

Letter from the Director

February 2015

Dear Colleagues,

Thanks to so many of you who commented favorably on our new web site. We are glad that you took the time to check it out and send your comments. As I said in my January letter, completing the site was on our resolution list for the New Year. Have a look if you haven't already at www.bscpcenter.org/.

What can we learn from the experience of business and industry to help address the educator equity gap?

A new issue of *Solutions*, published this week, describes a different way of looking at the educator equity challenge for state agencies as they complete their state plans due in June 2015. More employers in the private sector are using the concept of “supply chain management” to address their challenges in finding qualified candidates to fill critical positions in their organizations. In our paper, authored by Kathleen Barfield, we bring this concept to education by discussing “talent pipeline management” strategies for developing actionable plans to effectively place qualified teachers. This demand-driven approach focuses on leveraging the roles of state and local agencies to break through the barriers of inequitable teacher distribution (see [Solutions, issue 7](#)). We are exploring the use of this approach with the Center on Great Teachers and Leaders at the invitation of the West Comprehensive Center.

The BSCP Center Advisory Group meeting is scheduled for April

Plans are underway for the BSCP Center Advisory Board meeting where board members will be informed of and discuss the vital and valuable work of the BSCP Center. The purpose of the board is to help us provide states the best available information and assistance, leveraging the experience and expertise of each board member. As requested by several board members, the meeting will be held prior to the America Educational Research Association meeting in Chicago on April 16, 2015. I look forward to spending time with the advisory board members and the opportunity it will provide for feedback, collaboration, and conversation. (The October issue of the [Letter from the Director](#) contains a list of Advisory Board members and their affiliations.)

Sustainability success training is a new opportunity for SEAs

The BSCP Center is excited to provide a new Sustainability Training series with the Midwest Comprehensive Center to a variety of education stakeholders. The series consists of a train-the-trainer workshop with additional blended learning experiences that takes participants through steps leading to sustainability success. In today's challenging economy and churning politics,

sustainability is a critical element of managing programs. Shawn Petty is the facilitator for our sustainability initiative, which is provided in three strands, described as follows:

1. **Sustainability Train-the-Trainer** strand is intended to assist organizations accomplish long-term success by embedding sustainability into the culture of the organization through a *Four Steps to Sustainability Success* process.
2. **Sustainability Introductory Webinar** strand is designed for participants to learn about the *Four Steps to Sustainability Success* and gain an understanding of how each step will bring organizations closer to maintaining work over time. This strand is based on the understanding that good sustainability planning requires a clear vision with actionable steps.
3. **Sustainability Face-to-Face Training: The Resource Gap** strand emphasizes that successfully sustained educational initiatives or programs have a clear strategic plan with a diverse resource portfolio. Building that diverse resource portfolio is the focus of this training. Participants will get a high-level view of how to conduct a gap analysis and will begin the process of analyzing funding gaps. This is one of the most critical steps in the sustainability process.

Please contact me if you are interested in learning more about our sustainability work.

New, must read analysis

The Edunomics Lab at Georgetown University, a partner in the BSCP Center, has just released an important new analysis of how to pay teachers more and educate more students. This example of cake-having and cake-eating demonstrates that productivity improvements can be beneficial to teachers, not punitive. See it at edunomicslab.org, and see related productivity ideas in our [*The SEA of the Future*](#) series at the BSCP website.

Thanks for taking time to learn more about the work at the BSCP Center by reading our monthly letter. You can also go to our newly re-designed website to review our work and locate our resources at www.bscpcenter.org.

Sincerely,



Dean H. Nafziger, Ph.D.

Director

Building State Capacity & Productivity Center at Edvance Research

210-558-4101

dnafziger@edvanceresearch.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).

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