

Metro Nashville Public Schools

Early Warning Systems Over the Long Term



METRO
NASHVILLE
PUBLIC
SCHOOLS

Sustainable Data Systems to Support Data Informed Decision Making



People, Processes, and Technology 2010 and 2019

2010	2019
Top Down	Middle Out
Focus on the Data	Focus on the Data Informed Decision Making
Reactive Intervention	Proactive Identification

People, Processes, and Technology 2010 and 2019

2010	2019
Top Down	Middle Out

People: Engaged early adopters and collecting feedback for continuous improvement, which created relevance for teachers and school leaders, plus constant evangelization and recruitment of champions

Processes: Created processes to support data ownership at the central office department level and data stewardship at the school level. This is supported by office hours that school and department staff to receive advice and education regarding data

Technology: High-level dashboards evolved into stakeholder-specific relevant reports

People, Processes, and Technology 2010 and 2019

2010	2019
Focus on the Data	Focus on Data Informed Decision Making

People: Changed over time from teaching individuals to use reports to supporting the use of data in collaborative teams

Processes: Established frameworks and processes for team meetings to make better, more informed decisions about interventions and identify opportunities to improve school-level systems

Technology: Expanded analytics and reporting developed based on feedback from teachers, coaches, and principals

People, Processes, and Technology 2010 and 2019

2010	2019
Reactive Intervention	Proactive Identification

People: Moved to include community and cross-departmental stakeholders (e.g., after-school providers, community agencies, multiple internal departments) to engage in identifying and addressing specific student needs

Processes: Evolved to create consistent and proactive processes for identification of at-risk students and implementation of social and academic case management

Technology: Expansion of data collection and reporting to facilitate school-level MTSS meetings and district-level

People, Processes, and Technology

A Few Next Steps

College and career ready indicators planned from P20 data system (technology)

Professional development in data interpretation and use, including more regularly scheduled office hours (people)

Developing data use calendar and guides (processes)

Creating tighter data request and fulfillment rules (processes)

Developing more interactive and on-demand role-based Reporting (technology)

People, Processes, and Technology Brief Activity

1. Choose a people, process, or technology area in which your organization is strong in relation to the creation or use of an EWS. Write the following on a sticky note:
 - Organization name
 - The people, process or technology
 - A sentence describing the strength
2. Do the same thing for a challenge
3. Place the strengths on one side of your table, and the challenges on the other side
4. Write down one thing you commit to do with your organization to address the challenge or build on the strength