

► Productivity in Texas Public Education

Senate Education Committee

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Productivity in Public Education

“... those organizations whose practices contribute to high academic achievement and cost effective operations.”

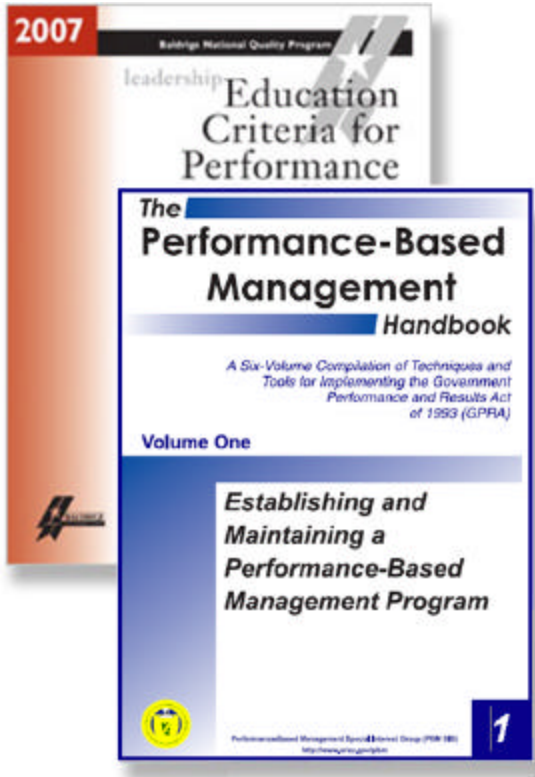
Governor Rick Perry

Lt. Governor David Dewhurst

Speaker Tom Craddick

2003 Select Committee on Public School Finance

Building Models for Performance Management



Education Resource Group:

Founded in 1999

36 clients with 983,301 students

**Performance management tools for the:
District – Campus – Classroom**

Guides:

Baldrige National Quality Program

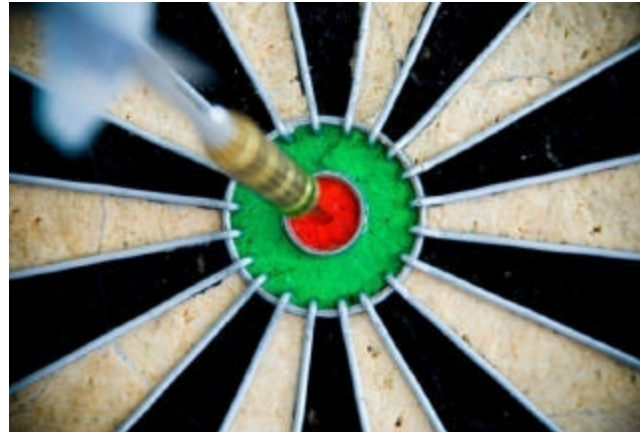
National Performance Review (GPRA of '93)

Performance Models:

Improve our understanding of performance

Identify successful improvement strategies

Measurement



The “Heart and Soul” of Productivity

How well an organization is doing?

Where improvements are necessary?

Which organizations are the models of high performance?

Are the improvement strategies working?

The greatest challenge to improving productivity is the difficulty that organizations have in seeing themselves as they really are.

Current Accountability Systems

Academic Rating System

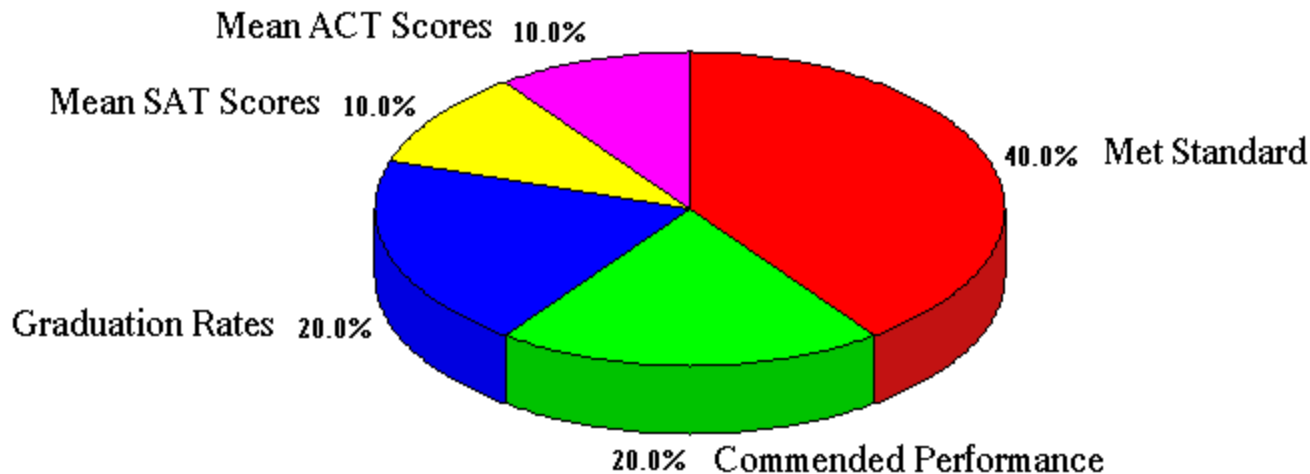
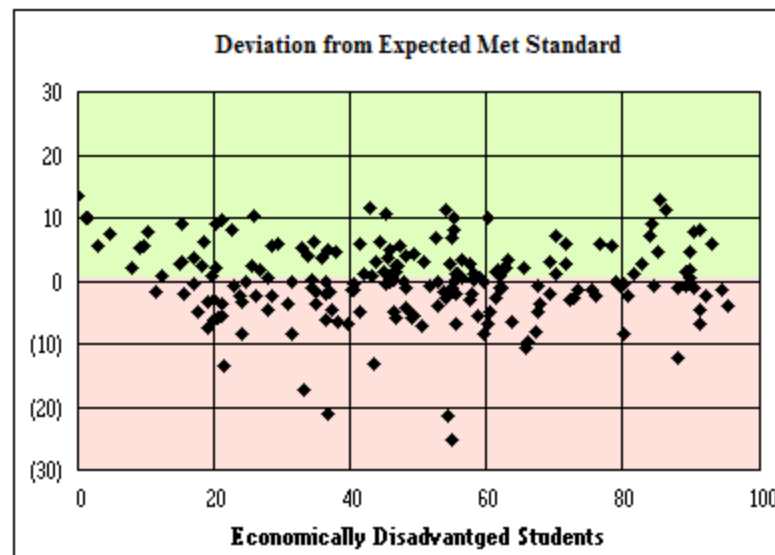
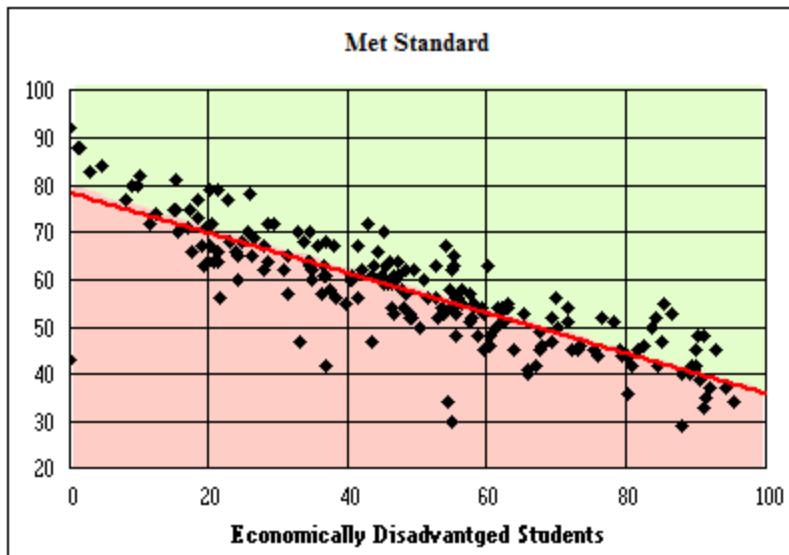
(2007-2008 School Year)

Level 4	01			
Level 3	153	05		04
Level 2	35			
Level 1	02			
	Level 1	Level 2	Level 3	Level 4

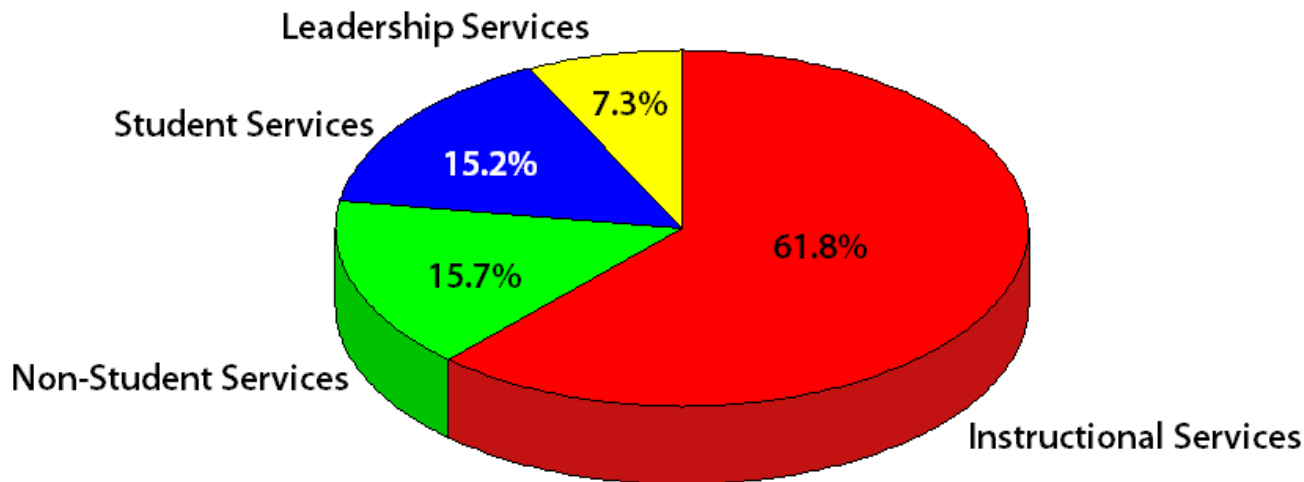
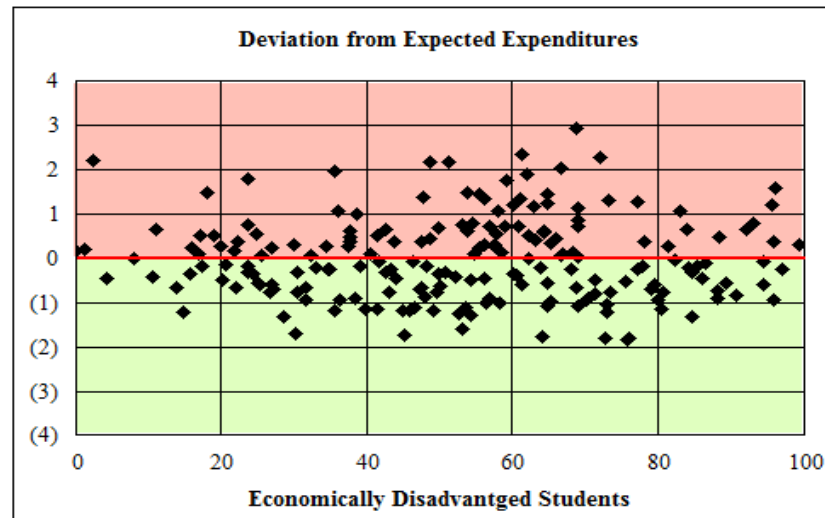
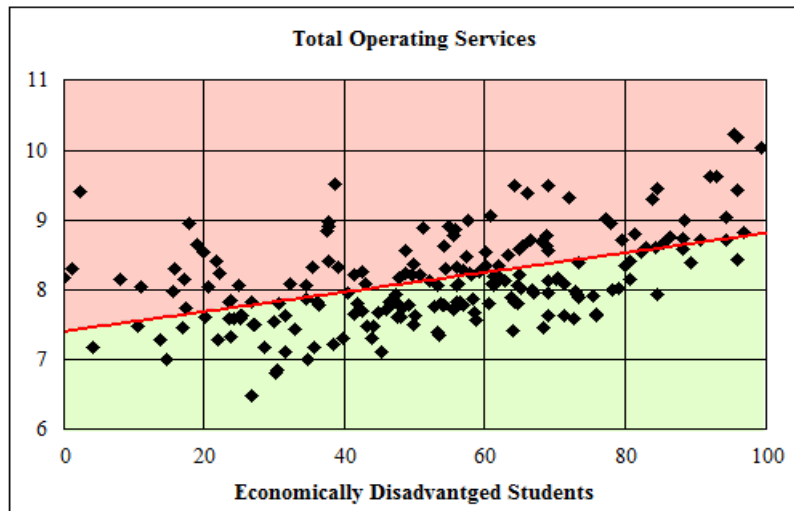
Financial Integrity Rating System of Texas

(2007-2008 School Year)

A Level Playing Field - Academic Performance Index



A Level Playing Field - Financial Performance Index

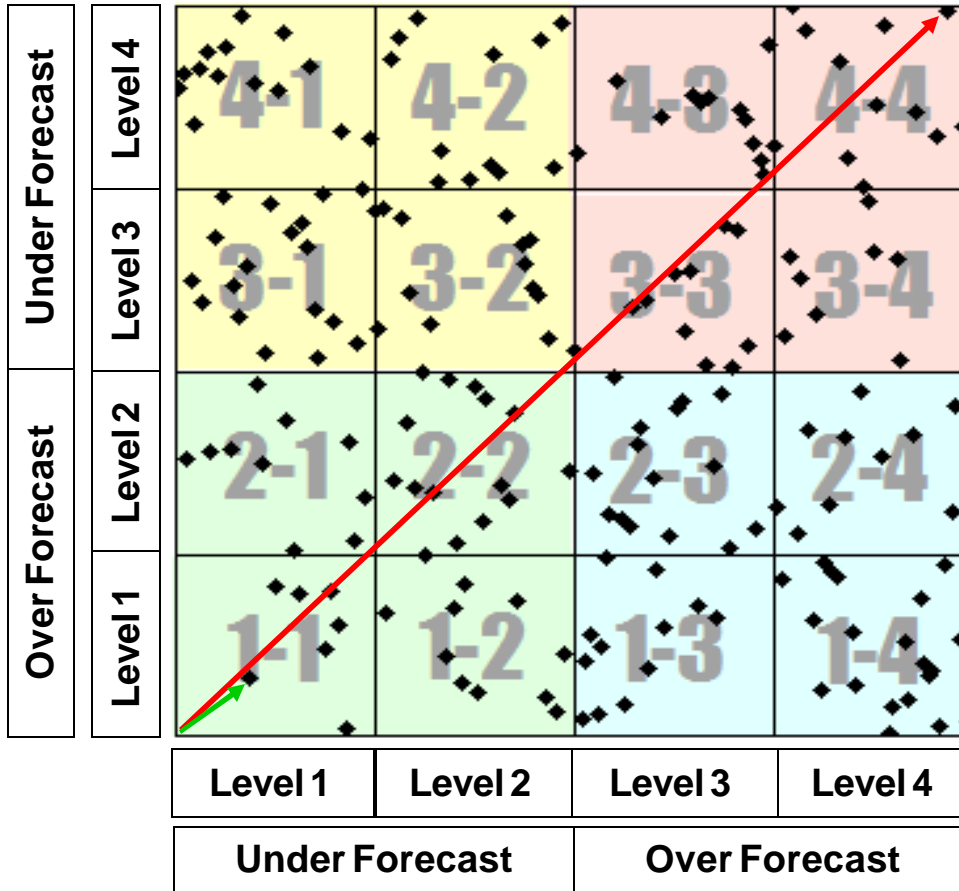


The 2009 ERG Performance Matrix

Academic Ranking	Under Forecast	Level 4	14	15	10	11
		Level 3	14	16	08	12
	Over Forecast	Level 2	14	08	16	12
		Level 1	08	11	16	15
		Level 1	Level 2	Level 3	Level 4	
		Under Forecast		Over Forecast		
Financial Ranking						

The ERG Education Productivity Index

Academic Ranking



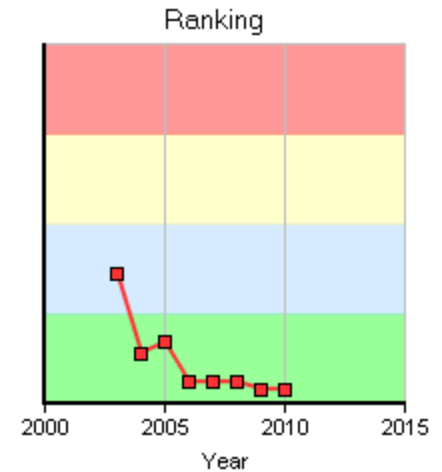
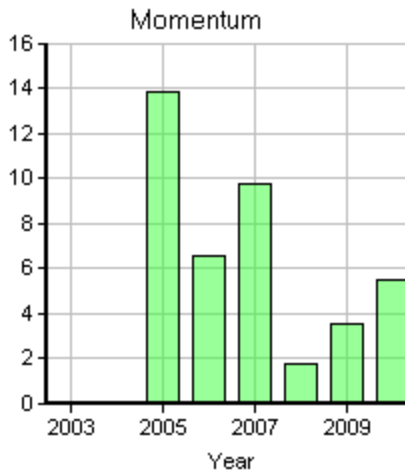
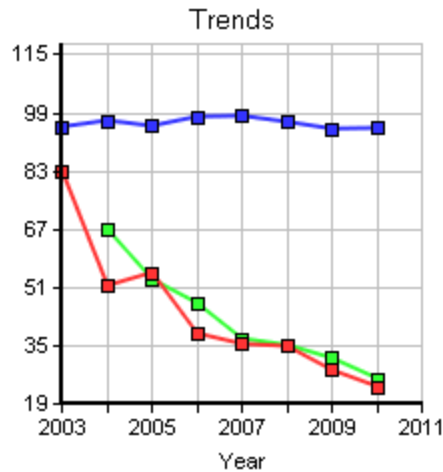
High

Low

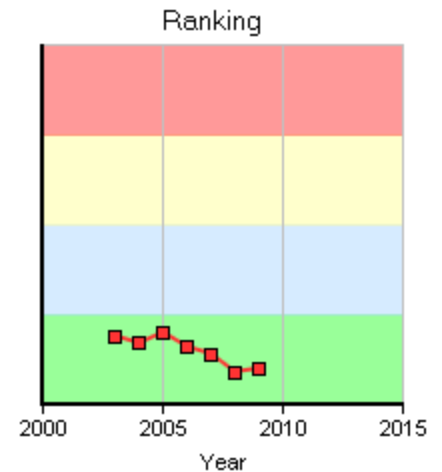
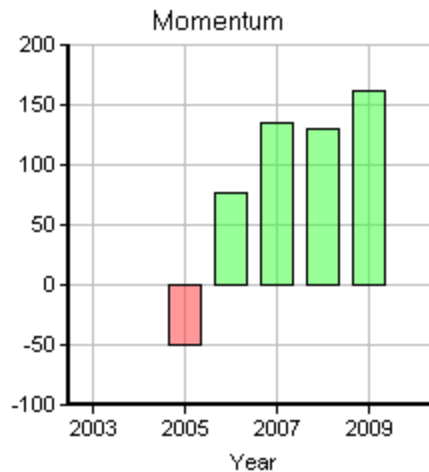
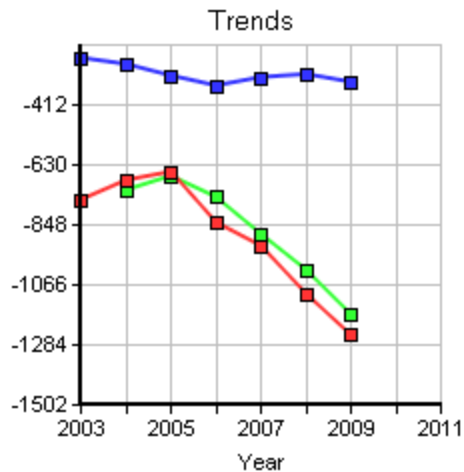
Financial Ranking

The Tale of Two Districts – High Productivity

Academic Performance Index

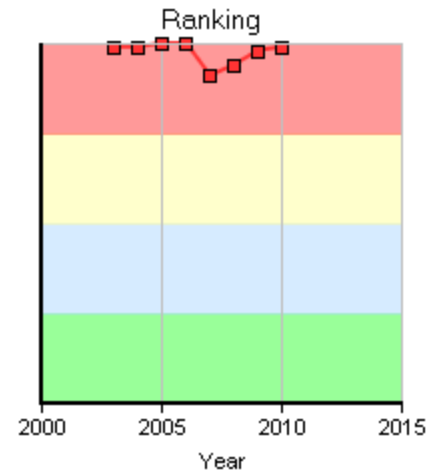
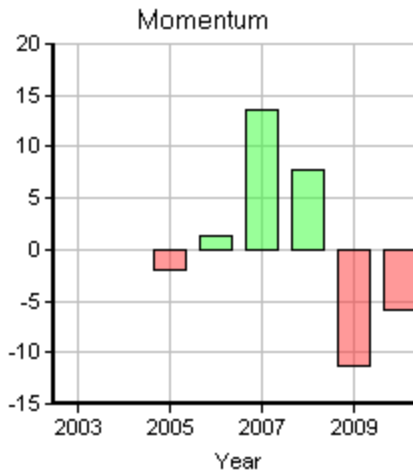
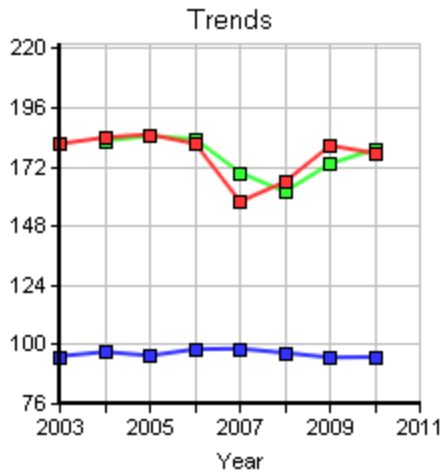


Financial Performance Index

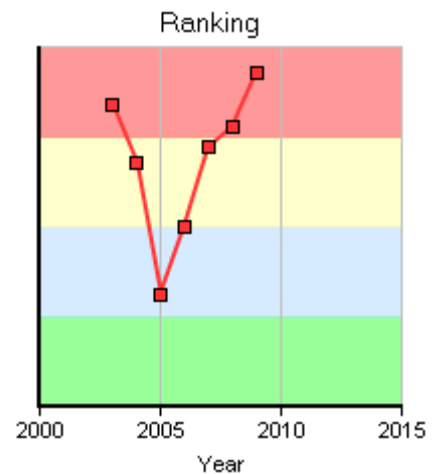
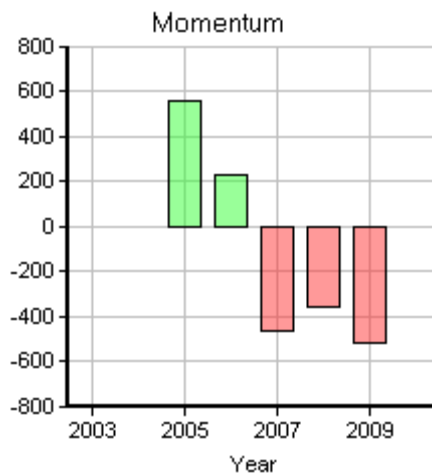
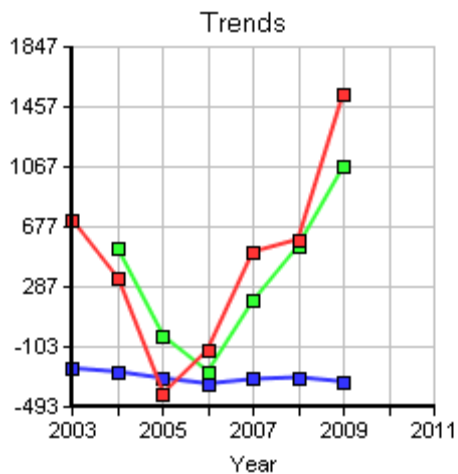


The Tale of Two Districts – Low Productivity

Academic Performance Index



Financial Performance Index



2010-2011 State Aid (SOF - LPE)

Regular Program Allotment	22,484,745,780	72.7%
Special Education Allotment	2,874,452,871	9.3%
Career & Techonlogy Allotment	1,264,385,433	4.1%
Gifted & Talented Adjusted Allotment	140,136,855	0.5%
Compensatory Education Allotment	3,126,271,539	10.1%
Bilingual Education Allotment	382,354,248	1.2%
Tranportation Allotment	311,855,449	1.0%
High School Allotment	342,427,569	1.1%
Total Cost of Tier I	30,927,540,535	
State Share of Tier I	15,421,841,289	79.9%
Tier II	1,238,334,187	6.4%
Additional State Aid for Tax Reduction	1,714,970,048	8.9%
Other Programs	(\$925,506,294)	-4.8%
Charter School Foundation	\$1,034,949,851	5.4%
Foundation School Fund	16,445,756,209	85.2%
Available School Fund	2,037,643,761	10.6%
Technology Allotment	134,433,722	0.7%
Chapter 46	638,837,913	3.3%
Total State Aid	19,303,200,327	

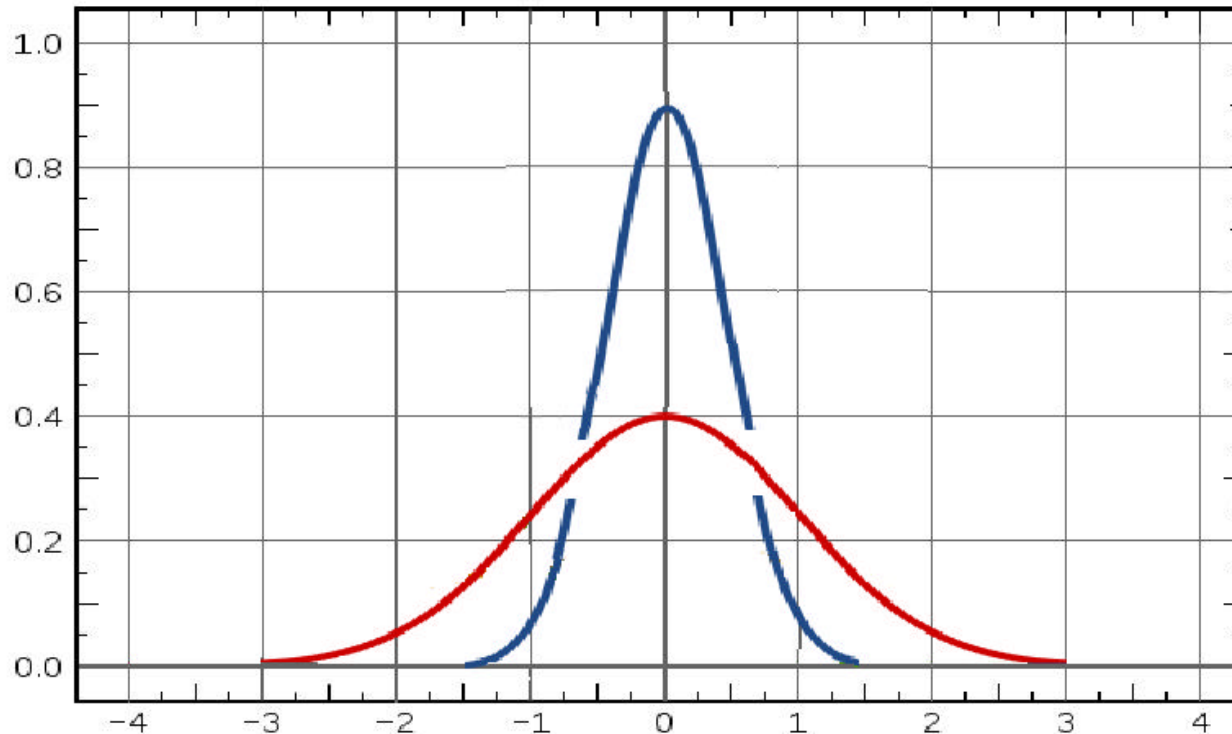
Key Issues:

Inaccurate CEI

Compensatory Education

State Aid for Tax Reduction

Cost of Education Index

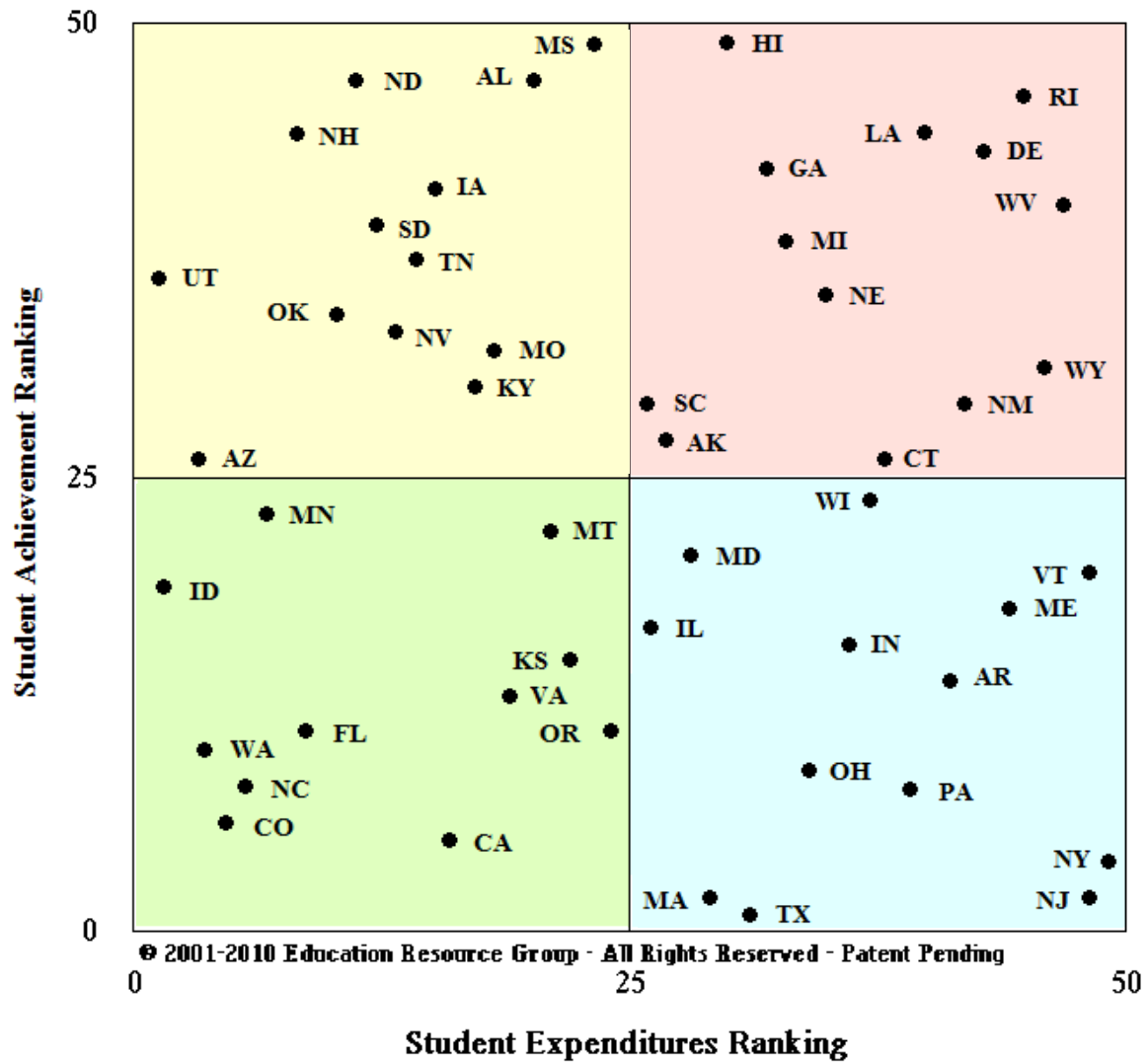


Texas Cost of Education Index		Average Instructional Staff Base Salaries	
Mean:	1.0867	Mean:	42,333
+1 Std Dev:	1.1096	+1 Std Dev:	45,890
-1 Std Dev:	1.0637	-1 Std Dev:	38,777
Gap:	0.0459	Gap:	7,113
	4.32%		18.34%

Using Pacesetters to Set Productivity Goals

Academic Ranking	Under Forecast	Level 4	4-1	4-2	4-3	4-4	
		Level 3	3-1	3-2	3-3	3-4	
		Level 2	2-1	2-2	2-3	2-4	
		Level 1	1-1	1-2	1-3	1-4	
	Over Forecast	Level 2	2-1	2-2	2-3	2-4	
		Level 1	1-1	1-2	1-3	1-4	
			Level 1	Level 2	Level 3	Level 4	
			Under Forecast		Over Forecast		
		Financial Ranking					

ERG State Matrix and Quality Counts Data



“Not Everyone With a Hammer is a Carpenter”



*Information
is a
Strategic Resource*

Texas Needs Better Data:

More Accurate!

More Consistent!

More Timely!!!

Texas Needs Better Tools to Help:

Understand the relationship of inputs and outputs

Convert that knowledge into actionable information

Identify areas requiring improvement

Monitor the progress of improvement strategies

“A powerful force for increasing productivity will be better information in the hands of enlightened leaders.”