

Discovered Facts Summary

Working with Faculty and Staff

Following is a list of the facts you've discovered while **working with faculty and administrators**. Those highlighted in **green** are considered critical findings and should provide maximum assistance in focusing your change efforts. Those highlighted in **yellow** are considered significant findings as well. Non-highlighted facts are supportive.

6	Growing Tier 3 Caseloads
	Your review of tier three caseloads indicates significant growth in the number of cases over the past 5 years. Tier three caseloads have increased by more than 30% over the past two years. Tier two numbers have grown less aggressively, and you suspect that transitioning difficult cases from tier two to tier three has been a way of sharing spiraling time demands with professionals.
9	Test Calendars are Non-Negotiable
	Testing calendars for mandated assessments (NWEA, ISTEP, PSAT, AP) are non-negotiable. You realize you are going to need to find creative ways to eliminate the challenge of counselors and administrators being solely responsible for test administration.
10	No Significant Curriculum or Lesson Plan Updates Over the Past 5+ Years
	Your investigation into the data uncovers the fact that no significant curriculum or lesson plan changes have been implemented in the last four years. There is a sense among faculty in general that things are not as bad as they may appear. They assert that each year's decline can be attributed to decreasing performance among incoming Freshmen and the inability of counselors to provide support to the growing number of marginal performers.