



Department of Education

K-20 Education Performance Accountability System



December 16, 2003

Performance Accountability System

S. 1008.31, FS (amended by HB 915)

Process

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System Measures

Next Steps

The State Board of Education must:

- Adopt guiding principles for establishing state core measures and sector-specific standards and measures;
- Cooperate with sectors to propose to the Legislature system-wide performance standards in which at least 10 percent of K-20 state funds appropriated are conditional upon meeting or exceeding established performance standards;
- Adopt guidelines required to implement performance-based funding that allow 1 year to demonstrate achievement of specified performance standards prior to a reduction in appropriations;
- Adopt common definitions, measures, standards, and performance improvement targets to 1) evaluate the progress of sectors toward system-wide goals, 2) notify sectors of progress so they may develop improvement plans, and, 3) implement the performance-based budgeting system; and
- Maintain an accountability system that measures student progress toward the state's 4 education goals.

System – HB 915 Implementation Process

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- 4 sector task forces, 1 K-20 task force – 5 task forces comprised of 95 members
- 16 meetings were held between July 22 & October 8
- Meeting schedules were alternated so that the work of sector task forces would feed into K-20 task force agendas
- The SBE has been continually updated on the progress of this work
- In several instances, the K-20 task force asked sector task forces to reconsider or clarify recommendations
- The task force report forwarded to the State Board of Education was prepared based on the recommendations of the task forces

Proposed State Board of Education Action:

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Next Steps

1. Adopt system level and related sector measures pending review of available data.
2. Provide direction for developing performance-based funding.

Should funding be directed to performance improvement before funding sanctions are applied?

Guiding Principles: “Yardsticks” for Performance Measures

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**Focus on
Student
Success**

- Assess individual performance or progress of diverse students
- Valid expressions of desired educational results

Actionable

- Reflect performances that local educators can affect through policy, programmatic, and management decisions
- Relevant to all sector or institution missions

**High Quality
and Efficient**

- Use valid, reliable, timely, and comparable data
- Affordable and cost effective to measure
- Minimize unintended consequences

Guiding Principles

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Measurable Over Time

- Allow for making consistent comparisons over time
- Provide ongoing basis for evaluating performance

Simple

- Few in number
- Easy to calculate and interpret
- Easy to explain to non-specialists and the public

Aligned

- Align with and complement other measures
- Support a coordinated system for kindergarten through graduate school education
- Meet legislative intent

Sector Task Forces: Proposed Measures

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- Sector task forces recommended a total of 48 performance measures to address each of the four goals/five system indicators. They proposed two to five measures per indicator.
 - K-12 - 12
 - Workforce - 12
 - Community College -13
 - University - 11

Example of Sector Recommendations for the K-20 Goal:
Highest Student Achievement

Sector Task Force Proposed Measures

Final recommendations as worded and organized by sector task forces

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Next Steps

| | K-12 | Workforce | Community College (AA) | University |
|---|---|---|---|---|
| <p>Goal: Highest Student Achievement Indicator: Evidence of Student Achievement</p> | <p>Performance will continue to be measured by standards established for school grades under the A+ accountability plan</p> <p>Annual number and percent of high school graduates (each diploma type)</p> | <p>Number and percent of students achieving completion points or academic milestones.</p> <p>Number and percent of students passing licensure/certification exams</p> | <p>Number of AA degrees granted in a given year</p> <p>Rate of graduation plus transfer plus students with at least a 2.0 GPA</p> | <p>Number of degrees granted at all levels</p> <p>Proportion of test takers who pass required licensure in a time frame appropriate to the discipline</p> |

Challenges in Coming to Closure on all Task Force Objectives

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- A unified K-20 Education Performance Accountability System is a new concept. K-20 is comprised of entities with differing missions, students, and requirements.
- Task force members tended to focus on the familiar - their particular sectors.
- Task force members were continually concerned about how measures would be applied to performance-based funding.

Challenges in Coming to Closure on all Task Force Objectives

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As a result:

- Task forces did not reach closure on system-level measures.
- Task forces did not agree on recommended sector level performance measures in light of system measures.
- Without system-level measures, task forces did not have a framework for considering measurement details, examine data, recommend standards and improvement targets, or define exemplary performance.

Follow-up Work: Staff

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Next Steps

- Staff used the 48 measures recommended by the sector task forces to propose five system-level measures with related sector-level measures. The work included:
 - identifying common measures and themes
 - categorizing measures for consistency & alignment
 - rewording measures for consistency
 - basing system level proposals on the sector measures that best met guiding principles
- Proposed system measures were reviewed with representatives of the three Chancellors and the Vice Chancellor for Workforce Education.
- Data managers and division representatives have begun work on specific definitions and have nearly completed compiling data where it is available.

Relationship of Sector Measures to System Measures

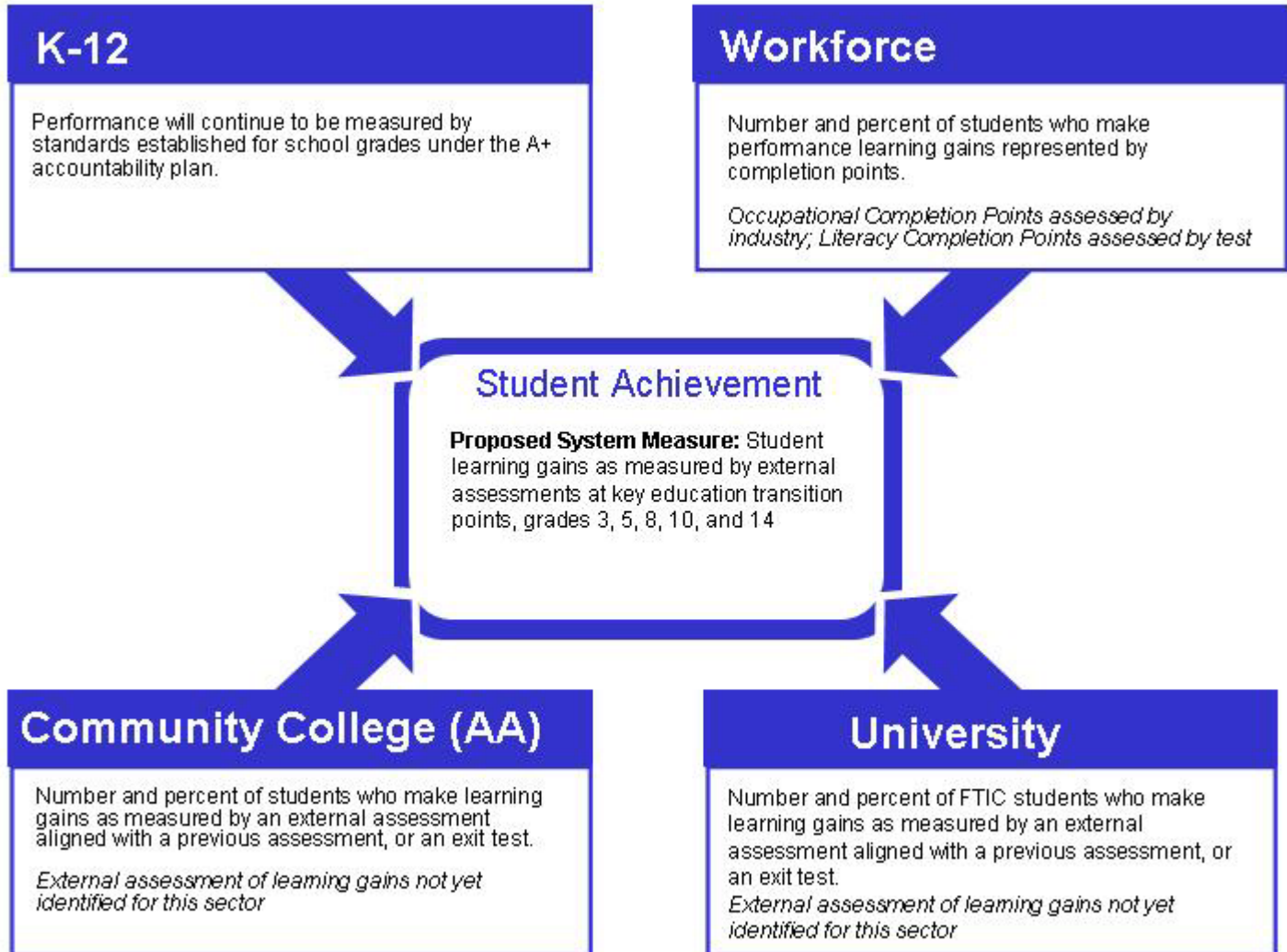
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Relationship of Sector Measures to System Measures

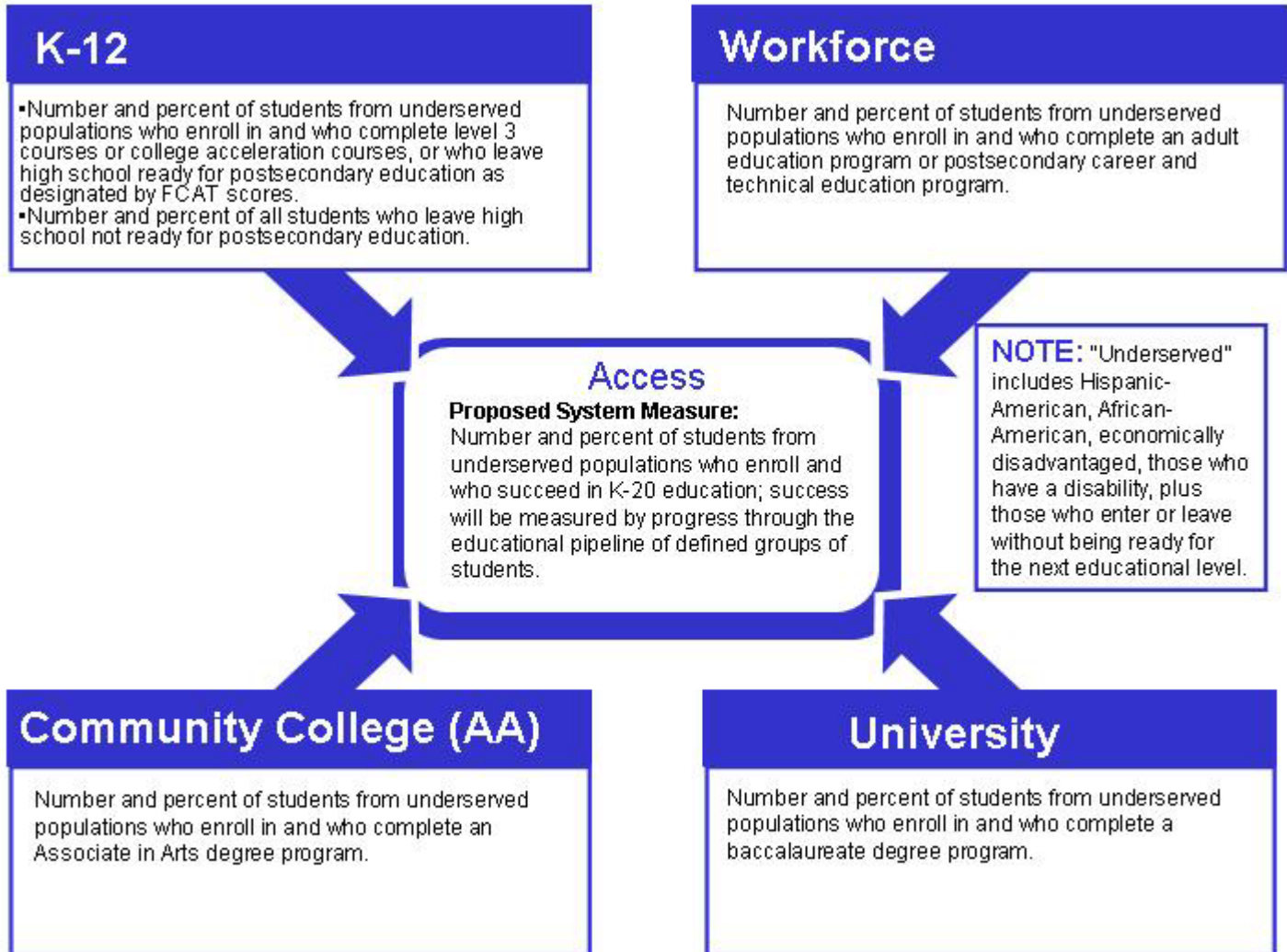
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Relationship of Sector Measures to System Measures

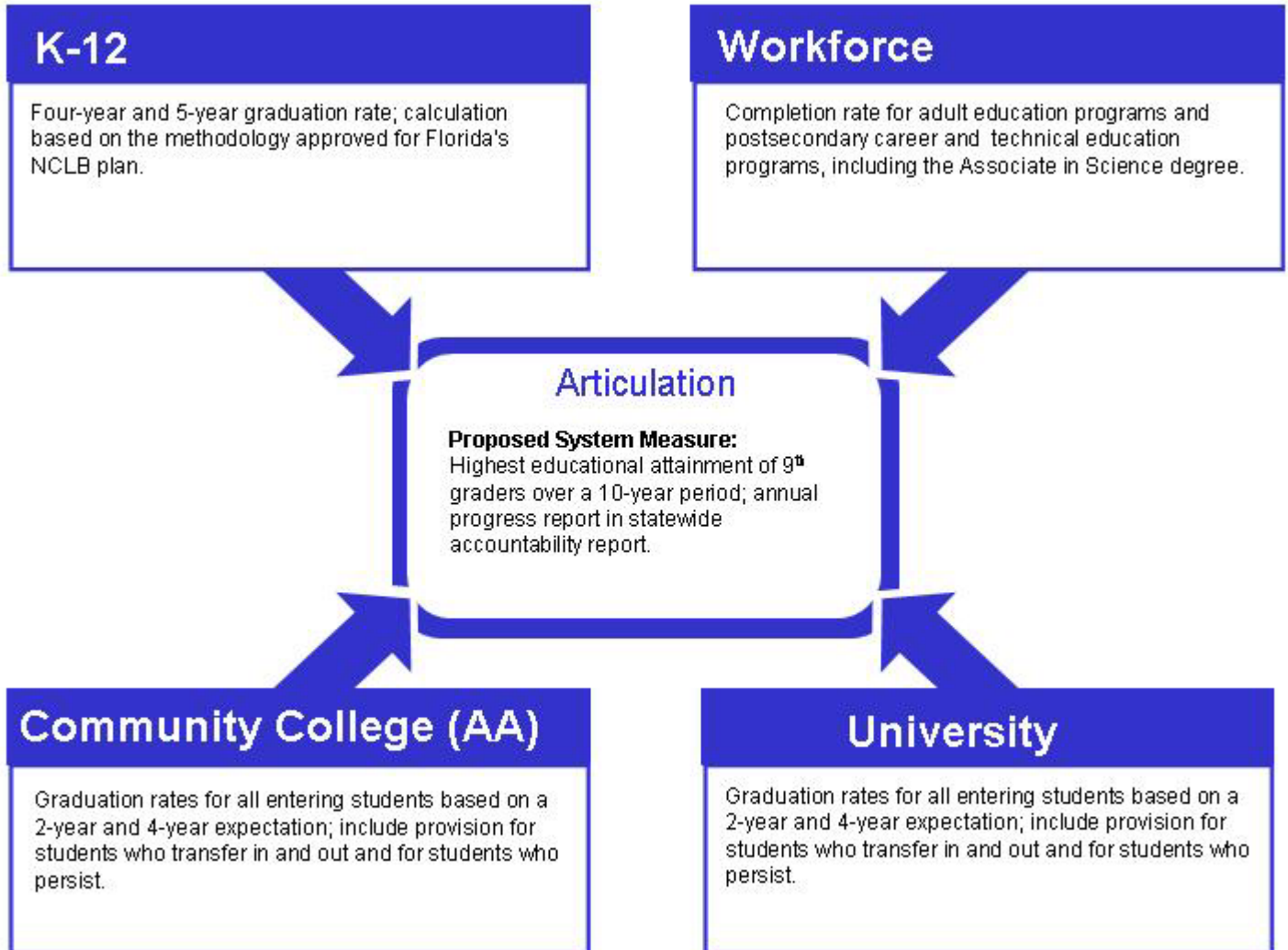
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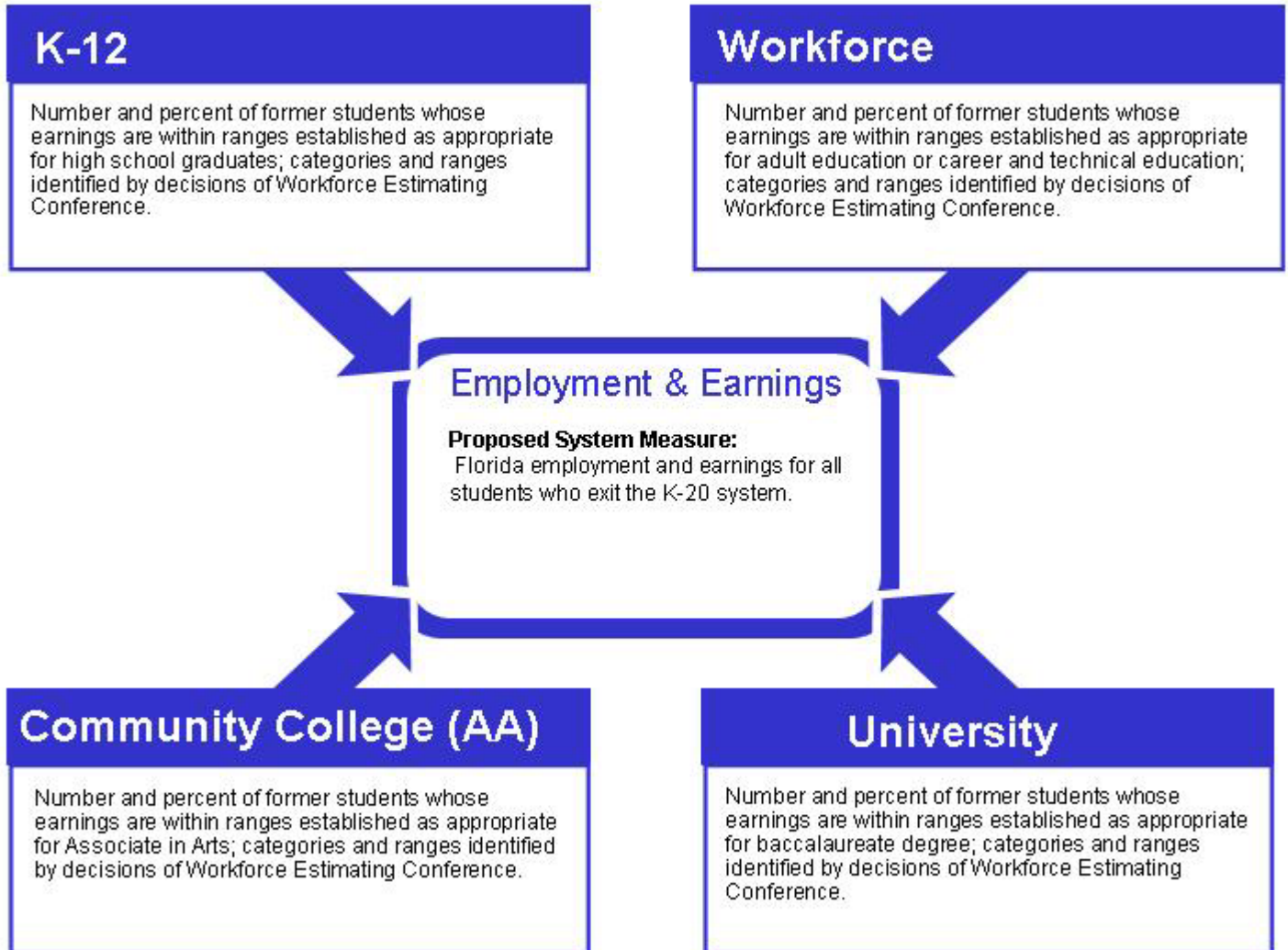
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Relationship of Sector Measures to System Measures

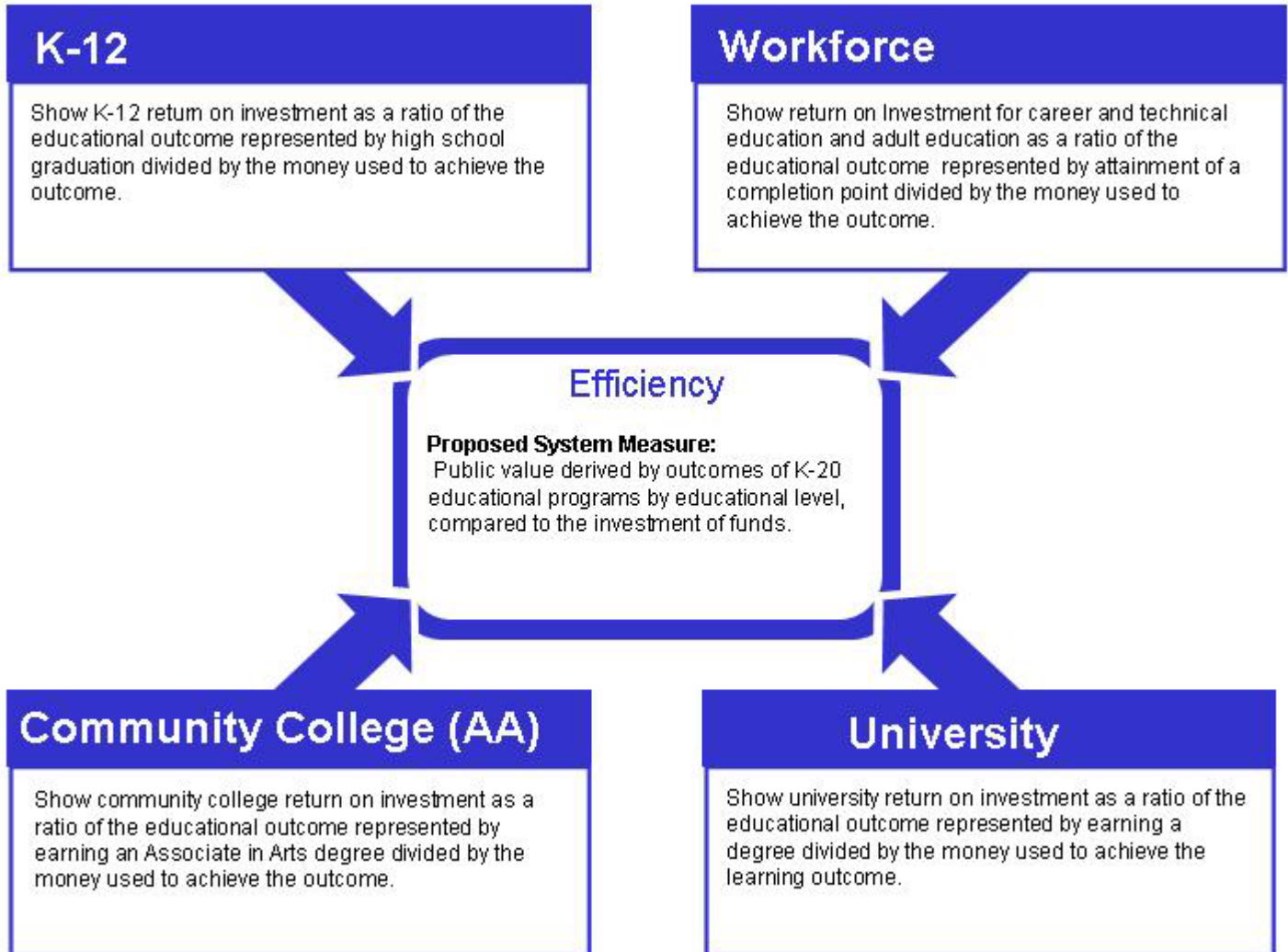
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Proposed System Indicators and Aligned Sector Measures

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**System
Measures**

Next Steps

The proposed five K-20 system-level measures and 20 aligned sector measures substantively address 37 of the 48 measures recommended by the task forces.

| Sector | Measures Recommended | Measures Addressed |
|-------------------|----------------------|--------------------|
| K-12 | 12 | 11 |
| Workforce | 12 | 9 |
| Community College | 13 | 11 |
| University | 11 | 6 |

Sector Measures Addressed by Proposed System-level Measures Example: Highest Student Achievement

“Grayed-out” recommendations are addressed by System proposals

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Remaining Measures Recommended by Task Forces

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Next Steps

Many of the remaining sector recommendations represent good complements to the system level measures and should be considered. For example:

- Proportion of former students who pass required licensure examinations – Workforce and Universities
- Research expenditures from external sources per ranked faculty members - Universities

Implementing the Performance Improvement Component

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The K-20 Task Force considered the performance funding component and recommended:

- Progressive implementation of the funding sanctions considering data availability, timing, and the ability to affect outcomes.
- A two-year performance improvement process before funding sanctions are applied:
 - **First Year:** Local performance improvement plans
 - **Second Year:** Performance improvement interventions using peers, state staff, benchmark strategies that have worked elsewhere
 - **Third Year:** SBE/BOG initiate funding sanctions
- Performance improvement strategies should include technical assistance and collaboration with successful institutions.

Next Steps

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Next Steps

- Finish compiling data and refining definitions
- Develop strategies to address missing or weak data
- Develop clear, drillable presentations of accountability data

Proposed State Board of Education Action

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Legislative

Key Date:

- By December 1, 2004 the Department of Education shall recommend to the Legislature a formula for performance-based funding that applies accountability standards for the individual components of the public education system at every level.