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CASE STUDY

From Fragmented Data to Focused Action

How Knox County Schools Operationalized Its Strategic Plan With Unified Whole Child Analytics



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Executive Summary

Knox County Schools (KCS) in Tennessee partnered with Edvision Technologies to move from fragmented, report- driven data workflows to real-time, unified analytics that support faster decisions, deeper conversations, and stronger alignment to district strategy.

District Profile

- **District**
  Knox County Schools (KCS)
- **Location**
  Tennessee
- **Data Sources**
  28 integrated sources

The Challenge: Disconnected Data Resulted in Limited Timely Action

Critical academic, attendance, behavior, and operational data lived in separate systems, forcing staff to rely on static reports and frequent data requests—slowing response times and constraining strategic conversations

The Solution: Unified, Real-Time Analytics

By implementing Whole Child Analytics and the Strategic Plan (Accountability) Dashboard, Knox County integrated 28 data sources into a single, trusted environment with role-based, on-demand access.

The Shift: From Reporting Cycles to Immediate Insight

Monthly and quarterly reporting workflows were replaced with real-time dashboards, allowing leaders and schools to access the information they need when they need it—without waiting for manual reports.

> *"I used to send out disciplinary reports and attendance reports to schools every month. Now, we don't have to do that anymore. You don't have to wait for monthly or quarterly reports—the information is right at your fingertips."*
>
> **— Steven Rudder, Director of Impact & Analytics, Knox County Schools**

The Impact: Time Saved and Better Conversations

With less time spent compiling and distributing reports, teams are able to focus on analysis, collaboration, and action—leading to more meaningful discussions during meetings and stronger alignment to district goals.

District Context: A Clear Vision in a Complex Data Environment

Knox County Schools (KCS) in Tennessee recently launched a new districtwide strategic plan designed to guide decision- making and improvement across schools. The plan centers on five pillars[1]: Excellence and Foundational Skills, Career Empowerment and Preparation, Great Educators in Every Classroom, Communication and Engagement, and Success for Every Student.



Disclaimer: Data is for illustrative purposes only and does not represent KCS current data.

While the vision was clear, the data environment supporting it was anything but simple. The district relied on 28 different data sources, including state accountability systems, the student information system (SIS), multiple assessment platforms, attendance and behavior systems, and HR and professional development tools. Each system provided valuable insight, but none connected the full story of how students and staff were progressing against the district's strategic goals.

The Challenge: Plenty of Data, Limited Insight

Before implementing a unified analytics platform, KCS faced a familiar challenge: data existed everywhere, but insight was difficult to access.

Information was siloed across systems, forcing leaders to rely heavily on retrospective state reports and static monthly PDFs. Central staff spent considerable time writing scripts and distributing attendance and disciplinary reports, while school leaders waited for data instead of accessing it when action was needed. The district's previous reporting solution lacked flexibility, requiring schools to adapt to predefined views rather than enabling data to evolve with local needs.

As a result, district leaders had a strong strategy—but lacked the timely, whole-child insight required to consistently operationalize it across schools.

[1] https://www.knoxschools.org/about/strategicplan

The Turning Point: Building a Unified Data Foundation

To make data accessible for everyone, KCS sought a platform capable of integrating its disparate systems into a single, reliable data pipeline. That search led to a partnership with Edvision Technologies, and the implementation of Whole Child Analytics alongside the Strategic Plan Dashboard (internally known within the district as the Accountability Dashboard).

By integrating 28 data sets—including state, SIS, assessment, attendance, behavior, HR, and professional development data—the district moved away from report-driven workflows and toward real-time access.

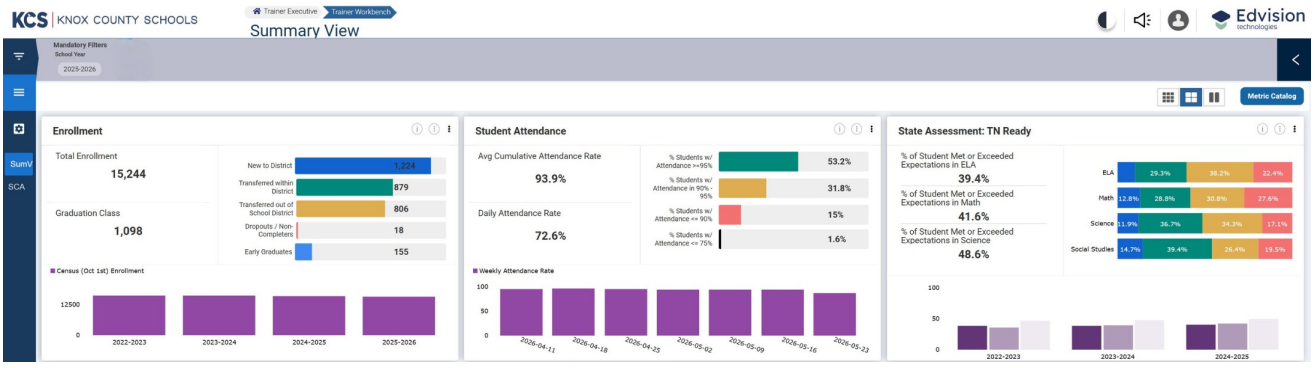
Steven Rudder, Director of Impact & Analytics at KCS, described the shift clearly:

> *"I used to send out disciplinary reports and attendance reports to schools every month. Now, we don't have to do that anymore. You don't have to wait for monthly or quarterly reports—the information is right at your fingertips."*

Instead of relying on static reporting cycles, educators and leaders gained immediate access to trusted data—freeing time for deeper analysis and action. This shift also changed how district staff themselves used data. With routine reporting demands significantly reduced, central office employees were able to spend more time digging into complex questions and supporting partners across the district.

As Rudder explained:

> *"I still receive data requests, but I now spend most of my time working on deeper analysis—often with researchers and our afterschool partners. The volume of routine reporting has decreased significantly."*



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Whole Child Analytics (above) brings enrollment, attendance, and assessment data together in one clear view—giving educators and leaders timely, connected insight.

Bringing the Strategic Plan to Life

With unified data in place, each pillar of the strategic plan became actionable—supported by role-based views that connected day-to-day decisions back to district priorities.

Priority: Excellence and Foundational Skills

Schools—particularly at the K–3 level—now access data such as Aimsweb and QPA/QSA skill screener data in one place. Multiple assessment types that previously lived in separate systems are displayed in a single table, a capability schools had never had before. This view strengthens whole-child and Multi-Tiered System of Supports conversations by helping teams identify foundational skill gaps earlier and take timely, targeted action.

Steven Rudder reflected on how this changed school-level behavior:

> *"The people out in the schools really love the Student Monitoring Module because it has everything about the student in one place. As far as skills data goes, it's literally in one table—that's something they've never had before. Once they get past the 'pretty colors,' they start asking, 'I have all this data now—how do I change what we're doing to improve these skills?'"*

Priority: Career Empowerment and Preparation

Secondary counselors use the platform to track graduation progress and Tennessee's Ready Graduate Indicator[2]—a measure of readiness for college, military service, or employment. By combining SIS, assessment, and graduation data, counselors can identify students who are falling off track and intervene earlier.

As Steven Rudder explained:

> *"For the career empowerment piece, our secondary counselors track whether students are on track to graduate and whether they meet Tennessee's 'Ready Grad' metric. It reflects preparedness for college, the military, or employment. Having that information in one place helps counselors see early who may need support."*

Priority: Great Educators in Every Classroom

Supporting strong instruction also requires clear, accessible insight into the educator workforce. Through the Employee View Module, district and school leaders gained a consolidated view of staff data that had previously been spread across multiple systems. Described as a "huge win for executive principals," the Employee View provides a single place to view:

- Staff attendance
- Professional development participation
- Certifications and credentials
- State evaluation scores

> *"I use the Accountability (ACC) feature to regularly progress monitor our school's movement toward our school improvement plan goals. Having access to current and historical data in one place allows our administrative team, leadership team, and Whole Child Support team to engage in focused, data-driven conversations. The ability to view trends across multiple school years provides valuable context and helps us clearly understand where we are and how far we've come."*
>
> **– Dr. Rolen Blaine, Executive Principal at New Hopewell Elementary School**

https://tdepublicschools.ondemand.sas.com/state/performance/ready

Bringing the Strategic Plan to Life

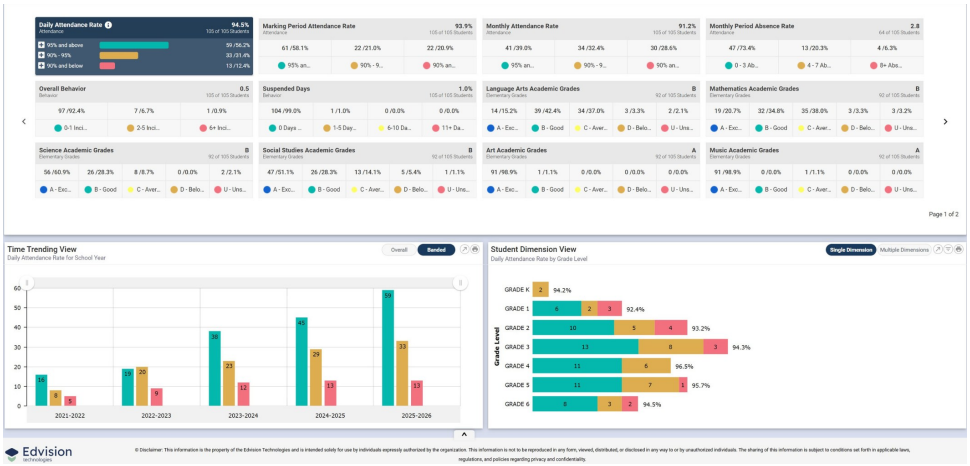
> *"The Employee View (EV) is a valuable tool, particularly for quickly accessing attendance records. We used this feature during mid-year conferences to help guide meaningful questions and conversations with staff. Overall, [Whole Child Analytics] saves significant time and enables us to have deeper, more productive discussions during team and staff meetings."*

By eliminating the need to navigate multiple HR and PD systems, leaders are able to spend less time gathering information and more time supporting, developing, and retaining effective educators—directly aligning workforce decisions to the district's strategic priorities.

Priority: Success for Every Student

Schools use The Group View to closely monitor student populations identified through the accountability system. Dynamic groups are built for special education students, economically disadvantaged students, and, in some cases, English learners—allowing leaders to quickly see the scope of a potential issue at the school level, generate a clear list of affected students, and intervene in a timely, targeted way rather than waiting for periodic reports.

> *"For the 'Success for Every Student' pillar, many of our schools are very intentional about monitoring specific student groups," Rudder noted. "Schools use the group view extensively—building dynamic groups for special education students, economically disadvantaged students, and English learners—to track progress and focus supports. When educators click into one of those groups, they can open Student Monitoring and see the student's whole experience—their academic performance alongside attendance and behavior. That makes it easier to understand what may be contributing to poor grades, whether it's attendance, behavior, or another factor. They can move between views without having to re-filter or rebuild reports for a different group."*



The Group View, filtered for a specific group of students, delivers a clear overview of student performance.

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Ongoing Flexibility and Responsiveness

Beyond initial implementation, the district's use of Whole Child Analytics has continued to expand as new needs emerge. Rather than remaining static after go-live, the platform has evolved alongside the district—ensuring data remains relevant, actionable, and aligned to how educators and leaders actually work.

As the district added staff and identified additional student skill indicators, those data points were incorporated into the platform, increasing both adoption and day-to-day usage. This flexibility has allowed KCS to deepen analysis over time without disrupting workflows or requiring a new system—reinforcing Whole Child Analytics as a living tool that grows with the district.

Steven Rudder emphasized that Edvision Technologies' responsiveness has been a defining part of the partnership:

> *"When I talk to people about Edvision Technologies, that's the first thing I mention. The response is unreal. We don't get that level of responsiveness anywhere else."*

This ability to adapt quickly to emerging needs has ensured that data remains viable and useful—supporting continuous improvement well beyond the initial implementation phase.



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Integrated assessment data in Whole Child Analytics helps educators see performance patterns and respond with targeted instruction.

Lessons Learned: Involving End Users Early

Looking back, district leaders identified one key lesson from implementation: the importance of involving end users—particularly principals and school-based leaders—early in the design process. While central office input helped establish initial structures, some early decisions reflected internal assumptions rather than how data is used day to day in schools. Over time, the district recognized that involving data-savvy principals who were willing to engage in the design conversation led to more meaningful, usable views.

As Steven Rudder explained:

> *"If you can involve someone who is data savvy out in the field and willing to contribute to the discussion while you're building it, the result is far more useful."*

Their feedback helped ensure that data was presented in ways that aligned with real instructional and operational needs. For other districts embarking on a similar journey, KCS recommends engaging end users up front to shape dashboards that are not only accurate, but genuinely useful in practice.

Impact: Strategy Embedded in Daily Practice

Today, Knox County Schools (KCS) has a unified analytics foundation powered by Whole Child Analytics, transforming its strategic plan from a high-level vision into a tool that actively guides daily decisions across the district. By integrating 28 data sources into a single system, the district has replaced fragmented reporting with a cohesive, role-based view of students, staff, and schools.

Whole Child Analytics supports all four pillars of the strategic plan, enabling educators and leaders to see how academic performance, attendance, behavior, skill development, and staff capacity intersect in real time. Principals, counselors, and central office leaders access insights tailored to their roles—allowing them to respond earlier, allocate resources more effectively, and focus on the factors that matter most.

Equally important, the shift has changed how time is spent across the organization. By reducing reliance on manual reports and static data cycles, Whole Child Analytics has freed staff to move beyond operational tasks and engage in instructional leadership, deeper analysis, and strategic collaboration.

Rather than serving as a static document reviewed periodically, the district's strategic plan is now embedded in everyday practice—supported by whole-child data that helps educators intervene sooner, support smarter, and continuously improve outcomes for students and staff alike.

Curious how this could work in your district?

Visit www.edvisiontechnologies.com to set up a personalized demo and see how your data systems, goals, and reporting needs can come together in one clear view.