Data Governance Through Adaptive Leadership

CEELO Leadership Academy Cohort III
Kim Guieb
Hawai‘i P-20 Partnerships for Education
August 2017
Capturing the Momentum
Goal: Results-Based Accountability

- Population Results Statement
  All children in Hawai‘i, birth to age eight, are ready to succeed in school, as measured by third grade reading and math proficiencies.

- Population Data
  Hawai‘i child population by age group: birth to age eight

Year: 2015
N = 162,376

Data Source: KIDS COUNT Data Center, http://datacenter.kidscount.org/

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Birth to Age 3</td>
<td>73,951 (46%)</td>
</tr>
<tr>
<td>Age 4 to 5</td>
<td>35,882 (22%)</td>
</tr>
<tr>
<td>Age 6 to 8</td>
<td>52,543 (32%)</td>
</tr>
</tbody>
</table>
Goal: Results-Based Accountability

Population Results Indicators

Hawai‘i’s 3rd grade reading proficiency increased from 47.3% (SY 2014-2015) to 50% (SY 2015-2016). A new statewide assessment was adopted in SY 2014-2015.

Hawai‘i’s 3rd grade math proficiency increased from 50.6% (SY 2014-2015) to 54% (SY 2015-2016). A new statewide assessment was adopted in SY 2014-2015.

Data Source: HIDOE Accountability Center, https://adc.hidoe.us/#/proficiency
Goal: Results-Based Accountability

Program Results Statement
The Executive Office on Early Learning (EOEL), the administrator of the State-funded PreK program, and the six Early Head Start and Head Start grantees have agreed to integrate their student-level data into the early childhood data system, when available, and connect with the P-20W state longitudinal data system in Hawai‘i.

Program Population Data

7 data systems:
- EOEL
- 6 Early Head Start/Head Start Grantees

- Early Head Start funded enrollment
  N = 2,624 children

- Head Start funded enrollment
  N = 593 children

- EOEL PreK funded enrollment
  N = 420 children

Total Funded Enrollment Birth to KE
N = 3,637 children

### Accountability

<table>
<thead>
<tr>
<th>QUANTITY</th>
<th>QUALITY</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EFFORT</strong></td>
<td><strong>How much did we do?</strong></td>
</tr>
<tr>
<td></td>
<td># of data sharing agreements fully executed</td>
</tr>
<tr>
<td></td>
<td># of critical questions answered</td>
</tr>
<tr>
<td><strong>EFFECT</strong></td>
<td><strong>Is anyone better off?</strong></td>
</tr>
<tr>
<td></td>
<td># of children who exited Head Start and EOEL PreK programs demonstrated school readiness as indicated by TS GOLD PreK assessment</td>
</tr>
</tbody>
</table>
Obstacles and Challenges

- Leadership Turnovers
- Minimal executive leadership commitment
- Data integration not a program priority
- Timing
- Unfamiliarity with the language in the Memorandum of Understanding and data sharing agreement
- Legal counsel engagement

Technical Challenges
Adaptive Leadership/Work

- Engage cross-agency, cross-sector stakeholders, both private and public, to answer specific policy and research questions related to early childhood
- Establish a centralized governing entity that guides early childhood data collection, sharing, analysis, and reporting
- Provide a valuable opportunity to disseminate robust information to policy makers and the public about the state-of-the-state in the early childhood sector
- Sustain the collaborative engagement
Accomplishments

- 10 signed commitment from key stakeholders from public and private early childhood and advocacy programs
- Finalized ECDC Governance Handbook
- Embedded early childhood data governance project in Hawai‘i P-20’s strategic plan as the project management entity
- Included early childhood data governance project in the Executive Office on Early Learning’s strategic plan
- Commitment from stakeholders for next 12 months
Lessons Learned

- Have a clear and consistent message about the data governance project as a foundation for an integrated data system.
- Ensure key members are at the meetings.
- Address clarifying questions at the following meeting.
- Be willing to take a risk and understand that there will be a “loss” of competence, familiarity and comfort.
- It’s easier to be a spectator on the balcony than coming down to the dance floor.
- Adaptive leadership takes time and solutions are not immediate.

"Adaptive Leadership – Basic Introduction" by Eric Martin
https://www.youtube.com/watch?v=pRFXu_jBjEc
Plan and Next Steps

- Facilitate and oversee data governance collaborative meetings, activities, and deliverables
- Engage key members of the collaborative network to ensure active participation, decision-making, and progress
- Work on strategic communication
- Continue to advocate for data integration with Head Start grantees
- Investigate funding options to support the collaborative efforts
The best way to serve, is to lead. ←

The best way to lead, is to serve. ←

paradox.
thank you