

# A4E and PWR

## SUPPORTING DATA-DRIVEN ACCOUNTABILITY

In 2010, HISD developed a plan to align with its Board's Declaration of Beliefs and Visions to meet the needs of HISD's students, parents and community. Five core initiatives were established to help transform HISD including one focused on Data-Driven Accountability so "every decision in schools and offices [is] made using real-time data to support student success." One key strategy was building "better systems for collecting, retrieving, analyzing, and reporting data".

### SOLUTION

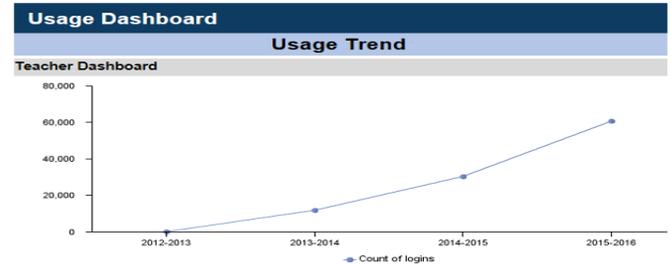
We needed to invest in new and more robust technology systems to enable teachers, principals and administrators to use key data to inform their decisions and help achieve high levels of performance district wide. With easy access to relevant data, they can more quickly identify trends, focus on areas of strength and find opportunities for intervention based on information from different perspectives and sources. In addition, HISD is concentrating heavily on personalizing the learning experience for each student to the fullest extent possible. Providing support for that effort is paramount.

In 2011, HISD initiated a project to build an Enterprise Data Warehouse (EDW), a database containing information drawn from many sources, plus ready-to-consume Analytics for Education (A4E) dashboards and reports for principals, teachers and administrators as well as an ad hoc reporting environment and reporting/query tools (PWR) for district-level analytics staff.

Using Microsoft SQL Server, Informatica Power Center, and IBM Cognos and created by a cross-functional team of HISD Information Technology, School Support, Student Support and Academics staff, the revolutionary A4E and PWR resources are the result of this extensive effort. Over the past 4 years and for the first time in HISD's history, these tools have put current and historical data directly in the hands of those who need it most to help them make a difference for HISD's diverse student population.

### LEARNING IMPACT OUTCOMES

Students, their parents and, ultimately, the community all benefit when HISD staff can provide the more



personalized support and instruction to students that easy access to unambiguous, relevant data in HISD's business intelligence resources provides them. A4E enables teachers, school support staff, and administrators to quickly identify trends in student and school performance, focus on areas of strength and find opportunities for intervention. It targets key student demographic and performance data supporting schools' needs to provide personalized instruction to our very diverse student body. Also, the dashboards serve as the district's single comprehensive repository of assessment results, widely viewed as an authoritative indicator of overall district performance. Every year during the state's summative testing season, school staff and administrators view the results on their A4E dashboards as the first and foremost source of data to help plan and drive instruction for the coming year.

### RETURN ON INVESTMENT

HISD's teachers, principals, school-based support staff, administrators, senior executives and Board members benefit directly by having access to A4E and PWR which provides them easy access to:

- timely and accurate data to inform educational and management decisions
- data integrated from multiple sources via easy-to-understand dashboards and reports for greater insights in order to:
  - monitor trends and identify areas for improvement
  - promote meaningful discussions with teachers, principals, parents and students
  - unify and align activities with district goals
  - optimize the use of resources and minimize redundancies