

24 May 2013

Education Report: Some Issues in Developing a Performance Management System for Partnership Schools

Executive summary

This paper seeks your guidance on some issues that have arisen in the course of our discussions with the Authorisation Board on developing a Performance Management System for Partnership Schools. The main issue is what should be the benchmark in the state system against which the targets in the Performance Management System should be set. The two options are:

- using the relevant BPS and National Standards targets of 85% achievement by 2017; or
- using the performance levels of students with similar backgrounds and prior achievement in the state system.

Recommendations

We recommend that you

- note** that the Authorisation Board believes that, because of the nature of the likely student enrolment, fairness requires Partnership Schools to have their targets benchmarked to students of similar backgrounds and prior achievement levels rather than to system targets
- note** that state schools are being asked to meet the 85% by 2017 system-level targets for the achievement of NCEA Level 2 and National Standards and that some low decile schools are performing very well in working towards meeting these system level targets
- note** that the Government has been clear that it expects Partnership Schools to deliver better outcomes for priority learners, and that it would therefore be difficult to justify lower targets for Partnership Schools than for state schools

- agree** that targets for Partnership Schools be set based on the 85% system-level targets.

AGREE / DISAGREE

- note** that, while engagement with parents, family, whānau, iwi and communities is vitally important for the role it plays in advancing student achievement, it does not lend itself well to setting specific targets

Not sure I agree with this

- agree** that Partnership School contracts include a requirement for Schools to develop with their communities a policy or code to demonstrate how the school intends to engage with parents, family, whānau, iwi and communities, but that this should not be part of the Performance Management System


AGREE / DISAGREE

- g. **note** that we considered organisational targets as part of the Performance Management System, in particular ones around self-review and staff performance appraisal
- h. **note** that these have less direct links to student achievement, and that a Performance Management System should not impose requirements that are simply a compliance exercise
- i. **agree** that this outcome area should be dropped.

AGREE / DISAGREE

- j. **forward** this paper to Associate Minister Banks for his information.

AGREE / DISAGREE

 s 9(2)(a) OIA

Ben O'Meara
Group Manager
Schooling Policy

NOTED / APPROVED



Hon Hekia Parata
Minister of Education

27 / 5 / 13

There is to be no compromise
on the system level benchmarks.
Capturing progression - and identifying
how it has occurred - can certainly
be done through PAT and similar
effort should be made at senior
secondary.

Education Report: Some Issues Performance Management System for Partnership Schools

Purpose of report

1. This paper seeks your guidance on some issues that have arisen in the course of our discussions with the Authorisation Board on developing a Performance Management System for Partnership Schools. The main issue is what should be the benchmark in the state system against which the targets in the Performance Management System should be set. The two options are:
 - using the relevant BPS and National Standards targets of 85% achievement by 2017; or
 - using the performance levels of students with similar backgrounds and prior achievement in the state system.
2. The paper builds on the longer policy document that was provided to your office on 7 May 2013 in response to a Rapid Response Request. The Authorisation Board has been consulted on the paper. The Treasury has been consulted on the paper, and supports its recommendations.

Background

3. Partnership Schools will have high accountability requirements in return for having greater freedoms than state schools. They will have a contract with the Crown that sets out the outcomes and conditions sponsors agree to meet in return for state funding. The contract will contain the Performance Management System against which the performance of Partnership Schools will be assessed.

Elements of the Performance Management System

4. The Performance Management System will consist of:
 - the high level outcomes that the Government and the sponsor agree should be achieved
 - indicators that define the important aspects of the outcome that can be measured
 - metrics or tools that can be used to provide a measurement of the indicator
 - targets against which the performance of the sponsor is measured.
5. We have been working on developing the system within the overall context of the wider accountability framework for Partnership Schools. The Performance Management System we originally proposed had five outcome areas:
 - excellent student achievement