How to Define Mission Key Results (MKRs)

Step	Guidance/ Notes
Brainstorm possible KRs	- For each of the mission-level aspirations, brainstorm possible key results for them by asking yourself or your stakeholders: - What would these conditions look like if we could see them? - How can we measure these conditions? - Which of Louisiana's six "Critical Goals" (listed below) are relevant to this aspiration (you should try to adopt at least three of them): - Students enter kindergarten ready; - Students will achieve mastery level on 3rd grade assessments and enter 4th grade prepared for grade-level content; - Students will achieve mastery level on 8th grade assessments and enter 9th grade prepared for grade-level content; - Students will graduate on time; - Graduates will graduate with a college and/or career credential; and - Graduate eligible for a TOPS award. - Recall that KRs are intended to quantify each of your aspirations, so they will most often be expressed by descriptive statistics (e.g., average student performance on a standardized test), the proportion of students meeting some criterion (e.g., the percentage of students graduating on-time), or a rate of change.
Prioritize KRs	- For each possible KR, assess its quality by assigning a High, Medium, or Low rating in each of three areas: - Clarity (i.e., the extent to which the KR is broadly familiar and understandable to the diverse constituents your system serves); - Validity (i.e., the extent to which the KR meaningfully assesses the outcome; for example, ACT scores are a more valid KR of college preparedness than high school graduation rates); and - Readiness (i.e., the extent to which reliable data are available on a timely basis) - Use your ratings to adopt fewer than eight MKRs - KRs you've identified with high clarity, validity, and readiness should be adopted. If you have multiple KRs for one aspiration that all pass this test, poll your stakeholders on which <u>one</u> they feel communicates most clearly and accurately. - KRs with high clarity and validity, but low readiness, may still be important. Your system should consider how it will collect data related to these KRs in the future.