

# METRIC-BUILDING PROTOCOL

## What's the difference between an indicator and a metric?

Your indicator can be considered your short-term goal. The metric is how you will measure your progress toward meeting that goal.

### If Your **Indicator** Is...

"90% of students will show grade-level normed growth of at least a year on district literacy exams"

### then your **Metric** is...

Percent of students who showed grade-level normed growth of at least a year on district literacy exams.

## 4 Key Elements of a Quality Metric

Not all metrics are created equal! Success in meeting your goals requires building a metric that works. We call this a Qualified Metric: a measurement that's been reviewed to ensure success.



## Essential Questions for Building a Qualified Metric

Complexity	Consistency	Community	Connection
Is your indicator one you can measure simply?	Have you chosen a metric that is unlikely to vary due to small sample sizes or flux in measurement?	Will you be given easy access to the necessary data?	Is the metric one that your team understands?
Will you get tied up in knots trying to measure your progress?	Will it encourage or discourage "gaming the system"?	Will others understand and trust it?	Does your team have experience with it?

### Example Metrics

	Complexity	Consistency	Community	Connection
<b>Weak Choice</b>	Number of student disciplinary incidents per day by severity as a monthly trend in a school year	Number of disciplinary infractions by students on behavior plans	Benchmark assessment scores	Academic achievement normed for attendance
<b>Strong Choice</b>	Number of incidents by severity as compared to the same month in the prior year	Percentage of disciplinary consequences received by students on behavior plans	Common unit exams	Year by year improvement in state exams



## Constructing a Strong Metric

- 1) On the top line write your metric under consideration
- 2) Evaluate it across the 4 areas
- 3) On the second line, write an adjusted version that will measure progress on the same outcome, but improves complexity, reliability, community support, and/or familiarity
- 4) Evaluate the new version across the 4 areas
- 5) Continue until you have a strong metric that will measure the desired outcome

### DOES YOUR METRIC HAVE...

Metric	Low Complexity	High Consistency	High Community Support	High Connection to Data Team Experience
1.				
2.				
3.				
4.				

