

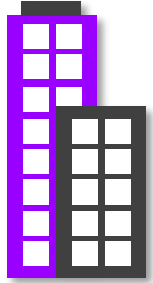
The background features a vertical color gradient from blue on the left to dark red on the right. A large white cloud shape is positioned in the upper right. Silhouettes of six students are shown walking from left to right. The first student on the left carries a briefcase. The second student has a backpack. The third student has a backpack. The fourth student has a backpack. The fifth student has a backpack. The sixth student has a backpack. A large tree silhouette is on the far left.

Business Intelligence For Education

A Journey Worth Taking

TPS CIO 2007-2017
Tacoma Public Schools

**CITY OF
200,000**



**50+
LANGAUGES
SPOKEN IN
OUR
SCHOOLS**



Tacoma

Who Are We?

**INNOVATION
DISTRICT**

**3rd LARGEST
SCHOOL
DISTRICT IN
WASHINGTON**



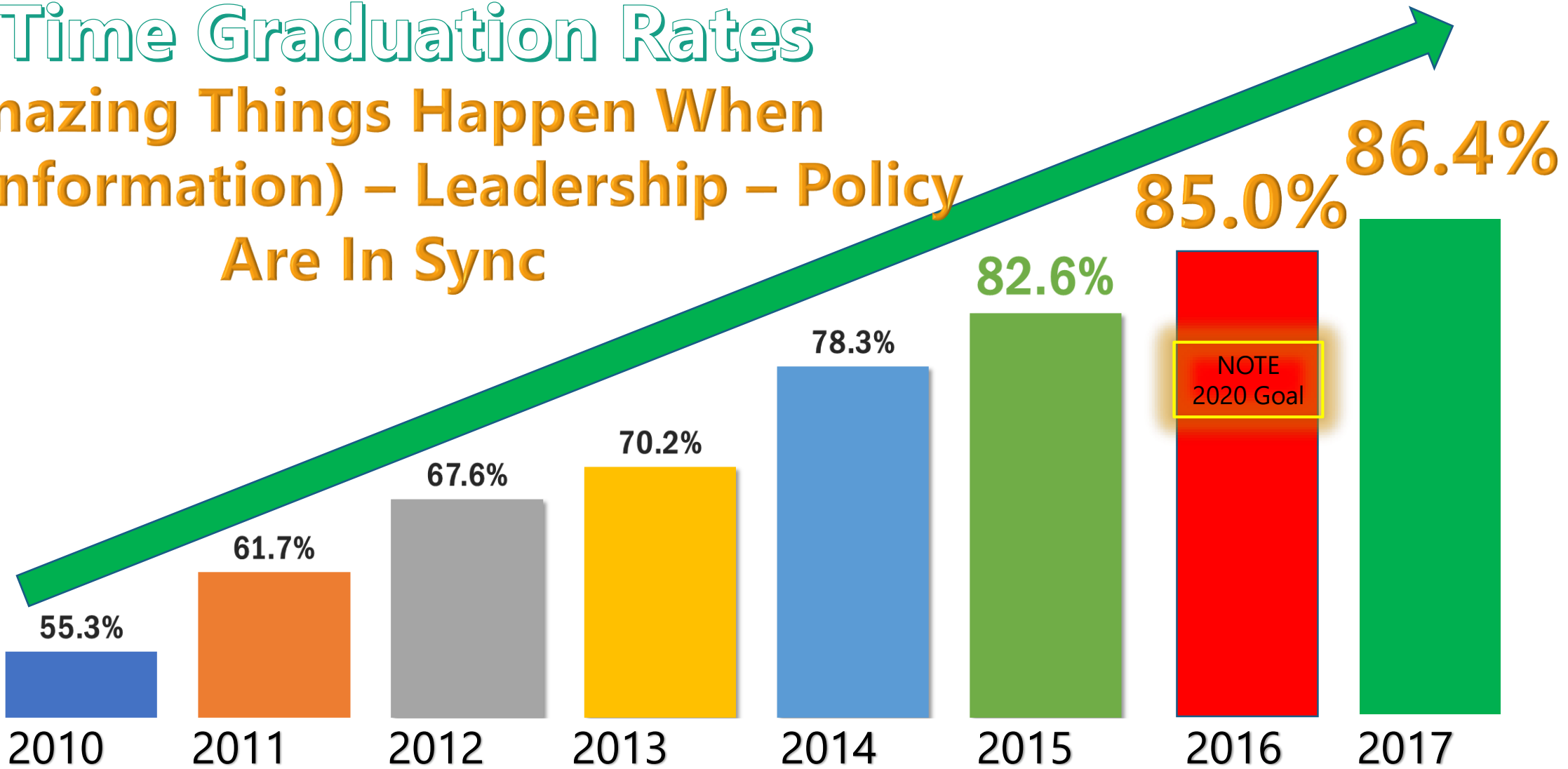
4 Year

On-Time Graduation Rates

Amazing Things Happen When

Data (information) – Leadership – Policy

Are In Sync



School Board Translated
Strategic Plan into Measurable Benchmarks

**You Get
What You Measure**

Strategic Plan



GOAL 1: ACADEMIC EXCELLENCE

All students will perform at or above grade level and we will eliminate disparities among all groups.



Read the story of Marcus and two other Mount Tahoma students who got back on track to graduate on time at tacomaschools.org/strategicplan.

In addition to taking online classes and passing state-required tests, 2015 Mount Tahoma grad Marcus McClain earned credit for working at Metro Parks STAR Center, which helped him graduate on time.

"Not a lot of my family had a graduation. They see it as a big accomplishment for me."

Marcus McClain, 2015 Mount Tahoma High School Grad

GOAL 2: PARTNERSHIPS

We will fully engage our parents, community and staff in the education of our children.



Learn more about partnerships at tacomaschools.org/strategicplan.

As part of the Brotherhood program, mentor Chris Spivey plays basketball after school with an Edison Elementary School student. The YMCA's Brotherhood program, which helps young men develop positive character and stay focused on their goals and dreams, is at Blix, Lister, Roosevelt and Sheridan elementary schools and First Creek Middle School.

"Kids can never have too many caring adults in their lives to help them find their purpose and passion, to achieve academic success, and to mentor them."

Chris Spivey, mentor and association teen director at YMCA of Pierce and Kitsap Counties' Center for Community Impact

GOAL 3: EARLY LEARNING

We will focus on early assessment and intervention at the Pre-K through third grade levels to ensure early academic success.



Read about Liliana's path to reading success at tacomaschools.org/strategicplan.

As a third grader at DeLong Elementary in 2014-15, Liliana Moawad's reading competency soared with participation in the school's after-school tutoring program with hourlong sessions two days a week for three months.

"Liliana's confidence grew. During the tutoring program, her reading level went from below grade level to a year and a month above grade level."

Erika Edwards, teacher at DeLong Elementary

GOAL 4: SAFETY

All schools will create and maintain safe learning environments that promote excellent academic achievement.



Watch a video to see how Franklin Elementary supports appropriate behavior and social culture needed for all students to achieve social, emotional and academic success at tacomaschools.org/strategicplan.

First-grader Cale Carter practices positive Franklin Elementary Panther traits during class. Positive behavior is a component of the Tacoma Whole Child Initiative, a collaboration with the University of Washington, Tacoma.

"By rewarding the positives, gently reminding them when they're not following expectations and modeling that as a staff, it has potential to be positive and powerful for their lives."

Principal Kecia Ketter, Franklin Elementary



Board Adopts Benchmarks

To Support **Strategic Goals**

Policy + **LEADERSHIP** + **Business Intelligence**



RESULTS FOR KIDS

Must Provide
Courageous Leadership

**Don't Shy Away
From Low Numbers**

Must Be Patient
And Consistent

**Data will Help Guide
Changes in Policies
And Practices**

Business Information Vs Business Intelligence

BI \neq **BI**

THE DIFFERENCES

Business Information



INFORMATIVE

- Benchmarks between similar organizations
 - Top 10 comparisons of student performance
 - By program; By school; By
- Benchmarks on Annual Results - Often Not Actionable
- Comparative Analysis and Trends on a High Level



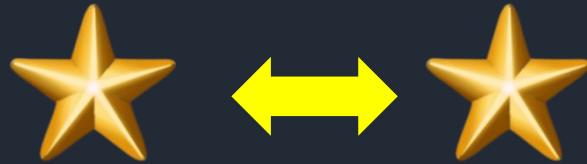
Business Intelligence

INFORMATIVE & ACTIONABLE

- Helps to determine specific course of action
- Possibly identify a needed intervention in a real time basis
 - Before it is too late to act effectively
- Possibly identify specific PD for specific staff that has a demonstrated success pattern in the classroom.

Alignment of the Stars

**School
Board
Policies
And Guidance**



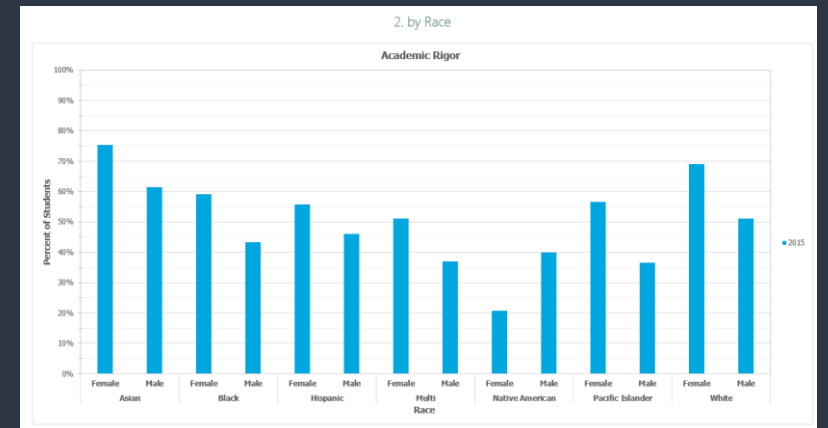
**District
Data Driven
Leadership**



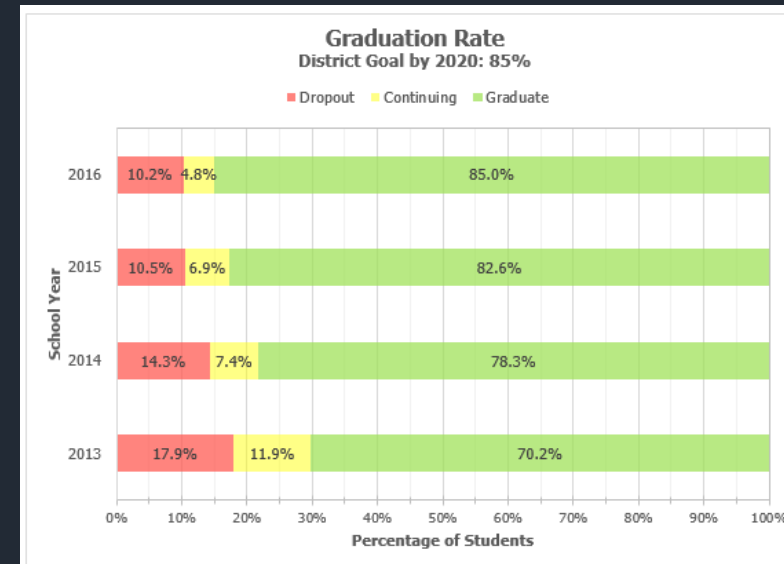
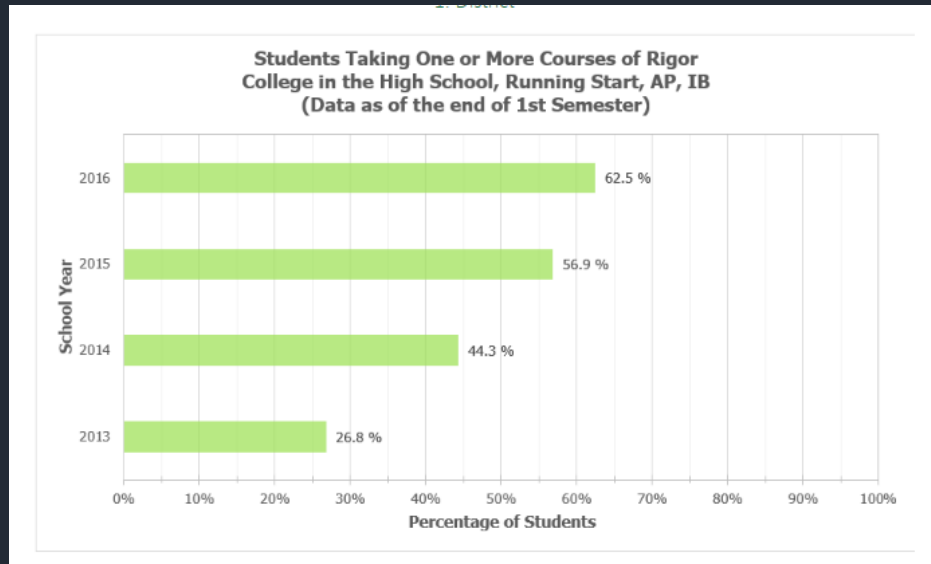
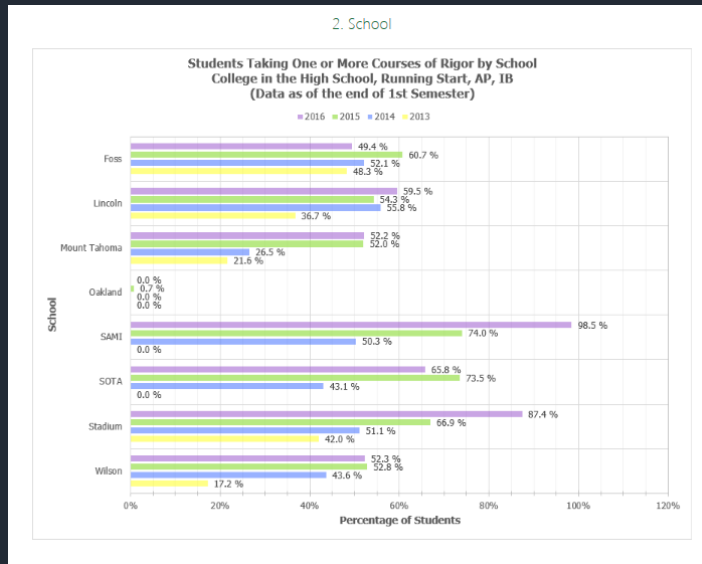
**Technology
Tools**

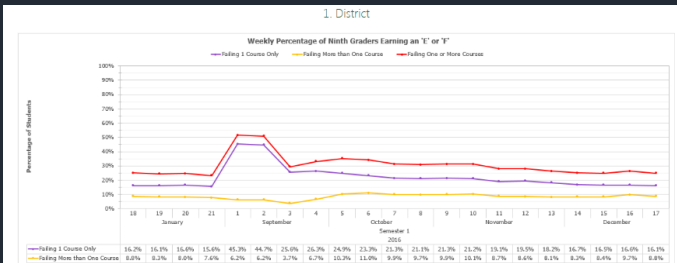
DATA DRIVEN CONVERSATION

- Transparency is the Key
- The Journey
 - Determining the Right Data Needs
 - Capturing the Right Data
 - Sharing with ALL **to Change the Conversation**
- Once the Data is Ready – Time to Display the Data and Teach What it is Saying



Measure What You Can Impact

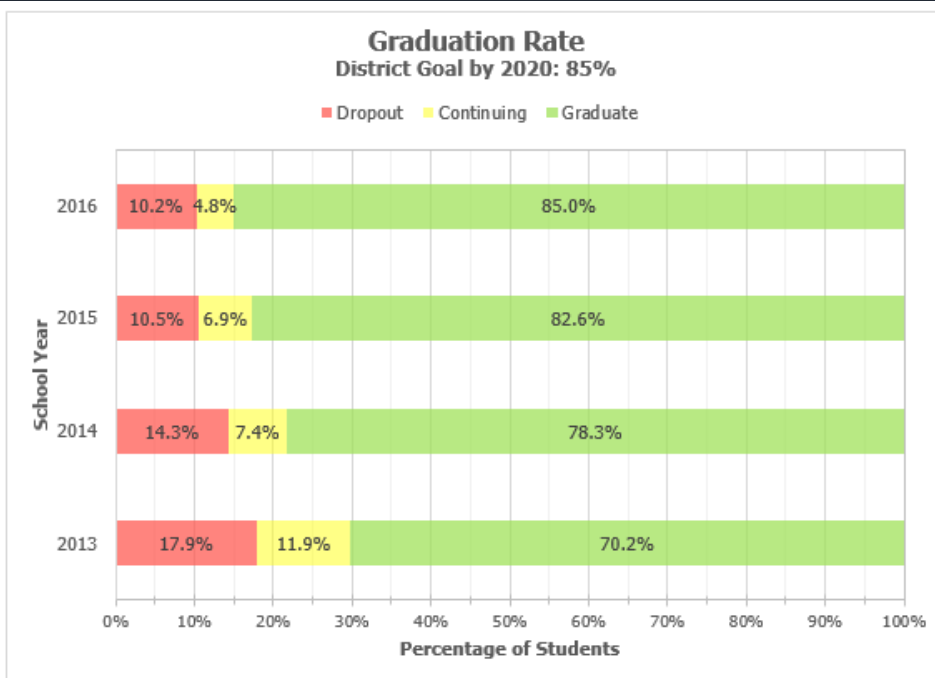




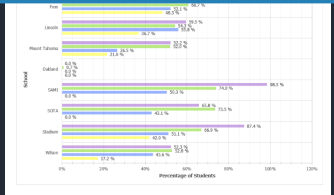
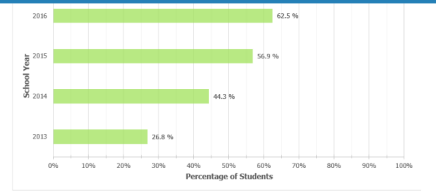
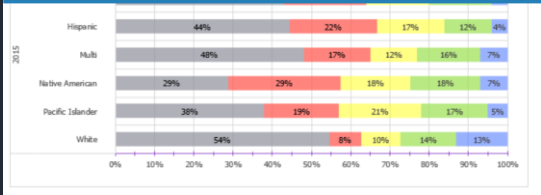
School Year: 2014
 Marking Period: S1
 Building: 200 Angelo
 Course Code: (All)
 Grade: (All)
 Gender: (All)
 Fed Race Cd: (All)
 SPED Cd: (All)

Report as of: 11/15/2013 2:04 PM
 Refresh Completed

Teacher	A	B	C	D	E				
119	69.59%	32	19.71%	13	7.60%	1	0.58%	0.00%	
71	31.42%	64	37.17%	47	28.80%	16	7.69%	3.21%	
8	5.76%	27	19.42%	33	23.74%	36	25.90%	33	23.24%
151	61.38%	63	25.61%	25	10.16%	5	2.01%	1	0.41%
42	33.33%	53	42.06%	24	19.03%	5	3.97%	0.00%	
35	28.00%	36	28.80%	34	27.26%	14	11.20%	4	3.20%



Major Influencing Operational Reports



BENCHMARK



K-12 Academic Benchmarks

The following collection of benchmarks reflects how we are doing in achieving our strategic goals. *Beginning with the 2014-15 school year, improvements have been made in the accuracy of enrollment calculations. Prior year calculations may be off less than .5%.



HELP

Goal 1 Academic Excellence
 All students will perform at or above grade level and we will eliminate disparities among all groups. [FEEDBACK](#)

Graduation Rates
 The percentage of high school students graduated on time, dropped out or are continuing. [OPEN](#) [LEARN MORE](#)

Academic Rigor
 The percentage of high school students taking at least one rigorous course. [OPEN](#) [LEARN MORE](#)

Percent Meeting EOC
 The percentage of students meeting End of Course (EOC) standards for math and science. [OPEN](#) [LEARN MORE](#)

Goal 3 Early Learning
 We will focus on early assessment and intervention at the Pre-K through third grade levels to ensure early academic success.

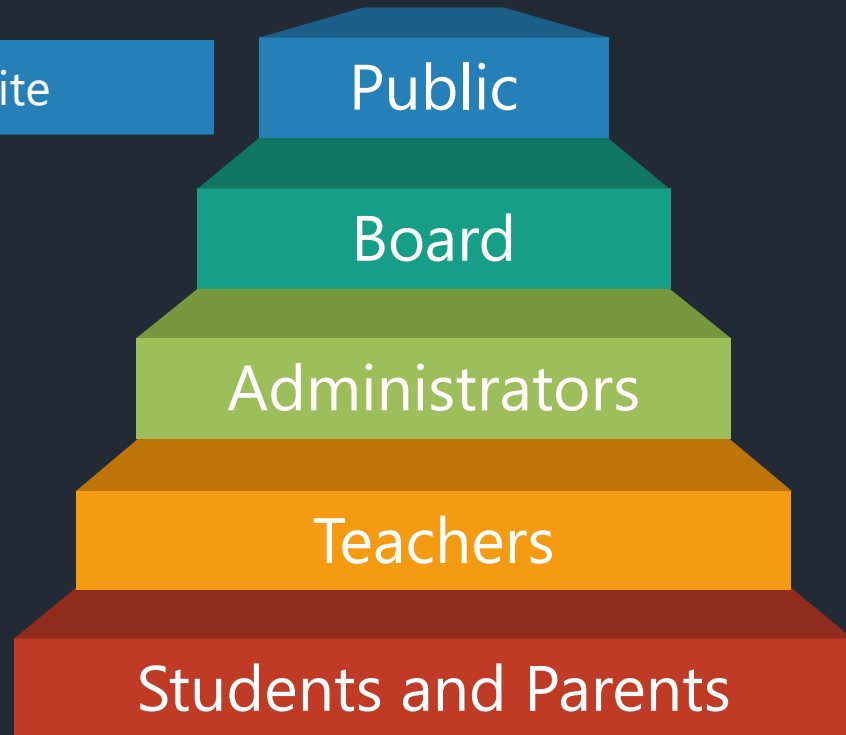
Percent Meeting MSP Standard
 The percentage of elementary students meeting Measurement of Student Progress (MSP) standards. [OPEN](#) [LEARN MORE](#)

Goal 4 Safety
 All schools will create and maintain safe learning environments that promote excellent academic achievement.

Students Failing with Discipline Incident(s)
 The percent of students failing one or more courses with one or more discipline incidents reported. [OPEN](#) [LEARN MORE](#)



Public Web Site



Official Benchmarks

Filters



4 School Year: June Endi...



2018

2017

2016

2015

2014

▸ Semester

▸ School

▸ Race

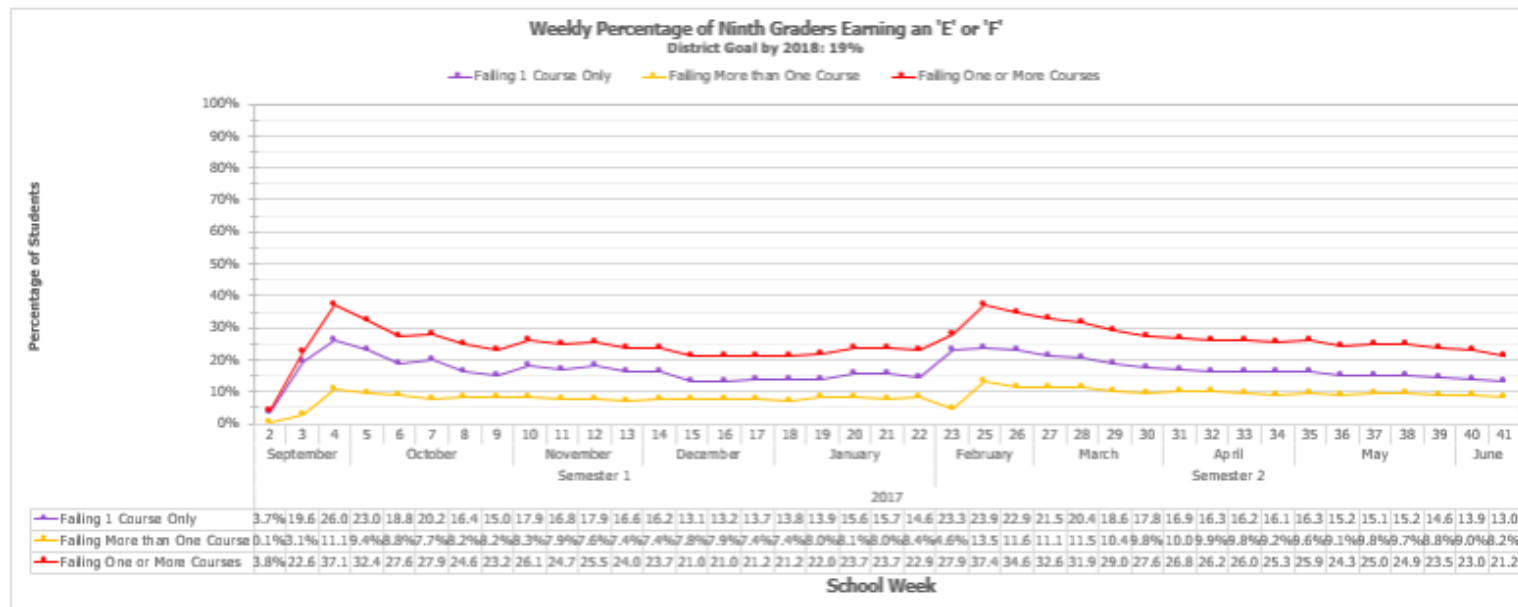
▸ Gender

▸ English Language Lear...

▸ Free Reduced Lunch

▸ Special Education

1. District



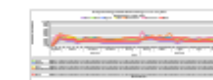
View



1. District



2. School



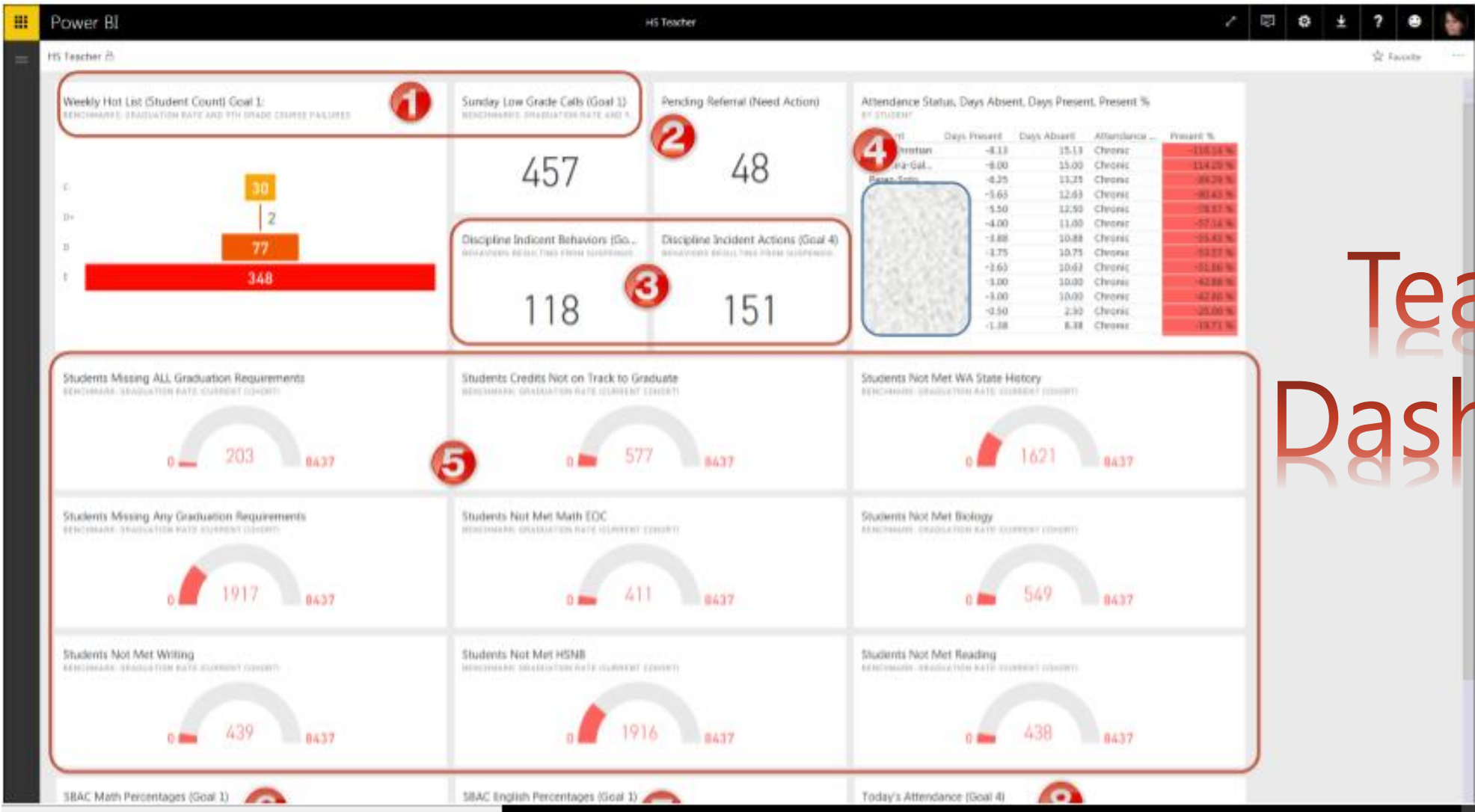
3. Race



4. Trend 1 Failure



5. Trend >1 Failures



Teacher Dashboard

Details

Students Possibly Eligible for Graduation



Students Missing ALL Graduation Requirements



Students Missing Any Graduation Requirements



Students Missing ALL Graduation Requirements

Student ...	Student	Grad Credits Earned	WA State History	Reading	Writing
2002051		16.50	Not Met	Not Met	Not Met
2013079		16.50	Not Met	Not Met	Not Met
2013372		16.50	Not Met	Not Met	Not Met
2013876		16.50	Not Met	Not Met	Not Met
2058488		16.50	Not Met	Not Met	Not Met
2009678		16.00	Not Met	Not Met	Not Met
3012788		16.00	Not Met	Not Met	Not Met
2009828		15.50	Not Met	Not Met	Not Met
2012541		15.50	Not Met	Not Met	Not Met
2051105		15.50	Not Met	Not Met	Not Met
2052015		15.50	Not Met	Not Met	Not Met

Teacher
Dashboard

Cohort Progress to Graduation

Credits Not on Track

Credits Not on Track by Counselor

Biology Not Met

Math EOC Not Met

Reading Not Met

High School and Beyond Plan Not Met

WA State History Not Met

Writing Not Met



Hot List by Course Tab

Run Time
9/12/2016 6:30 A...

Current Semester
S1

Data reflects students who are scheduled in your courses, and have a qualifying grade in any course.

Filter Your Data

Race

- Select All
- African American
- American Indian
- Asian
- Hispanic
- Native Hawaiian/Pacific Islander
- Other/Multiracial
- White

Grade

- Select All
- 06
- 07
- 08

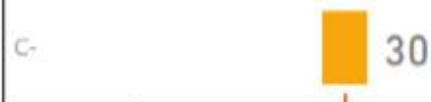
Gender

- Select All
- F
- M

Weekly Hot List (Student Count)



Weekly Hot List (Grade Count)



Weekly Hot List Details

Course	Peri...	Student Name	Student ID	Mark
Advisory	0	B...	3001092	E
			3000861	E
			2051797	E
			3010127	D
			2051494	E
Algebra 1	2		2045752	E
			2052288	E
			2051641	E
			2045830	E
			2045965	E
Algebra 3	1		2010062	E
			2027821	C-
			3008368	E
			2016959	D
			3011640	D
AP Chemistry 1	5		2013359	E
			2019471	D
			3005231	C-
	4		2019424	D+
			2019659	D

Teacher Dashboard

Senior Leadership
Walks the Talk

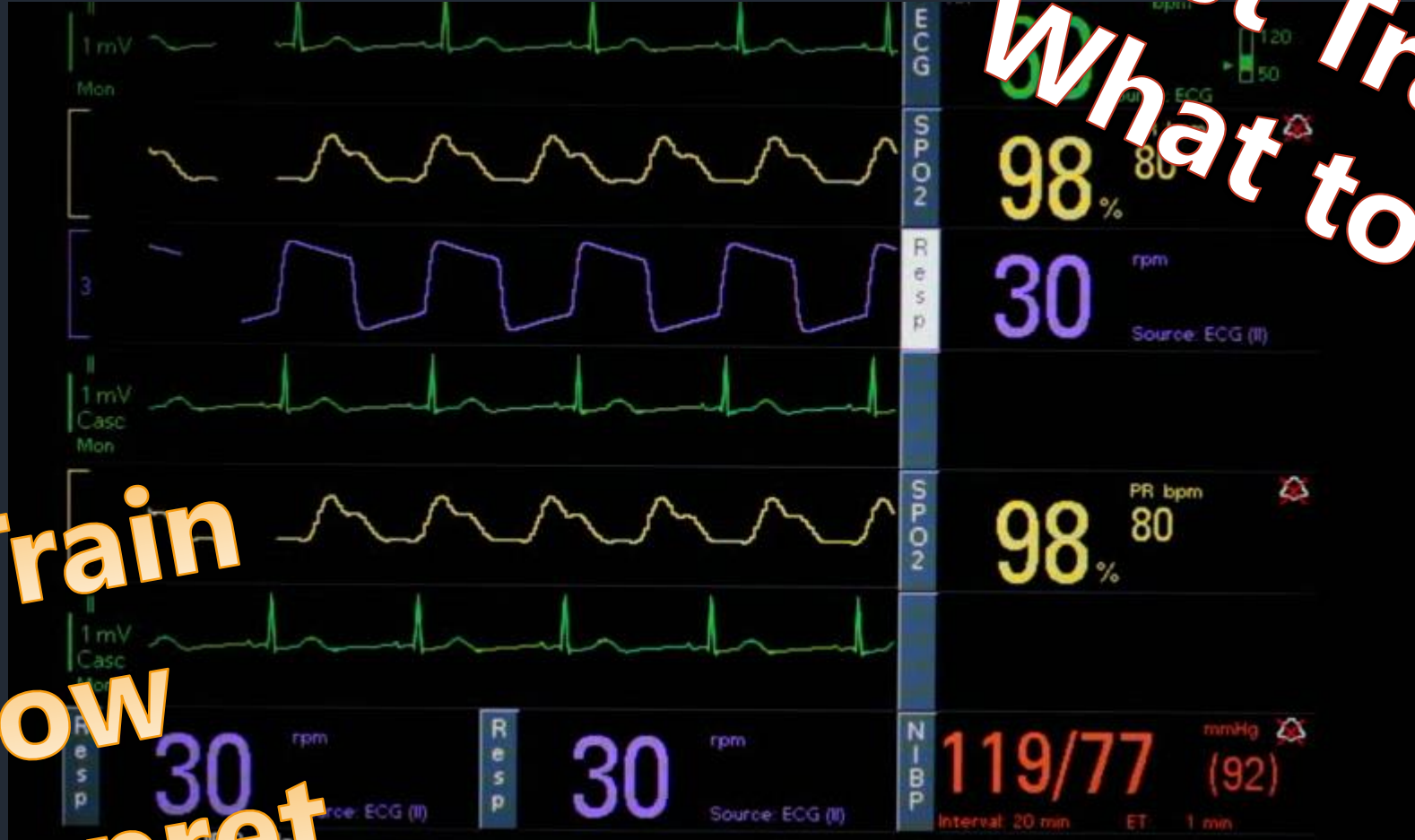
For Kids

**Every Meeting
Every Opportunity**

School Leadership
Constantly Engages Staff around Data

For Kids

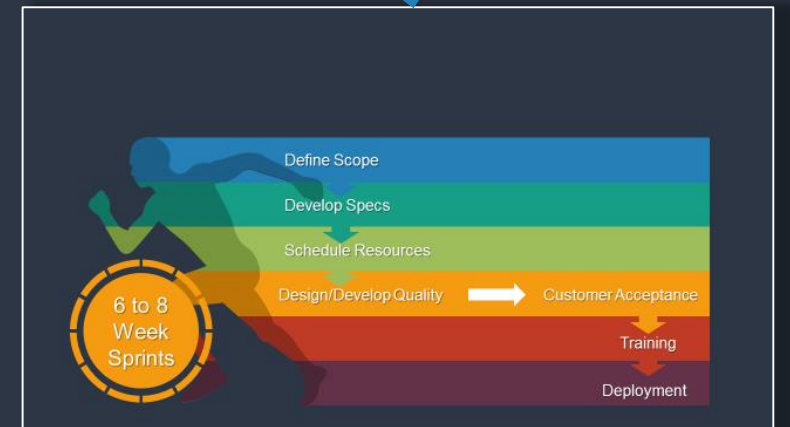
**Teaming for Success
With a Common View**



**Must Train
On How
To Interpret**

**Must Train on
What to Do.**

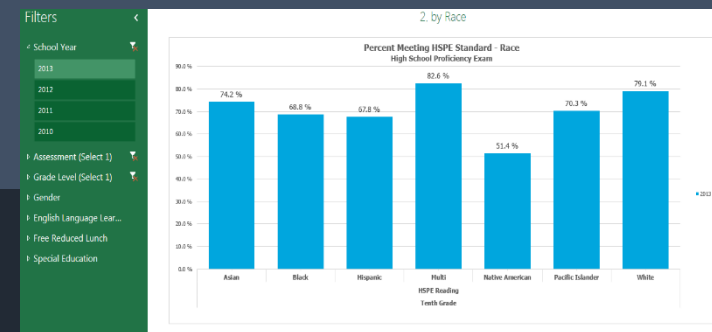
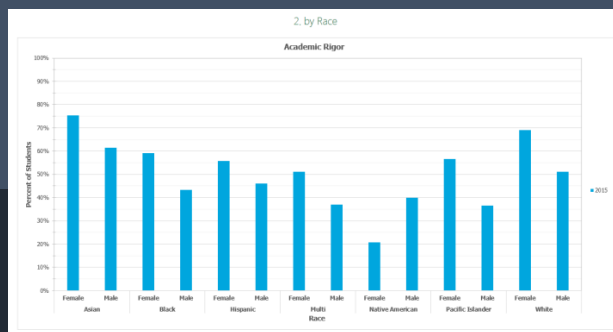
AGILE DEVELOPMENT METHOD

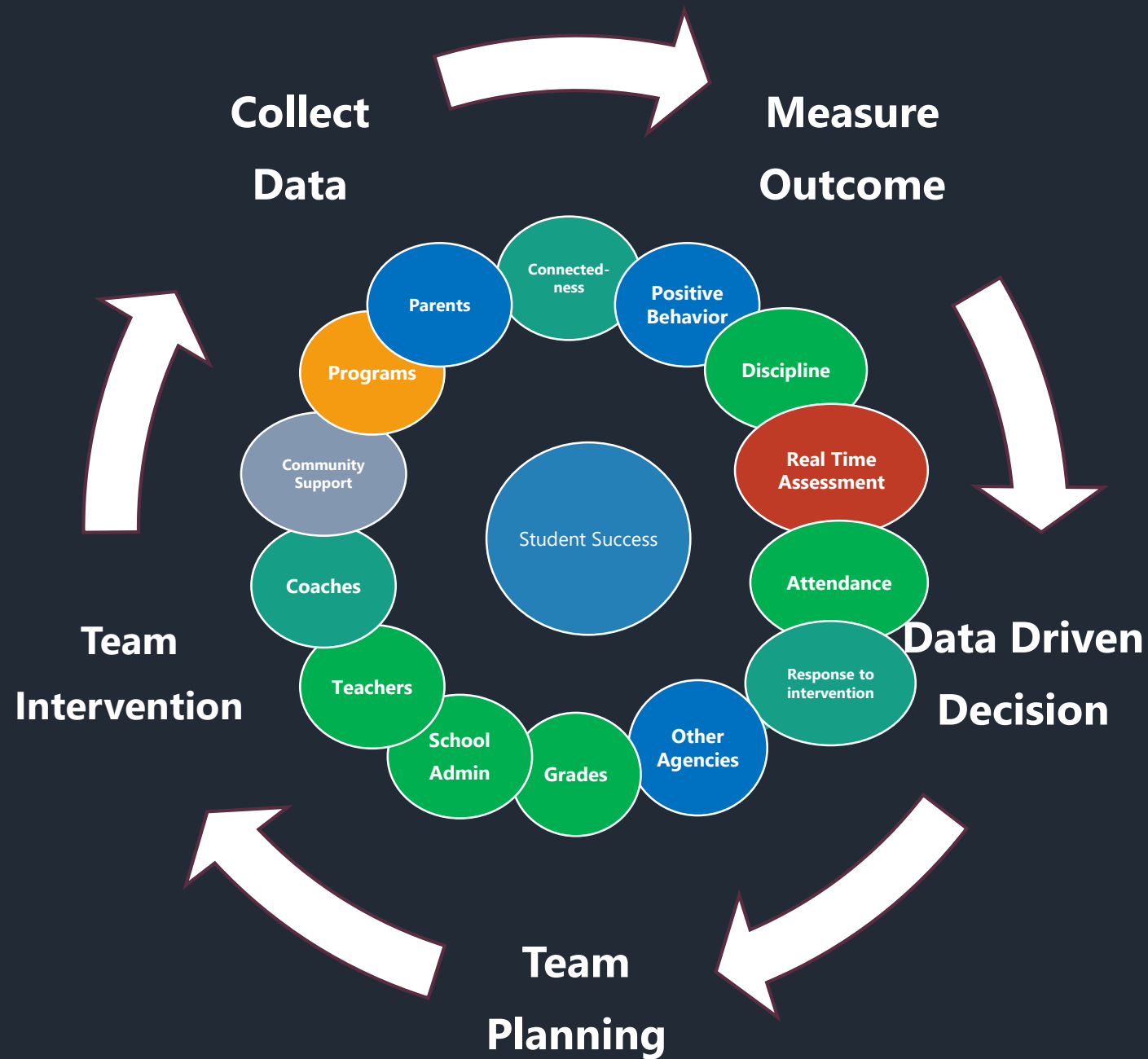


THE STORY

IS IN

THE DATA





QUESTIONS

