

The Numbers Don't Lie!

ESSA Academy 2025

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SOUTH CAROLINA
DEPARTMENT OF EDUCATION

Agenda

Data Dives

Empowering Teachers

Data Says “Change,” Now What?

Questions & What’s Next?



Data Dives



QUESTION

What Data?



Data Dives

Creating an environment where data can thrive!

1. Protected Time

2. SLO's

3. Protocol



Core Idea

Classroom cultures that make some of the **biggest gains** in student growth do so by moving their focus from “**what was taught?**” to “**what was learned?**”



Protected Time

Create a space where
data chats can happen,
and they are predictable.

**“Where are my
students?”**



Where are my students?

- Use Benchmark (M.A.P., iReady) data to see where your students are. (Schoolwide, Class)
- Look for trends (Create school initiatives)
- Create data for
 - Students should be able to interpret their own data.
- Highlight standards
- Small Groups



Create The SLO or TLG

- Student Learning Objective (SLO)
- Templates
- Exemplars
- Review Tools
- Business Rules
- Assessment Checklist
- Rubrics for Ratings/Scoring
- Teacher Leadership Goal (TLG) Guidance



Predictability

- PLC Protocol
- Standard(s) of the Week
- Learning Objectives
- Question Stems
- Resources
- Assessments
- Student Indicators
- Small Groups



Empowering Teachers



Empowering Teachers

- Culture of “Safe” Feedback
- Never Leave a Conversation without “Next Steps”
- Professional Learning Library



Protected Time for Progress Monitoring

- Track Me, Track Me
- **Data chats** for teacher
- **Where** are my students?
- **Who** needs **enrichment** or **intervention**?
- Students **need the opportunity** to see their **data and progress**.



Data Says “Change,” Now What?



Why Do We Need To Change?

- Less than 50% of students in multiple South Carolina elementary and middle school grades are performing math at grade level
- 8th graders performing the worst — only 30.3% met or exceeded expectations.
- Only the 3rd and 4th grades had more than 50% of students that did math at grade level.
- 54.6% of 3rd graders and 51% of 4th graders met or exceeded expectations.



McCreless, Patrick. “New SC Student Test Scores for 2023-24 Show Mixed Results. See If Your Child’s School Is Failing.” The State Newspaper, 25 Aug. 2024, www.thestate.com/news/state/south-carolina/article291186130.html.



Protected Time for Progress Monitoring

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CHANGE! CHANGE! CHANGE!

- Change is a **natural** and **powerful** force, a **constant** and **continuing** phenomenon.
- Change can occur:
- In **predictable cycles** like the **changing of seasons**
- It can be **abrupt** and unexpected like an **earthquake**
- Or it could develop as an anticipated but **highly unpredictable event**



What does the Research say about Change?

- **70%** of change initiatives fail.
- Only **1/3** of major change initiatives fully meet the goals set by the organization.
- **50%** of leaders don't know whether recent organizational changes have succeeded.
- **37%** of employees are resistant to change.

<https://changing-point.com/organisational-change-management-statistics/>



Transforming Learning: Students, Teachers, & Staff

- What about **change**, if anything, is **uncomfortable** for you?
- What is it about **change initiatives** that **frustrate** you?

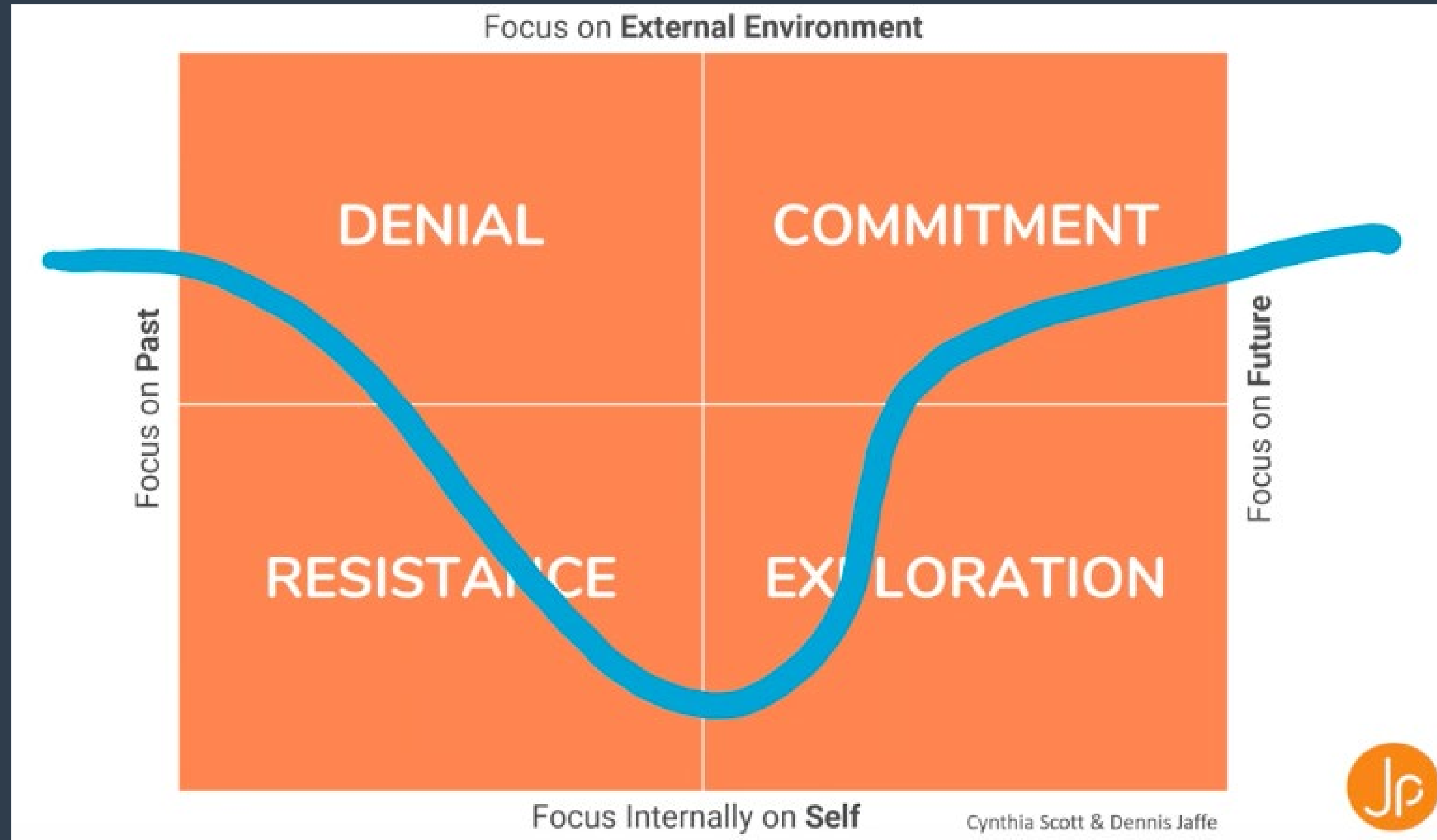


Navigating The Change Curve

- Change is an ongoing process, not a one-time event.
- There is a progressive sequence of behaviors that must be navigated to effectively manage change.
- Negative behaviors such as denial and resentment are normal and adaptive elements of the change process.
- **Specific strategies can be employed to master change.**
- Progressing through the phases of change offers opportunities for growth and responsible risk-taking.



The Change Curve



Phase of Change Curve



- What are the actions of the people being changed?

- What is the response of the change leader?

Denial

**“This
To Will
Pass”**

- Denial is a natural feeling.
- Silence! Blame Game! Finger Pointing!
- Questioning!

- Read the room.
- Give proper time to process change and steps.
- Provide info, timelines and procedures in writing.

Resistance




“You Ain't
Goin'
Nowhere”

- Show anger toward the organization or individuals.
- Refusing. Complaining.

- Read the room.
- Give proper time to process change and steps.
- Provide info, timelines and procedures in writing.

Exploration



“I Can See Clearly Now”

- Show energy.
- Asking questions.
- Talking about future.

- Find Change Champions.
- Take an active role in demonstrating and helping others learn new skills.

What does a Change Leader Do?

Denial

- Clear communication about the necessity and benefits of change
- Data, Processes & Procedures

Resistance

- Listening to concerns, providing support, addressing fears, and involving individuals in the change process
- Find Change Champions

What does a Change Leader Do?

Exploration

- Offering training, resources, and opportunities for individuals to learn without fear of failure.

Commitment

- Requires dynamic support and recognition of achievements
- Commitment leads to culture



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