

The Governor's Education Achievement Awards



Governor of Mississippi
Ronnie Musgrove

Higher Education and K-12



Mississippi Quality Awards
MS Community and Junior Colleges

Mission: To provide recognition for Mississippi educational organizations that have experienced recent breakthrough achievement/improvement in areas of Student Learning Results, which are of importance to them and to the State of Mississippi. The award for higher education and for K-12 will be presented by the Honorable Governor Ronnie Musgrove, in conjunction with the Excellence in Mississippi/Mississippi Quality Awards (MQA) conference/award ceremony on March 26, 2004.

Purpose: These awards are designed to continue building positive relationships between the Governor's office and Mississippi educational organizations, provide recognition, enhance positive perceptions of the public toward Mississippi educational organizations, and motivate organizations to continue their pursuit of performance excellence, while introducing and encouraging them to participate in the Mississippi Quality Awards Program, a program based on the Education Criteria for Performance Excellence from the Baldrige National Quality Program.

Eligibility: Participation is open to for-profit and not-for-profit public, private, and government organizations that provide education services to students in Mississippi. Eligibility is intended to be as open as possible. For example, eligible organizations include: elementary and secondary schools and school districts; colleges, universities, and university systems; schools or colleges within universities; professional schools; community colleges; and technical schools. Departments within schools or colleges are ineligible. *Note: For-profit education organizations may choose to apply under the Governor's Business Achievement Award.*

Student Learning Results Criteria: The criteria for the awards are intended to provide winning organizations an opportunity to gain a high level of visibility for achieving recent breakthrough improvements in *Student Learning Results* (shaded area on page 3). These Criteria and the accompanying guidelines are taken from the MQA Criteria for Performance Excellence booklet (based on the Baldrige National Quality Program). Additional guidance and a full description of that program can be found in the MQA Criteria booklet, which can be obtained by calling 601-432-6480 or by visiting <http://www.sbcjc.cc.ms.us/progs.html>.

Documentation Requirements: (a.) *Organizational Overview* - All applicants will provide an Organizational Overview consisting of up to five pages in response to the questions contained in the *Organizational Profile* (shaded area on page 2). This overview is used by the Panel of Judges as they review your Criteria Response to understand your organization and what you consider important. (b.) *Criteria Response* - All applicants will provide a Criteria Response, consisting of up to three pages, addressing the Student Learning Results Criteria described in the paragraph above. This response is an opportunity for you to describe your achievements in Student Learning Results to the Panel of Judges. For definitions of words shown in all capital letters in either the Organizational Profile (pg. 2) or the Criteria Response (pg. 3), see the 2003 MQA Criteria for Performance Excellence.

Administration:

- **Award Process:** The process will be administered through the Governor's office and the MQA program of the State Board for Community and Junior Colleges.
- **Judging:** The initial judging process will be accomplished through the Panel of Judges for the MQA program (business, industry, and education professionals from across the state). The Panel will recommend up to three finalists in each category to the Governor's office; the final decision will be made through the Governor's office.
- **Awards:** The awards will be presented by the Honorable Governor Ronnie Musgrove, in conjunction with the Excellence in Mississippi/Mississippi Quality Awards (MQA) conference/award ceremony on March 26, 2004.

Process and Timeline:	Applications available October 20, 2003	Applications deadline December 31, 2003	Winners announced March 26, 2004
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Questions? Please contact: The Governor's office 601-359-3110, e-mail: sdavis@governor.state.ms.us
The MQA office 601-432-6480, e-mail: dhamill@sbjcc.ms.us

Describe your organization's environment and your KEY relationships with students, STAKEHOLDERS, suppliers, and other partners. Also, describe your organization's competitive environment, your KEY STRATEGIC CHALLENGES, and your system for PERFORMANCE improvement. Within your response, include answers to the following questions:

a. Organizational Environment

- (1) What are your organization's main products and services? What are the delivery mechanisms used to provide your products and services to your CUSTOMERS?
- (2) What is your organizational culture? What are your stated PURPOSE, VISION, MISSION, and VALUES?
- (3) What is your employee profile? What are their educational levels? What are your organization's workforce and job diversity, organized bargaining units, use of contract employees, and special health and safety requirements?
- (4) What are your major technologies, equipment, and facilities?
- (5) What is the regulatory environment under which your organization operates? What are the applicable occupational health and safety regulations; accreditation, certification, or registration requirements; and environmental, financial, and product regulations?

b. Organizational Relationships

- (1) What is your organizational structure and GOVERNANCE system? What are the reporting relationships among your board of directors, SENIOR LEADERS, and your parent organization, as appropriate?
- (2) What are your KEY CUSTOMER groups and market segments, as appropriate? What are their KEY requirements and expectations for your products and services? What are the differences in these requirements and expectations among CUSTOMER groups and market segments?
- (3) What role do suppliers and distributors play in your VALUE CREATION PROCESSES? What are your most important types of suppliers and distributors? What are your most important supply chain requirements?
- (4) What are your KEY supplier and CUSTOMER partnering relationships and communication mechanisms?

c. Competitive Environment

- (1) What is your competitive position? What is your relative size and growth in your industry or markets served? What are the numbers and types of competitors for your organization?
- (2) What are the principal factors that determine your success relative to your competitors? What are any KEY changes taking place that affect your competitive situation?
- (3) What are your KEY available sources of comparative and competitive data from within your industry? What are your KEY available sources of comparative data for analogous PROCESSES outside your industry? What limitations, if any, are there in your ability to obtain these data?

d. Strategic Challenges

What are your KEY business, operational, and human resource STRATEGIC CHALLENGES?

e. Performance Improvement System

- (1) What is the overall APPROACH you use to maintain an organizational focus on PERFORMANCE improvement and to guide SYSTEMATIC evaluation and improvement of KEY PROCESSES?
- (2) What is your overall APPROACH to organizational learning and sharing your KNOWLEDGE ASSETS within the organization?

NOTES:

N1. Product and service delivery to your customers (a[1]) might be direct, or through dealers, distributors, or channel partners.

N2. Market segments (b[2]) might be based on product lines or features, geography, distribution channels, business volume, or other factors that allow your organization to define related market characteristics.

N3. Customer group and market segment requirements (b[2]) might include on-time delivery, low defect levels, ongoing price reductions, electronic communication, and after-sales service.

N4. Communication mechanisms (b[4]) should be two-way and might be in person, electronic, by telephone, and/or written. For many organizations, these mechanisms might be changing as marketplace requirements.

N1. Factors (c[2]) might include differentiators such as price leadership, design services, e-services, geographic proximity, and warranty and product options.

N2. Challenges (d) might include electronic communication with businesses and end-use consumers, reduced cycle times for product introduction, mergers and acquisitions, global marketing and competition, customer retention, staff retention, and value chain integration.

N4. Overall approaches to process improvement (e[1]) might include implementing a lean enterprise system, six sigma methodology, use of ISO 9000:2000 standards, or other process improvement tools.

Summarize your organization's KEY student learning RESULTS. Segment your RESULTS by student and market segments, as appropriate. Include appropriate comparative data relative to competitors and to comparable organizations and student populations. Explain how the results reported relate to your overall mission and/or primary improvement objectives as appropriate.

Provide data and information to answer the following questions:

a. Student Learning RESULTS

What are your current LEVELS and TRENDS in KEY MEASURES or INDICATORS of student learning and improvement in student learning? How do these RESULTS compare with data from competitors and other appropriate student and market segments?

NOTES:

N1. Results reported might be based upon a variety of assessment methods that reflect the organization's overall mission and primary improvement objectives and that together represent holistic appraisals of student learning. For some recently implemented measures and/or assessment methods, data might not yet be sufficient to demonstrate meaningful trends. Such data should be reported, because they provide useful information regarding the organization's current performance levels. Results may include data indicating performance of recent graduates.

N2. Demonstrations of improvement in student learning should be normalized to comparable student populations. Methods for demonstrating improvement in student learning might involve longitudinal studies and cohort studies. Results covering three years or more are preferred.

N3. Comparisons should include a brief description of how the appropriateness of each comparison is ensured. Comparable organizations might include those of similar types/sizes, both domestic and international, as well as organizations serving similar populations of students.

Guidelines for Responding

The following information, guidelines, and example relate to effective and complete reporting of results.

1. Focus on the most critical organizational results.

Results reported should cover the most important requirements for your organizational success, highlighted in your Organizational Profile. Emphasis should be placed on results related to strategic initiatives.

2. Note the meaning of the four key requirements for effective reporting of results data:

- *trends* to show directions of results and rates of change
- *performance* levels on a meaningful measurement scale
- *comparisons* to show how results compare with those of other, appropriately selected organizations
- *breadth and importance of results* to show that all important results are included

3. Include trend data covering actual periods for tracking trends.

No minimum period of time is specified for trend data. Trends might span five years or more for some results. For important results, new data should be included even if trends and comparisons are not yet well established.

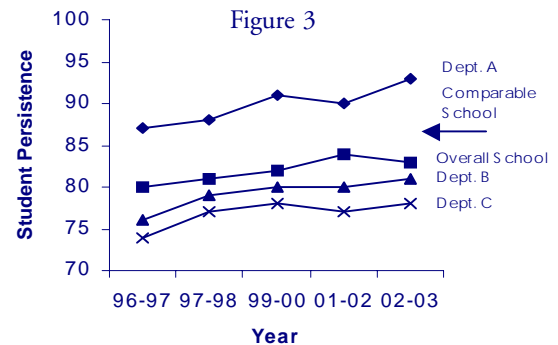
4. Use a compact format—graphs and tables.

Many results can be reported compactly by using graphs and tables. Graphs and tables should be labeled for easy interpretation. Results over time or compared with others should be "normalized," i.e., presented in a way (such as use of ratios) that takes into account various size factors. For example, reporting absenteeism trends in terms of unexcused absences per 100 students would be more meaningful than total unexcused absences if the student population has varied over the time period or if you are comparing your results to organizations differing in numbers of students.

5. Integrate results into the body of the text.

Discussion of results and the results themselves should be close together in an Award application. Trends *that show a significant positive or negative change should be explained. Use figure numbers*

that correspond to the text. For example, the third figure would be Figure 3 (See example in the figure that follows). The following graph illustrates data an organization might present as part of a response to Student-and Stakeholder-Focused Results. In the Organizational Profile, the organization has indicated student persistence as a key success factor.



Using the graph, the following characteristics of clear and effective data reporting are illustrated:

- A figure number is provided for reference to the graph in the text.
- Both axes and units of measure are clearly labeled.
- Trend lines report data for a key success factor - student persistence.
- Results are presented for several years.
- Appropriate comparisons are clearly shown.
- The school shows, using a single graph, that its three departments separately track persistence rates.

To help interpret scoring, the following comments on the graphed results would be appropriate:

- The current overall school performance level shows a generally improving trend. The current level is good but still slightly below the comparable school.
- Department A is the current performance leader showing sustained excellent performance and a positive trend.
- Department B shows a lower level of performance but a generally improving trend.
- Although Department C has the overall lowest student retention rate, with the exception of the '98-'99 school year, there is a generally improving trend. (The single point drop in student persistence should be briefly explained.)

GOVERNOR'S EDUCATION ACHIEVEMENT AWARD

APPLICATION FORM

(SUBMIT 7 COPIES OF THIS AND YOUR RESPONSE TO THE CRITERIA)

Applicant Organization _____

Street _____

City _____

State _____

Zip _____

Telephone Number _____

Fax Number _____

E-mail _____

Identify level of recognition for which applying. Check one award category:
Participation is open to for-profit and not-for-profit public, private, and government organizations. For-profit education organizations may choose to apply under the Governor's Business Achievement Award.

K - 12

Elementary and secondary schools and school districts.

Higher Education

Colleges, universities, and university systems; schools or colleges within universities; professional schools; community colleges; and technical schools.

Attach to the application the documents required by the "Documentation Requirements" described on page 1

(a.) Organizational Overview - Up to 5 pages

(b.) Criteria Response - Up to 3 Pages

Return your Application form and the documents noted above to:

**Mississippi Quality Award
Governor's Achievement Awards
c/o SBCJC
3825 Ridgewood Road
Jackson, MS 39211**

Signature _____

Date _____

Name and Title _____