Using Data Wisely: Making CT Climate Data Actionable

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Introductions

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Agenda

- Review some available school climate / workplace well-being measures
- Case examples
- Practices for using data to make informed and collaborative decisions & tips for repeated measurement
- Q&A

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School and Workplace Climate Measures

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Comprehensive School Climate Inventory (CSCI)

- **Created by the National School Climate Center**
- Surveys for students (grades 3-12), staff, and families

SAFETY	TEACHING & LEARNING	INTERPERSONAL RELATIONSHIPS	INSTITUTIONAL ENVIRONMENT	LEADERSHIP & EFFICACY
Rules and Norms	Support for Academic Learning	Respect for Diversity	School Connectedness	Administration and Leadership
Sense of Physical Security	Social Emotional Learning	Teacher-Student Relationships	Physical Surroundings	Collective Efficacy
Sense of Social Emotional Security		Peer Relationships	Social Inclusion	
Online Safety				

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The ED School Climate Survey (EDSCLS)

- **Developed by National Center for Education Statistics (NCES)**
- Student Questionnaire
  - English and Spanish
  - Grades 5-12
- Instructional Staff Questionnaire
- Non-instructional Staff & Principal Questionnaire

Domain: Engagement	Domain: Safety	Domain: Environment
Topics	Topics	Topics
Cultural and linguistic competence	Emotional Safety	Physical environment
Relationships	Physical Safety	Instructional environment
School participation	Bullying/ Cyberbullying	Physical health
	Substance Abuse	Mental health
	Emergency readiness/ management	Discipline

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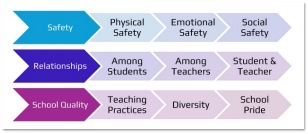
Educator Well-Being and School Climate Walkthrough

- **Developed at The Yale Center for Emotional Intelligence**
- Surveys for instructional staff, non-instructional staff, and students (grades 6-12)



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Two Case Studies

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Closing Demographic Disparities in School Experience for 8th Graders

Student Demographic Comparison Groups	School Climate Domain (1-5 scale)	Gap in Dec 2023	Gap in June 2024
Black/African American x Hispanic/Latino	Social Safety	-.24*	-.11
	Student Relationships	-.22*	+.16
	School Pride	-.27*	+.09
Black/African American x White/Caucasian	Social Safety	-.37*	-.21
	Student Relationships	-.36*	+.05
	School Pride	-.34*	-.03

*p< .05

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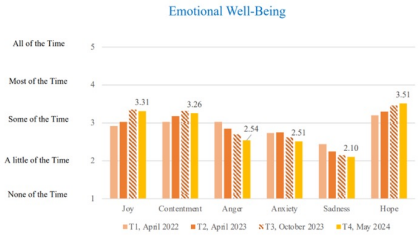
Steady Progress in Educator Well-Being Over Two Years



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Transforming Data Into Action

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Data Transparency

- Make plans to share reports back with staff, students, (and families)
- Suggested steps:
  - Review results as a leadership team; generate questions
  - Bring data and your questions to the respondents
  - Structure discussion with noticing both "glows" and "grows"
- Share data in a timely manner to maintain relevancy
- This is a change to model your emotion regulation skills!

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Data Literacy

- **Start with context**
  - Where the survey came from; why was it selected (e.g., validity)
  - Walk people through any important contextual factors
    - Participation rate & representation
    - Time of year
    - Any issues with survey administration
- **Results overview**
  - How results are calculated and visualized
  - Scales and subscale definitions, sample items

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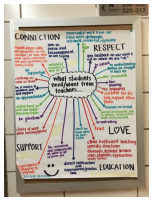
Triangulating Data

- **What other data sources do you have?**
  - Quantitative (other surveys, metrics)
  - Qualitative (anecdotes, talking with staff, your own perceptions)
- **Questions to ask**
  - How do these results match up with what you knew?
  - What is surprising or different from other data you have?
  - What is additive?



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Picking a Target

- **Select something to work on improving**
  - You can pick an area for growth or a strength that you want to enhance
  - Ideally, this priority is selected in discussion with stakeholders
  - You might start with something small and achievement to get a "win"
- Align with a theme for the year (empathy, connection, belonging)
- Share your personal goal and behavior change plan

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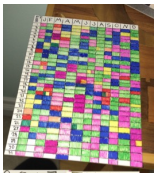
Measurement Tips

- **Aim for full engagement**
  - Give staff and students time during a meeting to complete surveys
  - Reach out to families with multiple strategies
  - Explain the "why" and what you plan to do with the results
- **With repeated measurement, compare apples to apples**
  - Try to administer your survey at the same time each year
  - Compare fall to fall, and spring to spring
- **Look for patterns**
  - Who completed the survey? Who is missing?
  - Are there differences by demographic group?
  - Look for meaningful changes



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Questions?

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