Lessons Learned
Overview of Lessons Learned

This document analyzes the experiences of those involved in previous Accountability projects:

- Indiana Department of Education
- Education Associations
- Other education stakeholders

Summarizing their accumulated knowledge of factors that can promote successful implementation and identifying the obstacles that can hinder progress will ensure success in future Accountability projects.
Policy Needs

• There must be a balance between policy and implementation. A robust policy with a poor implementation will result in failure. A robust implementation with a weak policy will also result in failure.

• Transparency and communication are key to defining, developing, and implementing a successful accountability system. Education stakeholders should be engaged in the product lifecycle to ensure success.

• Accountability systems should be independent of a school’s grade span configuration. There are over 90 different configurations in Indiana. These configurations do not neatly fit within the current model definitions.
Policy Needs Continued…

- There must be a balance between statistical validity and simplicity. Increased use of data points for statistical validity will increase the system complexity. A reduction of data points will simplify the system but could compromise the integrity of the calculations.

- Rules must be consistent and equitable for all schools.

- Employ best practices in statistical methodology.

- Independent data components should be calculated and reported separately to ensure transparency and trust in calculations.
Development Needs

• An accountability system must have a process for reviewing unusual circumstances and determining appropriate actions.

• World class business practices should be utilized to ensure best-practice. Adhere to a formal product development lifecycle including project management, business analysis, quality control, system pilot and formal documentation.

• Adequate IDOE capacity and development time must be allotted to successfully complete the project.
Implementation Needs

- Success of a system is dependent upon proactive support of the field with training, professional development and IDOE internal capacity building to better support the field.

- Define a quality sampling plan including a list of corporations to participate in quality assurance and pilot exercises. Final outcomes should be reviewed for accuracy in calculations as well as compliance with administrative rule.

- An accountability system must have a sustainment process which allows for annual training review for new stakeholders, system monitoring, and a feedback cycle to inform potential revisions.
Other Lessons Learned:

• Example: There must be a data validation system in the school corporation in order to ensure quality in the data submitted to IDOE.

• Please provide feedback on additional lessons learned.
Accountability System Lifecycle

**Phase**
- Policy
- Development
- Implementation

**Project Lifecycle Milestone**
- **Policy**
  - Project Definition
    - HB 1427
  - Accountability Recommendations
    - Accountability Taskforce and DOE
  - Adopted Administrative Rule
    - State Board of Education
- **Development**
  - Analysis and Design
    - Accountability Taskforce and DOE
  - System Build/Quality Assurance/Pilot
    - Accountability Taskforce and DOE
- **Implementation**
  - Implementation and Training
    - Accountability Taskforce and DOE
  - Sustainment
    - DOE

**Control Objectives**
- Parameters and Goals
  - State and Federally Required and Discretionary

**Management Oversight**
- Planning and Organization
- Communication
- Delivery and Support
- Monitoring
**ACCOUNTABILITY SYSTEM TIMELINE?**

- **HB 1427 Effective**
  - July 1, 2013

- **Emergency Administrative Rule adopted by SBOE**
  - November 1, 2013

- **System Build Completed**
  - December 31, 2013

- **Analysis & Design Completed**
  - February 1, 2014

- **Quality Assurance Completed**
  - July 1, 2014

- **Parallel Pilot**
  - August 1, 2014

- **Final Administrative Rule adopted by SBOE**
  - Fall 2014

- **Implementation & Field Training**
  - November 1, 2015

- **Sustainment**
  - August 1, 2015

- **Ongoing**

- **Accountability Panel & IDOE Recommendations**
  - November 1, 2013

- **Analysis & Design Completed**
  - December 31, 2013

- **Quality Assurance Completed**
  - February 1, 2014

- **Parallel Pilot**
  - July 1, 2014

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- **Sustainment**
  - November 1, 2015

- **Ongoing**

**Current ISTEP**

- **Today**

**New ISTEP (SY 2015-2016)**

- **2015+**

*All dates are estimated*