



GADSDEN

INDEPENDENT SCHOOL DISTRICT

How to Implement a Return-on-Investment System to Improve Student Outcomes and Save Money!

NMSBA 2025 Board Member Institute

Saturday, February 15, 2025

Meet Your Presenters



*Travis
Dempsey*

Superintendent



*Maria
Hernandez*

Chief of
Academics



*Rosy
Villalobos*

Associate Supt.
of Federal
Programs



*Stephanie
Wyka*

Director,
Professional
Learning - Evress



4 Corners of Connections

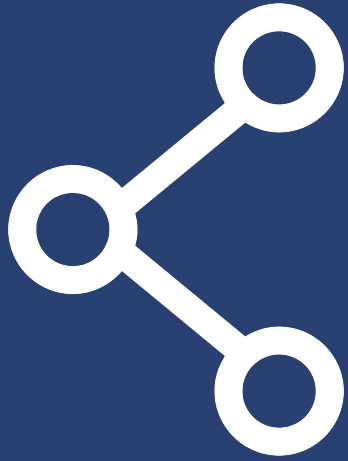
School Board
Member

Superintendent

Other Elected
Official

Other Stakeholder



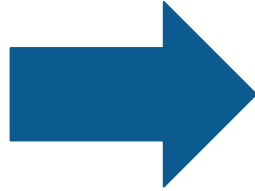


Connect

Why is the topic
of ROI important
for your role?



Return on Investment: Your Strategic Plan's GPS



ROI in 5 Steps





Program Selection

Select three programs to assess usage and impact.

- Start small
- Look at high-cost programs
- Identify the specific usage metrics you will track





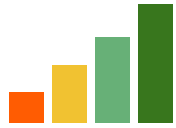
Align with key strategic outcomes

- What are the priorities these programs should impact?
- What outcome would I expect to advance if this program was implemented with integrity?

Outcome
Prioritization



Program Selection & Outcome Prioritization



IMPROVE IMPLEMENTATION

Choose 3 Programs

Lexia

i-Ready

i-Station



CLARIFY IMPACT

Choose Connected Outcome(s)

Achievement

Attendance/Behavior

Custom Metrics



3



Theories of Action

Define cause and effect expectations

- Think about:
 - If we do X, then Y will happen
 - Consider actions that might be needed from district staff, school leaders, and/or teachers





Theory of Action

If PROGRAM is implemented with fidelity,
then OUTCOME will improve.

Division of Academics leadership will **monitor time on task and the percentage of lessons passed** monthly to provide **implementation data insights** to schools. School leaders will **adapt school improvement efforts** in response to the data insights.

4



Build Capacity

Review data and support site leaders monthly

- Identify insights that can be used to support the quality of implementation
- Connect insights to strategic leadership actions



Data Insights

PROGRAM

ANTICIPATED PARTICIPANTS

ACTIVE PARTICIPANTS

UTILIZATION SUMMARY

USE TO GOAL SUMMARY

Sample Program

1,676

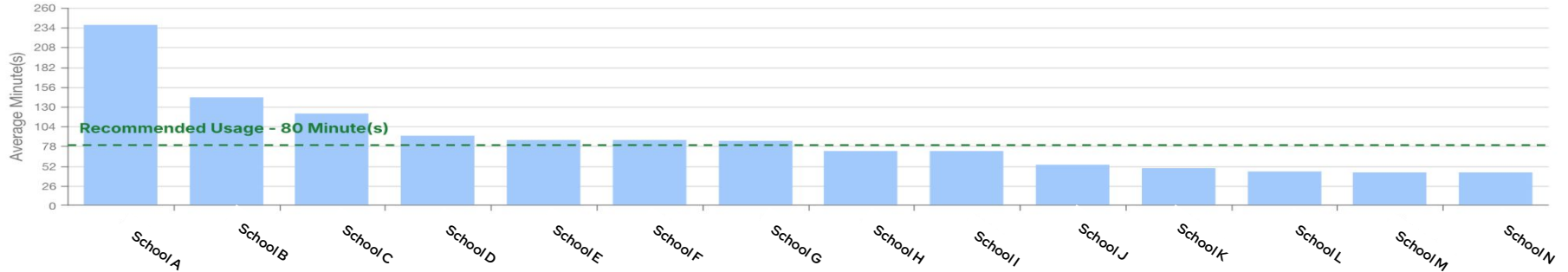
1,619

STRONG

STRONG

Average Usage by School

Full View



STRONG: 96.6%

96.6% of the anticipated participants in **Sample Program** had at least one engagement event during the given time window.

STRONG: 87.4%

Active participants in **Sample Program** reached on average **87.4%** of the recommended usage threshold of **80 Minute(s)**.



Leadership Actions

PROGRAM

ANTICIPATED PARTICIPANTS

ACTIVE PARTICIPANTS

UTILIZATION SUMMARY

USE TO GOAL SUMMARY

Sample Program

1,676

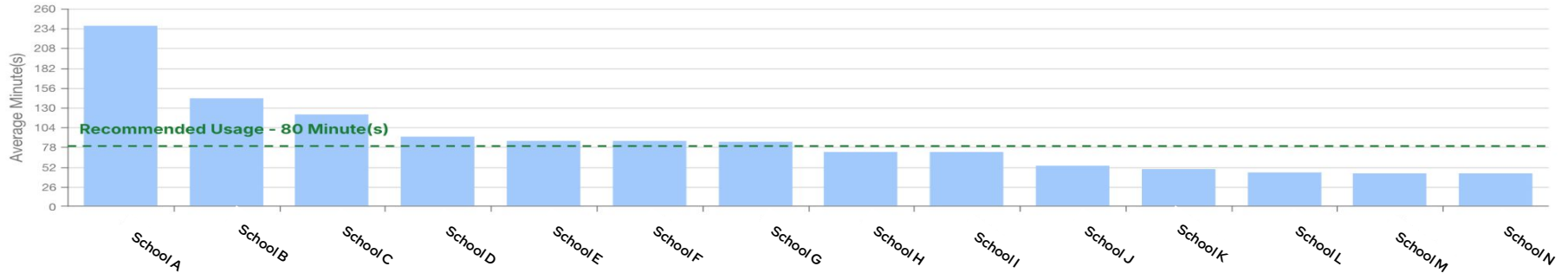
1,619

STRONG

STRONG

Average Usage by School for Istation - Español

Full View



What leadership actions might you prioritize?





Study Data

Centralize data analysis while empowering decentralized decision-making

- Schools develop and implement plans in response to the data-insights
- District leaders and school leaders monitor the implementation and impact of the plans



Impact and Implementation

iMSSA Math Impact Report for Winter 2024 V6

This iMSSA Math Impact Report showcases student academic growth in math linked to their participation in programs that may have direct or indirect effects on improving math proficiency. Utilizing students' Fall-to-Winter Growth scores in the interim MSSA assessment as a measure of growth, it highlights whether students who participated more intensively in these programs were more likely to see outsized growth results compared to their similar peers.

Program Overview

PROGRAM	STUDENTS	IMPACT	USE TO GOAL	ANNUAL COST	WASTE
Sample Program A	2,246	STRONG	OKAY	\$60,500	\$4,558
Sample Program B	5,195	OKAY	GOOD	\$60,500	\$209
Sample Program C	2,071	LOW	OKAY	\$204,000	\$26,402
Sample Program D	414	LOW	STRONG	\$7,500	\$1,350
Sample Program E	5,420	GOOD	GOOD	\$187,500	\$10,945
Sample Program F	5,573	GOOD	GOOD	\$187,500	\$5,961

Which of these programs do you cut? Which do you keep?



ROI in 5 Steps



4 Corners of Connections

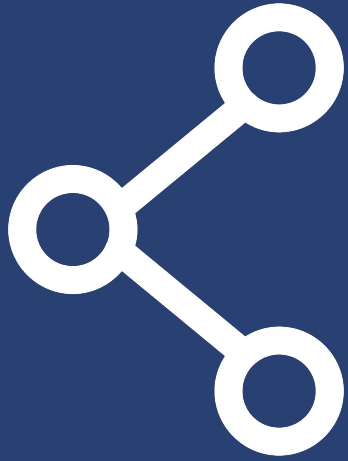
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Debrief

What is one thing that you will bring back to your district or organization from this session?



Thank You!



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Appendix Slides

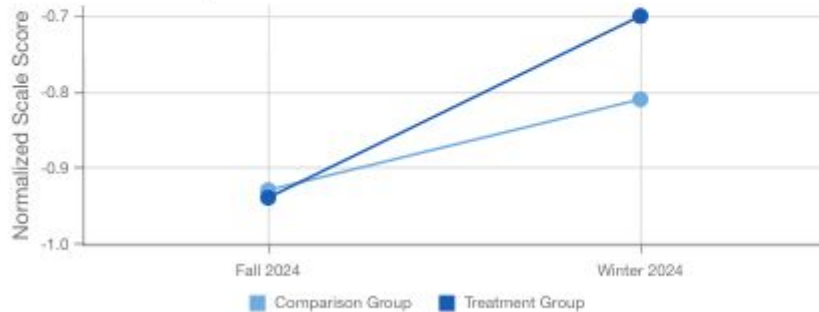
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Impact and Implementation

▼ Program Impact Summary

Normalized Scale Score improvement for Students in Sample Program



Impact and Implementation

Impact by School for Sample Program

