Purpose:

- We've built a **sample slide deck that you can use to share Panorama survey results with your team and colleagues**

- This is a template; therefore, you should personalize it to your goals/audience. This includes adding/deleting slides as desired.
- On some Google Slides, we have left suggestions in the Speaker Notes section for your consideration.

While you should look at each slide carefully, we have tagged slides with red boxes that need you to insert your own data. **Remember to delete these red boxes before presenting to your team.**

Thanks so much for your engagement!

- Your Panorama Partners

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Insert your own Impact Kentucky data

Key Takeaways:

2025-26 Impact Kentucky Working Conditions Survey

[DISTRICT/BUILDING NAME]

[DATE OF SESSION]

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Our Time Today



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- Introduction
- Overall Results
- Key Takeaways:

  Successes & Challenges
- Next Steps
- Appendix



Introduction

What Topics Did We Ask About?

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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.

Who Responded?



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##/%

[Leaders, Teachers, Staff] at our District/School

Turn and Talk…*Which topics do you expect caring adults at our district/school to identify as most favorable? Least favorable?*

1. Staff-Leadership Relationships
Perceptions of faculty and staff relationships with school leaders.

2. Educating All Students
Faculty perceptions of their readiness to address issues of diversity.

3. Managing Student Behavior
Perceptions of the management of student behavior in the classroom and school.

4. School Leadership
Perceptions of the school's leadership effectiveness.

5. School Climate
Perceptions of the overall social and learning climate of the school.

6. Professional Learning
Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.

7. Feedback and Coaching
Perceptions of the amount and quality of feedback faculty and staff receive.

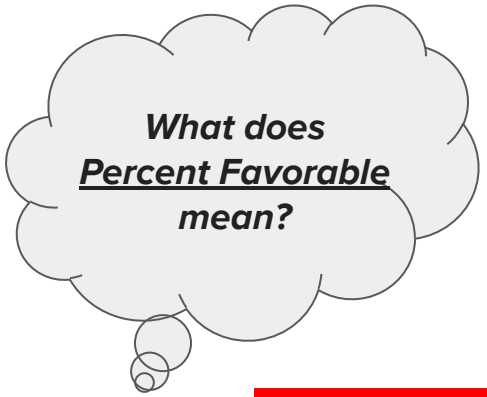
8. Resources
Perceptions of the adequacy of the school's resources.

9. Emotional Well-Being and Belonging
Perceptions of educator well being, efficacy, and belonging.



Overall Results

[District or School] Results



Insert your own Impact KY data

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

Most Favorable Question by Topic

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

Insert your own Impact KY data

Least Favorable Question by Topic

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

Insert your own Impact KY data



Key Takeaways

Successes

Insert your own Impact KY data

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?

Opportunities for Growth

EX) Professional Learning

Many staff members don't feel they are receiving adequate support in professional growth

35% of staff responded favorably to the question "Overall, how much do you learn from the leaders at your office?"

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


STUDENT SURVEY | CLASSROOM EXPERIENCE
JOE SMITH
My teacher only tests us on things we learned in class.
4.0
My teacher assigns homework that helps me learn the material.
4.0
My teacher maintains class control.
3.8
Students in this class treat the teacher with respect.
3.7
FOR MORE DETAILED RESULTS, LOG IN AT WWW.
4.6
4.3
3.9
4.3
4.2
4.2
4.2
By Gender
Male
Female
HOMEWORK TIME PER WEEK (THIS CLASS)
PANORAMA
AT A GLANCE

Next Steps

Focus Area(s) Here

Ex] Professional Learning

There is a strong perception that staff aren't supported in their professional growth

TOPIC 2

Text

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Our Goal

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60%

PERCENT FAVORABLE

Improve percent of staff favorable responses from 35% to 60% for the question "How much respect do students at your school show you?" by the end of the 2023-24 School Year.

Insert your own Impact KY data

Theory of Action

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IF WE

- *Text*

THEN WE

- *Text*

WHICH WILL

- *Text*

RESULTING IN

- *Text*







THANK YOU!

PARTING WORDS

TEXT TEXT

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Appendix

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Consider including in the appendix...

1.) Complete list of survey questions

2.) Demographic breakdown of respondents

3.) List of additional resources

The slides that follow are meant to be additional format options that you might choose to include in your own presentation, if helpful.

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This Year

Our Communication Roll Out Plan

THIRD QUARTER

Text description

FOURTH QUARTER

Text description

SUMMER

Text description

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75%

of students xyz

10%

of a group prefer zyx

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Quote or Statement

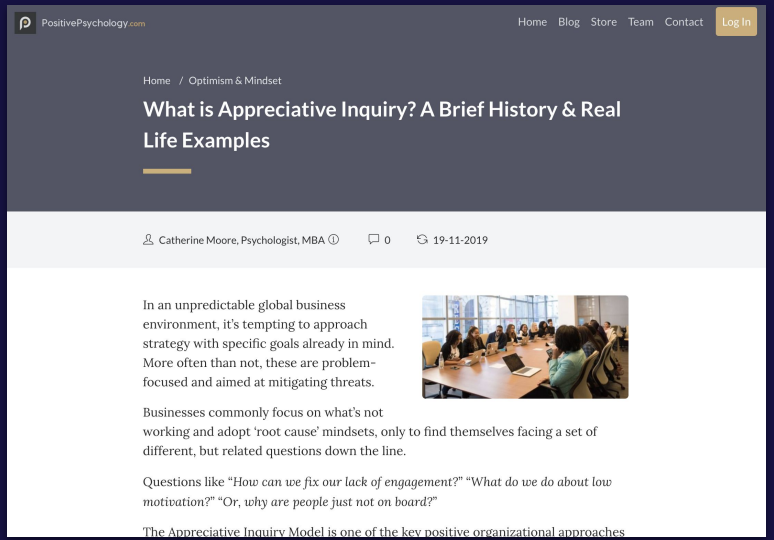
Text Text Text

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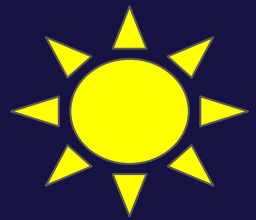
Appreciative Inquiry: Bright Spots Protocol

What is Appreciative Inquiry?

Appreciative Inquiry (AI) is a way to engage groups of people in self-determined change. It focuses on what's working, rather than what's not working, and leads to people co-designing their future.



1. In every school or organization, something works
2. What we focus on becomes our reality
3. Asking questions about what's worked changes how we operate
4. People have more confidence and comfort to travel to the future (the unknown) when they carry forward parts of the past (the known)
5. If we carry parts of the past forward, they should be what is best about the past



Source:
https://positivepsychology.com/appreciative-inquiry/

Appreciative Inquiry

Some bright spots are....	Somethings that we did/are doing are...	Systems, structures, and resources that we found useful...	Something we've learned about our team strengths are...
• Parent involvement (grade level meetings) increasing - including academic awards night • Huge attendance and celebration just happened last night • College and Career Center is GROWING!! Including two new counselors	• Access to technology (tablets) for all students • Tons of social emotional support - referrals to crisis counselors	• Certificates of celebration, banquets, grade point average awards, t-shirts/hats, etc • Free lunch for all students • Partnerships lead to other avenues besides suspension • Systems in place for student attendance • Process for identifying students who need 504s • Free physicals for all students	• Counselors cover SEL, graduation, etc. to all students • Staff VOLUNTEER to support students in clubs (supports university applications and scholarships)

SAMPLE

Appreciative Inquiry: Panorama Survey Results

Some bright spots are....	Some things that we did/are doing are...	Systems, structures, and resources that we found useful...	Something we've learned about our team strengths are...
•	•	•	•

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Additional Resources

Topic and link	Description
Cogenerative Dialogue Toolkit	This toolkit can help you strategize as you work to take action of your stakeholder voice data.
Panorama Education Webinars and Virtual Workshops	Live and on-demand learning opportunities from Panorama Education
Adult Strategies	
Growth Circles	