

FY 2009 QUESTION NUMBER: 49

QUESTION:

Regarding the discussion of M-Stat, what is the cost to expand capacity to improve knowledge transfer processes.

BUDGET PAGE REFERENCE: N/A

ANSWER:

Knowledge transfer is the sharing of knowledge from one source to another or from one part of an organization to another. The transfer of organizational knowledge, including best practices, can be observed through changes in the performance of recipient units within an organization. If we talk about a "best practice" being shared, an assessment has to be made to determine if indeed it is a "best practice" or simply a practice that one school or person found productive or possibly effective. There is no process in place to determine if a practice is dependent on an individual or will work with all populations or similar populations from one site to the next. Therefore, what is encouraged and promoted is the sharing of practices and outcomes based upon the individual's opinion of the outcome until we have quantifiable research to verify the outcome. As an example, one might state that, "I give MAP-R in the winter time because I get a good sense of what a student may do on the reading MSA in April or May." Up until a year ago, that was a practice. However, the Department of Shared Accountability performed an analysis and determined the predictability of scoring at a specific level on the MAP-R has a high degree of reliability for the spring MSA. Therefore, that practice was shared in multiple venues: executive leadership team, middle school principal meetings, Office of School Performance meetings, and discussed by each community superintendent with each principal. Therefore, a principal would have that additional piece of data/information to determine whether or not to administer the MAP-R to all students in the winter.

The M-STAT process, Professional Learning Community meetings, supervisory school visits, quad and quint cluster meetings, and A & S meetings as used to share practices and encourage the transfer of knowledge to others. Costs of knowledge transfer are considered an element of these ongoing activities.

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