

Digital Transformation in Education

Data Analytics Strategy to Transform the Way Schools Attract, Retain and Place Top Talent



CCG Analytics

We bring **People** together to achieve extraordinary
Results



Working with CCG is like working with extended team members. Consultants become an integral part of the work bringing expertise for cutting edge design and development.

- CIO, HCPS



Schools only a mile apart may **have radically different needs** and a school's needs **evolve over time.**

Quality leadership matters, but the right kind of leadership for a particular school matters the most.

Approach...



Develop a deeper understanding of what each **school** **needs**.

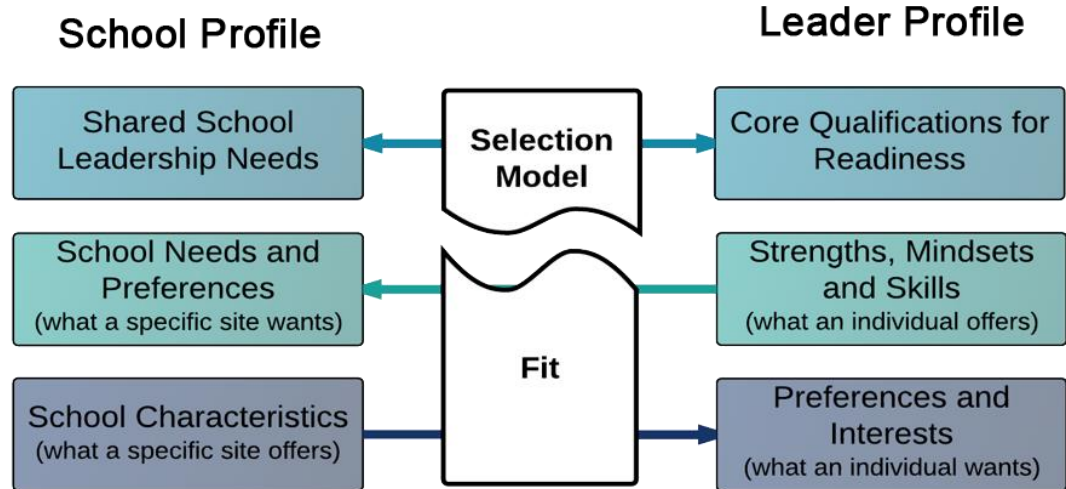


Align identified school needs and established **leadership** **competencies**.



Ensure opportunities for potential leaders to **demonstrate** **their strengths** **and preferences**.

...then we organize
leader data in
order to
understand their
profiles relative to
school needs...



Data Sources

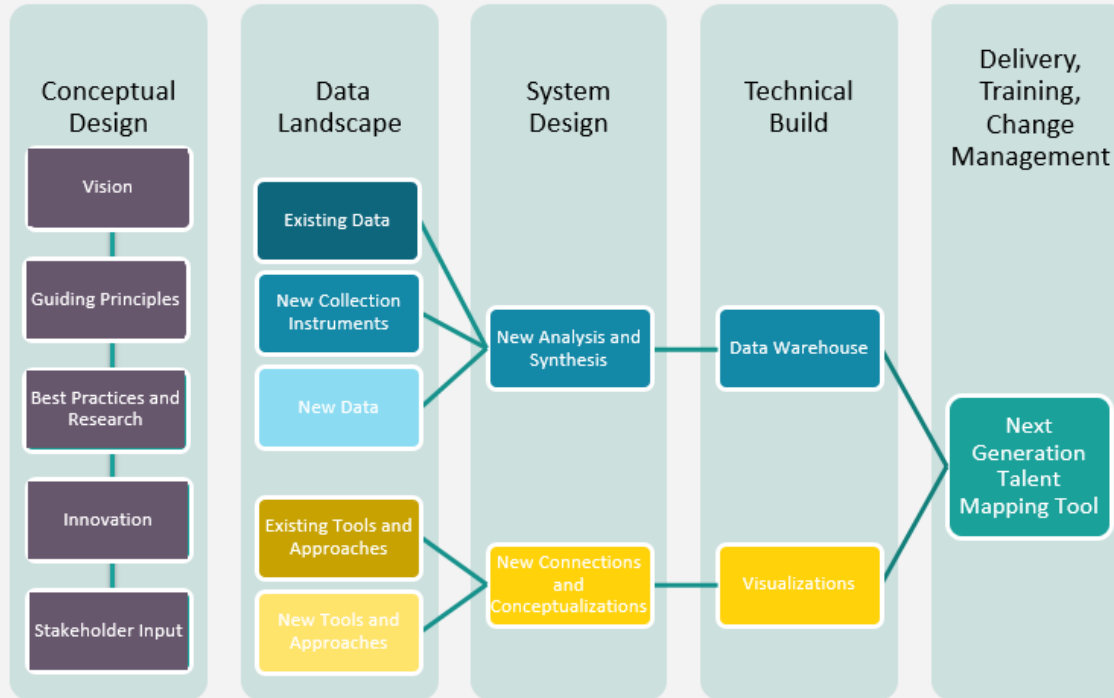
Typically Available

- Student information systems
- Human Resource Information Systems
- Culture and Climate Surveys
- 360-degree Feedback

Data Innovations

- Leader and Prospect Self Assessments
- Manager Assessments
- Community input on school needs
- Administrator and leader input on school needs
- Staff development and trajectory preferences

TCG-CCG Leadership Development Solution Approach



Leadership Development Solution Overview

School Profile Dashboards

- Synthesis of data for visibility into school characteristics including performance (students, staff, campus)
- Clear summary of school needs with respect to leadership organized around a framework

Leader Profile Dashboard

- Experience, specialized skills, credentials, education, and desired career trajectory
- Strengths and preferences of leaders and candidates
- Photos, resume links

Leader Fit Tool

- Degree of fit of candidates to schools
- Fit of leaders to current and future needs for targeted professional development

Decision Support Dashboards

- Pipeline vacancy projections
- Leader pipeline strengths and alignment to projections