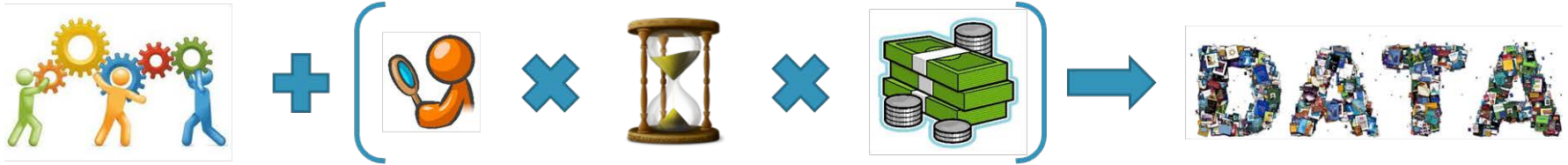




# **Growing a District-wide Culture of Improvement: Transforming Our Approach to Data**

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Research, Planning, and Assessment (RPA) – San Francisco Unified School District (SFUSD)

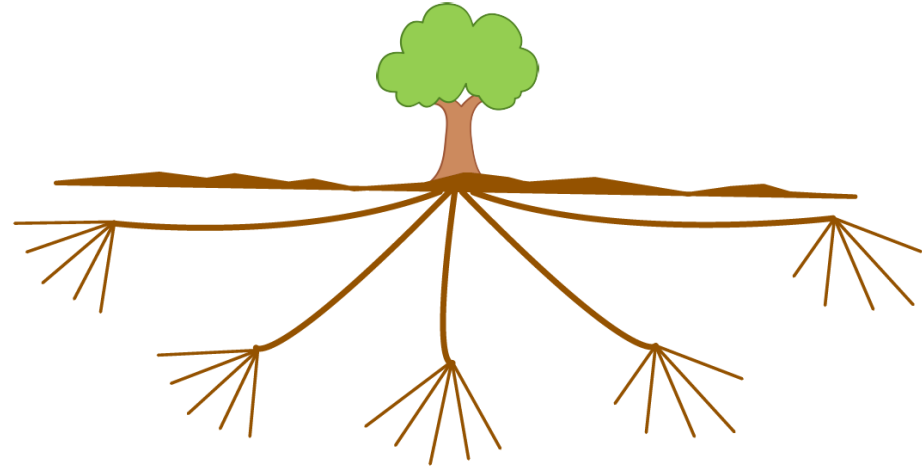


- ❑ Connecting evidence to theory
- ❑ Collecting robust implementation data
- ❑ Obtaining data on variation
- ❑ Building trust in how data will be used



# Connecting the Causal Chain: 5 Why's

- Why...?
- Why...?
- Why...?
  - Why...?
  - Why...?



Three types of “why’s”:

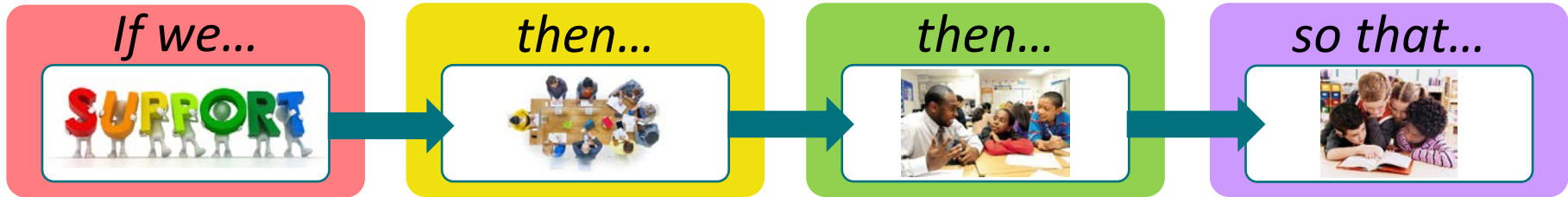
- Why does that happen? ← *root cause*
- Why is that important? ← *intermediate cause*
- Why else might that happen? ← *alternate cause*

# Connecting Implementation to Impact

Measure all the steps from implementation to impact on students.



Measure your implementation and immediate impact (steps that are close together in causal chain).



***What actions might you take? What information would guide you?***

## Research/Accountability Data

- In-the-moment observations
- Structured protocols and rubrics
- Consistent format
- Trained and calibrated observers



## Improvement Data

- Retrospective reflections
- Open-ended notes
- Paper, speech-to-text, mobile apps
- Professional expert judgment
- Student perceptions



***"Democratizing data collection"***

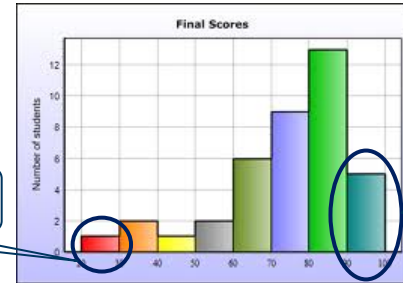
# Capturing Variation

- Variation over time:
  - Before-during-after PD



- Variation across units
  - Bright spots and areas of need

*What barriers persist?*



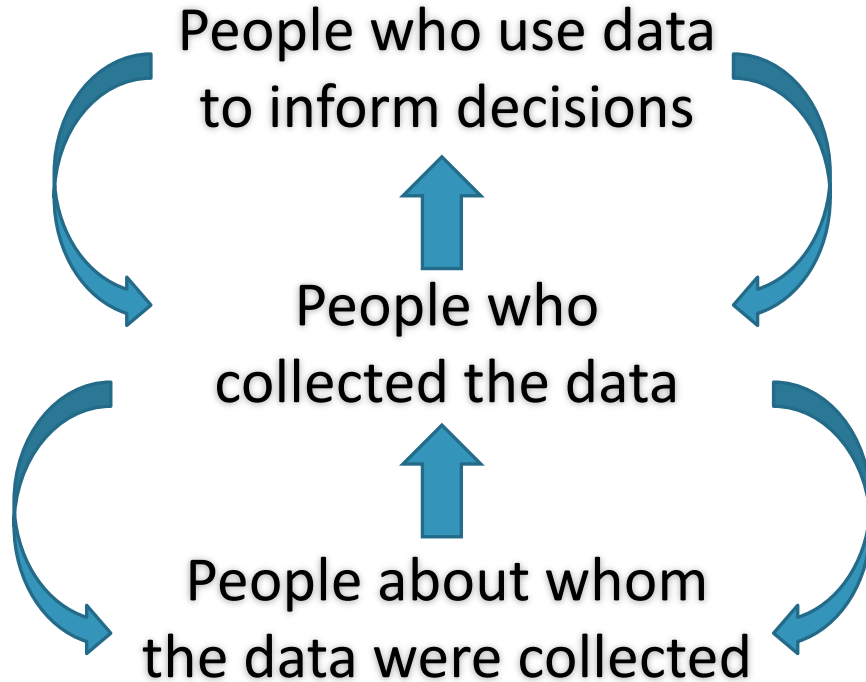
*What's working well?*



# ~~People~~ In Data We Trust

Create **safe, low-stakes** settings for sharing data.

**Inform** how data will be used and have been used.



Use formative data to **learn** and **improve**, not to judge.

Invite them to **propose** which **data to collect**.  
Check assumptions.





***Those who have data have power.  
Equity is fundamentally about  
rectifying power imbalances.  
If those with data do not deliberately seek  
to correct those inequities, they are in  
danger of inadvertently perpetuating them.***

#data4goodnotevil







# Questions?

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