



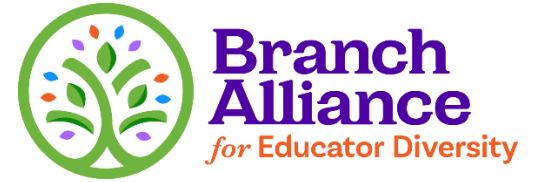
Effective Decision-Making: Using Multiple Data Sources to Inform Continuous Improvement Efforts

Fall Convening

September 2024



Session Objectives



- Leverage typical EPP program and district data sources related to employment and retention for continuous improvement.
- Promote collaborative decision-making among stakeholders through the triangulation of data.
- Explore data tools to drive meaningful improvements.

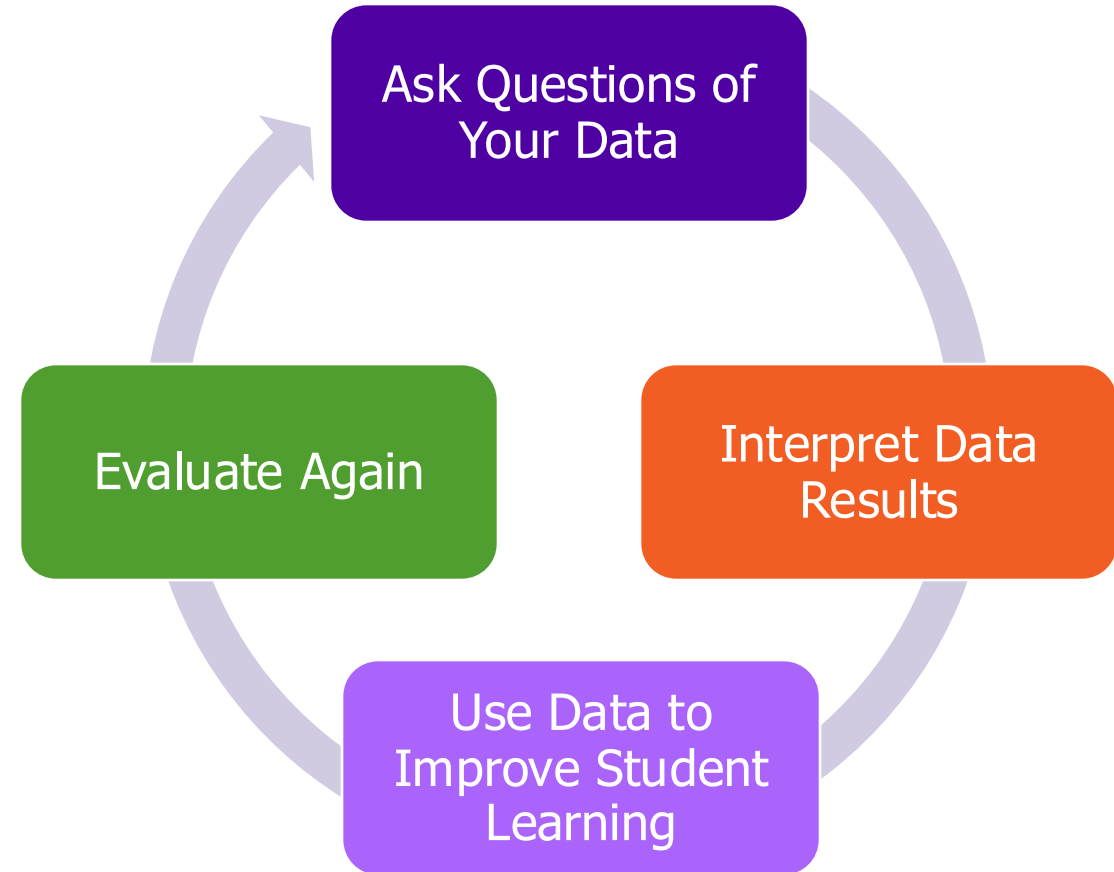


**Branch
Alliance**
for Educator Diversity

Continuous Improvement Process

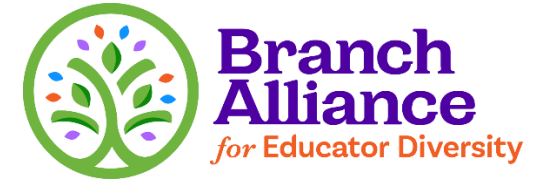
Steps for Closing the Loop

Why does continuous improvement matter in EPP/District partnerships?





Collaborative Decision-Making



Key Stakeholders



EPP Faculty and Staff



District Administrators



School Leadership



Teachers (New & Career)



Community Members



Teacher Candidate



Triangulation of Data

Definition

Triangulation of data refers to the use of multiple sources, methods, investigators, or theoretical perspectives to validate research findings and ensure the accuracy and reliability of data.

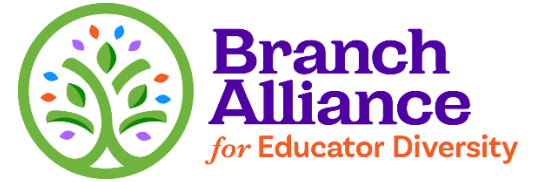
- Decreases the reliance of isolated data points in data decisions.





Triangulation of Data

EPP and District Data Sources



- Triangulating data increases validity, fosters collaborative insights, and uncovers actionable trends
 - Regular Data Discussions
 - Data Interpretation Sessions
 - Collaborative Goal-Setting
 - Action Planning



Typical Data and Data Sources

EPP Data Sources

Candidate Demographics
Completer Demographics
Candidate Performance
Completer Performance
Preparation Pathways
Certification Pass Rates
Exit Surveys

District Data Sources

Employment Type
Certificate Type and Date
Employment History
Retention Rates
Teacher Evaluations
Student Achievement
New Teacher Evaluations



Continuous Improvement Questions

- How can you leverage the data you have?
- What additional data would be helpful to know?
- How do these data inform program improvements?
- What are immediate next steps toward effective decision-making?





Triangulation in Action



Data Source #1

EPP candidates - 80%
pass rate for completers
in the content
knowledge

- What is your initial impression of this data point?
- What other information might you want know?



Turn & Talk

- What is your initial impression of this data point?
- What other information might you want know?

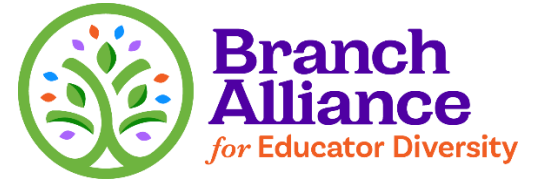


Share out!





Triangulation in Action



Data Source #1

EPP candidates - 80%
pass rate for completers
in the content
knowledge



Data Source #2

25 students pass the
content exam and were
hired by partner school
district

- Now, what is your initial impression of these data points?
- What other information might you want know?

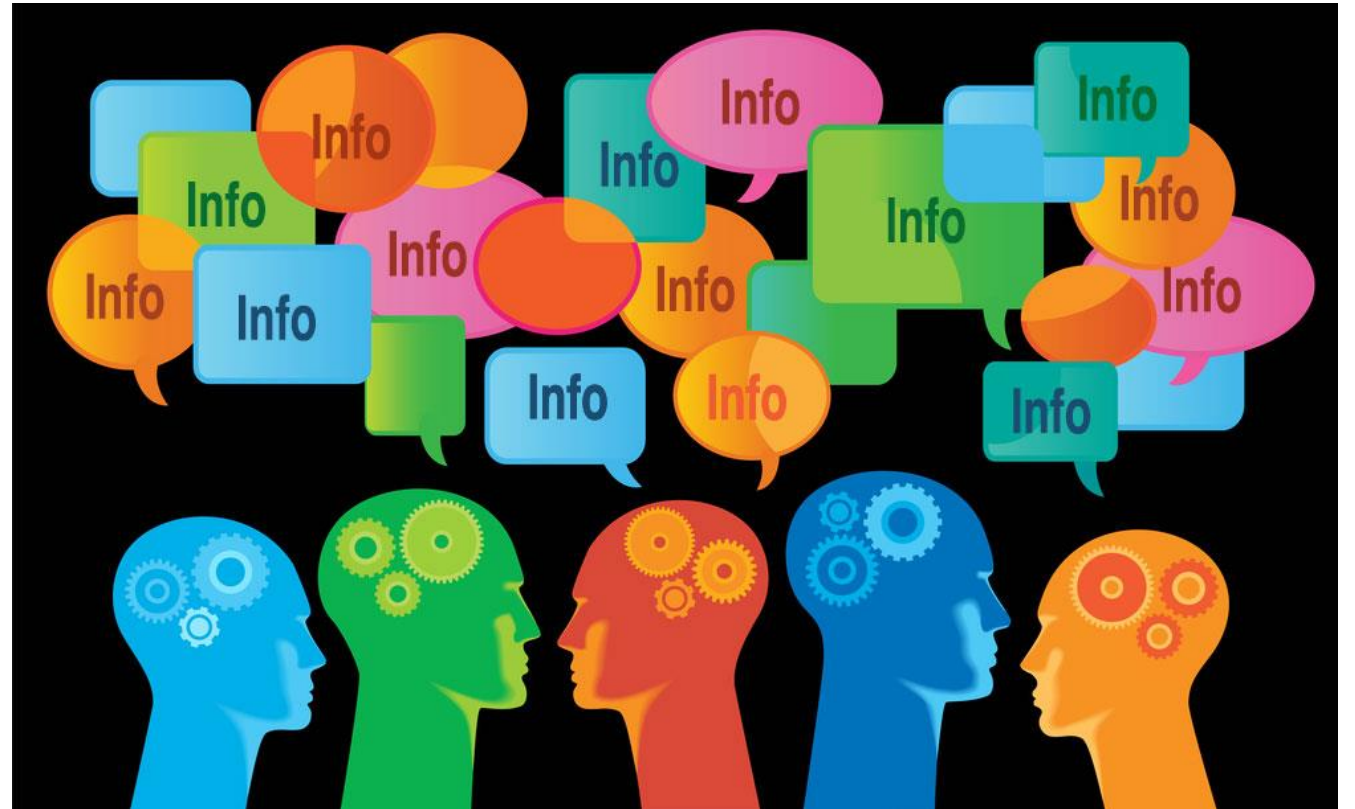


Turn & Talk

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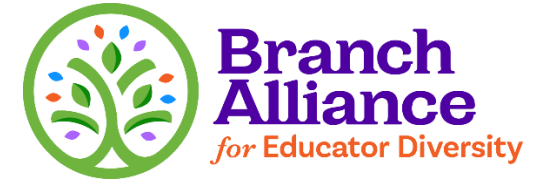


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Triangulation in Action



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Data Source #3

At the end of their first-
year, 10 of the 25 students
were rated at needs
improvement on their
annual teaching evaluation

- Now, what is your initial impression of these data points?
- What other information might you want know?



Turn & Talk

- Now, what is your initial impression of these data points?
- What other information might you want know?



Share out!





Continuous Improvement Questions

What's Next...

How can you leverage the data you have?

What additional data would be helpful to know?

How do these data inform program improvements?

What are immediate next steps toward effective decision-making?

Develop a 5-Point Action plan for continuous improvement based on the 3 data points



Action Plan....Next Steps

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Data Source #3

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year, 10 of the 25 students
were rated at needs
improvement on their
annual teaching evaluation

- What are 5 actions you would take?



Turn & Talk



Develop a 5-Point Action plan for continuous improvement based on the 3 data points



Think and Share



What did this session surface for your context?



What are your takeaways?



What are immediate next steps toward effective decision-making?





A Higher Standard

Thank you for your time



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