



## Using EQAO Data

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### *The Question:*

“Some teachers at our school are questioning the validity of using EQAO results to inform classroom instruction. Are there supports to help us tackle this challenge?” (Elementary principal)

### *The Answer:*

Yes. Here are five Tips for Success:

1. Check staff readiness for change
  2. Lead for change
  3. Get the facts
  4. Six questions to ask
  5. How are others handling this?
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### **1. READINESS FOR CHANGE**

When asking teachers to change their practice, it is helpful to first assess their readiness for change and the aspects of the school culture that might inhibit or promote this readiness. No matter how good leaders' pedagogical knowledge and problem-solving ability may be, their ability to effect change and improvement will be compromised if relations with the school are characterized by a lack of trust. It is important to understand, how they influence student achievement and what principals can do.

Principals have a significant positive effect on teacher beliefs when they:

- help to clarify the reasons for implementing the policy
- empower teachers to participate in decisions about how the policy will be implemented
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It starts by asking:

- What do you need to know about the person before starting the conversation?
- What other perspectives or interpretations of the situation might you want to consider?

