

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 |
|------|---|
| 2 | Middle School Entrance Proficiency in E/LA and Math Down 10% Over Past 5 Years |
| | You gather data relative to the E/LA and math proficiency of students entering Windsor from the two middle schools and find performance in those two areas has declined consistently over the past three years (down by 10%). You also note that the rate of decline is accelerating. |
| 3 | Teacher Performance Evaluations Remain High |
| | 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. |
| 5 | Counselors Have Concerns Regarding Faculty Resistance to Change |
| | 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. |