Driving With Data!
Steering Employee Development – Program Management - Planning

Tanya Bezy, CCAP
Lori Williams, CCAP
Angela Lange, CCAP

Agenda
• Explore data visualizations
• Planning for systematic data collection and use
• Define data driven vs data informed
• Gain understanding of how to use data to improve
  • HAVE FUN!!!!!
Planning Data Collection

- What question do you want answered?
- Who will use the information?
- Select data to use
- Analyze and Aggregate

Are you data driven or data informed?

**Data Driven Cultures**
- Does your data drive your decision-making?
- Daydreaming, pie-in-the-sky time and giving people room to fail – the vital ingredients of creativity – are costly, the first things to go at a data-driven company. Egan, 2014

**Data Informed Cultures**
- Do you use data as a check on your intuition?
- “Data informed cultures are not slaves to their data, but are characterized by information-based introspection to use and apply data from multiple information sources, in context to excel.” Kantor and Paine, 2012

Getting From Data to Practice

- Knowledge: Identifying underlying patterns, hypotheses, models
- Information: Analyzed, summarized, interpreted, integrated
- Data: Numbers, stories, pictures, et al.

Put into practice, institutionalized and shared
Head Start Children Who Will Be Attending Kindergarten:

<table>
<thead>
<tr>
<th>Goal</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Follows limits and expectations*</td>
<td>-</td>
<td>92</td>
<td>92</td>
</tr>
<tr>
<td>Takes care of own needs appropriately</td>
<td>84</td>
<td>78</td>
<td>78</td>
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<tr>
<td>Participates cooperatively with others</td>
<td>84</td>
<td>76</td>
<td>79</td>
</tr>
<tr>
<td>Uses hands and fingers to cut, draw, and manipulate objects</td>
<td>87</td>
<td>89</td>
<td>74</td>
</tr>
<tr>
<td>Uses words and sounds and it is understood by most people*</td>
<td>-</td>
<td>95</td>
<td>90</td>
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<tr>
<td>Works independently</td>
<td>85</td>
<td>88</td>
<td>77</td>
</tr>
<tr>
<td>Recognizes and names at least 10 letters, especially those in own name</td>
<td>66</td>
<td>77</td>
<td>73</td>
</tr>
<tr>
<td>Retells a story in correct order of events</td>
<td>56</td>
<td>77</td>
<td>55</td>
</tr>
<tr>
<td>Writes first name correctly</td>
<td>60</td>
<td>63</td>
<td>67</td>
</tr>
<tr>
<td>Counts to 20</td>
<td>56</td>
<td>84</td>
<td>78</td>
</tr>
<tr>
<td>Identifies basic shapes*</td>
<td>-</td>
<td>80</td>
<td>84</td>
</tr>
</tbody>
</table>

*Goals were revised for the 2016-17 school year therefore data is not available for past years.
My supervisor answers my emails promptly.

I can communicate very well with my supervisor. Her door is always open.

I speak with my supervisor usually daily. She is always open to questions and communication about whatever it is I may be working on or needing. Even if I feel like I may have messed up I know that I can go to her and talk it through with her and she will work with me.

She is one of the nicest people you will ever meet. Even if I need something she will always find a way to make it happen.

New hires are on their own until they become comfortable.

My supervisor is very busy with a lot of areas within the program and does not have the quality of time to spend with me.

She has helped me to not only work on my relationships with others, but also personal issues as well.

My supervisor is very open and honest with us and she expects us to be the same. If we have a problem, I feel like I can go to her and her not be mad about the issue and try her hardest to resolve.

I have open communication with my supervisor. She listens to my opinion, and helps me work through things.

Yes. I am very comfortable sharing opinions and concerns with my supervisor.

THANK YOU!

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