Data Provide Answers, but People Drive Change

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Presenters

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“CULTURE EATS STRATEGY FOR BREAKFAST”

Peter Drucker

What can we do to foster a productive and engaging data culture?
• **ENGAGE** in thoughtful dialogue regarding the impact COVID-19 has had on the data culture in your organization

• **CONSIDER** how culture affects the data you collect, analyze, and use

• **CONNECT** with other participants in sharing ideas that can positively affect your data culture
Participant Outcomes

• Understand how culture affects the data you collect, analyze, and use
• Identify three strategies to affect your data culture positively
Agenda

• **Discuss** what’s happening within your organization’s data culture
• **Think about** how culture affects the data you collect, analyze, and use
• **Reflect** on data disruptions and their frequency
• **Explore** ideas to improve your data culture
Discuss What’s Happening Within Your Organization’s Data Culture
How Do We Define Data-Driven Culture?

"A data-driven culture is a workplace environment that employs a consistent, repeatable approach to tactical and strategic decision-making through emphatic and empirical data proof" (Ramaswamy 2015).

*Put simply, an organization with a data-informed culture bases decisions on data, not intuition or anecdotes.*
What Do We Mean When We Say Data-Driven?

"To be data-driven requires an overarching data culture that couples a number of elements, including high-quality data, broad access and data literacy, and appropriate data-driven decision-making processes" (Anderson and Li 2017).
IT'S THE END OF THE WORLD AS WE KNOW IT
How Did the “Return to the School” Go for Your Team?

Source: Third-party application (Mentimeter).
Tell us more about your answer—enter A, B, or C at the beginning so we know what your original answer was.

So many unknowns

Not at the school level so did not respond. But at the admin level... so-so. Still a lot of unknowns, not yet determined.

GREAT - In Florida, while there are many opinions of the so-so variety, there was a universal drive of “what can we learn from what happened?”

B. Teacher shortage; COVID-19 issues (to mask or not to mask)

Guidelines changing a lot!

So going back to school after the COVID official lockdown presented staffing challenges, knowledge lost, and general moral but also presented hope and opportunity.

Source: Third-party application (Mentimeter).
As you think about your experiences, what are the primary changes you have experienced?

- Everything seems to have speeded up. Need to collect this, analyze that, and do it as soon as possible.
- Closer connection between data team and program team at the SEA level.
- Changed jobs - in part due to the pandemic.
- Staff moral

Source: Third-party application (Mentimeter).
Building Blocks of Data-Driven Culture

1. Single source of truth
2. Data dictionary
3. Broad data access
4. Data literacy
5. Decision making

The Data-Information-Knowledge-Understanding-Wisdom Continuum

Think About How Culture Affects the Data You Collect, Analyze, and Use
Unpredictability
UNCERTAIN TIMES
Concerns About Safety
Disappearing Platforms
Elements of a Data Culture

- Controls
- Organizational Structures
- Power Structures
- Rituals & Routines
- Symbols
- Identity & Convictions
- Stories
What is the kind of data culture you would really like to experience at your organization?

Source: Third-party application (Mentimeter).
What might be causing tension between the data culture you hope to experience and what you see as the current reality?

- Limited voices
- Reality gets in the way - too busy, no time, trying to make things work, and sometimes just being in that "admiring" stage not knowing next steps.
- Time
- Limited systems capacity and differing priorities (at Fed level and SEA level)
- A level of data literacy that lends to true appreciation of what data can provide for outcomes, rather than a level of data literacy that only lends to lip-service appreciation.
- Intimidation about knowing

Source: Third-party application (Mentimeter).
Reflect on Data Disruptions and Their Frequency
“It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change”.

Charles Darwin
Data Literacy: Essential Elements

Retrieved from https://ncsi-library.wested.org/resources/735
Data Literacy Continuum: At ALL Levels of the System

State system
How do we improve district supports to improve outcomes?

District system
How do we improve school supports to improve outcomes?

School system
How do we improve teacher supports to improve outcomes?

Educator level
How do we improve student-level supports to improve outcomes?

Increased student outcomes
What are some strategies you are using either individually or with your team to help create the kind of data culture you hope to experience?

- Help LEAs and Schools "own" their data
- Leaders having a vision to de-silo.
- Lack of understanding in how to collect data - need more data literacy support
- Meeting people where they are in their data literacy and data needs
- Encouraging LEAs to retrieve and scrutinize their data as part of a process to increase data literacy and data culture at a local level. Issues observed at the ground level are likely to be addressed much more quickly.

Source: Third-party application (Mentimeter).
Explore Ideas to Improve Your Data Culture
Data Exploration

• The foundation of data culture is asking questions
• Reactive versus proactive
• Considerations of data quality and context
IDC Can Help States

• Think through the short, intermediate, and long-term implications of COVID-19 in terms of their data and culture
• Support their LEAs by building or sustaining data culture
• See COVID-19 as an opportunity to think outside the box
# IDC Product—The Uses and Limits of Data

## The Data Chain

**Select each chain link to learn more**

1. Defining the Question
2. Designing a Measurement Strategy
3. Target Groups and Sampling
4. Collection and Entry
5. Preparation and Analysis
6. Interpretation
7. Dissemination and Use

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IDC Product—*Data Meeting Toolkit*

Source retrieved from: [https://www.ideadata.org/data-meeting-toolkit](https://www.ideadata.org/data-meeting-toolkit)
References


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What actions will you take to commit to being a Data Quality Influencer?
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