

Assumptions

1. From what I could find, the fiscal year for Uplift Education begins on July 1 and ends on June 30. So, Q2 is Oct-Dec, and Q3 is Jan-Mar.
2. Omitted Principal and Assistant-Principal Retention because 47 out of 49 were null.
3. Did not change nulls to zeros on Hours volunteered by school (parent volunteers) or Open Instructional Positions because nulls were consistent with each metric. That leads me to believe that the data isn't available, not assumed to be zero.
4. Change is the difference between Q2 and Q3 in the same year.
5. STAAR Tested Retention measures students that participated in the STAAR and continued in the school..
6. Teacher Leavers are teachers that leave the teaching field.
7. Social Counselor Referrals measures requests for students to speak with a school counselor.

Observations

Students

1. Enrollment has increased for each regions and overall.
2. Student Attrition went up from the previous year and is significantly higher for Region C.
3. Relative to enrollment, Social Counselor Referrals has increased for four out of six regions.
4. The number of suspension incidents has increased dramatically for all regions except Region F, both in sheer numbers and relative to enrollment.

STAAR

5. While all three STAAR measurements went up in YTD and Q3, all three declined slightly from Q2 to Q3.
6. YTD STAAR Tested Retention.decreased for all regions except Region C.

Teachers and Staff

7. Percentage of first year teachers has increased at three out of the six schools.
8. Teacher Attrition increased slightly for three of the schools (YTD).
9. Teacher Leavers is up for every school.
10. High Percent of Staff Absence with under 48 hours notice for Region E (data missing for Region C).
11. Substitute Fill Rate for Region A is much lower than for the other Regions. It is negative for more than 48 hours notice.
12. Operations Staff Attrition has increased for Regions B, C, E, and F.

Volunteers

13. Hours volunteered by school declined for every school except B between Q2 and Q3.
Are more volunteer hours needed in Q2 or is this a decline in interest/availability?
14. Region C is very low on volunteer hours in both Q2 and Q3 relative to the other schools.
And Region F is very high on volunteer hours.

Recommendations

Students

1. Investigate why Student Attrition is increasing and significantly higher at Region C, and watch to see if the trend continues. Reasons for student attrition may be in the student's file as part of an exit process or exit interview or may require follow up with the family.
2. Investigate why school suspension incidents has increased, such a policy change.
3. Investigate why Social Counselor Referrals has increased.

STAAR

4. Gather more data for the STAAR measurements It would be helpful to see if the Q2 and Q3 measurements from the previous year to see if the decline for this year is the same for Q2 to Q3 in the previous year.
5. Investigate why STAAR Tested Retention increased for Region C while STAAR measurements have increased.

Teachers and Staff

6. Investigate why percent first year teachers numbers have increased, such as more teachers leaving or the teaching staff increasing at those particular schools.
7. Investigate why Region E has the highest Percent of Absence Days with Under 48 Hours Notice for both current YTD and previous YTD, and find missing data for Region C. Maybe there was a flu epidemic or maybe the notice policy needs to be reevaluated.
8. Investigate why Operations Staff Attrition increase YTD for Regions B, C, E, and F.
9. Include operations staff retention.

Volunteers

10. Conduct a survey of parents to find out why volunteer hours declined and what roadblocks exist for volunteers.
11. Using the results from volunteer survey, try to remove roadblocks where possible.
12. Investigate why Region F has much higher volunteer hours than the other schools and why Region C is so low. If it is good data, there might be practices to learn from Region F to apply to other schools, such as how to campaign for volunteers.

My Role

1. Validate data for volunteer hours specifically for Region F (high) and Region C (low).
2. Find data about volunteer needs to see if needs typically decline from Q2 to Q3 each year.
3. Create, distribute, and collect volunteer surveys and conduct analysis of the results.
4. Find data about volunteers from the previous year.
5. Find data for STAAR measurements for previous year for Q2 to Q3 to see if the decline is typical or something new.
6. Find more data to explain why percent first year teachers has increased. Is this a function of increasing staff or something else?
7. Find missing data for Region C for Percent of Absence Days with Under 48 Hours Notice. Find more data that might explain Region E, such as health statistics from CDC.
8. Research policy changes and differences from region to region (such as staff absence policies, suspension policies, etc.)