

School Board KPI Evaluation



Two Key Concepts

1. Is the work strategic?
2. Does the work represent a major focus?



School Board KPI Evaluation



Above the Waterline: Strategic

- Will impact the Division for multiple years
- Is broad in scope and has cross-functional involvement
- Is *new* and will involve some unknowns which will be addressed over time
- Requires additional resources or a reallocation of existing resources in order to address things in different ways

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Below the Waterline: Operational

- Day-to-day
- Relies on Existing Structures
- Is *Known* and involves few questions about how to proceed
- Does not generally need additional resources

Saying a KPI is operational doesn't mean it disappears.

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Major Focus?

- How important is the KPI to the division?
- Does the KPI align to and support attainment of the associated goal?
- Does the KPI support the Division's Vision and Mission?

Saying a KPI doesn't have a major focus doesn't mean it disappears.