

# Discovered Facts Summary

## Working to Align with District Goals

Following is a list of the facts you've discovered while trying to align with District's goals. 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.

Fact	Fact Details
3	<b>Teacher Performance Evaluations Remain High</b>
	You review local teacher evaluations over the past 5 years and discover that they are consistently higher than the district average. On the state's 4 point evaluation standard; 1 = Unsatisfactory 2 = Limited 3 = Satisfactory, and 4 = Exceptional, over 80% of ratings are 4 and a 1 has never been given.
4	<b>LMS is Seldom Used in Goal Setting / Focus Identification</b>
	You discover that the LMS is not considered by most faculty and administrators as "user friendly" and thus much of the data goes unused and is seldom disaggregated for analytical purposes. You realize that without leveraging this data resource, any improvement strategy would be a "shot in the dark" at best.
5	<b>Counselors Have Concerns Regarding Faculty Resistance to Change</b>
	In speaking with the administrators, you are left with the impression that change will be difficult. Most suggest that you should expect a high level of rigidity that solidifies the status quo. Most feel that change will be minimal and very slow. The administrators believe that resistance to change will be high.