

CNA and Executive Summaries

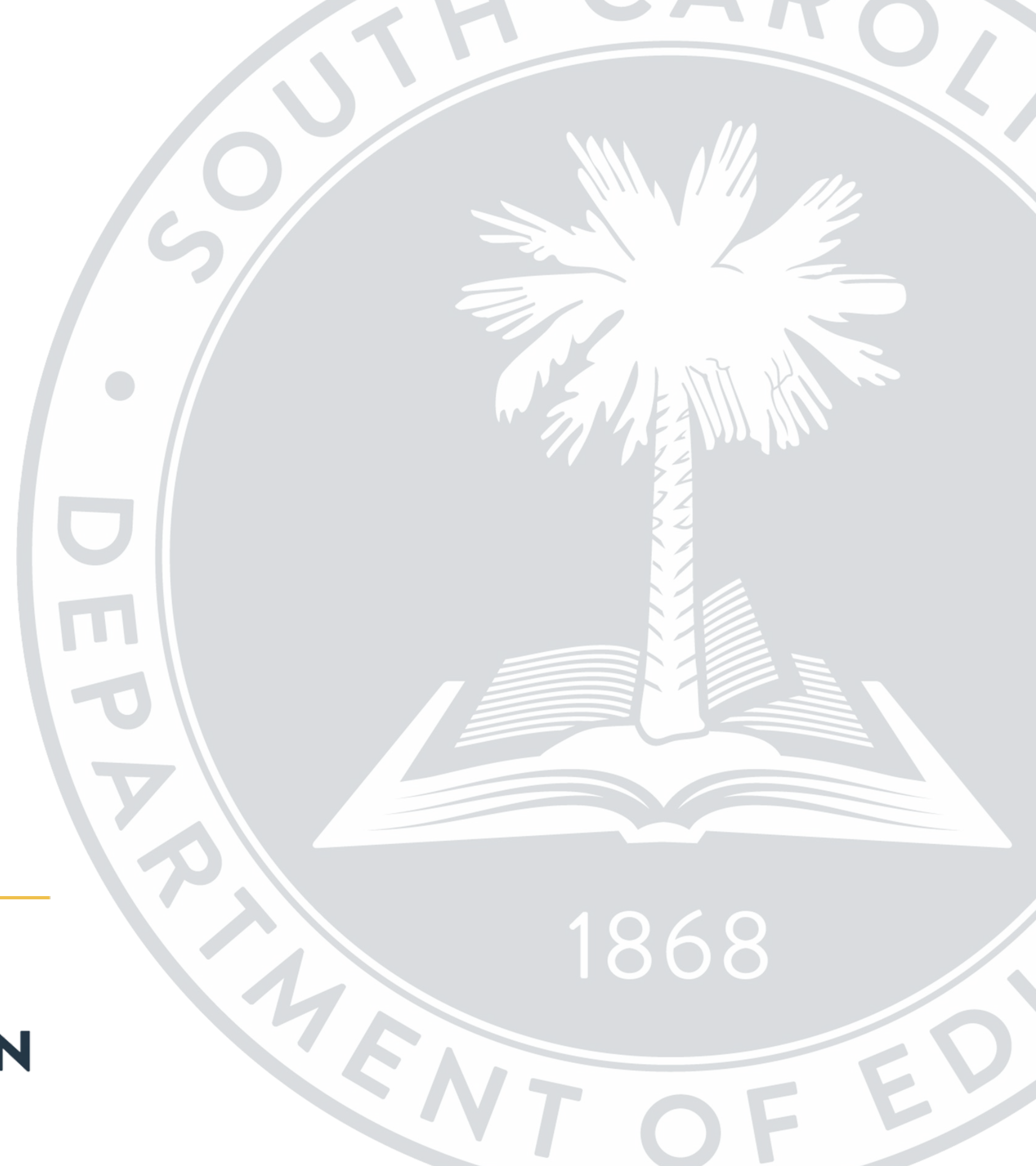
DSSR PD Miniseries

C.R. Hall

September 9, 2026



**SOUTH CAROLINA
DEPARTMENT OF EDUCATION**



Agenda

1 Data to Direction

- Comprehensive Needs Assessment
- Executive Summary

2 Strategic Reflection

- I Notice
- I Wonder





Agenda # 1

Data to Direction



From Data to Direction:

A Comprehensive Needs Assessment Executive Summary



A comprehensive needs assessment brings together multiple sources of data to identify strengths, uncover challenges, and prioritize actions that drive meaningful improvement for every student.

1 DATA

We collect and analyze a wide range of data to get the full picture.



STUDENT ACHIEVEMENT

Assessments, grades, growth, attendance, graduation, and more



SCHOOL CLIMATE

Student, staff, and family surveys, engagement, safety, and culture



EDUCATOR EFFECTIVENESS

Teacher qualifications, evaluations, professional learning, retention



Multiple sources. One goal:
Understanding our needs.

2 INSIGHTS

We examine the data to identify trends, gaps, and opportunities.



- ✓ What are our strengths?
- ✓ Where are our gaps?
- ✓ Who are most impacted?
- ✓ What are the root causes?
- ✓ What opportunities can we leverage?



Turning data into meaningful
understanding.

3 DIRECTION

We use our insights to prioritize actions and guide improvement.



PRIORITIZE NEEDS

Focus on the areas of greatest need and highest impact



PLAN STRATEGICALLY

Align resources, initiatives, and support to address priorities



TAKE ACTION

Implement research-based strategies with fidelity



MONITOR & ADJUST

Evaluate progress and refine actions for continuous improvement



Clear direction. Shared commitment.
Better outcomes for every student.



OUR PURPOSE

To ensure every student has access to high-quality learning environments, effective educators, and the support they need to thrive.



OUR IMPACT

Informed decisions. Targeted support.
Stronger schools. Brighter futures.
Every student. Every day.



What is a Comprehensive Needs Assessment (CNA)?

A CNA is a **systematic, data-driven process** used to identify gaps between the **current state** and the **desired state** of a school or district. It examines multiple aspects – not just test scores.

Key Characteristics:

- Uses **multiple data sources** (quantitative and qualitative)
- Focuses on the **whole child and whole system**
- Involves **multiple stakeholders**

Important Reminder:

A CNA is **not just a report** – it is a process that informs improvement planning.



When Does the CNA Need to be Revised?

- If the CNA does not have a statement of facts about the data being presented.
 - Data charts only are not accepted
- If the goal lacks a connection to the CNA and the Executive Summary.
- If there has been a major change in the district/school.
 - Reconfiguration
 - New superintendent
 - New issues that have surfaced



What is an Executive Summary of Data Findings?

The **Executive Summary of Data Findings** is a **concise synthesis** of the most important conclusions drawn from the CNA.

It:

- Summarizes **key trends, strengths, and priority needs**
- Highlights **baseline data**, sources, and dates
- Identifies **which findings matter most** for improvement planning
- Emphasizes a **root cause analysis**, not surface symptoms

The Executive Summary answers the question:

Based on all of our data, what do we need to focus on most?



HOW WE REVIEW DSSR PLANS

1

START HERE



GOALS FIRST

We begin by reviewing the goals in the plan.

2

CHECK CONNECTION



We go back to the **Executive Summary** to ensure the goals are connected.

3

CHECK ALIGNMENT



We go back to the **Comprehensive Needs Assessment** to ensure alignment with needs.

CONNECTION + ALIGNMENT



Agenda # 2

Strategic Reflection



COMPREHENSIVE NEEDS ASSESSMENT

Understanding Our Data. Identifying Needs. Guiding Improvement.

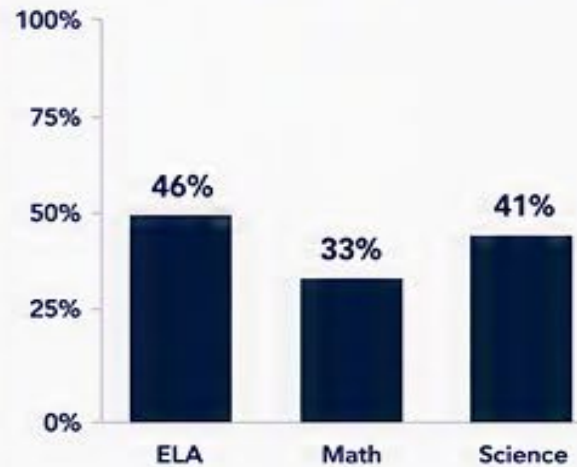


1. STUDENT ACHIEVEMENT DATA

How are our students performing?

ACADEMIC PERFORMANCE

% of Students Meeting or Exceeding Standards



PERFORMANCE BY STUDENT GROUP

Group	Avg. % Met/Exceeded
All Students	40%
Black/African American	29%
Hispanic/Latino	33%
White	52%
Asian	62%
Multilingual Learners	27%
Students with Disabilities	19%
Economically Disadvantaged	30%

ACADEMIC GROWTH

% of Students Making Typical or High Growth



ACADEMIC NEEDS

- Improve Math achievement for all students
- Address achievement gaps for MLs, SWDs, and Economically Disadvantaged students
- Increase student academic growth

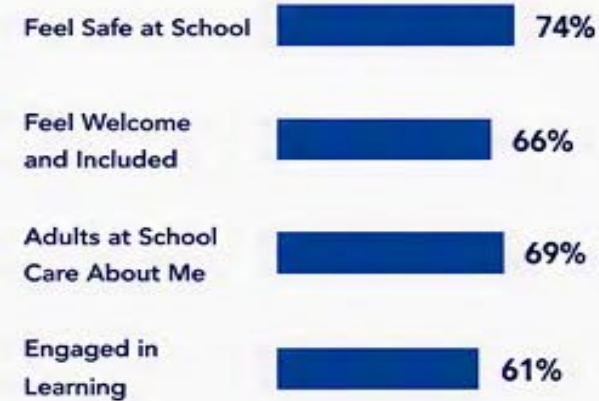


2. SCHOOL CLIMATE DATA

How do students and staff experience our school?

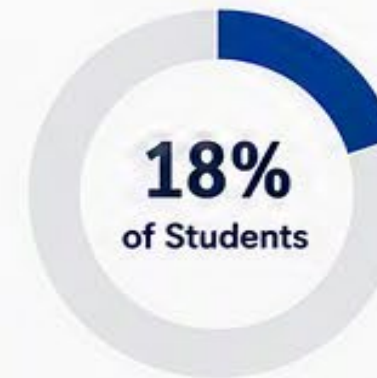
STUDENT SURVEY RESULTS

% Positive Responses



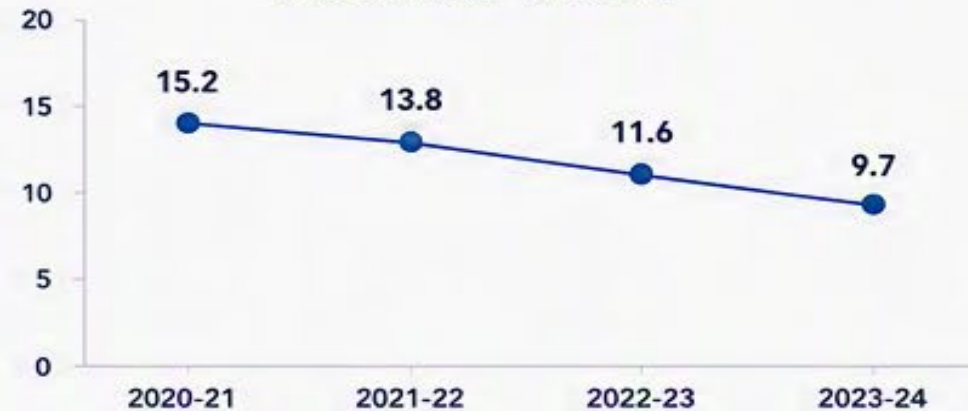
CHRONIC ABSENTEEISM

% of Students Absent 10% or More of School Days



DISCIPLINE DATA

Office Referrals per 100 Students



CLIMATE NEEDS

- Increase student sense of belonging and engagement
- Reduce chronic absenteeism
- Continue improving school-wide behavior and culture



3. TEACHER/ADMIN QUALITY DATA

How effective and supported is our staff?

TEACHER QUALIFICATIONS



TEACHER EXPERIENCE

% of Teachers by Years of Experience



STAFF SURVEY RESULTS

% Agree or Strongly Agree



ADMINISTRATOR EFFECTIVENESS

(Staff Perception)



STAFFING NEEDS

- Increase staff access to resources and support
- Provide relevant, high-quality professional learning
- Focus on staff retention and leadership development



OUR GOAL

High Achievement. Positive Climate. Excellent Educators.
Every Student. Every Day.



NEXT STEPS

- ✓ Prioritize needs with stakeholders
- ✓ Develop action plan aligned to needs
- ✓ Monitor progress and adjust as needed

Strategic Reflection



- Review all of your data sources
- In the chat box, write an “I Notice” statement for the following:
 - Student Achievement Data
 - School Climate Data
 - Teacher/Admin Quality Data

Strategic Reflection



- Read back through the chat.
- Reply to 1 “I Notice” statement by writing an “I Wonder” statement.
- This is a speculation cause for “I Notice”
 - No solutions

Summary



- Use the *I Noticed* statements to write the Comprehensive Needs Assessment
- Use the *I Wonder* statements to guide the decisions for the Executive Summary
 - What stands out as the most important and will be the most strategic gain?
- Use the Executive Summary to write the strategic goals
- Find strategies/solutions to support the goals

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Questions





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