



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

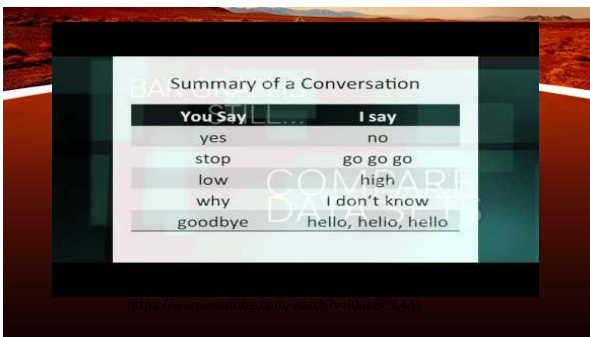
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Angela Lange, CCAP





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!!!!



Summary of a Conversation

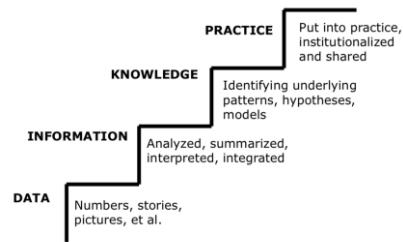
You Say	I say
yes	no
stop	go go go
low	high
why	I don't know
goodbye	hello, helio, hello

<http://www.gutenberg.org/cache/epub/64825/64825-h/64825-h.htm>



Planning Data Collection

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



Getting From Data to Practice



Are you data driven or data informed?

Data Driven Cultures

- Does your data drive your decision-making?
- Day-dreaming, 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

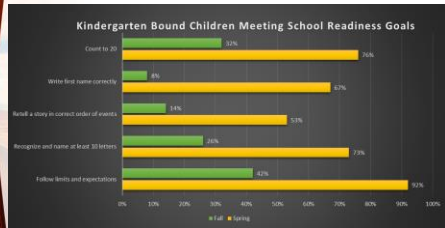
- Do you use data as a check on your intuition?
- “Data informed cultures are not slaves to their data, but are characterized by “information-based introspection” to use and apply data from multiple information sources, in context to excel.” Kanter and Paine, 2012

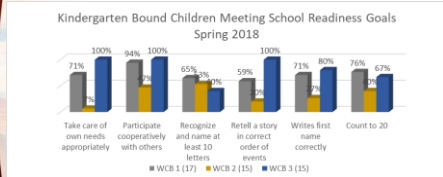


Head Start Children Who Will be Attending Kindergarten:

Goal	% achieving goal		
	2016	2017	2018
Follows limits and expectations*	-	92	92
Takes care of own needs appropriately	84	78	78
Participates cooperatively with others	81	76	79
Uses hands and fingers to cut, draw, and manipulate objects	87	89	74
Uses words and sounds and is understood by most people*	-	95	90
Works independently	89	88	77
Recognizes and names at least 10 letters, especially those in own name	66	77	73
Retells a story in correct order of events.	56	77	53
Writes first name correctly	60	63	67
Counts to 20	56	84	76
Identify basic shapes*	-	80	84

*Goals were revised for the 2016/17 school year therefore data is not available for past years.



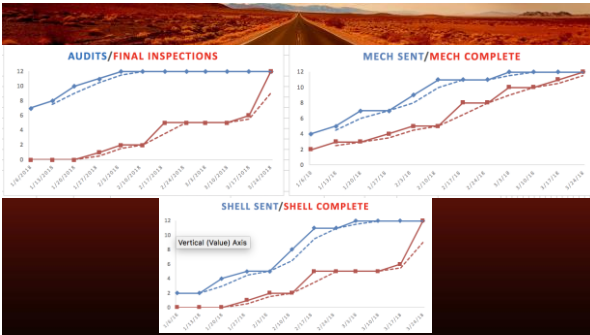
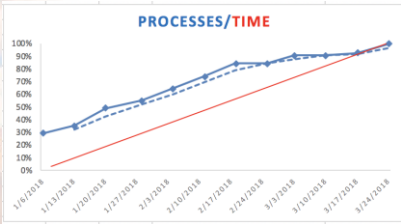




1st QTR 2018

Since 1/1/18			
Number Completed	Required	Percent Completed	
Inspections Completed	7	12	58%
Work Orders Received	7	12	58%
Mechanical Ready	4	12	33%
Mechanical Available	4	12	33%
Mechanical Completed	2	12	17%
Shell Ready	2	12	17%
Shell Sent	2	12	17%
Complete	2	12	17%
TOTAL	36	96	36%
Days Completed	Days Available	Percent Completed	
January	8	23	29%
February	11	19	58%
March	4	13	31%

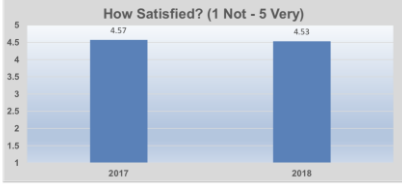
Since 1/1/18			
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Inspections Completed	11	12	92%
Work Orders Received	11	12	92%
Mechanical Ready	7	12	58%
Mechanical Available	7	12	58%
Mechanical Completed	4	12	33%
Shell Ready	7	12	58%
Shell Sent	5	12	42%
Complete	5	12	42%
TOTAL	53	96	55%
Days Completed	Days Available	Percent Completed	
January	12	21	57%
February	7	13	54%
March	12	23	52%





2018 Pace Employee Survey

I have open communication between myself and my supervisor.



2018 Responses - How Satisfied?

	1 (Not)	2	3	4	5 (Very)	Total Satisfied
# of Employees	1	2	9	22	73	95
	0.93%	1.87%	8.41%	20.56%	68.22%	88.78%



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 no matter what.

Don't see her much but don't hesitate to email or call.

I feel like I can come to my supervisor with anything

I tell my supervisor my feelings but the response is usually that I should not feel that way.

Anything I say and do seems to be the wrong thing. One time I was yelled at in front of 14 of my students and the lead teacher. I just wish the miscommunication could have been kept between my supervisor and myself and handled in a adult way. It's been a learning year and often I think the job responsibility is just to much for the supervisor. She seems to need help in several areas. She often ask other staff to do things that should be her responsibility. Often she is not in the building the hours she is needed the most. From 7:30 - 4:00.

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 in not only the work environment to improve, 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.



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QUESTIONS ?
