Data Talks:
How and Why You Should Listen

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DATAG

Jeffrey Luks

NERIC

Jeffrey Luks

Managing Program Coordinator II (Student Administrative Services)

Oversees delivery and support of software and services to 137 public school districts and over 80 non-public schools

Student Management Systems

Lunch Point of Sales

Special Education

NYS Data Warehouse

NYS Testing and Data Evaluation

Mass Communications

NERIC

Jeffrey Luks

More About Me

Long history of working with all types of data from many different sources

Many years in Human Services

Started as a direct care worker working with emotionally and mentally disturbed adolescents

Oversaw a department creating Management Information Systems to support NYS programs and their research

Developed a framework for combining 10+ different data sources into a 0-5 longitudinal data system in hopes of connecting to the P-20 data system

Currently working towards his School District Business Leader Certificate (ABI)

BOCES, RIC's, HUH????

There are 37 BOCES (Board of Cooperative Educational Services) in NYS

ESA's/CSA's

There are 12 RIC's (Regional Information Centers) in NYS

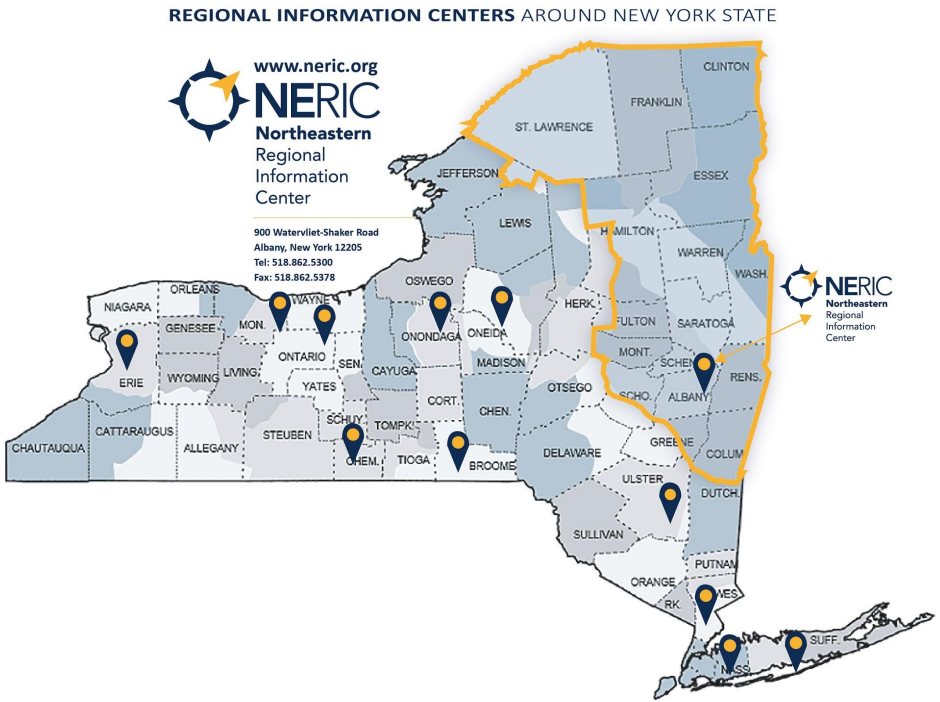
RIC's offer 21st-century classroom tools to optimize student achievement.

Administrative systems
Data analysis, integration and verification

Integration of technology

Technical support

NERIC (Northeastern RIC) covers 7 BOCES, over 220 LEA's and more than 225,000 students



Why People Hate Data...

DATA, DATA, DATA

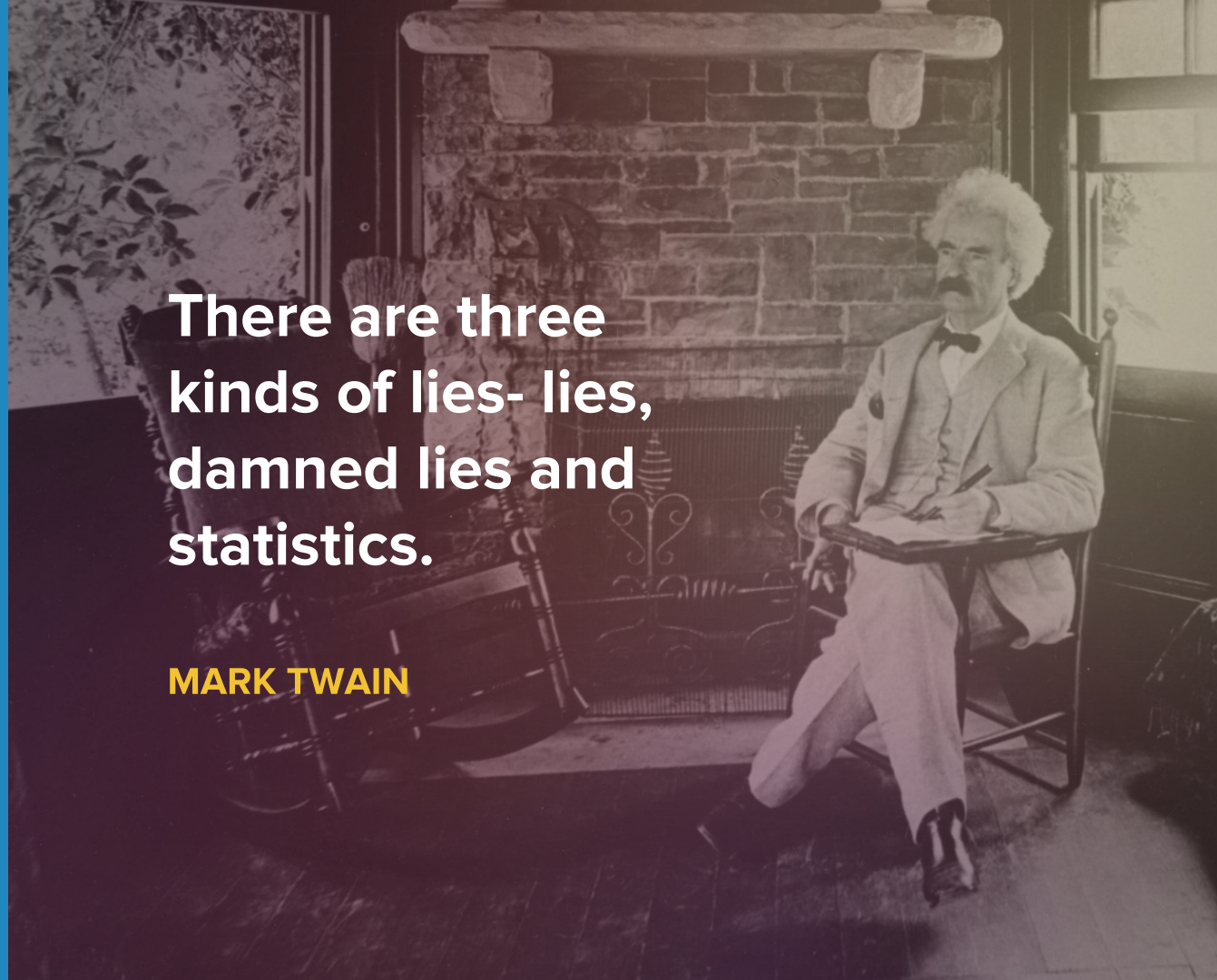
Recognize this??

There is all this talk about data, but no one knows what to do with it or how to use it

And if someone knows how to use it, they can’t explain it to anyone else

And if they can explain it, no one wants to listen, understand or agree with the analysis!

They Don't Trust Data

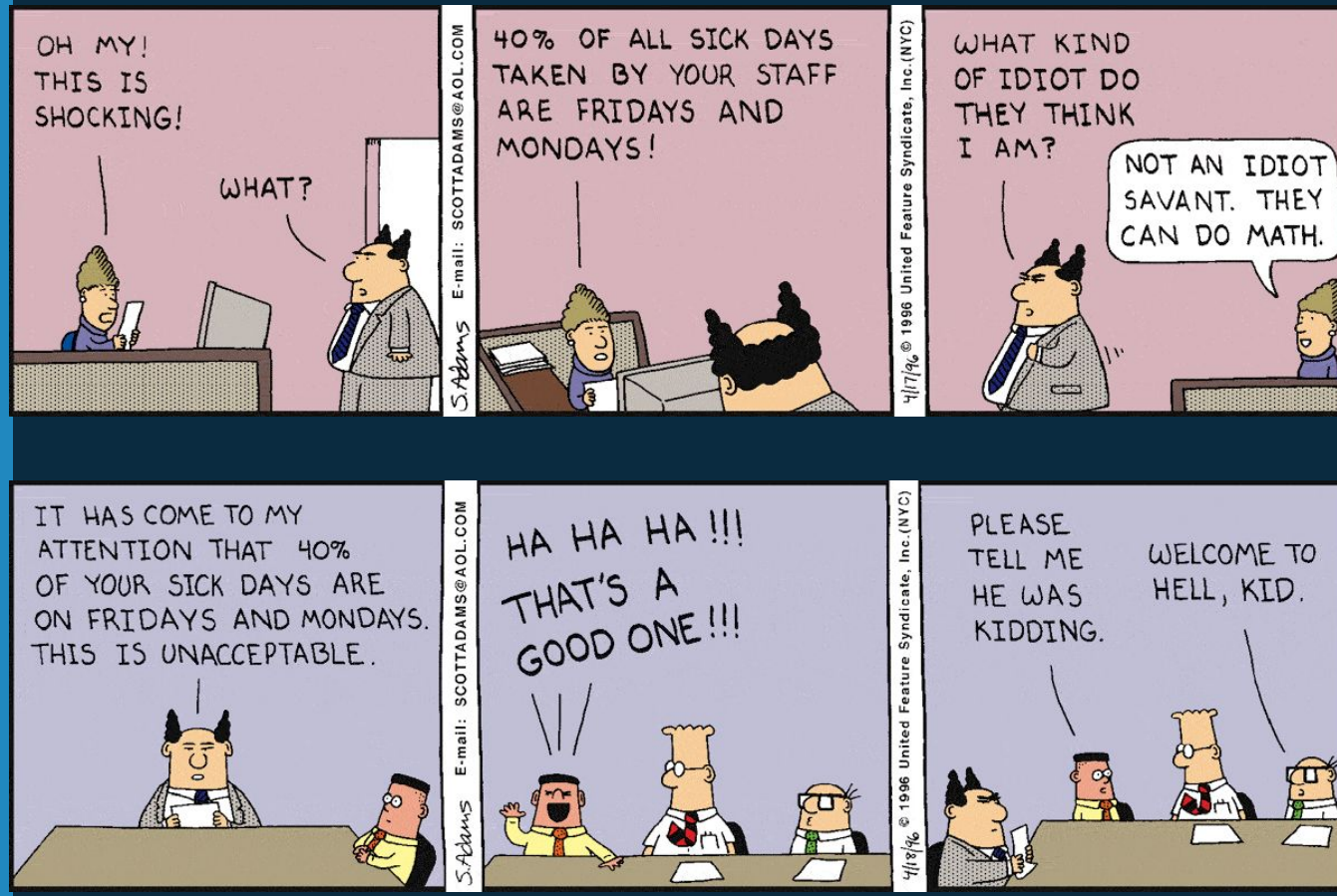


They Don't Believe Data

People generally see what they look for, and hear what they listen for.

HARPER LEE,
TO KILL A MOCKINGBIRD

They Don't Understand Data



They Don't Understand the Data Verbiage

Median

Mean

Mode

Statistical Significance

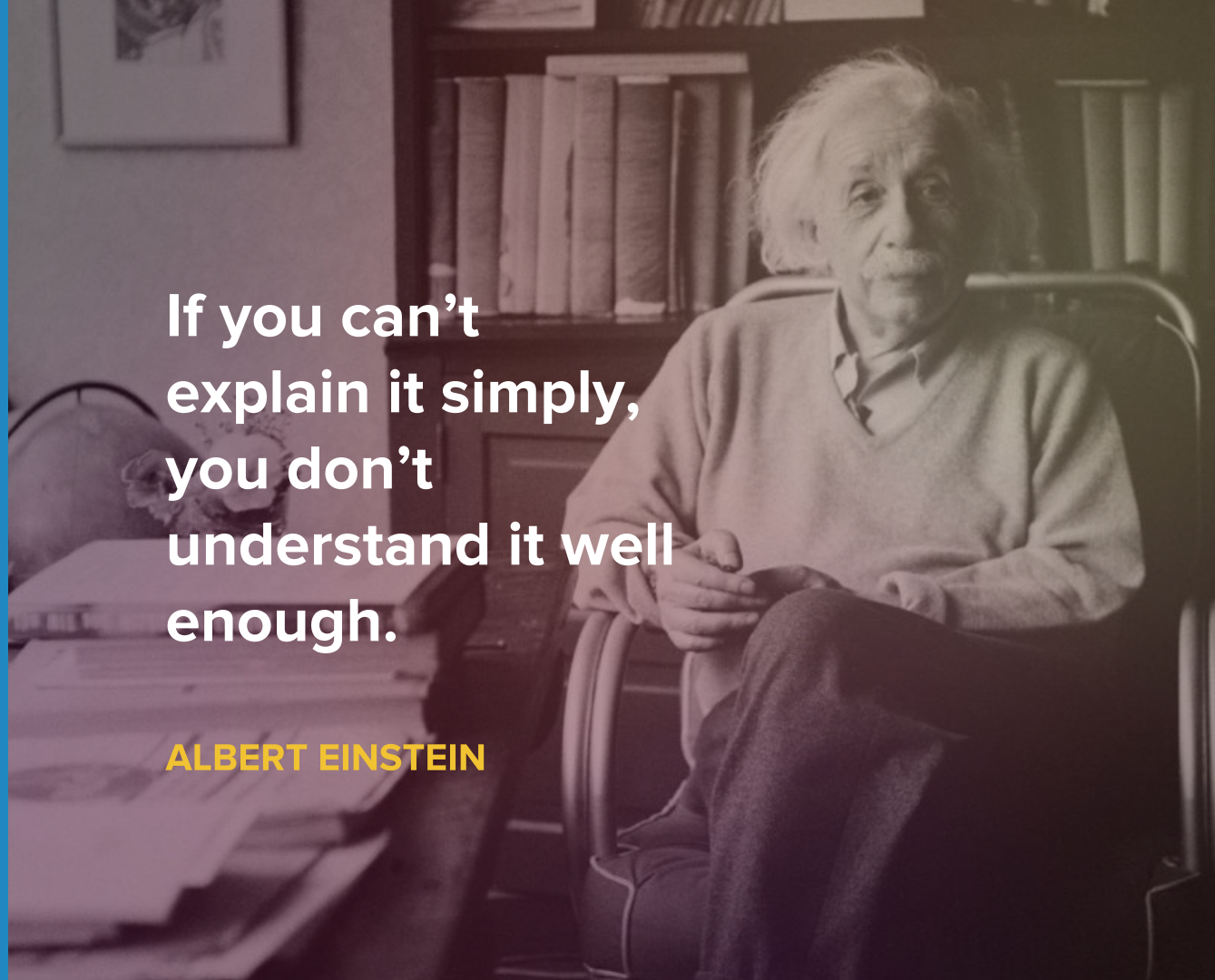
p-value

n

Correlation

r-value

They Don't Know How To Use Data



WHY DATA?

Which way is North?

WHAT IS DATA?

DATA CAN BE ANYTHING!

Pen and paper

Surveys

Spreadsheets

Software Applications

Tests

Student Management System

WHERE CAN I FIND DATA TO USE?

Infinite Campus

io education

frontline education™

i-Ready®

schooltool™

Fountas & Pinnell LITERACY™

eDoctrina.
Better Data. Better Students.

NVISION

NWEA™
Northwest Evaluation Association

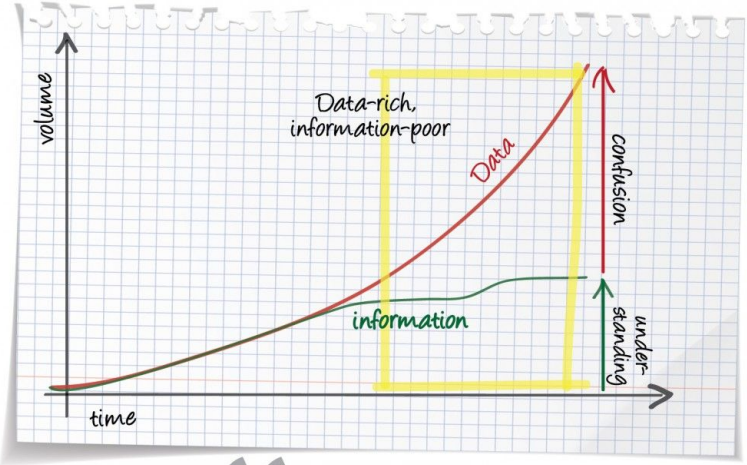
eSD
eSchoolData

IP

NOW WHAT?

So I have this all this data what do I do with it??

Transform data into Information:



The problem is not "information overload" or "filter failure":
The problem is the inability, or insufficient capacity, to process unstructured data into useful information

"Getting ~~information~~ data off the internet is like taking a drink from a fire hydrant"

NOW WHAT?

How can I use information in my institution?

Improving instruction

Reduce absenteeism (Student and Staff)

Reducing discipline and “difficult” times of the day

Improving test scores

Improving satisfaction (Staff, Students, Family)

Reducing Drop Outs

How to Improve Performance

Can't be just the data person driving the bus

Get Staff buy in

Bottom up process

Use stakeholders from all areas (not just instruction)

Should have at least one member of "leadership"

Think about including the "customers", students and parents & BoE

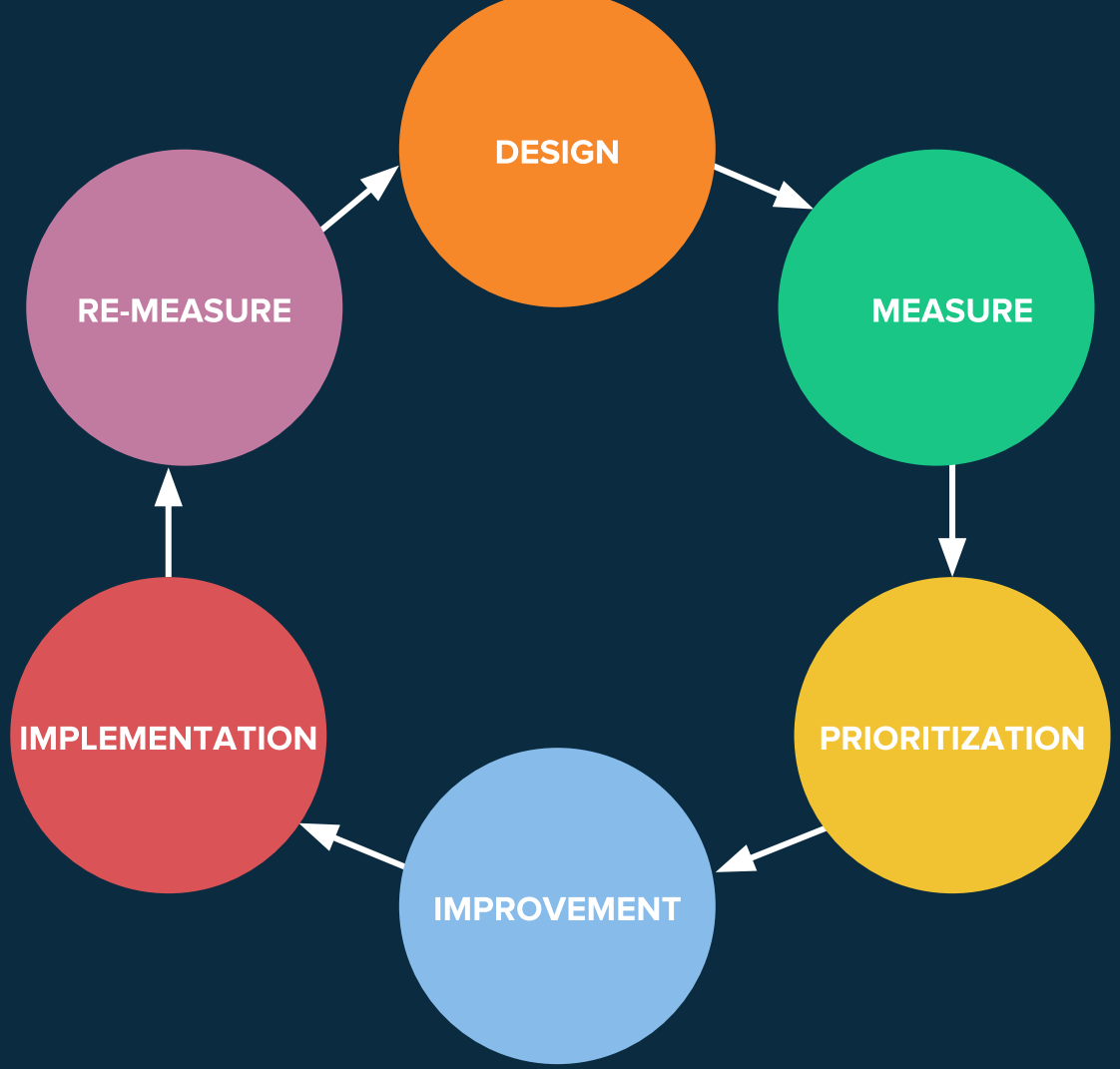
Remember Why You Are Doing This!!!!!!

Remember the Human Factor

Principles are designed to facilitate empathy, divergent thinking, collaboration and thinking by doing. All cornerstones of the design thinking methodology.

- Share don’t Sell
- Focus on Human Values
- Craft Clarity
- Embrace Experimentation
- Be Mindful of Process
- Practice Self Awareness
- Bias toward Action
- Recognize Oppression
- Embrace Complexity
- Seek Collaboration
- Build Relational Trust

Performance Improvement Cycle



1

DESIGN

PERFORMANCE IMPROVEMENT CYCLE

Identify Goal and Objectives

Identify Current Processes

Identify and design measure to be used

2

MEASURE

PERFORMANCE IMPROVEMENT CYCLE

Collect and aggregate data

Analyze data

Compare data to:

- Historical data
- External data/best practice
- Internal and external standards

3

PRIORITIZATION

PERFORMANCE IMPROVEMENT CYCLE

Identify if there is a problem and/or opportunity for improvement

Prioritize problem and/or opportunity for improvement

4

IMPROVEMENT

PERFORMANCE IMPROVEMENT CYCLE

Hypothesize why there might be a problem

Identify best practice and internal and external standards

Develop an Improvement plan

5

IMPLEMENTATION

PERFORMANCE IMPROVEMENT CYCLE

Identify responsible parties to train and implement the improvement plan as needed

Set a timeline for remeasuring effectiveness of Improvement plan

Ensure that improvement plan has been implemented

6

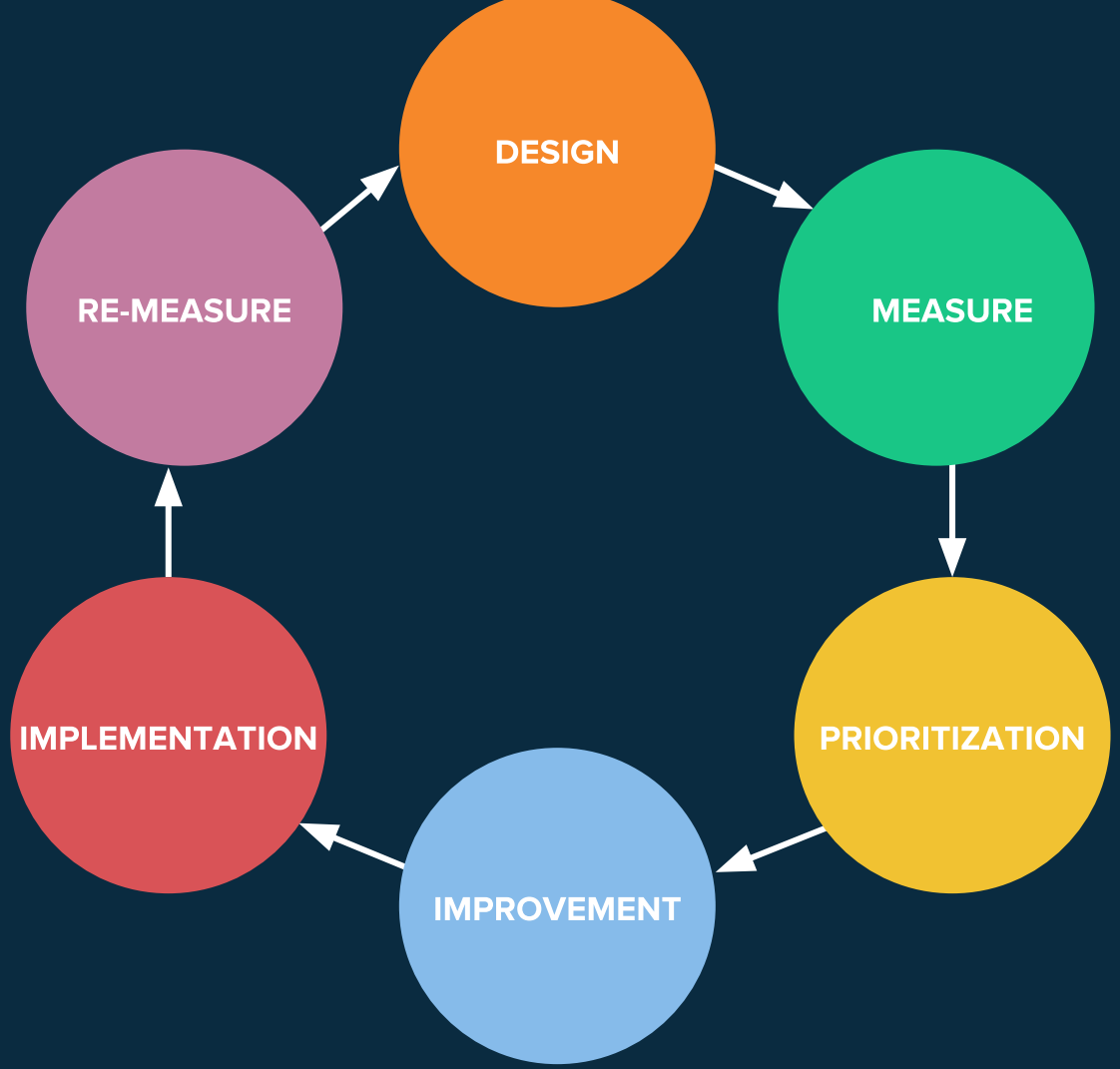
RE-MEASURE

PERFORMANCE IMPROVEMENT CYCLE

Return to #2

Compare to original data to identify growth or regression

Performance Improvement Cycle



Let's Try This Out!

A Few Scenarios

1. I can't believe how many students are dropping out of school
2. Staff are dropping like flies, I am shocked at how many are leaving our district
3. Wow, the behavior issues between periods 5 & 6 are off the chart
4. Kids are coming in later and later into school
5. The Regent's scores are going down every year

Performance Improvement Cycle

Thank You!

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