

# Change Conversations using Data from Climate Surveys

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Cullen Mackenzie

Catholic Institute of Education

## Practical Data-driven Change

Repeated and developing conversations around school climate  
... lead to changes in perception and action  
... which lead to holistic improvements in school climate  
... which make schools safer and more conducive for learning.

Item	2016 %	2017 %	2018 %	2019 %	variance from Baseline
Learners hitting other learners	34	37	31	30	-4
Teachers hitting learners	56	57	47	45	-11
Teachers making learners feel safe	75	80	79	81	+6

## Simple Instrument, Rich Data

25 items with a frequency rating  
15 measurements of 'negative' experiences  
10 measurements of 'positive' experiences  
Repeated administration yields longitudinal data  
Correlations for each school, each region, and for the whole network.

## Emphasis on individuals in specific schools

Those who complete the survey are the ones who get feedback  
Lived experience of learners in a specific context

## Measures positives and negatives

The survey does not assume either violence or peace  
Positives are aspirational  
Negatives raise red flags  
Hope for change in both

Rural School A - Kokstad	2016	2017	2018	2019	2020
Learners Harming	23	16	11	10	8
Learners Caring	60	86	85	90	77
Teachers Harming	21	17	12	9	8
Teachers Caring	63	88	91	91	86
Non Conducive Environment	28	17	28	11	16
Conducive Environment	71	85	83	93	84

## Change Conversations

**First** with learners, to triangulate and describe

**Second** with teachers, to elicit responses and describe further

**Third** with school leaders, to develop actions that might change the situation

These conversations **interlink** with the Building Peaceful Schools Programme, and Child Safeguarding