

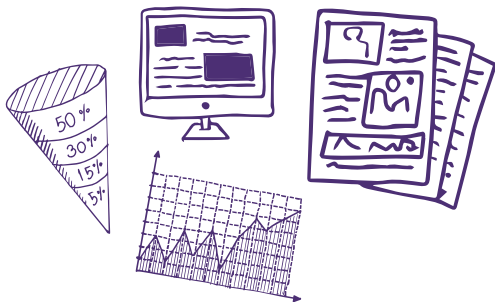
"The Values Matrix set the tone for changing the culture of our school community from negative to positive. It was vitally important for all stakeholders at Trevitt Elementary: leadership, staff, support staff, students, parents, and community partners, to collaborate, get on the same page, and remain there throughout the entirety of the school year. The Values Matrix serves as a constant reminder that everyone in the village will be held accountable for the academic success of our school. We will meet and/or exceed our academic goals when we all work together as a team!"

– Stan Embry, Principal,
Trevitt Elementary School,
Columbus City Schools



Displaying YOUR DATA

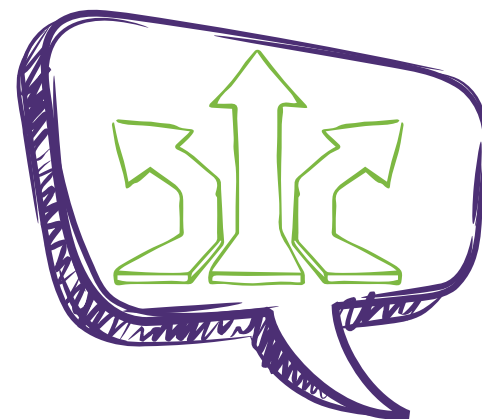
Although data can tell a story and build strong community support, poorly displayed data can erode trust, confuse your stakeholders, and muddle your message. EPI consults with organizations to help them learn to display data effectively, so you can be sure that anyone in your community can read and understand what the data indicates about your values, your goals, and your performance.



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Walking THE TALK

Aligning your organization's messaging
with your practice



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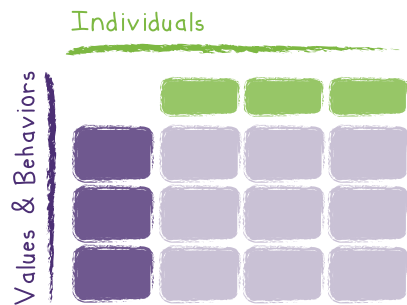
EPI has worked internationally with organizations to help them align their values with organizational behaviors and systems. This alignment yields **more efficient practices, better measurement systems, and informs internal and external communication.**

Our work involves four main steps:



Values MATRIX

EPI will work with your leadership and key personnel to develop a values matrix. This matrix identifies your organization's key values and the behaviors all stakeholders, including staff, parents, community partners, and leadership would need to exhibit regularly to achieve these values.



Leadership COACHING

A values matrix is only valuable if it is used as your organization's social contract. EPI works with leadership to use the matrix effectively. Schools who have created values matrices have used them in a number of ways, including:

- To set behavioral expectations with students
- To drive parent engagement efforts
- To guide discussions in pre- and post-conferences with teachers
- To develop an internal evaluation system that captures more than just assessment data
- To elicit support from community organizations



Communicating YOUR VALUES

We measure what we value and we value what we measure. EPI can help your organization determine what kind of data you need and how to display it so you can share your story. Data from school report cards only tells a part of the story, and recent difficulties with statewide assessments will reduce the capacity of the report cards to tell an accurate story of your district's achievements. EPI can help you create a more robust process for gathering, analyzing and communicating key data that more accurately aligns with your district's values and efforts.

