

# Accelerating Adoption through a Successful Data Driven Culture

(Supporting your people into positive  
data culture)

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## Trim Tabs and turning a large enterprise

- A trim tab on a boat allows for small adjustments in the attitude of the boat improving efficiency and overall handling. Trim Tabs stabilise and support the running and turning of a boat.





## Trim Tabs and turning in data culture

- Include your data scientists and analysts
- Fix basic data-access issues
- Quantify uncertainty – what we know and don't know



# What is a building block to make our boat?

- Use analytics to help internal people as well as external people
- Make minimum viable products simple and robust
- Specialised training should be offered
  - in time



# If you measure it, it matters and why



- If it matters, measure it.
  - What are your metrics?
  - What do they tell you? That is the direction you'll go.
- Consider the trade of flexibility for consistency — at first
- Get comfortable explaining analytical choices in small words – e.g. within school variation versus between school variation

# Metrics



- Metrics can hide things
- How you measure it is just as important as measuring it
- Complex things can be captured by simple measures
- Make sure that measure doesn't obfuscate anything
- E.g. if you are only looking at means you may miss the high or low values

# SCIENCE!

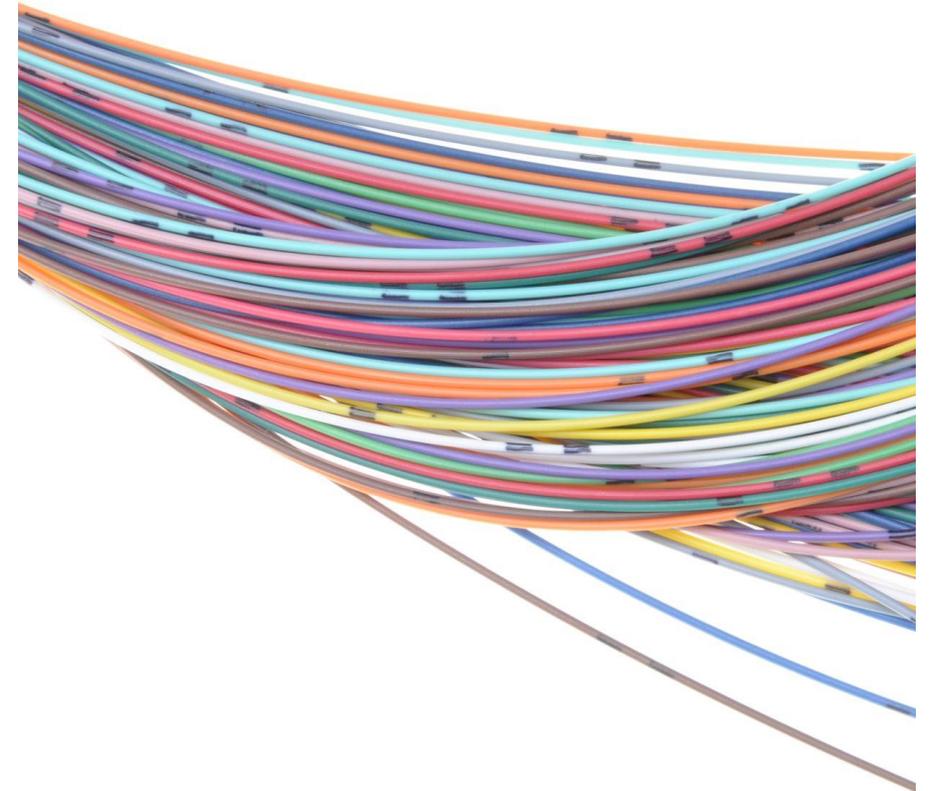


- **You can show when things work**
- Anecdotal data can be used as test cases we need to check
- We are looking to integrate data with lived experience to make insight
- Saying why in ways people can understand
  - e.g., Science communication, like that of Dr. Siouxsie Wiles and Toby Morris

# What does this look like?

Movement within the ministry towards:

- Collaboration to leverage cross-functional attributes;
- Weaving lived experience into the use of data and insight;
- Joining up policy people with data people both centrally and at the regional centres of the ministry;
- Data outreach talks;
- Revisiting how we work with ourselves and our sectors



# What does this look like in practice



## Tech:

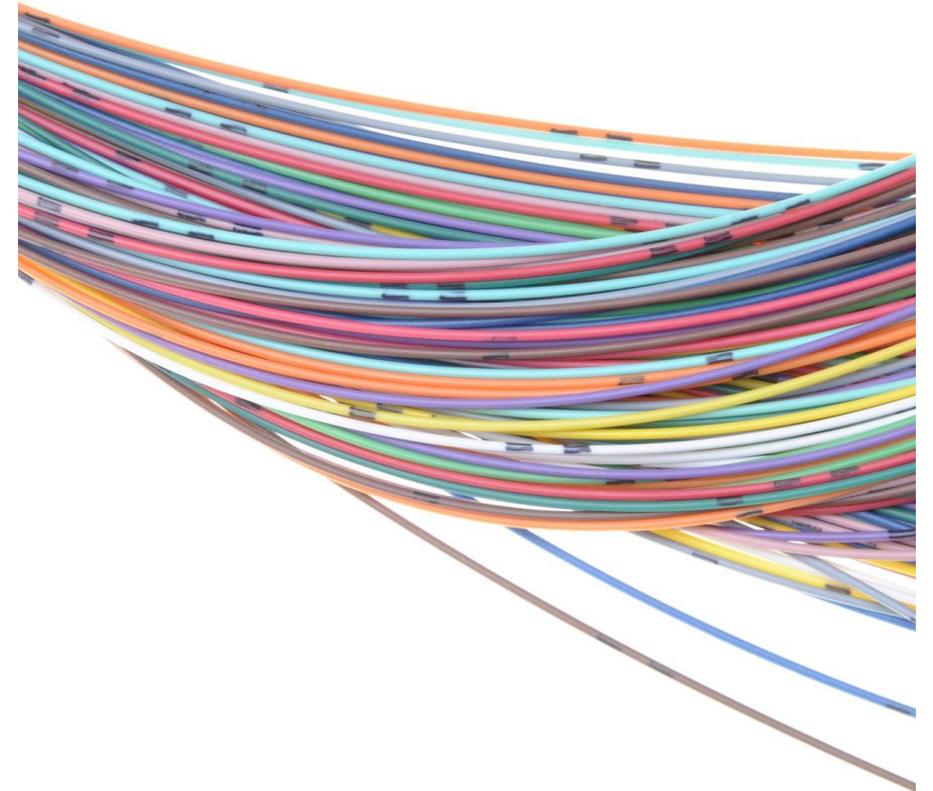
- A new server to allow easier access to the data the analysts already have permissions for that can leverage more than one language;

## People:

- Communities of practice to support analysts;
- Machine Learning and Artificial Intelligence in Education cross ministry interest group;

## Behaviours:

- Testing our analytical practices in new ways;
- Leveraging the IDI for indicative trends in our populations when we don't hold data on a topic;
- Inclusive coding practices



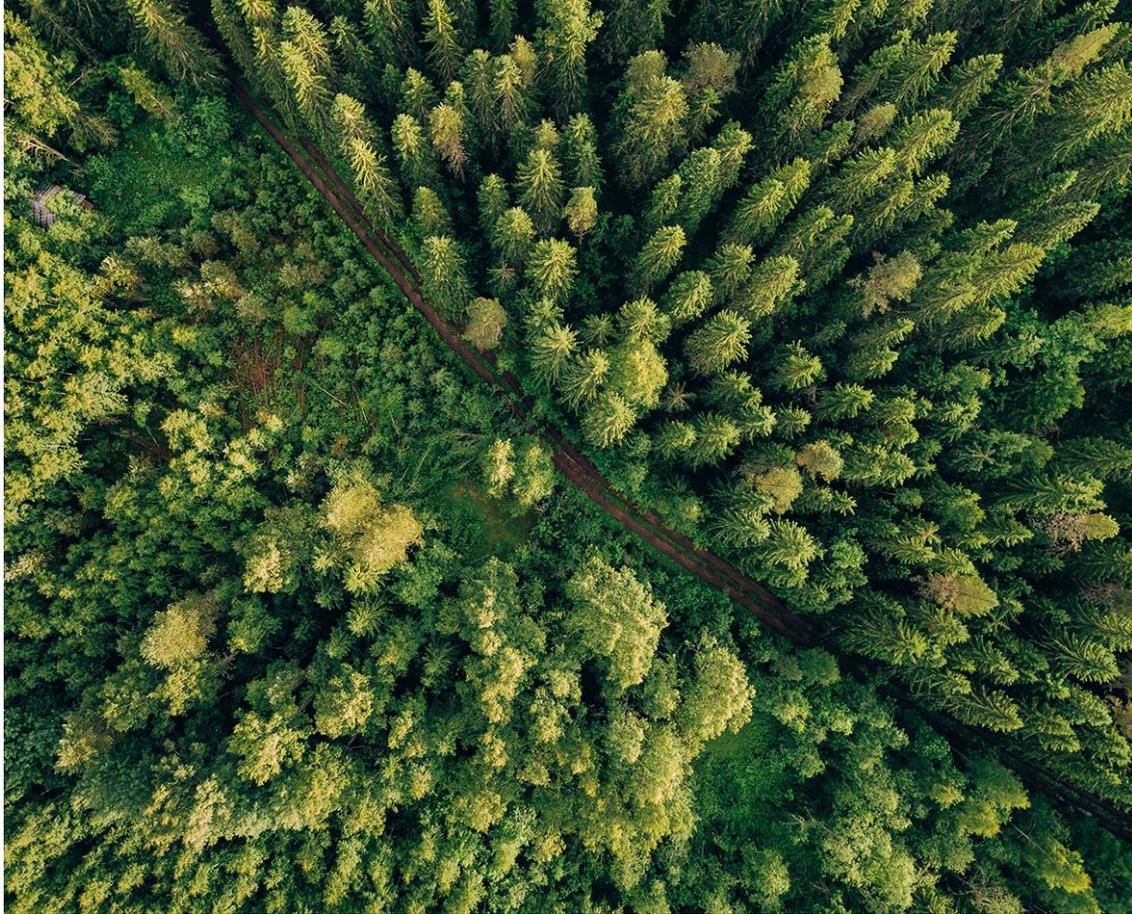
# Why care about inclusion in code



- It gives you more options:
  - Easier to avoid product lock-in
  - And easier to avoid aging of your platform and practices
  - It gives you more choice in who you hire
- Cross-skilling allows for more creativity and diversity of thought
- Cross- and up-skilling helps to retain staff



# Why data access matters



- Speed
- Reproducibility
- If the data isn't difficult to get to then it'll get used
- If its used then it changes your interaction from "If" to "When"
- You can shift from "we think" to "we can show"

# Cultural Exchange

- Remembering why we are here
- Making data culture inclusive, equitable, and supportive
- Fulfilling our Te Tiriti responsibilities
- Allowing access with ease wherever we can
- Communication about data can be in ways we understand



# Cultural Exchange



- Data sovereignty
- Connecting our technical detail to our policy initiatives
- How do we empower our network of data owners?



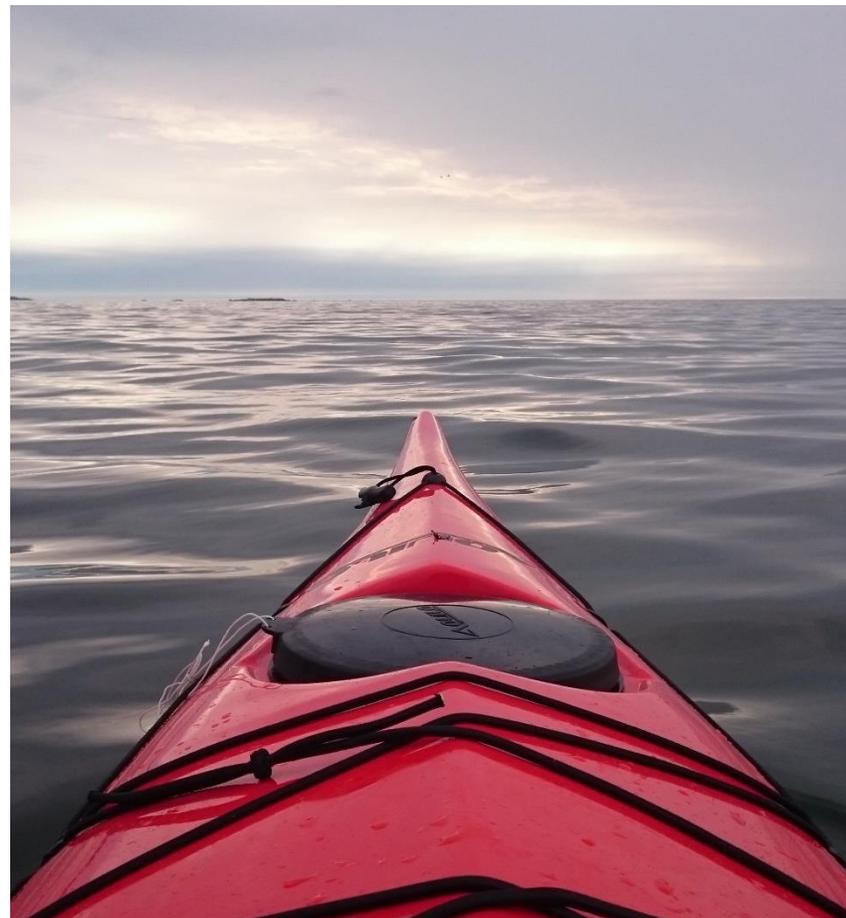
# Topics discussed

- ✓ Trim tabs
- ✓ Measures and metrics
- ✓ SCIENCE!
- ✓ What's that look like for us
- ✓ Cultural exchange

# We are still on a journey.

Ngā mihi nui.

Are there any questions?



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kia **rangatira** ai, kia **mana taurite** ai ōna **huanga**



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