

# Impact Kentucky 2022

**4.20.2022 | Panorama Education and Kentucky  
Department of Education**



**Dr. Amalio  
Nieves**

Professional  
Learning  
Director  
Baltimore,  
MD



**Doug Hassett**

Lead, Strategic  
Advising  
San Francisco,  
CA

**Our Mission:** Radically  
improve education for every  
student

**Our Team:** Educators,  
software developers,  
designers, and researchers

**Our Community:** 1500+  
school districts serving over  
15 million students in the  
United States each year

# Highlighting Panorama Partners



## Social-Emotional Learning

Measure and develop students' **SEL** competencies, mindsets, and supports in order to gain a deeper understanding of each student's needs

**Barren County** ran their first student SEL surveys this past fall.

**Boone County & Owensboro** use SEL surveys alongside MTSS data.



## School Climate & Engagement

Gather actionable feedback from students, staff, and families using Panorama's customizable **surveys** and reporting platform

**Impact Kentucky** uses our educator surveys to understand working conditions and school climate state wide!



## Panorama Student Success

Bring together student data (academics, assessments, attendance, behavior & SEL), into a single, easy-to-use **MTSS platform** with a real-time view of students' needs and growth

**Boone County** has used Student Success since 2018. **Owensboro Public Schools** launched a middle school pilot this year.

# AGENDA

- **Impact Kentucky 2022 Survey Overview**
- **Impact Kentucky and Panorama Demo**
- **Key Insights Impact Kentucky 2022**
- **Kentucky Department of Education and Panorama Partnership Action Planning Highlights**
- **Questions and Answers**



# Our Journey Today

1

## **PURPOSE**

Introduction &  
Purpose Setting

2

## **AWARENESS**

What did our  
educators and staff  
tell us?

3

## **BRIGHTLINES**

Highlights of  
action planning  
efforts.

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# Alignment to KBE Priorities

In cooperation with the Education Professional Standards Board (EPSB), advance policies and regulation reviews that strengthen the future teacher pipeline and **increase the qualities and competencies of Kentucky's educator workforce** emphasizing the critical need for **increased representation of teachers of color.**



**Amplify our voice in support of** minority students, their families, and minority educators by not only listening to their concerns and aspirations, but also **pledging to leverage those concerns and aspirations to guide our actions.** Continue to support and promote the Kentucky Department of Education's efforts to foster a culture of anti-racism and further equity within our public schools.

**KDE-Panorama Partnership Launched**

*Transition from TELL to Impact Kentucky; Steering Committee; Survey Coordinators established*

**Reporting and Data Rollout**

*Impact Kentucky Website, Data Inquiry and Action Planning Sessions; Resources*

**2022 Impact Kentucky Survey Administration Period**

January-February 2020

September 2021

February-March 2022

TELL

October 2019

**2020 Impact Kentucky Survey Administration Period**

April - June 2020

**Survey Preparation**  
*Impact Kentucky 2022 Announcement; Principal and Teacher Advisory Councils; Communications; Survey Coordinators Established*

November-December 2021

**Reporting and Data Rollout**  
*Impact Kentucky Website, Data Inquiry and Action Planning Sessions; Resources*





<p><b>1. Staff-Leadership Relationships</b> Perceptions of faculty and staff relationships with school leaders.</p>	<p><b>2. Educating All Students</b> Faculty perceptions of their readiness to address issues of diversity.</p>	<p><b>3. Managing Student Behavior</b> Perceptions of the management of student behavior in the classroom and school.</p>
<p><b>4. School Leadership</b> Perceptions of the school's leadership effectiveness.</p>	<p><b>5. School Climate</b> Perceptions of the overall social and learning climate of the school.</p>	<p><b>6. Professional Learning</b> Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.</p>
<p><b>7. Feedback and Coaching</b> Perceptions of the amount and quality of feedback faculty and staff receive.</p>	<p><b>8. Resources</b> Perceptions of the adequacy of the school's resources.</p>	<p><b>9. Emotional Well-Being and Belonging</b> Perceptions of educator well-being, efficacy, and belonging.</p>

# Voices We Heard in Impact Kentucky 2022



<b>Teachers</b>	<b>33,001</b>
<b>Principals</b>	<b>616</b>
<b>Assistant Principals</b>	<b>638</b>
<b>Other Education Professional (School Counselor, School Psychologist, Social Worker, etc.)</b>	<b>3,346</b>
<b>Subgroup with No Data</b>	<b>578</b>

American Indian or Alaska Native	70
Asian	144
Black or African-American	932
Hispanic or Latino	327
Native Hawaiian or Other Pacific Islander	13
White	34,550
Two or More Races/Ethnicities	365
Other	752
Subgroup with No Data	1,026

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**Data is storytelling. We are the narrators!**



# Impact Kentucky 2022 Key Insights



Staff Leadership Relationships



Educating all Students



Resources

Emotional Well-Being &  
Belonging

Supporting Diverse Educators

# Theme 1: Staff-Leadership Relationships

# Key Insight: Staff-Leadership Relationships Remain Consistent

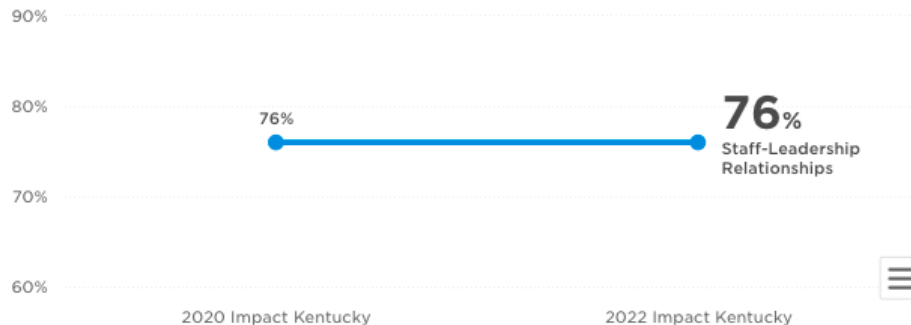
## Staff-Leadership Relationships

Based on **38,179** responses

Perceptions of faculty and staff relationships with school leaders.

How have results changed over time?

Percent Favorable



## Staff-Leadership Relationships

76%

QUESTION  
How friendly are your school leaders toward you?

Not at all Friendly



Slightly Friendly



Somewhat Friendly



Quite Friendly



Extremely Friendly



QUESTION  
How confident are you that your school leaders have the best interests of the school in mind?

Not at all confident

Slightly Confident



Somewhat Confident



Quite Confident



Extremely Confident



QUESTION  
How respectful are your school leaders towards you?

Not at all Respectful



Slightly Respectful



Somewhat Respectful



Quite Respectful



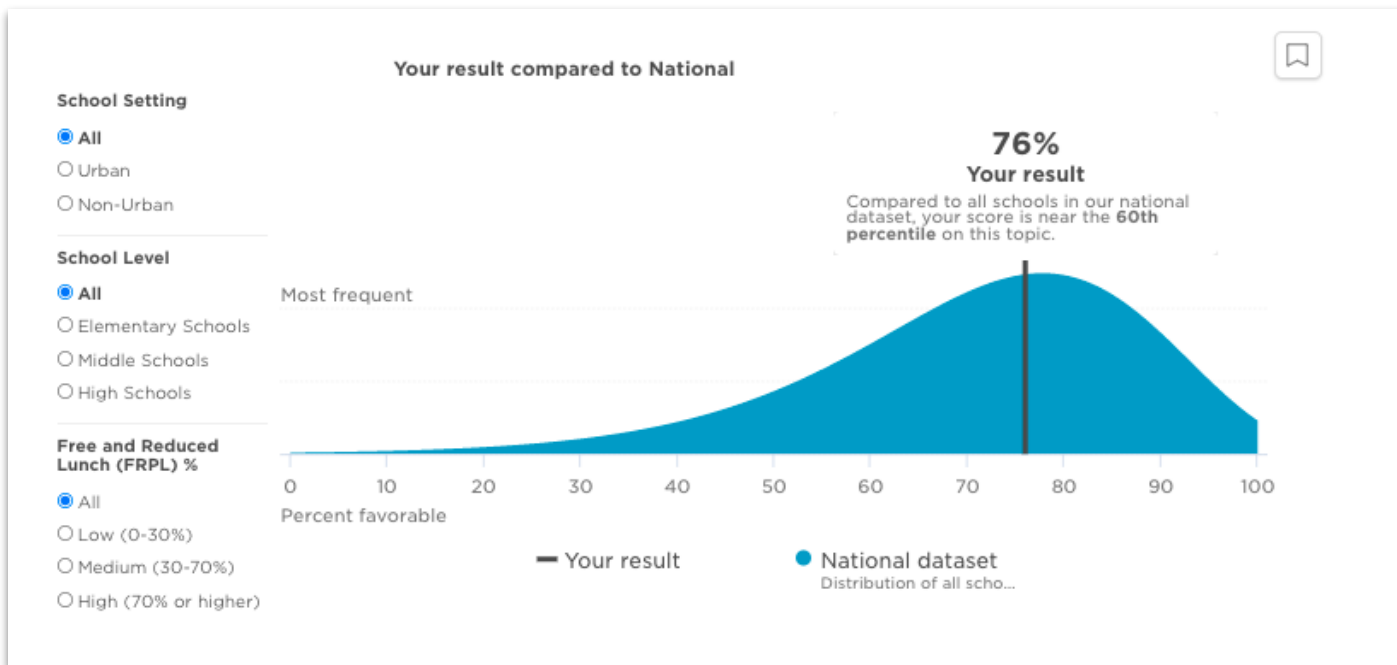
Extremely Respectful



Favorable




# Understanding our score in the national dataset



# Key Insight: Overall, educators report that school leaders are understanding, respectful, and friendly.

QUESTION


➤ When challenges arise in your personal life, how **understanding** are your school leaders?

**86%**   
responded favorably

**0**  
from 2020 Impact Kentucky

QUESTION


➤ How **respectful** are your school leaders towards you?

**85%**   
responded favorably

**0**  
from 2020 Impact Kentucky

QUESTION

➤ How **friendly** are your school leaders toward you?

**83%**   
responded favorably

**0**  
from 2020 Impact Kentucky

# Understanding Topics Across Groups

Group Name	Group Size	Topics									
		Educating All Students	Emotional Well-Being and Belonging	Feedback and Coaching	Managing Student Behavior	Professional Learning	Resources	School Climate	School Leadership	Staff Leadership Relationships	
<b>All respondents</b>	38,179	67%	48%	55%	65%	57%	49%	60%	64%	76%	
What is your race or ethnicity?											
American Indian or Alaska N...	70	+5	-6	0	-2	-4	-14	-4	-7	-6	
Asian	144	+2	-2	+2	-3	+3	-7	+2	+1	-2	
Black or African American	932	+9	+2	+6	-4	+5	-3	0	+4	+2	
Hispanic or Latino	327	+10	0	+6	-2	+8	-7	+4	+4	+3	
Native Hawaiian or Other Pa...	13	+6	-16	-4	-3	-7	+1	-11	-14	-18	
White	34,550	0	+1	+1	+1	+1	0	+1	+1	+1	
Two or More Races/Ethnicit...	365	+5	-7	-6	-8	-3	-5	-6	-6	-8	
Other	752	+2	-12	-11	-16	-14	-10	-14	-18	-18	

What grade are you primarily teaching?

# Theme 2: Educating All Students

# Key Insight: Overall, perceptions of caring adults to address issues of diversity have decreased.

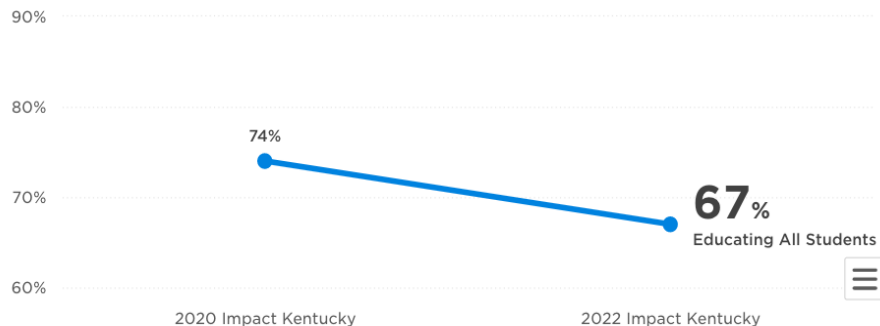
## Educating All Students

Based on **38,179** responses

Faculty perceptions of their readiness to address issues of diversity.

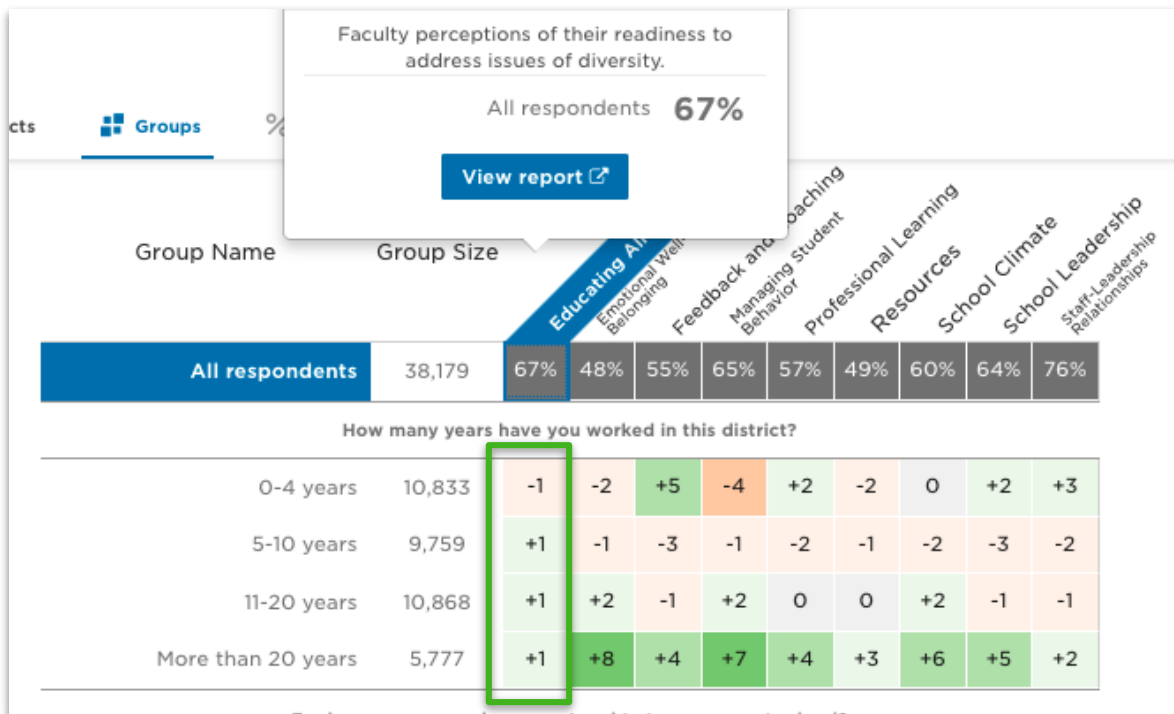
How have results changed over time?

Percent Favorable



QUESTION How often do teachers use assessment data to inform their instruction?	88% responded favorably	+1 from 2020 Impact Kentucky
QUESTION How easy do you find interacting with students at your school who are from a different cultural background than your own?	86% responded favorably	+2 from 2020 Impact Kentucky
QUESTION How comfortable would you be incorporating new material about people from different backgrounds into your curriculum?	81% responded favorably	-1 from 2020 Impact Kentucky
QUESTION If students from different backgrounds struggled to get along in your class, how comfortable would you be intervening?	79% responded favorably	-1 from 2020 Impact Kentucky
QUESTION How easy would it be for you to teach a class with groups of students from very different religions from each other?	78% responded favorably	0 from 2020 Impact Kentucky
QUESTION How knowledgeable are you regarding where to find resources for working with students who have unique learning needs?	68% responded favorably	+2 from 2020 Impact Kentucky
QUESTION In response to events that might be occurring in the world, how comfortable would you be having conversations about race with your students?	63% responded favorably	-9 from 2020 Impact Kentucky
QUESTION When it comes to promoting culturally responsive practices, how helpful are your colleagues' ideas for improving your practice?	56% responded favorably	
QUESTION How comfortable would you be having a student who could not communicate well with anyone in class because his/her home language was unique?	54% responded favorably	0 from 2020 Impact Kentucky
QUESTION When a sensitive issue of diversity arises in class, how easily can you think of strategies to address the situation?	53% responded favorably	-11 from 2020 Impact Kentucky
QUESTION How often do adults at your school have important conversations about sensitive issues of diversity, even when they might be uncomfortable?	36% responded favorably	

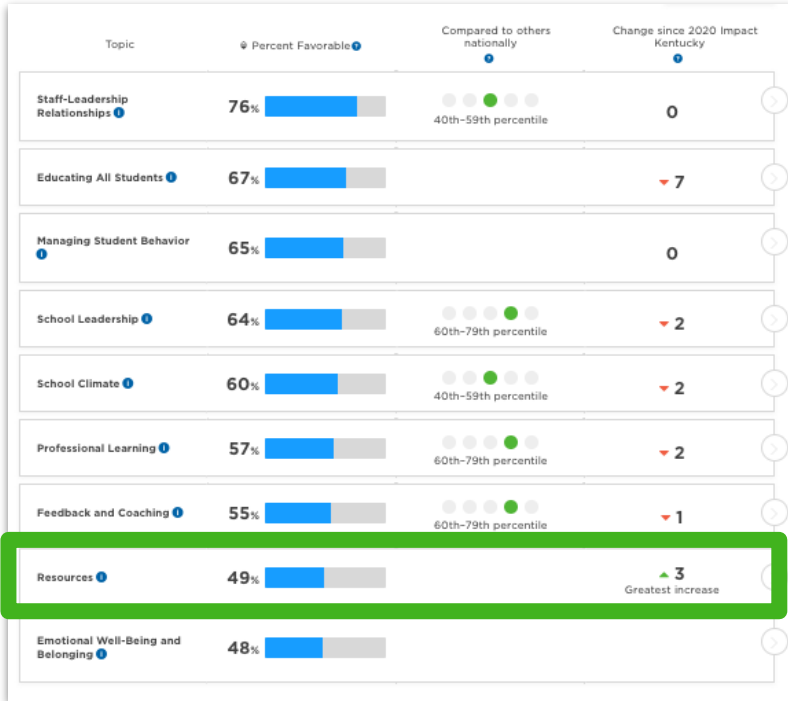
# Theme 2: Educating All Students



# Theme 3: Resources

# Key Insight: Educators report least favorably about Resources

## 2022 Impact Kentucky 2022 Impact Kentucky Working Conditions Survey



Group Name	Group Size	2022 Impact Kentucky 2022 Impact Kentucky Working Conditions Survey									
		Educating All Students	Emotional Well-Being and Belonging	Feedback and Coaching	Managing Student Behavior	Professional Learning	<b>Resources</b>	School Climate	School Leadership	Staff-Leadership Relationships	
<b>All respondents</b>	38,179	67%	48%	55%	64%	57%	49%	60%	64%	76%	
What grade span do you primarily teach?											
Primary (Pre-K - Grade 3)	13,042	+2	+3	+5	+6	+6	0	+10	+5	+2	
Intermediate (Grades 4-5)	5,344	+5	+4	+8	+6	+7	+3	+9	+7	+5	
Middle School (Grades 6-8)	8,247	0	-2	0	-4	-2	-1	-7	-2	-1	
Secondary (Grades 9-12)	10,223	-3	-2	-7	-7	-7	-2	-10	-7	-4	



# Theme 4: Emotional Well-Being & Belonging

# Key Insight: Primary and intermediate educators report more favorably than middle and secondary educators, especially when it comes to Emotional Well-Being and Belonging

## Emotional Well-Being and Belonging

Based on 38,179 responses  
 Perceptions of educator well being, efficacy, and belonging  
 What are the results for this topic?

48

%  
 responded favorably

2022 Impact Kentucky 2022  
 Impact Kentucky Working  
 Conditions Survey

Group Name	Group Size	Educating All Students	Emotional Well-Being and Belonging	Feedback and Coaching	Managing Student Behavior	Professional Learning	Resources	School Climate	School Leadership Relationships	
All respondents	38,179	67%	48%	55%	64%	57%	49%	60%	64%	76%
What grade span do you primarily teach?										
Primary (Pre-K - Grade 3)	13,042	+2	+3	+5	+6	+6	0	+10	+5	+2
Intermediate (Grades 4-5)	5,344	+5	+4	+8	+6	+7	+3	+9	+7	+5
Middle School (Grades 6-8)	8,247	0	-2	0	-4	-2	-1	-7	-2	-1
Secondary (Grades 9-12)	10,223	-3	-2	-7	-7	-7	-2	-10	-7	-4

# Theme 5: Supporting Diverse Educators

# Key Insight: Primary and intermediate educators report more favorably than middle and secondary educators, when it comes to School Climate.



Group Name	Group Size	Educating All Students	Emotional Well-Being and Belonging	Feedback and Coaching	Managing Student Behavior	Professional Learning Resources	School Climate	School Leadership	Staff-Leadership Relationships	
All respondents	38,179	67%	48%	55%	64%	57%	49%	60%	64%	76%

What grade span do you primarily teach?

Primary (Pre-K - Grade 3)	13,042	+2	+3	+5	+6	+6	0	+10	+5	+2
Intermediate (Grades 4-5)	5,344	+5	+4	+8	+6	+7	+3	+9	+7	+5
Middle School (Grades 6-8)	8,247	0	-2	0	-4	-2	-1	-7	-2	-1
Secondary (Grades 9-12)	10,223	-3	-2	-7	-7	-7	-2	-10	-7	-4

# Key Insight: Educators who report as “non-binary,” “use another word to describe their gender,” or “prefer not to answer this question” report well below average on most topics



2022 Impact Kentucky 2022  
Impact Kentucky Working  
Conditions Survey

	Group Size	Educating All Students	Emotional Well-Being and Belonging	Feedback and Coaching	Managing Student Behavior	Professional Learning	Resources	School Climate	School Leadership	Staff-Leadership Relationships
All respondents	38,179	67%	48%	55%	64%	57%	49%	60%	64%	76%
Female	28,491	+1	0	+1	+1	+2	0	+2	+1	0
Male	7,530	+2	+5	+3	-1	+1	+2	-1	+3	+3
Non-binary	31	+1	-12	-17	-13	-17	-20	-16	-17	-18
I use another word to descri...	18	-8	-23	-20	-25	-26	-5	-24	-18	-24
I prefer not to answer this q...	1,079	-1	-14	-15	-12	-17	-7	-18	-24	-24

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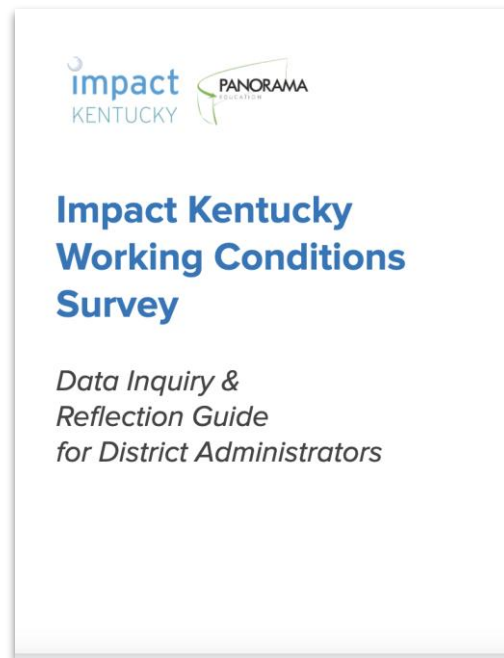
What did our  
educators and staff  
tell us?

3

## **BRIGHTLINES**

Highlights of  
action planning  
efforts.

- Introduction to Impact Kentucky Survey Results
- Action planning with Impact Kentucky Survey Results



KDE is committed to ensuring that our web content is accessible to everyone, including individuals with disabilities. If you need information in an alternate format, please contact us.

## 2022 Impact KY Working Conditions Survey Results Now Available!

2022 results are ready. The public survey results link is <https://pan-ed.com/impactky> and also available here:

[EXPLORE THE 2022 RESULTS HERE](#)





## Tates Creek Middle School- Fayette County

A screenshot of a Spotify music player interface. The track title is 'Episode 13 - The Impact Survey: From Gut Punch to Growth Tool with Eric Thornsbury'. The artist is 'Feb 25 • The P3 Podcast for Principals and School Leaders'. The player shows a progress bar at 15 minutes, a total duration of 28:43, and a play button. The Spotify logo is in the top right corner.

Spotify

Episode 13 - The Impact Survey: From Gut Punch to Growth Tool with Eric Thornsbury

Feb 25 • The P3 Podcast for Principals and School Leaders

15 28:43 ...

## Impact Kentucky Working Conditions Survey

50 responses | [show breakdown](#)

Save as PDF

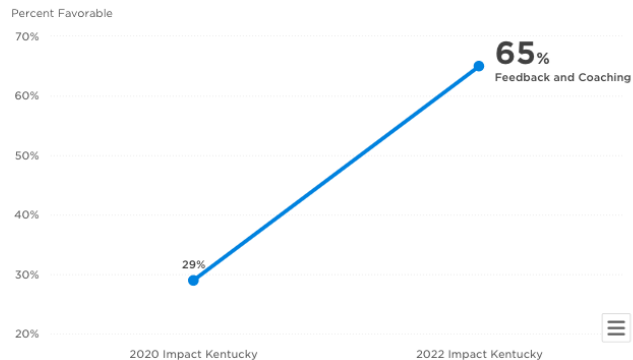
Topic	Percent Favorable	Compared to others nationally	Change since 2020 Impact Kentucky
Staff-Leadership Relationships	82%	60th-79th percentile	▲ 18
Educating All Students	77%		▲ 3
School Leadership	73%	60th-79th percentile	▲ 25
Feedback and Coaching	65%	80th-99th percentile	▲ 36 Greatest increase
Professional Learning	57%	60th-79th percentile	▲ 16
Resources	56%		▲ 3

## Feedback and Coaching

Based on 50 responses

Perceptions of the amount and quality of feedback faculty and staff receive.

How have results changed over time?

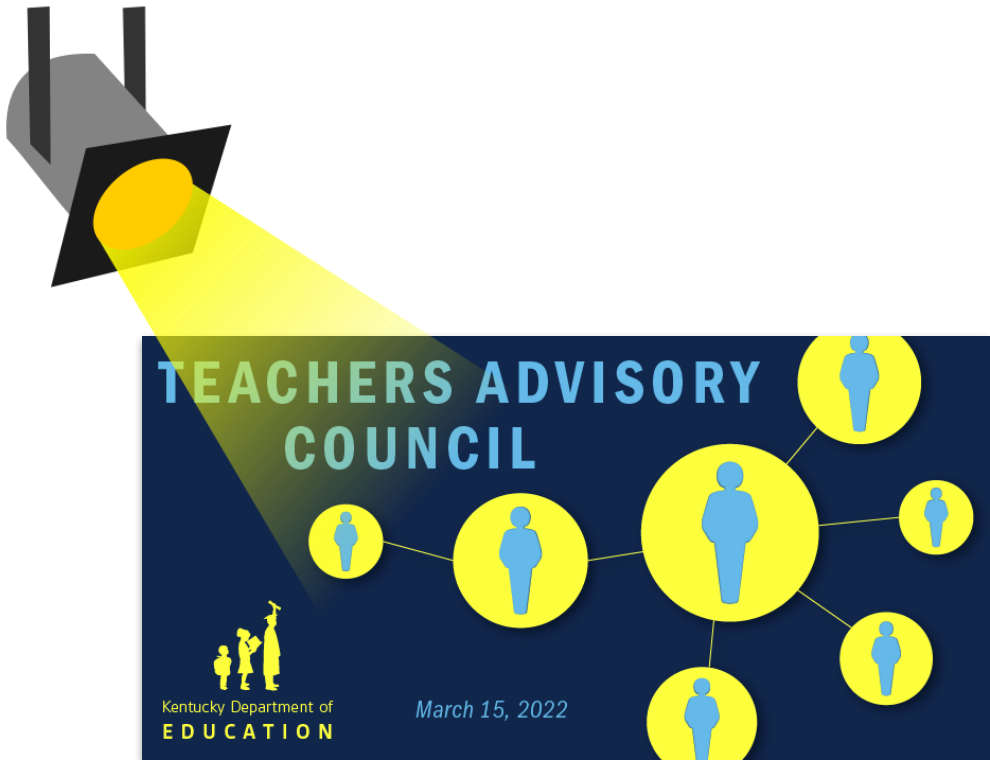


# Principal Partnership Project P3



## 2021-2022 Principal Spotlight Mini-Sessions:

- **September 28, 2021 at 10:30 a.m. (ET) / 9:30 a.m. (CT) :** [Principal Spotlight: Alison Gregory \(Graves County High School\)](#) will be sharing her experiences with **coaching conversations and professional growth planning**. How might PGPs guide the continuous improvement of your school? (1 hour) [LINK to Session VIDEO](#) [Link to Alison's Slide Deck](#) [Link to Podcast](#)
- **October 26th, 2021 at 10:30 a.m. (ET) / 9:30 a.m. (CT) :** [Principal Spotlight: Family Friendly Schools featuring Beth Mullins \(Berea Community Elementary\) and Bryne Jacobs \(Lafayette High School\)](#) [Link to Podcast](#)
- **November 30, 2021 10:30 a.m. (ET) / 9:30 a.m. (CT) :** [Principal Spotlight: Amy Allen, Ed.D. \(Glasgow High School\); Innovative Leadership](#) [Link to Amy's Slide Deck](#)
- **December 23, 2021 10:30 a.m. (ET) / 9:30 a.m. (CT) :** [Principal Spotlight: Brandy Feagan & Carrie Wade \(Williamstown Ind.\) Comprehensive School Improvement Planning](#) [Link to Session Video](#) [Link to Audio Only](#)
- **January 19, 2022 :** [EdCamp: For Principals, by Principals. All-day learning event. EILA credit will be available. Click here for the grid to all session videos.](#)
- **February 15, 2022: 10:30 a.m. (ET) / 9:30 a.m. (CT):** [Principal Spotlight: Rebecca Morrison and Kyle Shepherd, Floyd County principals; Empowering Students to Lead & Learn](#)
- **February 23, 2022: 10:30 a.m. (ET) / 9:30 a.m. (CT): P3 OFFICE HOURS TOPIC: Impact KY Results: Planning for Next Steps (This session will not be recorded because it is intended to be a space for real-time collaboration, problem-solving, and idea sharing.)**
- **March 23, 2022: 10:30 a.m. (ET) / 9:30 a.m. (CT):** [Principal Spotlight: Eric Thornsbury \(Tates Creek Middle School\) shares his school's process for moving forward from Impact KY results. This is a follow-up session from his appearance on the P3 Podcast Series, Episode 13 - The Impact Survey: From Gut Punch to Growth Tool \(podcast\);](#) [Link to Session Video \(follow-up to the podcast\)](#)





The background is a solid blue color with various school-related icons scattered around. These include a pink apple in the top left, a red apple in the top right, a yellow stapler in the top right, a white eraser in the top right, a blue screen in the middle left, a yellow stapler in the middle right, a white eraser in the middle right, a pink apple in the bottom right, a grey triangle ruler in the bottom right, a red stapler in the bottom center, a grey triangle ruler in the bottom left, and an orange in the bottom left.

# THANK YOU

**FROM THE PANORAMA EDUCATION TEAM**

