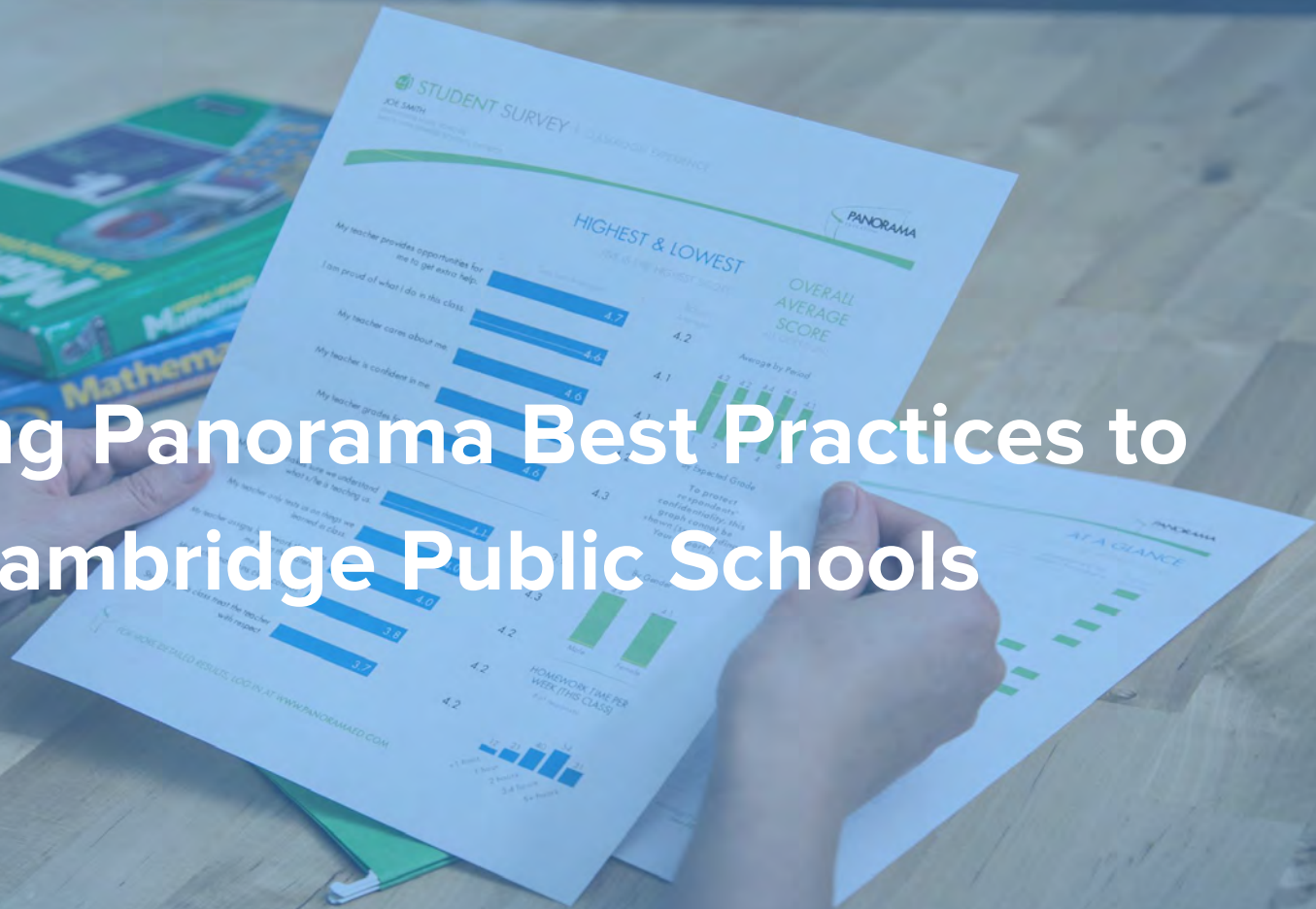


By fall 2020, improve student, staff, family perceptions on engagement, instruction and community support.

Strategic Initiatives Contributing to School Climate in the CPS District Plan:

- 1.2 Educator Cultural proficiency
- 3.1 Social-Emotional Learning
- 3.2 Inclusive Practices
- 4.1 Families as Partners
- 5.1. Continuous Improvement & Progress Monitoring

Bringing Panorama Best Practices to Cambridge Public Schools



About Panorama



- **A team of 100** former educators, software developers, designers, researchers, and education professionals based in Boston, MA
- Engaging a community of more than **500 districts and 8,500 schools, serving over 7 million students** each year. Serving 59 clients across the state of MA
- **Founded by students**, passionate about using data to drive action to support each student
- **A core commitment to helping K-12 districts** and schools use data to improve student outcomes

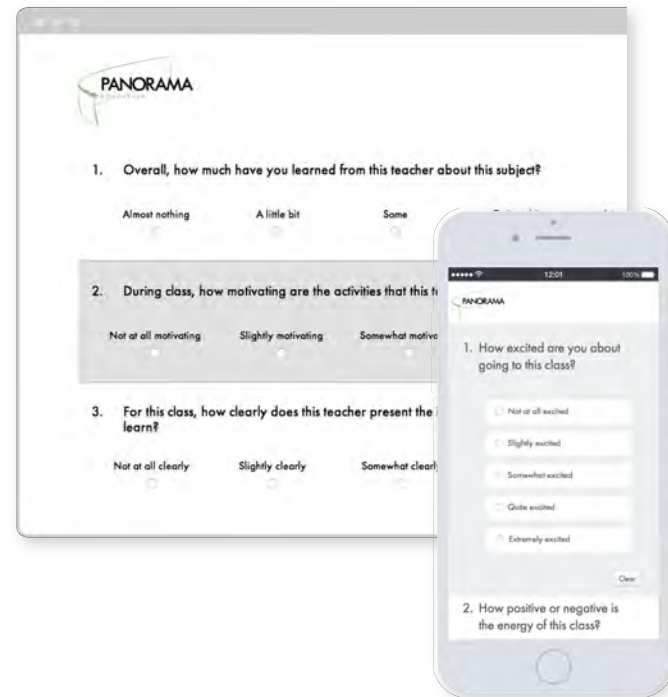


About Panorama



Panorama is a national leader in school climate surveys with a significant presence in Massachusetts.

- **Deep client engagement**, both formal and as-needed
- **National benchmarking** of data, including urban comparisons
- **Analytically rich and user-friendly interface** to help schools access, interpret, and use their data
- **Playbooks and best practices** to leverage national expertise
- **Social-Emotional Learning and Equity/Access** surveys
- **Research-based framework** + flexibility to add CPS questions
- **Accessibility to diverse families** including translation and responsive design

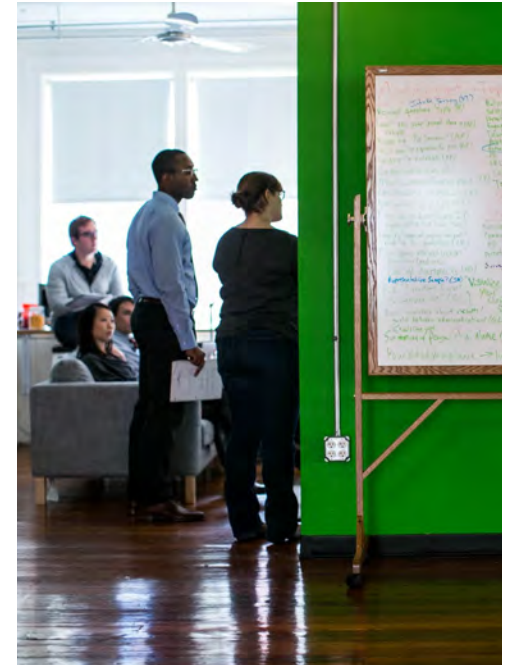


Why Are Districts Measuring these Data?

Districts are increasingly collecting and leveraging climate, culture, and social-emotional learning data to improve experiences across their communities.

This data is being used to answer questions like...

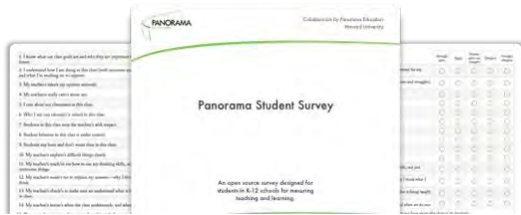
- **General diagnostic** - “To what extent do our kids feel like they belong at school?”
- **Investigate an issue** - “Attendance is dropping at my school. What perceptions or experiences might be contributing to that?”
- **Track progress towards goals** - “Improving family engagement is one of our goals, so we need to measure it.”
- **Support tiered intervention frameworks** - “Based on this data, we’ll decide what our Tier 1 behavioral supports are.”



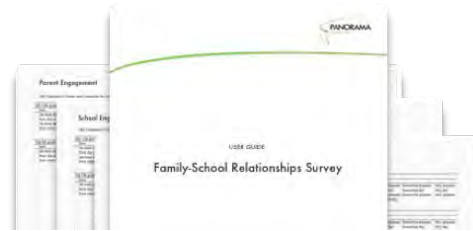
Panorama's Research-Backed Survey Tools



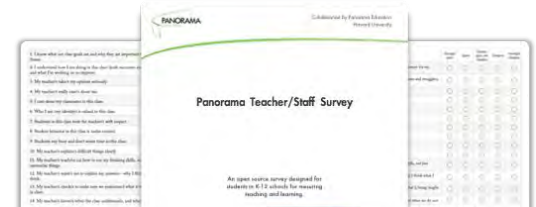
CPS is leveraging Panorama's library of research-backed measures, including surveys designed for students, families, teachers and staff.



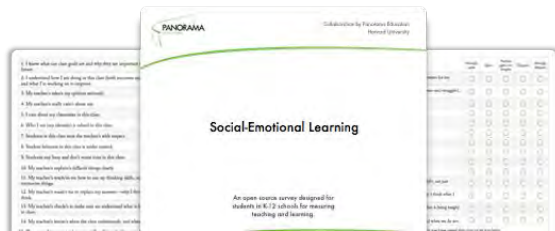
Panorama Student Survey



Family-School Relationships Survey



Panorama Teacher/Staff Survey



Panorama Social-Emotional Learning



HARVARD
UNIVERSITY



Dr. Hunter Gehlbach
Research



Dr. Samuel Moulton
Research

Bringing Panorama Best Practices to Cambridge



Collaborative survey development to ensure

- Stakeholder buy-in
- Alignment with CPS **vision and initiatives**
- **Actionable** information at every level

Leveraging assets to yield high response rates

- **Family Surveys** use all channels for outreach and communication. Schools make CPS technology available to families at school events.
- **Student Surveys** take place during the school day using classroom technology supported by instructions, proctor scripts, and a slide deck to lead students through the process.
- **Educator Surveys** take place during existing meetings, to protect faculty time and communicate the value of the feedback.



Survey Design & Implementation



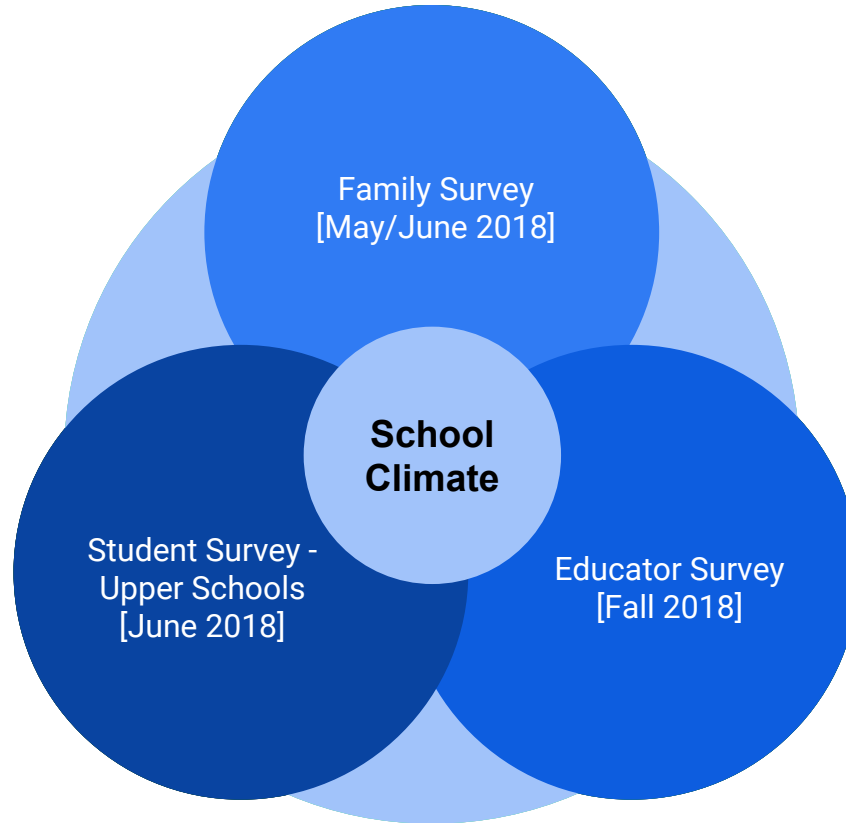
School Climate from Different Angles

**Fostering a Learning
and Improvement
Mindset**

**Time and Access to
Feedback Mechanisms**

**Identifying Gaps to
Promote Equity**

**Welcoming Input to
Shape Priorities**



Survey 1: Family Survey Design

Survey Development Stakeholders:

- District Plan Working Group: Families As Partners
- Family Engagement & Communications
- Title 1 Program
- Nellie Mae Education Foundation: Building Equity Bridges team
- Agenda for Children
- Birth to 3rd Grade Partnership
- Community Engagement Team
- Principals
- Family Liaisons



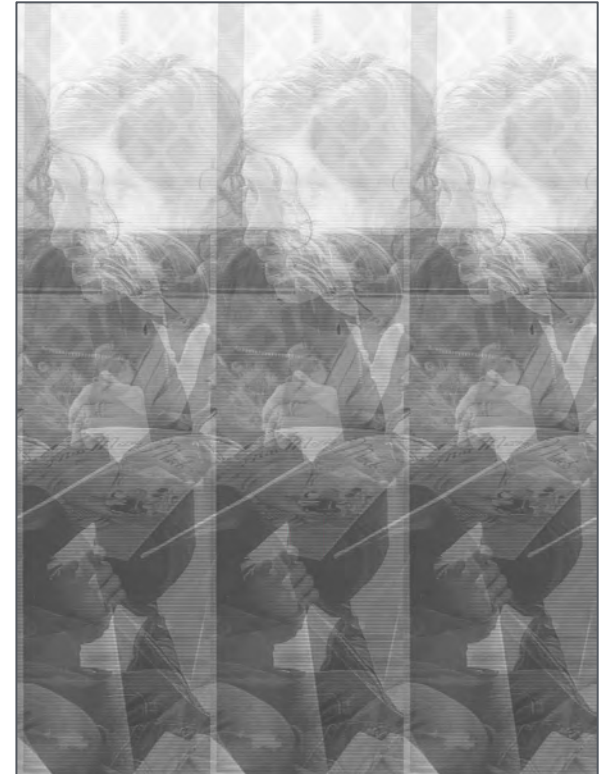
Research-Based Questions

Panorama Survey Constructs

- School Climate
- Barriers to Engagement

District Plan / Custom Questions

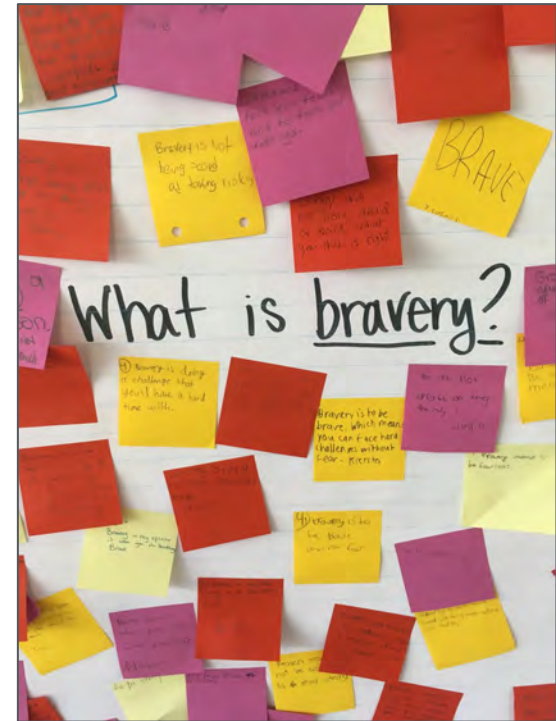
- Families as Partners
- Workshop Interests
- Family Information
 - Race/Ethnicity
 - Home Language
 - Students with Disabilities
 - Free/Reduced Meals Status
 - Out-of-School Participation



Survey 2: Student Survey Design

Survey Development Stakeholders

- Heads of Upper Schools
- District Plan Working Groups: Student Goal-Setting & Social-Emotional Learning
- Welcoming Schools & Bullying Prevention
- Social Emotional Learning
- Health & Wellness
- Nellie Mae Education Foundation: Building Equity Bridges team



Research-Based Questions

Panorama Survey Constructs

- School Climate
- Social Emotional Learning

District Plan / Custom Questions

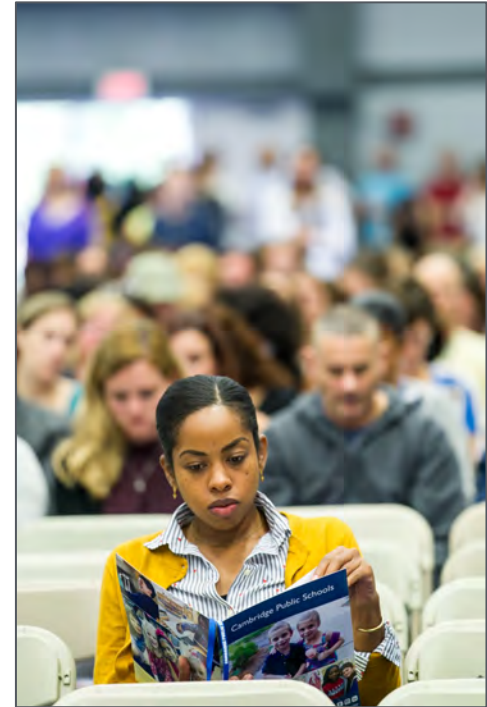
- Out-of-school time participation
- Math interest and perception
- Demographic data will be linked on back end



Survey 3: Educator Survey Design & Planning

Survey Development Stakeholders

- Program Managers for Diversity Development & Educator Development
- District Plan Working Groups: Rigorous, Joyful and Culturally Responsive Learning & Transformative Professional Development
- Nellie Mae Education Foundation: Building Equity Bridges team
- Cambridge Education Association
- Principals



Q&A

A photograph of students in a classroom, all focused on their laptops. The image is overlaid with a semi-transparent blue filter. The students are seated at desks, and their attention is directed towards their screens. The background shows other students and classroom furniture, slightly out of focus.

Moving to Action:
Utilizing Survey Results & Platform Features

Key Considerations for Moving to Action



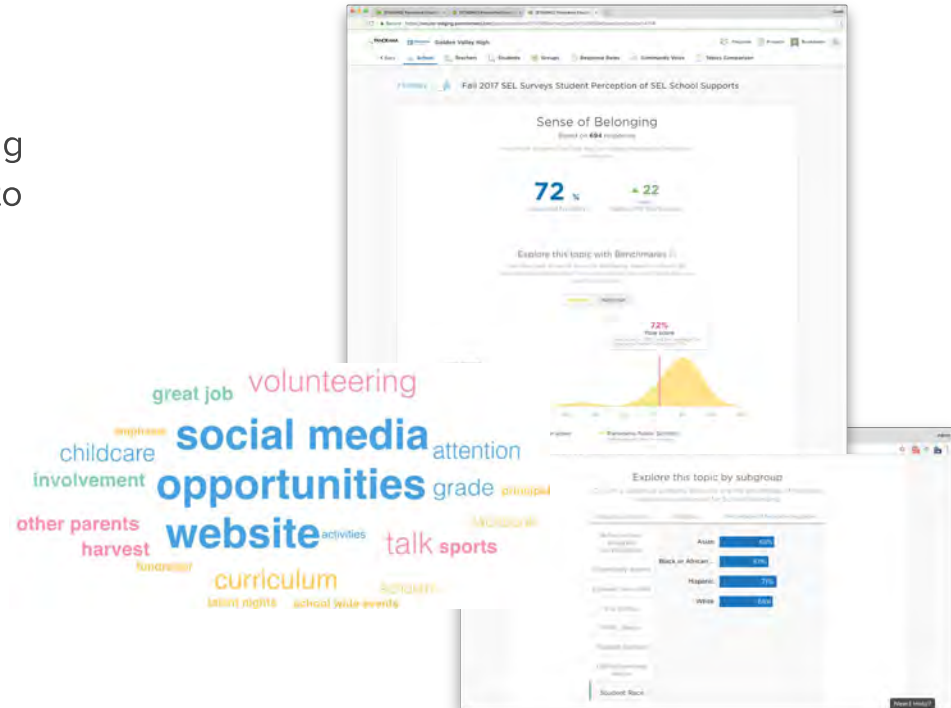
As Panorama works across the country, we help guide district and school leaders through the process of disseminating and acting on data.

- Who are the key stakeholders who can take action with these data?
- What targets should we set at the district level related to these data and how will that trickle down to school level goal setting?
- How do we share results with our community to continue to invest them in this process of improvement and bolster buy-in?
- What resources do we need to drive action?

Analytical Tools

Panorama's robust set of reporting features empower district and school leaders to move from analysis and gleaning insights to targeted, impactful action.

- **Benchmark district and school level results** against Panorama's national dataset - providing the ability to ground your data in comparison to districts like yours
- **Capture high-level themes from open-ended responses** in an interactive word cloud to surface key trends to take actionable next steps
- **Explore disaggregated results by groups** to better tackle questions of equity



A photograph of students in a classroom, viewed through a blue tint. The students are seated at desks, focused on their laptops. The foreground shows a student's hands on a laptop keyboard, while other students are visible in the background, also working on their devices.

Wake County Case Study: *Building Partnerships with All Families*

Family Engagement in Wake County (NC)

- Wake County Public School System (WCPSS) is the largest school system in North Carolina, serving more than 159,000 students across 183 schools.
- The district focuses on building partnerships with families as a lever to improve student achievement and outcomes.
- Community engagement is one of the five core objectives in WCPSS's "Vision 2020" Strategic Plan, and strengthening family engagement is a key strategy under that goal.

USING DATA TO TAKE ACTION

Stough Elementary School

Title I magnet school in Wake County

Area for Celebration: 85% of families responded favorably to the **School Climate** survey topic, which measures perceptions of the school's social and learning climate.

Area for Growth: The majority of families could have responded more favorably to the **Family Engagement** topic, which measures the degree to which families interact with the school.

Action: Stough held a literacy-themed family night that ended up attracting **more than 2x** the average number of families who attend events.

Key Insights from Family Survey Results

- In spring 2017, Stough Elementary collected feedback using Panorama's Family-School Relationships Survey to gain an understanding of families' perceptions of topics like family support, engagement, and school climate.
- The data illuminated Stough's strengths and areas for growth. For instance, 87% of families reported few barriers to engagement and 77% of families responded that they were confident in their ability to support their children's learning at home.
- Latino family responses were 18 percentage points below the overall Family Engagement score—a "gap" that educators are now looking to close.

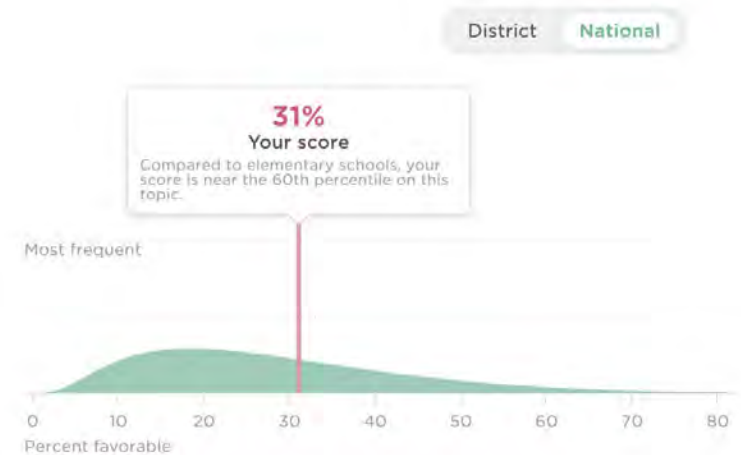


Figure 1: Stough's score on the Family Engagement topic was above the national average when compared to other elementary schools. Even so, the Stough team went to work planning even more ways to engage and interact with families.

Identifying Focusing for Improvement Efforts

- Stough **formed a Family Engagement Committee** to discuss family engagement strategies aligned to the Dual Capacity-Building Framework.
- They **mapped out the five principles of family engagement** and talked about how to ensure that families are aware of those goals because the more aware families are, the more likely they are to support us and participate in the process.
- The committee decided to **host two new family events** this year.



"I got a lot of positive feedback from families at our literacy event. There were a couple of moments when I got the chills because family members talked about how much they love this community. That's good stuff that you can't really duplicate."

Chris Cox

Principal

Stough Elementary School

Q&A

A photograph of a classroom scene, overlaid with a semi-transparent blue filter. In the center, a young boy in a pink shirt is seen from behind, sitting at a desk with his right arm raised high. To his left, a girl with long dark hair in a red and white striped shirt sits at another desk. In the background, a female teacher in a blue top stands near a whiteboard, smiling. Other students are visible at their desks, some looking towards the teacher. The text "Next Steps" is written in a bold, white, sans-serif font, centered over the boy's arm and the middle of the classroom.

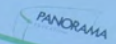
Next Steps

Building Capacity to Use Data to Inform Planning



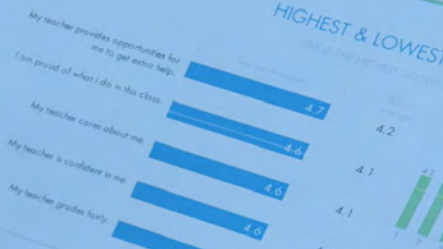
- **June 28th:** Panorama will lead training for administrators, focused on using the Family Survey to guide improvement planning, including:
 - Integrating data into School Improvement Plans
 - Sharing data with school community
 - Using platform to productively explore the data
 - Hearing about national best practices
- **Late August:** Panorama will lead a second training, focused on Student survey results with opportunity to bring this data together with Family survey results
- **Winter 2018-19:** Panorama will lead a third training focused on interpreting and integrating educator survey results into planning efforts
- **Ongoing coaching and support by Panorama**

STUDENT SURVEY | CLASSROOM EXPERIENCE
JOE SMITH
TEACHER



HIGHEST & LOWEST

PER SUBJECT

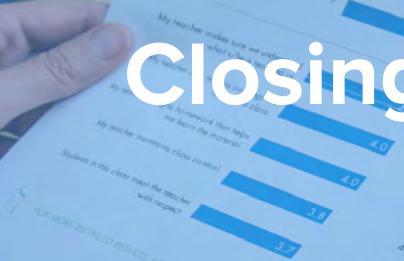


OVERALL AVERAGE SCORE

4.2



Closing Q&A



HOMEWORK TIME PER WEEK (THIS CLASS)

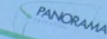


FOR MORE DETAILED RESULTS, LOG IN AT WWW.PANORAMA.ED

AT A GLANCE



STUDENT SURVEY | CLASSROOM EXPERIENCE
JOE SMITH
3RD GRADE, 100% TEACHER REPORTING RATE



HIGHEST & LOWEST
BY PERIOD

OVERALL AVERAGE SCORE
4.2 (100% REPORTING)



By Reported Grade
To protect respondents' grade-level privacy, this chart is a "bracketed" Year Report.



HOMEWORK TIME PER WEEK (THIS CLASS)
4.2 (100% REPORTING)



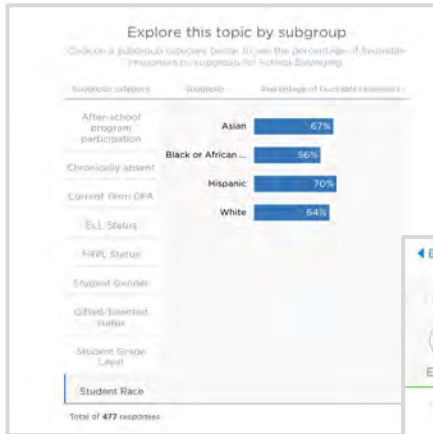
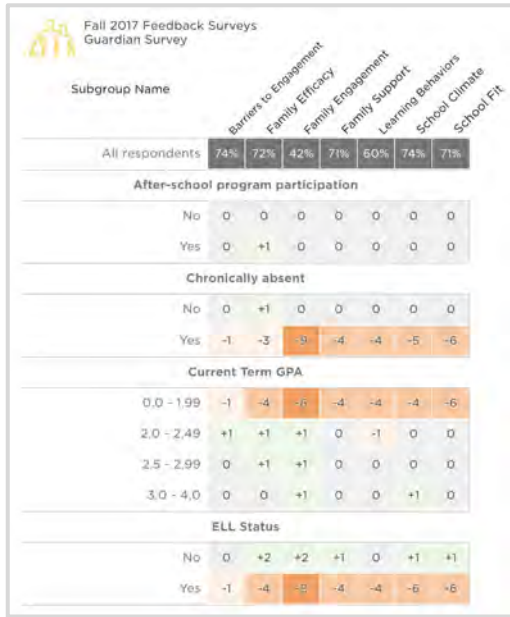
Appendix

FOR MORE DETAILED RESULTS, LOG IN AT WWW.PANORAMA.ED

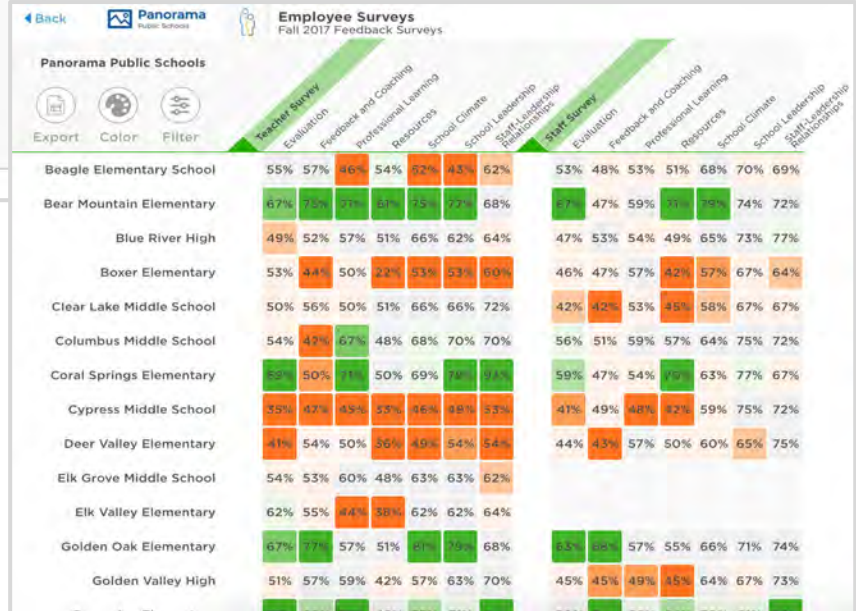
4-A GLANCE



Disaggregating Data



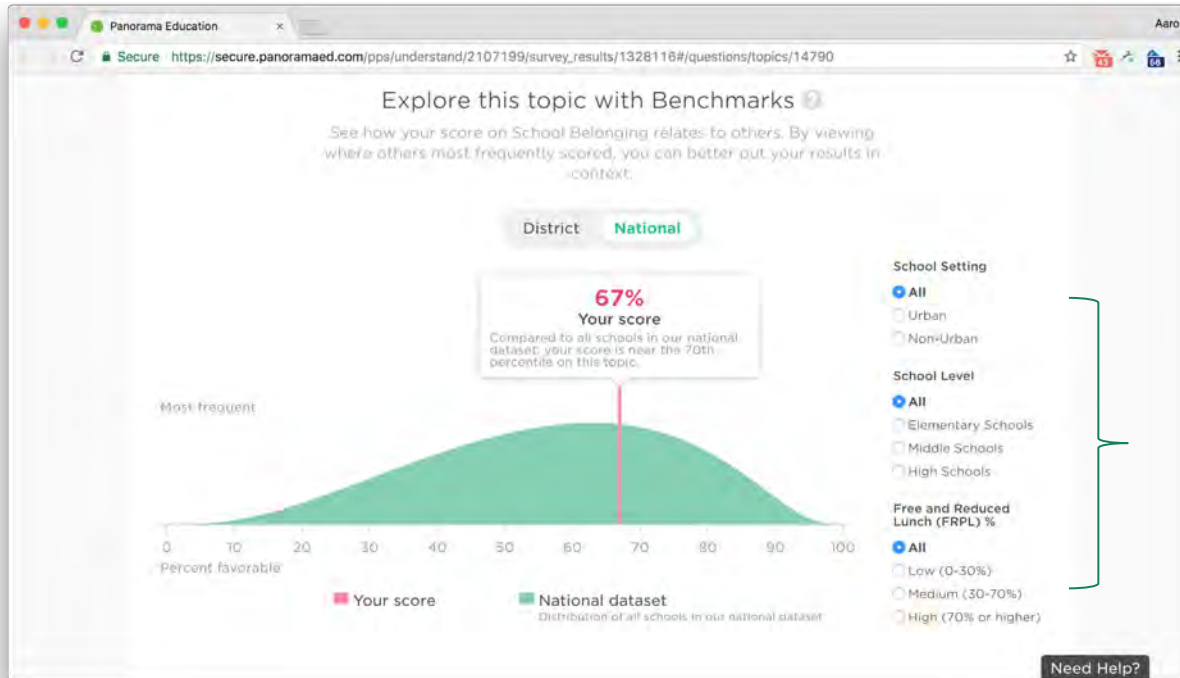
District leaders can use the Leadership View to help draw connections across schools - a powerful tool for identifying and sharing best practices.



Panorama Reports can include breakdown of results based on background questions that identify respondent race/ethnicity, primary home language, education level, etc.

Benchmarking Insights

Panorama Reports enable you to understand how your results fall in comparison to national benchmarks



Explore Classroom Strategies Using Playbook



Panorama is building a national network of stakeholders across the education space, creating an interactive tool for educators to share and collect ideas - Playbook!

- Hundreds of classroom strategies written by Open Circle, Character Lab, Teaching Tolerance, Second Step, and successful teachers in Panorama's community
- Topics include Growth Mindset, Student Engagement, Teacher-Student Relationships, School Climate, and more
- Includes relevant articles and academic papers that connect the research behind your survey topics

A screenshot of the Panorama Playbook website. The page is titled "Growth Mindset" and features a dark header with the text "The Panorama Student Survey and Panorama's SEL Measures ask students to answer questions about the extent to which they believe they have the potential to change the factors that are central to their performance in the classroom and school. Research indicates that students who self-report higher levels of growth mindset tend to do better academically and a greater sense of confidence when confronting new challenges." Below this, there are "Questions on the Panorama Student Survey and Panorama's SEL Measures related to Growth Mindset include:" followed by two bullet points: "In school, how possible is it for you to change...behaving well in class?" and "In school, how possible is it for you to change...being talented?". A "Read More" button is visible. Below the article is a section titled "Let Students Correct Their Tests" by James Schafer, with a 5-star rating and a "Read More" button. To the right, there is a smaller card titled "Engage Students with Team Points" by Amanda Mitchell, also with a 5-star rating. The website navigation includes "Projects", "Results", and "Playbook" tabs, along with a search bar and user profile options.



Previous Measures of School Climate



There was no district-wide measure of School Climate that could be used for planning and improvement.

- An inventory from the National School Climate Center was used to a limited extent by CRLS between SY08-09 to SY16-17 and by the Upper Schools between SY11-12 to SY15-16. *
- The [TELL Mass](#) statewide survey measured staff perceptions of climate, but 2014 was the last year it was administered.
- [MCAS Student Questionnaire](#) surveys grades 5, 8 and 10 - with focus areas set by the state.

The new School Climate surveys will ensure data collection that is consistent, comprehensive, inclusive, and connected to district priorities.

DRAFT Reporting & Target-Setting Timeline

