

Uplift Education

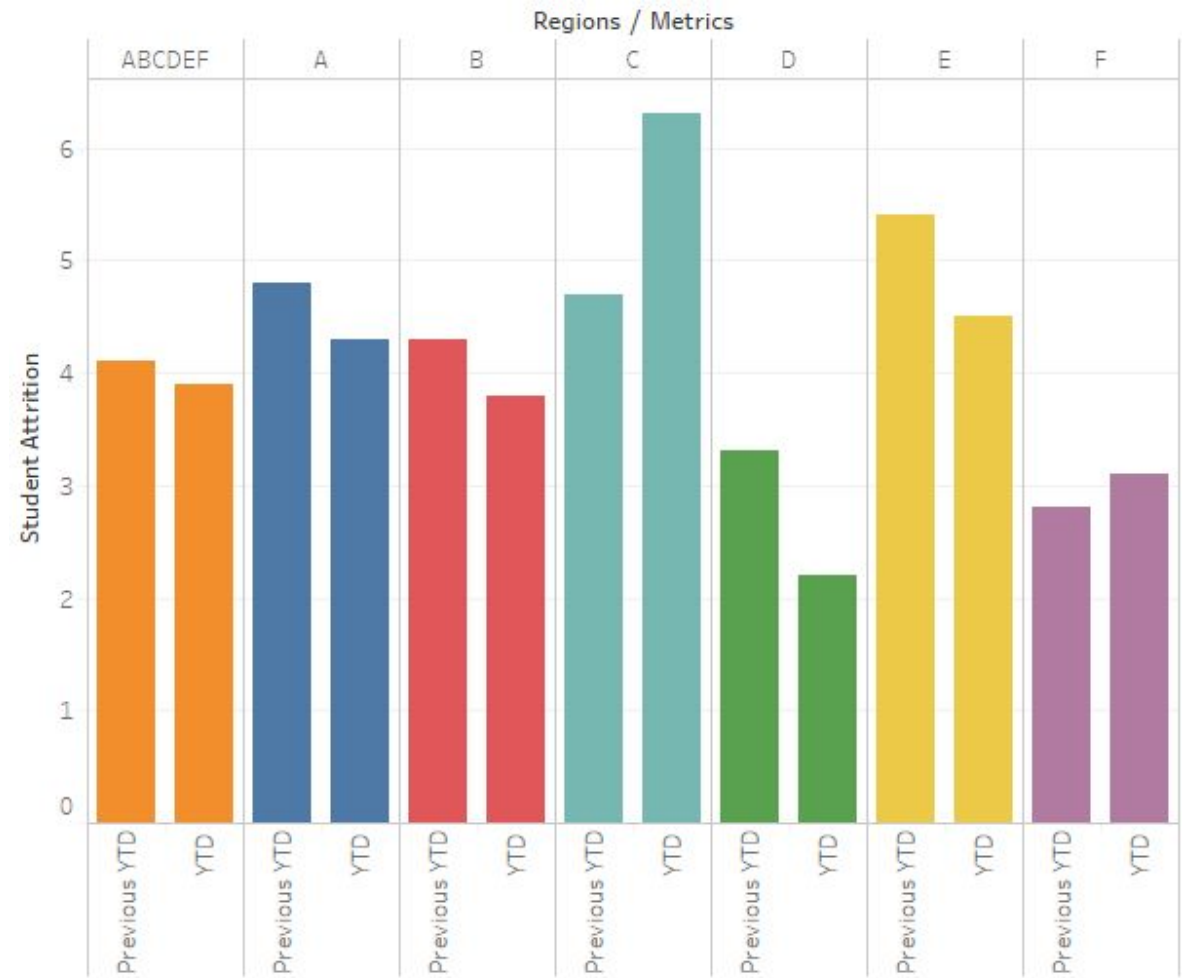
KPI Analysis

Assumptions

- Fiscal year begins on July 1 and ends on June 30.
- Omitted Principal and Assistant-Principal Retention because 47 out of 49 were null.
- 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.
- Change is the difference between Q2 and Q3 in the same year.
- Teacher Leavers are teachers that leave the teaching field.
- STAAR Tested Retention measures students that participated in the STAAR and continued in the school.

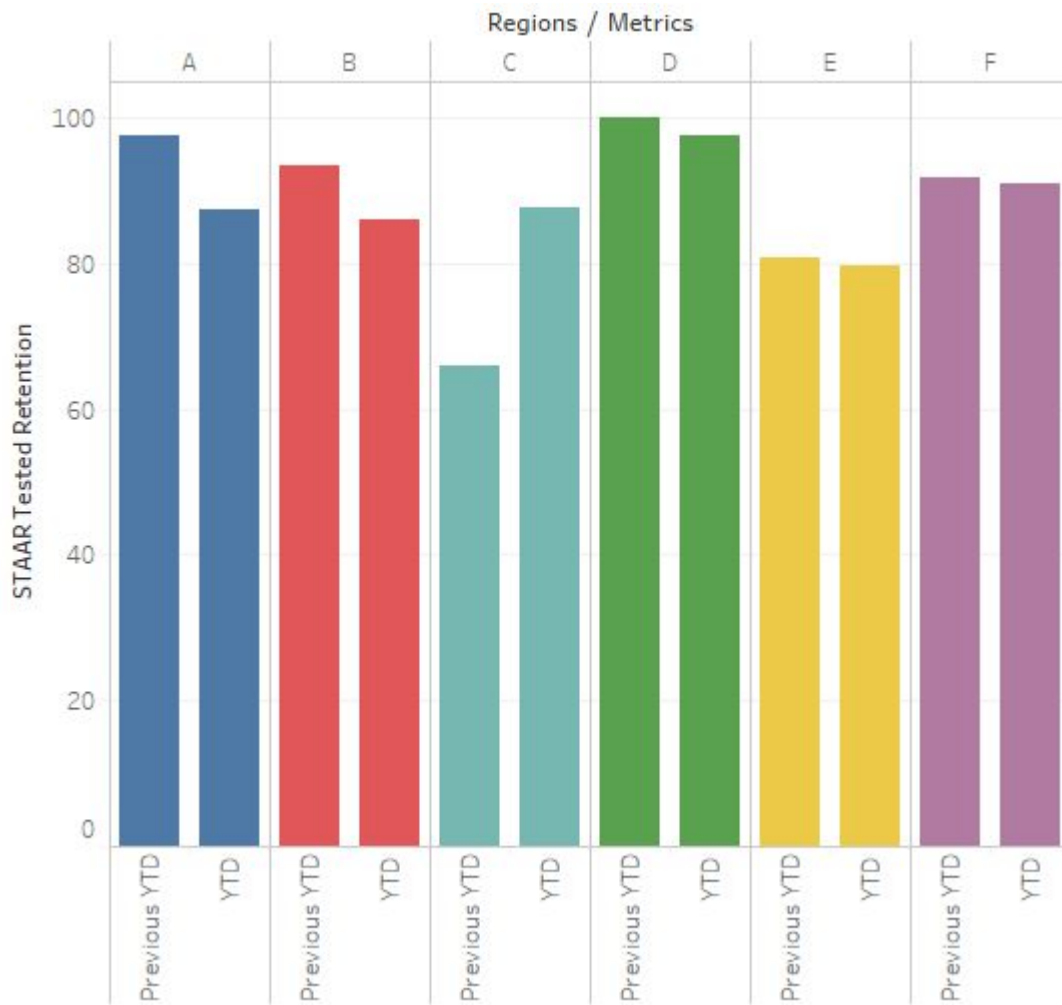
Student Attrition

Student Attrition went down for all regions except Region C



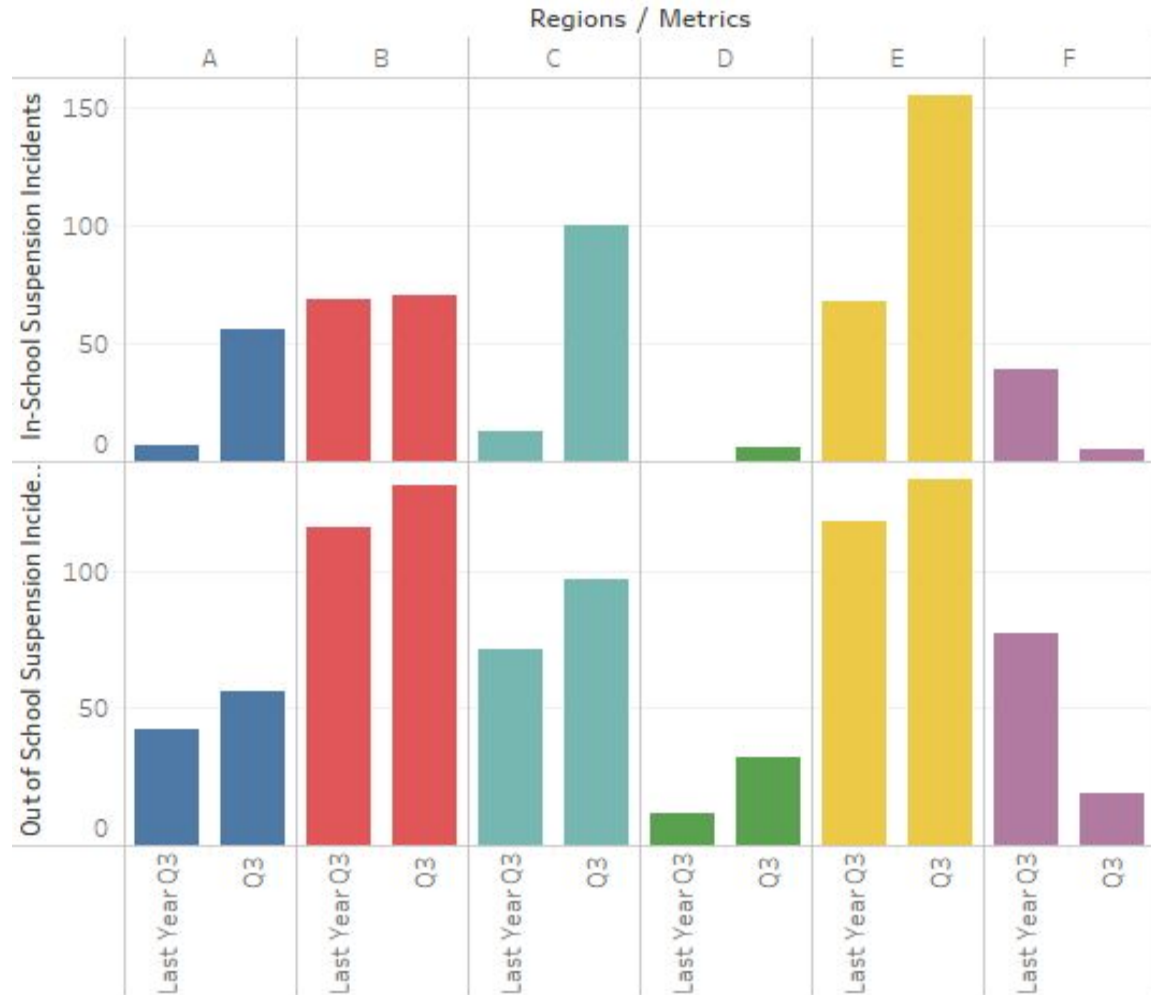
STAAR Tested Retention

- STAAR Tested Retention has declined from previous year for every region except Region C
- All three STAAR measurements went up from Previous YTD and Previous Q3.
- Most STAAR measurements went down from current Q2 to Q3.



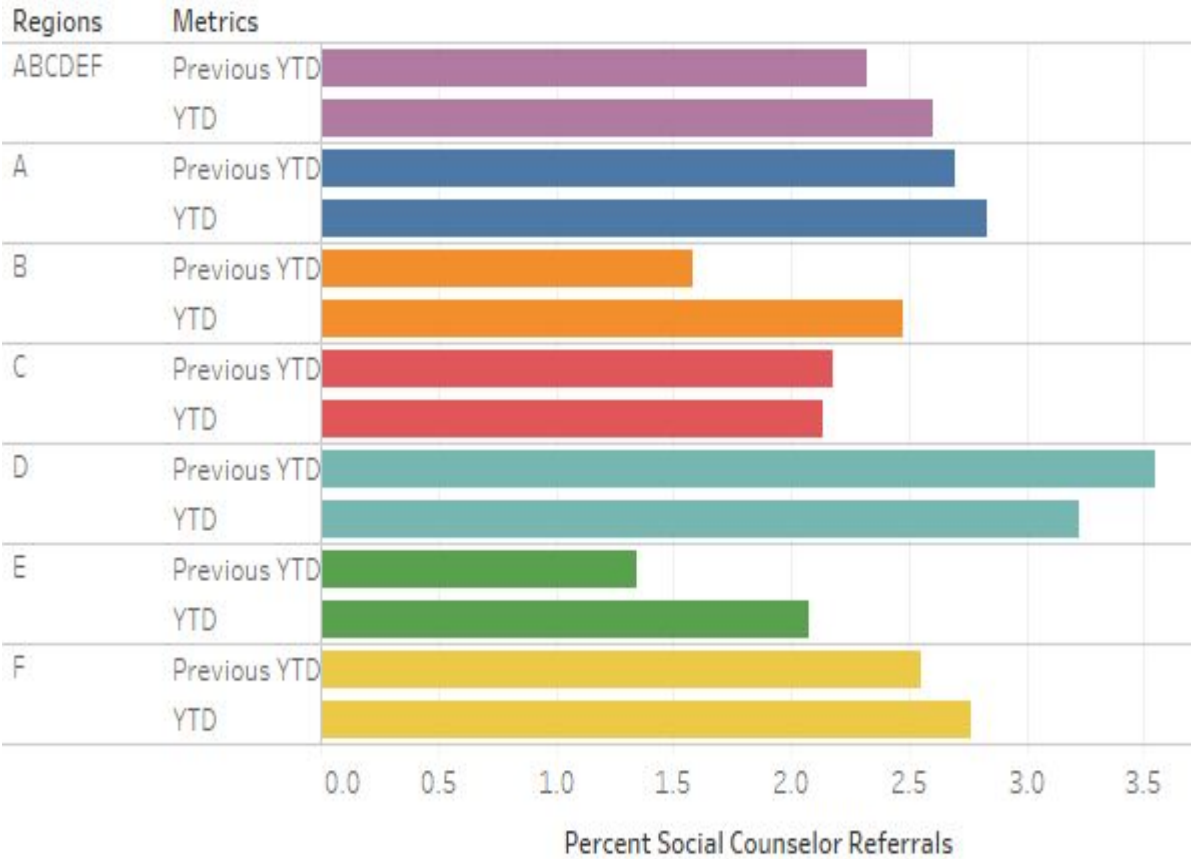
Suspension Incidents

- Suspension incidents have increased from the previous year for every region except Region F
- Incidents for Region C increased significantly from the previous year



Social Counselor Referrals

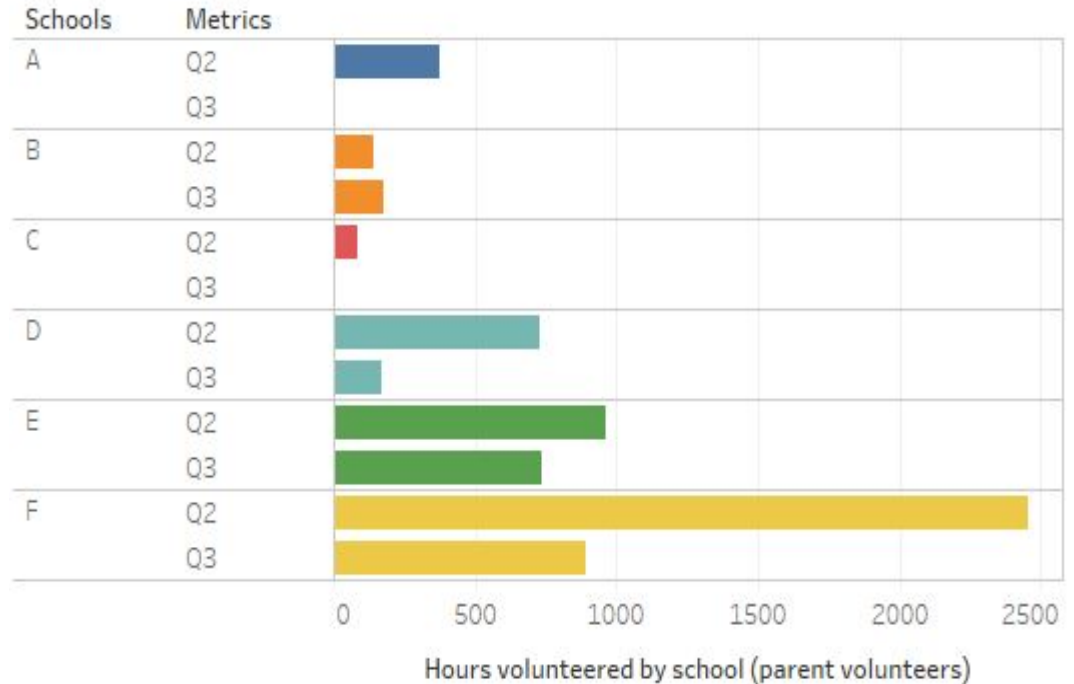
Percentage of Social Counselor Referrals has increased both in numbers and relative to the enrollment for five out of six regions



Volunteer Hours

- More information is needed from previous years.
- There is a decrease from current year Q2 to Q3
- Region A, B, and C have low hours, and Region C appears to be particularly low.
- Region F is higher than all of the regions for both Q2 and Q3.

Change in Volunteer hours from Q2 to Q3



My Tasks

- Validate data for volunteer hours specifically for Region F (high) and Region C (low).
- Find data about volunteer needs to see if needs typically decline from Q2 to Q3.
- Create, distribute, and collect volunteer surveys and conduct analysis of the results.
- Find data about volunteers from the previous year.
- Find data for STAAR measurements for previous year for Q2 to Q3 to see if the decline is typical or something new.
- Find more data to explain why percent first year teachers has increased.
- Find missing data for Region C for Percent of Absence Days with Under 48 Hours Notice. Find more data that might explain Region E.
- Find previous year data for open instructional positions.
- Find differences in policies and practices in regions (staff absence, suspension, volunteers, etc.)

Recommendations for Improving Dashboard and KPIs

- Include total number of teachers and operational staff positions to see how the numbers change from year to year
- Include data about open operational staff positions and previous year data about open instructional positions
- Include data for past years, particularly the previous year, which was omitted for some KPIs, such as Percent of First Year Teachers
- Include previous year's Q2 data to compare changes from Q2 to Q3
- Include Substitute Fill Rate with less than 48 hours
- Include measurements for Region C for Percent of Absence Days with under 48 Hours Notice
- Include measurements for Percent of Absence Days with over 48 Hours Notice
- Include operations staff retention data.