

# Kentucky's Education North Star Community

Process  
Performance  
Management

Process Improvement and  
Performance Excellence at Work



Kentucky Department of Education



KENTUCKY ASSOCIATION OF  
SCHOOL ADMINISTRATORS

AND THE CENTER FOR EDUCATION LEADERSHIP

# ***Challenges Facing Schools***

- **Operating with maximum efficiency**
- **Establishing systems & processes**
- **Reallocating resources**



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# Partnership

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Kentucky Association of  
School Administrators

APQC

Process  
Performance  
Management



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# Why Kentucky Education North Star with APQC?

- Steady, reassuring, something you can count on
- Beacon to find your way
- Know where you're headed
- Dream and think bigger

Process  
Performance  
Management

Partnership \* Purpose \* Process \* Product



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# Desired Outcome

## Reallocate Cost Savings Back to Classrooms

**“We will continue to see education funding struggles in the foreseeable future. It is imperative that educators look at processes to improve efficiency and effectiveness.”**

Dr. Terry Holliday, Commissioner of Education  
Kentucky Department of Education



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# Desired Outcome

## Process Performance Management

**“The work helps school districts identify and establish systems to ensure the districts and schools are managed in a way that promotes productivity, efficiency, and accountability.”**

Hiren Desai, Associate Commissioner, Office of Administration and Support  
Kentucky Department of Education



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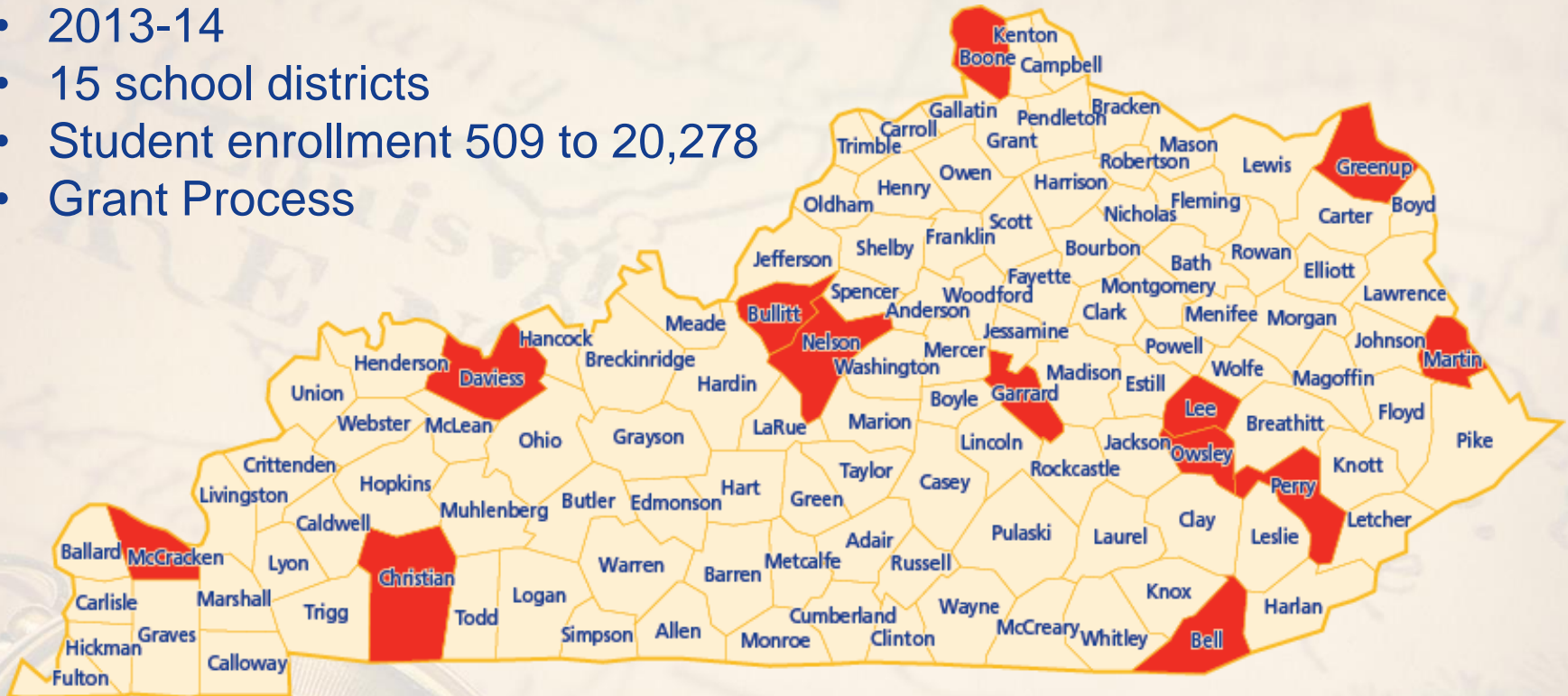


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# Kentucky Education North Star Community

- 2013-14
- 15 school districts
- Student enrollment 509 to 20,278
- Grant Process



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# ***Tier 1 Findings and Results***

**Clear direction and measurement for academics; but**

**No strategic plans to provide operational direction for future**

**Lack of understanding of operational costs vs. net savings for improvement**

**Preponderance of vertical organization charts/silos**

**No comprehensive plan to document processes and implement best practice**

**Districts are streamlining processes, saving money and reallocating resources back to classrooms**



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## Projects

- Communications
- Hiring Process
- Student Demographics
- Transportation Information

## Outcomes

- Savings of \$340,000+
- Cross-functional teaming
- More reliable/accurate data
- Significant time saved for principals
- Higher quality applicants recruited
- More efficient method of district-wide communication



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# Boone County Schools



Tier 2

## Projects

- Enrollment Process
- New Construction
- Position Control
- Strategic Planning
- Student Transportation Information

## Outcomes

- \$210,000 in savings
- Cross-functional teaming
- Principals/schools as end users
- DMAIC process used district-wide
- Rapid improvement process interventions



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## Outcomes

- \$215,000 in savings
- Cross-functional teaming
- Principals/schools as end users
- Using Plan Do Study Act districtwide
- Organizational efficiencies correlates to student achievement

## Projects

- Transportation
- Alternative School



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## **Projects**

- **Field Trip Requests**
- **Hiring Process**

## **Outcomes**

- **Savings of \$165,000+**
- **Cross-functional teaming**
- **More reliable/accurate data**
- **Significant time savings for staff**
- **Reduced liability**



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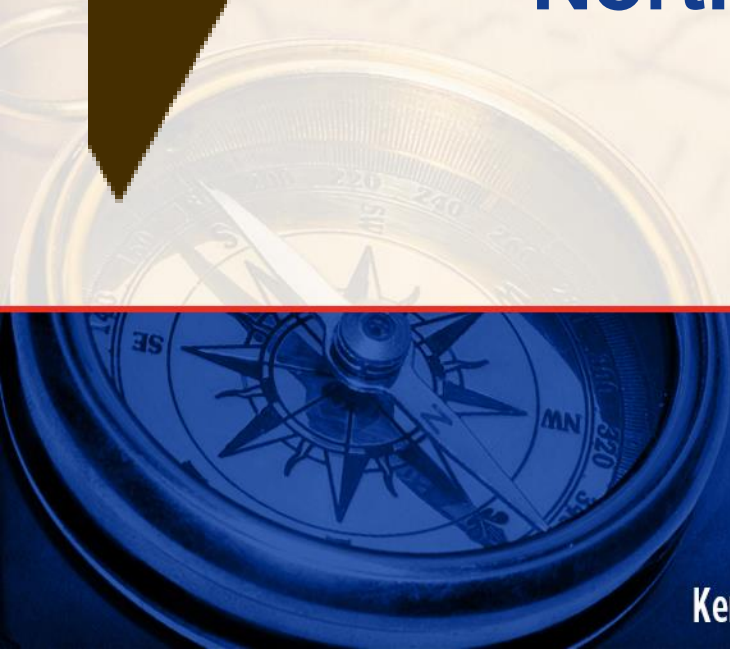
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WHAT'S

NEXT?

**Grow Kentucky's Education  
North Star Community**



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# How do we grow it?

- Second year grants awarded
- 11 districts
- Some moved Tier 1 to Tier 2
- Word is spreading



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# So what?

**Reallocating \$1 Million  
back to classrooms**



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