

Results Rollout at a Glance

PURPOSE: A transparent communication process for leaders to share data with stakeholders to identify priority actions and communicate next steps for continuous improvement.

Why Do We Rollout Results?

We share data with staff and stakeholders to gather additional feedback and develop improvement strategies together.

What is the Results Rollout?

A transparent communication process that includes the collective analysis of data to develop specific new actions that should improve results.

How Do We Rollout Results?

Step 1

Invite staff to a meeting to discuss results.

Make decisions about the type of meeting, the number of meetings and how you want staff to provide feedback. Large group sessions can be used or small groups that work separately in a large group and facilitated by you. Use 3x5 cards or sticky notes to have individuals who do not want to speak out provide feedback and input.

Step 2

Introduce the meeting—explaining the why, what, how.

Be open and real to show your commitment to taking action based on the data and the results of the conversation.

Share the organizational results (3 highest scored items and 3 lowest scored items).

Step 3

Share the division/school/dept. results and highlight the 3 highest scored items.

In sharing the highest scored items discuss what each looks like in practice.

Step 4

Share the division/school/dept. results and highlight the 3 lowest scored items.

In sharing the lowest scored items, ask what could be done to improve the situation described in the item. Focus on actions that would make the workplace better for everyone. Use flip chart paper to record ideas offered by individuals.

Identify the priority focus for improvement. Have all involved in the meeting to set the priority.

You can list each low scored item on a separate poster/flip chart paper and have individuals mark a “1” on the number one priority and then “2” or “3”. You can also use dots to have individuals participate in a prioritization of the potential actions.

Remember the key is not just to present the results, but to allow employee involvement in the discussion of the results. This is your opportunity to facilitate the staff and allow them to identify priorities and strategies for reaching the priorities. Please keep the following in mind:

- o Avoid debating the data
- o Listen, probe, listen
- o Ask open ended questions
- o Allow silence
- o Encourage everyone to participate
- o Do not agree to anything until you are sure you can do it

Step 5

Develop a plan with 1-2 key actions that you will take to improve in the focus area.

Share the action plan with all staff.

Follow up with staff to assess the impact of the actions.

Data are not blunt instruments for imposing sanctions and offering rewards; they are resources used to deepen understanding of current operations and to generate insights about where to focus efforts to improve.

Bryk, Gomez, Grunow, LeMahieu in
*Learning To Improve:
How America's Schools Can Get Better at Getting Better*