



English as a Second Language Level 4 Educational Funding Level Completions

| | Session 1 (12 weeks) | Session 2 (12 weeks) | Session 3 (12 weeks) | Session 4 (12 weeks) |
|------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| Program 1 | 35% | 37% | 22% | 16% |
| Program 2 | 20% | 32% | 33% | 29% |
| Program 3 | 12% | 15% | 17% | 30% |

Directions: State X is trying to determine which type of reward or incentive to offer its programs so that they improve their performance in the area that the state is struggling with; namely, intermediate English as a second language (ESL) educational funding level (EFL) completions. Review the data carefully and then answer the questions below.

1. How could state X use funding to motivate these programs? When thinking about funding:

- What do you see in the data? (trends, outliers, etc.)
- What are some other questions the state director needs to ask? What other data might be needed?
- What other considerations should the state director keep in mind? (factors external to the state, factors internal to the state, program-level factors, etc.)

- How can the state director present the data to effectively use funding as an incentive?

- For which program(s) do you think using funding as an incentive would be most effective?

- Describe what using funding as an incentive could look like in practice in state X.

2. How could state X use competition to motivate these programs? When thinking about competition:

- What do you see in the data? (trends, outliers, etc.)

- What are some other questions the state director needs to ask? Are there other data she needs?

- What considerations should the state director keep in mind? (factors external to the state, factors internal to the state, program-level factors, etc.)

- How can the state director present the data to promote competition?

- For which program(s) do you think competition would be most effective?

- Describe what competition could look like in practice in state X.

3. How could state X use recognition to motivate these programs? When thinking about recognition:

- What do you see in the data? (trends, outliers, etc.)

- What are some other questions the state director needs to ask? Are there other data she needs?

- What are some other considerations the state director might need to keep in mind? (factors external to the state, factors internal to the state, program-level factors, etc.)

• How can the state director present the data to promote recognition?

• For which program(s) do you think recognition would be most effective?

• Describe what recognition could look like in practice in state X.

4. If you were the state director for state X, which type(s) of reward or incentive would you choose? Why?

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