NAZ is implementing a results process—a predictable and rigorous data-driven inquiry—to ensure our organizational and collaborative work is making a difference in the lives of parents and scholars on the Northside. Results NAZ is designed to ensure we achieve the targets we have established for making progress toward our long-term academic benchmarks and are building a culture of achievement in the Zone.

Key concepts
This process will be about learning what we need to do differently and better in order to reach the promise we have made to families. It is NOT shame, blame or “gotcha” accountability. Results will be analyzed to find both technical and adaptive solutions—i.e., solutions to challenges that have no easy answers. It will focus on building a culture of accountability across the entire NAZ Ecosystem, where partners feel accountable to one another and to families for producing tangible results in their area of contribution that improve the wellbeing of families and children in the Zone.

Result Plans
All action areas of NAZ have synthesized previously named solution plans into a succinct “Result Plan”. This plan guides our collaborative work with families for five areas: Parent Engagement, Early Childhood, K-8 Success, High School into College, and Family Support. The Results NAZ process is built to engage in data analysis related to how these plans are being implemented with fidelity, at the needed scale and in ways that have positive impacts on families.

Population-level Results, Performance Targets
Outcome targets related to scholar results will be set NAZ-wide (population-level) and, for every Result Plan strategy area, at Action Team, organization, individual staff levels (performance level). The Results NAZ process will focus its attention on results of families and scholars at the NAZ-wide, Action Team, and Anchor Partner levels. In addition, the goal is that this process gives Partners (and NAZ itself) the tools they need to support a results analysis process at the individual staff level.

Continuous Improvement Process – “Results Roundtable”
Results NAZ will be launched as the “container” for our regular results analysis and accountability discussions. These discussions will take place within a Results Roundtable and be held annually focused each strategy area. NAZ program and evaluation staff, our external evaluation team from Wilder Research, and Action Team partner leaders will be involved with specifying and analyzing the data to create a presentation of indicator (population level) and performance (program and organization level) data that provides insight into how well the Result Plan is contributing to the achievement of better results. The Roundtable participants will review the materials in advance of the session. From the data, success will be lifted up and recognized. The focus will be on asking questions and finding solutions for the areas that need growth or were not successful. Each Roundtable session will have a follow up Strategy Adjustment plan with findings, action commitments, and plans that came out of the session.
The Roundtable members common across sessions include:

- NAZ leadership staff
- NAZ Impact committee
- NAZ Board members (2)
- Parent Advisory Board members (2)

Additional Roundtable participants are specific to the Solution Focus, including:

- Action Team leaders
- Anchor Partner leaders related to the focus strategy area
- NAZ staff for whom the topic is relevant.

All Roundtables will all be held at:
NAZ Central, 2123 West Broadway, #100, Minneapolis, MN 55411  |  Gathering Space