

Discovered Facts Summary

Gathering District-Wide Benchmarks

Following is a list of the facts you've discovered while **gathering district-wide benchmarks**. 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.

16	Much Counselor Data is Not Formally Captured
	Privacy restrictions limit the types of data counselors are able to retain and make available to others. However, your analysis suggests that perhaps counselors are overly cautious and retaining information that may be helpful in disaggregation and analysis of specific performance enhancement measures. You fear that this may contribute to the overall lack of data utilization at Windsor and may be preventing the school from identifying creative solutions to the sagging student performance indices.
18	Few S.M.A.R.T. Goals
	The results of your research suggest that Windsor has fewer codified goals than any other school in the district and that the few formal goals that do exist are not S.M.A.R.T. With unmeasurable goals, little follow-up exists and thus measurable change is insignificant. It seems that resistance to specific measurable goals is high, and support for changing this has been limited.
19	Most Counselors Have Never Taught
	Your quick comparison of counselor background skills uncovers the fact that only one of your counselor's at Windsor has teaching experience. With this potential blind spot, whether real or not, faculty tends to discount counselor change recommendations based on their inability to relate to classroom impacts. Without being specifically addressed, it will be simple for faculty to continue to minimize counselor suggestions and resist change efforts.