## **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.

AS (highest target)

Targeted Outcomes (range)

ME (lowest target)

## **Performance Assessment & Action-Taking**

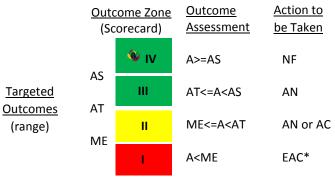
The district will strategically allocate and re-allocate resources over time to achieve dual optimization:

- 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:



<sup>\*</sup>Normally taken as a result of a trend of three consecutive years of unacceptable performance.

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