

Five Features of an Effective District Performance Management System



Performance management systems support progress toward organizational goals by aligning structures, processes, and routines, and allowing organizations to continuously monitor the connection between the work they do and the outcomes they seek. Read about the five essential features of a district performance management system:

①

Timely and
Verified Data

②

Visibility into
Outcome Gaps
through Data
Disaggregation

③

Integration of
Multiple Data
Sources

④

Capacity
Development
for All Users

⑤

Embedded
within
Supportive
Practices and
Policies

① Timely and Verified Data

Having a timely, high-quality data verification process is essential for the effectiveness of any performance management system. As educators, you need access to data that is current, accurate, and relevant. When data quality is trusted, you can begin to analyze the data and make decisions.



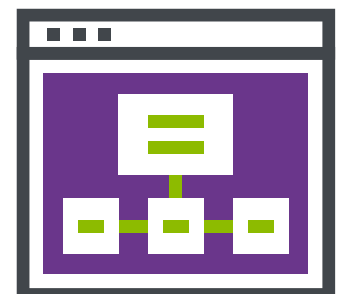
② Visibility into Outcome Gaps through Data Disaggregation



Data usage in performance management systems must allow educators and leaders to easily view outcome gaps through different lenses, including student demographics, performance, attendance, program participation, and other issues relevant to students' school experience.

③ Integration of Multiple Data Sources

A performance management system must have the capacity to integrate multiple databases and data sources. When your team is able to compare different types of student data, you can better examine your assumptions about the factors contributing to student success.



④ Capacity Development for All Users



Building the capacity of users at all levels is essential for the effectiveness of a performance management system. Increasing your team’s knowledge and skills through user training, support, and professional development increases your district's ability to effectively act on data and use it to improve student outcomes.

⑤ Embedded within Supportive Practices and Policies

A performance management tool alone isn’t enough without practices, policies, and routines built around it that create a collaborative environment and support continuous analysis and action based on relevant data. With structured systems in place, your district can dedicate time to regular collaborative data analysis and reflection, in alignment with your strategic plan, and focus on student achievement.



Looking for additional resources for improving your goal setting and performance management practices? [Click here](#) to read the white paper “Using Data-Driven Performance Management to Achieve District Goals.”