

# Discovered Facts Summary

## Gathering District-Wide Benchmarks

Following is a list of the facts you've discovered while **gathering district-wide benchmarks**. 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.

16	<b>Much Counselor Data is Not Formally Captured</b>
	Privacy restrictions limit the types of data counselors are able to retain and make available to others. However, your analysis suggests that perhaps counselors are overly cautious and retaining information that may be helpful in disaggregation and analysis of specific performance enhancement measures. You fear that this may contribute to the overall lack of data utilization at Windsor and may be preventing the school from identifying creative solutions to the sagging student performance indices.
19	<b>Most Counselors Have Never Taught</b>
	Your quick comparison of counselor background skills uncovers the fact that only one of your counselor's at Windsor has teaching experience. With this potential blind spot, whether real or not, faculty tends to discount counselor change recommendations based on their inability to relate to classroom impacts. Without being specifically addressed, it will be simple for faculty to continue to minimize counselor suggestions and resist change efforts.
20	<b>Absentee and Disciplinary Data</b>
	Your perusal of this data suggests that <b>absenteeism</b> and <b>disciplinary actions</b> as a percent of student population at Windsor are on par with other schools in the district. Although these indices have increased over the past five years that same approximate increase appears to be common in all schools across the district. Perhaps associated with an influx of low paying jobs in the community, district metrics in these two area are above the state averages over the same period of time.