

# Letter from the Director

March 2016

Dear Colleagues,

One of the exciting successes for the Center this year is the launching of the Strategic Performance Management (SPM) process. Highlights of the SPM process and work will be the main content of my letter this month.

### **Every Student Success Act (ESSA) requires aligned State Education Agencies:**

The passage of the Every Student Success Act (ESSA) puts more responsibility on states to make local decisions regarding practices on student achievement and accountability which were previously guided and outlined at the federal level. This flexibility will make it even more important for SEAS to have a system characterized by aligned mission, goals, and strategies that enhances productivity and is evident in the work of each individual in the SEA. I believe the work the BSCP Center is doing around Strategic Performance Management takes on a new level of importance with the passage of ESSA in providing a process for SEAs to consider. Look for more information on ESSA's impact on our work at the BSCP Center in my future letters.

The BSCP Center and partner regional comprehensive centers have rolled out the Strategic Performance Management technical assistance process in four states, working closely with CSSOs and their executive teams. The process is based on the BSCP Center's publication, [Strategic Performance Management](#).

Strategic Performance Management (SPM) combines elements of strategic planning with a thorough analysis of the SEA's functions (work to be done) and structures (how the agency is organized to do the work). Finally, SPM puts in place an agency-wide performance management system so that everyone in the organization is engaged in the design of his or her work, all aimed at agency-wide strategies and goals. This refocusing of an SEA and its means for achieving high productivity through systems alignment and innovation is exactly what ESSA requires.

### **A Strategic Performance Management Institute was held for Regional Comprehensive Centers:**

San Antonio, Texas was the location of the recent Strategic Performance Management Institute and I was pleased with the representation from 12 regional comprehensive centers attending which included; North Central, California, Texas, Central, South Central, Great Lakes, Midwest, Southeast, Northeast, Appalachia, Mid-Atlantic, Florida and Islands, and Pacific regional centers. The Institute focused on two BSCP Center initiatives that are timely in light of ESSA: (1) Strategic Performance Management and (2) Strategic Communication. These Regional Center participants are a resource to your SEA and we encourage you to contact them.

### Strategic Performance Management Resources are available on the BSCP Center Website:

I would like to direct you to some of the excellent resources our BSCP Center has available to you as you consider learning more about Strategic Performance Management.

1. December 2015 Performance Management Institute resources and pictures <http://www.bscpcenter.org/pmi/>
2. Performance Manage Tools <http://www.bscpcenter.org/pmt/>  
Participants were introduced to rubrics in this link. They can be used by in paper form or put into the IndiSEA web-based tool.
3. Strategic Performance Management; Organizing People and their Work in the SEA of the Future <http://www.bscpcenter.org/performance/assets/spm.pdf>
4. For more information on the Strategic Performance Management process contact Sam Redding [sredding@adi.org](mailto:sredding@adi.org) or Lois Myran, BSCP Center Knowledge Manager at [Loismyran@ndsupernet.com](mailto:Loismyran@ndsupernet.com).

Sincerely,



Dean H. Nafziger, Ph.D.

Director, Building State Capacity & Productivity Center at Edvance Research  
210-558-4101 or [DeanNafziger@westat.com](mailto:DeanNafziger@westat.com)

### Building State Capacity and Productivity Center

The Building State Capacity and Productivity Center (BSCP Center) focuses work on helping state education agencies (SEAs) throughout the country, as they adapt to constrained fiscal resources and increased demands for greater productivity. As State Departments of Education are facing a daunting challenge of improving student performance with diminishing financial resources, the BSCP Center provides technical assistance to SEAs that builds their capacity to support local educational agencies (LEAs or districts) and schools, and to the other 21 regional comprehensive centers and national content centers that serve them, by providing high quality information, tools, and implementation support. The partners in the BSCP Center are Edvance Research, Inc., the Academic Development Institute, and the Edunomics Lab (Georgetown University).

Visit us at:



[www.bscpcenter.org](http://www.bscpcenter.org)

