Delaware
Department of Education

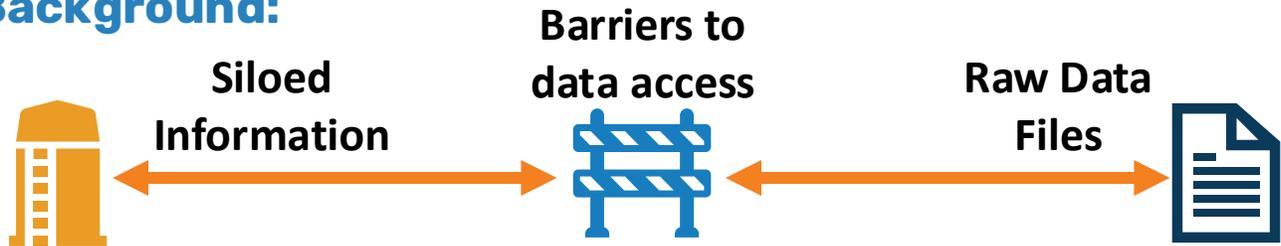# Elevating Educator Excellence: Data Visualization Dashboards for Delaware

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Elevating Educator Excellence: Data Visualization Dashboards for Delaware

Background:

Siloed Information ↔ **Barriers to data access** ↔ **Raw Data Files**
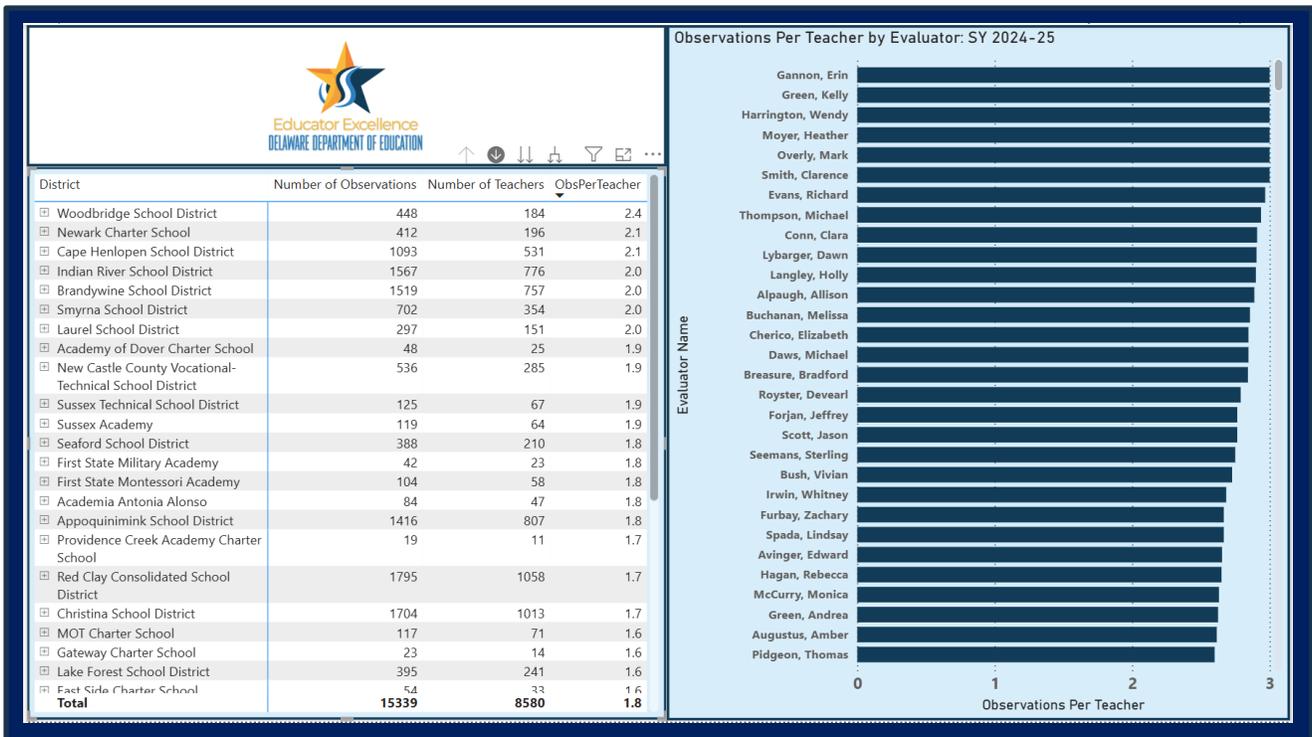
The Delaware Department of Education possesses a robust collection of data on educators and students across the state, but this information is siloed and disparate. Most data are warehoused in SQL servers, but data also live on external platforms like the Data Service Center (DSC). Other metrics are collected at the LEA level and are not disseminated directly to state level stakeholders. Department level staff do not always have easy access to quick, actionable insights about important educator and student metrics. This information is also not updated in real time, instead contained in raw csv files. Program evaluation in this climate becomes overly manual, complicated, and difficult.

The Solution:

Leveraging Power BI to create data dashboards linked with DDOE databases that auto refresh to provide real-time, actionable data insights and visualizations.
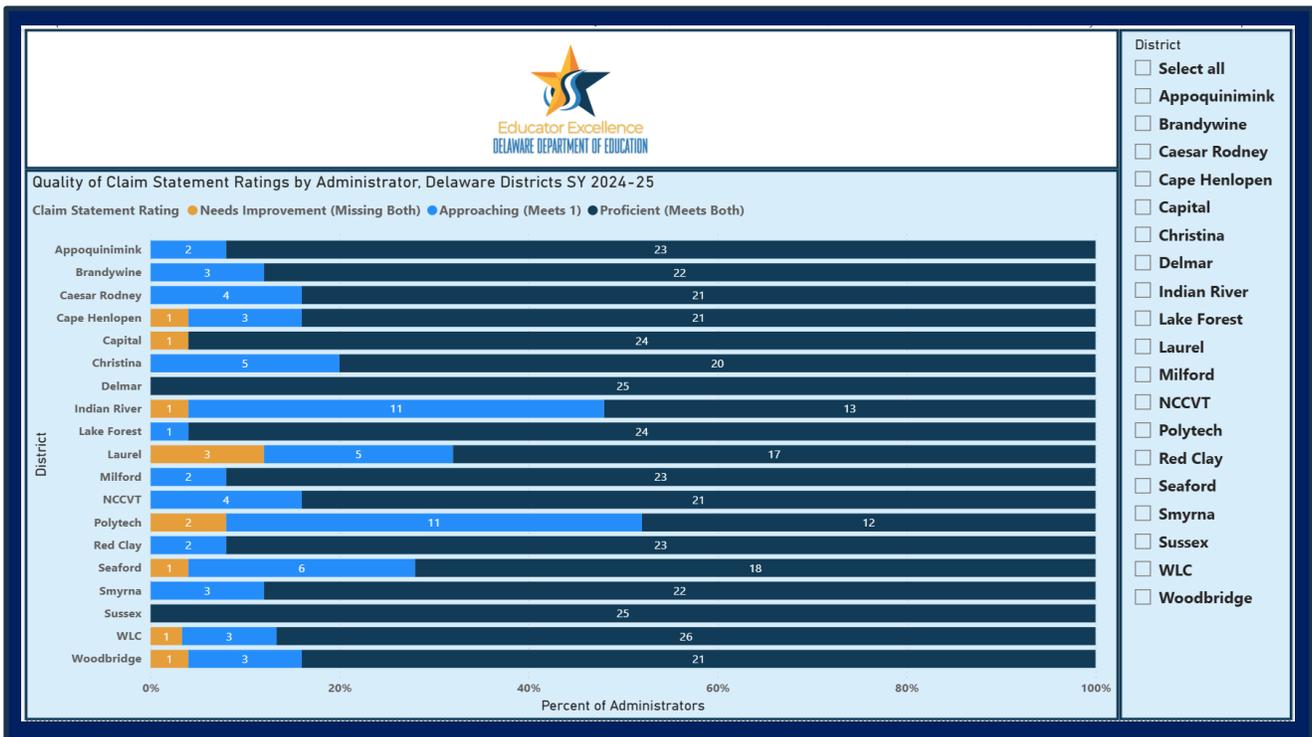
Power BI

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Applications for Educator Excellence: Evaluation

District	Number of Observations	Number of Teachers	ObsPerTeacher
Woodbridge School District	448	184	2.4
Newark Charter School	412	196	2.1
Cape Henlopen School District	1093	531	2.1
Indian River School District	1567	776	2.0
Brandywine School District	1519	757	2.0
Smyrna School District	702	354	2.0
Laurel School District	297	151	2.0
Academy of Dover Charter School	48	25	1.9
New Castle County Vocational-Technical School District	536	285	1.9
Sussex Technical School District	125	67	1.9
Sussex Academy	119	64	1.9
Seaford School District	388	210	1.8
First State Military Academy	42	23	1.8
First State Montessori Academy	104	58	1.8
Academia Antonia Alonso	84	47	1.8
Appoquinimink School District	1416	807	1.8
Providence Creek Academy Charter School	19	11	1.7
Red Clay Consolidated School District	1795	1058	1.7
Christina School District	1704	1013	1.7
MOT Charter School	117	71	1.6
Gateway Charter School	23	14	1.6
Lake Forest School District	395	241	1.6
East Side Charter School	54	33	1.6
Total	**15339**	**8580**	**1.8**

Observations Per Teacher by Evaluator: SY 2024-25

Evaluator Name (top to bottom):
Gannon, Erin; Green, Kelly; Harrington, Wendy; Moyer, Heather; Overly, Mark; Smith, Clarence; Evans, Richard; Thompson, Michael; Conn, Clara; Lybarger, Dawn; Langley, Holly; Alpaugh, Allison; Buchanan, Melissa; Cherico, Elizabeth; Daws, Michael; Breasure, Bradford; Royster, Devearl; Forjan, Jeffrey; Scott, Jason; Seemans, Sterling; Bush, Vivian; Irwin, Whitney; Furbay, Zachary; Spada, Lindsay; Avinger, Edward; Hagan, Rebecca; McCurry, Monica; Green, Andrea; Augustus, Amber; Pidgeon, Thomas

Observations Per Teacher (x-axis): 0 to 3
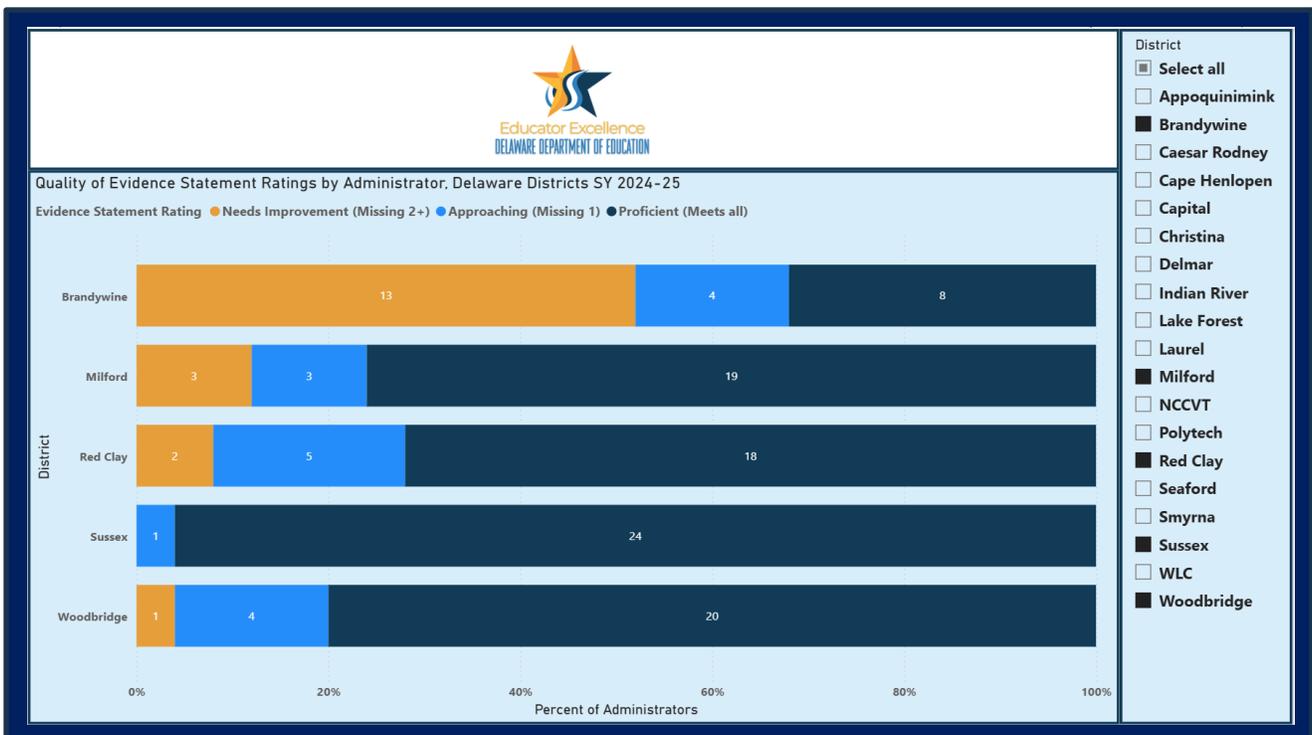
Dashboard work in the realm of Educator Evaluation focuses on tracking the number of classroom observations teachers are receiving at the district level and by administrator. As of April 2025, teachers on average received 2.0 observations out of the 3 they are expected to receive yearly under DTGSS, with notable differences by district.
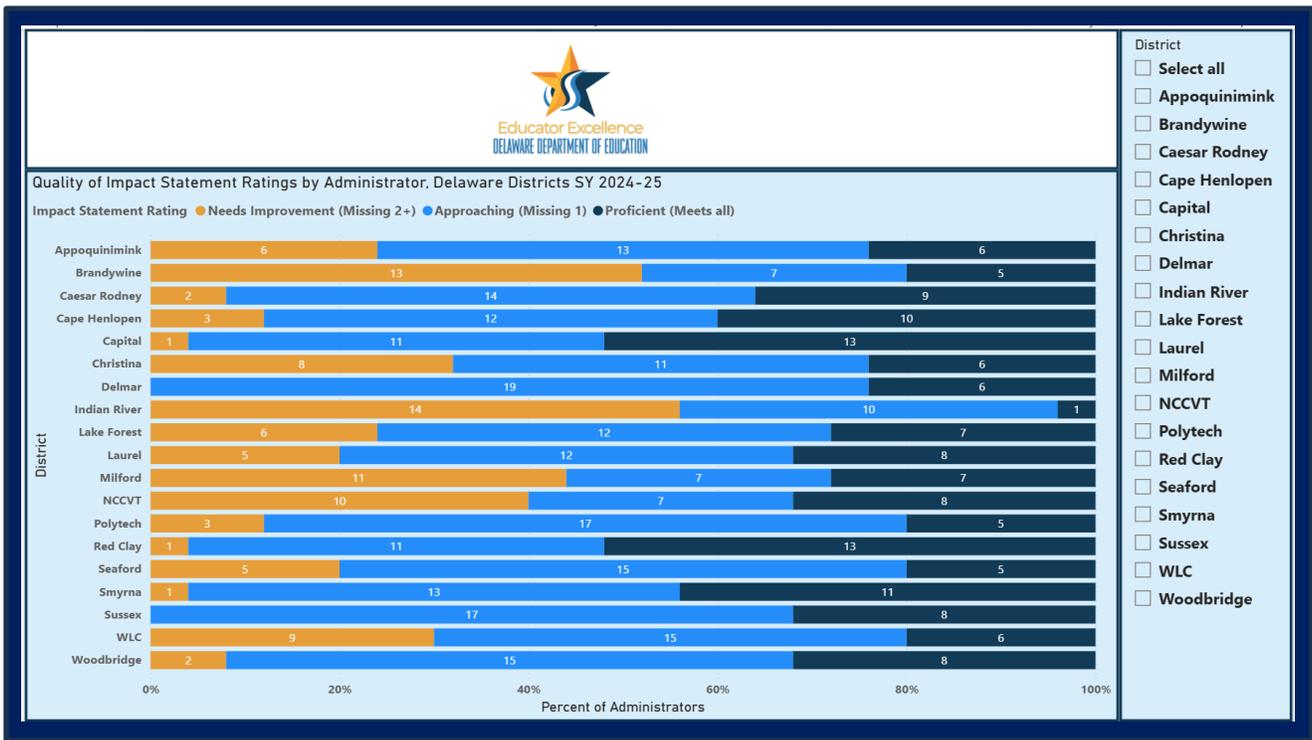
Applications for Educator Excellence: Evaluation

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Quality of Claim Statement Ratings by Administrator, Delaware Districts SY 2024-25

Claim Statement Rating ● Needs Improvement (Missing Both) ● Approaching (Meets 1) ● Proficient (Meets Both)

District		
☐	Select all	
☐	Appoquinimink	
☐	Brandywine	
☐	Caesar Rodney	
☐	Cape Henlopen	
☐	Capital	
☐	Christina	
☐	Delmar	
☐	Indian River	
☐	Lake Forest	
☐	Laurel	
☐	Milford	
☐	NCCVT	
☐	Polytech	
☐	Red Clay	
☐	Seaford	
☐	Smyrna	
☐	Sussex	
☐	WLC	
☐	Woodbridge	

District (chart, Percent of Administrators 0%–100%):
- Appoquinimink: 2, 23
- Brandywine: 3, 22
- Caesar Rodney: 4, 21
- Cape Henlopen: 1, 3, 21
- Capital: 1, 24
- Christina: 5, 20
- Delmar: 25
- Indian River: 1, 11, 13
- Lake Forest: 1, 24
- Laurel: 3, 5, 17
- Milford: 2, 23
- NCCVT: 4, 21
- Polytech: 2, 11, 12
- Red Clay: 2, 23
- Seaford: 1, 6, 18
- Smyrna: 3, 22
- Sussex: 25
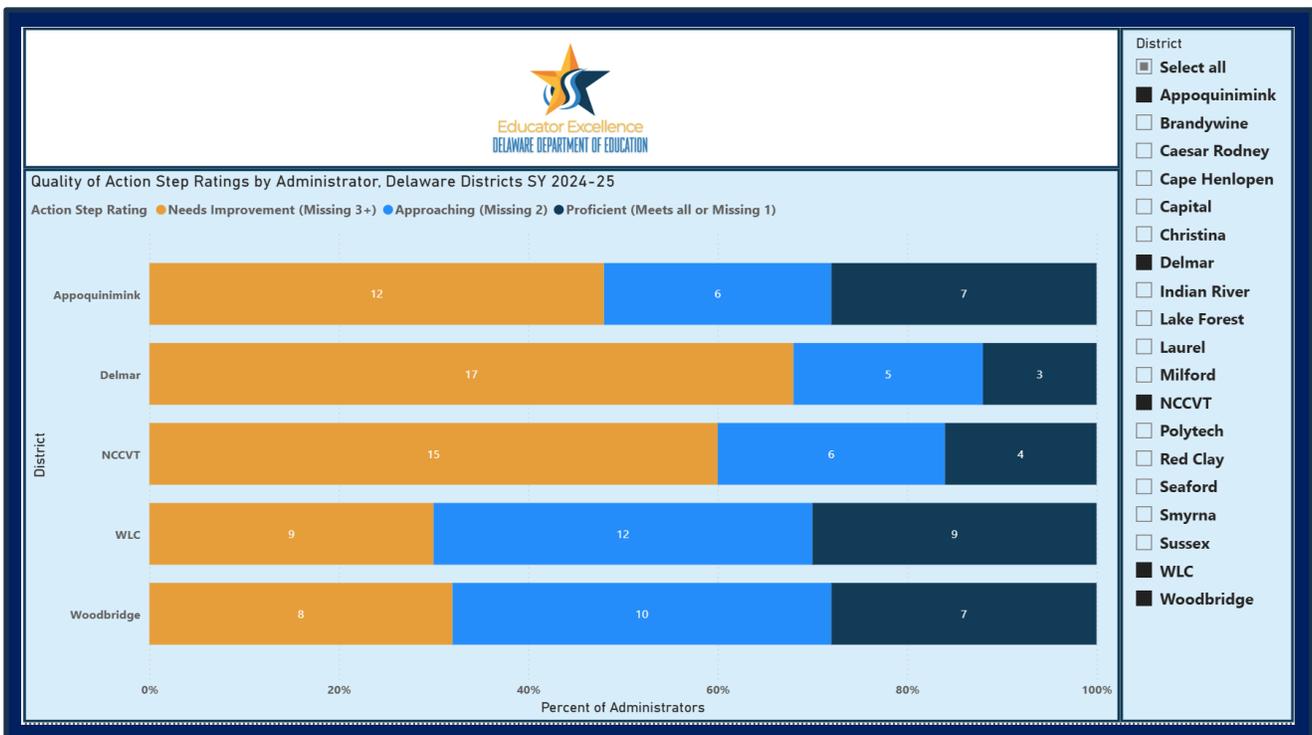- WLC: 1, 3, 26
- Woodbridge: 1, 3, 21

The Evaluation dashboard also provides information on the quality of classroom observation feedback that administrators are providing to their teachers. Views highlight the percent of claims, evidence, impact statements, and action steps that are proficient, approaching proficiency, and needing improvement.
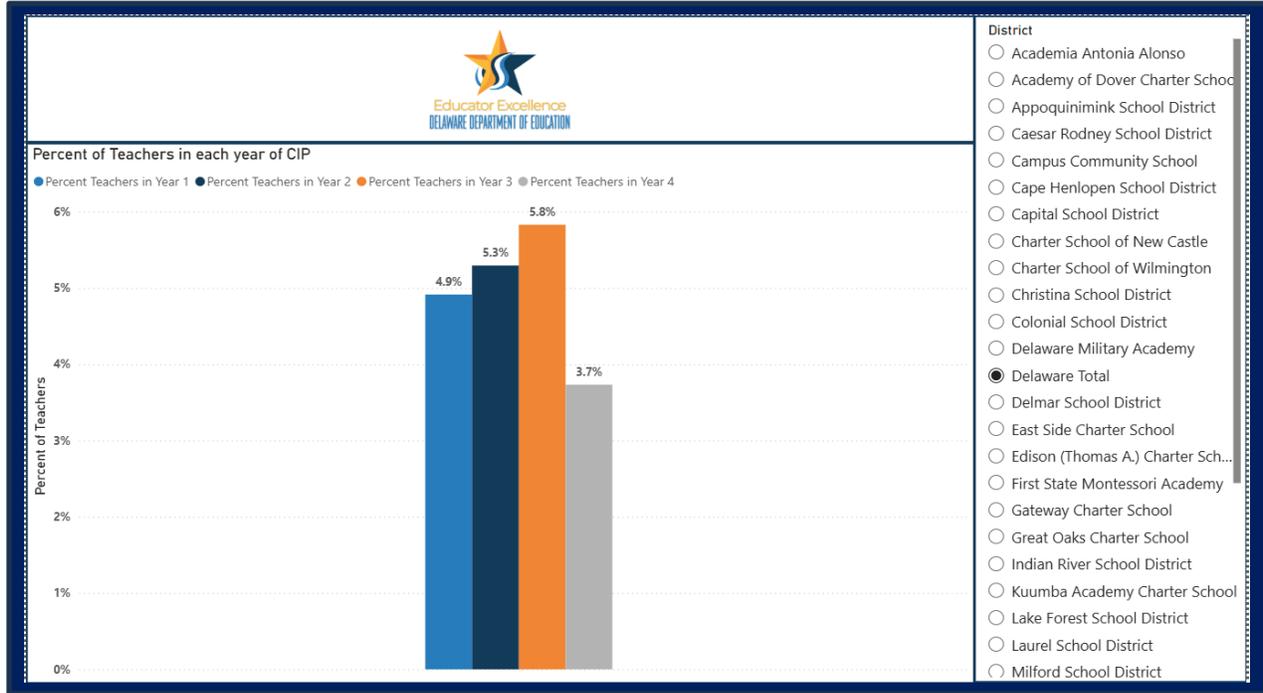
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Quality of Evidence Statement Ratings by Administrator, Delaware Districts SY 2024-25

Evidence Statement Rating ● Needs Improvement (Missing 2+) ● Approaching (Missing 1) ● Proficient (Meets all)

District		
▣	Select all	
☐	Appoquinimink	
■	Brandywine	
☐	Caesar Rodney	
☐	Cape Henlopen	
☐	Capital	
☐	Christina	
☐	Delmar	
☐	Indian River	
☐	Lake Forest	
☐	Laurel	
■	Milford	
☐	NCCVT	
☐	Polytech	
■	Red Clay	
☐	Seaford	
☐	Smyrna	
■	Sussex	
☐	WLC	
■	Woodbridge	

District (chart, Percent of Administrators 0%–100%):
- Brandywine: 13, 4, 8
- Milford: 3, 3, 19
- Red Clay: 2, 5, 18
- Sussex: 1, 24
- Woodbridge: 1, 4, 20

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Applications for Educator Excellence: Evaluation

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Quality of Impact Statement Ratings by Administrator, Delaware Districts SY 2024-25

Impact Statement Rating   ● Needs Improvement (Missing 2+) ● Approaching (Missing 1) ● Proficient (Meets all)

District	Needs Improvement	Approaching	Proficient
Appoquinimink	6	13	6
Brandywine	13	7	5
Caesar Rodney	2	14	9
Cape Henlopen	3	12	10
Capital	1	11	13
Christina	8	11	6
Delmar		19	6
Indian River	14	10	1
Lake Forest	6	12	7
Laurel	5	12	8
Milford	11	7	7
NCCVT	10	7	8
Polytech	3	17	5
Red Clay	1	11	13
Seaford	5	15	5
Smyrna	1	13	11
Sussex		17	8
WLC	9	15	6
Woodbridge	2	15	8

Percent of Administrators

District: Select all, Appoquinimink, Brandywine, Caesar Rodney, Cape Henlopen, Capital, Christina, Delmar, Indian River, Lake Forest, Laurel, Milford, NCCVT, Polytech, Red Clay, Seaford, Smyrna, Sussex, WLC, Woodbridge

Notably, administrators across the state are significantly more proficient at providing high quality claims and evidence statements compared to impact statements and action steps, highlighting an area of need for additional training and professional development.

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Quality of Action Step Ratings by Administrator, Delaware Districts SY 2024-25

Action Step Rating   ● Needs Improvement (Missing 3+) ● Approaching (Missing 2) ● Proficient (Meets all or Missing 1)

District	Needs Improvement	Approaching	Proficient
Appoquinimink	12	6	7
Delmar	17	5	3
NCCVT	15	6	4
WLC	9	12	9
Woodbridge	8	10	7

Percent of Administrators

District: Select all, Appoquinimink, Brandywine, Caesar Rodney, Cape Henlopen, Capital, Christina, Delmar, Indian River, Lake Forest, Laurel, Milford, NCCVT, Polytech, Red Clay, Seaford, Smyrna, Sussex, WLC, Woodbridge

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Applications for Educator Excellence: Mentoring and Induction

Dashboard work in the realm of Mentoring and Induction includes visuals showcasing the percent and total number of educators across the state in their first 4 years of teaching.
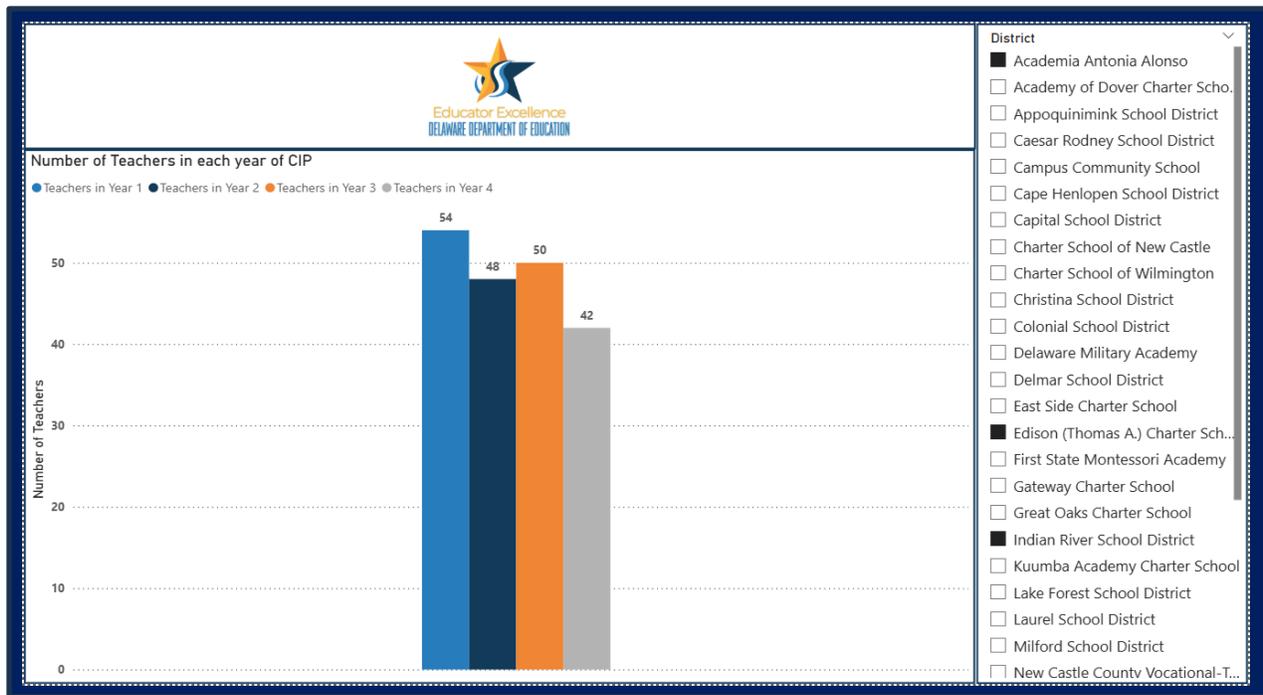

About 20 % of Delaware teachers statewide are in the Comprehensive Induction Program and are currently in their first 4 years of teaching. As we receive data from future programmatic years, we will be able to track teacher and coach retention in the program.

Applications for Educator Excellence: Mentoring and Induction
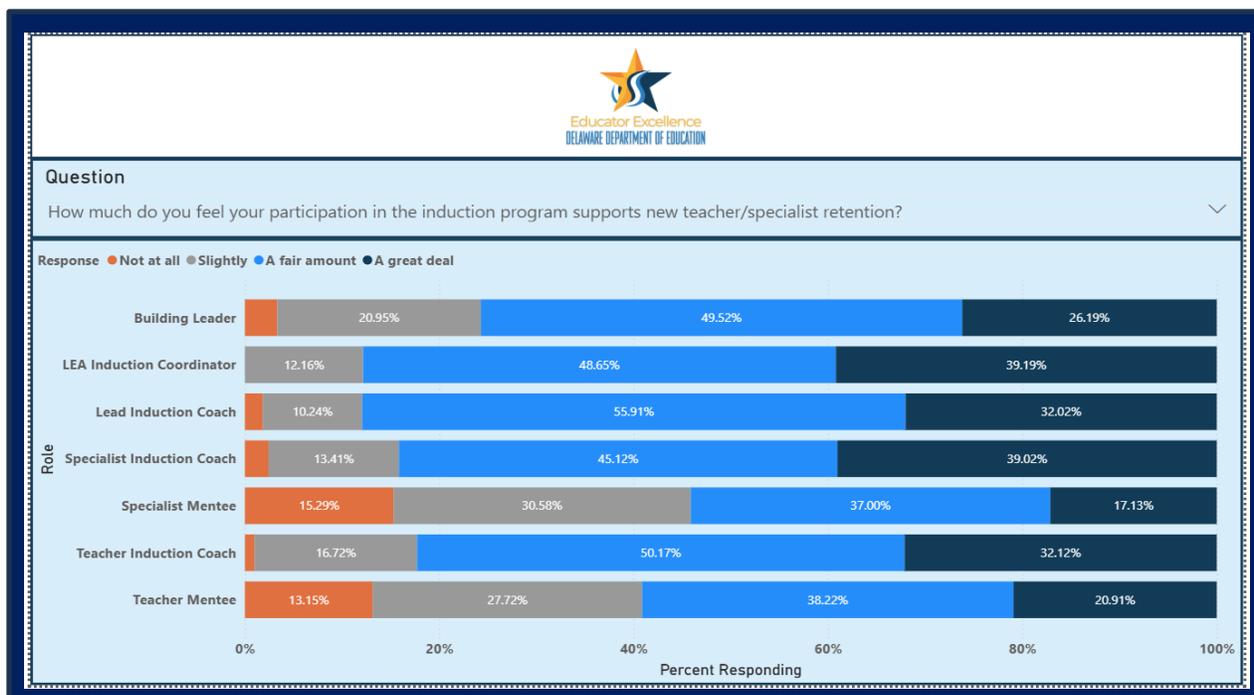
The Mentoring/Induction dashboards also feature results from the CIP Needs Assessment, highlighting how perceptions of the program differ among coaches, mentees, coordinators, and building leaders.
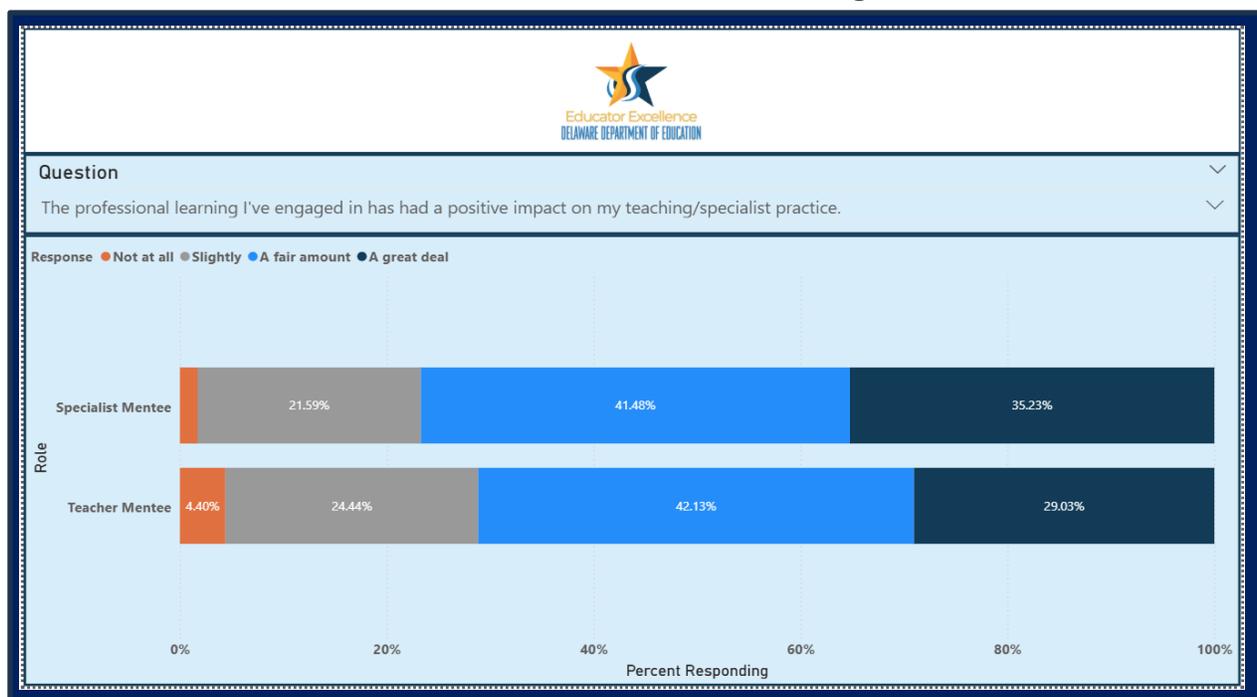
Both teacher and specialist mentees report that the professional learning they've engaged in through the program positively impacts their practice, although specialists are slightly more enthusiastic.

Applications for Educator Excellence: Mentoring and Induction
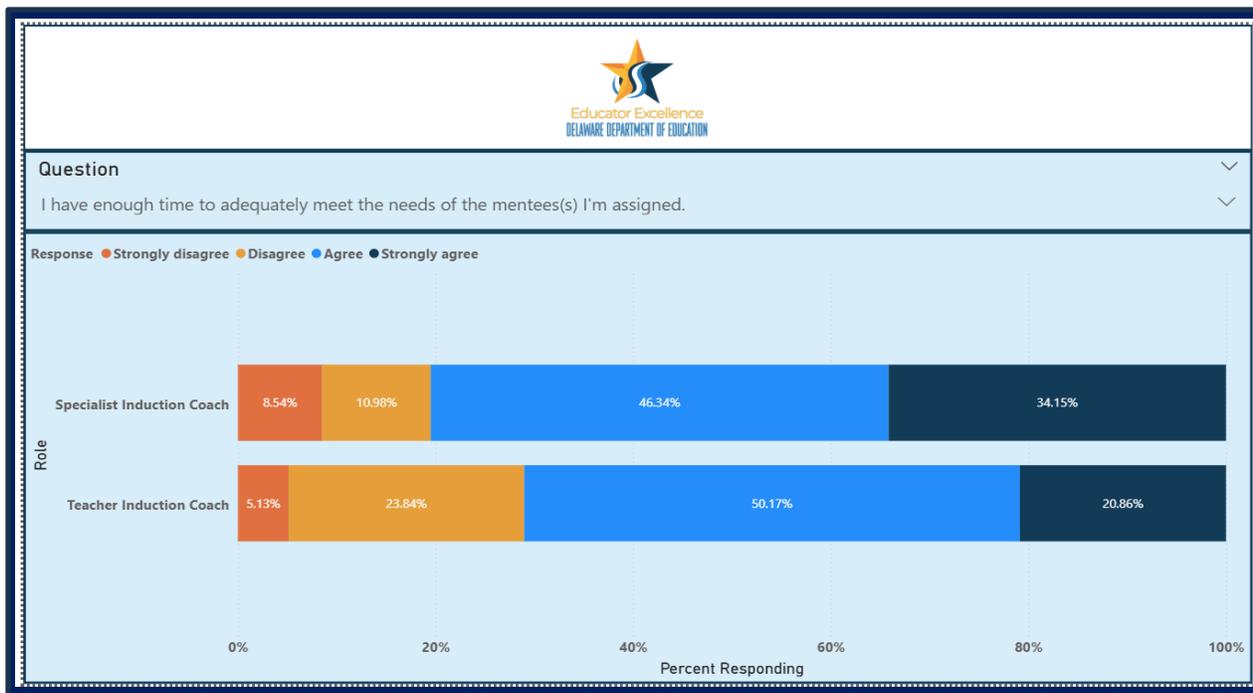
CIP Needs Assessment View looking at how perceptions of having sufficient time to support mentees differs among teacher vs specialist induction coaches.
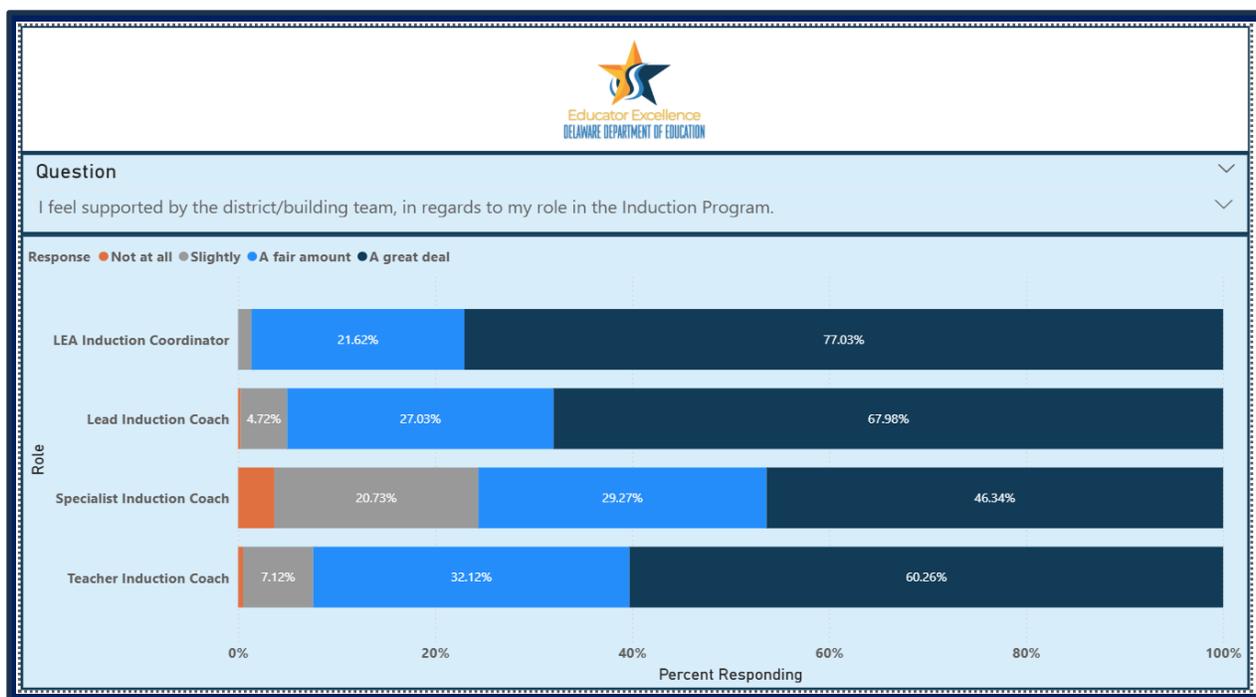
CIP Needs Assessment view looking at how perceptions of support from the district/building team differ by role in the induction program.

What Comes Next:

Building on the existing work within Educator Evaluation and Mentoring/Induction

- For Evaluation: displaying data highlighting the quality of teacher observation reports, and the percent of reports meeting rubric criteria for the claims, evidence, impact, and action steps.
    - Timing of observations during the year
    - DTGSS indicators assessed during observation visits

- For Mentoring/Induction: retention of teachers and coaches in the CIP and how retention differs by socio-demographic characteristics including race, gender, subject area, etc.

Expanding data visualization efforts to other workgroups and at the district level

Integrating SQL with Power BI for data auto-refresh
- We are currently working with TDO to achieve this capability

Leveraging AI/LLM for analysis of teacher observation reports
- Partnering with a 3rd party research organization to train AI to assess observation reports against rubric criteria, potentially automating the review and grading of thousands of reports.

Embedding public facing dashboards onto DDOE website

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