

Performance Management Driver System

This driver system enables the district to understand and respond to the quality of the Blueprint’s installation on two distinct levels: (1) the extent to which the district systems and drivers have been installed at scale to support dramatic improvement in student, teacher, and leader performance in a short amount of time; (2) the extent to which each building’s analysis of multiple measures of data indicates the degree to which the building is on track to meet or exceed its annual performance goals.

The Effective Performance Management System . . .	
Evidence of Practice	Summary of the Research
1. The district implements performance management conversations regularly (monthly) with the right people present from both the district and building levels.	1. “EDI believes that performance management routines are essential to driving implementation of reforms in an organization” (US Education Delivery Institute, 2014).
2. The district strongly executes performance management conversations (i.e., buy-in to purpose and preparedness, clear roles and responsibilities, well facilitated, supportive, clear next steps).	
3. The district implements performance management conversations that focus on performance using annual performance goals, instructional and non-instructional indicators, and implementation status.	
4. The district implements performance management conversations that identify most critical barriers, ask tough questions, generate creative problem-solving, and encourage learning.	