Handout 2: Data Interpretation

## Step 1: Identify the Question and Data

Using the Talent Management Framework, what question would you like to answer using effectiveness data? Some example questions are included in the chart.

| Topic | Individual Questions | Team Questions |
| --- | --- | --- |
| **Hiring** | * Is a candidate from inside the district the appropriate choice for a job opening?
 | * What strengths should new hires have if they are chosen to join \_\_\_\_\_\_\_\_\_\_\_\_\_ grade / \_\_\_\_\_\_\_\_\_\_\_ subject team?
 |
| **Staffing** | * How can I be strategic about assigning my staff to subjects and grade levels?
 | * How should I assign teachers to my \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ grade / \_\_\_\_\_\_\_\_\_\_\_\_\_ subject team?
 |
| **Teacher leadership** | * Which teachers would be good mentors for the novice teachers in my building?
 | * How can I support the inexperienced teachers in \_\_\_\_\_\_\_\_\_\_\_\_\_ grade / \_\_\_\_\_\_\_\_\_\_\_\_\_\_ subject through teaming?
 |
| **Professional learning** | * How should I differentiate professional learning for novice teachers?
 | * Are there groups of teachers who could use professional development on the same topic, like teaching students with disabilities?
 |
| **Retention and dismissal** | * Which teachers have the potential to be valuable assets to the school community over time?
 | * How can we best differentiate between our high-performing teachers and low-performing teachers?
 |
| **Other** | * Write your own question about one of these topics or another talent development topic.
 |  |

What data will you need to answer the question? Are the necessary data at the individual, school, or district level?

## Step 2: Find or Collect the Data

* Are the data you need currently collected and housed at the school, district, or state level? If so, where can you find the data? Is there someone who can find and pull the data for you?
* If not, can you collect the data? If so, how? Who can assist you in collecting the data?

## Step 3: Manipulate the Data

1. Consider the best way to display the data.
2. Combine or match data sets to make sorting and filtering easier.
3. Sort and filter data according to the question you are answering.
4. Analyze and identify trends.
5. Create charts and graphs that demonstrate trends.

**What are the key takeaways from your manipulation of the data?**

## Step 4: Making Decisions

**What decision did you come to? Why?**