

How High Performing Schools Develop A Culture Driven By Data

10:00-11:00 am
Symphony III



**Creating A Culture Driven By Data
Can Be Like Climbing Mount Everest!**





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How High Performing Schools Develop A Culture Driven By Data

Dr. Byron L. Ernest
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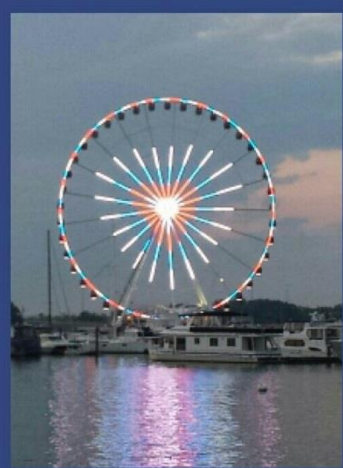
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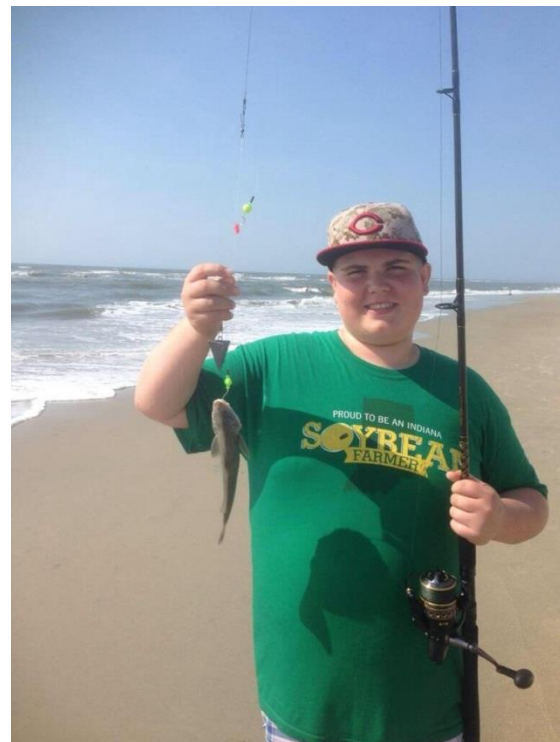
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ME!







The Goal is for everyone in the school to become a Sherpa for the students by using the data effectively.



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Driven By Data

“In elementary school, I didn’t know what I was doing. I didn’t see the point, and I was frustrated trying to learn. When I changed to the middle school, however, teachers began working with me on my areas of weakness. They supported me in my learning, and I could see the direction of where I was headed. For the first time, I had a sense of purpose.” ~ Rafael Munoz

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Question to Ponder

If there's teaching
going on, but the
students aren't
learning, is it really
teaching?

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What Does Data Driven Instruction Do For Us?

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What Does Data Driven Instruction Do For Us?

- Provides a concrete framework to guide our actions.
- Proof that what we are doing is working, or not.
- Concrete tools to put into practice.

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Four Key Drivers

- Assessment
- Analysis
- Action
- Culture

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Data Use Ladder

- Data
- Interpretation
- Conclusions
- Actions



Assessments - NWEA

- There is a common disconnect between what the teacher was teaching and what the interim assessment was measuring
- Assessment is the first core principle of data driven instruction.

Key Drivers:
Common Interim Assessments
Teacher Action Plans



Counterintuitive Statement at First

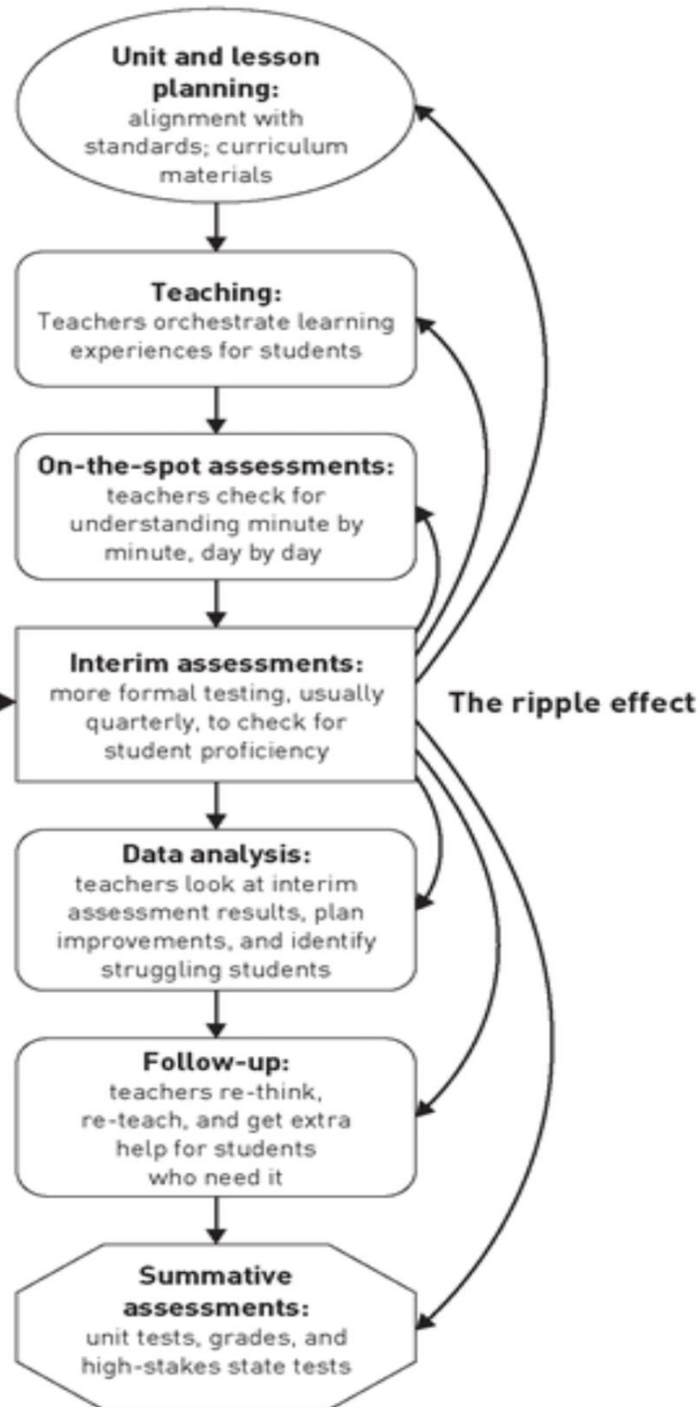
- We should not first teach and then write an assessment to match; instead, we should create a rigorous and demanding test and then teach to meet its standards.

LET'S DISCUSS THAT STATEMENT

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Ripple Effect

The principal's strategic intervention





Assessments Must Be Cumulative

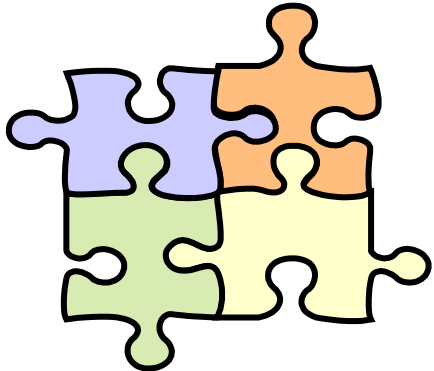
- Effective assessments revisit material from earlier in the year
- A common mistake of schools is converting interim assessments into unit tests or visa versa

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Teachers Must Have a Stake

- Give teachers a stake in the assessment, and you'll give them a stake in the results.
- Must be intentional with data use



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Data Driven Implementation Drivers

- Data Driven Culture
- Assessments
- ***Analysis***
- Action

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Analysis

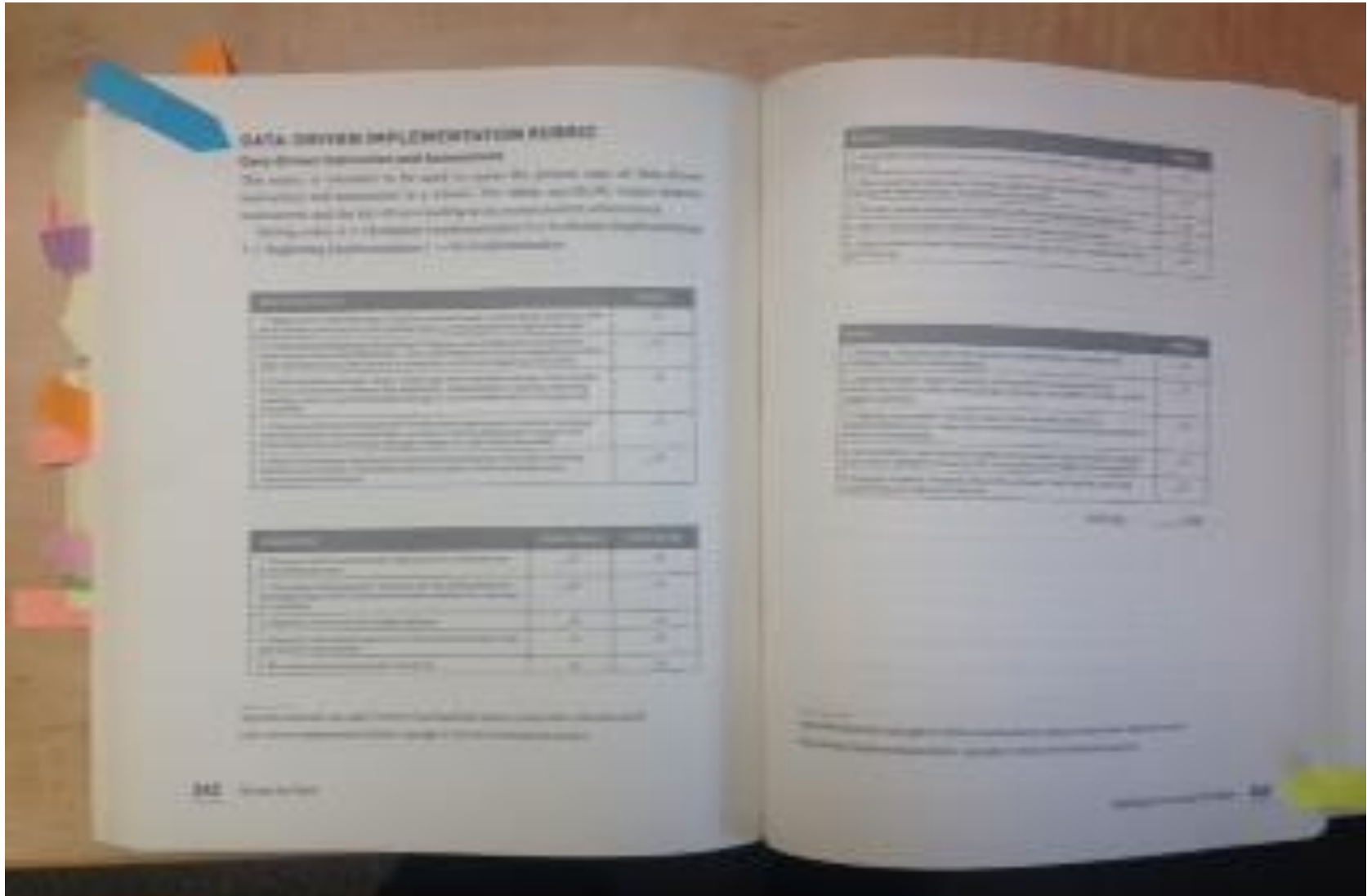
- Diving Deep – What Happened and Why?
- Guiding Question: “So what’s the data telling you?”
- If you don’t see it...it doesn’t exist
- Describe data without judgement



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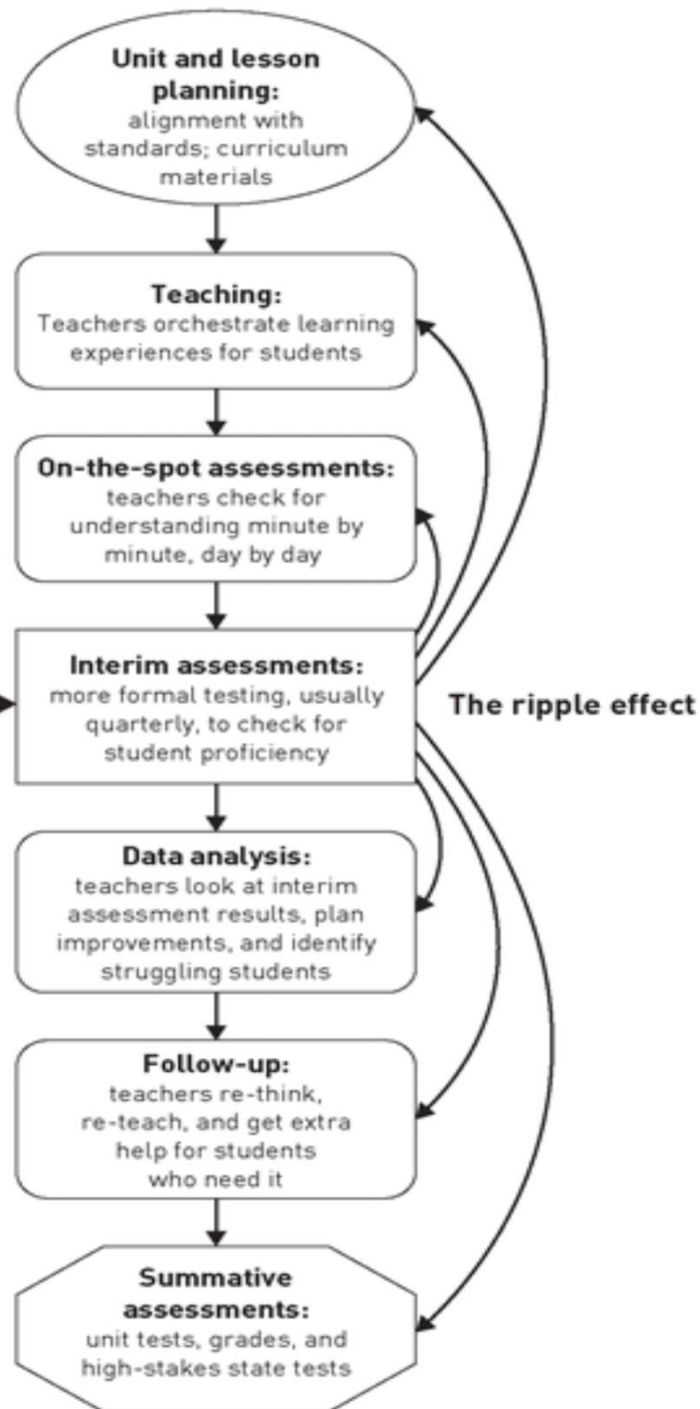


Data Driven Implementation Rubric



Ripple Effect

The principal's strategic intervention





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Action

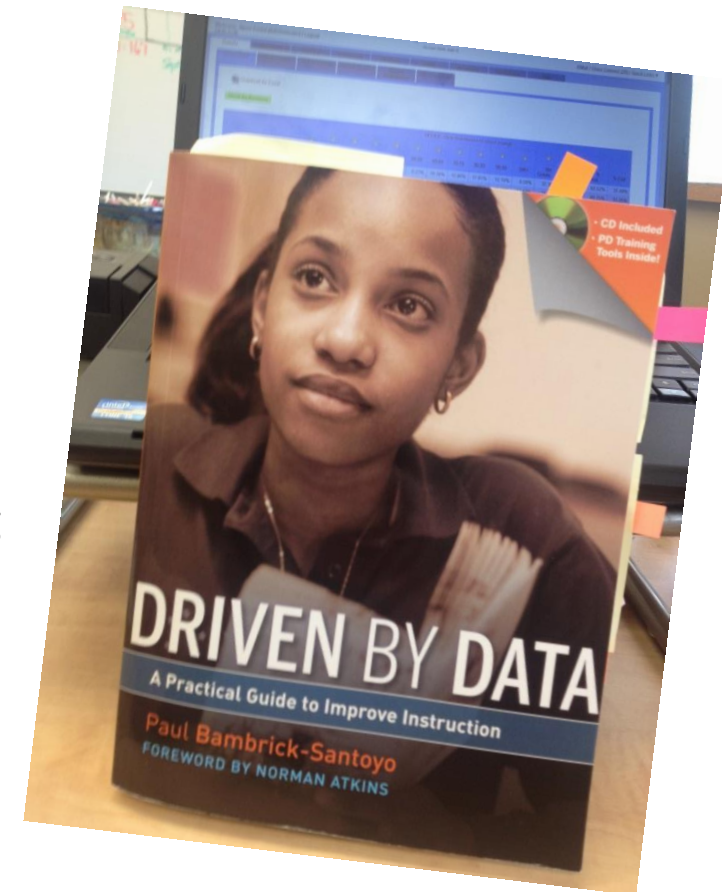
- Changing Teaching to Enhance Learning
- When Action is Implemented Effectively, Students can Perceive How Their Learning Has Improved

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Key Drivers for Action

- Common Interim Assessments: Creating these was the first step
- Teacher Action Plans: Teachers review student progress and adjust to meet student learning needs
- Engaged Students: Involving students in tracking their own data and progress as much as possible. This gives them ownership in the process.





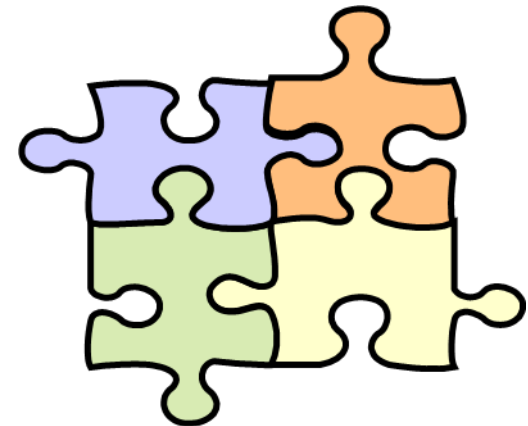
**Immediately following analysis
teachers should draw up action plans
that describe how they will apply the
insights they have gained.**

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Pieces of a Successful Action Plan

- Correct analysis
- School must believe there is room for improvement
- Specific time of Implementation
- Keep action plans simple





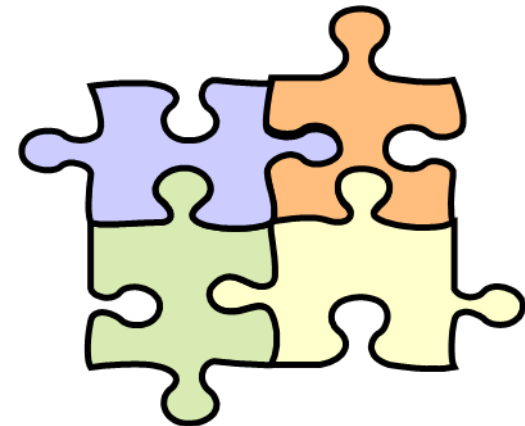
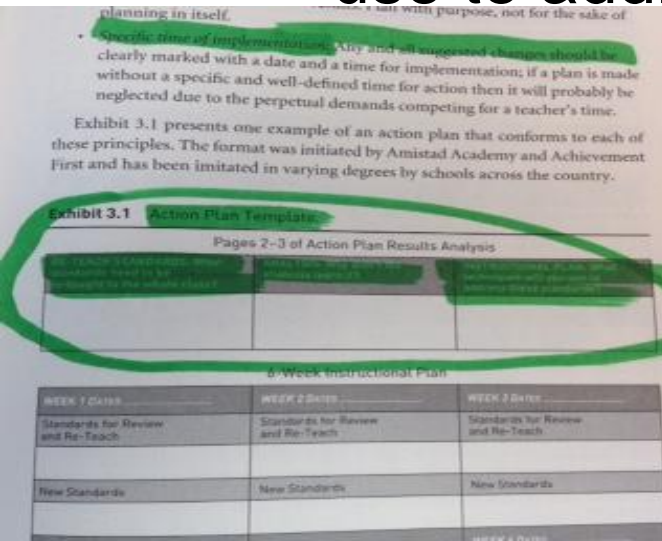
Core Idea

Lesson Plans Must Be Done With Action Plan in Hand.

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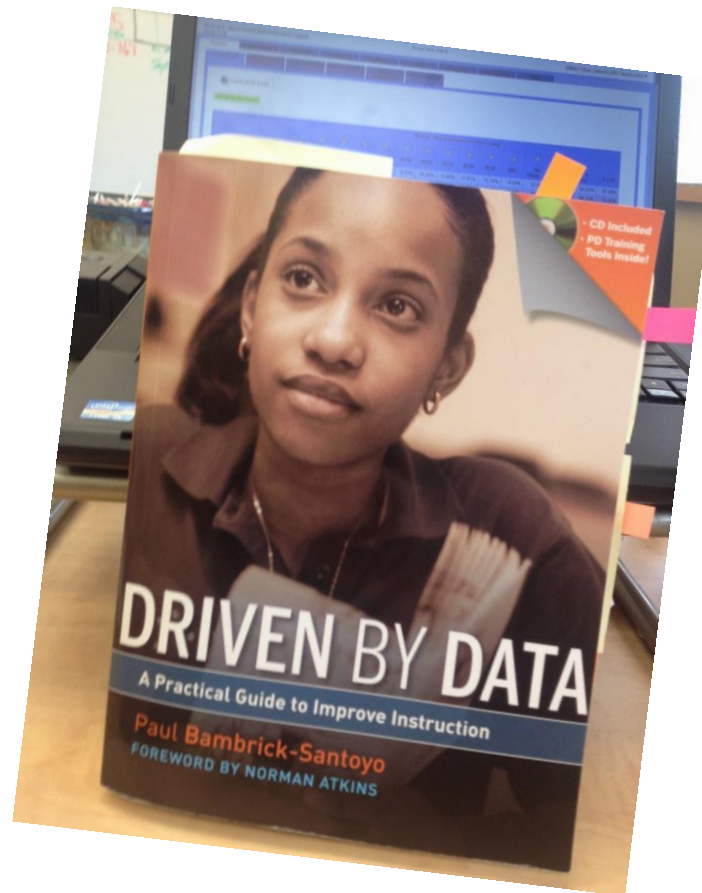
Action Plan Template – Page 73

- Teach Standards: What standards need to be re-taught to the whole class?
- Analysis: Why didn't the students learn it?
- Instructional Plan: What techniques will you use to address these standards?





Why Are Teacher Action Plans A Key Driver?



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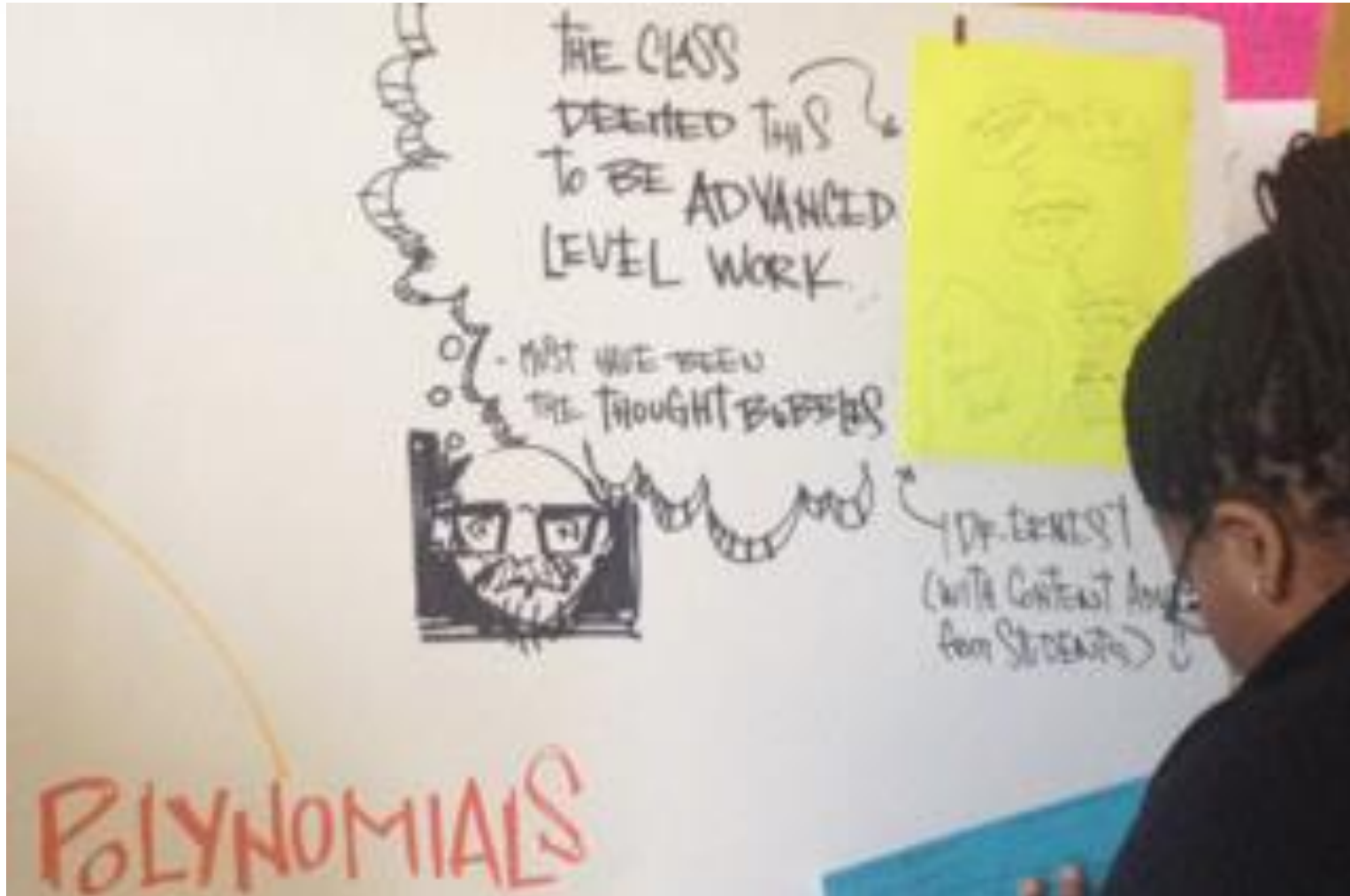
Data Driven Implementation Drivers

- *Data Driven Culture*
- Assessments
- Analysis
- Action

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Coaching, Observation, and Feedback





If we get this right; high student achievement and performance await us!



John Wooden on Coaching, Observation, and Feedback

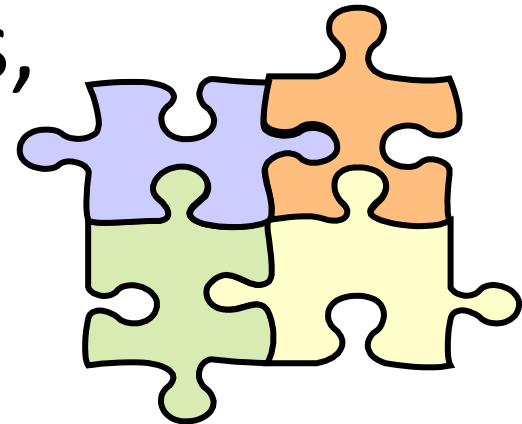
“Don’t look for the big, quick improvement. See the small improvement one day at a time. That’s the only way it happens. And when it happens, it lasts.”





Rethinking Supervision & Evaluation

- The purpose is coaching and improvement, not just evaluation!
- It's a part of data driven instruction: results, results, results!





The keys are observations and feedback

- Frequent & regular walkthroughs
- Identification of two or three most important areas for growth
- Effective feedback

If you don't have time to do it right,
when will you have time to do it over?

John Wooden

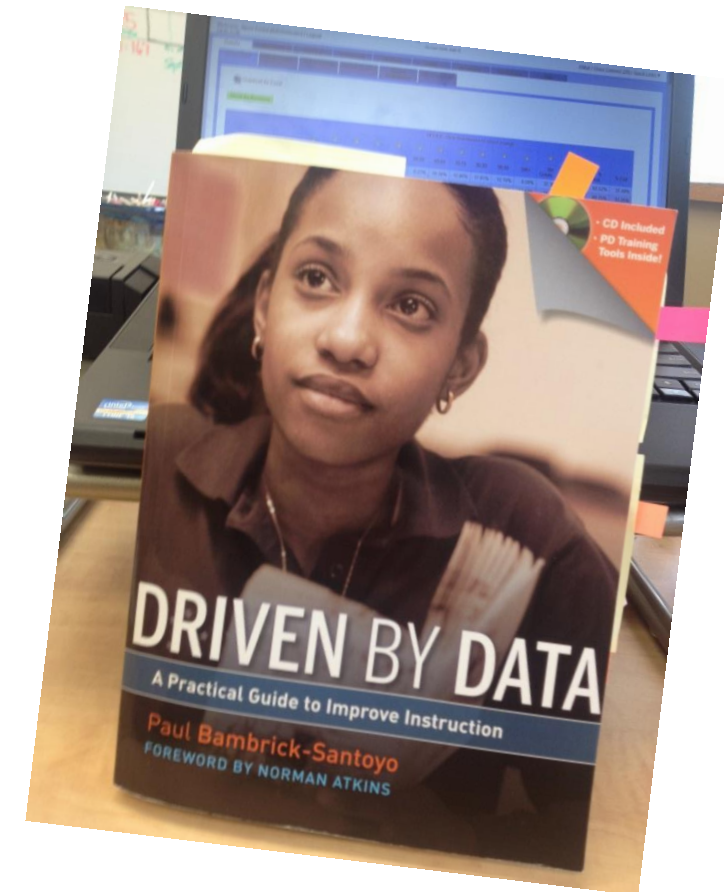


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What did Verilli do at North Star?

- Implemented interim assessments cycle
- Increased the interim assessment rigor
- Launched Data Driven Instruction PD
- Launched *Teach Like a Champion* PD
- Created an environment where the teachers were on a continuous improvement cycle





**Why was the execution of all aspects
and key drivers of data driven
instruction crucial to North Star's
Success?**

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Questions to Ponder

On your climb toward data driven instruction, what do you see as your biggest challenge so far?

And, what do you and/or your school need help on?

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Now Let's Take a Look At Some of The Tools We Use At Hoosier Academies!



Remember the Data Use Ladder:

- Data
- Interpretation
- Conclusions
- Actions

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Sure As Sunlight



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*there's a child here in your caring
who may someday cure all cancer
but you've got to lay the groundwork
so that it can come to pass.*

*she's a child who hasn't blossomed
so you cannot see her brilliance
but as sure as there is sunlight
she is here now in your class.*

*I can't tell you what her name is
nor her height, nor weight, nor color,
only that she is potentially
a history-making lass.*

Contact Me!

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