

# EQUITY FIRST

**Building Toward a  
Better Future and  
Revitalizing Learning**

## Workshop on Strengthening Collaborative Data Capacity

March 2, 2022

*@EdSystemsNIU*  
*@advanceillinois*  
**#ILSuccessNetwork**

# Welcome & Introductions

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***Please introduce yourself in the chat!***

# Things We'll Consider Today

- *Why* using data is important
- *What* some data include and may tell us
- *Where* you can obtain data
- *How* you can develop and embed a practice of using data
- *What* kinds of questions might help guide collaborative efforts
- *How* to adapt protocols to a virtual context

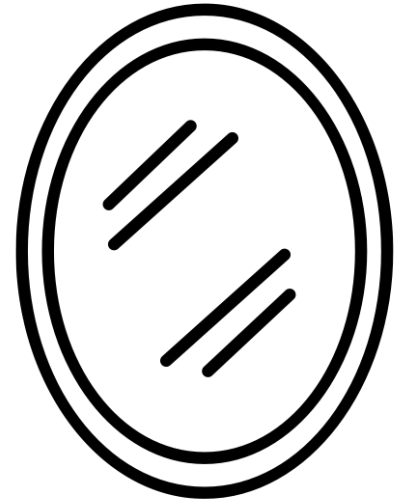
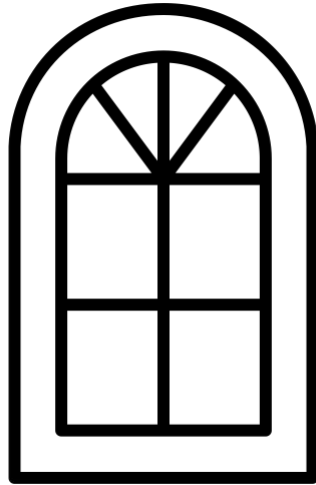
# Context

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Considerations For Using Data In Collaborative Efforts

# Data For Dual Purposes

Data can both serve as a window *looking out* to develop insights into students, schools, districts, etc...

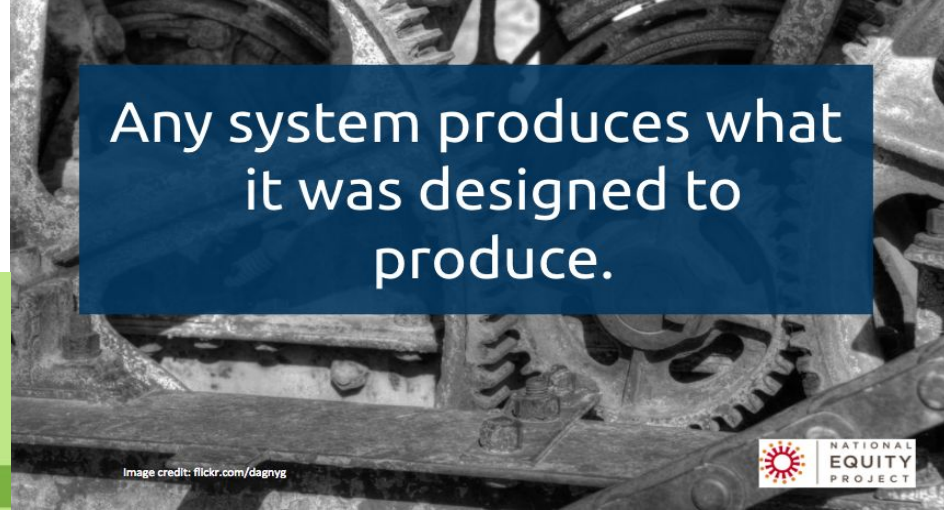


...and as a mirror to *look in* and gather insights about our own practices and systems.

**Which  
tool to  
use?**

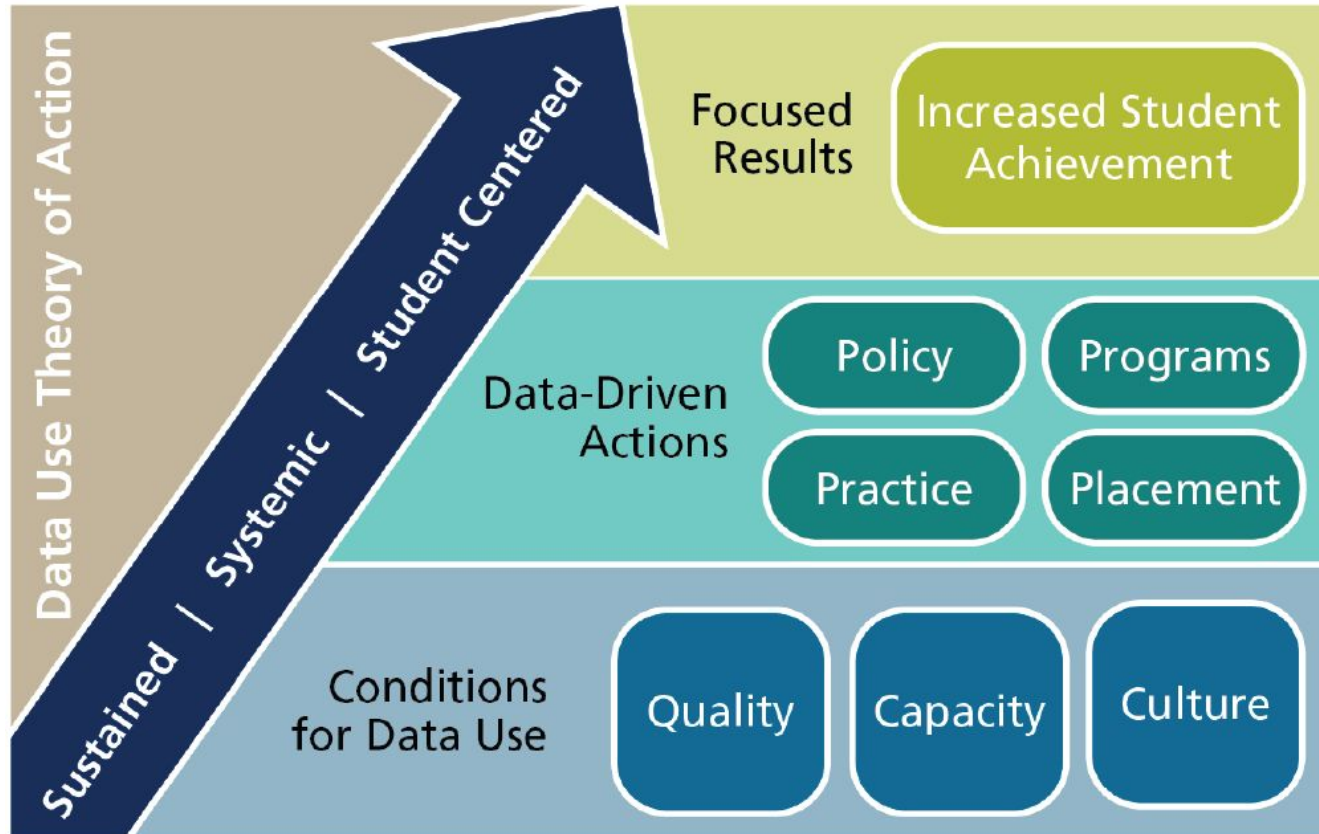


# Engaging Our Equity Lens





# What's The Big Idea?



# Building A Collective Data Muscle

To build a collective culture of engagement to inform practice:

- Commitment across all stakeholders
- Clearly articulated vision for data use
- Accountability
- Culture of collaboration and trust
- Modeling of data use by leaders at all levels
- Commitment to improvements in instruction and programming



# Levels Of Questions



Observe

Relate



Infer

# Levels Of Questions

## Observe

Making observations about numbers (including point-in-time, shifts over time, differences across subgroups, etc.)



## Relate

Trying to identify connections between things observable in the data

## Infer

Beginning to connect relationships between data and actions, programs, etc.



*While very compelling, can be challenging to get to depending on available data*

# Where to Look for Data



*Some public data sources:*

- Illinois 60 by 25 Network Dashboard ([Link](#))
- IL Report Card ([Link](#))
- ILCollege2Career ([Link](#))
- Illinois Postsecondary Profiles ([Link](#))
- *Emerging:* Equity Journey Continuum data ([Link](#))

# You've Got Data, Now What?

Identifying & Using Data Protocols

# Choosing A Protocol



- **What are your goals for engaging with these data?**
  - Explanation
  - Shared understanding
  - Informed action
- **What levels of inquiry do your questions address?**
  - Observe
  - Relate
  - Infer - Can be difficult depending upon the data

# Facilitating Data Conversations

- Types of questions to consider
  - **Objective/ Observing:** What does this data tell us?
  - **Reflection/ Relating:** How does this data relate to our experiences and what else we know?
  - **Interpretive/ Inferring:** What does this data mean for us?
  - **Decisional (Response/Action):** What next steps &/or commitments do we need to take to achieve our end goals?
- Bringing all voices in
  - **Individual** meaning making
  - **Pair-share &/or small group** conversation
  - **Large group** conversation
- **Documentation:** note taking, sharing materials, etc.
- **Opening** (clear end goals, context, and agenda) &
- **Closing** (reflection, next steps/ commitments, appreciations)



# Facilitating Data Conversations

## How to Facilitate Levels of Inquiry

Type of Question	Data Gallery Walk example	Placemat Protocol Example
Objective/ Observing	What are your immediate/ general observations about this data?	What do you objectively observe?
Reflection/ Relating	What is the story behind this data? How does it connect to your experience?	What surprised you in the data (and why?)
Interpretive/ Inferring	What does this data mean for our organization?	What do you believe the data suggest? What do you infer from the data?
Decisional (Response/Action)	What further information would be helpful? What solutions can you think of to address the issues raised by the data?	What questions arise from this analysis (anything that will require further study)? What actions might these data prompt?

# Material & Space Considerations

- **Data presentation materials**
  - Slide decks
  - Data packets
  - Gallery walk posters
  - Notes (after meeting)
- **Data engagement materials**
  - Individual reflection materials, e.g. templates, notepads
  - Group reflection materials, e.g. post-its, shared placemat
  - Pens/ pencils/ markers
- **Space**
  - Possible seating (tables, classroom-style, open space)
  - Audio-visual/ digital access
  - Digital forums for using data protocols

# Considerations About Groups

- **Group size**
  - May skip pair-share/ small group discussion if full group is already small
  - Larger group sizes may require more time, larger spaces, and different materials than smaller group sizes (depending on end goal)
- **Group Dynamics**
  - Level of trust
  - Prior experience collaborating
  - Who is at the table (both orgs and level of authority)
  - Prior experience with data
- **# of Facilitators**

# Choosing A Protocol Summary

- **Set a clear goal** for the data review, which can include building a shared understanding of a topic, identifying areas for further inquiry, explaining the “current state”, etc.
- **Formulate questions at various levels of inquiry** depending on your goals
- Structure your session(s) to **ensure that all voices and thinking can be brought in** based on your group size and dynamics.
- **Prepare and share relevant materials** (e.g. slides, data packets, etc.) in a timely fashion
- **Document next steps and assign tasks** for team members to ensure continued collaboration and progress



# Protocols You Might Consider

SEE [PROTOCOL PACKET](#) FOR MORE DETAILS

Protocol	Description	Suggested Group Size	Takeaways
<i>Here's What, So What, Now What</i>	Participants move through simple three-step protocol: "Here's What", observe a data set; "So What", interpret the data and observations; and "Now What", identify next steps in response	Small group (<= 6)	A simple protocol that can be focused or expanded as needed
<i>Placemat</i>	Participants review disparate data sets individually, then gather around one big "placemat" and share their insights	Small group (<= 6); Large group with small break-outs	Ideal for building understanding of disparate but related data sets
<i>Data Walk</i>	Participants individually engage with and reflect on outcomes data in poster format, then discuss the data collectively, with the goal of identifying solutions to improve outcomes	Large group, with space for individual reflection	Encourages large groups to reach collective understanding of outcomes, with focus on achievement or equity gaps
<i>ORID</i>	Participants progress through sequential levels of inquiry: Objective, focused on known data/information; Reflection on that data/information; Interpretation of that data/information; and Decision-making based on that data/information	Small group (<= 6); Large group with small break-outs	A logical progression through levels of inquiry towards informed decision-making
<i>5 Whys</i>	Participants focus on a particularly problem and iteratively ask and discuss "why" to identify the root cause	Small group (<= 6); Large group with small break-outs	A straightforward problem-solving protocol aimed at identifying root causes

# Adapting To A Virtual Context



- Explore virtual platforms that can function like “whiteboards” or polls
- Where possible, find platforms that tie into existing practices locally
- Could be as simple as sending PDFs of data visuals or tables and hopping on a Zoom to discuss

# Adapting To A Virtual Context

## Facilitation Considerations

Consider facilitation needs:

- When to provide data
- Balancing individual reflection and group dialogue
- Ensuring inclusive participation
- Progressively deepening levels of inquiry
- Documenting takeaways and next steps



# Time for action!

Protocols in Practice





## Protocol Practice Goals

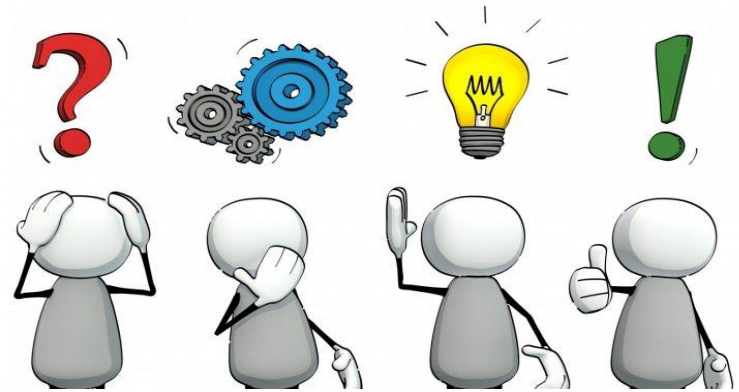
- *Develop* shared understanding of some metrics of interest
- *Practice* observing and interpreting data
- *Consider* the narratives we may begin to construct around these data
- *Practice* identifying strategies in response to data
- *Consider* implications for how to bring data into decision-making processes

# Protocol Practice


## Here's What. So What? Now What?

- Participants review a single data set and reflect on simple prompts, either individually, collectively, or in combination
- Guides participants through:  
observation  interpretation / inference  action

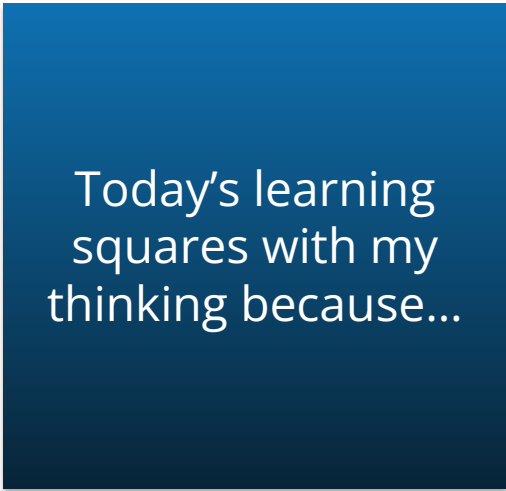
1. **Here's What.**  
Describe what you see in the data using factual statements.
2. **So What?**  
What are the implications for your community?
3. **Now What?**  
What is one thing you will do as a result?




# Reflecting On The Workshop



Something  
still circling in  
my head is...



Today's learning  
squares with my  
thinking because...



Three  
important  
points from  
today are...

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**Thank you!**

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