Cultivate

Promoting Positive Learning Environments that Improve Academic Performance

While we have always known that the same student can get different grades in different classes—an A in math versus a C in history—research shows that these differences in performance across classrooms cannot simply be attributed to student aptitudes and interests.

The Cultivate System draws on research showing that the Learning Conditions educators create in their classrooms have profound implications for students' development.
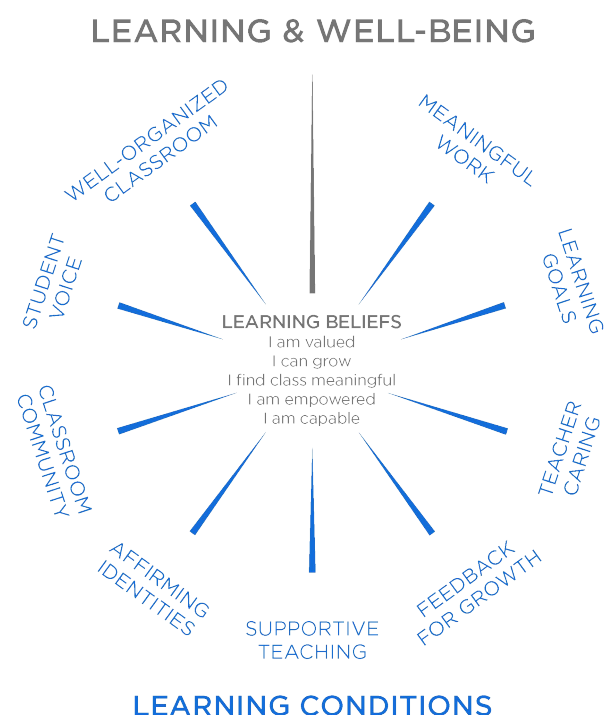
These Learning Conditions shape students' daily experiences and have the power to alter what they believe about themselves as learners, beliefs which are then reflected in their academic outcomes and well-being.

Data collected from thousands of students consistently show students with strong Learning Beliefs earn more As and fewer Fs than those with weaker Learning Beliefs – and that students' Learning Beliefs fluctuate from class to class in relation to classroom learning environments.

The Cultivate System

Research shows that in educational spaces, Learning Conditions—structures, norms, and practices—shape students' beliefs and have significant impacts on their learning and well-being. The Cultivate System—survey, framework, tools, and resources—can support educators as they work to understand and improve daily experiences of students in their classrooms.

Cultivate was designed to provide a safe space for teachers to get feedback from their students on how their instructional efforts are being received. Importantly, Cultivate is not a tool for accountability, nor is it designed to be used to evaluate teachers. **Its primary purpose is to cultivate a partnership between educators and students.**

LEARNING & WELL-BEING

WELL-ORGANIZED CLASSROOM
MEANINGFUL WORK
STUDENT VOICE
LEARNING GOALS

LEARNING BELIEFS
I am valued
I can grow
I find class meaningful
I am empowered
I am capable

CLASSROOM COMMUNITY
TEACHER CARING
AFFIRMING IDENTITIES
FEEDBACK FOR GROWTH
SUPPORTIVE TEACHING

LEARNING CONDITIONS

Educators can use the Cultivate Survey and Reporting Site to:

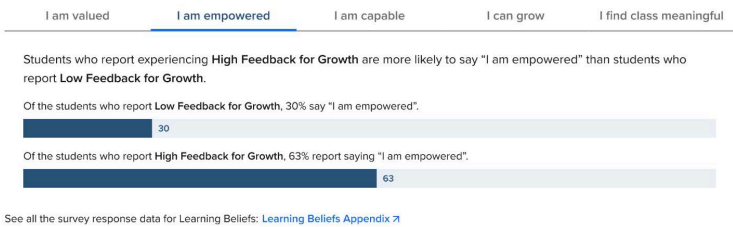## Set priorities and guide efforts to create learning environments that support all students

Educators are working to improve their classrooms in many ways—like implementing new organizational systems or strengthening the sense of community among students. Educators can explore the set of actionable items that comprise each Learning Condition on Cultivate for information about how their students are feeling. In this way, Cultivate provides educator with another data point they can use to guide their continuous improvement efforts—a data point from students, the people best positioned to weigh in on how classroom improvement efforts are going.

Understand how students' perceptions of their learning environments affect their Learning Beliefs

On the Cultivate Reporting Site, educators can see how students' perceptions of various Learning Conditions, such as the learning goals teacher stablish, classwork they assign, and level of support they provide, affect students' Learning Beliefs.
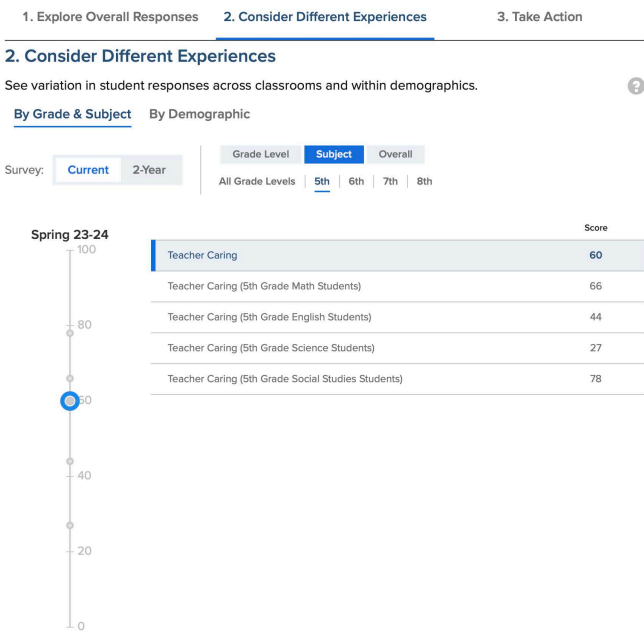
Feedback for Growth's Connections to Learning Beliefs
See how important positive experiences of Feedback for Growth are for students' Learning Beliefs.

I am valued	I am empowered	I am capable	I can grow	I find class meaningful

Students who report experiencing **High Feedback for Growth** are more likely to say "I am empowered" than students who report **Low Feedback for Growth**.

Of the students who report **Low Feedback for Growth**, 30% say "I am empowered".

30

Of the students who report **High Feedback for Growth**, 63% report saying "I am empowered".

63

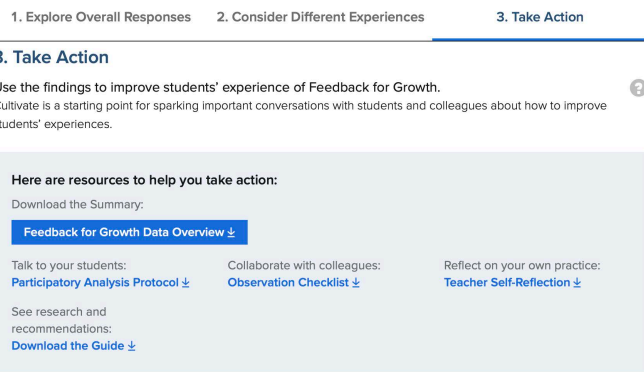See all the survey response data for Learning Beliefs: Learning Beliefs Appendix ↗

Consider the different experiences students are having in their classrooms

Educators can disaggregate their Cultivate results by student demographics and see how students' experiences have changed over time. They can also disaggregate by classroom characteristics. Cultivate for Schools can be disaggregate by grade level, subject area, or a combination of both (pictured). Educators who administer the Cultivate for Coaches survey as part of a coaching support program can disaggregate the results by class period. They can then use this information to better understand how learning environments differ across different classrooms.

1. Explore Overall Responses	2. Consider Different Experiences	3. Take Action

2. Consider Different Experiences
See variation in student responses across classrooms and within demographics.

By Grade & Subject   By Demographic

Survey: | Current | 2-Year | Grade Level | **Subject** | Overall
All Grade Levels | **5th** | 6th | 7th | 8th

Spring 23-24

	Score
Teacher Caring	**60**
Teacher Caring (5th Grade Math Students)	66
Teacher Caring (5th Grade English Students)	44
Teacher Caring (5th Grade Science Students)	27
Teacher Caring (5th Grade Social Studies Students)	78

Take action!

Ultimately, the goal of Cultivate is for educators to use their report as a starting point to engage in conversation with colleagues and—crucially—with students. To this end, the reports feature a suite of support tools for each Learning Condition—including detailed guides with research and recommendations, protocols for participatory data analysis, and observation checklists.

1. Explore Overall Responses	2. Consider Different Experiences	3. Take Action

3. Take Action
Use the findings to improve students' experience of Feedback for Growth.
Cultivate is a starting point for sparking important conversations with students and colleagues about how to improve students' experiences.

Here are resources to help you take action:
Download the Summary:

Feedback for Growth Data Overview ⬇

Talk to your students:
Participatory Analysis Protocol ⬇

Collaborate with colleagues:
Observation Checklist ⬇

Reflect on your own practice:
Teacher Self-Reflection ⬇

See research and recommendations:
Download the Guide ⬇