

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.