

# TRANSLATING A MISSION INTO A DESIRED OUTCOME

---

# What Is Strategic Thinking?

---

---

## STARTING WITH THE WHY

- WHY? = \_\_\_\_\_
  - *What is your cause? What are your beliefs?*
  
- HOW? = \_\_\_\_\_
  - *The actions taken to realize the WHY; guiding values and principles.*
  
- WHAT? = \_\_\_\_\_
  - *What do you do? The result of WHY. The proof.*

\_\_\_\_\_ of WHY.

- *A purpose, cause or belief, reason for being beyond products and services.*
  
- Answers the Question: \_\_\_\_\_

\_\_\_\_\_ of HOW.

- *The actions taken to realize the belief, values, principles that guide how to further the cause.*
  
- Answers the Question: \_\_\_\_\_

\_\_\_\_\_ of WHAT.

- *The products or services your organization offers.*
  
- Answers the Question: \_\_\_\_\_

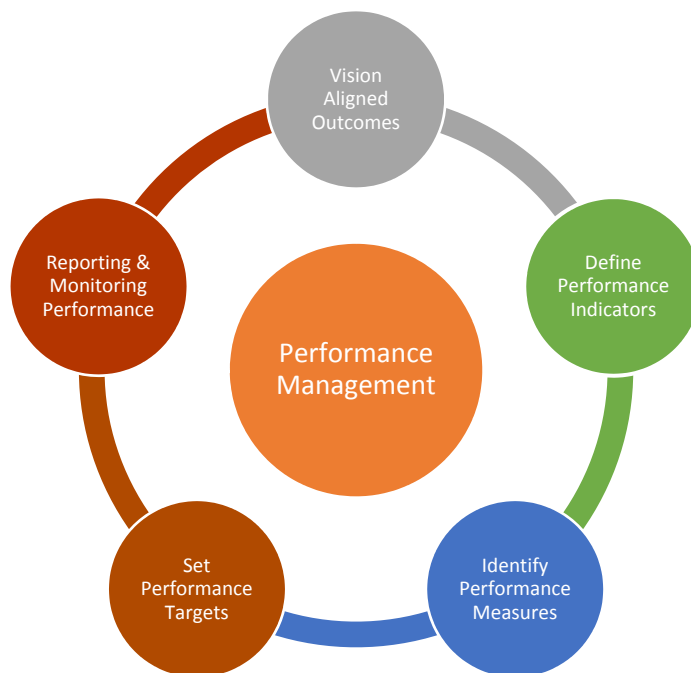
## CREATING VALUE THROUGH THE WHY

➤ WHY: \_\_\_\_\_

➤ HOW: \_\_\_\_\_

➤ WHAT: \_\_\_\_\_

## Measuring and Managing Performance



## Developing Outcomes: About Outcomes and Outcome Statements

---

---

---

---

---

### Performance Indicators

- Identifies what will be monitored and evaluated to demonstrate results
- Must be specific, observable and measurable

Answer questions:

---

---

### 5 Steps to Find the Right Measures

Step 1: \_\_\_\_\_

Step 2: \_\_\_\_\_

Step 3: \_\_\_\_\_

Step 4: \_\_\_\_\_

Step 5: \_\_\_\_\_

## 5 Steps to Use Measures to Reach Performance Targets

Step 1: \_\_\_\_\_

Step 2: \_\_\_\_\_

Step 3: \_\_\_\_\_

Step 4: \_\_\_\_\_

Step 5: \_\_\_\_\_

## Reporting and Monitoring Performance

➤ Performance Report need to answer three questions:

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

## Stages of Backwards Design

Stage 1: \_\_\_\_\_

Stage 2: \_\_\_\_\_

Stage 3: \_\_\_\_\_

## Monitoring Progress through a Data Cycle

➤ \_\_\_\_\_

➤ \_\_\_\_\_

➤ \_\_\_\_\_



# ROWE ELEMENTARY SCHOOL PERFORMANCE EVALUATION REPORT

April 12, 2016

Name: \_\_\_\_\_  
 Position: Teacher  
 Base Salary: \_\_\_\_\_  
 Evaluation period: Year-end  
 Overall point total: #DIV/0!  
 Performance Level: #DIV/0!  
 Bonus payout: #DIV/0!

Incentive Bonus Plan Schedule				
Point range	Ranking	Payout %	Payout \$	
0 Less than 50 points	Unsatisfactory	0%	\$	-
50 50 – 74 points	Below Developing	0.94%	\$	-
74 74 – 89 points	Developing	1.88%	\$	-
90 90 - 100 points	Proficient	3.75%	\$	-
101 Greater than 101 points	Distinguished	5%	\$	-

Performance Summary				
Criteria	Rating	Score	# unsatisfactory	Flagged for review
<b>Performance Metrics</b>	Proficient	#DIV/0!		
<b>RESCO</b>	Proficient	0.00		
<b>Fit With RES Metrics</b>	Proficient	#DIV/0!		
<b>Fit With RES Evaluation</b>	Proficient	0.00		

Performance Metrics	Weighting	Goals		Points	
		Target	Actual	Target	Actual
<b>40.00</b>					
NWEA ELA % Meeting Growth Goals	12.00%	65%		4.8	0.0
NWEA Math % Meeting Growth Goals	12.00%	65%		4.8	0.0
NWEA ELA Attainment	12.00%			4.8	#DIV/0!
NWEA Math Attainment	12.00%			4.8	#DIV/0!
F&P Growth: Scholars on GL	9.00%	1.0		3.6	0.0
F&P Growth: Scholars below GL	9.00%	1.2		3.6	0.0
Classroom Scholar Climate	9.00%	4.0		3.6	0.0
Classroom DESSA	9.00%	85%		3.6	0.0
% of scholars meeting IEP Goals	0.00%	80%		0.0	0.0
Teacher Attendance	4.00%	95%		1.6	0.0
Classroom Scholar Attendance	4.00%	95%		1.6	0.0
Classroom RCPU Attendance	4.00%	95%		1.6	0.0
Classroom Parent DESSA Completion	4.00%	50%		1.6	0.0
Family Satisfaction	0.00%	90%		0.0	0.0
<b>Total points</b>	100.0%			<b>40</b>	<b>#DIV/0!</b>
<b>Performance Metrics</b>					Proficient

Academic Supports	Weighting	Unsatisfactory	Developing	Proficient	Distinguished	Total points
<b>6.67</b>		<b>0.00</b>	<b>5.00</b>	<b>6.67</b>	<b>10.00</b>	
Instructional Planning	25%					
Concept Development	25%					
Quality of Feedback	25%					
Language Modeling	25%					
<b>Total points</b>						<b>0.0</b>
<b>RESCO: Academic</b>						Proficient

Scholar Culture Supports	Weighting	Unsatisfactory	Developing	Proficient	Distinguished	Total points
<b>6.67</b>		<b>0.00</b>	<b>5.00</b>	<b>6.67</b>	<b>10.00</b>	
PBIS Approach	33%					
Productivity	33%					
Instructional Engagement	33%					
<b>Total points</b>						<b>0.0</b>
<b>RESCO: Scholar Culture</b>						Proficient

SEL Supports	Weighting	Unsatisfactory	Developing	Proficient	Distinguished	Total points
<b>6.67</b>		<b>0.00</b>	<b>5.00</b>	<b>6.67</b>	<b>10.00</b>	
Positive Climate	33%					
Teacher Sensitivity	33%					
Empowering Scholar Voice	33%					
<b>Total points</b>						<b>0.0</b>
<b>RESCO: SEL</b>						Proficient

SpEd	Weighting	Unsatisfactory	Developing	Proficient	Distinguished	Total points
<b>0.00</b>		<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	
Special Education Tasks	33%					
Collaboration	33%					
Implementation of Supports	33%					
<b>Total points</b>						<b>0.00</b>
<b>RESCO: SEL</b>						

Fit with RES Metrics	Weighting	Goals		Points	
		Target	Actual	Target	Actual
<b>20</b>					
GL NWEA ELA % Meeting Growth Goals	7.7%	65%		1.54	0.0
GL NWEA Math % Meeting Growth Goals	7.7%	65%		1.54	0.0
GLNWEA ELA Attainment	7.7%			1.54	#DIV/0!
GL NWEA Math Attainment	7.7%			1.54	#DIV/0!



## ROWE ELEMENTARY SCHOOL PERFORMANCE EVALUATION REPORT

April 12, 2016

F&P Growth: Scholars on GL	7.7%	1.0		1.54	0.0
F&P Growth: Scholars below GL	7.7%	1.2		1.54	0.0
GL Scholar Climate Survey	7.7%	4.0		1.54	0.0
GL DESSA	7.7%	85%		1.54	0.0
GL PE Mastery	0.0%	80%		0.00	0.0
GL Drama Mastery	0.0%	75%		0.00	0.0
GL Art Mastery	0.0%	75%		0.00	0.0
GL Music Mastery	0.0%	75%		0.00	0.0
GL Spanish Mastery	0.0%	75%		0.00	0.0
GL % of Scholars Meeting IEP Goals	7.7%	80%		1.54	0.0
SW Teacher Attendance	7.7%	95%		1.54	0.0
SW Scholar Attendance	7.7%	95%		1.54	0.0
SW RCPU Attendance	7.7%	90%		1.54	0.0
SW Family NPS - Recommend to Scholars	7.7%	80%		1.54	0.0
<b>Total points</b>	100%			20	#DIV/0!
<b>Fit with RES Metrics</b>					

Fit with RES Evaluation	Weighting	Unsatisfactory	Developing	Proficient	Distinguished	Total points
20		0.00	15.00	20.00	28.12	
Pride	25%					
Success	25%					
Honor	25%					
Organizational Contribution	25%					
<b>Total points</b>						0.0
<b>Fit with RES Evaluation</b>				Proficient		

Academic Supports

Scholar Culture Supports

\_\_\_\_\_  
\*Team Member Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Principal

\_\_\_\_\_  
Date

\_\_\_\_\_  
Northwestern Settlement President

\_\_\_\_\_  
Date

\* A signature of this summary does not necessarily mean the licensed employee agrees with the opinions expressed, but merely indicates that the employee has read the analysis and had an opportunity to discuss it with his/her immediate supervisor.







