



Strategic Performance Management in Arkansas

The Need

Arkansas Department of Education (ADE) desired to increase alignment and differentiation of support for high-poverty, high-minority, and low-performing schools to increase equitable access to effective instruction and improve student achievement rapidly.

SC3 BSCP

SC3 and BSCP partnered to take ADE through a full Strategic Performance Management (SPM) review of its organization.

- 12 monthly sessions
- 75 ADE leaders
- + all ADE ~~employees~~ *team members*

As ADE builds its capacity, districts and schools will benefit from ADE's ability to

- distinguish state and local roles (human capacity);
- collaborate to provide aligned and differentiated support to schools (organizational and structural capacity); and
- create an environment of informed risk-taking, innovation, celebrated successes, and accountability for continuous growth (organizational and structural capacity).

Arkansas Department of Education

Districts and Schools

Teaching and Learning

Through SPM, ADE established 1 unified vision, mission, and set of values, as well as the processes to implement them (structural capacity).

- 5 goals
- 23 strategies
- 68 milestones
- 32 action plans

The increased capacity of ADE, districts, and schools will impact teaching and learning through

- broadening stakeholder support for student-focused learning systems (political capacity); and
- instilling a culture that values personalized learning, personal competency development, individual student growth, and student readiness (organizational and structural capacity).

Expected Results

Improved teaching and learning, through implementation of evidence-based practices such as personalized learning, personal competency development, and structures of student-focused learning systems will lead to more students graduating prepared for college, careers, and community engagement.

For more information, please contact us at contact@sc3ta.org or call 1.800.228.1766.

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