

# K-20 Education Performance Accountability: Progress and Recommendations

State Board of Education

November 16, 2004

## Section 1008.31, F.S.

### Key Dates

✓ By **December 1, 2003**, the State Board of Education shall adopt common definitions, measures, standards, and performance improvement targets.

✓ During the **2003-2004 fiscal year**, the Department of Education shall collect data required to establish progress, rewards, and sanctions.

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, kindergarten through graduate school. Effective for the 2004-2005 fiscal year and thereafter.



# **Genesis of the K-20 Education Performance Accountability System**

1. The Governor's Transition Task Force recommended a "tiered" K-20 performance accountability system, with high level system measures and related sector measures – 2000-2001
2. The Commissioner appointed a K-20 Performance Accountability Advisory Council to sort through the myriad of accountability requirements in state and federal laws to forward recommendations regarding a system of measures 2001-2002
3. The 2003 Legislature passed HB 915 based on the work of the Advisory Council.
4. The Commissioner appointed a K-20 Education Performance Accountability Task Force to recommend how HB 915 would be implemented.
5. The State Board of Education approved recommendations developed from the Task Force regarding general principals and measures- December 2003.
6. Staff has continued to work with sector interests to develop measures.
7. The University Board of Governors approved 7 performance measures that address Florida's K-20 Education Goals during the work of its accountability committee in 2004.

# Guiding Principles:

## "Yardsticks" for Performance Measures

### 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 continued

## 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

## Section 1008.31, F.S.

# Goals

The State Board of Education must maintain an accountability system that measures student progress toward the state's education goals:

- **Highest student achievement**
- **Seamless Articulation & Maximum Access**
- **Skilled Workforce & Economic Development**
- **Quality, Efficient Services**



# Evidence of Student Achievement

## **K-12**

- Proportion of students having math learning gains in grades 4-10
- Proportion of students having reading learning gains in grades 4-10
- Proportion of students proficient in reading, math, and writing

## **Workforce**

- Proportion of students earning an OCP within one year
- Proportion of AGE students earning any LCP within one year

## **Community College**

- Proportion of AA students moving out of remediation, transferring to SUS, or moving between ranges of hours
- Proportion of AS students moving out of remediation, transferring to SUS, or moving between ranges of hours

## **University**

- Increase access to & production of bachelor's, master's, doctoral, & professional degrees.
- Proportion of test takers who pass required licensure/certification exams
- Academic Learning Compacts for every graduate

# Evidence of Access

## K-12

- Average number of credit hours in acceleration courses
- Ratio of acceleration credit hours taken by targeted students
- Proportion of leavers who are **not** prepared for the next educational level

## Workforce

- Proportion of targeted students enrolled in a HS/HW program
- Proportion of targeted students earning any OCP in a HS/HW program
- Proportion of targeted students enrolled in adult high school or GED
- Proportion of targeted students earning an adult high school diploma or a GED

## Community College

- Proportion of targeted students enrolled in AA programs
- Proportion of targeted students earning an AA degree
- Proportion of targeted students enrolled in AS or PSVC programs
- Proportion of targeted students earning AS degrees or PSVC certificates

## University

- Proportion of targeted students enrolled in BA/BS programs
- Proportion of targeted students earning BA/BS degrees

\* “Targeted” Populations: Hispanic, African-American, economically disadvantaged, disabled

# Evidence of Progression & Readiness

**K-12** 4-year graduation rate (NCLB)

## **Workforce**

- Proportion of students who become full-program completers within two years
- Proportion of students who earn a diploma, a significant LCP, transfer to a higher educational level

## **Community College**

- Proportion of first-time-in-college AA on-time graduates
- Number of AA Degrees
- Proportion of on-time AS graduates
- Number of AS Degrees

## **University**

- Graduation rates for first-time-in college students and community college transfers

# Evidence of Economic Development & Employment

*Hourly earnings for all but University will be regionally adjusted.*

## **K-12**

Number of HS graduates who, in the fall following their graduation, are not continuing education and are earning  $\geq$  to \$7.00/hour.

## **Workforce**

- Proportion of prior-year Career/Technical Education students with OCPs who have earnings of \$10.05 per hour or more
- Proportion of prior-year Adult General Education students with LCPs who have earnings of \$7.00 per hour or more

## **Community College**

- Proportion of prior-year AA graduates, not continuing to the next educational level, who have earnings of \$10.05 per hour or more
- Proportion of prior-year AS graduates, not continuing to the next educational level, who have earnings of \$13.86 per hour or more

## **University**

Meet statewide professional & workforce needs in teacher preparation, the health professions, economic development, emerging technologies, and high skill/high wage demands.

# Evidence of Efficiency

Return on Investment indicators for K-12 have been developed and are available on the Department's website. Comparable measures have not been developed at this time for adult and postsecondary programs.

## K-12

Show K-12 return on investment as a ratio of the educational outcome represented by high school graduation divided by the money used to achieve the outcome

## Workforce

Show return on investment for career and technical education and adult education as a ratio of the educational outcome represented by attainment of a completion point divided by the money used to achieve the outcome

## Community College

Show community college return on investment as a ratio of the educational outcome represented by earning an Associates in Arts and Science Degrees, vocational certificates and adult diplomas divided by the money used to achieve the outcome

## University

- Total research expenditures
- Federal research expenditures
- Doctoral degrees awarded
- Patents awarded

# Performance Based Funding

## Section 1008.31, F.S.

The State Board of Education proposals must provide that at least **10 percent of the state funds** appropriated for the K-20 education system are conditional upon **meeting or exceeding** established **performance standards**.



# Florida is Experienced with Performance Funding: K-12 Public Schools

- In K-12, appropriations include performance dollars through the school recognition program which rewards districts for making improvements in school grades or sustaining high performance - \$137,643,774 in '04-'05.
- In K-12, appropriations reward districts for student performance in AP, IB, and AICE - \$59,373,047 in '04-'05.

# Florida is Experienced with Performance Funding: Workforce Education

- S. 1011.80, FS, outlines a process where 15% of the funding for workforce is at risk. The prescribed formula has been rarely used to appropriate dollars since its inception in 1997. HB 769, passed in 2004 aligns the workforce statute with K-20 requirements.
- New dollars appropriated for school district workforce education programs (career & technical, adult general education) were based on performance – learning gains, services to targeted populations, placements in high skill/high wage jobs - \$9.8 million in '04-'05.

## Florida is Experienced with Performance Funding: Community Colleges

- New funds for workforce education were allocated based on performance, similar to school district programs - \$7.9 million in '04-'05.
- Two-part performance funding calculation
  - Part 1 focuses on the AA program - \$6.8 million in '04-'05.
  - Part 2 on successful college preparation programs – \$880,815 in '04-'05.

# Florida is Experienced with Performance Funding: The University System

- 1999-2000 appropriations proviso provided \$3 million in incentive dollars to universities based on:
  - Graduation rates
  - Time-to-degree
  - Bachelors degree recipients to graduate school
  - Externally-generated research funds

# Performance Funding: Lessons Learned I

- Accountability measures have changed behavior:
  - K-12 continues to show significant improvement in student achievement
  - Adult general education students show improvements in student achievement
  - Workforce programs have been redirected to productive programs, especially high skill/high wage programs
  - Community Colleges experience improvements in degree productivity and access to degree programs for targeted populations

# Performance Funding: Lessons Learned II

- Performance funding has played a role
  - Funding incentives for K-12 do not cut into basic services, are directed to improving performance
  - Performance funding for workforce education was implemented in a way that, while responsive to measures, did not provide for performance improvement and deterred managers from taking risks
  - The community college process rewards high performance and performance improvements with very little money
  - The one-time experience in the university system had little impact on subsequent performance
- Public reporting and the possibility of sanctions has played a role

## Simulated Performance Funding

The slides that follow outline proposed steps that could be taken to identify the funds at risk, apply weights to performance measures, and calculate the amount of funds earned, applying the 10% requirement in statute.

### **K-12 Public Schools**

Staff engaged in productive discussions with representatives of the School District Finance Officers Council. In the first step of these discussions, Finance Officers recommended that we “equalize” school district allocations to account for differences in local support.

In the second step, it was recommend that funds already allocated based on performance – the school recognition funds and funds for acceleration credentials be excluded. The results of equalizing the allocation and excluded funds are shown on the chart “K12 Funds At Risk”. Statewide, \$706,465,181 represents 10% of the appropriated money. Of this amount, \$197,216,821 were attributable to performances, leaving an adjusted balance of \$509,248,360 “at risk.”

The basic formula approach and associated weights are shown on the flow-type diagram. As performance measures are applied, each school district is allocated performance dollars based on whether or not they met performance expectations. The process used in this simulation was very simple. Performance goals were established based on sustained high performance or improved performance, if the school district met their performance goals, they were allocated performance dollars. If they didn’t meet the goals, they were allocated none of the dollars. This calculation is shown in the spreadsheet labeled “K-12 Funds Available for Redirection.” The formula’s results are summarized on the first spreadsheet.

### **Adult Workforce Education Programs – School Districts**

The weights for performance measures for workforce programs – in school districts and community colleges have not been recommended at this point. District Workforce Education Directors have established a work group to assist in this process.

A flow chart with workforce approaches is included as is a spreadsheet identifying funds that would be at risk, should the 10% requirement be implemented. The spreadsheet does not account for any excluded funding.

## **Community College Programs**

Workforce programs in the community college system would be weighted and organized as with the related school district adult programs. Their formula would be complicated somewhat by addressing workforce education measures as well as measures for associate degree programs.

A flow chart is included as is a spreadsheet showing the amount at risk if there are no discounted amounts.

## **University Programs**

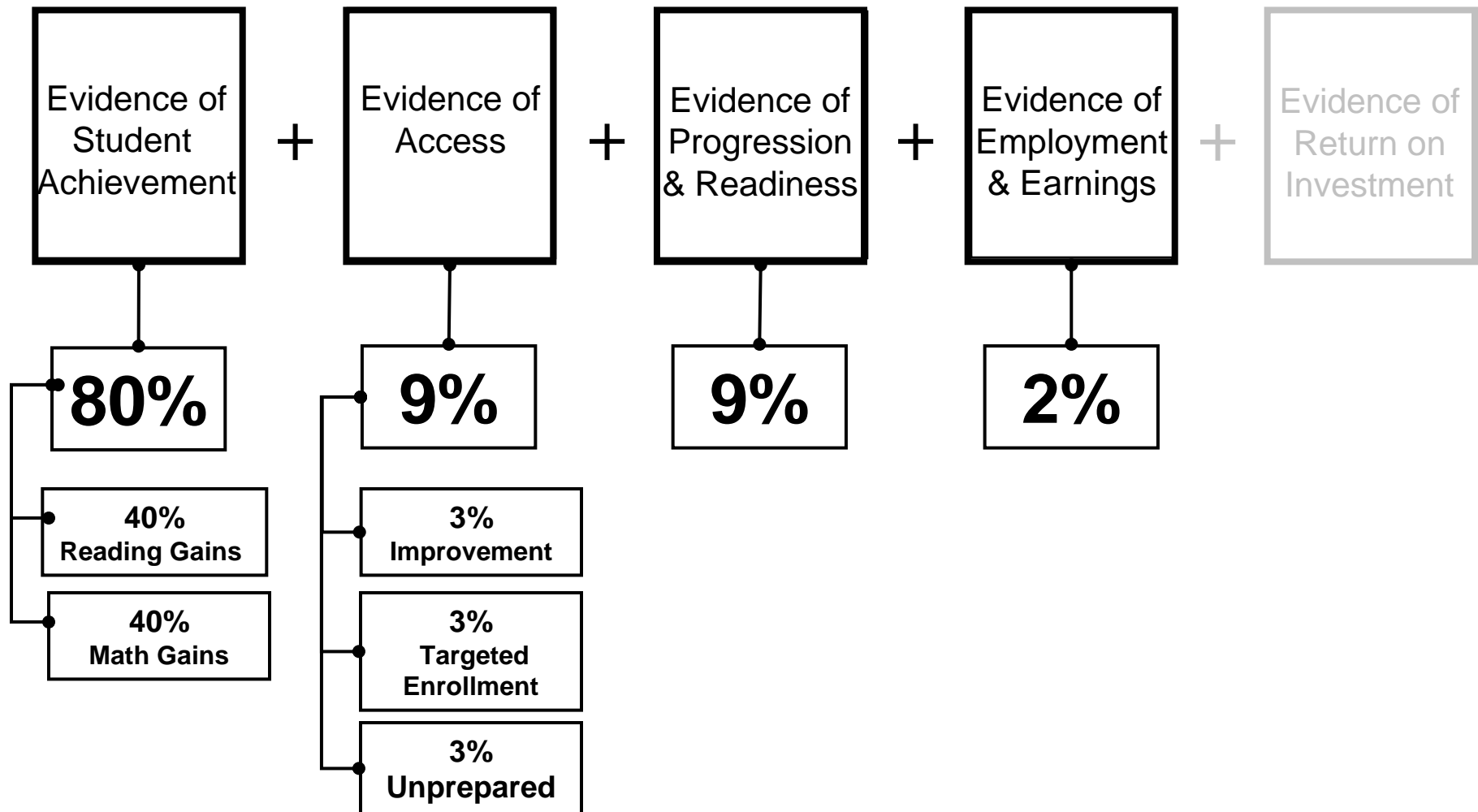
The Board of Governors has recommended seven measures that address the K-20 Education Goals. They will be examining approaches to performance funding that will parallel those for other sectors. In their process, the Board has recommended that non-recurring dollars be excluded from the 10% calculation. This is shown under the title "University Funds At Risk".

The Board of Governor's has also examined the issue of weighting performance measures. In their recommended approach they will apply weights identified by the Board as well as weighting priorities established by individual institutions.

## K-12 Public Schools - Steps taken to define the 10% amount

1. “Equalize” base funding to account for differences in the amount of local support to school districts.
2. Exclude funding that is already performance directed – school recognition money, AP/IB/AICE credentials
3. Divide the 10% into portions based on weights assigned to goal areas

# Performance Calculation: Proposed K-12 Weights



## K-12 Funds At-Risk

	Funds at Risk 10%	Current Performance Funding Earned	Adjusted Funds at Risk	Adjusted Funds at Risk Earned	Unearned Funds at Risk	
1	Alachua	7,626,588	4,338,191	3,288,397	3,288,397	0
2	Baker	1,221,357	299,468	921,889	507,039	414,850
3	Bay	6,939,416	2,755,783	4,183,633	4,183,633	0
4	Bradford	1,074,186	103,000	971,186	942,051	29,136
5	Brevard	19,793,516	7,831,719	11,961,797	11,961,797	0
6	Broward	74,139,132	16,239,043	57,900,089	49,794,076	8,106,012
7	Calhoun	627,854	121,326	506,528	491,332	15,196
8	Charlotte	4,765,733	1,061,327	3,704,406	3,259,877	444,529
9	Citrus	4,180,484	1,397,940	2,782,544	2,782,544	0
10	Clay	8,350,320	2,028,921	6,321,399	6,321,399	0
11	Collier	11,596,075	3,976,177	7,619,898	7,619,898	0
12	Columbia	2,678,634	320,967	2,357,667	1,343,870	1,013,797
13	Miami-Dade	107,692,668	23,163,917	84,528,751	84,528,751	0
14	DeSoto	1,418,837	0	1,418,837	610,100	808,737
15	Dixie	619,614	111,430	508,184	416,711	91,473
16	Duval	34,048,115	10,078,998	23,969,117	23,969,117	0
17	Escambia	11,252,227	2,704,302	8,547,925	7,522,174	1,025,751
18	Flagler	2,223,566	529,789	1,693,777	1,693,777	0
19	Franklin	340,547	83,892	256,655	241,256	15,399
20	Gadsden	1,749,208	322,100	1,427,108	1,270,126	156,982
21	Gilchrist	785,444	190,077	595,367	583,460	11,907
22	Glades	300,798	0	300,798	51,136	249,662
23	Gulf	594,270	97,409	496,861	496,861	0
24	Hamilton	559,624	67,669	491,955	236,138	255,817
25	Hardee	1,363,515	278,838	1,084,677	466,411	618,266
26	Hendry	2,125,885	419,033	1,706,852	972,905	733,946
27	Hernando	5,063,258	1,088,076	3,975,182	3,855,926	119,255
28	Highlands	3,195,730	513,980	2,681,750	2,681,750	0
29	Hillsborough	49,327,014	14,841,131	34,485,883	32,761,589	1,724,294
30	Holmes	950,259	187,648	762,611	747,359	15,252
31	Indian River	4,211,903	1,021,725	3,190,178	2,839,259	350,920
32	Jackson	1,957,880	469,708	1,488,172	1,443,527	44,645
33	Jefferson	441,924	97,345	344,579	337,687	6,892
34	Lafayette	285,846	0	285,846	157,215	128,631
35	Lake	8,081,517	1,759,182	6,322,335	6,195,888	126,447

## K-12 Funds At-Risk

	Funds at Risk 10%	Current Performance Funding Earned	Adjusted Funds at Risk	Adjusted Funds at Risk Earned	Unearned Funds at Risk	
36	Lee	18,174,663	4,727,661	13,447,002	13,447,002	0
37	Leon	9,077,388	4,165,217	4,912,171	4,912,171	0
38	Levy	1,656,902	698,316	958,586	929,829	28,758
39	Liberty	425,652	110,115	315,537	290,294	25,243
40	Madison	919,895	90,093	829,802	829,802	0
41	Manatee	10,638,274	2,180,131	8,458,143	8,458,143	0
42	Marion	10,879,866	2,891,542	7,988,324	7,988,324	0
43	Martin	4,919,698	2,039,991	2,879,707	2,793,316	86,391
44	Monroe	2,652,427	928,523	1,723,904	1,672,187	51,717
45	Nassau	2,759,597	679,954	2,079,643	2,079,643	0
46	Okaloosa	8,107,962	3,469,743	4,638,219	4,638,219	0
47	Okeechobee	1,948,718	153,814	1,794,904	1,741,057	53,847
48	Orange	44,947,637	12,683,285	32,264,352	31,296,421	967,931
49	Osceola	11,016,712	2,106,678	8,910,034	8,910,034	0
50	Palm Beach	48,469,211	15,331,610	33,137,601	28,498,336	4,639,264
51	Pasco	15,726,129	3,861,964	11,864,165	11,864,165	0
52	Pinellas	32,363,458	10,095,702	22,267,756	21,154,368	1,113,388
53	Polk	21,202,355	4,952,604	16,249,751	14,299,781	1,949,970
54	Putnam	3,251,130	585,009	2,666,121	2,612,799	53,322
55	St. Johns	6,103,211	2,566,376	3,536,835	3,536,835	0
56	St. Lucie	8,827,455	2,029,492	6,797,963	6,797,963	0
57	Santa Rosa	6,409,571	2,013,861	4,395,710	4,307,796	87,914
58	Sarasota	11,062,555	3,774,454	7,288,101	7,288,101	0
59	Seminole	17,302,608	7,978,400	9,324,208	9,137,724	186,484
60	Sumter	1,501,725	301,872	1,199,853	1,163,858	35,996
61	Suwannee	1,483,870	262,792	1,221,078	1,221,078	0
62	Taylor	884,872	153,856	731,016	687,155	43,861
63	Union	595,341	209,506	385,835	331,818	54,017
64	Volusia	17,806,522	6,730,582	11,075,940	10,411,383	664,556
65	Wakulla	1,258,822	318,650	940,172	940,172	0
66	Walton	1,574,827	429,597	1,145,230	1,110,874	34,357
67	Washington	933,179	195,320	737,859	649,316	88,543
	<b>State</b>	<b>706,465,181</b>	<b>197,216,821</b>	<b>509,248,360</b>	<b>482,575,005</b>	<b>26,673,355</b>

## K-12 “Unearned” Performance Using K-20 Performance Measures and Assigned Weights

Funds at Risk Allocated to the Following Performance Categories:

- Learning Gains Reading - 40%
- Learning Gains Math - 40%
- Access Acceleration Programs Acceleration Increase 3%
- Access Acceleration Programs Acceleration Ratio - 3%
- Progression & Readiness NCLB, 4 Year Graduation Rate - 9%
- Employment & Earnings of HS Grads - 2%

If reading learning gains increase by 5.11% districts keep reading funds at risk.

If math learning gains increase by 3.80% districts keep math funds at risk.

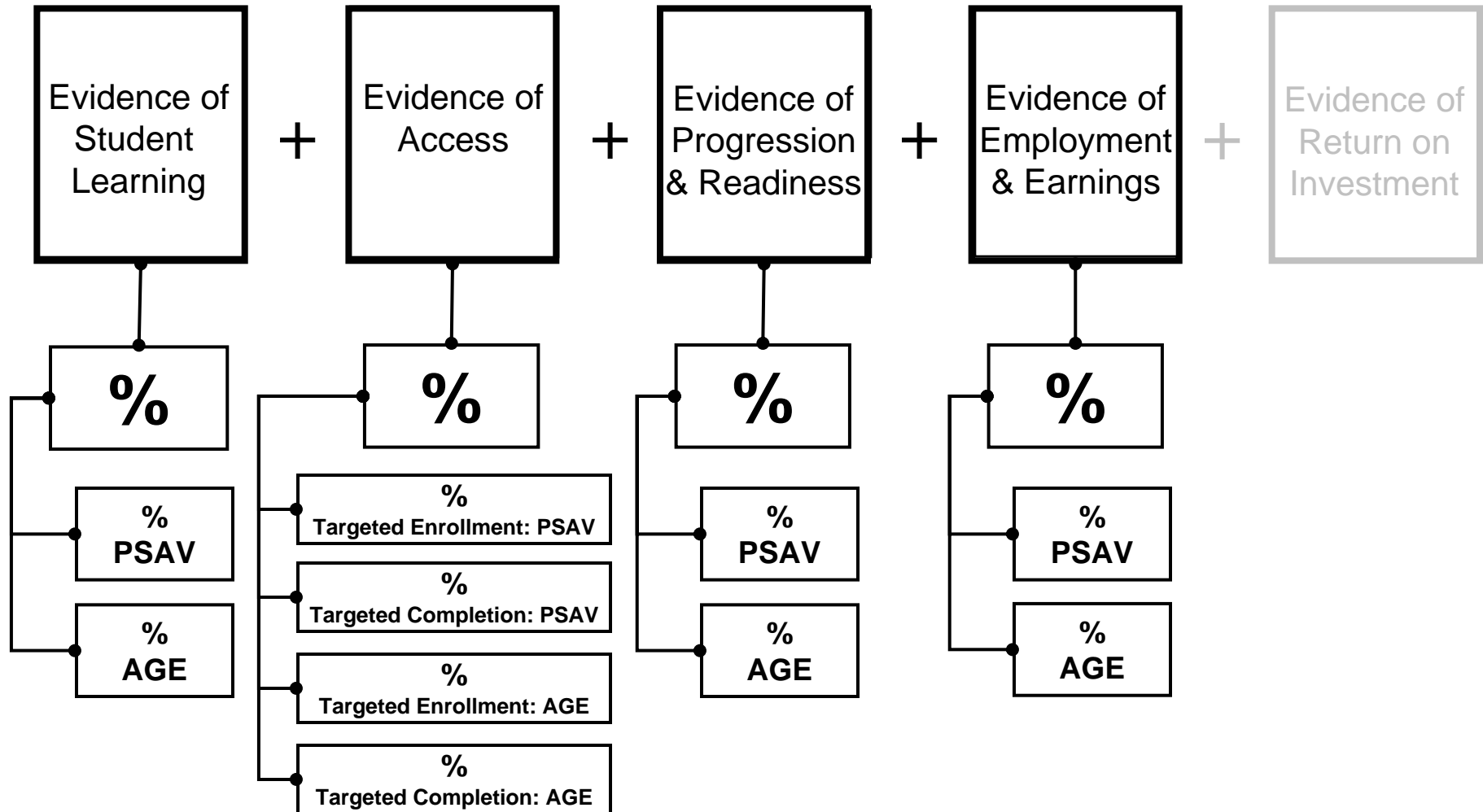
Student Transportation, Class Size Reduction Allocation, Total Discretionary Local Effort, and Charter School Revenue were excluded.

	Learning Gains Reading	Learning Gains Math	Access			Progression & Readiness Improvement	Employment & Earnings of HS Grads	Funds Available for Redirection
			Acceleration Programs		Not Col Ready			
			Increase	Ratio				
1	Alachua	0	0	0	0	0	0	0
2	Baker	368,756	0	0	27,657	0	18,438	414,850
3	Bay	0	0	0	0	0	0	0
4	Bradford	0	0	29,136	0	0	0	29,136
5	Brevard	0	0	0	0	0	0	0
6	Broward	0	0	0	1,737,003	5,211,008	1,158,002	8,106,012
7	Calhoun	0	0	15,196	0	0	0	15,196
8	Charlotte	0	0	111,132	0	333,397	0	444,529
9	Citrus	0	0	0	0	0	0	0
10	Clay	0	0	0	0	0	0	0
11	Collier	0	0	0	0	0	0	0
12	Columbia	943,067	0	70,730	0	0	0	1,013,797
13	Miami-Dade	0	0	0	0	0	0	0
14	DeSoto	567,535	0	42,565	0	42,565	127,695	808,737
15	Dixie	0	0	15,246	15,246	15,246	45,737	91,473
16	Duval	0	0	0	0	0	0	0
17	Escambia	0	0	256,438	0	0	769,313	1,025,751
18	Flagler	0	0	0	0	0	0	0
19	Franklin	0	0	7,700	7,700	0	0	15,399
20	Gadsden	0	0	0	0	128,440	28,542	156,982
21	Gilchrist	0	0	0	0	0	11,907	11,907



# Performance Calculation: Proposed Workforce Weights

YET TO BE DETERMINED



### K-12 “Unearned” Performance Using K-20 Performance Measures and Assigned Weights

52	Pinellas	0	0	0	668,033	0	0	445,355	1,113,388
53	Polk	0	0	0	487,493	0	1,462,478	0	1,949,970
54	Putnam	0	0	0	0	0	0	53,322	53,322
55	St. Johns	0	0	0	0	0	0	0	0
56	St. Lucie	0	0	0	0	0	0	0	0
57	Santa Rosa	0	0	0	0	0	0	87,914	87,914
58	Sarasota	0	0	0	0	0	0	0	0
59	Seminole	0	0	0	0	0	0	186,484	186,484
60	Sumter	0	0	0	35,996	0	0	0	35,996
61	Suwannee	0	0	0	0	0	0	0	0
62	Taylor	0	0	21,930	21,930	0	0	0	43,861
63	Union	0	0	11,575	0	0	34,725	7,717	54,017
64	Volusia	0	0	332,278	332,278	0	0	0	664,556
65	Wakulla	0	0	0	0	0	0	0	0
66	Walton	0	0	34,357	0	0	0	0	34,357
67	Washington	0	0	0	22,136	0	66,407	0	88,543
	<b>State</b>	<b>3,427,408</b>	<b>120,319</b>	<b>946,833</b>	<b>4,132,206</b>	<b>2,831,349</b>	<b>11,590,596</b>	<b>3,624,643</b>	<b>26,673,355</b>

## School District Workforce Education Funds At Risk

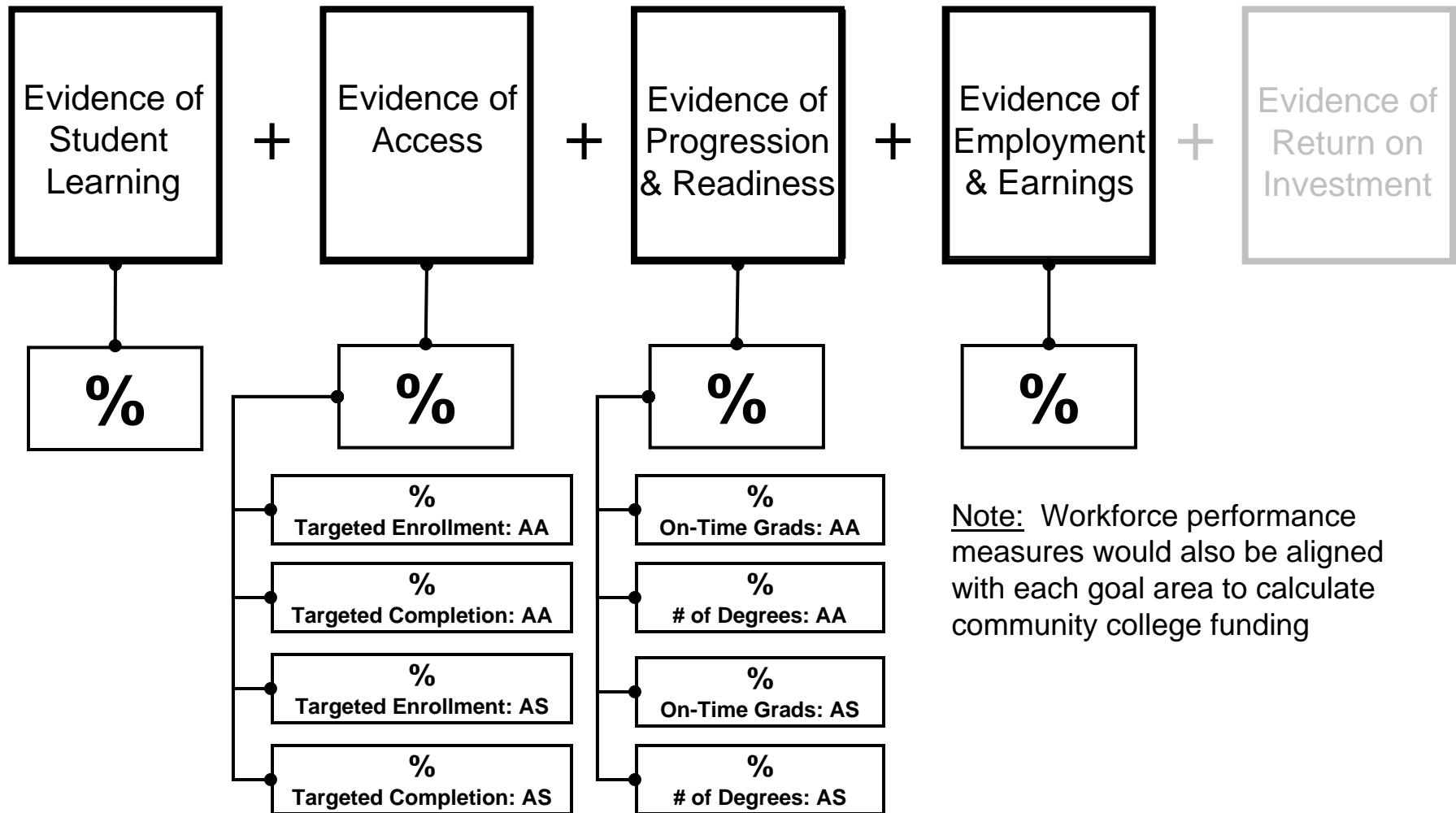
		2004-05 Conference Allocation	90% Base	10% Performance
1	Alachua	\$1,386,553	\$1,247,898	\$138,655
2	Baker	175,073	\$157,566	\$17,507
3	Bay	3,467,934	\$3,121,141	\$346,793
4	Bradford	913,791	\$822,412	\$91,379
5	Brevard	2,764,031	\$2,487,628	\$276,403
6	Broward	67,081,657	\$60,373,491	\$6,708,166
7	Calhoun	176,405	\$158,765	\$17,641
8	Charlotte	2,884,147	\$2,595,732	\$288,415
9	Citrus	2,695,703	\$2,426,133	\$269,570
10	Clay	659,962	\$593,966	\$65,996
11	Collier	6,970,820	\$6,273,738	\$697,082
12	Columbia	333,552	\$300,197	\$33,355
13	Miami-Dade	99,296,917	\$89,367,225	\$9,929,692
14	DeSoto	900,640	\$810,576	\$90,064
15	Dixie	57,849	\$52,064	\$5,785
16	Duval		\$0	\$0
17	Escambia	5,109,994	\$4,598,995	\$510,999
18	Flagler	2,625,450	\$2,362,905	\$262,545
19	Franklin	57,839	\$52,055	\$5,784
20	Gadsden	603,864	\$543,478	\$60,386
21	Gilchrist	3,371	\$3,034	\$337
22	Glades	7,373	\$6,636	\$737
23	Gulf	166,600	\$149,940	\$16,660
24	Hamilton	74,906	\$67,415	\$7,491
25	Hardee	291,913	\$262,722	\$29,191
26	Hendry	376,906	\$339,215	\$37,691
27	Hernando	505,717	\$455,145	\$50,572
28	Highlands		\$0	\$0
29	Hillsborough	31,359,175	\$28,223,258	\$3,135,918
30	Holmes		\$0	\$0
31	Indian River	805,593	\$725,034	\$80,559
32	Jackson	540,819	\$486,737	\$54,082
33	Jefferson	189,895	\$170,906	\$18,990
34	Lafayette	44,288	\$39,859	\$4,429
35	Lake	4,528,142	\$4,075,328	\$452,814

## School District Workforce Education Funds At Risk

		2004-05 Conference Allocation	90% Base	10% Performance
36	Lee	10,726,588	\$9,653,929	\$1,072,659
37	Leon	5,886,297	\$5,297,667	\$588,630
38	Levy		\$0	\$0
39	Liberty	16,640	\$14,976	\$1,664
40	Madison		\$0	\$0
41	Manatee	6,330,759	\$5,697,683	\$633,076
42	Marion	2,947,082	\$2,652,374	\$294,708
43	Martin	2,221,616	\$1,999,454	\$222,162
44	Monroe	748,097	\$673,287	\$74,810
45	Nassau	155,478	\$139,930	\$15,548
46	Okaloosa	2,467,255	\$2,220,530	\$246,726
47	Okeechobee		\$0	\$0
48	Orange	34,407,474	\$30,966,727	\$3,440,747
49	Osceola	4,714,734	\$4,243,261	\$471,473
50	Palm Beach	15,055,957	\$13,550,361	\$1,505,596
51	Pasco	3,515,854	\$3,164,269	\$351,585
52	Pinellas	26,374,438	\$23,736,994	\$2,637,444
53	Polk	11,235,169	\$10,111,652	\$1,123,517
54	Putnam	398,596	\$358,736	\$39,860
55	Saint Johns	5,997,248	\$5,397,523	\$599,725
56	Saint Lucie	0	\$0	\$0
57	Santa Rosa	1,771,187	\$1,594,068	\$177,119
58	Sarasota	10,086,274	\$9,077,647	\$1,008,627
59	Seminole	0	\$0	\$0
60	Sumter	273,638	\$246,274	\$27,364
61	Suwannee	1,018,200	\$916,380	\$101,820
62	Taylor	1,401,627	\$1,261,464	\$140,163
63	Union	167,050	\$150,345	\$16,705
64	Volusia	0	\$0	\$0
65	Wakulla	278,053	\$250,248	\$27,805
66	Walton	89,798	\$80,818	\$8,980
67	Washington	3,343,526	\$3,009,173	\$334,353
68	Washington Special	9,600	\$8,640	\$960
<b>Total</b>		<b>388,695,114</b>	<b>\$349,825,603</b>	<b>\$38,869,511</b>

# Performance Calculation: Proposed Community College Weights

YET TO BE DETERMINED

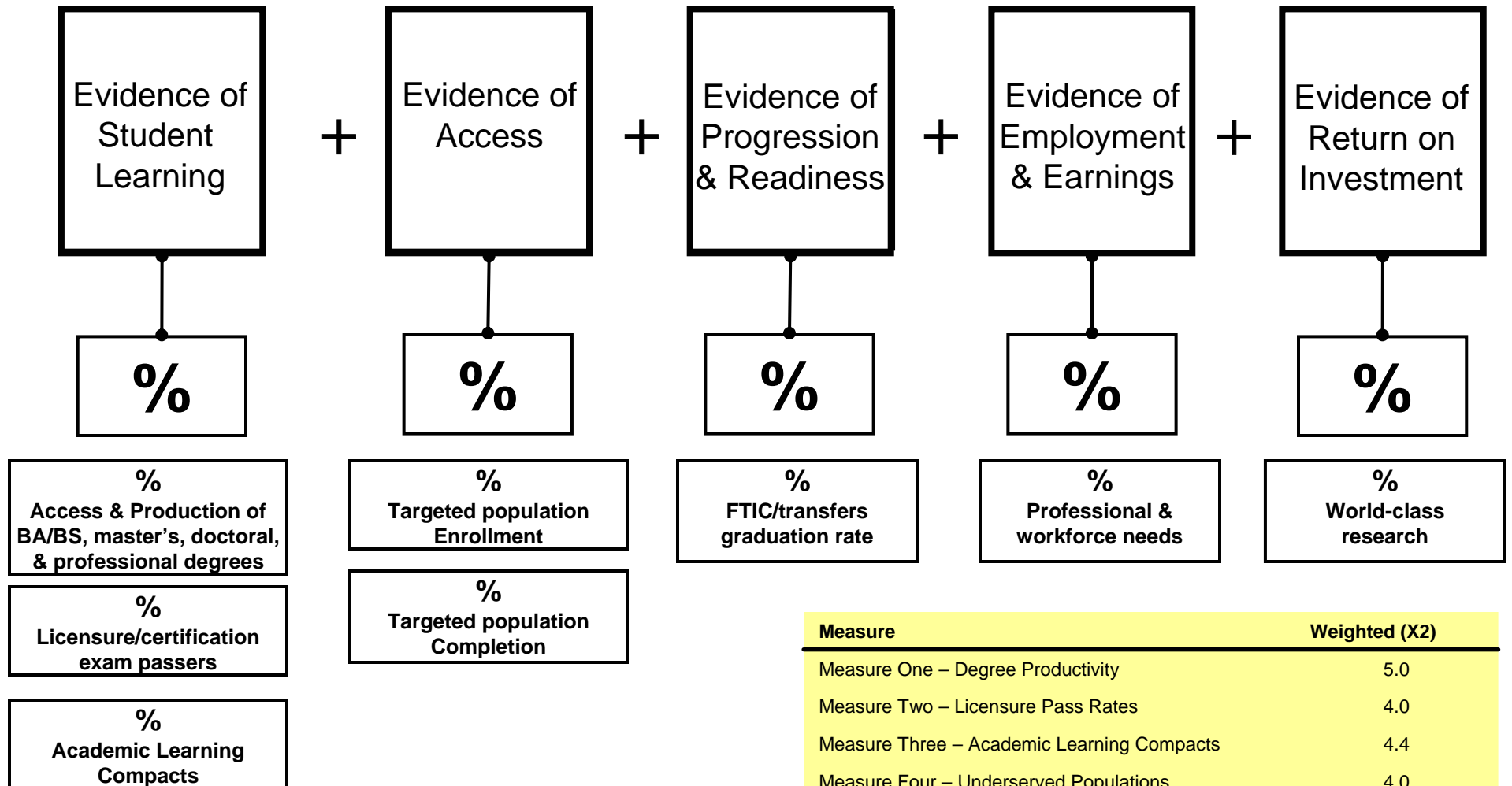


## Community College Funds At Risk

	<b>PBB</b>	<b>Lottery</b>	<b>GR</b>	<b>Baccalaureate</b>	<b>Total</b>	<b>10%</b>
Brevard	347,714	3,897,478	33,163,071		37,408,263	3,740,826
Broward	618,863	6,861,470	58,383,242		65,863,575	6,586,358
Central Fla	121,783	1,829,363	15,565,784		17,516,930	1,751,693
Chipola	56,462	887,269	7,549,639	662,440	9,155,810	915,581
Daytona Beach	221,668	4,846,484	41,238,018		46,306,170	4,630,617
Edison	199,444	2,331,278	19,836,499	135,016	22,502,237	2,250,224
Fla CC @ Jax	445,784	8,103,282	68,949,639		77,498,705	7,749,871
Florida Keys	15,363	574,383	4,887,336		5,477,082	547,708
Gulf Coast	129,959	1,774,695	15,100,618		17,005,272	1,700,527
Hillsborough	400,864	4,733,737	40,278,675		45,413,276	4,541,328
Indian River	186,910	4,437,722	37,759,928		42,384,560	4,238,456
Lake City	40,320	1,191,982	10,142,398		11,374,700	1,137,470
Lake Sumter	72,732	856,115	7,284,561		8,213,408	821,341
Manatee	197,615	2,054,238	17,479,213		19,731,066	1,973,107
Miami-Dade	985,809	15,782,082	134,287,413	1,302,600	152,357,904	15,235,790
North Florida	31,245	596,063	5,071,817		5,699,125	569,913
Okaloosa-Walton	160,879	1,694,408	14,417,467	264,938	16,537,692	1,653,769
Palm Beach	465,271	5,401,496	45,960,540		51,827,307	5,182,731
Pasco-Hernando	124,254	1,596,212	13,581,930		15,302,396	1,530,240
Pensacola	249,944	3,632,457	30,908,039		34,790,440	3,479,044
Polk	146,098	1,602,449	13,635,005		15,383,552	1,538,355
St Johns River	103,282	1,406,185	11,965,023		13,474,490	1,347,449
St Petersburg	455,054	5,606,914	47,708,411	5,402,166	59,172,545	5,917,255
Santa Fe	405,943	3,503,832	29,813,595		33,723,370	3,372,337
Seminole	194,441	3,383,382	28,788,699		32,366,522	3,236,652
South Florida	46,809	1,415,961	12,048,205		13,510,975	1,351,098
Tallahassee	391,680	2,776,914	23,628,350		26,796,944	2,679,694
Valencia	858,181	6,122,149	52,092,471		59,072,801	5,907,280
<b>Total</b>	<b>7,674,371</b>	<b>98,900,000</b>	<b>841,525,586</b>	<b>7,767,160</b>	<b>955,867,117</b>	<b>95,586,712</b>

# Performance Calculation: Proposed University Weights

YET TO BE DETERMINED



Measure	Weighted (X2)
Measure One – Degree Productivity	5.0
Measure Two – Licensure Pass Rates	4.0
Measure Three – Academic Learning Compacts	4.4
Measure Four – Underserved Populations	4.0
Measure Five – Graduation Rates	3.6
Measure Six – Skilled Workforce	5.0
Measure Seven – World-Class Programs	4.8

## University Funds At Risk

	GR	Lottery	Total Approp.	Non-recurring (NR)	Total Less NR	10% Perf. Funding
UF	\$321,619,551	\$21,998,123	\$343,617,674	(\$250,000)	\$343,367,674	\$34,336,767
UF-IFAS	\$108,222,276	\$9,563,810	\$117,786,086	(\$843,218)	\$116,942,868	\$11,694,287
UF-HSC	\$78,274,430	\$4,490,799	\$82,765,229		\$82,765,229	\$8,276,523
<b>Total</b>	<b>\$508,116,257</b>	<b>\$36,052,732</b>	<b>\$544,168,989</b>	<b>(\$1,093,218)</b>	<b>\$543,075,771</b>	<b>\$54,307,577</b>

FSU	\$249,219,379	\$17,495,454	\$266,714,833	(\$8,000,000)	\$258,714,833	\$25,871,483
FSU-MS	\$27,986,638	\$3,132	\$27,989,770	(\$500,000)	\$27,489,770	\$2,748,977
<b>Total</b>	<b>\$277,206,017</b>	<b>\$17,498,586</b>	<b>\$294,704,603</b>	<b>(\$8,500,000)</b>	<b>\$286,204,603</b>	<b>\$28,620,460</b>

FAMU	\$92,193,160	\$7,554,329	\$99,747,489	(\$1,000,000)	\$98,747,489	\$9,874,749
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USF	\$218,188,772	\$15,615,218	\$233,803,990		\$233,803,990	\$23,380,399
USF-HSC	\$47,381,915	\$2,698,719	\$50,080,634		\$50,080,634	\$5,008,063
<b>Total</b>	<b>\$265,570,687</b>	<b>\$18,313,937</b>	<b>\$283,884,624</b>	<b>\$0</b>	<b>\$283,884,624</b>	<b>\$28,388,462</b>

FAU	\$128,042,323	\$10,492,348	\$138,534,671	(\$500,000)	\$138,034,671	\$13,803,467
UWF	\$54,450,242	\$3,765,403	\$58,215,645		\$58,215,645	\$5,821,565
UCF	\$212,168,936	\$15,277,538	\$227,446,474	(\$3,200,000)	\$224,246,474	\$22,424,647
FIU	\$159,533,720	\$12,249,129	\$171,782,849		\$171,782,849	\$17,178,285
UNF	\$64,246,479	\$4,234,344	\$68,480,823		\$68,480,823	\$6,848,082
FGCU	\$33,249,481	\$2,755,428	\$36,004,909		\$36,004,909	\$3,600,491
NCF	\$11,109,654	\$36,246	\$11,145,900		\$11,145,900	\$1,114,590

<b>Total</b>	<b>\$1,805,886,956</b>	<b>\$128,230,020</b>	<b>\$1,934,116,976</b>	<b>(\$14,293,218)</b>	<b>\$1,919,823,758</b>	<b>\$191,982,375</b>
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# Setting Performance Improvement Targets

- High Performers (in the top quartile) remain high performers
- Else – Performers must improve (in some cases at levels above the state average)

# Performance Funding Options

1. A proportion of appropriations are at risk
  - Certain dollars should not be included in the “at risk” calculation including certain categoricals, non-recurring funds, funds already allocated on performance
2. A proportion of funds should be subject to redirection to improve inadequate performance
  - Dollars could stay with education entities and be focused on improving performance.
3. Performance measures could drive the allocation of new money
  - All or part of new money could be allocated based on performance
4. Performance measures could drive the allocation of funds targeted for performance
5. Any Combination

# Recommendations

- Don't endanger basic services to students by putting too much funding at risk
- Choose an approach that has demonstrated success
- Establish a system that will continue over time
- Build in a system of rewards for high performance, not just sanctions for low performance
- Implement a system that is fair and clearly communicates performance expectations
- Use high quality, accurate data
- Build an understandable system of public reporting that promotes informed consumers
- Build a logical data access system of scalable measures with leading indicators to assist program managers in managing performance

## Elements of a Strong Accountability System

Statutory Framework	✓
Mission, Goals, and Objectives	✓
Measures and Performance Standards	✓
Public Reporting	✓
Performance Incentives	✓
Intervention and Consequences	✓
Accountability Plan Linked to Budget	✓