



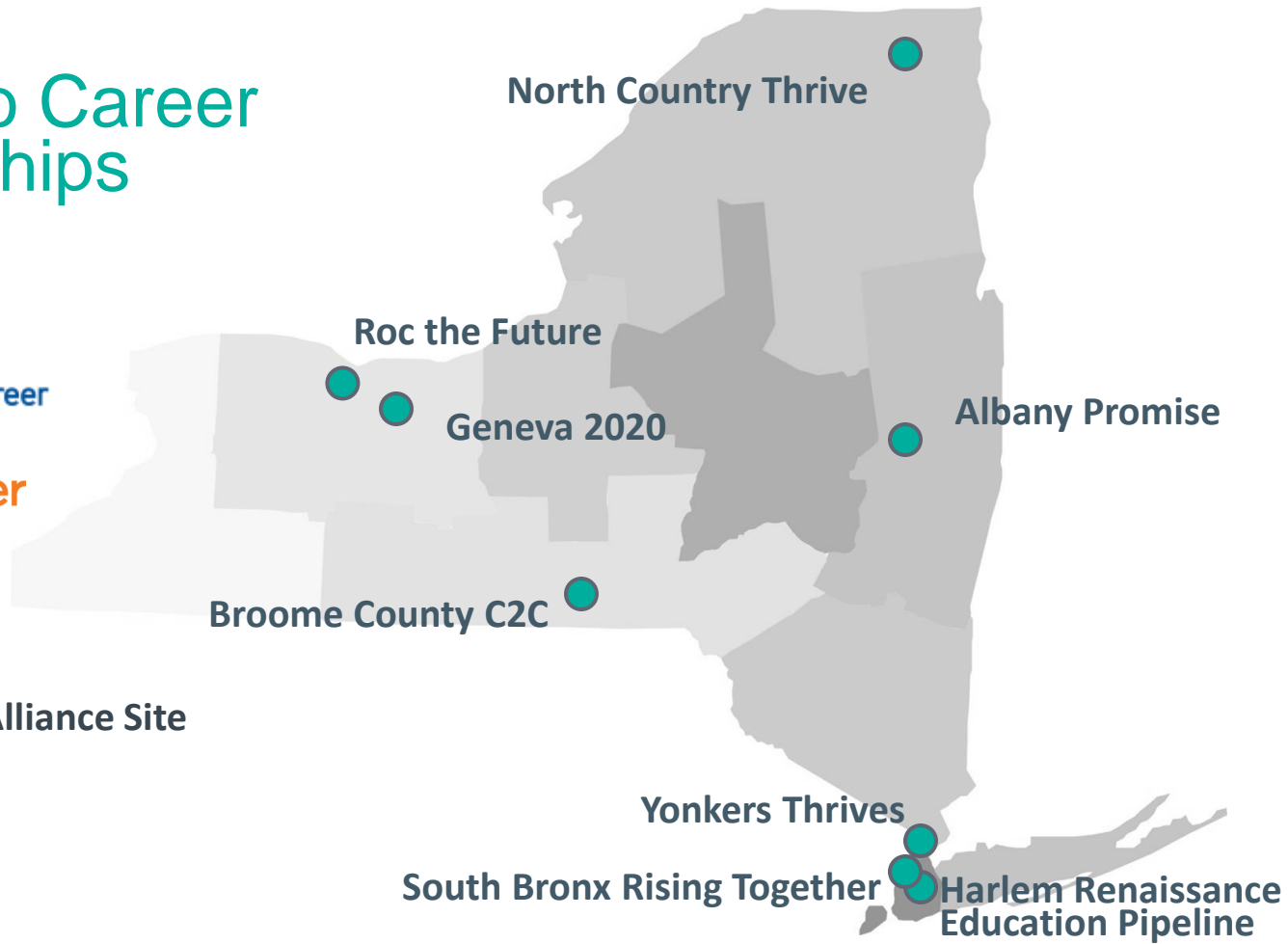
Developing Performance Benchmarks

For Community School Grant Initiative Awardees

NYS Cradle to Career Partnerships



 NYS C2C Alliance Site





Mission & Vision

- What do we do?
- What do we most want to see?

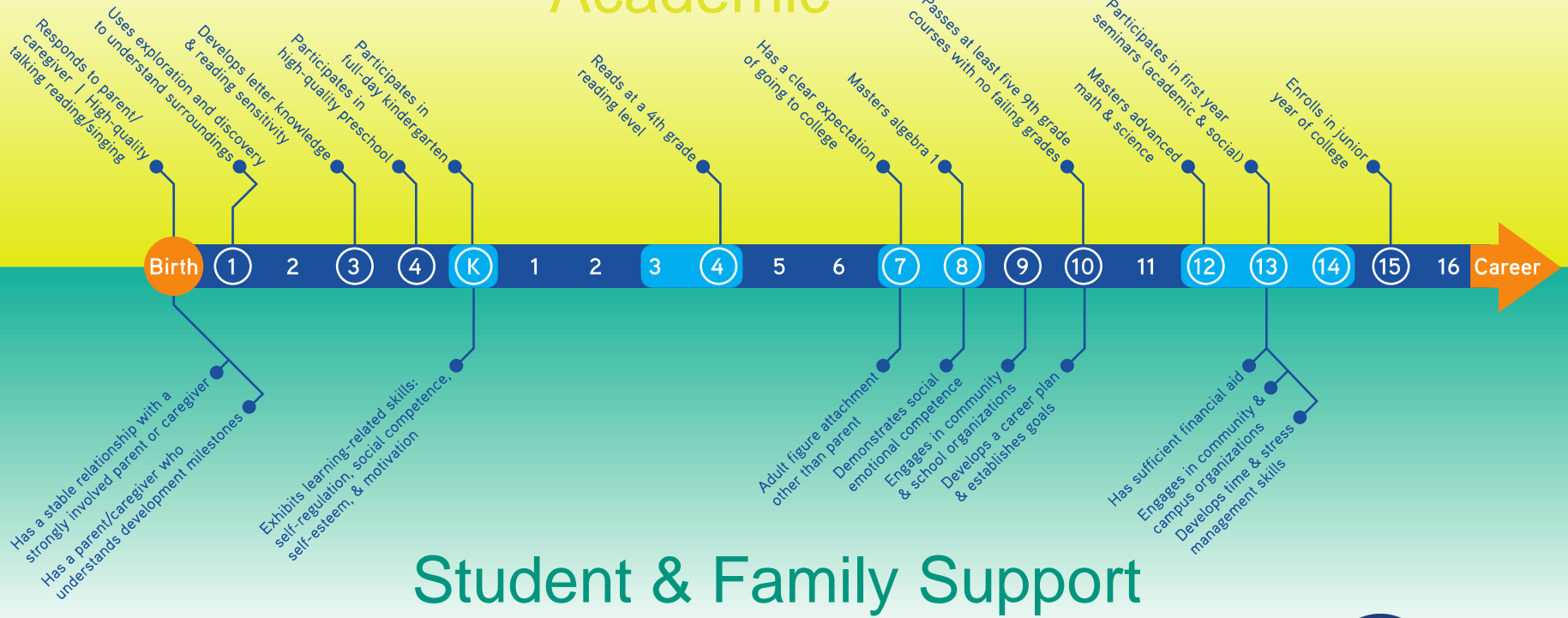


Goals & Objectives

- Goals are general.
 - i.e. growth in academic achievement
- Objectives are more specific.
 - i.e. 3rd grade students will improve their ELA scores

STUDENT ROADMAP TO SUCCESS

Academic



Key transition areas
Benchmarks

Researched by the University of Cincinnati

Strive Together
Every child. Cradle to career.

SUNY
Cradle to Career



Setting Benchmarks

- Where should you start?
 - What do you want to achieve?
 - Consider your needs assessment? What needs are you attempting to meet?

Potential Benchmark

Six Outcomes

Areas & Pending Seventh in NYS



Kindergarten
Readiness

Middle Grade
Math

College
Enrollment

Career

1

2

3

4

5

6

7

Early Grade
Reading

High School
Graduation

Degree
Completion

StriveTogether
Every child. Cradle to career.

SUNY
Cradle
to Career



Data (Metrics)

- What data will you measure?
 - Cognitive? Will you measure what students know?
 - i.e. assessments and grades
 - Affective? Will you measure what students care about?
 - i.e. response to surveys
 - Behavioral? Will you measure what students do?
 - i.e. behavior referrals and student suspensions

OTHER LESSONS FROM C2C

- Consider developing criteria for benchmarks (i.e. how frequently is data available, cost, school population data vs. programmatic data)
- Circle of concern Vs. Circle of control
- Including the broad perspective of stakeholders in benchmark development (needs assessment and language development)
- The benchmark should be changeable to a significant degree by local action and be useful in the day to day work of the school
- Data as a translator and focus of partner meetings and decisions



Objectives should:

- Include an action word – what performance will be demonstrated?
- Include a learning statement – what will be learned?
- Include criterion – what is the standard for acceptable performance?
- Measure impact, not just delivery of service.



SMART Objectives

Specific

Measurable

Attainable

Relevant

**Time-
Specific**



Specific

- What exactly do you want to accomplish?
- Why is it important? Why does it matter? What is the benefit?
- Who will it impact?



Measurable

- How will you know when you've achieved success?
- What indicators will you look for to measure progress and success?
- Are you already collecting data that will measure your progress? Do you need collect new data? If so, what and how?



Attainable

- Do you have the budget?
- Do you have personnel? Do they have the skills and ability?
- Do you have enough time?
- What else do you need? Technology, space, equipment, etc.?



Relevant

- Why does this matter?
- Is it worthwhile? Does this meet an assessed need?
- Is this the right time?
- Does this align with our overall strategy?



Time-Specific

- When will we achieve this objective?
- When will we start?
- When will see short-term outcomes?


Questions





CSGI-Specific Requirements

- Four Performance Indicators must be addressed
 - Growth in student academic achievement (including state assessments, where available)
 - Graduation and attendance rates
 - Evidence of growth in areas of school culture and climate (including attendance and behavioral incidents)
 - Evidence of improvement in student health and socio-emotional well-being



Minimum performance benchmarks for continued funding

- Quantitative measures will be defined in each budget period and will be associated with process milestones and services rendered (e.g., number of children served in a health clinic, number of weekend job training sessions). . . These measures will be subject to the approval of the State Education Department, in consultation with each grantee, and established in advance of the beginning of each project year. Failure to meet implementation milestones and reporting requirements may result in the withholding of funds until such milestones have been achieved.



Semi-annual Reporting Requirement as per RFP

- Grant recipients will be required on a semi-annual basis to provide performance reports that detail success in achieving the stated milestones and services provided within the reporting period.



Appropriate Benchmarks include:

- Quantitative measures of improved student performance (e.g., improvement in student achievement levels, decrease in absenteeism, increase in graduation rates);
- Increase in the linkage and delivery of need-aligned social services (e.g., increased usage of school breakfast, increased immunization rates, minimum number of early childhood home visits); and
- Increase in access to essential services (e.g., counseling services made available, health clinic established at a school, housing counseling services made available).



Performance Metrics Must Include:

- (1) growth in student academic achievement (including state assessments, where available);
- (2) graduation and attendance rates;
- (3) evidence of growth in areas of school culture and climate (including attendance and behavioral incidents); and
- (4) evidence of improvement in student health and socio-emotional well-being.



By September 1

- of each year, the State Education Department, in consultation with appropriate Council on Children & Families member agencies and each grantee, will establish minimum performance benchmarks required for continued funding in the subsequent project year.

Questions





Find a Partner School

- Share your vision & mission.



Share Your Strategies

- When did you conduct your most recent needs assessment?
- What did you determine to be your greatest needs?
- What strategies are you implementing to meet them?



Benchmarking Worksheet

- Draft a benchmark related to a need you've identified as a high priority.
 - Cohort 1 grantees can either develop a new benchmark, or work on revisions to their current benchmarks
- Work with your partner school to give and receive feedback.
 - Refer to the SMART Objectives slide. Does your benchmark meet all the criteria? Does your partner's?

Report Out



Questions

