SMART Goal: By the end of the 2021-2022 school year, all administrators and CSI Leaders will have used the PEDMS process to analyze data, and make instructional decisions.

Data Usage Work Group Action Plan SY21-22						
Area of Focus	**Identified Action**	**Timeline**	**Data to Support Identified Action**	**Cycle of Professional Learning**	**Monitoring/ Measuring Success**	**Outcomes**
A. Administrator and DSO PEDMS training	Provide Train-the-Trainer professional learning for school administrators and DSO staff.	Present - Feb 2022	IRV recommended next steps	**Semester 1:** ● Professional Learning sessions ● Leadership Summit ● Individual school site support for admin **Semester 2:** ● Supported school-site implementation for admin	● Work products ● Feedback surveys ● Meeting Minutes	Build a foundation for the use of data to improve teaching and learning at all levels of the district
B. CSI and Data Chair PEDMS training	Provide work time to support CSI teams at the schools in the development of their goals and action plans.	Present - Feb 2022	IRV recommended next steps	**September - February:** Guided creation of School Goals and Action plans based on varying sources of student data **February - June:** Collaborate with school leadership to implement the PEDMS at school sites	● Work products (i.e. school goals and action plans) ● Feedback surveys ● Meeting Minutes	Completed school goals and action plans based on IRV recommended next steps and various sources of student data Implement PEDMS training at all school sites

Data Usage Work Group Action Plan SY21-22						
C. District-wide PL day PEDMS training	Introduction to PEDMS focusing on Phase 3 and 4 for direct application to district-wide and school-wide Focused Collaboration. Also, a brief exploration of the PAC East Data Dashboard.	Present - Sep 17	IRV recommended next steps	**September 17** - Initial training **September - June:** Support the implementation of PEDMS during Focused Collaboration and local school meetings	• Work products • Feedback surveys • Meeting Minutes	Teachers will embed processes for Finding and Analyzing Data (Phase 3 and 4) during Focused Collaboration and local school site teams.
D. Critical Initiative Support	Provide support for each Critical Initiative Workgroup to identify, gather, and analyze data for setting goals and progress monitoring.	February 2022 - May 2022	Review of Critical Initiative Workgroup Action Plans	**February - May:** Support each Critical Initiative Workgroup with their data needs	• Feedback on CI Workgroup Action Plans • Meeting Minutes	CI Workgroups have action plans that include how they will collect, analyze, and monitor progress towards their CI Workgroup Goals.
Progress Monitoring:		A. Date:	Data Source:		Kirkpatrick Level	
		B. Date:	Data Source:		Kirkpatrick Level	
		C. Date:			Kirkpatrick Level	
		D. Date:			Kirkpatrick Level	
Year-End Evaluation		Date	Data Source:		Kirkpatrick Level	
Next Steps						

Goal: Continue to implement and build the sustainability of the use of PEDMS on every level of the district by providing multiple avenues of access, training, and support.

Data Usage Work Group Action Plan SY22-23						
Area of Focus	**Identified Action**	**Timeline**	**Data to Support Identified Action**	**Cycle of Professional Learning**	**Monitoring/ Measuring Success**	**Outcomes**
A. PEDMS University	Provide on-demand modules to support the implementation of PEDMS for both school and district levels	February 2022 - April 2023	Feedback data indicates that schools need on-demand modules that address their specific needs.	Ongoing	• Feedback data from users • Monitoring the number of people accessing the platform (?)	All users and stakeholders will have access to support for their use of PEDMS to make instructional decisions.
B. PEDMS DSO	Develop a modified version of PEDMS that focuses on ways that the DSO can support schools	September, 2022 - May 2023	The training that was implemented SY21-22 targeted administrators and school CSI teams. Focus of the training should be shifted towards district level data management to support schools.	Ongoing starting in September 2022	• Work products • Feedback data from users • Meeting Minutes	DSO has a common understanding of PEDMS and how they can collect and use data to support schools
C. Data Management and Analysis in Education USD courses (3, 2-credit courses)	Use PEDMS University Modules that will provide the content for the course series and work with University of San Diego to create a	September, 2022 - May 2023	Members of the Data Usage Work Group	Ongoing starting in September 2022	• Number of enrollees in USD courses • Feedback data from students enrolled in USD courses	DoDEA employees have opportunities to take USD courses for certification/recertification

	certificate program					
D. PEDMS and FC	Support teachers in the utilization of both district-wide and formative data in their local and job-alike Focused collaboration groups. This would focus on Phases 4 and 5 of PEDMS.	September, 2022 - May 2023	Create questionnaire to determine whether or not teachers see the alignment between PEDMS and Focused Collaboration	**Semester 1:** Assess for understanding/awareness and based on the results develop PL that targets alignment **Semester 2:** Implement PL and gather feedback data on whether teachers know how PEDMS and FC are aligned.	• Questionnaire results • PL Feedback data from users • Meeting Minutes	Teachers will utilize the processes, protocols, and tools in the PEDMS system to make data-driven decisions for instructional planning goal-setting
Progress Monitoring:		A. Date:	Data Source:		Kirkpatrick Level	
		B. Date:	Data Source:		Kirkpatrick Level	
		C. Date:	Data Source:		Kirkpatrick Level	
		D. Date:	Data Source:		Kirkpatrick Level	
Year-End Evaluation		Date	Data Source:		Kirkpatrick Level	
Next Steps						

Goal: Embed the use of PEDMS on every level of the district by continuing to provide multiple avenues of access, training, and support and adjusting to meet the needs of all stakeholders.

Data Usage Work Group Action Plan SY23-24						
Area of Focus	**Identified Action**	**Timeline**	**Data to Support Identified Action**	**Cycle of Professional Learning**	**Monitoring/ Measuring Success**	**Outcomes**
Modifying and adjusting • Professional Learning • Course offerings • Support tools	• Gather data to identify areas of need • Modify actions and materials to meet needs	August 2023 - September, 2023	• Feedback forms • Completion data from courses • Grades/ work review from courses		Feedback, course completion, course grades	The Pacific East District will have an ongoing process for monitoring its processes for using data to make instructional decisions
Progress Monitoring:		Date:	Data Source:		Kirkpatrick Level	
		Date:	Data Source:		Kirkpatrick Level	
Year-End Evaluation		Date	Data Source:		Kirkpatrick Level	
Next Steps						

Research on Kirkpatrick

http://www.ascd.org/ascd-express/vol16/num12/for-sticky-pd-apply-the-science-of-learning.aspx

https://www.kirkpatrickpartners.com/Resources
https://www.bizlibrary.com/blog/training-programs/kirkpatrick-model-training-evaluation/