Metrics Relative to Mission goal team

DRAFT Minutes from 4/9/2007 meeting (7:00a-8:30a, Claypit Hill Elementary School)

Attending: Sean Carabatsos, Jeff Dieffenbach, Cyndy Dunham, Steve Goldstein, Jim Lee, Dianne Zeskind

(No meeting was held on 4/4, as indicated in the 3/16/2007 minutes)

The goal team began by addressing several questions concerning the format of team's eventual report.

- Metrics/measures will be both operational (primarily for use by educators in working towards specific goals) and of a "report card" nature to be published each year (print, web?). There is value in outlining the format/metrics well in advance of the first publication, so that no particular stakeholder is blindsided.
- The goal team will recommend measures for pursuing, while separately listing measures that were not selected for inclusion (with reasons why not).
- The goal team's report will present its measures within the team's "straw model" framework.
- The goal team's 4/23 report will be in presentation format; a fleshed-out document will be developed later.

The 4/23 WSC meeting will include a presentation by Dr. Irwin Blumer, who is working with the district's Administrative Council to develop a listing of core values working towards a mission statement.

Steve stepped the goal team through a draft presentation that might be used on 4/23. The presentation outline was as follows.

- Why measure performance?
- Measures of greatness in social organizations
- Criteria for selecting measures
- Other considerations in selecting measures
- Role of measures in strategic planning
- Why benchmark against other districts?

The following comments came up during the conversation.

- The Strategic Planning goal team is working on a "tree model" for organizing the five domains: student learning, staff performance, district leadership, financial management, and community support. That team started from scratch, coming up with five "levers"—currently in draft form—that affect district performance.

- Rich Curriculum, Instruction and Extra-Curricular Opportunities which maximize each students' learning and achievement
- A Diverse, Knowledgeable and Skilled Community of Educators and Leaders
- Family and Community Partnerships to support the learning and growth of every student
- Facilities and Systems that enable and empower the educational community
- Management of Resources to support learning

- Sean: A key consideration is getting acceptance of the measures that we recommend by the WSC, the administration, and the educators.

- Jim: The primary reason for collecting and using these measures is to maintain the WPS as a leadership school district.

- Diane: We need to acknowledge in our report that we expect the measures to evolve with time.

- Jeff: Relating to that point, we should challenge the administrators and educators to always be on the lookout for ways to improve on the measures, particularly given their relatively greater educational experience compared with the goal team and the WSC.

- Jeff: We need to establish measures that are not overwhelming to collect and use, and we need to help convey this nature of these measures.

- Cyndy: In some cases, the measures that we are proposing may replace some or all of existing year-end reports, thereby not contributing to an increased workload.

- Jeff: We'd like the eventual response—after people have become acclimated to collecting/using the measures—to be, "How did I do my job without them?"

- Diane: We should include mention of who the measures are important to, and why.

- Jim: We need to define the essential question to which a given measure relates.

- Diane: Where possible, we should include examples to give life to what might otherwise be a dry set of measures.

The goal team offered up the most important considerations.

- Measures can't be overwhelming or even perceived to be overwhelming; if they are valuable, their use will become second nature.

- Much of this, we are doing already, one benefit will be aggregating them into a single location.

- Measures must be user-friendly, with ownership taken by the educators.

The team discussed augmenting Steve's presentation with a drill-down into one of the sub-measures (for instance, 1.1, Curriculum Mastery) to provide an example to the WSC without going through all measures (which would be both tedious and premature).

For the 4/23 presentation, the team agreed to have most/all of the members have a speaking role, understanding that the time frame would be limited to 15-20 minutes.

The goal team discussed the Community Support goal team's pending survey and whether or not to provide definitions and/or examples for the five domains. The team concluded that it would be best not to bias responses with definitions/examples.