

Collecting and Using Fidelity Data

School/district leaders use this handout to communicate with school staff about why fidelity data are collected and how the data will not be used.

Why We Collect Fidelity Data

Fidelity data help us understand the degree to which instruction and interventions are being implemented the way they were designed, so we can improve how we instruct and support students. Collecting fidelity data is about how the school as a system is working, *not* about evaluating individual teachers.

What We're Asking Teachers to Do

- Review the fidelity tools to understand what data will be collected.
- Notice that these tools focus on observable elements of the practice, not perfection.

How Fidelity Data Will Not Be Used

We will NOT use fidelity data to:

- Evaluate teacher performance
- Compare teachers or classrooms
- Determine compliance or noncompliance or for punitive purposes
- Assign blame when students are not making progress

How Collecting and Using Fidelity Data Supports Teachers

Fidelity data help ensure that conclusions about instruction are based on evidence. Data are used to support problem-solving and continuous improvement.

In sum, fidelity data tell us how well our system is supporting instruction, not how well someone is doing their job. I welcome you to talk to (school/district leader's name) about this one-on-one, so that we can jointly work through any questions or concerns you might have.