

DRAFT Kentucky High-Performing WIB Standards

Please review the work of the High-Performing WIB Steering Committee. We would appreciate your perspective as to whether or not the emphasis areas, goals, criteria and indicators are on target or not. In addition, we welcome your suggestions on clarifying or strengthening criteria or indicators. Finally, if you have some additional comments to share about other potential emphasis areas, goals or criteria you would like the Steering Committee to consider, please elaborate in the space provided below each section. ***Please bring the completed document to the KWIB meeting on November 18, 2010.*** Thanks in advance for your thoughtful input in this process.

Working Strategically			
GOAL: WIBs have a clear strategic direction			
Criteria	Indicators	On Target	Suggestions
There is a strategic plan that is goal oriented and goes beyond the scope of WIA funded activities	<ul style="list-style-type: none"> Goals are clear, state defined outcomes, and have related action plans Plan reflects employer and job seeker needs 	<input type="checkbox"/> Yes <input type="checkbox"/> No	
The strategic plan emerged from a broadly inclusive process	<ul style="list-style-type: none"> The plan (and any updates) reflects the input or participation of economic development, employer, and education stakeholders 	<input type="checkbox"/> Yes <input type="checkbox"/> No	
The board has adopted a sector approach to workforce development	<ul style="list-style-type: none"> The WIB has analyzed the regional labor market using the most current available data, and is effectively using this information to guide sector policy and investments Employers are engaged through sector strategies Where sector strategies have not been implemented at the time of the first review, there is clear plan in place to create strategies with definitive steps and timelines The board supports Sector Partnerships 	<input type="checkbox"/> Yes <input type="checkbox"/> No	
The strategic plan is part of a continuous improvement process; the plan is a "living" document	<ul style="list-style-type: none"> There is an update mechanism for the plan The Board seeks feedback on the plan from relevant stakeholders 	<input type="checkbox"/> Yes <input type="checkbox"/> No	

Additional Comments:

Developing and Managing Resources

GOAL: WIBs effectively (fill community need/gaps) and efficiently (avoids duplication) manages assets in the community

Criteria	Indicators	On Target	Suggestions
The WIB develops the budget with staff input	<ul style="list-style-type: none"> The Board is aware of and influences resources beyond WIA funding, such as foundation funds, Perkins resources, etc. The Chief Elected Official is involved in development of the budget The budget supports the strategic plan The WIB invests resources to develop skills in high priority occupational areas 	<p>— Yes</p> <p>— No</p>	
Resources and assets are coordinated and leveraged from other workforce, economic development, and educational organizations/agencies	<ul style="list-style-type: none"> WIBs have mapped what assets are available in the community relative to the key issues they identify in the strategic plan Asset mapping is used in the board's discussions and decision-making Resource utilization is aligned with goals and objectives in the strategic plan Non-WIA resources, including from the private sector, foundation, and other public entities are being leveraged (or planned to be leveraged, with a definitive set of action steps and timeframes.) 	<p>— Yes</p> <p>— No</p>	
WIBs are fiscally responsive to shifts in trends and economic conditions	<ul style="list-style-type: none"> There is an update mechanism to reallocate human and financial resources in the business services and youth plans, linked to labor market shifts and tied to the strategic plan The Board seeks feedback on financial investments 	<p>— Yes</p> <p>— No</p>	

Additional Comments:

Managing the work of the board

GOAL: WIBs have a strong and engaged Board that drives the mission and implementation steps

Criteria	Indicators	On Target	Suggestions
The board agenda is developed and driven by the Board with staff support	<ul style="list-style-type: none"> Board members actively participate 	<input type="checkbox"/> Yes <input type="checkbox"/> No	
The Board is engaged on Big Picture issues, not minutiae	<ul style="list-style-type: none"> The agenda reflects policy issues relevant to its members, not individual programs 	<input type="checkbox"/> Yes <input type="checkbox"/> No	
The board is organized and staffed to be efficient and effective	<ul style="list-style-type: none"> Committees are empowered Staff provide information to the board so that the board can make strategic decisions Staff carry out the mission of the board 	<input type="checkbox"/> Yes <input type="checkbox"/> No	
The Board is diverse, connected to the community, and business driven	<ul style="list-style-type: none"> There is strong business leadership on the board Board members reflect the diversity of the region 	<input type="checkbox"/> Yes <input type="checkbox"/> No	

Additional Comments:

Measuring Success

GOAL: WIBs develop measurable goals, milestones, and are outcome/results driven

Criteria	Indicators	On Target	Suggestions
WIBs are measuring success using locally relevant outcomes beyond the mandatory WIA performance standards	<ul style="list-style-type: none">• The WIB has established outcomes or results that reflect their strategic intent.• Outcomes are applied to the One-Stop system reflective of the strategic intent.• Sector strategies have measurable outcomes (locally defined).• Achievement against measures are made public.• The WIB has a plan for action if the measures are not met, including action related to service providers.• There is a plan for determining return on investment.	___ Yes ___ No	

Additional Comments: