

Data-Driven Program Development: A Quick Guide

THIS GUIDE IS derived from Ann Martin's article, "Data-Driven Leadership" (pages 31-33) in this issue of *SLM*. It serves as a quick reference tool for school librarians when processing Martin's article and putting concepts to work for data-driven program improvement and support.

"...school librarians must build a narrative infused with data to validate program change while transforming the community into active participants" (Martin, page 31).

EXAMPLES FOR DATA GATHERING:

►SURVEYS:

- One-on-one conversations
- Group discussions
- Online surveys
- Follow-up surveys

►COLLECTION ANALYSIS:

Targeted Usage Statistics—Share specific usage statistics with administrators to support initiative and validate that money is well spent. It can also provide foundational information to request more funding for specific segments of a collection.

►CAUSE AND EFFECT ANALYSIS:

A fishbone diagram (<http://quality.enr.state.nc.us/tools/fishbone.htm>) is a tool that analyzes cause and effect. In the head of fish, list the issue being examined (e.g., using GPS devices for instruction), then identify areas that will impact implementation (e.g., procedures, people, policies, and skills) and place these in the bones of the fish. Add concerns by each impact word (Martin, page 32).

Next, brainstorm solutions and present them as they relate to each of the concerns listed in the bones of the dia-

"Data-driven leaders use statistical information to author change, garner philosophical buy-in, and attain financial and personnel support" (Martin, page 31).

gram. As a result, the data derived from the cause-and-effect analysis can serve to be convincing evidence for the proposed goal (see Figure 1, page 33).

HOW TO USE DATA:

- Use data to confirm needs (e.g., adding current authors into the library collection or materials for pre-K students). Then confirm the importance of money spent through statistics (e.g., circulation statistics) and an end-of-the-year survey.
- Use data to show how funding for the library will benefit other departments/teams in the school.

DATA ORGANIZATIONAL TIPS:

►DATA LEAD TO:

- Rationale for proposed changes or programs
- New ideas
- Support for initiatives (initial and ongoing)
- Insight into the educational connections and potential for school library/librarian

►PRESENTATION:

- Use one page for the proposal summary and include: school library vision, mission, key connections to school improvement, positive impact on students and staff.
- Provide a timeline for implementation.
- Include a separate page with collected data to support the one-page summary and timeline
- Choose wisely to whom you will present—think it through.

►FOLLOW-UP:

- Have a plan for follow-up, collecting data through the program process.
- Provide a summary report using statistics to verify and show impact after underway.

"Leaders know that statistics confirm the need for modification, assist in determining what is most important for program growth, and provide supportive information when requesting resources" (Martin, page 33).