

URBAN POLICY DEVELOPMENT

Urban Policy Development (“UPD”) is seeking candidates to join our consulting practice in the area of “Stat” performance measurement and accountability. UPD is expecting to expand its current engagements across the country and is looking for data-oriented problem solvers capable of working well in team settings. Public sector experience, particularly in the K-12 education arena, is useful but not necessary.

UPD currently has pending engagements in Detroit, Washington and Baltimore.

Fee Rate

Selected Stat consultants will earn between \$50 and \$60 per hour plus related business expenses.

“Stat” Accountability and Performance Measurement Systems

Good intentions are not enough in public service. Our citizens demand results. While businesses have known for decades that you must measure performance to improve performance, governments are just beginning. Most public sector consultants promote new technology to help government manage for results. But these projects typically fall short because the consultants fail to recognize that you must also dramatically change the way your managers function for reforms to stick.

UPD trains school districts, state departments of education, city governments, and state agencies to implement “Stat” accountability processes such as CompStat in New York City Police Department, SchoolStat in the Baltimore City Public School System, or EdStat in the DC Office of the State Superintendent of Education. This process is designed to focus management on results through data, accountability, and collaborative problem solving. UPD seeks staff to implement “Stat” accountability processes nationwide. This work includes:

- Analyzing the office’s core mission and critical operations to identify the performance measures that matter.
- Creating simple data collection and analysis tools to track performance data.
- Helping leaders create a core accountability team to perform the day-to-day work of the accountability system and ensure that “Stat” reforms stick.

- Coaching managers in the administration of “Stat” meetings to shake up old habits, encourage collaboration, and work strategically with data. This includes coaching managers in effective communication to ask tough questions while preserving respect.
- Working with the core accountability team to initiate performance improvement strategies based on the lessons learned in the “Stat” sessions.
- Educating leadership on the core tenets of the “Stat” process so that the city, district, or state agency can build a holistic accountability strategy.

Basic partnership model: A School district, City or State agency hires UPD and provides guidance on offices and services it wishes to improve. UPD works on site with a core accountability team to create data collection and analysis tools to measure performance. UPD coaches core accountability team to run Stat meetings and oversee continuous improvement. Consulting fees can be structured either by an hourly or per project basis. Engagements typically last three to six months.

Desired Skills and Experience for Stat Consultants

Knowledge of research, data collection, data analysis and technical report writing, especially in the K-12 education or local government fields.

Knowledge of group dynamics, interpersonal behavior, community development skills, and ability to facilitate collaboration among persons with diverse skills and interests.

Knowledge of National education policies and systems including Local School District programs and resources.

Comprehensive analytic ability including knowledge of accounting, public budgeting, economic principles, statistics, and education program administration.

A dedication to public service and a love of learning.

Please e-mail resumes to recruiting@updconsulting.com. For more information on Urban Policy Development, visit our web site at www.updconsulting.com.