



OELA 2017 Project Directors Meeting
In Pursuit of Higher Education for All



**STRATEGIES FOR THE SUSTAINABILITY
 OF GRANT-FUNDED PROGRAMS**

Presented by:
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OBJECTIVES FOR THIS SESSION

- Participants will build their understanding of the description and elements of performance management and sustainability.
- Participants will identify opportunities to communicate and engage with their stakeholders and partners about their progress.



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WHAT IS PERFORMANCE MANAGEMENT?

What does “performance management” mean to you?





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A DESCRIPTION OF PERFORMANCE MANAGEMENT



Performance management is a **systemic approach** to ensure quality and progress toward organizational goals by **aligning structures, processes and routines** through a set of reinforcing activities that enable an agency to methodically and routinely monitor **the connection between the work underway and the outcomes sought**.

THERE ARE FOUR ELEMENTS OF PERFORMANCE MANAGEMENT



Clarity of Outcomes and Theory of Action

- Set student outcome targets to achieve project goals
- Establish a theory of action and strategies for implementing priority reforms
- Develop plan(s) that align strategies with project goals

Alignment of Resources

- Directing resources to project priorities
- Establishing clear leadership of project goals and reforms

Collection and Use of Data

- Ensure quality data on performance
- Ensure quality data on implementation
- Using data to review processes and make mid-course corrections

Accountability for Results

- Link internal accountability to results
- Link external accountability to results
- Engage stakeholders about results

WHAT IS SUSTAINABILITY?



THE DEPARTMENT ENGAGED 17 PARTNERS
TO HELP BUILD FRAMEWORKS AND TOOLS
TO SUPPORT RACE TO THE TOP GRANTEES



SUSTAINABILITY WORK GROUP



DESCRIPTION OF SUSTAINABILITY

Sustainable reforms are **durable, adaptive** and **persistently focused** on priority goals for improved student growth in the face of **changing conditions**.

THE SUSTAINABILITY FRAMEWORK CONSIDERS THE FACTORS THAT CONTRIBUTE TO LASTING REFORM

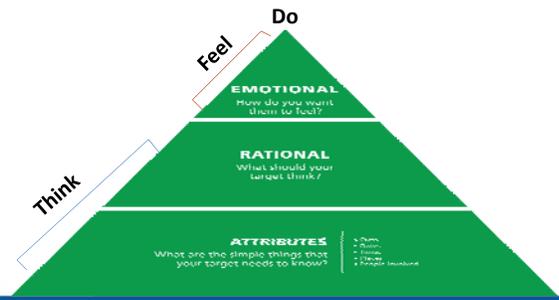


PARTNERS and STAKEHOLDERS

Partners – a person or group of people who have an investment in the project’s goals, a partner brings something to the table—knowledge, skills, and/or resources—and stands to benefit in some way from the success of the project.

Stakeholders – a person or group of people who has an interest in the project’s goals. Includes SEAs, LEAs, and groups of non-organized people (e.g. teachers as a whole, parents as a whole), the field, and organizations that have influence over implementation of the project.

MESSAGES SHOULD BE SIMPLE, BUT HAVE RATIONALE AND EMOTIONAL LEVELS



EXERCISE

What

Time

- With your facilitator, brainstorm a list of partners, and a list of stakeholders on flip chart paper ▪ 5

- Choose one partner and one stakeholder to complete the “Think, Feel, Do” template on brown paper. ▪ 20
 - What role do you want them to play towards sustaining your project? What do you want to them to think, feel, and do in relation to your project?

THE AIM IS TO CHANGE THE WAY WE LOOK AT OUR STAKEHOLDERS



- | | |
|--|---|
| <ul style="list-style-type: none"> • Passive recipients of information • People to be managed • Skeptics “across the table” | <ul style="list-style-type: none"> • Active participants in dialogue • Equal partners in the project • Problem-solvers alongside you |
|--|---|



THE 4 I'S FRAMEWORK OFFERS STRATEGIES TO INCREASE ENGAGEMENT



- | | | | |
|---|---|---|---|
| <p>Inform</p> <p>One-way emails, press releases, PPTs, web, etc.</p> | <p>Inquire</p> <p>Listening, surveys, focus groups, etc.</p> | <p>Involve</p> <p>More active engagement, advisory groups, steering committees, etc.</p> | <p>Inspire</p> <p>Stakeholders as owners and champions</p> |
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ADDITIONAL RESOURCES



- PERFORMANCE MANAGEMENT RESOURCES
 - Performance Management Briefs
 - Rhode Island Performance Management Case Studies



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ADDITIONAL RESOURCES



- SUSTAINABILITY RESOURCES
 - Full Sustainability Rubric
 - Sustainability Rubric Summary
 - Sustainability Self-Assessment Workbook
 - Capacity Building Template
 - District resources, too!
- COMMUNICATIONS RESOURCES
 - 4 I's Framework
 - Engaging Stakeholders Templates
 - Social Media Guide and "Tip Sheets"



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Thank you!

For more Information
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Link to other Performance Management and Sustainability Resources and Tools:

- <https://rtt.grads360.org/>



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