



## TEA Continues Funding for STTE Districts

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*PM Village is an Early  
Warning Indicator  
System*

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### *--STTE Districts use funding to support Performance Management program--*

**--Austin--**The Texas Education Agency (TEA) recently awarded Statewide Tools for Teaching Excellence (Early Warning Data System), Phase II, Continuation grants for all five STTE districts totaling \$1,500,000 for the 2010-2011 school year, providing \$300,000 to each district. As part of their continued participation in the project, each district has committed to using their funds to maintain project coordinator and data manager positions, submit district teacher and student data, and use the PM Pathways™ system. This tool focuses educators on high priority goals and outcomes, and helps them identify specific actions they can take to intervene for success throughout the school year.

Districts will continue to have access to all [PM Village™](#) support resources offered by Edvance Research through a grant from the Michael and Susan Dell Foundation (MSDF), including the PM Academy professional development component. The PM Academy™ currently includes four courses (Project Management 101, Principles of Performance Management, Change Management and Research Literacy Basics) plus five video tutorials to support the use of the PM Pathways tools. Two additional courses will be available this school year covering data management and using research-based interventions project coordinators may utilize TEA grant funding to scale these professional development resources district-wide.

Funded through the Texas High School Completion and Success Initiative (GAA, Article III, Rider 51, 81st Texas Legislature, 2009), these continuation grants will help districts build the capacity for using data to drive improvement of high school graduation rates and postsecondary readiness, as well as other indicators of student performance, such as assessment results and course completion. During this pilot phase, each district has identified one or more leading indicators to focus attention on, and has selected a specific intervention to implement and monitor

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*PM Village links  
indicators to  
interventions and  
monitors results*

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during the 2010-2011 school year using the tools and processes developed under the STTE project. Details regarding each district's intervention implementation are as follows:

**BEAUMONT ISD:**

**Intervention Name:** PLATO – Plan to Graduate

**Targeted Student Population:** Over-aged 8<sup>th</sup> graders at three middle school campuses

**Approximate Number of Students to Receive Intervention:** 45 – 90 students

**Desired Outcome:** Gain 2 HS credits during the 2010-2011 school year and 2 more during the 2011 summer school session

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**CONROE ISD:**

**Intervention Name:** Conroe ISD Response to Intervention

**Targeted Student Population:** Tier II/III Students in Reading, Math, and Behavior as indicated by Universal Screening

**Approximate Number of Students to Receive Intervention/Approximate Number of Students to Receive Intervention:** 5% of Students in grades K-9 as indicated by Universal Screening

**Desired Outcomes:** Improved academic achievement that is measurable in Reading, Math, and Behavior according to Progress Monitoring Data

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**GALENA PARK ISD:**

**Intervention Name:** Credit Recovery

**Targeted Student Population:** Students who have failed one or more core academic courses upon initial attempt

**Approximate Number of Students to Receive Intervention:** 1,000

**Desired Outcomes:** To increase student performance (TAKS and course grades), student attendance, decrease drop-out rate, increase completion rate and build relationships between students and school staff

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**LUBBOCK ISD:**

**Intervention Name:** Destination Math

**Targeted Student Population:** General and Special Education students who are performing below grade level in mathematics

**Approximate Number of Students to Receive Intervention:** 375

**Desired Outcomes:** Gaps in student learning will close so that students can successfully achieve at or above grade level standards as measured by 2011 mathematics TAKS scores and/or attain target growth projections

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**NORTHSIDE ISD:**

**Intervention Name:** Assistance, Advocacy, and Advancement (AAA)

**Targeted Student Population:** Economically disadvantaged students in danger of not completing high school

**Approximate Number of Students to Receive Intervention:** 300

**Desired Outcomes:** Increase completion rate, including improved graduation rates and the number of 5th year seniors for students who are economically disadvantaged

## MSDF Hosts the 9<sup>th</sup> STTE Consortium Meeting at their new Austin office

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*MSDF funds  
Performance  
Management projects in  
many large urban  
districts*

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—Austin—On September 1, the Michael and Susan Dell Foundation hosted representatives from the five Texas districts participating in the Statewide Tools for Teaching Excellence Project at their new facilities in the Austin Hill Country. In addition to the cross-functional team members from each district, representatives from the Texas Education Agency, Ector County ISD, Education Service Center Region XIII, Chicago Public Schools and Denver Public Schools were in attendance. Denver and Chicago were invited to share their experience with performance management in their districts.

The meeting focused on the districts' performance management plans and activities for the 2010-2011 school year. Each district prepared a poster to communicate their target goals and interventions to address student needs with other districts through gallery walk. (See "TEA funds STTE districts" for a description of each district project.)

Connie Casson of Denver Public Schools discussed their district's efforts in using performance management to enhance the efficiency and timeliness of district operational systems. Casson, Director of Strategic Projects, says that "what gets measured gets done" and they have applied this concept to reducing response time of the safety team, and response time for facility work orders, for example. These were easy improvements to identify and make as staff hone their performance management skills. The goals of their performance management project were to learn steps for building a culture of continuous improvement, and to identify keys and risks to success. They plan to apply these skills to improving outcomes for students.

In Chicago Public Schools, under the leadership of Superintendent Ron Huberman, performance management is an integrated approach that ties together accountability data, collaborative learning and strategic planning to address root causes of performance challenges, develop action plans to address them, and "relentlessly following up" to ensure that action items are yielding the intended results. Milan Sevak, Deputy Chief of School Performance, told the STTE districts about CPS' plans for "institutionalizing a PM culture throughout CPS schools, Areas, and Central Office." These plans redefine the roles and responsibilities of staff across the district to include performance management objectives.

All the districts involved in performance management are undertaking significant changes in their districts. To address the STTE districts' need for strategies to manage change, Dixie Knight, Project Director for STTE, provided training on the change management process for the attendees. The "Change Management" course will be available on the PM Academy LMS (learning management system) for project coordinators to use as they train others in the district (announcement coming). STTE districts received Continuing Professional Education (CPE) credits for attending this meeting, and for completion of each training module provided by the PM Academy.

To wrap up the meeting, Sharon Reddehase from Doubleline Partners provided an update on the Texas Student Data System (TSDS) project and provided a brief demonstration of the reports planned for the system. The STTE project team will be meeting with MSDF and TEA to discuss the coordination of STTE with TSDS later this fall.

All meeting materials are available on the [PM Academy login page](#) under "STTE Consortium Meetings". The next face-to-face consortium meeting for STTE is planned for the end of the school year. In the meantime, stay tuned for more news and webinars to keep you up to date on performance management and the STTE project.

The screenshot shows the pm-village website interface. At the top, there is a navigation bar with the pm-village logo and the tagline "ACCELERATING ACHIEVEMENT". Below the logo are several buttons for different services: pm-academy, pm-pathways, pm-quickstudy, and pm-citizens. The main content area is titled "Performance Management Modules" and features four module cards:

- Project Management 101:** Effective project management ensures projects are delivered on time and within budget. In this module, participants will develop an understanding of the key components of effective project management and will learn how to successfully plan, manage and deliver projects.
- Building a Culture of Continuous Improvement:** Sustaining improvement requires a shared vision and a commitment from all team members to seek opportunities for improving student and organizational performance. This module will provide strategies for establishing a district/school environment that fosters continuous improvement.
- Principles of Performance Management:** This introductory module helps participants develop understanding of the key principles, practices and benefits of performance management. Participants will explore several case studies to hear how other districts have applied performance management to improve student and organizational improvement.
- Data Management:** This module focuses on developing a thorough understanding of data management, including key principles of effective data governance and strategies for ensuring data quality and integrity. Participants will use a data management maturity model to assess their district's current data management capabilities.

There are also "Coming Soon" labels on the cards for "Building a Culture of Continuous Improvement" and "Data Management". A sidebar on the left contains "TRAINING TOPICS" (Performance Management Modules, Research Literacy Modules, PM Tools Modules), "EXPLORE" (NEWSLETTER / EVENTS, RESOURCES, DISTRICT LOG IN), and a "Researcher in a Box" button.

Visit us at  
[www.pmvillage.org](http://www.pmvillage.org)

# Texas Consortium for School Research (TCSR) Update

**Don't Miss  
The Next**

**Texas Consortium on  
School Research Meeting**

When: Thursday, October 28, 2010

Where: Houston Galleria

For more information contact: Loral  
Logan-Fain, PhD

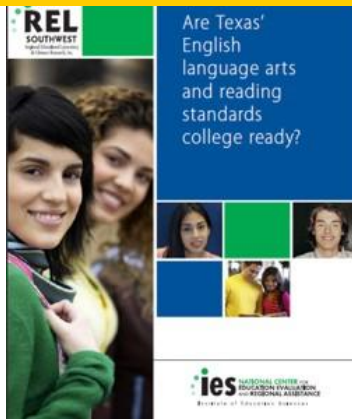
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Using statewide data from the UT Dallas Education Research Center (ERC), the TCSR team at Edvance Research replicated the Consortium on Chicago School Research study on factors that help predict which students will drop out of school. That study found that using just two indicators; course failures and credit accumulation, researchers were able to predict which first-time 9<sup>th</sup> grade students would drop out of school three years later, 81% of the time in Chicago. Adding other factors; such as attendance or discipline referrals, added little to the effectiveness of the indicator to predict dropouts.

The results for the TCSR group of districts varied by district. In some cases, the indicator seems as predictive of dropping out as in Chicago. In other cases, the indicator did not predict dropouts as well. Researchers hypothesize that district policies, practices, and interventions may mitigate the performance of the indicator. This is expected to lead to further conversation within districts as practitioners use the results of this study to investigate district actions that influence the dropout rate.

The next consortium meeting will be held on October 28<sup>th</sup> at the Houston Galleria, and will provide attendees with an opportunity to hear about research being conducted by several consortium districts, as well as the latest college



readiness study completed by REL Southwest, "Are Texas' English language arts and reading standards college ready?"

Edvance Research expects to receive notification of publication for the separate On-Track to Graduate study submitted to the Institute of Education Sciences that used district-level data from each of the STTE districts this fall.

**TABLE 1**  
**Predictive Ability of Indicators of Freshman-Year Performance**

Freshman Performance Indicator	Overall Correct Prediction	Specificity <i>Predicting Nongraduates</i>	Sensitivity <i>Predicting Graduates</i>
GPA	80%	73%	85%
On-Track vs. Off-Track	80%	72%	85%
Semester Course Failures	80%	66%	89%
<i>Fall-semester failures</i>	76%	55%	91%
Absences	77%	59%	90%
<i>Fall-semester absences</i>	74%	53%	89%

## Accurate and Timely Data are Key to Performance Management

There is a lot of emphasis these days in education on “data driven decision-making”. The quality and integrity of data that are used to make decisions is paramount to producing powerful results for students. STTE participating districts are working to exemplify that principal by publishing and maintaining a data collection schedule, then working to analyze the published data and resolve discrepancies. These “data quality” efforts are critical to all users of PM Pathways. Each data coordinator is responsible for submitting district data according to each district’s data submission calendar, and for working with Edvance Research staff to quickly resolve issues so that users will have access to accurate and timely data.

Validated data is posted twice a week, Tuesday and Thursday afternoons by 5:00pm. By helping team members to understand the importance of data entry and data collection, and to see the process that leads to data-driven decisions, they are directly involved in courses of action that lead toward improved student achievement and increased services to the districts and schools.

## Many Options for PM Village Support

Help with PM Village features and functionality is just a click or call away. Access to some of the tools require the user be registered and be a member of an STTE participating district. Please contact Edvance Research using one of the methods below to obtain a login and password. Others who desire to have access to a demo site and restricted materials may also request a guest account.

- 1) [help@pmvillage.org](mailto:help@pmvillage.org) - This email address will support any technical issues, content issues, bugs and/or enhancements related to PM Village, PM Pathways, PM Academy, PM Quickstudy, and PM Citizens.

- 2) [info@pmvillage.org](mailto:info@pmvillage.org) – This email address will be used for those people who enter PM Village and are seeking additional information about the application, content or projects associated with the site.
- 3) Support 800#: [866-552-2118](tel:866-552-2118) – This toll-free number will support technical issues, content issues, bugs and/or enhancements related to PM Village, PM Pathways, PM Academy, PM Quickstudy, and PM Citizens as well as any information requests.

The email addresses and toll-free number are supported by multiple subject matter experts on the PM Village team. Once an email or voicemail is received, our staff will research the request and provide a response with 24 hours.