

Executive Briefing: Impact Kentucky Working Conditions Survey

Presentation to Kentucky Board of Education

April 2024



About Us

Panorama is on a mission to radically *improve student outcomes* by helping educators *act on data*. Panorama supports 15 million students in 25,000 schools and 2,000 districts across 50 states.



Aaron Smith
Senior Account Manager



Danielle Boucher
Project Manager



Dr. Amalio Nieves
Professional Learning
Director

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 in 2021. **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. **Jefferson County Public Schools** launched a high school academy pilot this year.

Our Time Today



- **Impact Kentucky 2023-24
Survey Overview**
- **Key Insights Impact Kentucky
2023-24**
- **Kentucky Department of
Education and Panorama
Partnership Action Planning
Highlights**
- **Questions and Answers**

Our Partnership

**2019-20 Impact
Kentucky Survey
Administration**

**2021-22 Impact
Kentucky Survey
Administration**

**2023-24 Impact
Kentucky Survey
Administration**

October
2019

January-
February 2020

November-
December 2021

August-
November 2023

November-
December 2023

February-April 2024

KDE-Panorama Partnership

Launched

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



Survey Preparation

*Impact Kentucky 2023-24
Announcement; Survey
Coordinators Established;
Ongoing Communications*

Reporting and Data Rollout

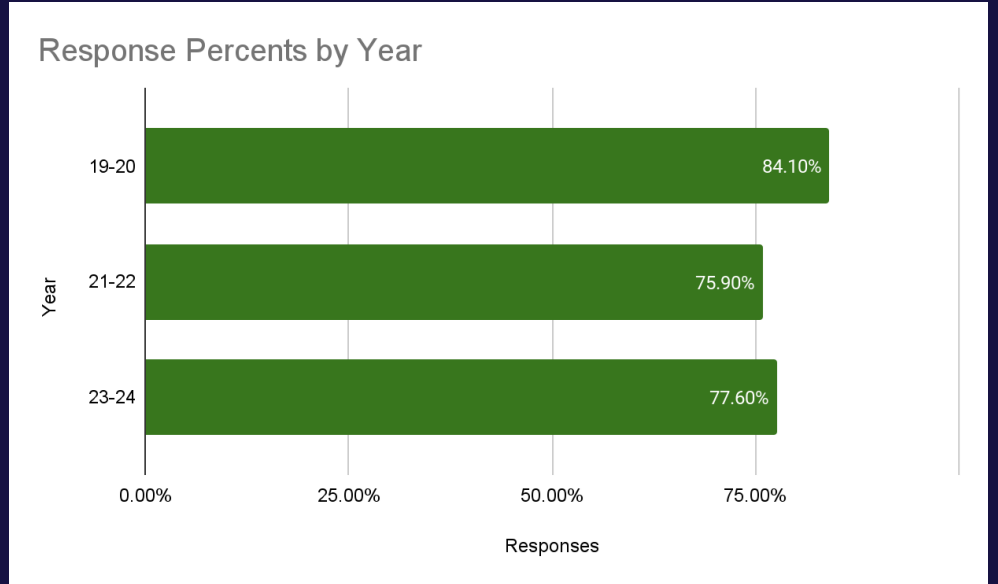
*Impact Kentucky
Website, Data Inquiry
and Action Planning
Sessions; Resources*

What Topics Did We Ask About?

Topic	Definition
Professional Learning	Perceptions of the amount and quality of professional growth and learning opportunities available to school faculty and staff.
Feedback & Coaching	Perceptions of the amount and quality of feedback faculty and staff receive.
School Leadership	Perceptions of the school leadership's effectiveness.
Staff-Leadership Relationships	Perceptions of faculty and staff relationships with school leaders.
Resources	Perceptions of the adequacy of the school's resources.
Managing Student Conduct	Perceptions of student conduct and the structures in your school that govern it.
Educating All Students	Faculty perceptions of their readiness to address issues of diversity.
School Climate	Perceptions of the overall social and learning climate of the school.
Emotional Well Being & Belonging	Faculty and staff perceptions of their own professional well-being and value in the school community.

Response Rates Over Time: Percent

Year	Responses
23-24	77.6%*
21-22	75.9%
19-20	84.1%



Respondents by Role

Role	2021	2023	# Change	% Change
Teachers	33,001	33,802	+801	+2.4%
Principals	616	697	+81	+13.1%
Assistant Principals	638	731	+93	+14.6%
Other Education Professional (School Counselor, School Psychologist, Social Worker, etc.)	3,346	3,615	+269	+8.0%
Subgroup with No Data	578	561	-17	-2.9%

Respondents by Race & Ethnicity

Race/Ethnicity	2021	2023	# Change	% Change
American Indian or Alaska Native	70	83	+13	+18.6%
Asian	144	169	+25	+17.4%
Black or African-American	932	919	-13	-1.4%
Hispanic or Latino	327	359	+32	+9.8%
Native Hawaiian or Other Pacific Islander	13	17	+4	+30.8%
White	34,550	35,904	+1,354	+3.9%
Two or More Races/Ethnicities	365	415	+50	+13.7%
Other	752	778	+26	+3.5%
Subgroup with No Data	1,026	762	-264	-25.7%

Respondents by Grade Span

Grade Span Taught	2021	2023	# Change	% Change
PK-3	13,042	13,784	+742	+5.7%
4-5	5,344	5,547	+203	+3.8%
6-8	8,247	8,041	-206	-2.5%
9-12	10,238	10,832	+594	+5.8%
Subgroup with No Data	1,323	1,202	-121	-9.1%

Defining Significant Growth

The table on the right shows what % Change in favorability would be defined as significant

Greater detail can be [found here](#) (login required)

Sample Size (# of Respondents)	Change (in % favorable)
3,500+	+/- 1%
900	+/- 2%
400	+/- 3%
220	+/- 4%
140	+/- 5%
100	+/- 6%
70	+/- 7%
60	+/- 8%
50	+/- 9%
40	+/- 10%

Headline

KENTUCKY TEACHER



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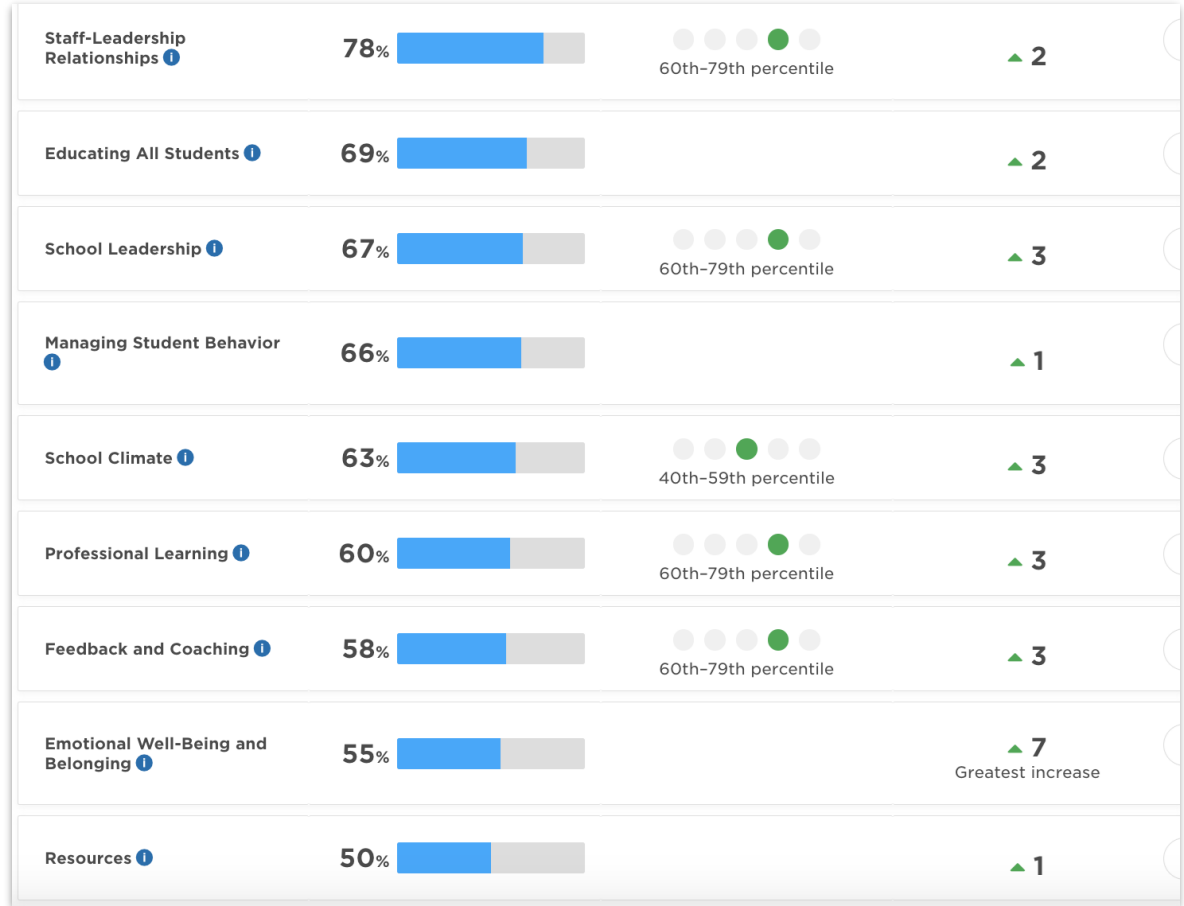
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2023 Impact Kentucky survey shows educators are beginning to feel more optimistic, but challenges remain

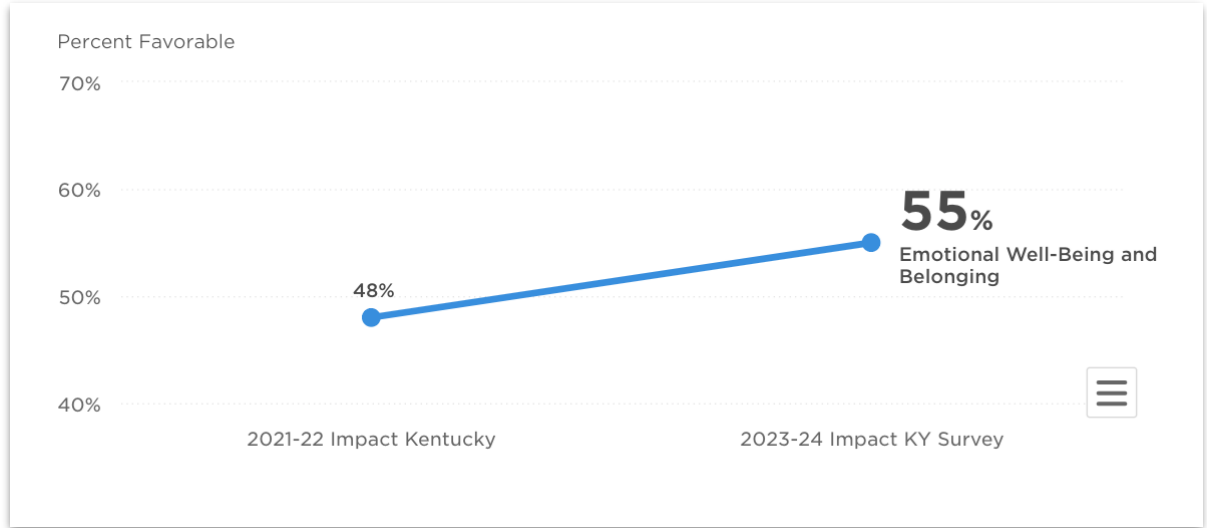
“Last survey, we clearly saw the strong effects the pandemic had on educators and the system. The current survey offers encouragement with all areas of data moving in a positive direction, but KDE and districts must continue to value feedback from all stakeholders.”

KDE Associate Commissioner Byron Darnall.

Key Insight 1: Across All Topics, Percent Favorable Increased from 2022

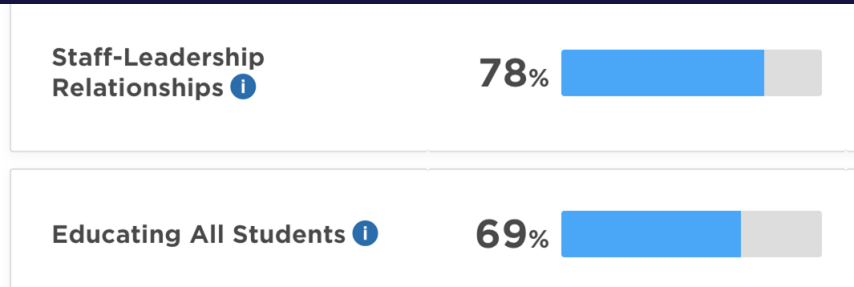


Key Insight 2: Across All Topics, Greatest Growth Occurred for Emotional Well-Being and Belonging

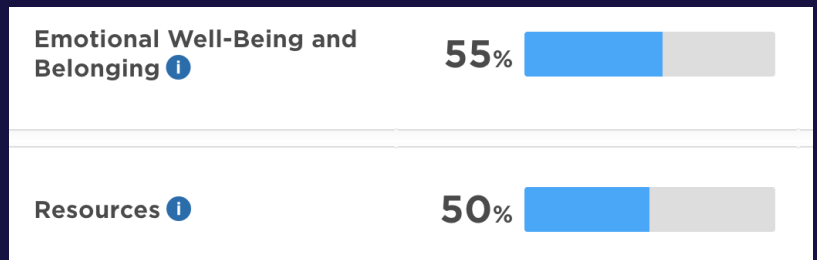


Topic Level Highlights

Strengths



Opportunities



Question Level Highlights

Strengths

QUESTION

How often do teachers use assessment data to inform their instruction?

89%

i
responded favorably

QUESTION

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

87%

i
responded favorably

Opportunities

QUESTION

How much of your own money do you spend on your classroom?

21%

i
responded favorably

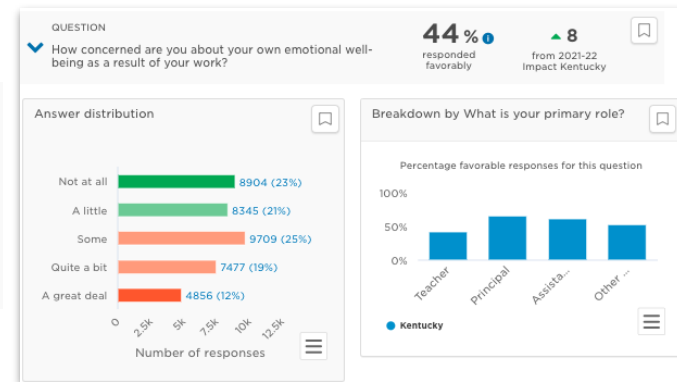
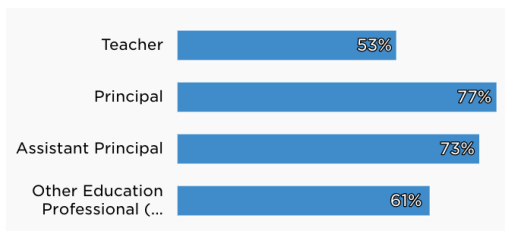
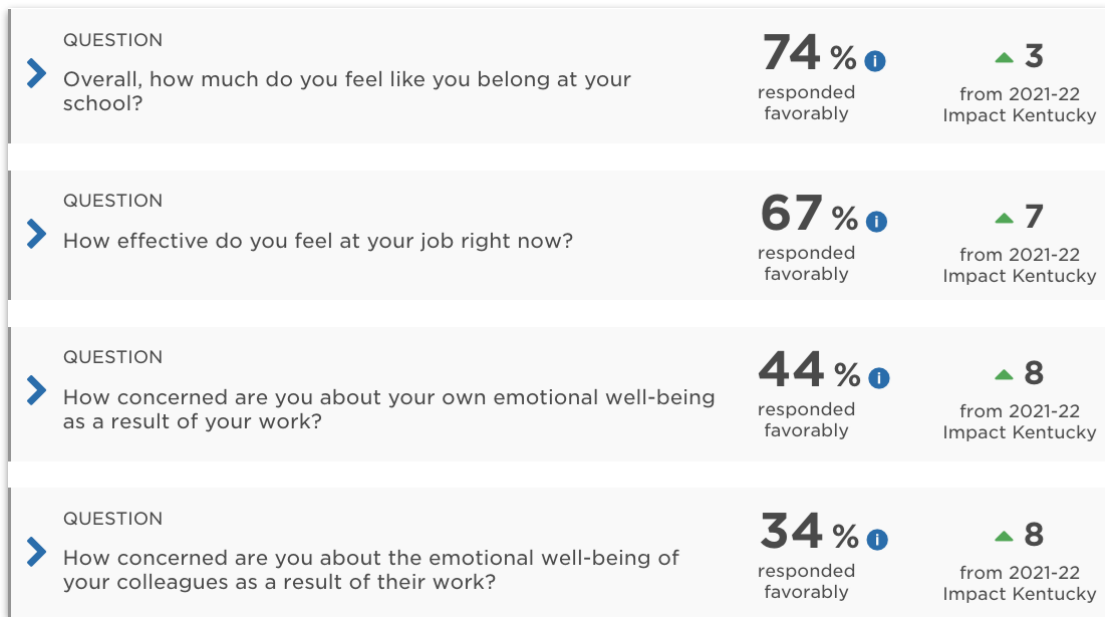
QUESTION

How important is it for your school to hire more specialists to help students?

23%

i
responded favorably

Key Insight 3: An opportunity exists to continue a focus on Emotional Well-being and Belonging



Key Insight 4:
An opportunity exists to focus on supporting caring adults who have taught 5–10 years.

Group Name	Group Size	Educating All Students	Emotional Well-Being and Belonging	Feedback and Coaching	Managing Student Behavior	Professional Learning	Resources	School Climate	Staff-Leadership Relationships	
All respondents	39,406	69%	55%	58%	66%	60%	50%	63%	67%	78%
For how many years have you taught?										
0-4 years	7,435	-3	-5	+6	-6	+3	-3	-1	+1	+1
5-10 years	8,580	0	-2	-3	-3	-3	-2	-3	-3	-2
11-20 years	13,009	+1	+1	-3	+1	-1	+1	+1	0	0
More than 20 years	9,618	+1	+6	+2	+5	+2	+4	+5	+5	+3

★ **Similar trends in 2019-20 and 2021-22**

Key Insight #5

Caring adults continue to voice their needs around resources

Strengths

QUESTION

▶ To what extent does the access to instructional technology, including computers, printers, software and Internet access at your school need to improve? **56%** responded favorably **▲ 6** from 2019-20 Impact Kentucky

QUESTION

▶ At your school, how crowded do the learning spaces feel? **47%** responded favorably **▼ 2** from 2019-20 Impact Kentucky

Opportunities

QUESTION

▶ How important is it for your school to hire more specialists to help students? **24%** responded favorably **0** from 2019-20 Impact Kentucky

QUESTION

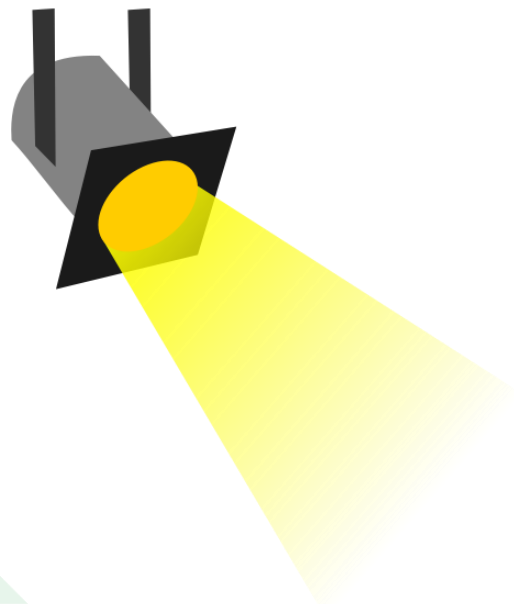
▶ How much of your own money do you spend on your classroom? **18%** responded favorably **▲ 3** from 2019-20 Impact Kentucky

2023-24 Impact Kentucky Working Conditions Survey

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All respondents	39,406	69%	55%	58%	66%	60%	50%	63%	67%	78%
What is your primary role?										
Teacher	33,802	-1	-2	-2	-2	-1	-1	-2	-1	
Principal	697	+18	+22	+31	+26	+30	+23	+28	+30	+21
Assistant Principal	731	+16	+18	+27	+21	+25	+15	+21	+26	+19
Other Education Profession...	3,615	+5	+6	+5	+5	+11	+4	+7	+11	+7

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11-20 years	13,009	+1	+1	-3	+1	-1	+1	+1	0	0
More than 20 years	9,618	+1	+6	+2	+5	+2	+4	+5	+5	+3

Impact Kentucky Spotlight: Boone County



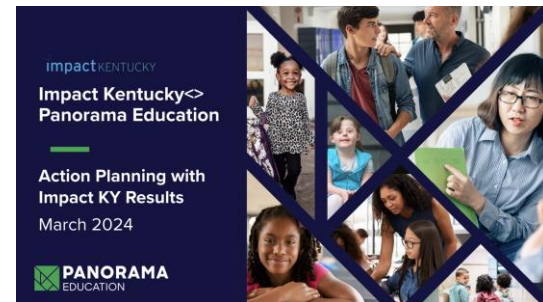
Boone County Video spotlighting
Jenny Watson,
Assistant Superintendent of Learning Support Services

Moving from Data Inquiry to Action and Impact

Webinar: Getting Started with Impact Kentucky Results



Webinar: Action Planning with Impact Kentucky Results



Impact KY Turnkey Slide Deck

[District or School] Results

What does Percent Favorable mean?

Insert your own Impact KY data

Survey Topic	Successes
Staff-Leadership Relationships	
Educating All Students	
Managing Student Behavior	
School Leadership	
School Climate	
Professional Learning	
Feedback and Coaching	
Resources	
Emotional Well-Being & Belonging	

EX) Belonging

Most staff feel they are valued members of the office community

87% of staff responded favorably to the question "How much respect do colleagues in your school/office show you?"

Non-Certified Staff members demonstrated a strong sense of belonging

Title

Description of success (using stakeholder voice)

Example Data Point

Any Data Nuances: Changes over time, inequality among different groups of staff?

Title

Description of success (using stakeholder voice)

Example Data Point

Any Data Nuances: Changes over time, inequality among different groups of staff?

Insert your own Impact KY data

Impact Kentucky Website and Resources



Questions?

Thank you!