

Institutional Effectiveness Framework

Goal-Setting, Performance Assessment & Action-Taking

Metric Importance & Goal-Setting

Each metric is assigned a **3-point range of targeted outcomes**:

- **Minimum expectation (ME)**—minimally acceptable outcome below which **extraordinary action (EAC)** must be taken.*
- **Attainable goal (AT)**—achievable outcome below which **analysis (AN)** will be conducted, or **action (AC)** may be taken if the metric is highly important to the district.
- **Aspirational goal (AS)**—ambitious outcome below which **analysis (AN)** may be conducted but otherwise **no follow-up (NF)** is warranted.

*Normally taken as a result of a trend of three consecutive years of unacceptable performance.

<u>Targeted Outcomes</u> (range)	AS (highest target)
	AT (mid-range target)
	ME (lowest target)

Performance Assessment & Action-Taking





The district will strategically allocate and re-allocate resources over time to achieve dual optimization:

- a. **Increase the likelihood that highly important metrics will reach AS;**
- AND**
- b. **Reduce the likelihood that any specific metric will fall below ME.**

The desired outcome for a given metric will be established within the range of targeted outcomes as follows:

- **AS will be the desired outcome for highly important metrics;**
- **AT will be the desired outcome for all other metrics;**
- **ME will be the lowest acceptable outcome for all metrics, but never the desired outcome for any given metric.**

The action to be taken will be based on the gap between the targeted outcomes and the actual (A) outcome for a given metric:

<u>Targeted Outcomes</u> (range)	<u>Outcome Zone</u> (Scorecard)	<u>Outcome Assessment</u>	<u>Action to be Taken</u>
AS	 IV	A>=AS	NF
AT	 III	AT<=A<AS	AN
ME	 II	ME<=A<AT	AN or AC
	 I	A<ME	EAC*

*Normally taken as a result of a trend of three consecutive years of unacceptable performance.