



IDOE Your Voice Matters Survey

Data Inquiry and Action Planning Session

September 2018



IDOE “Your Voice Matters” Program Goals

- **Support ESSA Plan Goals:** Support the goals outlined within the ESSA plan regarding data about teachers.
- **Provide Data for Districts:** Provide data that informs district professional development and improvement efforts.
- **Enable Representative Voice:** Enable teachers from across the state to provide input on their experiences.
- **Improve Teacher Retention:** Use survey data to strengthen efforts to retain teachers in the profession within Indiana.

About Panorama

Panorama serves 7+ million students, 500+ districts

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- Team of 120 based in Boston
- **Researchers** developing valid and reliable educational survey instruments used by school systems across the country
- **Engineers** building interactive technology to make data actionable
- **Facilitators** supporting leaders to understand and act on data



Session Objectives

District and school leaders will be able to:

- ✓ Access “Your Voice Matters” survey data
- ✓ Identify key insights from the survey utilizing the full range of reporting functionality within Panorama
- ✓ Engage in data inquiry to reflect on outcomes in their district and/or school
- ✓ Set priorities and plan for meaningful improvement
- ✓ Plan next steps for supporting schools and/or their district teams to make data-driven decisions based on results

Teacher Survey Program

26,438
teachers

284
districts

1039
schools

44% of Teachers shared feedback about their experiences in their schools

28 districts had 100% participation

144 districts had >50% participation



Teachers

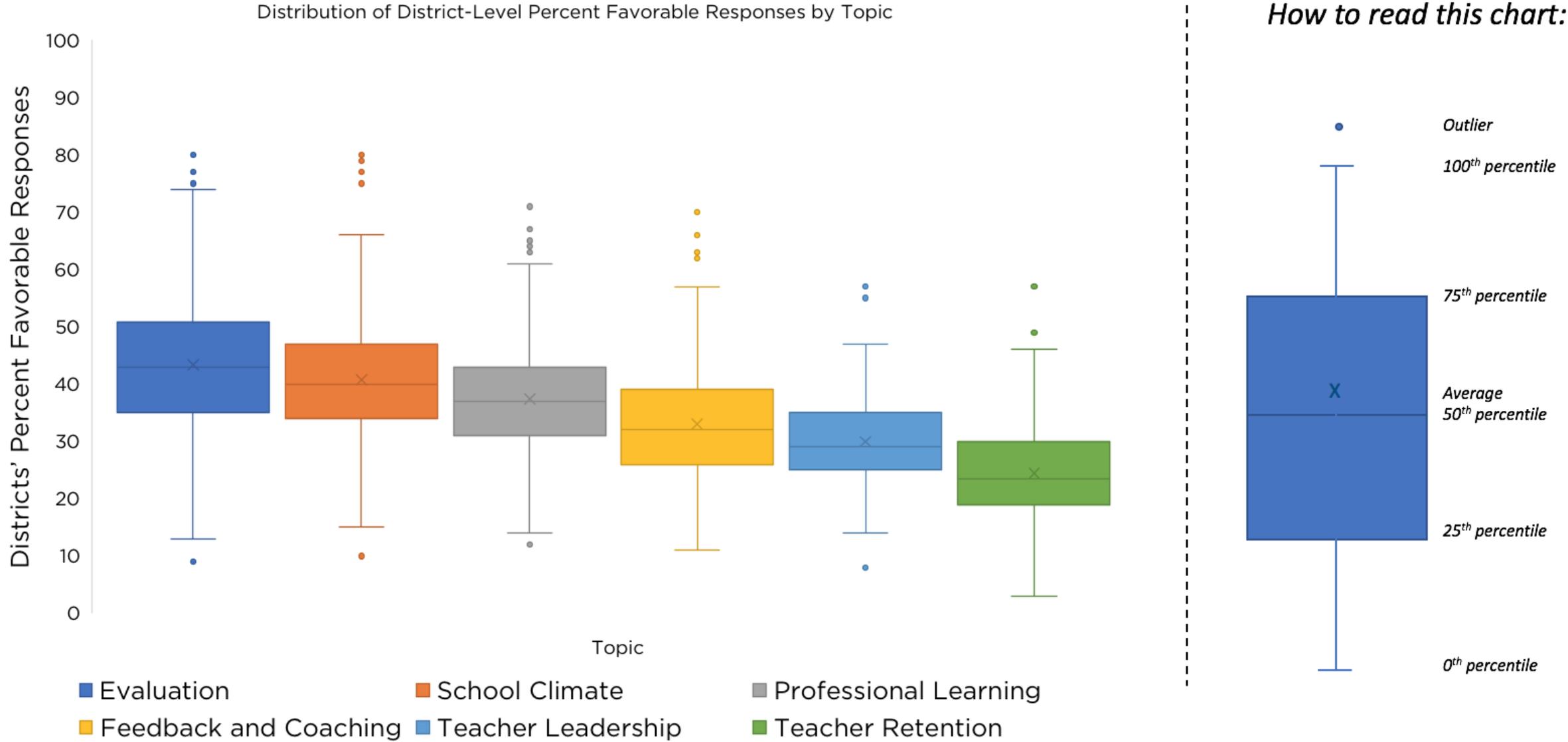


Teachers completed
their surveys online



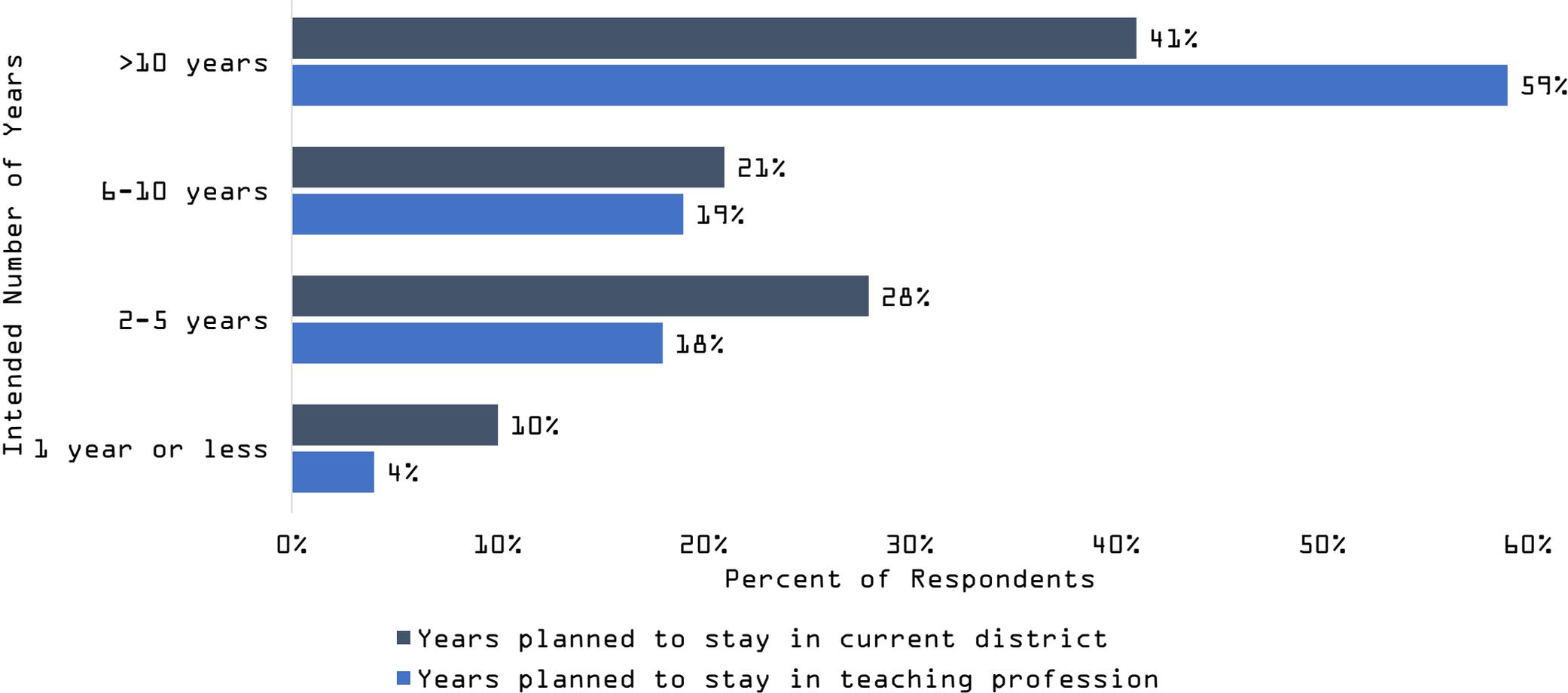
Teachers completed
surveys between
May 14th and June 14th

The distribution of favorable responses varies by topic across districts.



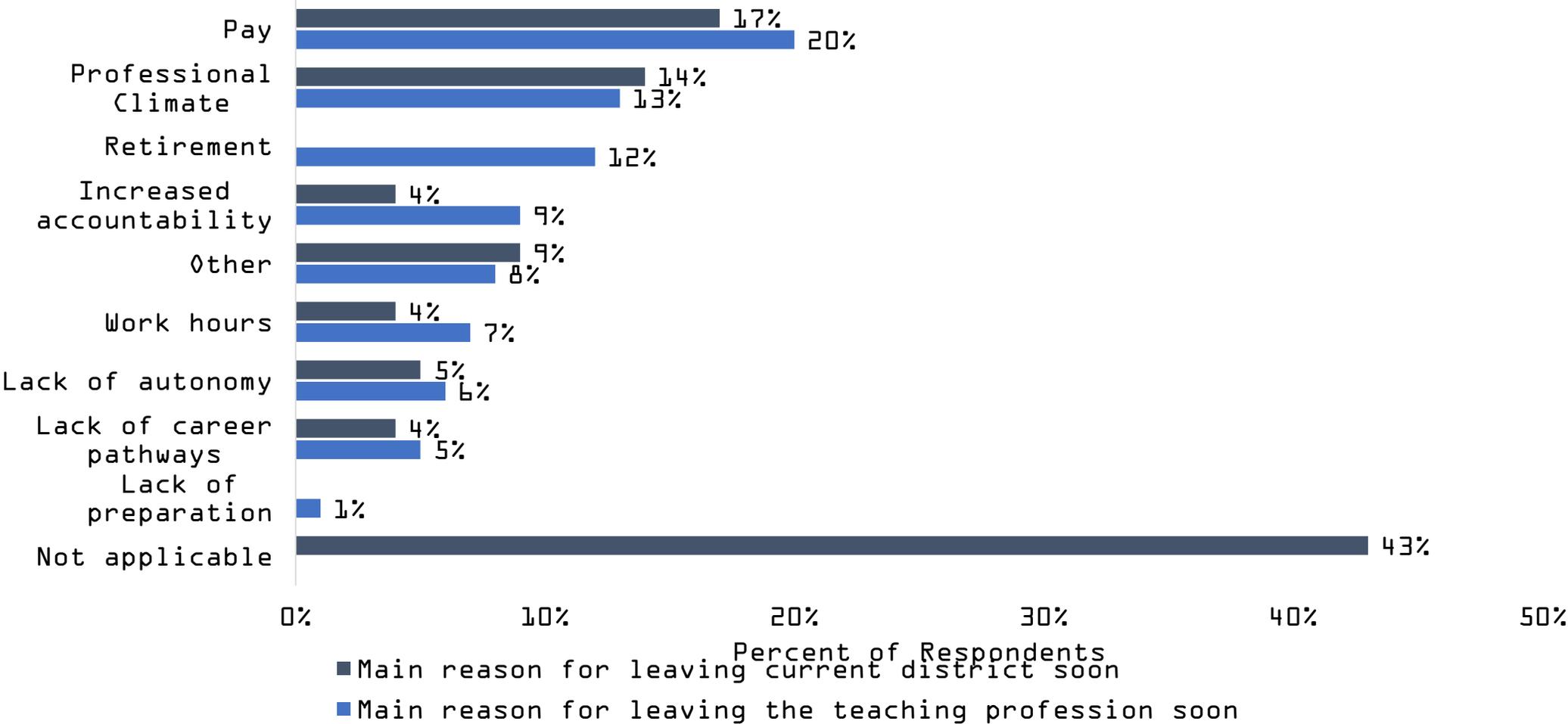
Most teachers plan to stay both in their district and in the teaching profession for more than 10 years.

Years Planned to Stay in Current District or Teaching Profession



For teachers who consider leaving their district or the teaching profession soon, pay and professional climate are the main factors.

Main Reasons for Leaving District or Teaching Profession Soon

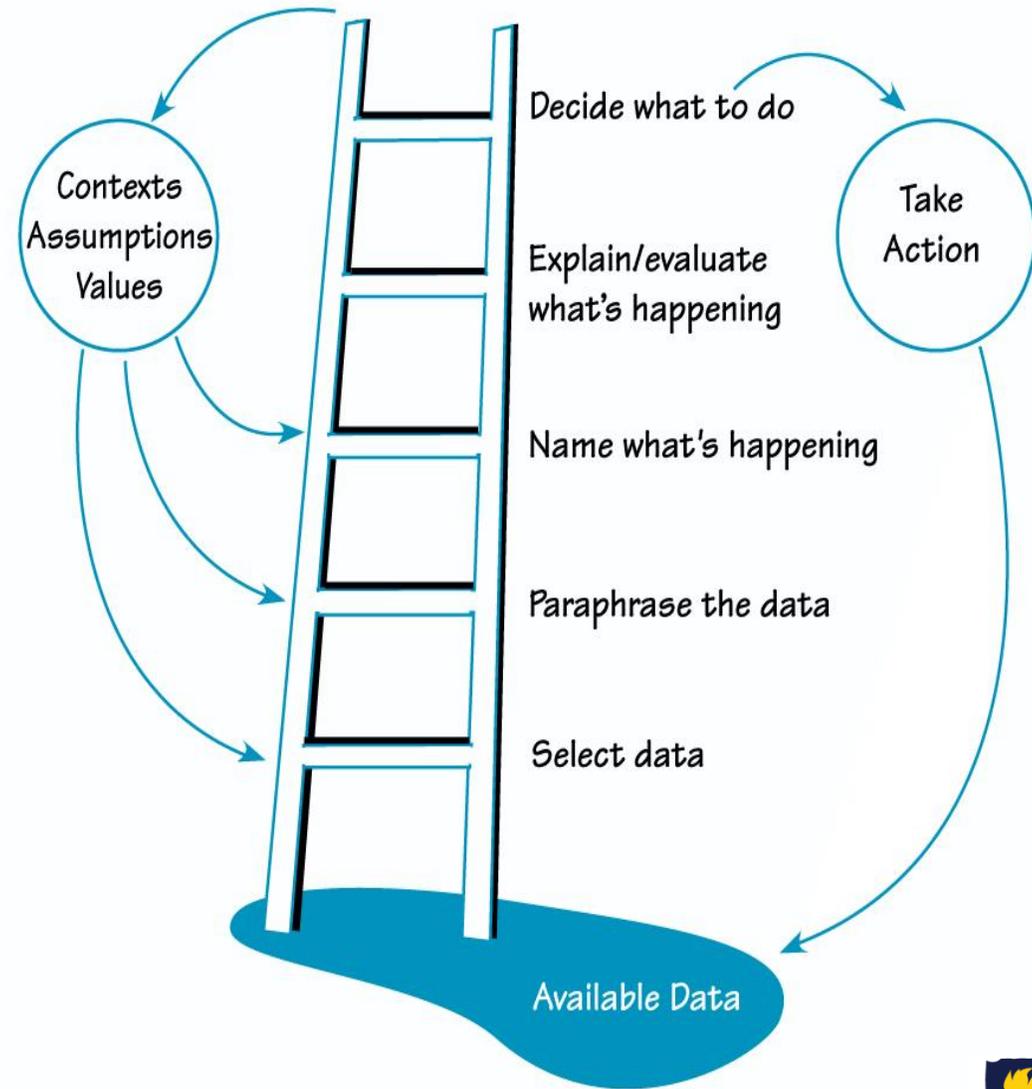
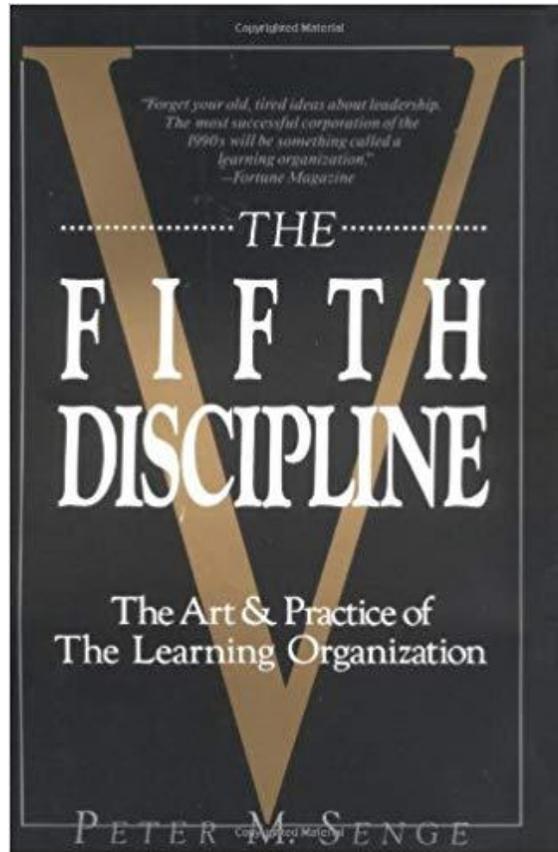


Session Agenda



Time	Activity
15 minutes	Introductions
30 minutes	Preparing for Data Analysis
30 minutes	Data Insights Scavenger Hunt
10 minutes	Prioritizing One Key Focus Area
20 minutes	Peer Coaching Protocol
45 minutes	Action Planning
15 minutes	Session Closure

Ladder of Inference



As you look through data...

- ✓ What are alternative explanations for why _____ is happening?
- ✓ What is the chain of reasoning that might have caused _____ to _____?
- ✓ What are 3 questions I can generate to learn more before taking action?

As you discuss data with others...

Sounds Like...



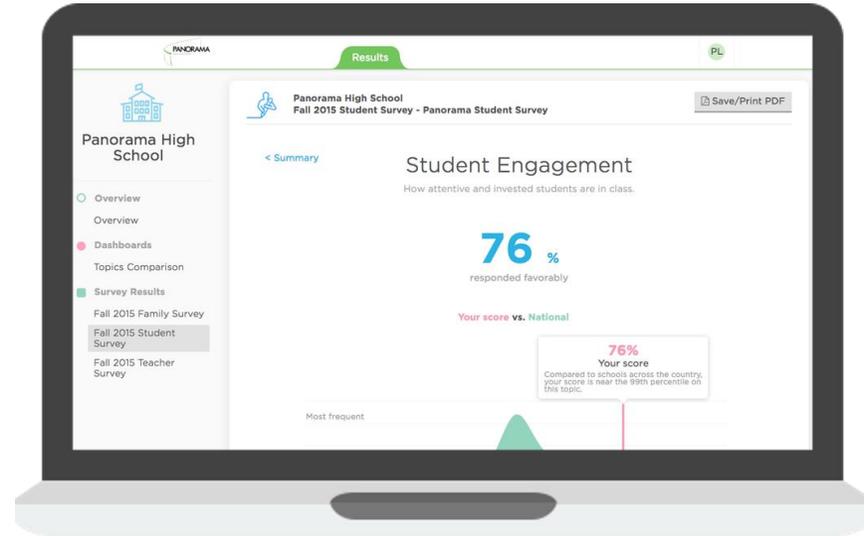
- I notice...
- I wonder...
- Tell me more about that!
- It's possible that _____, and also possible that _____.

Be Mindful Of...



- _____ always...
- _____ never...
- [Evidence] must be false because...

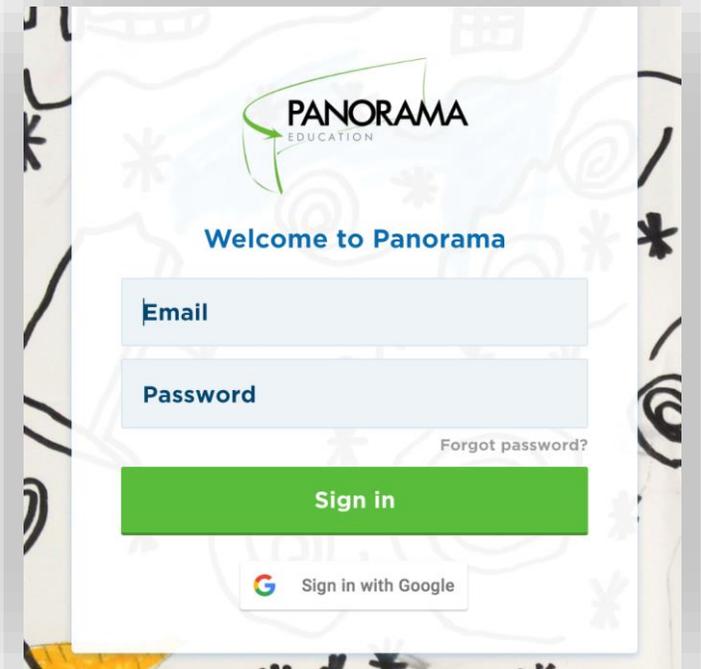
How can I understand overall results for IDOE?



Access IDOE Your Voice Matters Survey Results

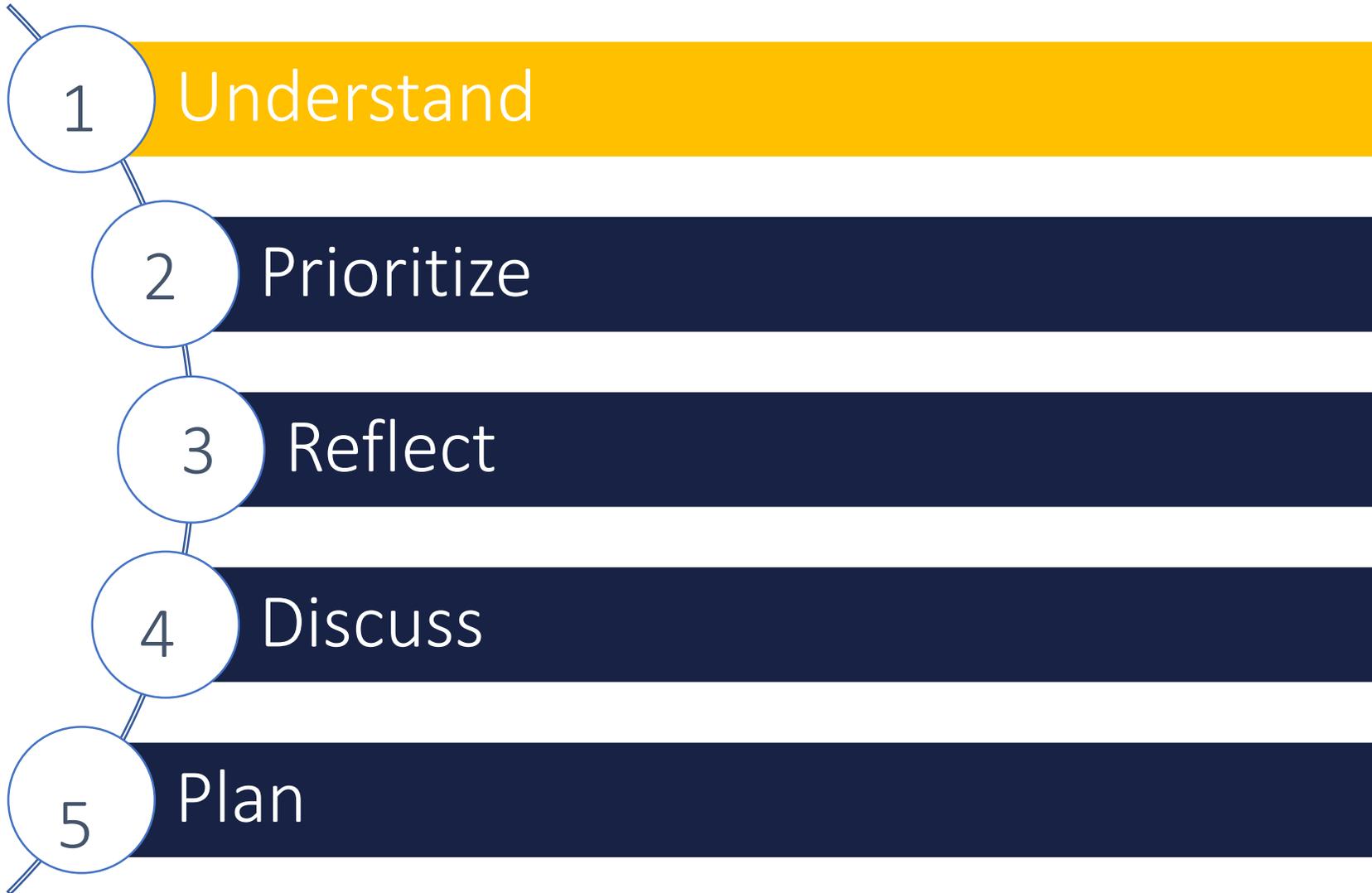
1. If you have already created a Panorama account, visit *secure.panoramaed.com* and log in.
2. If you have not created one, search your email inbox for an email from Panorama Education.
3. Click the link in your email to create your Panorama password. (Click **forgot password** if you don't remember).

Need support? Let your facilitators know!



secure.panoramaed.com





Survey Scavenger Hunt

1. Continue on to the next section of your planner on Page 2.
2. You will have 20 minutes to note and bookmark key data points throughout reports.

If you finish early, feel free to Bookmark additional elements for further study.

 **Survey Scavenger Hunt: Your District or School's Results**

Instructions: Enter into the survey report for your district and/or school. Then, note data points that satisfy the following criteria.

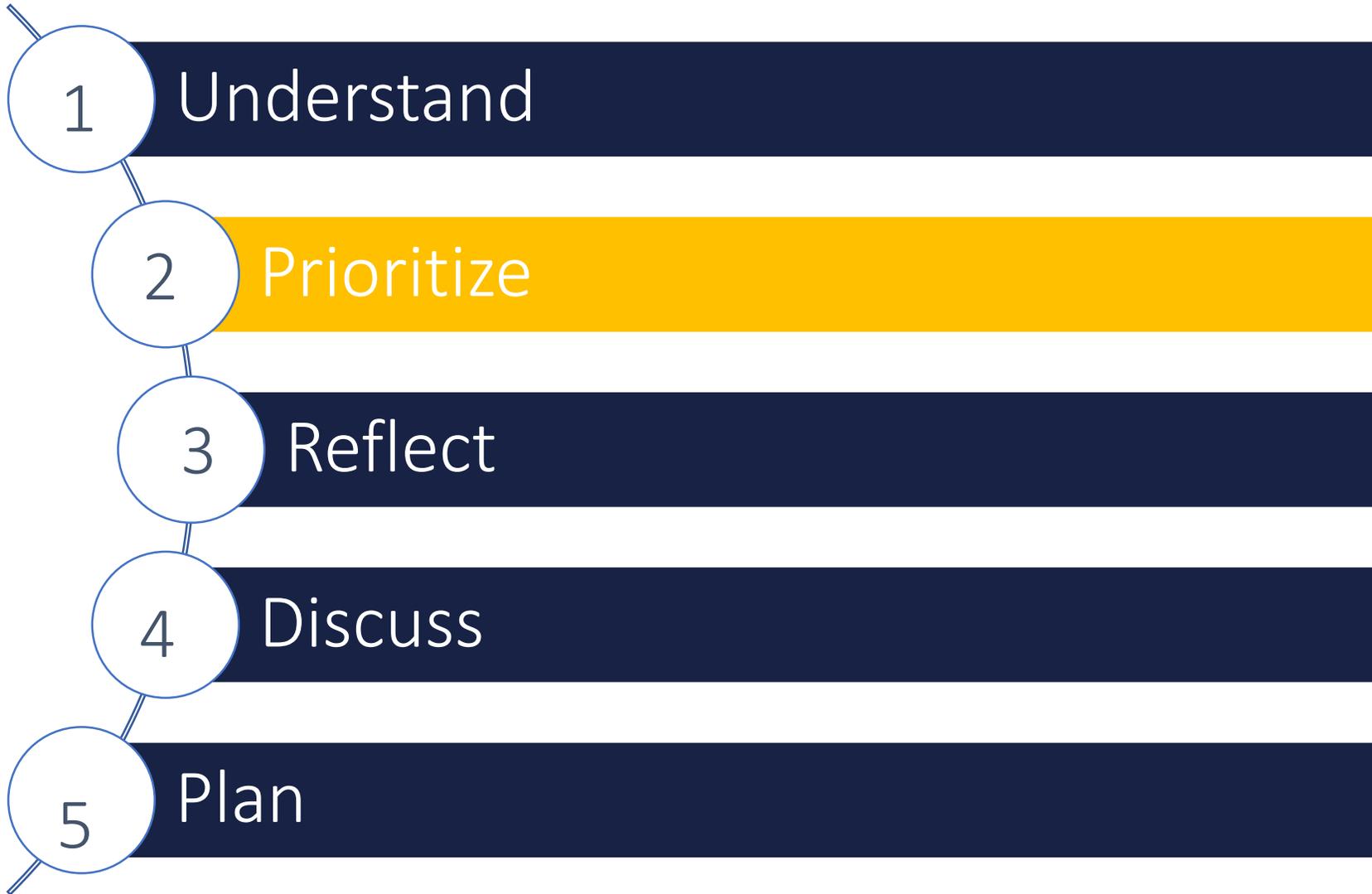
	Clues	Data
1	The total number of teacher responses received for your district and/or school	
2	The percentage of participating teachers in their first 5 years in the profession at your district and/or school	
3	The highest topic outcome in terms of percent favorability	
4	The precise percentile rank for your district and/or school relative to the national norms for Feedback and Coaching <i>BONUS: Bookmark this data point!</i>	
5	One topic for which teacher perceptions vary notably based on teacher preparation program <i>BONUS: Bookmark this data point!</i>	
6	One topic for which teacher perceptions vary notably based on years of experience <i>BONUS: Bookmark this data point!</i>	
7	One example of an item [question] for which responses are notably lower than other questions in the same topic <i>BONUS: Bookmark this data point!</i>	
8	One example of an item [question] for which responses are notably higher than other questions in the same topic <i>BONUS: Bookmark this data point!</i>	
9	One example of a question for which there are a heavy concentration of responses in the neutral (middle) answer choice <i>BONUS: Bookmark this data point!</i>	
10	One example of a question for which there are a more polarized range of perceptions <i>BONUS: Bookmark this data point!</i>	

Where are you on the ladder right now?

Think back to the Ladder of Inference. As you practiced navigating data, did you climb? How?







Prioritize

1. Continue on to the next section of your planner on Page 3.
2. Considering the criteria outlined on your handout, decide on one area of focus for your district or school.

Page 3

Prioritize One Topic Area
Considering the criteria below, and bringing your school or district's unique context, strengths, and priorities to bear, select one topic to focus on for action-planning today.

Consider:

Key Topics We Reviewed: <ul style="list-style-type: none">• Evaluation• School Climate• Professional Learning• Feedback and Coaching• Teacher Leadership• Teacher Retention	Keep in Mind: <ul style="list-style-type: none">• Comparison data• Community context• Timing• Resources• Connection to observation and anecdotal information
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Focus: _____

Preparation for Peer Coaching Protocol

Defined Focus: _____

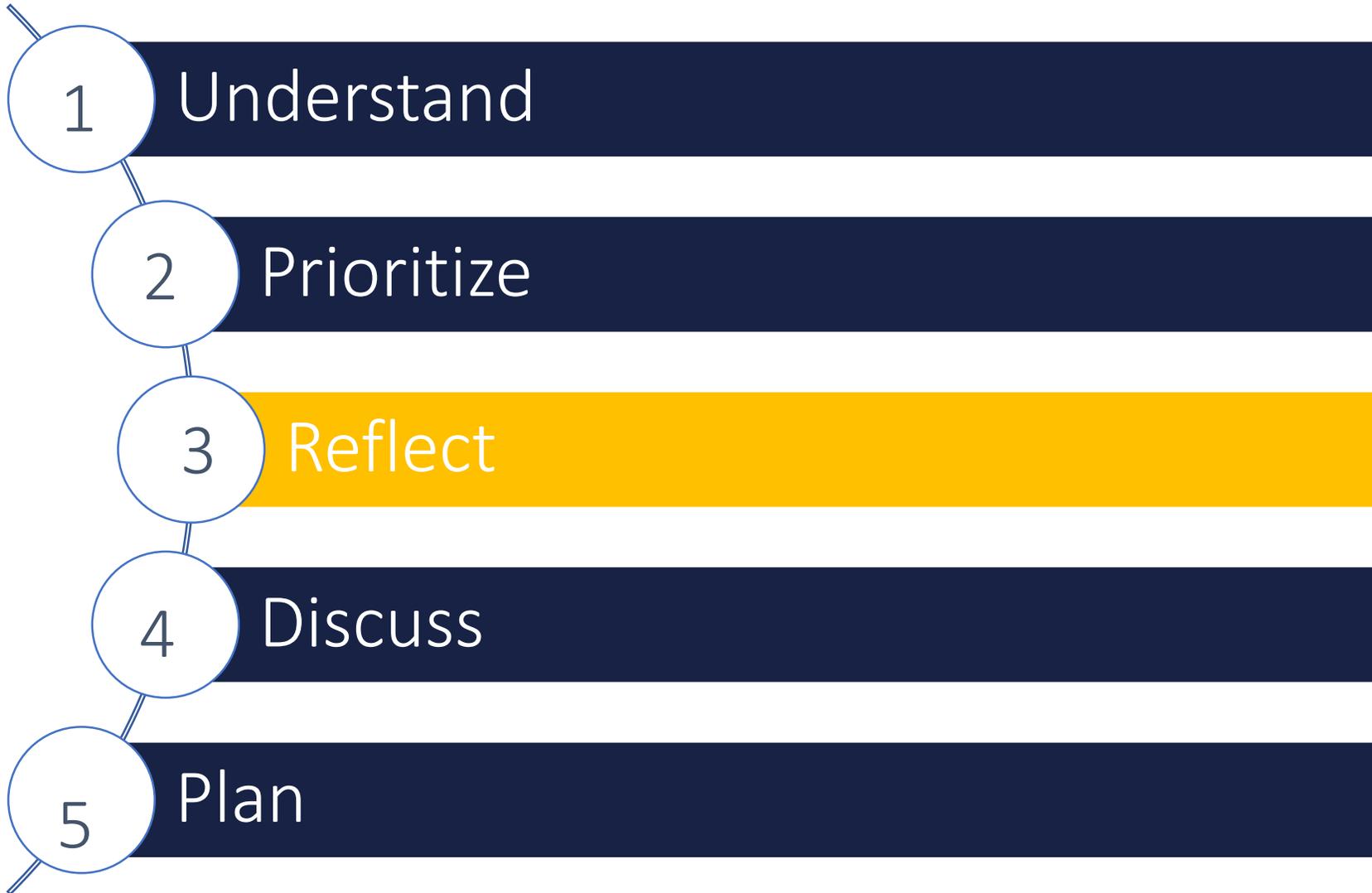
What are teachers telling us? <i>Hint: Examine data at the question-level to unpack the story behind results.</i>	
What might that mean they are asking us to do?	

3

What will you prioritize?

Which area will you prioritize, and why?





Reflect

1. Continue on to the next section of your planner on Page 3.

2. Prepare for peer coaching by reflecting on results in terms of teacher voice. Consider:^P

What are teachers telling us?

What might that mean they are asking us to do?

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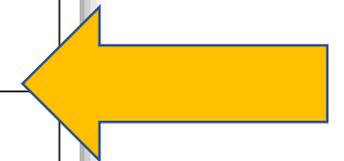
Focus: _____

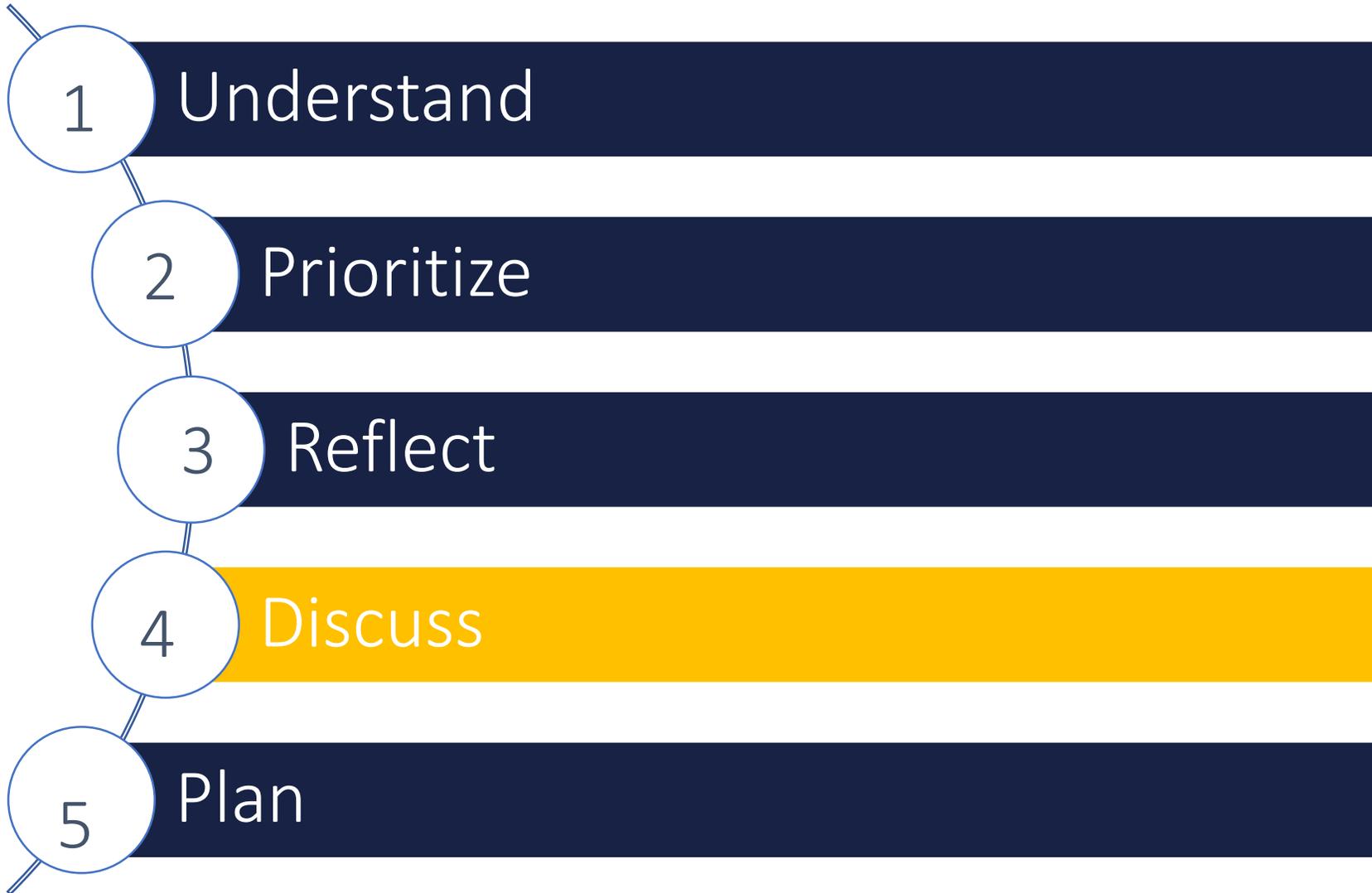
Preparation for Peer Coaching Protocol

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What might that mean they are asking us to do?	

3





Discuss

1. Continue on to the next section of your planner on Page 4.
2. Find a partner who you do not regularly work with for the peer coaching protocol. ^P

Discuss (Peer Coaching Protocol)

Purpose:

The purpose of this protocol is to gain clarity on your focus area as well as have a thought partner that you might not normally work with help you examine options for your action plan. The protocol also follows research-based best practices in coaching and feedback transferrable to work with colleagues and students.

This protocol will include two 10-minute rounds, with partners taking turns playing "coach" and "player".

Instructions:

Step 1 (2 minutes): Player Shares Overview

The **player** begins by sharing an overview of his or her area of focus based on their analysis of data. The focus area must be one the player is willing to address in his or her practice and be actionable within their locus of control. The overview should be structured using the following frame:

Survey-takers are telling us _____. We think they are asking us to _____. The real challenge for us is _____.

As the **player** is sharing his or her focus, the coach should take notes (Page 5).

Step 2 (3 minutes): Coach Clarifies Understanding

The **coach** clarifies their understanding of the focus area and other context. By articulating back what they understood. The **coach** might ask simple clarifying questions such as:

- Did I hear you say...?
- I heard you say...did I get that right?
- Did I paraphrase what you said correctly?
- What is the connection between ... and ...?

Step 3 (5 minutes): Coaching Process

- 1- **Begin with the End:**
 - What does success look like (for this issue)?
- 2- **Assess Blockers:**
 - What are obstacles?
 - What concerns you most about this?
- 3- **Explore Options:**
 - What are the options? What else?
 - What have you tried so far?
- 4- **Identify Next Steps:**
 - What is the first small step? What's an even smaller one?
 - What are immediate next steps?

What came up in your conversation?



Planning Time

1. Take the next 30 minutes to create a goal and plan for taking action in your role.
2. Then, think through next steps for sharing these results out more widely with other key stakeholders who will help champion using this data to improve outcomes for students.

Goal-Setting, Action & Engagement Planning

Record one goal to improve with feedback data below:

Ex) 85% of teachers will agree that "I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks." (up from 60%) by next year's survey administration window (**specific, measurable goal**). As a result, measures of student engagement will show significant increases because the quality of work they are being asked to complete will improve (**theory of action**).

Strategy 1)

What is the practice we will try?	Who will lead the work?	When will we implement?
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10

Strategy 2)

What is the practice we will try?	Who will lead the work?	When will we implement?
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When will we implement?

What artifacts might I collect to share at my next principals' meeting?

Aligning for Success

Resources we will need:	Challenges we will face:	Plan to overcome challenges:	Connection to defined priorities:
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11

What's next?

With this information at your fingertips, what are next steps coming away from today? What additional supports are needed?



Digital Resource Hub

- Navigation Recording
- Slides and Planner from Today
- Resources for Action Planning
- On-Going Access to Support

"YOUR VOICE MATTERS" RESOURCE HUB

Toolkit for Taking Action on Panorama Teacher Survey Results

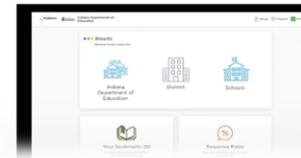
Welcome to the IDOE Your Voice Matters resource toolkit! The purpose of this toolkit is to ensure that IDOE, district, and school leaders are able to access the resources needed to take action on teacher survey data collected with Panorama Education. Should you have questions or feedback for our team, please reach out to us at support+idoe@panoramaed.com.

To access your Panorama report, please visit secure.panoramaed.com. Then, please enter your email address and password. If you forgot your email address, you can request a new one and reset it.

Video Resources

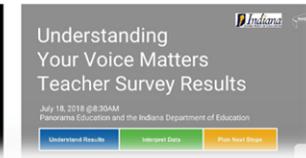
Step 1: Reports Navigation Tutorial

The IDOE Reports Navigation Tutorial can help you learn to understand and begin to interpret the data that your district has collected with Panorama. We recommend viewing this short tutorial to learn the fundamentals of Panorama reports.



Step 2: Understanding Panorama Reports

This recorded webinar supports participants to dig into data with Panorama. It also offers tools and resources (linked below) to support data interpretation and sharing data back with key stakeholders. Please view slides [here](#).



Thank You + Feedback

Please help us practice what we preach by completing a short feedback survey on your experience learning with us today!

bit.ly/idoefb