

Qualified Metric Protocol

4 Key Elements of a Quality Metric

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



Community: Metric should be something your community can understand and believe in

Connection: Metric should integrate into your team's existing process, rather than relying on new or unfamiliar tests and data aggregation systems

Complexity: Metric should be relatively simple to generate. Data should be accessible and calculations should be easy to understand

Consistency: Metric should not be influenced by when it's calculated or changes in staff or student body

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.



Essential Questions when Building Qualified Metrics

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?

	COMPLEXITY	CONSISTENCY	COMMUNITY	CONNECTION
 WEAK CHOICE	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
 STRONG CHOICE	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, consistency, community support, and/or connection
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
<i>Ex. Percent of absent students each month that have been flagged as chronically absent or on track to be chronically absent</i>	<i>Will require monthly calculations with data we have - low</i>	<i>Holidays , weather shouldn't affect validity - high</i>	<i>Data source our stakeholders will believe and care about - high</i>	<i>Data our team is familiar with and can easily access - high</i>
1.				
2.				
3.				
4.				

