

Kentucky's Education North Star Community

Process
Performance
Management

Process Improvement and
Performance Excellence at Work



Kentucky Department of Education

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SCHOOL ADMINISTRATORS

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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 * KYCPE

Process
Performance
Management



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Why Kentucky Education North Star?

- 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

Greater Efficiencies and Cost Savings for Reallocation 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, former Commissioner of Education
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- 2013-14 and 2014-15
- 23 school district members
- Student enrollment 509 to 20,278



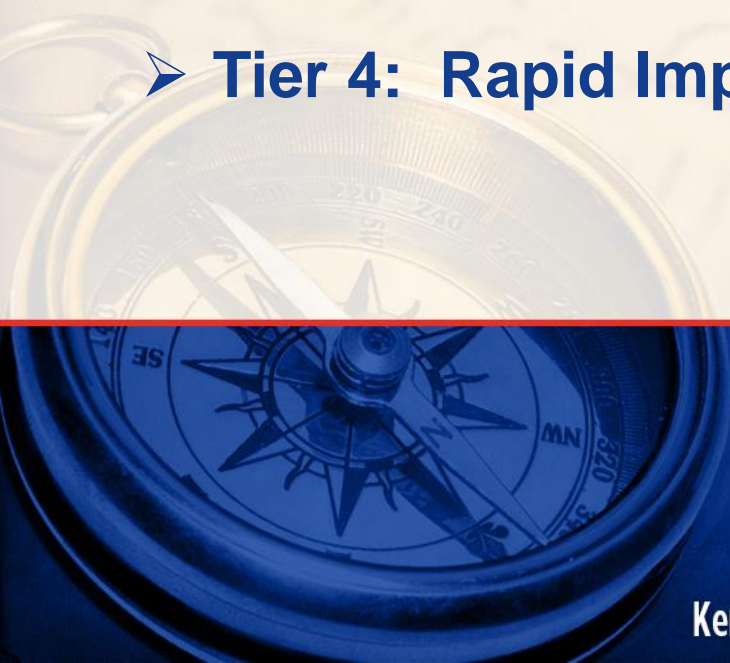
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Tier Grant Descriptions

Process Improvement Performance Excellence (PIPE)

- Tier 1: District Prioritization Analysis
- Tier 2: Comprehensive Improvement Effort
- Tier: 3: Collaborative Improvement Effort
- Tier 4: Rapid Improvement Effort



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Desired Outcome

Process Improvement Performance Excellence

“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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Tier 1: District Prioritization Analysis Participants

- Breckinridge Co. Schools
- Bullitt Co. Schools
- Christian Co. Schools
- Maggoffin Co. Schools
- Middlesboro Ind. Schools
- Owen Co. Schools
- Owensboro Ind. Schools
- Owsley Co. Schools
- Paducah Ind. Schools
- Perry Co. Schools
- Pineville Ind. Schools
- Raceland-Worthington Ind.
- Shelby Co. Schools
- Trigg Co. Schools



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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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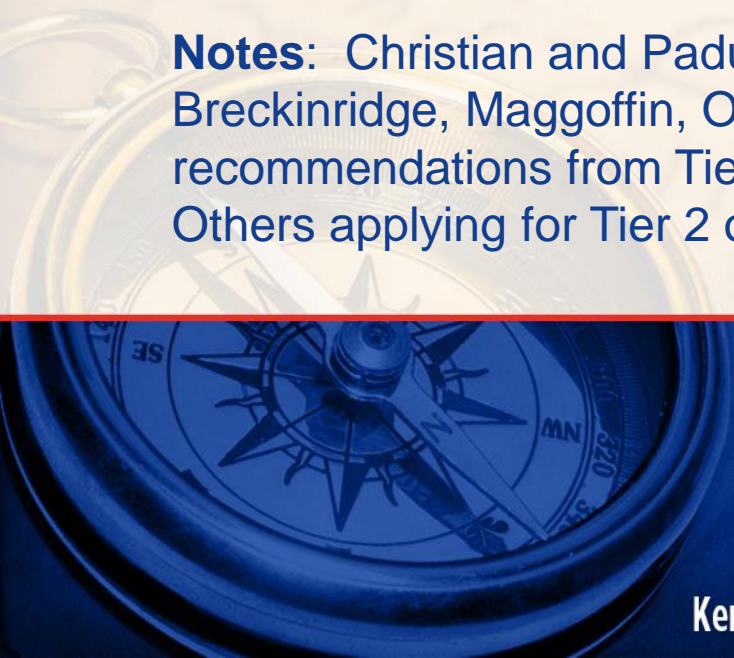
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Tier 1 Outcomes

- Gain solid understanding of district's needs to move recommendations or findings to action
- Participation and commitment to higher tier work
- Understanding need for strategic planning
- Participation in Tier 3 work (strategic planning)

Notes: Christian and Paducah Ind. Moved to Tier 2 and 3
Breckinridge, Maggoffin, Owen, Shelby and Trigg carried out recommendations from Tier 1 (work)
Others applying for Tier 2 or 3 funding



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Tier 2: Comprehensive Improvement Effort Participants

- Boone Co. Schools
- Christian Co. Schools
- Daviess Co. Schools
- Garrard Co. Schools
- Greenup Co. Schools
- Lee Co. Schools
- Lincoln Co. Schools
- Martin Co. Schools
- Nelson Co. Schools
- Paducah Ind. Schools
- Taylor Co. Schools

\$2 million in initial and recurring savings



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Paducah Ind. Schools

Projects

**Estimated
Savings
\$366k**

Public Relations Content Flow

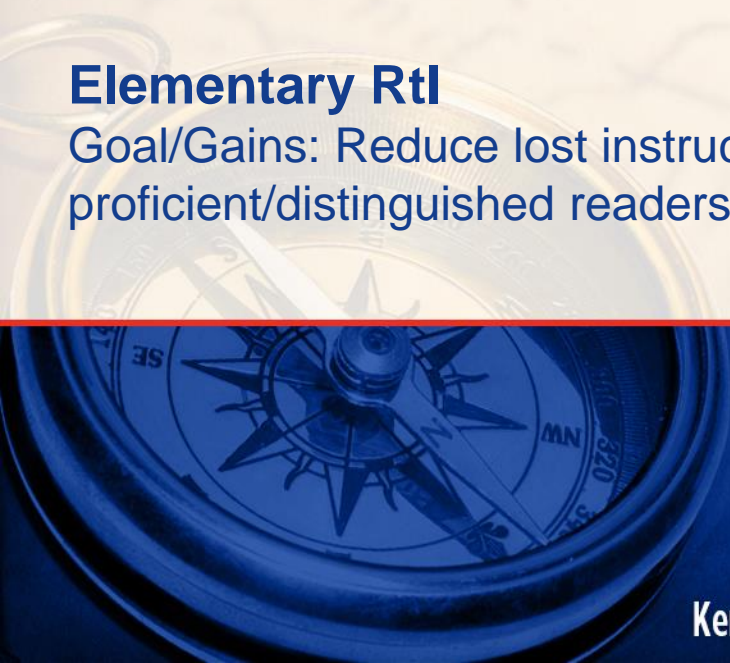
Goal/Gains: Design process to create structured flow from schools for focused district message and alignment with strategic plan priorities, resulting in increased retention and recruitment of new students

Work Order Process

Goal/Gains: Decrease amount of time from work order submission to completion through Preventative Maintenance Program

Elementary Rtl

Goal/Gains: Reduce lost instructional time by 20 percent; increase proficient/distinguished readers by five percent



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**Estimated
Savings
\$645k**

Waste Management

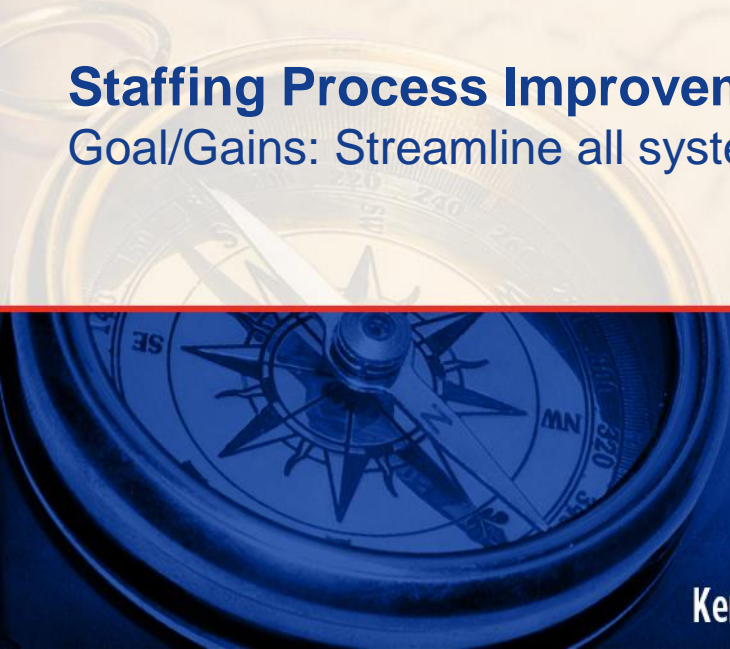
Goal/Gains: Decrease waste; increase recycling

Student Registration process

Goal/Gains: Implement seamless registration process for ease of use, improve data collection, accuracy and decrease manpower hours and paper/printing costs

Staffing Process Improvement

Goal/Gains: Streamline all systems/data to MUNIS to reduce errors



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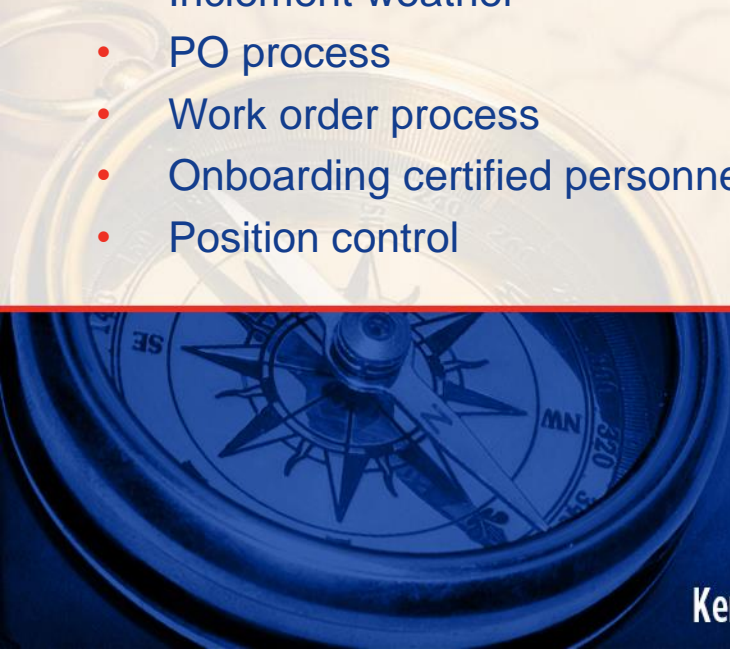


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Tier 2 District Projects

- PR content flow
- Waste management
- Work order process
- Student registration
- Elementary Rtl
- Staffing process improvement
- Strategic plan
- Energy consumption
- Tech integration
- Inclement weather
- PO process
- Work order process
- Onboarding certified personnel
- Position control
- Managing support systems
- Personalized professional learning
- Pre- and post-hiring process
- Reduced risk of due process
- Preventative maintenance
- Transportation
- Field trips
- New construction
- Alternative school
- Finance
- Preschool enrollment
- Gifted and talented eligibility
- K-PREP data and analysis
- Online payment system



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WHAT'S NEXT?

Grow and Sustain the work



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**Reallocating \$2 Million
back to classrooms**



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