Data Driven Approach to Positive School Climate

November 2017

New York State
Education Department

New York State
Center for School Safety
Providing support to schools, families, and communities

New York State Center for School Safety.

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Albany, NY
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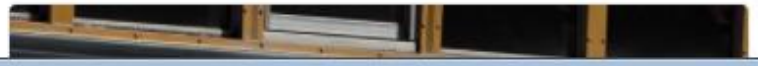
Schools Chancellor Carmen Fariña lays out new anti-bullying plans

Schools Chancellor Carmen Fariña lays out new anti-bullying plans
A "bullying complaint portal" will be one of several strategies to help students facing harassment or discrimination at school, Fariña said.
nydailynews.com

NYSCFSS @NYSCFSS · 2h
Staunton Public Schools changes what it means to get suspended



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#WednesdayWisdom
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Andrew Cuomo
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#crainsevents
@CrainsNewYork is Tweeting about this

Brett Ratner
7,516 Tweets

Technical Challenges

"The most common cause of failure in leadership is produced by treating *adaptive challenges* as if they were *technical problems*,"

says Ron Heifetz in his book *The Practice of Adaptive Leadership*

Technical: Can be fixed, corrected, or controlled with solutions that have been successful in the past.

(Ronald A. Heifetz & Donald L. Laurie, "The Work of Leadership," Harvard Business Review, January-February 1997; and Ronald A. Heifetz & Marty Linsky, Leadership on the Line, Harvard Business School Press, 2002)

Adaptive Challenges

Adaptive changes are that "something much bigger", addressing fundamental values and that demand innovation, learning, and changes to the system itself.

In other words, adaptive changes dare to mess with the DNA of the system or organization and upset the status quo.

Adaptive:

Mindset of learning and expectation of taking time

(Ronald A. Heifetz & Donald L. Laurie, "The Work of Leadership," Harvard Business Review, January-February 1997; and Ronald A. Heifetz & Marty Linsky, Leadership on the Line, Harvard Business School Press, 2002)

Improving School Climate

Technical Challenges	Adaptive Challenges
• Can usually be fixed, corrected, or controlled with solutions that have worked for similar problems • Bring order and predictability	• Changing hearts and minds • Involve people's needs and interactions • Require new and different ideas • Require ongoing attention and analysis • Cannot solve adaptive problems with technical approach

Climate and Culture

https://www.youtube.com/watch?v=4IwZubnyr_c

What is School Climate?

School climate is –

"the way school culture affects a child's sense of safety and acceptance, and consequently is a critical determinant of their ability to focus on the task of learning"

Dessal, A. (2010). Prejudice in schools: Promotion of an inclusive culture and climate. Education and Urban Society, 42(4), 407-429

A Positive School Climate

Increases

- Attendance
- Achievement
- Retention
- Graduation Rates
- Motivation to Learn
- Psychological well-being

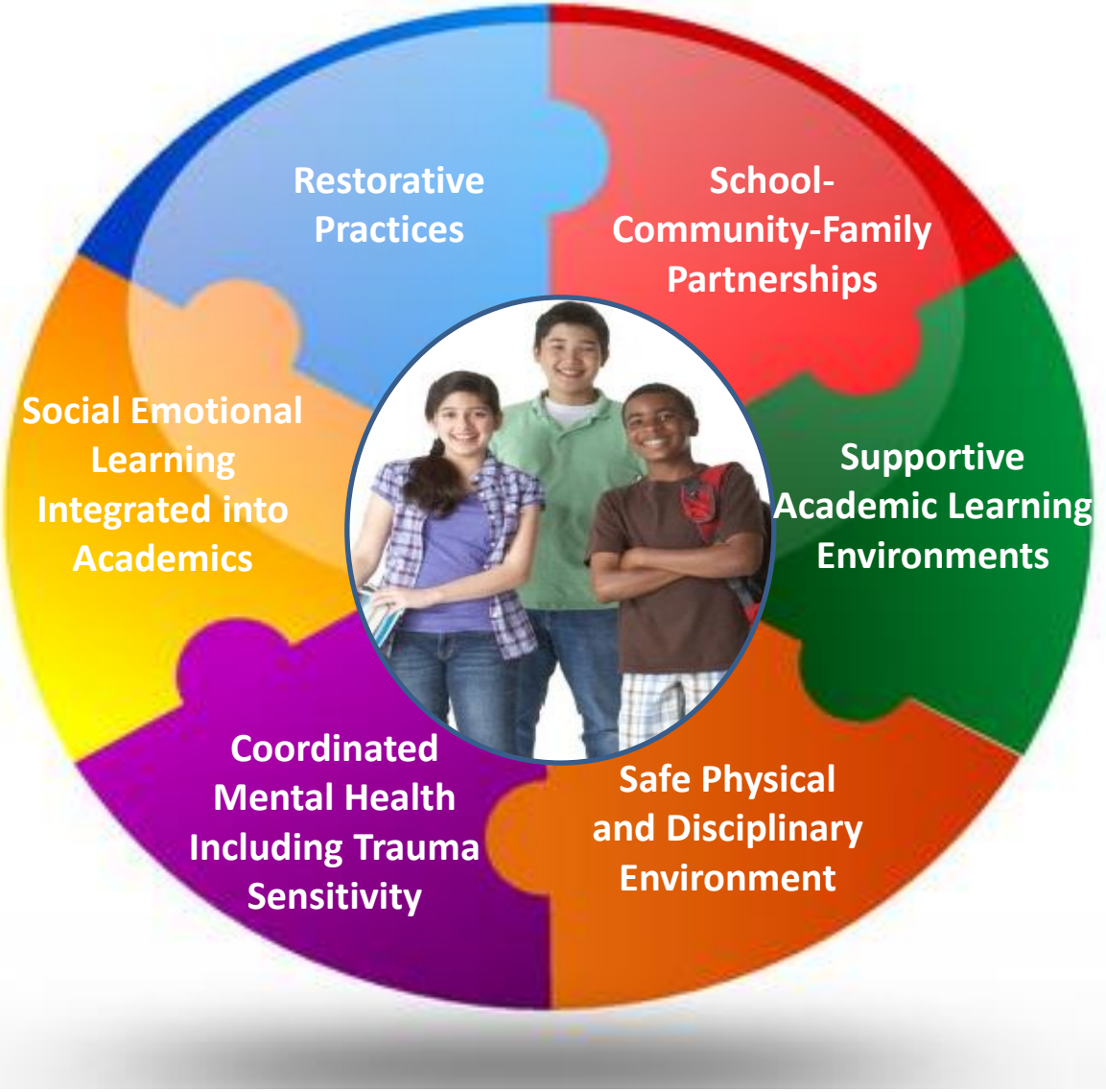
- Teacher Retention

Decreases

- Absenteeism
- Suspensions
- Substance Abuse
- Bullying
- Negative effects of self-criticism and socioeconomic status on academic success

- Teacher Burnout

School Climate



Presented by Assistant Commissioner Renee Rider at the June 12, 2017 Board of Regents meeting, Slide 40

Universal Approaches to Promote a Positive School Climate

- Character Education
- Positive Behavioral Interventions and Support (PBIS)
- Positive Youth Development (PYD)
- Restorative Practices
- School-Based Mental Health Services
- School Development Program (SDP)
- Social and Emotional Learning (SEL)
- Trauma-Informed Approach

Presented by Assistant Commissioner Renee Rider at the June 12, 2017 Board of Regents meeting, Slide 21

"Great leaders don't set out to be a leader…They set out to make a difference.

It is never about the *role* –

Always about the *goal*."

Author unknown

"Without data you're just another person with an opinion."

W. Edwards Deming,
Data Scientist

Sources of Data

- Direct Observation
- Self-report from students who are bullied
- Reporting from students who witness or know of bullying
- Reporting from parents/guardians on behalf of students
- Surveys and Questionnaires

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NYC School Survey

Survey Overview

Every year, all parents, teachers, and students in grades 6-12 take the NYC School Survey. The survey helps school leaders understand what key members of the school community say about the learning environment at each school. The 2016-2017 version of the NYC School Survey is aligned to the DOE's Framework for Great Schools and collects important information about a school's ability to improve student achievement and can support a dialogue among all members of the school community about how to make the school a better place to learn. For questions about the NYC School Survey, contact your school or program.

2017 NYC School Survey Results

The 2017 NYC School Survey results are now available at tools.nycenet.edu/guide/.

The 2017 NYC School Survey results are a part of the 2016-17 School Quality Guide, which also includes the latest Quality Review Reports and the 2016-17 Framework ratings. This online report format replaces the NYC School Survey PDFs that were used to report survey results in prior years.

For the second year in a row, survey participation exceeded one million respondents with 1,013,131 New York City parents, students, and teachers completing the 2017 NYC School Survey. Feedback gathered by the survey is aggregated at the citywide level and also summarized and reported for each individual school.

- View the 2017 citywide analysis of survey results. (PDF)
- Download the 2017 parent, teacher, and student survey data for all New York City public schools. (Excel)
- View the 2017 NYC School Survey Data Protocol. (PDF)
- View the 2017 NYC School Survey Support Structure. (PDF)
- View the Framework & School Survey Scoring 2016-17 Technical Guide. (PDF)
- View the NYC School Survey Frequently Asked Questions. (PDF)

The survey is aligned to solicit feedback across the six elements of the Framework for Great Schools

- Based on robust research, the six elements of the Framework for Great Schools identify the areas that must improve to increase student achievement.
- By focusing attention and resources on what it takes for schools to function well, the Framework identifies the underlying strengths and weaknesses of a school and shows community members concrete ways to improve student achievement.
- The survey is aligned to the Framework for Great Schools. This year, the survey was further refined to ensure it is soliciting actionable feedback on each school's capacity as defined by the elements.

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Source: http://schools.nyc.gov/NR/rdonlyres/53642445-2C99-4AC5-A0F9-E34ACFC25B88/0/2017CitywideAnalysisofSurveyResults.pdf

Examples of Framework Aligned Survey Questions

Element	Survey Item
Rigorous Instruction	> I learn a lot from feedback on my work. (S)
Supportive Environment	> My teachers support me when I am upset. (S)
Collaborative Teachers	> The principal/school leader, teachers, and staff collaborate to make this school run effectively. (T)
Effective School Leadership	> The principal at this school sets high standards for student learning. (T)
Strong Family-Community Ties	> Teachers work closely with me to meet my child's needs. (P)
Trust	> Staff at this school work hard to build trusting relationships with parents/guardians like me. (P)

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(T) = teachers, (P) = parents, (S) = students

Source: http://schools.nyc.gov/NR/rdonlyres/53642445-2C99-4AC5-A0F9-E34ACFC25B88/0/2017CitywideAnalysisofSurveyResults.pdf

Using a Data Protocol

NYC School Survey Data Protocol

ORID: Focused Conversation Data Analysis

Data Interpretation Guide

3 Questions for Changing School Climate

With your elbow partner and a second elbow partner group please discuss the question:

1. **What are you *already doing* to create a positive school climate?**

3 Questions for Changing School Climate

With your elbow partner and a second elbow partner group please discuss the question:

2. What is *one additional thing* you could do to enhance school climate?

3 Questions for Changing School Climate

With your elbow partner and a second elbow partner group please discuss the question:

3. **What can you do to *address your greatest challenge* related to school climate?**

Reframe

School Climate

Problem

Broken

Criticism

Fix it or else

School Climate

- **Problem as an *opportunity to improve our school***
- **Build on accomplishments**
- **Set a positive goal**
- **Continuous improvement**

Contact Information

NYSED Student Support Services
518-486-6090
http://www.p12.nysed.gov/sss/

Questions SSEC@nysed.gov

New York State Center for School Safety
844-509-7161
www.nyscfss.org

@NYSCFSS