DaSy
The Center for IDEA
Early Childhood Data Systems

Building A Culture of Data Use: You, TOO, Can Become a Data Leader!

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SRI Education™
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Welcome & Introductions

Your Facilitators Today

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Session Outcomes

- Through this session, participants will...
  - Increase understanding of how to be a data leader
  - Learn about strategies and resources for creating a strong data culture
  - Learn strategies for engaging stakeholders in meaningful data conversations

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Agenda

- Introductory breakout activity
- Culture of data use
- Data leadership
- Engaging stakeholders in data conversations
- Wrap up

Introductory Breakout – Data Culture and Leadership

- Introduce yourself and where you are from
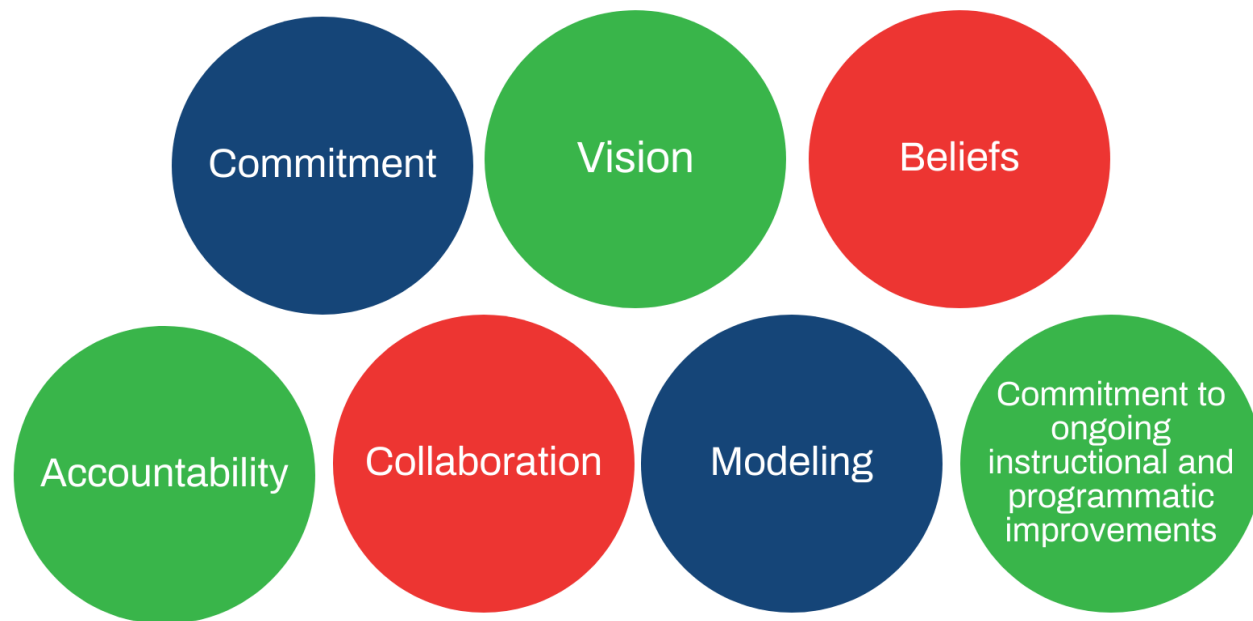- What does Data Culture and Data Leadership mean to you?

Culture of Data Use

What is "Culture"?

"Culture is how people act when no one is looking"

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Elements of a Culture of Data Use

Commitment

Vision

Beliefs

Accountability

Collaboration

Modeling

Commitment to ongoing instructional and programmatic improvements

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Practices for Building & Sustaining a Culture of Data Use

- Teaming
- Data management
- Data-informed inquiry
- Monitoring and communication

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Reasons to Establish a Culture of Data Use

- Ensure data use **sustains** through turnover
- Make **data-informed decisions** that support **positive outcomes** for children with disabilities and their families
- Ensure effective data use by **embedding** data in the culture of early intervention and preschool special education
- Promote use of data to inform decisions about **program operations, accountability, and improvement**.

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Key Activities to Build a Culture of Data Use

Data Culture Toolkit
https://dasycenter.org/data-culture-toolkit/

Data Leadership

What is Data Leadership?

- Everyone is a data leader especially (but not limited to) those in positions of authority. This involves:

  - Understanding and valuing IDEA early childhood data
  - Creating a culture of using data for informed decision making
  - Having a vision to recognize the importance of integrating data within and cross other early childhood (EC) programs

- YOU, TOO, CAN BECOME A DATA LEADER!

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Connection between Data Leadership & Data Culture

"Leadership nurtures and supports a culture of data use and develops organizational structures that include time and resources to conduct ongoing data dialogue and feedback that will support users to act on new knowledge"
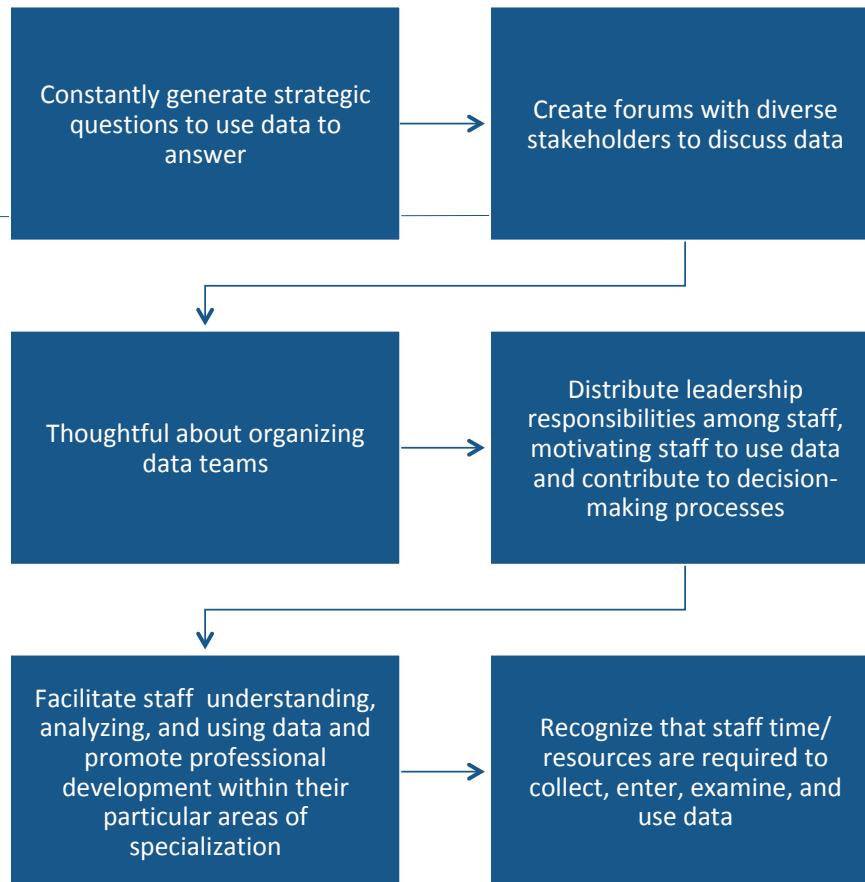
Gerzon, N., and Guckenburg, S. (2015). Toolkit for a workshop on building a culture of data use (REL 2015–063). Washington, DC: U.S. Department of Education, Institute of Education Sciences, National Center for Education Evaluation and Regional Assistance, Regional Educational Laboratory Northeast & Islands. Retrieved from http://ies.ed.gov/ ncee/edlabs

Leadership Critical for Successful Data Culture

- Data leaders:
  - Create and maintain conditions for a culture of data use including stakeholders and parents
  - Support how people think, consider, speak and act around data—embed in the culture
  - Ensure staff have knowledge and skills to use data to inform decision making
  - Model commitment to using data by making data informed decisions

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Leadership Strategies for a Successful Data Culture

Constantly generate strategic questions to use data to answer → Create forums with diverse stakeholders to discuss data

Thoughtful about organizing data teams → Distribute leadership responsibilities among staff, motivating staff to use data and contribute to decision-making processes

Facilitate staff understanding, analyzing, and using data and promote professional development within their particular areas of specialization → Recognize that staff time/ resources are required to collect, enter, examine, and use data

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Some Characteristics of Data Leaders

DEFINE VISION AND PURPOSE	CLEARLY COMMUNICATE THEIR EXPECTATIONS AROUND DATA USE	THINK STRATEGICALLY
FOSTER INTERCONNECTIONS	UNDERSTAND OWN COGNITIVE BIASES	TRANSFORMATIONAL, SERVING AS ROLE MODELS FOR DATA USE IN DECISION-MAKING

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Breakout Group Instructions

- Discuss the following questions in your group:
  1. Do you know a good data leader? What characteristics makes them a good data leader?
  2. What are the activities that you do or COULD do in your role to make you a data leader?

You, Too, Can Be A Data Leader

Engaging Stakeholders in Meaningful Data Conversations

Data Conversations

- Build awareness, interest, and skills for the routine use of data
- Ensure that everyone values data needed to support services and improve outcomes
- Support improved data quality
- Help engage stakeholders in decisions on policies, practices, and procedures

Knowledgeable Stakeholders = Engaged Stakeholders

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How to Build Engagement

Build Knowledge	Be Purposeful	Use Visuals	Guide the Process	Identify Next Steps
• Build knowledge about data	• Be purposeful about what data to share and why	• Present data in engaging ways	• Guide stakeholders in data conversations	• Explain next steps based on data conversations

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Build Knowledge—Stakeholder Knowledge Toolkit

Stakeholder Knowledge Toolkit
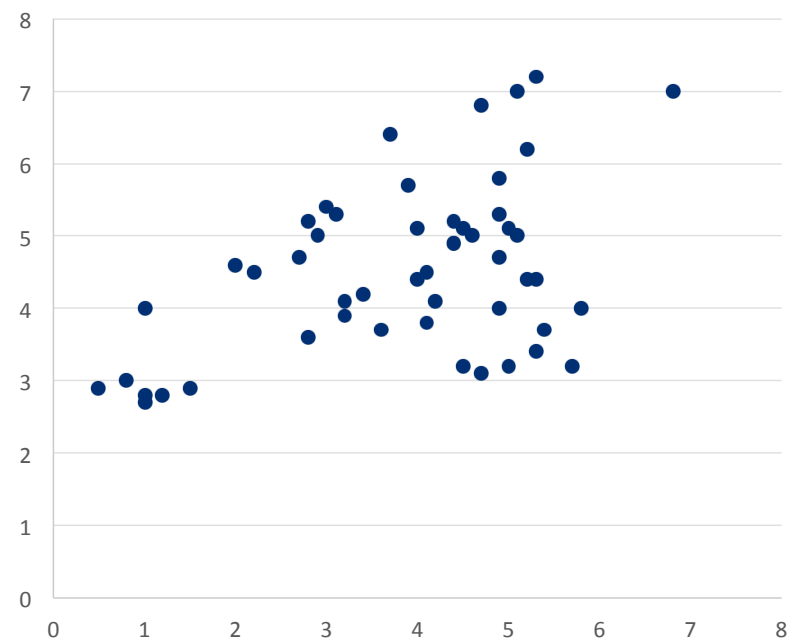https://dasycenter.org/stakeholder-knowledge-toolkit/

What is Data Visualization?
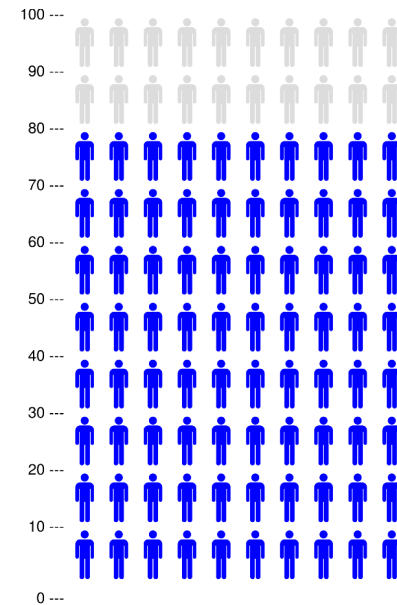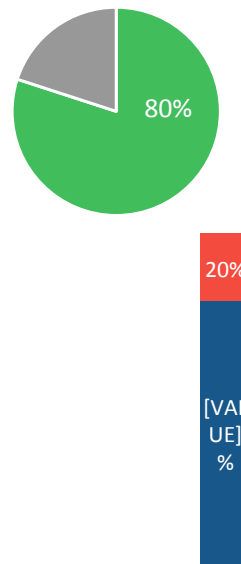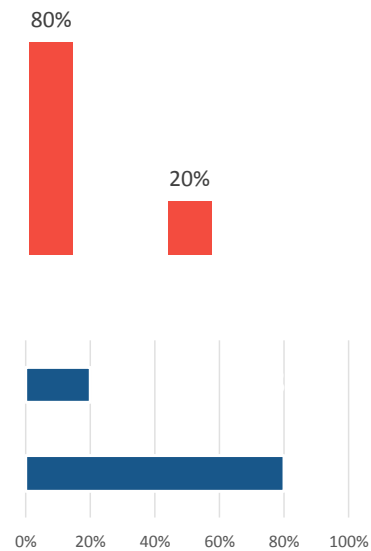
Purpose of Data Visualization

- Communicate findings in engaging and accessible ways
- Explore and analyze patterns and relationships
- Tell a data story

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5 Common Data Visualization Pitfalls

1. Not clearly articulating your message
2. Data overload
3. Misrepresenting your data
4. Being dull, dull, dull
5. Forgetting about accessibility

Data Visualization Toolkit
https://dasycenter.org/data-visualization-toolkit-2/

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A Guided Process for Talking about Data

A structured process

- Supports all participants in engaging in the conversation

- Helps groups thoroughly observe data before jumping to conclusions

- Helps groups examine data and make meaning of the results together

IDC Data Meeting Toolkit
https://ideadata.org/data-meeting-toolkit

Leading a Data Conversation

State the purpose--what questions are we trying to answer?

Present the data

Discuss the data

Determine next steps for the group

Reflect on the discussion

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Discussing Data

| Observation	Interpretation	Implications
What do you see?	What do the data tell you about the question you are trying to answer?	What does this mean for our work?
What are your reactions about what you see?	What do these data confirm or not confirm?	Why does this matter?

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Let's Practice—Example 1

A state is evaluating its social-emotional skills development practices in its early intervention programs.

- **Evaluation question:**
  - Are practitioners improving in their implementation of the practices?

- **Data source:**
  - Fidelity observation tool

Average Scores on Fidelity Assessment, by Program

Fidelity = 3.5

Legend: Sep-17, Jan-18, May-18
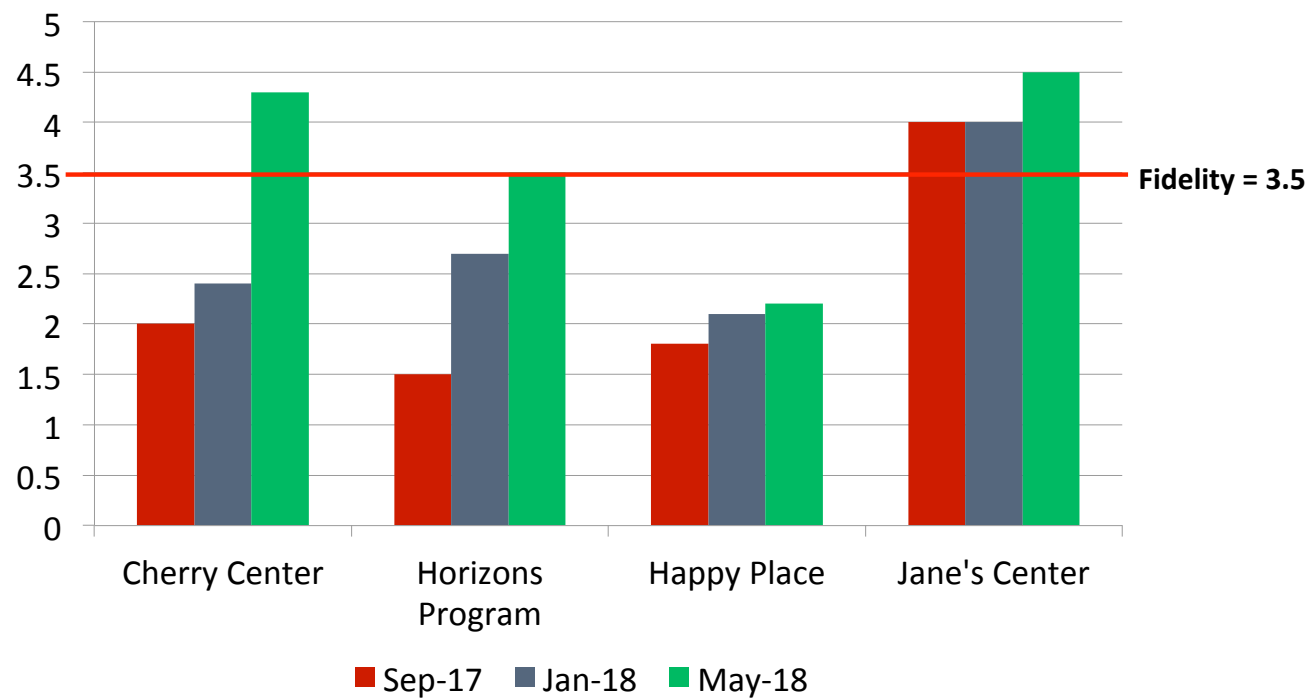
Example 2—Breakout Session Discussion
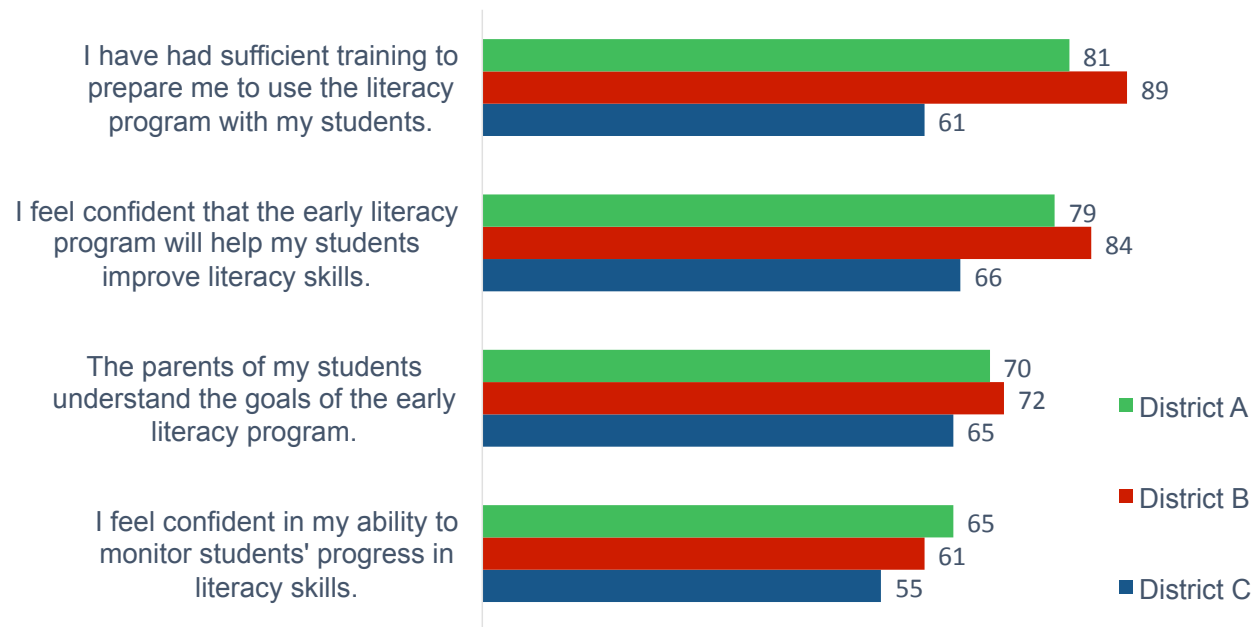

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A state is evaluating a new early literacy program in preschool settings.

- **Evaluation question:**
  - What are teachers' attitudes and beliefs about the program?
- **Data source:**
  - Teacher survey

Teacher Survey Results: Percentage of Teachers Who Agreed with Statement

I have had sufficient training to prepare me to use the literacy program with my students.
- District A: 81
- District B: 89
- District C: 61

I feel confident that the early literacy program will help my students improve literacy skills.
- District A: 79
- District B: 84
- District C: 66

The parents of my students understand the goals of the early literacy program.
- District A: 70
- District B: 72
- District C: 65

I feel confident in my ability to monitor students' progress in literacy skills.
- District A: 65
- District B: 61
- District C: 55

Legend:
- District A
- District B
- District C

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Breakout Group Instructions

- Assign a facilitator, note-taker, and timekeeper

- Access the data and discussion prompts in the folder for this session on conference platform

- Discuss the data--Facilitator uses prompts to lead the conversation

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Breakout Group Report-Out

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Wrap-Up & Next Steps

Resources to Support Your Work

- Data Culture Toolkit
  - https://dasycenter.org/data-culture-toolkit/
- Data Visualization Toolkit
  - https://dasycenter.org/data-visualization-toolkit-2/
- Stakeholder Knowledge Toolkit
  - https://dasycenter.org/stakeholder-knowledge-toolkit/
- Critical Questions
  - https://dasycenter.org/resources/critical-questions/
- DaSy Data System Framework (Data Use)
  - https://dasycenter.org/resources/dasy-framework/data-use/
- IDEA Data Center (IDC) Data Meeting Toolkit
  - https://ideadata.org/data-meeting-toolkit

Going Forward….

- How can DaSy help you?
  - Contact your state technical assistance liaison (https://dasycenter.org/ technical-assistance/state- technical-assistance-liaisons/)
- Please complete the session evaluation!

Thank you

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