

STATE OF COLORADO



DEPARTMENT OF HIGHER EDUCATION
Colorado Commission on Higher Education

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MEMORANDUM

TO: Members of Academic Council

FROM: Vicki A. Leal
Academic Policy Officer/Governor's Advocate

DATE: February 25, 2010

SUBJECT: Performance Contracts/CCHE Work Plan

Dear Members of Academic Council,

Per our conversation in last month's Academic Council meeting concerning Performance Contracts and the Performance Contract extensions, I'm providing this memo so that you'll have all of the information you need prior to the Commission's review of the Performance Contracts.

As you all may recall, the Commission established a work plan that they will pursue over the course of the next several months. As shared with you in the January and February meetings of Academic Council, the three main areas of the Commission's work plan are: Performance Contracts (review); the Achievement Gap; and Institutional Efficiencies.

In preparation for the Commission review of the Performance Contracts, please note that the Department is interpreting number six of the Performance Contract amendments as an extension of each institution's Performance Contract in its entirety and through the 18-month period, commencing June 2009 and extending through to June 30, 2011. **This extension period includes December 31, 2009 data submissions from all institutions.**

Below, I've included the excerpt and language for each Performance Contract's extension/amendment:

6. MODIFICATIONS

The Original Contract and all prior amendments thereto, if any, are modified as follows:

- A. Section 2 of the Original Contract is amended to extend the Term of this contract by eighteen months, with the new termination date to be on June 30, 2011.

As stated in C.R.S. 23-5-129(1)(c)(I-IV), the specified procedures and goals set forth in the performance contracts shall be measurable and tailored to the role and mission of each institution that is under the direction and control of the governing board, and may include, but shall not be limited to: improving Colorado residents' access to higher education; improving quality and success in higher education; improving the efficiency of operations; and, addressing the needs of the state. These goals have provided the conceptual framework for the contracts and contract reporting, data gathering and analysis. The framework will also be utilized for the undertaking of the 2010 review of the performance contracts.

Additionally, please note that the following *types* of questions will also be utilized by DHE staff as they analyze the contracts and facilitate the review process. The ultimate outcome of the review process will be to respond to the question of whether or not the state was successful in reaching its goals (per statute) with the implementation and facilitation of the institutional performance contracts:

1. Were the mechanisms created for reporting in the Performance Contracts effective; did the Contracts achieve what they were intended to achieve?
2. How was each goal/section of the Performance Contract carried out?
3. Were the goals/benchmarks established at your institution achieved?
4. If you achieved your institutional goals, please describe how you achieved them.
5. If you did not achieve your institutional goals, please describe why.
6. How did your institution choose the goals listed in your Performance Contract?
7. Was there collective institutional consensus and agreement around your chosen goals?
8. Did your institution comply with the reporting requirements of your Performance Contract?

At the March, 2010 meeting of the Commission, DHE staff will provide a report regarding Performance Contracts and establish a baseline for departmental and institutional reporting of the Performance Contracts. The baseline Performance Contract report by DHE staff will include: an overview of Performance Contract goals; the process that DHE staff engaged to determine institutional compliance with regard to the Performance Contracts requirements; and a section regarding state/departmental compliance, e.g., did the state fulfill its requirements as stated in the institutions' Performance Contracts.

The DHE staff and departmental goal with regard to the Performance Contract review per the CCHE work plan is to leverage the exercise as an opportunity to fashion the most nimble, responsive, productive and effective state-level accountability process that will reliably encourage continuous improvement while concurrently reaching state-level goals and serving the citizens of the state of Colorado.

Review of the individual Performance Contracts will commence at the April, 2010 meeting of the Commission. Please see the review schedule below:

**Performance Contract Review
Commission Work Plan
2010**

Month/Commission Meeting	Institution/Performance Contract Review
April	Adams State College; Fort Lewis College
May	Mesa State College; Western State College
June	Metropolitan State College of Denver; University of Northern Colorado
July	Colorado Community College System
August	Colorado State University System
September	University of Colorado System
October	Colorado School of Mines

The baseline report of the Performance Contracts and the individual review of each institution's Performance Contract will take into account reporting and compliance over the course of the previous 4-5 years of the contracts. Once the DHE has reported on an institution's 5-year reporting/compliance history, all institutions will have an opportunity to respond to the DHE staff regarding their institutional performance contract.

Reporting Format

A March baseline report for all institutions' Performance Contracts will be provided at the March, 2010 Commission meeting.

Review of Performance Contracts will commence in April, (with review of the Performance Contracts of Adams State College and Fort Lewis College).

The Performance Contract review will include a presentation by DHE and a summary of the institution's reporting and compliance history. The DHE staff report will be followed by presentations and responses by each institution. A dialogue with the Commission, including a question and response section, will conclude each institution's Performance Contract report to the Commission.

I appreciate your consideration; please contact me if you've any questions about the plan as provided in this memo.

Sincerely,

Vicki