
Performance-Based/Data-Driven School Leadership

Please fill out the “Data Readiness Inventory” Sheet, from your perspective, found on your table.

Demographics of UAH

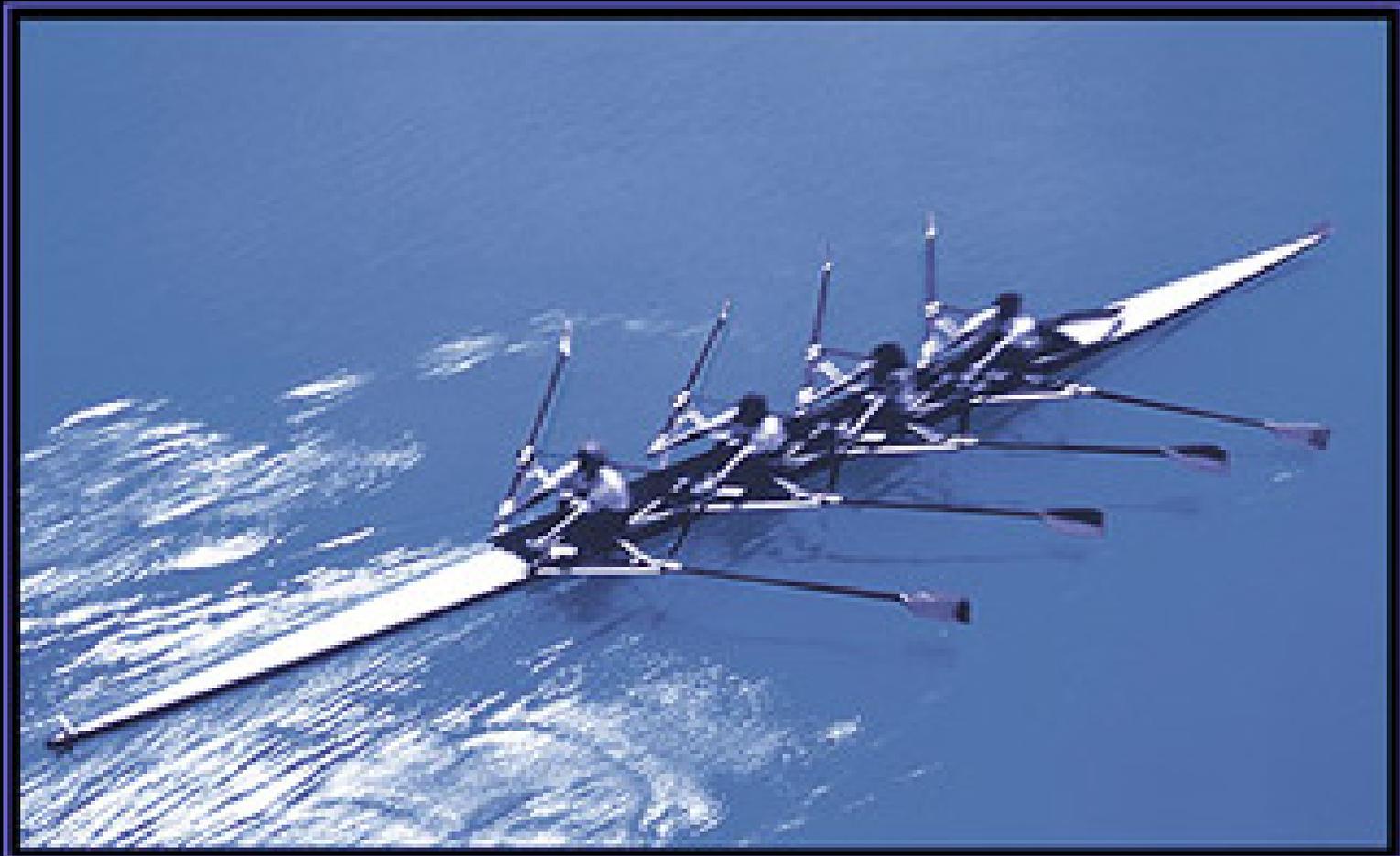
- 80% Economically disadvantaged
- 37% Hispanic
- 36% White
- 20% African American
- 6% Multi-racial
- 1% Other
- 16% are students with disabilities
- 27% are English Language Learners

Secondary AYP Concerns

- 95% participation rate in each subgroup for MME
- YOG on time
- Benchmark score increase in each content area
- Benchmark score increase in each subgroup
- Increase in each level of proficiency on MME
- Mobility rate
- Attendance

The First Year: Paradigm Shift

- Learning Beliefs
- Department meetings
- Comprehensive Needs Assessments (CNA)
- School Improvement Plan (SIP)
- Instructional Leadership Team (ILT)
- Data



IGNORANCE

It's amazing how much easier it is for a team to work together when no one has any idea where they're going.

First Year Actions: What it was and where we went

- Department Work
- Instructional Leadership Team Work
- Data Collection every quarter
- Data Reviews
- External Data Reviews

But WHICH data????

- Performance Data
 - 8th grade EXPLORE
 - 8th grade MEAP
 - 9th grade MEAP
 - 9th grade WorkKeys
 - Read 180°
 - 10th grade PLAN
 - 10th grade WorkKeys
 - MME/ACT
 - 11th grade WorkKeys
 - 12th grade WorkKeys
 - District Writing Prompts

Data, data and more *% @##*% data.....

- NovaNet
- ELPA
- Gates MacGinities
- EXPLORE/PLAN Linkage reports
- PLAN/ACT Linkage reports
- KISD Data Warehouse
- **Demographic Data**
- Attendance over time, by subgroups, by cohort
- Suspension report
- Graduation report by subgroup
- Socioeconomic report
- Student Information Section reports of EXPLORE, MEAP, PLAN, ACT

Data, data and more *% @##*% data.....

■ Perception Data

- 8th grade EXPLORE Interest Inventory
- 9th grade Academy survey
- 10th grade PLAN Interest Inventory
- 11th grade ACT Interest Inventory
- 9th – 12th grade Zoomerang Survey
- EDPs
- Counselor Seminar Survey
- Parental Surveys
- EXPLORE Needs Assessment
- PLAN Needs Assessment
- ACT Needs Assessment

Which Data and WHO?

- Administrative Team: High Stakes Testing and Subgroup data
- Instructional Leadership Team: PHLOTE, High Stakes Testing, and Student Intervention Lists
- Classroom Instructor: Guidance from the ILT, self-generated Student Intervention Lists

At Risk for Failure: School

Content: Mathematics	At-Risk for Failure (D) MP 1	Failing (E's) MP 1	At-Risk for Failure (D) MP 2	Failing (E's) MP 2
Algebra 1 N =				
Geometry N =				
Pre-Calculus N =				
Calculus N =				
Content: Science				



AGONY

Not all pain is gain.

First Year: What we Found

- Passive Interventions
- HORRENDOUS failure rates
- Implications for professional development
- A need to monitor the School Improvement Plan for effectiveness and relativity

First Year: What we learned

- PHLOTE List
- Access to Attendance and Tardy reports
- Access to CA60's
- Instructional Interventions are not passive
- There is more to data than MEAP and MME

First Year: What we did

- Examined our beliefs about learning
- Began monitoring the SIP
- Professional Development:
 - Effort Based Learning
 - Instructional Interventions
 - Literacy strategies
 - Concern Reports
- Began the conversation of what was working
- Shared data review results/comments

First Year: What we did

- Began the conversation on formative and summative assessments
- Began TRIAGULATING data based on our Student Intervention lists
- Developed Concern reports based on DATA
- Began to learn to control what WE could control



PLANNING

Much work remains to be done before we can announce our total failure to make any progress.



CONSULTING

If you're not a part of the solution, there's good money to be made in prolonging the problem.



COMPROMISE

LET'S AGREE TO RESPECT EACH OTHER'S VIEWS,
NO MATTER HOW WRONG YOURS MAY BE.

www.despair.com



INDIVIDUALITY

Always remember that you are unique. Just like everybody else.



IRRESPONSIBILITY

No single raindrop believes it is to blame for the flood.



FLATTERY

If you want to get to the top, prepare to kiss a lot of the bottom.

Planning for the Second Year began in June: A Strong ILT Team

- Planned, collaborative Department meetings
- Involve stakeholders in greater numbers and at a higher level
- Collect Perception Data: Parents, Students, and Staff
- Make all teachers part of the School Improvement Process
- Use data for building strategies and SIP
- MORE regular meetings that were purposeful, intent and intensive

Gained Stakeholder Support

- Developed an Action Plan
- Meet 1st Wednesday of every month
 - Monitoring and Updates on the School Improvement Plan
 - Belief Survey
 - More Two-Way communication
 - Middle School parents, students, business owners, staff
 - Students on School Improvement Team

Using Data

- Action Plans for each department with learning expectations
- ILT drives the School Improvement Plan
 - Using data to make decisions: Professional Development, After School programming, common strategies in the building, collaborative time, continuous improvement
 - Developing a collective knowledge base and greater awareness of the school's demographics in all departments

VISION

- Intelligence is incremental, not set in stone
- Proficiency for all students in each area
- All staff will be part of the School Improvement Process
- All students and staff will understand FADAF

PROFILE

- Began discussing and sharing types of data
- Gathering information about the community, schools, and families
- Identifying the strengths and weaknesses of the school based on data collection and discussion
- Beginning to understand the role that demographics play in learning
- Using data with students about their academic progress
- Monitoring students more closely

PLAN and IMPLEMENTATION

- Identified gaps between all students
- Determined causes for the gaps between subgroups and developed interventions
- Developed a professional development calendar based on the SIP
- Actions plans
- Instructional Leadership Team (ILT) meets twice a month
- Data Reviews 6x a school year

PLAN and IMPLEMENTATION

- Department teams meet collaboratively once a week with planned agendas based on the SIP
- Action Plans are developed from Data Reviews and the ILT
- Rewrote the SIP based on data
- Collaborative department meetings 6x a year after school to monitor and implement the SIP
- Stakeholder meetings 1st Wednesday of the month

PLAN and IMPLEMENTATION

- Collect data on students and which content expectations they are not passing
- Developing interventions to address them
- Department meetings will begin to focus on student data with each instructor looking at his classes grades
- Sharing strategies through department meetings
- Ask: Do they know it and can they use it?

RESULTS

- Common Assessments
- Assessments that are both formative and summative
- Monitoring through department meetings
- Monitoring through ‘traditional’ methods (standardized testing)
- Monitoring through walkthroughs
- Monitoring through ‘Learning Walks’
- Monitoring through stakeholders and SIP

But it begins with.....

- Motivation to help
- A Vision of Learning
- Data

Using Data

- How can we use the data collected when you first came in?
- Concern: Student Achievement in your building
- Data Readiness Inventory

Using Data

- What from the Inventory will you focus on to gain knowledge?
- What does it point to?
- Does it match your reality?

Using Data

- Next Steps?
- Pinpoint the needs
- Prioritize the needs
- Are they addressed in the SIP?
- Develop Action Plans----How?

Using Data.....

What from the survey will you “key” in on?
What impacts student achievement? Check comments at the end for possible direction.

What more do I need?

What is the next step?

Meet in Groups of three

- Ten minute discussion
- Share with the group your next steps
- What data will you need?



MOTIVATION

If a pretty poster and a cute saying are all it takes to motivate you, you probably have a very easy job.

The kind robots will be doing soon.

Motivation

- We're teachers.....
- They're kids.....

- 212°