



## Assessing an Indicator and Creating a Plan

### Assessing an Indicator

In assessing the current level of implementation of an indicator of effective professional practice in the district or school, the goal is not to simply check off an item but to acquire a deeper understanding of the practice and achieve a high degree of consistent application of it. To provide evidence of full implementation, the Leadership Team must ask and answer several questions:

1. What is the straight-forward, literal meaning and intent of the indicator?
2. How would we know the extent to which the indicator is implemented?
3. What data must be analyzed to determine the level of implementation?
4. What instruments must be created to gather the data?
5. Who will make the data available?
6. What does it look like now?

By placing the requirement for determining the necessary data sources, gathering the data, and analyzing the data on the Leadership Team, the Leadership Team is engaged in “deep practice.” Not as simple as a checklist, but much more likely to yield greater understanding and skill and to drive the district or school’s improvement.

### Creating a Plan and Monitoring Progress

The planning and progress monitoring steps in Indistar® require the same amount of Leadership Team engagement as the assessment step. The plan is specific to the indicator of effective practice, now expressed as an objective. The team first determines “what it will look like” when the objective is met. The plan must make sense within the context of the district or school. The plan includes actions, persons responsible, and a timeline. The actions should be:

1. Sequential
2. Specific and practical
3. Steps that build the understanding and capacity of people to demonstrate full implementation, and then
4. Steps to gather the data needed to know that the objective is met.

The plan for each objective must have a reasonable expectation of leading to full implementation, and when it does not, the plan is revised. In monitoring progress, the Leadership Team manages the completion of actions for each objective and, when actions are completed for an objective, the Leadership Team assesses the level of implementation. If the Leadership Team determines that the objective has been met, then the team addresses the questions listed above. If the Leadership Team determines that the plan has not resulted in a fully implemented objective, the plan is revised and more actions added. This is not simple work, but “deep practice.” This is how people learn best and districts and schools are significantly improved.



### Getting Help

To help the Leadership Team (and the district and school community) stay on track, sort through the research, and arrive at a clear understanding of effective professional practice, Indistar® provides support through:

1. The coaching feature that enables someone with expertise external to the district or school to follow the work of the Leadership Team, in real time, and offer guidance.
2. Wise Ways® briefs that provide a context for the indicator, research syntheses, examples, and references.
3. Indicators in Action™ tutorials with narrative and video demonstration of the indicators by administrators, teachers, and parents.