



Efficiency and Effectiveness Review

Site visit to help districts/schools save costs while improving student performance

Educators can anticipate an infusion of federal economic stimulus dollars, but these one-time funds will be only a partial and temporary solution to the fiscal challenges facing districts and schools as they seek to improve the performance of all students. Districts/schools must find a way to allocate their limited resources to those tools, strategies, and procedures that will result in the *most* efficient and effective use of available dollars.

The International Center has created the **Efficiency and Effectiveness Framework** (E/E Framework) to help guide school/district decision making. The E/E Framework compares the efficiency (cost) and effectiveness (student performance) of a variety of tools, strategies, programs, configurations, and procedures that schools use.

To support decision makers in the application of the E/E Framework, the International Center has developed the **Efficiency and Effectiveness Review**, which involves pre-visit data collection and a two-day site visit to identify recommended actions (Day 1) and design a process for successful implementation with stakeholder groups (Day 2).

The Review is led by two members of the International Center's team of seasoned consultants/practitioners, including state education department leadership, superintendents, district-level leaders, and principals who have been successful at implementing efficient and effective programs. The review process consists of three components:

1. Pre-visit Discussions and Data Analysis

- Review of the school/district's student achievement data, budget allocations, and practices with a focus on determining how to increase student achievement while optimizing spending
- Telephone conference with superintendent/principal to determine specific areas of need
- Development of a customized site visit agenda that includes in-depth interviews with stakeholders
- Implementation of the *We Learn* — Student Survey and the *We Teach* — Instructional Staff Survey

2. Site Visit Day 1 – Identify Recommended E/E Actions

- In-depth interviews with district/school leadership team and other key stakeholders, including board of education members
- Analysis of programs and expenditures related to student learning
- Sharing of best practices in E/E from the International Center's model schools
- Using a cost/benefit analysis, identification of **3-5 specific actions** that the school/district can take to focus on improved student performance in challenging economic times

3. Site Visit Day 2 – Design Process to Support E/E Changes

- How to create support to help initiate and manage the change process, facilitate communications, and address issues/expectations for all stakeholder groups (board of education, teachers, union leadership, community)
- Identification of possible barriers to enhanced efficiency and effectiveness

A final report will include analysis of programs and budget allocations in key areas related to curriculum, instruction, and student achievement. This report will offer recommendations for optimizing fiscal resources and for replicating E/E practices and strategies used by the nation's most successful and rapidly improving schools.

Visit the Efficiency and Effectiveness web page at www.leadered.com/MaximizingResources.html.

For additional information on how the Efficiency and Effectiveness Review can be customized for your school or district, contact **Lindsay Kaufman at 518-723-2064 or Lindsay@LeaderEd.com**.