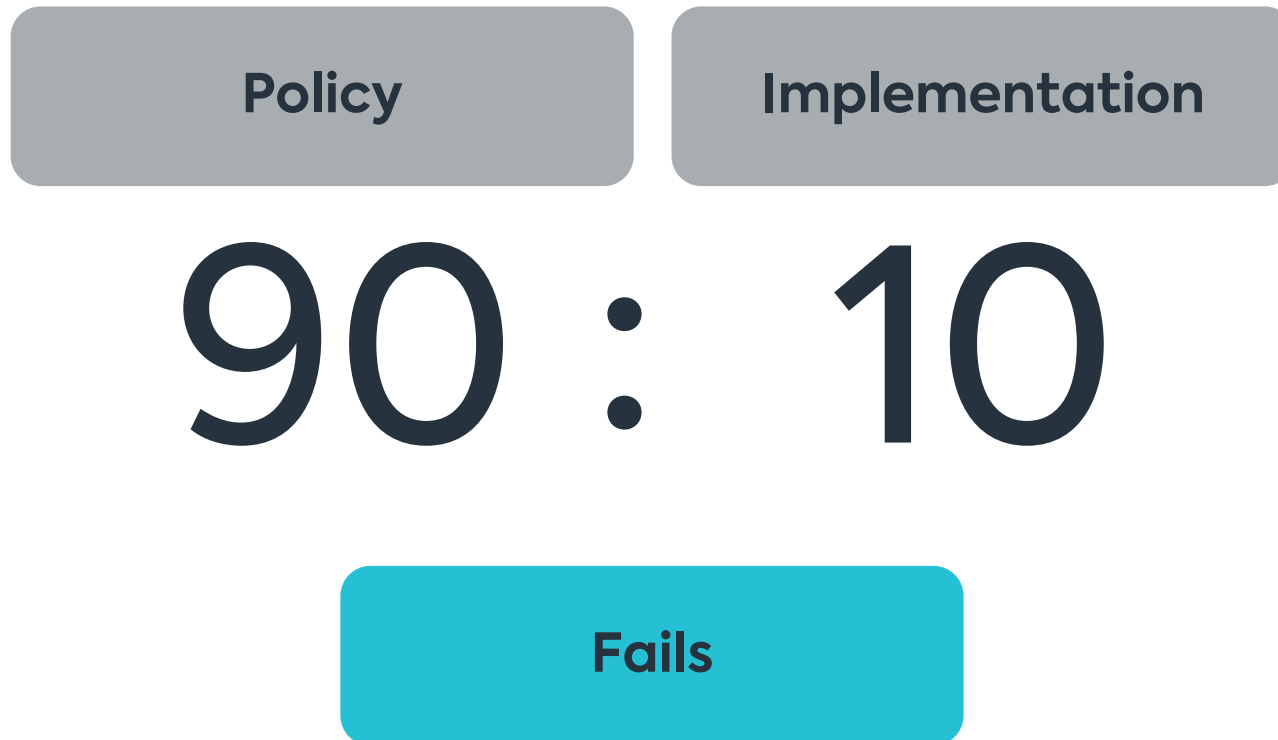




How to deliver in the public service
27 October 2022

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Delivery in the public sector involves regularly and consistently asking and answering four questions

What are we trying to do?

- Clear priorities
- Specific measurable goals

How are we planning to do it?

- Clear practical plans which are regularly updated
- Clear connection of plans to expected impact

At any given moment, how will we know whether we are on track?

- Good, steady, close to real-time data
- Regular routines for monitoring progress and surfacing and addressing challenges

If we are not on track, what are we going to do about it?

- Agreed actions followed up and refined if necessary
- Never neglect a problem once identified

Today, we'll explore the latter two questions more deeply

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- Specific measurable goals

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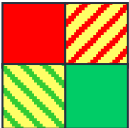
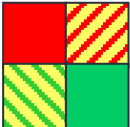
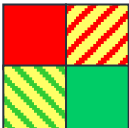
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The Assessment Framework tool is designed to help answer: What is our likelihood of delivery?

Area of focus	Rating	Rationale summary
Planning		
Capacity		
Data		

**Likelihood
of delivery**



Key



- Red** Highly problematic – requires urgent and decisive action
- Amber/Red** Problematic – requires substantial attention, some aspects need urgent attention
- Amber/Green** Mixed – aspect(s) require substantial attention, some good
- Green** Good – requires refinement and systematic implementation

This allows for comparison and ranking across different priorities and for views of progress over time

July 2004		Assessment Criteria				Overall Judgement	Rank (out of 21)
		Degree of challenge	Quality of planning, implementation and performance management	Capacity to drive progress	Stage of Delivery	Likelihood of Delivery	
A	PSA 1	L	G	G	3	G	= 1
B	PSA 2	L	G	AG	2	G	= 1
C	PSA 3	H	AG	AG	3	G	3
D	PSA 4	H	G	AG	3	AG	4
A	PSA 5	VH	G	AG	2	AG	5
B	PSA 6	H	AG	AG	3	AG	6
C	PSA 7	H	AG	AG	2	AG	= 7
D	PSA 8	H	AG	AG	3	AG	= 7
A	PSA 9	H	AG	AG	2	AG	= 7
B	PSA 10	VH	AG	AG	2	AG	= 10
C	PSA 11	VH	AG	AG	2	AG	= 10
D	PSA 12	H	AR	AG	3	AG	12
A	PSA 13	VH	AR	AG	2	AR	13
B	PSA 14	VH	AG	AR	2	AR	= 14
C	PSA 15	VH	AG	AR	2	AR	= 14
D	PSA 16	VH	AR	AR	2	AR	= 16
A	PSA 17	VH	AR	AR	2	AR	= 16
B	PSA 18	H	AG	AR	3	R	= 18
C	PSA 19	H	AG	AR	2	R	= 18
D	PSA 20	VH	AR	AR	2	AR	
A	PSA 21	VH	AR	AR	2	AR	

OVERALL LIKELIHOOD OF DELIVERY

● ● ● ●	At Risk	PD Quality Assurance	Planning started, but implementation not yet begun
● ● ● ●	Likely	Diversity Initiative	Clarified scope
● ● ● ●	Likely	Prep. Program Approval	On track to publish program profiles in June
● ● ● ●	Likely	Educator Evaluation	Identified WestEd as district-determined measures vendor
● ● ● ●	Likely	PD Delivery System	Disseminated internal PD data collection tool
● ● ● ●	Likely	Performance Assessments	Positive feedback for assessment tasks from field
● ● ● ●	Likely	Career Ladders	Writing white paper for USED monitoring site visit in June
● ● ● ●	Likely	Enhancing Recruitment	On track to launch website in June
● ● ● ●	Likely	Human Resource Pilot	Amended budget to capture effective teaching practices