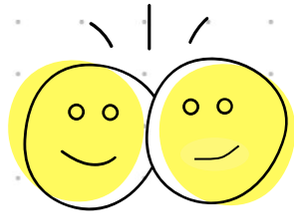
Data to Action - Creating a Postive School Climate

@characterstrong

Character Strong



We need to be
Reminded
more than taught

Character Strong

Britt Shurley

Sr. Dir. of Learning & Enablement

Imani Crosby

Sr. Customer Success Manager

Where Are We Going Today?

- ✔ Intro: Culture & Climate
- ✔ Proactive Data Tools that Improve Culture & Climate
- ✔ Wrap-up
- ✔ Q&A

Introduction to
CULTURE & CLIMATE

Culture

The *invisible values, norms, and beliefs* that shape how a school community operates.

Climate

The *felt experience* of being in the school—especially by students and staff.

What Does a Positive School Climate Require?

- Belonging
- Voice
- Safety
- Support

CULTURE & CLIMATE

Activity

What actions contribute to a positive school climate?

What barriers exist that prevent or reduce positive school culture?

Who typically receives what they need in your school?

Who is noticed too late?

BRIGHTER TOMORROW

Equity Focus: Missing students damages climate most for those already least served

- ✔ Belonging gaps
- ✔ Reinforced inequities
- ✔ Normalization of struggle
- ✔ Increased disengagement

The Cost of Missing Students

PROACTIVE DATA TOOLS
that improve
CULTURE & CLIMATE

ABCs of Student Data

(Attendance, Behavior, Course Performance)

ABC Data is to School Climate as a Thermometer is to a Patient's Health

- **Spot Early Warning Signs**: Monitor students holistically to catch disengagement or stress before it impacts climate.
- **Recognize and Prevent Patterns**: Use trends to surface and stop systemic issues before they harm school culture.

ABC Review → Equitable Climate Cycle

Student (29)	Risk Index	Well-being Indicators	School Year High 5's	Notes		Flags		Supports		Status
				School Year	Total	Open	Closed	Open	Completed	
Chris Adams	Low risk	1	7	43	174	2	53	20	33	
Jess Albertson	60-69%	11	5	27	90	1	17	15	6	SST - Monitoring
Bipana Baral	60-69%			5	14		7	5		SST - Resolved
Brad Bowers	Low risk	1	2	1	6		4	3	4	
Celia Cortez	Low risk			9	32		14	3	11	
Elena Delgado	Low risk	6	2	7	25		7	2	8	
Carla Diaz	60-69%	2	11	113	267	2	116	9	40	SST - Monitoring

- ✔ **Review Trends Monthly**: At student, subgroup, and schoolwide level.
- ✔ **Pair with Student Voice**: Add surveys or check-ins to explain “why.”
- ✔ **Act With Consistency**: Implement interventions tied to patterns.
- ✔ **Monitor and Celebrate**: Climate improves when students are seen, known, and supported in real time.

SCREENERS and CLIMATE SURVEYS

Are Screeners and Surveys Truly Helpful?

They Surface Hidden Needs

- Many students *don't show obvious signs* of distress.
- Screeners help identify students who might otherwise be missed by teacher referrals alone.

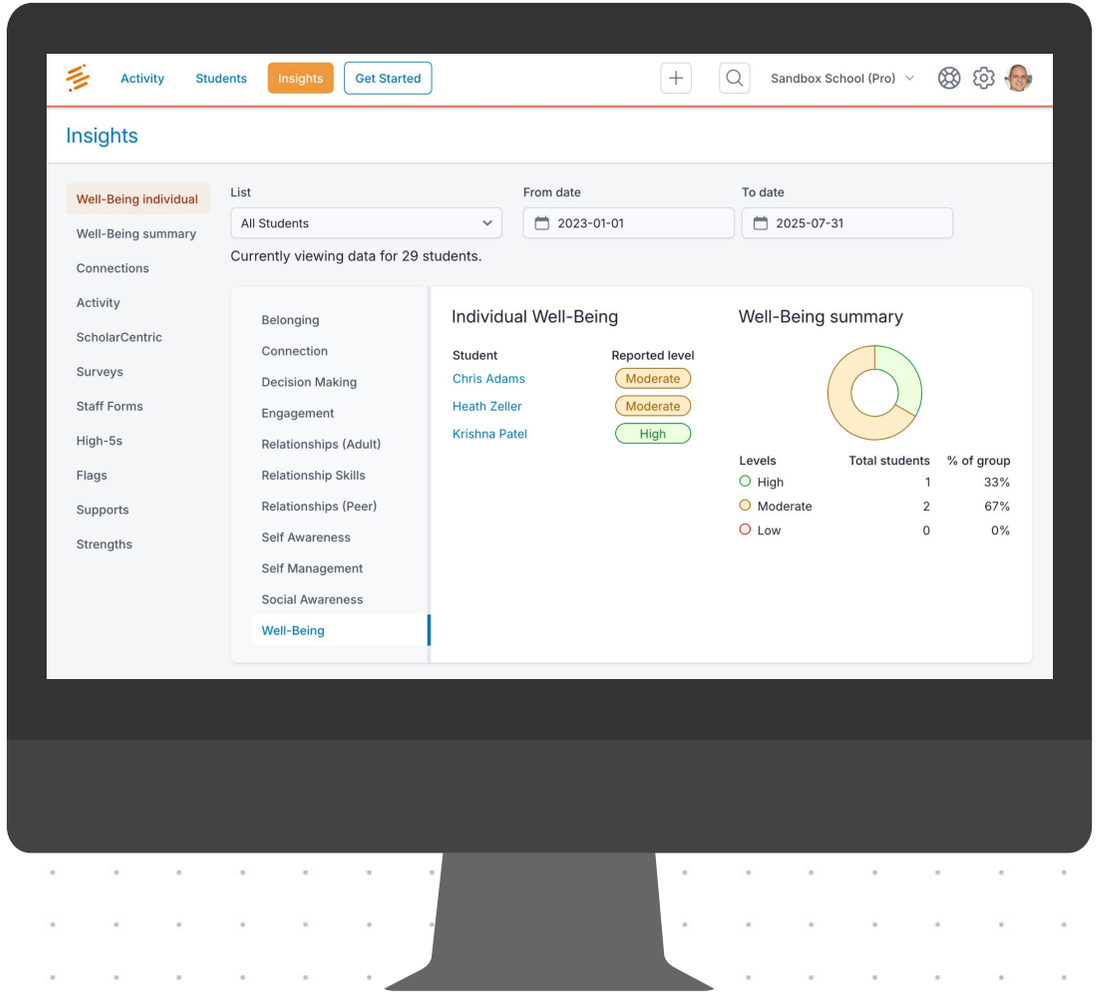
They Provide Equitable Visibility

- Ensure **every student's experience is measured**, not just those in crisis.
- When disaggregated by student group, screeners and surveys expose disparities in experience and access—helping schools intervene with intention

They Shift Us from Reactive to Proactive

- Early data allows staff to support students **before problems escalate**, reducing strain on classroom climate and adult bandwidth.

Screeners and Climate Survey



- ✔ **What patterns are emerging across student groups?**
- ✔ **Are we recognizing the support need level for ALL students?**

Or are some students—especially those from historically underserved groups—being overlooked/under-served?

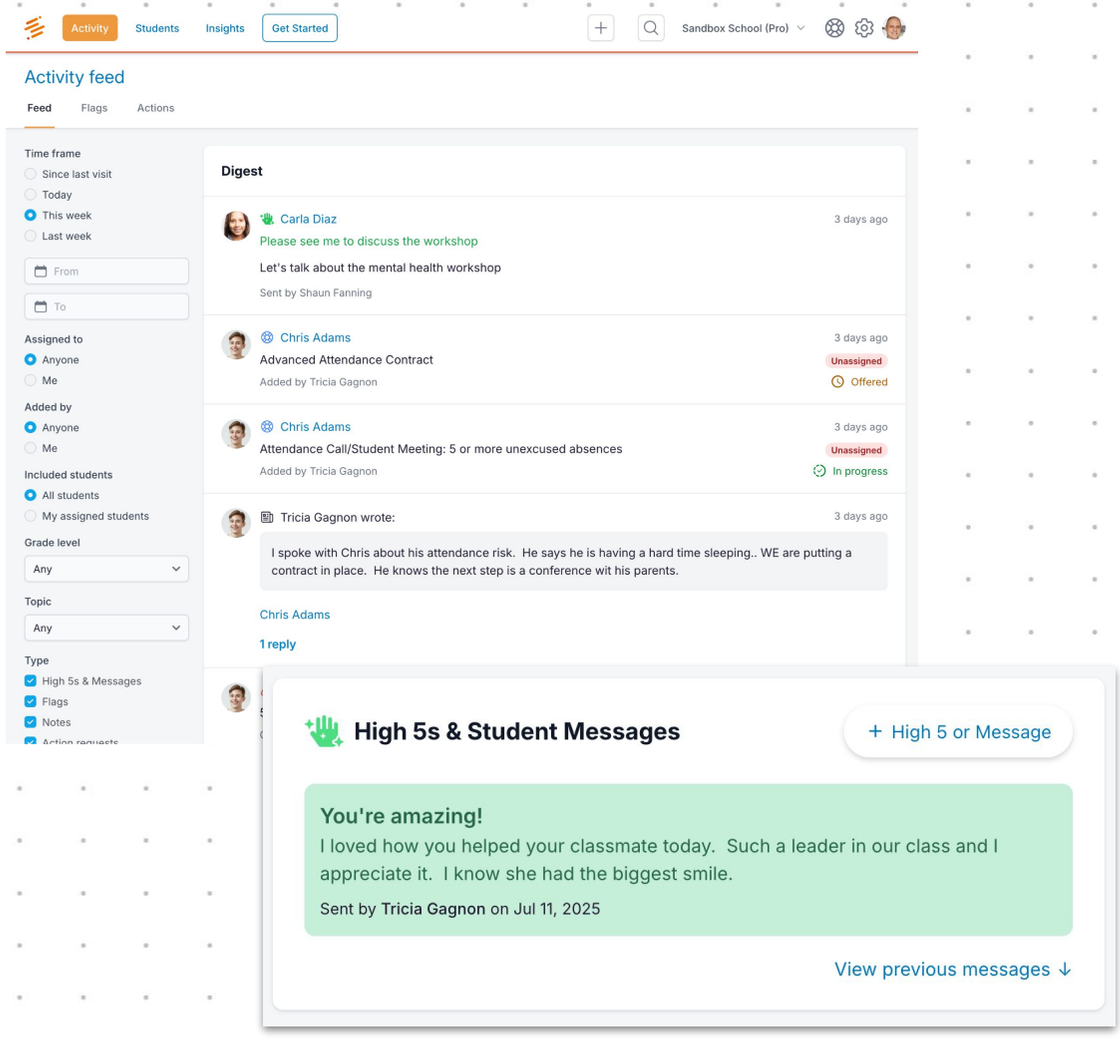
Character Strong

JUST-IN-TIME
Student Check-ins

The Real, Raw Results of Just-in-Time Screening

See the Storm Before It Hits	Just-in-time check-ins let us spot the emotional weather—anxiety, fatigue, stress—before it disrupts the day. It's not about catching problems; it's about catching people.
Every Voice. Every Week.	No hand-raising required. Weekly check-ins ensure all students—especially the quiet or overlooked—get heard. Equity isn't just fair; it's scheduled.
Respond Before It Escalates	Why wait for a meltdown? With daily insight, educators pivot early, preventing blowups and burnout. Timely care beats damage control every time.
When Adults Ask, Students Trust	Asking "How are you?" only matters if you mean it. When kids see action after a check-in, belonging deepens. Climate isn't what we say—it's what we show.
Data That Doesn't Stereotype	Check-in trends spotlight whose voices aren't feeling seen. With this clarity, schools shift from "what's wrong?" to "what's missing?" That's real cultural responsiveness.

Student:Teacher Check-ins



Fosters stronger teacher-student relationships, a key driver of student engagement (R ~ 0.456)

High student engagement is tightly correlated with positive emotional and behavioral outcomes; Gallup data shows engaged students are 2.5× more likely to achieve academically and 4.5× more likely to feel hopeful

Character Strong

Teacher Insight
Collaboration

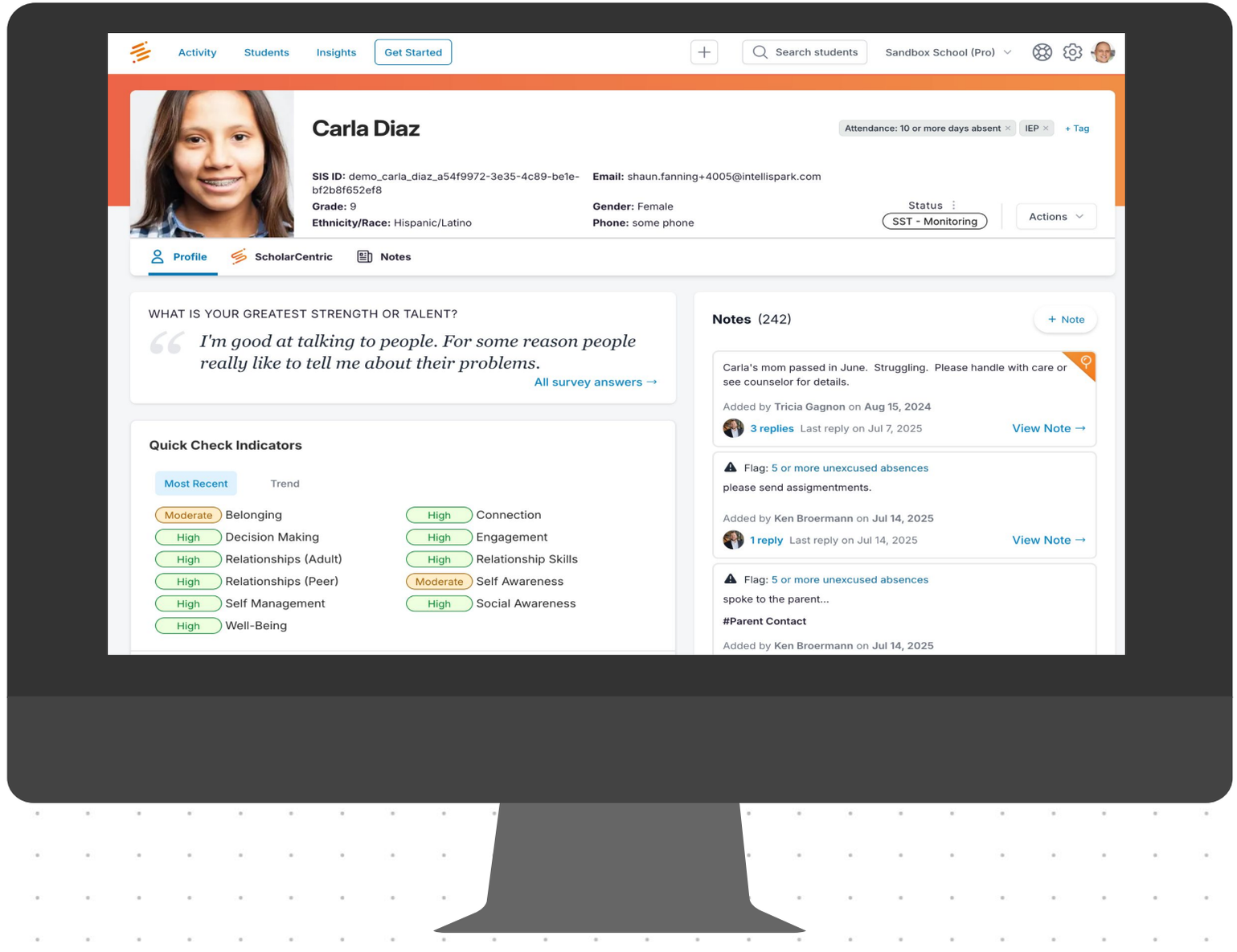
Teacher Burnout - Data - Positive Climate

- **52%** of teachers now report burnout, one of the highest rates across all occupations.
- Top burnout drivers include **student behavior management** and **work overload**, such as paperwork and planning.
- Importantly, teacher burnout is strongly linked to **lower student outcomes**—when educators are overwhelmed, student academic achievement and engagement suffer

Teacher Burnout - Data - Positive Climate

- How can we give teachers time *back* while keeping student support *forward*?
- What if support tools were as close as a click—empowering teachers to respond *right now*?
- Imagine a world where teachers don’t have to wait or wonder—just act.

From Data to Action - Real Time Equity



Turn & Talk

Newspaper Headlines

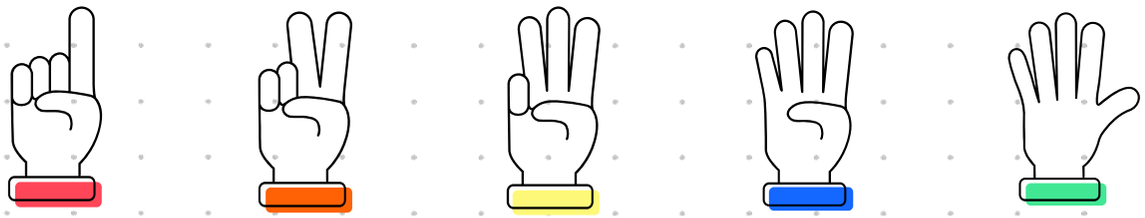
Connect the Dots - What Does Your Data Tell You?

We believe that if we…	[make this change]
Then we will achieve…	[this outcome]
We will know this is true when we see…	[quantitative data]
	[qualitative data]
	[performance/behavioral change indicator]

the MARIGOLD EFFECT

Character Strong

Question?



Temperature

Check

Character Strong

60 Second Feedback

Character Strong

Brain and Behavior Training

When and Where?

Creating a Culture of Academic Engagement and Effective Classroom Management

A 1-day training on our research-backed instructional framework to equip educators with easy-to-use tools that impact student behavior and school culture.

Professional Learning

- Stress, Coping, and Resilience
- Mental Health
- Behavioral Science
- Student Sense of Belonging
- Responding With Empathy
- Multi-Tiered Systems of Support
- Science of Implementation

And more!

Scan to Learn More: