

THE DATA GRIEF FRAMEWORK

THE 3-STEP DATA GRIEF PROTOCOL: FROM VULNERABILITY TO ACTION

Step 1:

The Acknowledge & Validate Phase (10 Minutes)

ACTION: ALLOW STAFF TO VOICE FRUSTRATIONS WITHOUT "FIXING" THEM YET.

PROMPT: "ON A SCALE OF 1-5, HOW OVERWHELMING DOES THIS DATA FEEL TODAY? WHY?"

Step 2:

The Root Cause Isolation (20 Minutes)

ACTION: SHIFT FROM THE STUDENT TO THE SYSTEM.

PROMPT: "IS THIS A RESULT OF STUDENT EFFORT, INSTRUCTIONAL TIMING, OR A RESOURCE GAP?" (MOVES THE BLAME AWAY FROM THE TEACHER).

Step 3:

The Collaborative Pivot (15 Minutes)

ACTION: IDENTIFY ONE SMALL, HIGH-IMPACT CHANGE FOR THE NEXT 10 DAYS.

PROMPT: A WRITTEN "ACTION COMMITMENT" THAT FEELS MANAGEABLE AND SUPPORTED.