



Program Accountability Supports Sustainability

NTC Annual Symposium

February 4, 2013

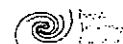
Rhonda Dubin
Senior Program Consultant

Sharon Grady
Program Director

Janet Gless
Chief Officer
Programs and Partnerships

You can have data without
information, but you cannot have
information without data.

Daniel Keys Moran
Writer and Computer Programmer



Essential Questions

There are five essential questions that a program should strive to answer over time to assess their implementation and impact. Each question corresponds to a category on the NTC impact spectrum.

Counting	Program Quality	Retention	Practice	Student Learning
Who are we reaching – directly and indirectly?	How well is the program being implemented?	Are we retaining teachers over time?	In what specific ways is practice becoming more effective?	How and in what ways are student learning improving?

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Data Sources

Stakeholders	Counting	Program Quality	Retention	Practice	Student Learning
Students	*				*
New Teachers	*	*	*	*	
Mentors	*	*	*	*	
Administrators	*	*			
Program/District	*	*			

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*Managing
Analyzing
St. Work
3 x (SS)
can collect
st. planning
impact*

*add
our own
stakeholders*

Impact Planning Worksheet

Standard Area of Focus:

Type of Data: C = Counting PI = Program Implementation R = Retention P = Practice SL = Student Learning

	What?	Type	From whom?	How?	Which stakeholders will care? Who is your audience?
What data do you already have?					
What additional data do you want to collect?					

Section II: Collect data

b) Program Quality: How well is the program being implemented?

	What activities will you engage in to answer the question?	What data do you plan on collecting?	What tool/data source will help you collect the data?	Who will collect the data?	When will you collect this data?
New Teachers	<ol style="list-style-type: none"> Hand out at end of each novice teacher PD session Locate eval forms handed out at Summer Induction Novice Teachers will complete the NTC Induction Survey 	<ol style="list-style-type: none"> Novice Teacher Satisfaction NT Satisfaction, amount of time being spent with mentor, types of interaction, effectiveness of interaction, etc. 	<ol style="list-style-type: none"> District PD evaluation forms Summer Induction evals NTC Induction Survey 	<ol style="list-style-type: none"> Program Leads; support from NTC Data Consultant on analysis NTC 	<ol style="list-style-type: none"> After each PD session. Present data in Dec. Summer 2012 April 29-May 24, 2013
Mentors	<ol style="list-style-type: none"> Mentors complete logs daily/weekly; Mentors will do a monthly ASW on the data Analyze mentor logs for trends 2x/yr. "Date with Data" to dig into the data with mentors Mentors complete evals at end of each Mentor Academy; NTC will analyze the results Mentors will complete the NTC Induction Survey 	<ol style="list-style-type: none"> Mentor Log Data: <ul style="list-style-type: none"> Tool Use Time with Novice Teachers Action Danielson Domains Mentor Academy Evaluations (color code so it's clear which ones are from the District) Mentor perception of how the induction model is being implemented 	<ol style="list-style-type: none"> Mentor logs Evaluations NTC Induction Survey 	<ol style="list-style-type: none"> Mentors will log the data. District Program Lead, lead mentors, Impact team NTC Data Consultant will analyze data NTC NTC 	<ol style="list-style-type: none"> Ongoing; turn in monthly @ forums. monthly @ forums Dec 2013 (send to Casia by Dec. 3); June 2013 After each Mentor Academy April 29-May 24, 2013
Administrators	<ol style="list-style-type: none"> Administrators will complete the NTC Induction Survey 	<ol style="list-style-type: none"> Administrator satisfaction with induction program, interaction with mentor, etc. 	<ol style="list-style-type: none"> NTC Induction Survey 	<ol style="list-style-type: none"> NTC 	<ol style="list-style-type: none"> April 29-May 24, 2013
Staff Development Teachers	<ol style="list-style-type: none"> Create a new survey for staff development teachers about the program & the Academies. Survey staff will complete a brief survey 	<ol style="list-style-type: none"> Staff development teacher satisfaction with the induction program, implementation of tools and processes learned at Mentor Academies 	<ol style="list-style-type: none"> Staff development teacher survey 	<ol style="list-style-type: none"> NTC Program Consultant with District Program Lead; support from NTC Data Consultant on question design 	<ol style="list-style-type: none"> Spring 2013