

Figure 1.7: Success Tool—Performance-Factors Analysis

Instructions: Think about the current state of performance, the desired state of performance, and the data you have collected and analyzed related to your potential big rock. Answer the questions under each lens. Note where you do not have the needed data and where or how you might find that data. Think about how you might later facilitate discussions with your team once you have a better understanding of insights gained from using the different lenses.

Marketplace: External Factors

- What external factors are affecting school, educator, and student performance? Consider factors such as new governmental policies, relationships between the school and community partners and families, economics, demographic shifts, workforce shortages, and more.
- Can these factors be changed by local efforts, or must interventions be determined within the school to mitigate their impact on performance?

Workplace: The Organization and Work Environment

- What in the school is impacting the desired performance, such as culture, climate, schedules, leadership changes, policies, expectations, and more?
- Who has responsibility for impacting each factor?

Work: Tasks, Activities, Deliverables, and Services Performed

- What is happening with the work of the school, such as changes in the curriculum, instructional strategies implemented, technology, complexity, and more?
- Who has responsibility for impacting each factor?

Worker: Those Who Perform the Work

- Do workers have the will, skills, knowledge, and readiness to support the needs of the student population?
- Who has responsibility for impacting each factor?