ANOTHER SET OF S FOR SCALE:

ACCOUNTABILITY, BROKERS, AND CHURN IN A DISTRICT SYSTEM

Alan J. Daly, University of California – San Diego
Kara S. Finnigan, University of Rochester
Yi-Hwa Liou, National Taipei University of Education

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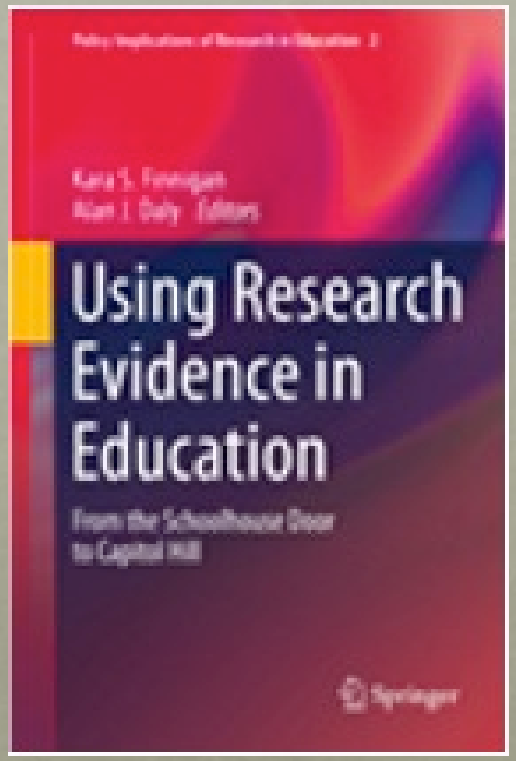
COMPLEX CHANGE IN CONTEXT OF CHURN

USING RESEARCH EVIDENCE



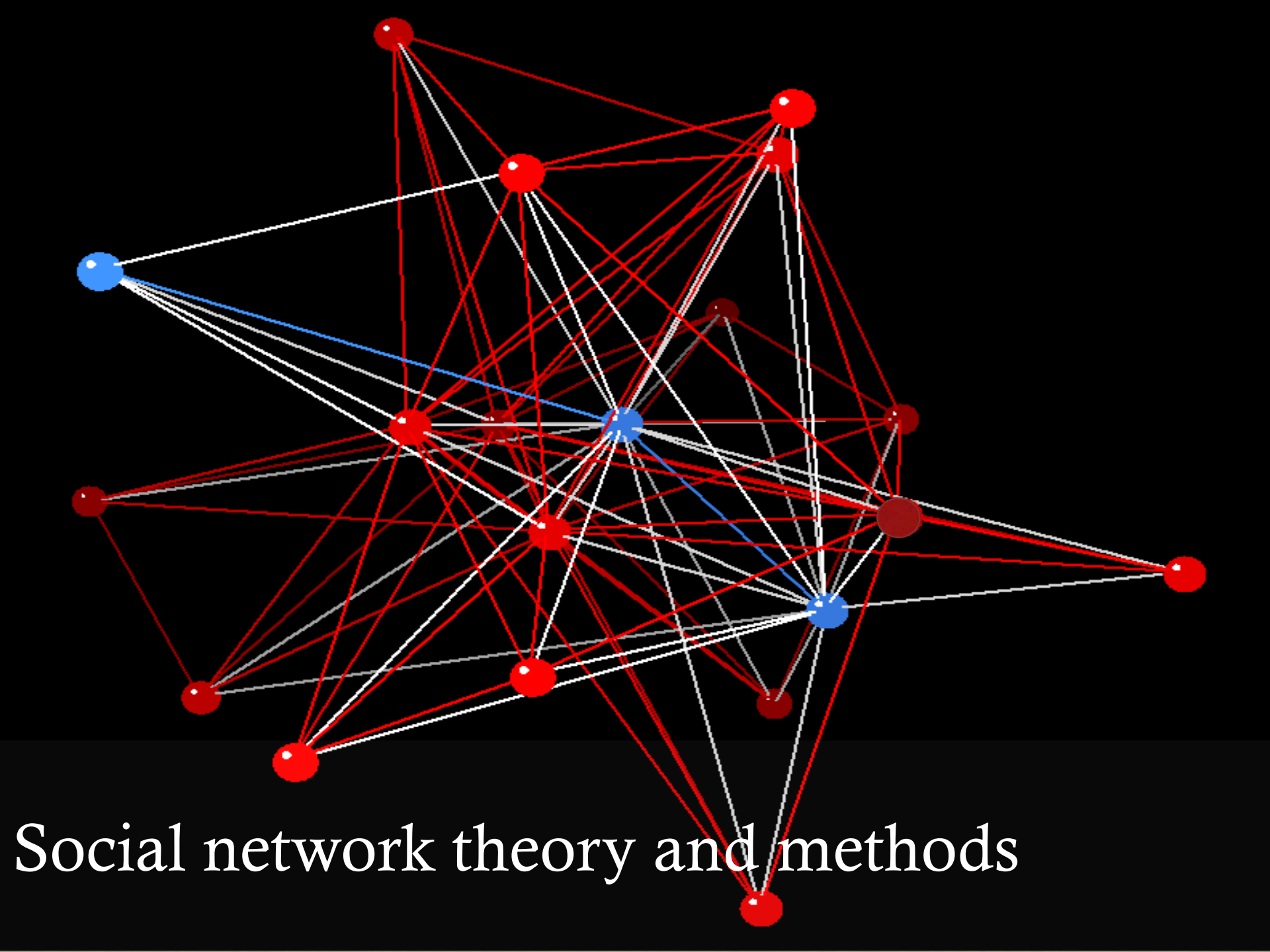
- Limited reliance on research evidence
- Network of social relations influences evidence use
- Research broker is key
- Trust is necessary for social relations and sense making around evidence

spencer

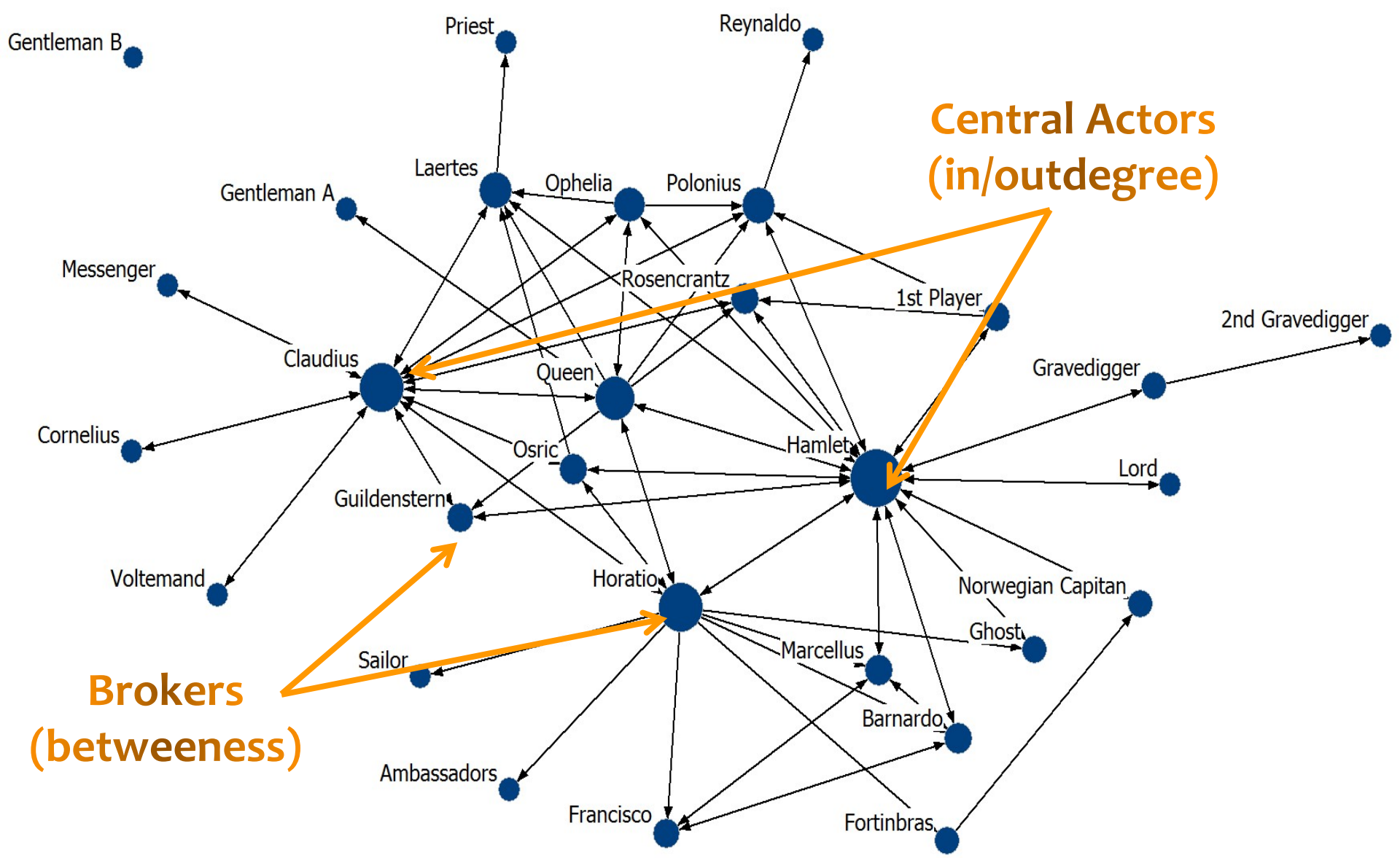
William T. Grant FOUNDATION

EVIDENCE AS LEARNING

LEADERSHIP CHURN


Social network theory and methods

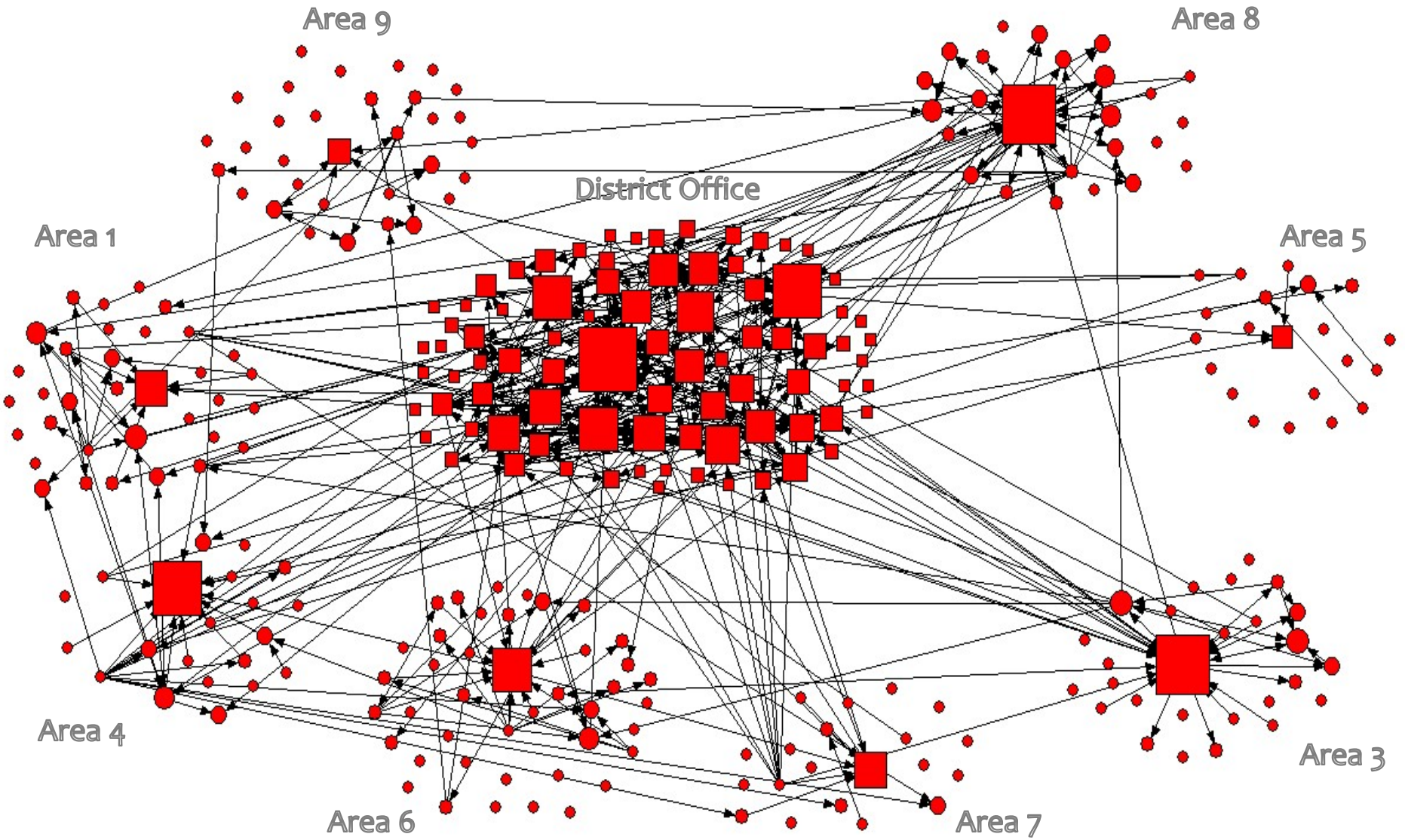
THE ELSINORE NETWORK



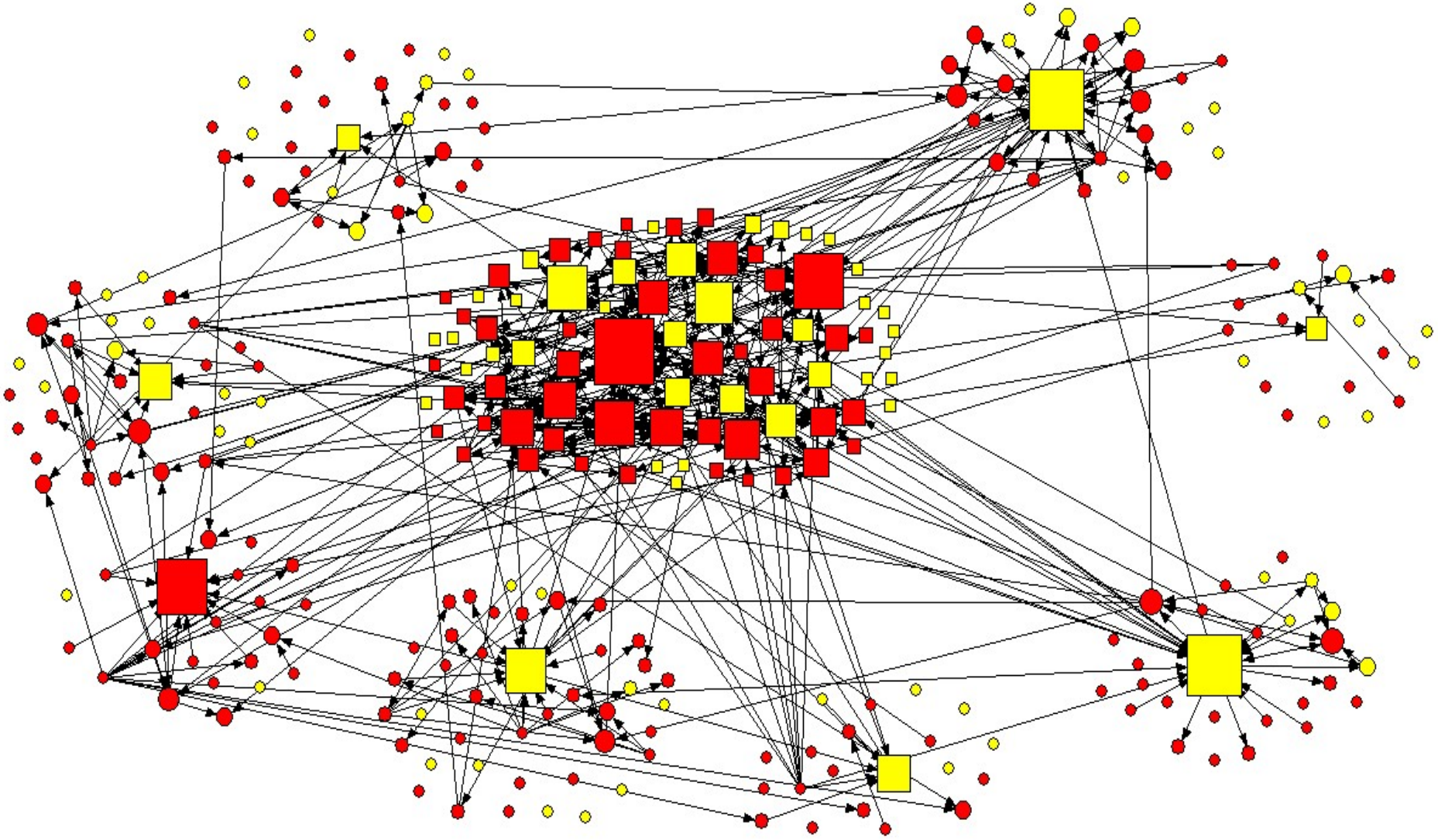
Study Context and Questions

- Context
  - Large urban school district (130,000 students)
  - 2 Superintendents over 3 Years
  - 3 Years of data from central office leaders and principals (n=257)
- Questions
  - What is the level of churn within an underperforming system facing accountability policy sanctions?
  - Which district leaders leave during a 3-year time period and what are their background and network characteristics?

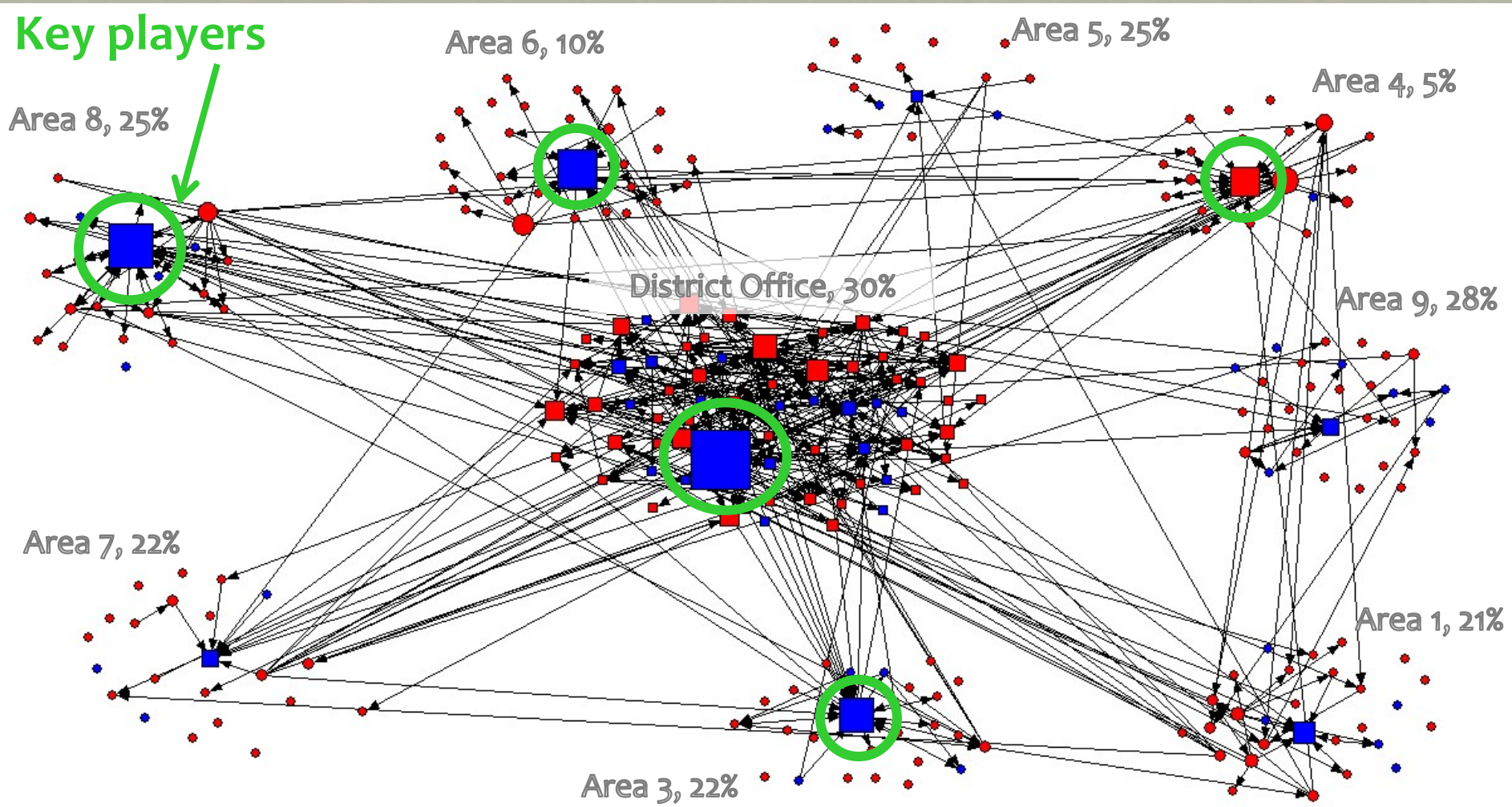
Data Use Time 1



Data Use T1-T3



Data Use – Leavers



PROFILE OF LEAVERS

Implications for Evidence Use and Scale Up: District

Develop Leaders and Grow Ties

IMPLICATIONS FOR EVIDENCE USE AND SCALE UP: STATE POLICY

Shifting Policy Emphasis