

Discovered Facts Summary

Working with Faculty and Staff

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

8	Tier 1 Programs Have All But Disappeared – Interruption Friction
	Data suggests that Tier one interventions and core instruction are virtually non-existent. There is concern regarding pushback from teachers when counselors interrupt standards-based classes with school counseling lessons. Faculty perceive core instruction as interruptions to their scheduled lesson plans and do not participate in delivering any of it.
9	Test Calendars are Non-Negotiable
	Testing calendars for mandated assessments (NWEA, ISTEP, PSAT, AP) are non-negotiable. You realize you are going to need to find creative ways to eliminate the challenge of counselors and administrators being solely responsible for test administration.
10	No Significant Curriculum or Lesson Plan Updates Over the Past 5+ Years
	Your investigation into the data uncovers the fact that no significant curriculum or lesson plan changes have been implemented in the last four years. There is a sense among faculty in general that things are not as bad as they may appear. They assert that each year's decline can be attributed to decreasing performance among incoming Freshmen and the inability of counselors to provide support to the growing number of marginal performers.