



FROM DATA TO
ACTION!



<http://bit.ly/209Q8To>



HELLO!

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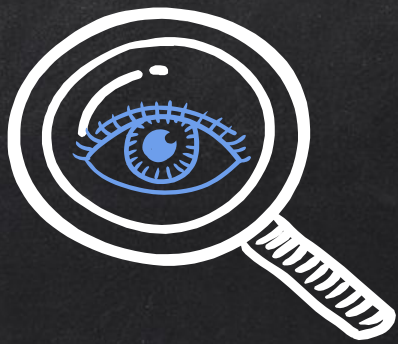
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LEARNING TARGETS FOR TODAY

I will be able to...

- ✘ explain **3 important concepts** about data.
- ✘ use **Practical Protocols** to examine data.
- ✘ build **Action Plans** to move data to action.



WHO ARE YOU?



“Without big data, you are blind
and deaf and in the middle of a
freeway.”

– Geoffrey Moore, author and consultant



DATA CONCEPTS

What Really Matters



WHY IS DATA IMPORTANT?

So Much Data

- ✗ Achievement
- ✗ Perception
- ✗ Behavior
- ✗ Needs

So Little Time

- ✗ daily whirlwind
- ✗ # of standards
- ✗ Educational Shifts
- ✗ Technology



done with intention or purpose



WHAT IS IMPORTANT FOR DATA TO WORK?

Known Purpose

- ✗ Communicate the Why and the What
- ✗ Right Data for the Right Job



COMMUNICATE

to make known



WHAT IS IMPORTANT FOR DATA TO WORK?

(PART 2)

K.I.S.S.

- X Visual**
- X Break it down**
- X Essential to Use**



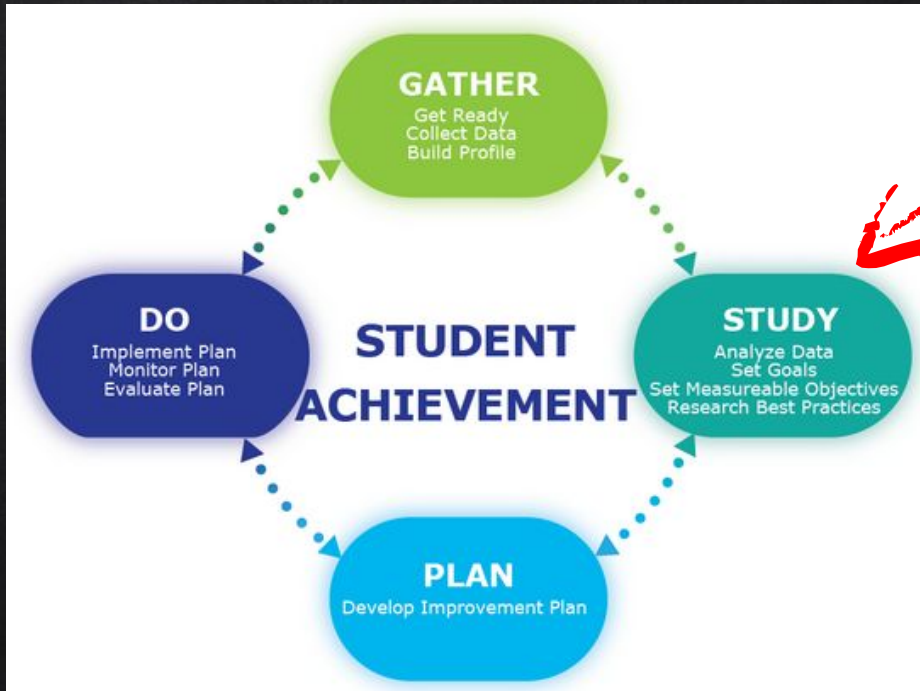
Keep it Simple Stupid!

2.

PRACTICAL PROTOCOLS



A PICTURE IS WORTH A THOUSAND WORDS





WHAT IS A PROTOCOL?

Protocol: set of step-by-step guidelines to structure professional conversations or learning experiences



WHY USE PROTOCOLS?

- X Promotes a focused in-depth professional conversation around goals, solutions, and results**
- X Encourages opportunities to be heard and develops active, respectful listening among participants**
- X Helps nurture a culture of collegiality, trust, and mutual appreciation**
- X Building blocks for essential communication and facilitation skills for effective professional collaboration**

IT'S THE
CONVERSATIONS
THAT MATTER, NOT
THE PROTOCOL!



**CAUTION
FALLING
PEOPLE**

The image shows a yellow diamond-shaped warning sign with a black border. Inside the diamond, there are four black silhouettes of people falling head-first. Below the silhouettes, the words "CAUTION", "FALLING", and "PEOPLE" are written in large, bold, black capital letters. The sign is set against a background of dense green foliage. In the lower right corner, a person is walking away from the camera on a path. A small sign with an arrow pointing right and the text "EMERGENCY TO SURVEY SITE" is visible near the path.



PROTOCOL 1

Here's What, So What, Now What?

- X Here's What - Just the FACTS!**
- X So What - Why does it matter?**
- X Now What? - What will I do to change the results?**
(Predict and Influence)



PROTOCOL 2

5 Whys? – Analysis technique that allows you to peel the layers off symptoms and leads to the root causes of a problem



WHAT DO YOU
SEE IN THIS
DATA?

<https://youtu.be/j13Gd7MSs7o> <https://youtu.be/>



PROTOCOL 2 - 5 WHYS

1. Write down the specific problem as identified by the data.
2. Ask why the problem occurs and write down the answer.
3. If the answer doesn't give you an actionable solution, ask why again.
4. Keeping looping back to Step 2 until you have identified an actionable solution.



PROTOCOL 2 - 5 WHYS

Problem Statement: Your car stops in the middle of the road on the way home from work.

Why? - Because it ran out of gas

Why? - Because I didn't buy any gas on the way to work

Why? - Because I didn't have any money

Why? - Because I lost it all last night in a poker game

Why? - Because I am a terrible bluffer



PROTOCOL 2 - 5 WHYS

Benefits

- X** helps identify the root cause
- X** easy to do in theory
- X** most useful when dealing with human factors or interactions



“If you don’t ask the right questions, you don’t get the right answers. A question asked in the right way often points to its own answer. Asking questions is the ABC of diagnosis. Only the inquiring mind solves problems.”

– Edward Hodnett

3.

ACTION PLANS



TO CREATE YOUR ACTION PLAN...

Focus on the Wildly Important

From your data protocols what stood out as something that was very important to your school, to a grade level, to a subgroup. This is what you focus on. This is what you create your SMART Goal from. It should be in the form *From X to Y by When*

Act on the Lead Measures

There is a difference between the term lead and lag measures. Lead are actionable and controllable. We can influence them. Lag are things that happen because of a lead measure. We don't have influence over them.

Keep a Compelling Scoreboard

Your score board should be seen by everyone who influences the data. It should be simple and easy to read.

Is it simple?

Can I see it easily?

Does it show lead and lag measures?

Can we tell if we are winning?

GOAL SETTING

S

SPECIFIC

M

MEASURABLE

A

ATTAINABLE

R

RELEVANT

T

TIME-BOUND



S.M.A.R.T GOALS/LAG MEASURES

What you want to happen...

...from **X** to **Y** by **when**.



LEAD MEASURES

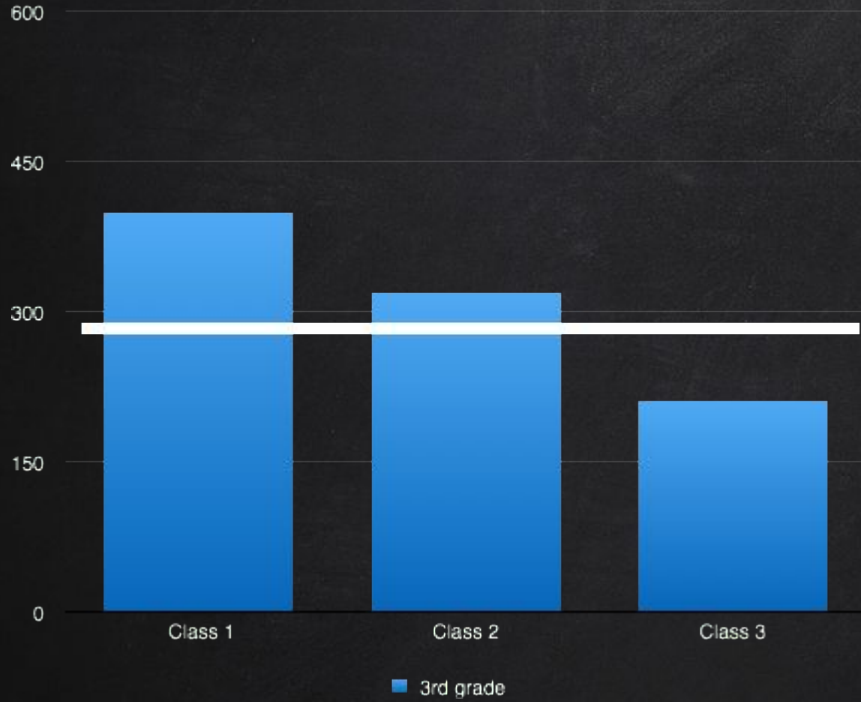
- X Must be actionable and something within your staff's control**
 - The amount of parent phone calls each week
 - The amount of students who read 30 minutes a night
 - How many times a student is requested to intervention



COMPELLING SCOREBOARD

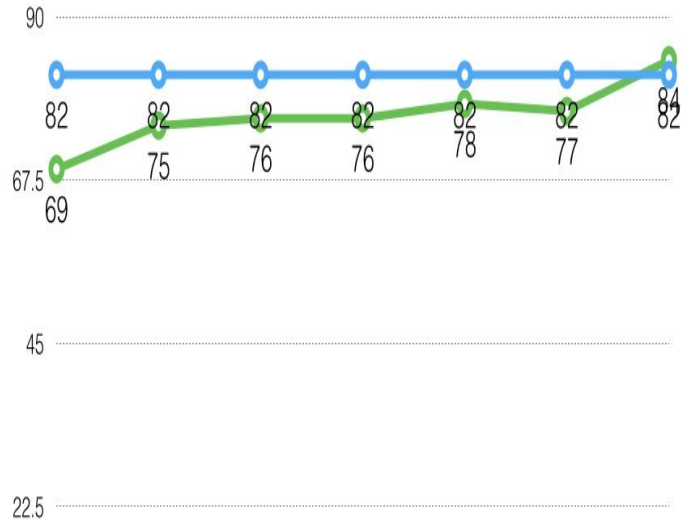
- X Scoreboard – purpose is to motivate the players to win**
 - must be simple and easy to read
 - must also show if you are winning or loosing

Achieve 300 minutes of Uninterrupted Reading Each Week



EXAMPLE OF A COMPELLING
SCOREBOARD

Blue - Where we want to be
Green - Where we actually are

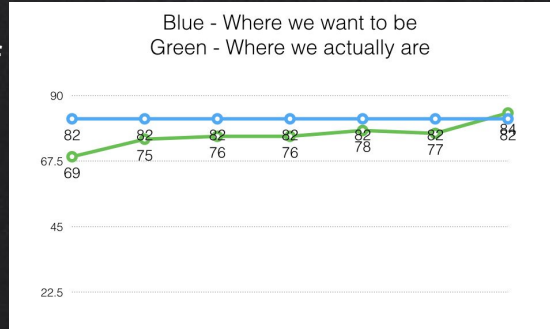


ANOTHER EXAMPLE OF A
COMPELLING SCOREBOARD

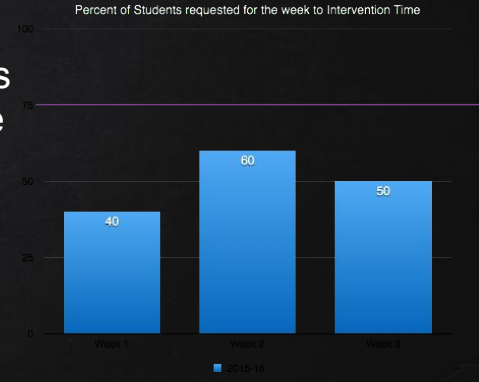


ONE MORE SCOREBOARD

S.M.A.R.T Goal/Wig:
To increase the amount of student's passing all classes from 69% to 82% by Semester 1.



Lead Measure:
Request more students to our intervention time from 50% to 75% by the end of Semester 1.

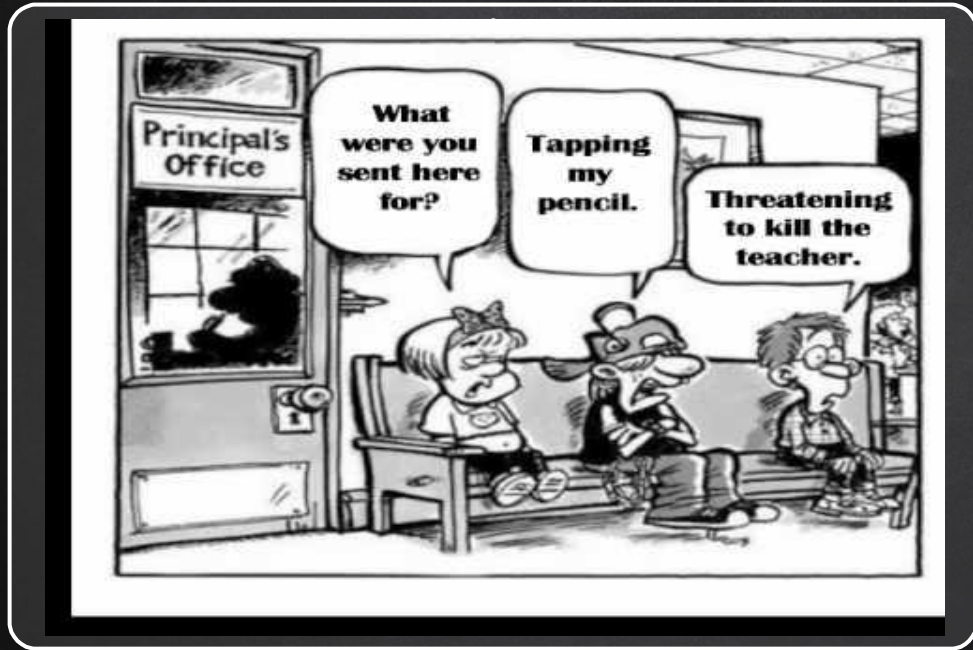


Lead Measure:
Make calls/emails home when a student is on the Needs Improvement for two weeks in a row.

Student on List for Two Weeks	Teacher who contacted Parent	Out come of the conversation
Hansen	Trowbridge	He will be coming to HW Club
Coleman		
Supple		
Jarombek		



- X Things to remember about monitoring and checking for progress**
 - Everyone must have a vested interest in willing to change behaviors to win and improve scores
 - The scoreboard needs to be reviewed if not weekly with all teams at least every other week.
 - If not done consistently enough, behavior won't change
 - This is due to not seeing progress



JUST FOR FUN
"DIRTY DATA"

<https://youtu.be/XBv95uMFudE>



THANKS!

Any questions?

CREDITS

- X Presentation template by SlidesCarnival
- X <http://letthedatabeyourguide.wikispaces.com/Using+Data>
- X http://www.michigan.gov/mde/0,4615,7-140-28753_38959_33424---,00.html
- X <http://www.txprofdev.org/apps/datadecisions/>
- X <http://www.nsrharmony.org/free-resources/protocols>
- X *The 4 Disciplines of Execution* by Sean Covey, Jim Huling, and Chris McChesney