

Discovered Facts Summary

Working with the Community

Following is a list of the facts you've discovered while **working with the community**. 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.

13	Data Usage / Disaggregation is Minimal
	Due to the commonly held perception that Windsor's LMS is not user-friendly, very few in the school rely very heavily on the data available in the somewhat antiquated system. Data disaggregation is cumbersome and thus happens only infrequently. A majority of analyses done in the Counseling department are based on data gathered informally (outside the LMS system) by the counselors. The LMS allows limited capture of non-standardized information (info other than grades, demographics, schedules, attendance, etc.), so each counselor seems to have his or her private "stash" of counseling relevant data, which makes sharing difficult and cumbersome.
14	Transitions Between Tiers are Few and Getting Less Frequent
	Your analysis of data related to inter-tier transitions produces some surprising results. It seems that only 12% of tier two students ever successfully transition to and remain tier one. Most disquieting is your discovery that even a smaller percentage of tier three students transition to tier two. It seems that the flow is almost one-way. As you dig in to further understand this, it becomes apparent that growing indirect service time requirements may be precluding the higher value direct service time necessary to support improvement necessary for lasting transitions.
15	Tier One College / Career Readiness Interventions are Infrequent
	Your analysis of data related to tier one interventions and associated impacts produces a clear picture of scarcity and low efficacy. The faculty's perception many tier one training and skills as extra-curricular and a drain on their available class time produces an unhealthy friction between faculty and counselors. This thinking has placed much of the burden on counselors, exacerbating their spiraling time requirements.