

PERFORMANCE



Performance Management is PGCPs' approach to empowering employees to meet and exceed performance targets; make well-informed, data-driven decisions; and implement optimal strategies in support of the highest academic outcomes for all students.

District leadership provides support, processes, tools and data to empower administrators and staff to collaboratively develop and execute effective strategies for increased student achievement, and to achieve performance targets within the following five goals:

- Goal 1**
High Student Achievement
- Goal 2**
Highly-Effective Teaching
- Goal 3**
Safe & Supportive Schools
- Goal 4**
Strong Community Partnerships
- Goal 5**
Effective & Efficient Operations

ACCOMPLISHMENTS 2009-2010

- Facilitated strategic planning sessions resulting in five re-aligned, comprehensive Strategic Goals, systemic Key Performance Indicators (KPIs) and FY11 performance targets.
- Completed the pilot year of PGCPs' Performance Management Analysis and Planning Process (PMAPP) through which schools and offices regularly reported progress against strategies designed to achieve performance targets and increase student achievement.
- Developed and implemented departmental Annual Performance Plans outlining mission, core services, alignment to strategic goals, and fiscal year performance objectives and measures tied to Performance-Based Budgeting.
- Achieved significant accomplishments toward the school year 2011 implementation of the district's first comprehensive data warehouse (a decision-support system which will consolidate student, assessment, accountability, and administrative data and facilitate improved reporting): including completion of approved dashboard designs and data mapping, initiation of data loading from legacy systems, and development of training and communications plans.
- Established a Performance Management Communications Plan; developed and launched a Performance Management Web site for staff, and produced and distributed Communications Toolkits for all school administrators.
- Provided Performance Management professional development and workshops for over 600 administrators and staff, including venues such as the Annual Summer Leadership Conference, Annual School Development Corner Retreat, and Systemic Principals Meetings.
- Delivered professional development on school-based Data Inquiry and Collaborative Planning to instructional coaches, data coaches, central office coaches, elementary school reading specialists, and over 400 administrators.
- Streamlined and prioritized the district's portfolio of critical, strategically-aligned initiatives, resulting in increased executive support.
- Provided (via the district's Portfolio Management Model) a comprehensive suite of professional development, consultation and mentoring in support of the district's highest-priority initiatives. Provided district leadership with comprehensive portfolio reporting.
- Established a Data Quality function to identify and prioritize systemic data quality risks; develop proactive mitigation strategies for the district's highest-priority data risks; and ensure optimal data quality for decision making and internal/external reporting.
- Identified and catalogued critical business rules which impact the data integrity across key data areas (e.g., enrollment, attendance) and twelve offices and programs.
- Analyzed the workflows and business processes within functions including Human Resources, Testing, Transportation, and Student Services. Developed actionable recommendations for process improvements.
- Re-designed the Annual School Scorecard to increase clarity for parents.

MANAGEMENT