

Sample Data Norms

Consider these data norms. Highlight 3-4 data norms that your team commits to using when engaging in data discussions.

- We will not compare scores with the intention of judging each other.
- We will use data to help each other and our team get better at what we're doing.
- We will use data for what they tell us to do next, and will not make excuses about them.

(Bailey, Jakicic "Simplifying Common Assessment" 2017)

- We make decisions by consensus: When the will of the group emerges, we agree to abide by it, contribute to it, and gather data to make improvements or alterations as necessary.
- We never sabotage it, passively or overtly. If we need to change a team decision, we take it to the group for review and approval.
- We use data rather than opinion or personal experience to frame team decisions. If we don't have existing data, we commit to gathering it.
- We commit to share strategies, practices, tools and resources to support the success of all members of the team. We make agreements about which materials we use and how we gather data regarding effectiveness of those materials.
- We maintain confidentiality. Data is public, but what's said here remains private as we work through the complex issues and craft knowledge of teaching.
- We never speak from the place of evaluation-positively or negatively-about our individual results; instead, we speak of which learning targets, which students, and which instructional strategies are required to support continued learning.
- We speak about learners respectfully, supportively, and positively at all times-as if they are in our midst during our discussion. We focus on their assets and capabilities as we strive to address gaps or concerns.
- We never sandbag a colleague: We equally disperse the blessings and challenges amongst all of our classrooms, and we view all of our learners as our team responsibility.

(Erkins "Strengthening PLCs" 2017)