

# Discovered Facts Summary

## Gathering District-Wide Benchmarks

Following is a list of the facts you've discovered while **gathering district-wide benchmarks**. Those highlighted in **green** are considered critical findings and should provide maximum assistance in focusing your change efforts. Those highlighted in **yellow** are considered significant findings as well. Non-highlighted facts are supportive.

<b>18</b>	<b>Few S.M.A.R.T. Goals</b>
	The results of your research suggest that Windsor has fewer codified goals than any other school in the district and that the few formal goals that do exist are not S.M.A.R.T. With unmeasurable goals, little follow-up exists and thus measurable change is insignificant. It seems that resistance to specific measurable goals is high, and support for changing this has been limited.
19	<b>Most Counselors Have Never Taught</b>
	Your quick comparison of counselor background skills uncovers the fact that only one of your counselor's at Windsor has teaching experience. With this potential blind spot, whether real or not, faculty tends to discount counselor change recommendations based on their inability to relate to classroom impacts. Without being specifically addressed, it will be simple for faculty to continue to minimize counselor suggestions and resist change efforts.
20	<b>Absentee and Disciplinary Data</b>
	Your perusal of this data suggests that <b>absenteeism</b> and <b>disciplinary actions</b> as a percent of student population at Windsor are on par with other schools in the district. Although these indices have increased over the past five years that same approximate increase appears to be common in all schools across the district. Perhaps associated with an influx of low paying jobs in the community, district metrics in these two area are above the state averages over the same period of time.