



## PPS SchoolStat

Paterson Public Schools, Paterson, NJ

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### Project Synopsis:

With funding from the Stupski Foundation, UPD assisted the Superintendent in two separate projects to develop and implement SchoolStat, a performance management program modeled after the Baltimore SchoolStat and New York City CompStat program.

- Lead Firm:** UPD Consulting  
**Project Manager:** Bryan Richardson  
**Project Time Frame:** February to May 2007, March to May 2008

### Project Background:

PPS Superintendent Michael Glascoe sought to create an organized performance management culture at PPS to focus managers on results and to facilitate collaboration. Based on our extensive experience implementing Baltimore SchoolStat, the Stupski Foundation funded UPD to establish a similar program in Paterson. For the 2007 project, UPD trained the Superintendent's Cabinet to serve as the panel for the Paterson SchoolStat process, helped to devise performance metrics for three functional divisions, then worked with the IT division to develop reports that provide updated data on these metrics every two weeks. The 2008 project established a SchoolStat process between Regional Superintendents and the principals under their responsibility. These sessions focused on student and teacher attendance, suspensions, incidents of violence, and teacher coaching visits.

### Project Outcomes:

Within the first two months of SchoolStat implementation, several discoveries led to improved performance in the Stat-ed divisions, and effective practices were shared with other units. UPD's contributions to Paterson SchoolStat were profiled a New York Times article.

- References:** Dr. Michael Glasgow  
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