



## Local Workforce Development Board Letter Grades Guiding Principles

The metrics and methodology for Florida's local workforce development board letter grades were designed with the following guiding principles:

1. Meet all statutory requirements for the new letter grade system so Floridians can know how well their local workforce development boards are performing in connecting job seekers to employment.
2. Maintain consistency with existing federal and state accountability mechanisms.
3. Leverage existing measures and data where possible and appropriate.
4. Include valid measures from within the program year wherever appropriate to minimize the time between services provided and the measured outcome.
5. Incentivize improvement.
6. Minimize perverse incentives and unintended consequences.
7. Ensure that local workforce development boards are not penalized for serving customers with the most significant barriers.
8. Assure quality of data through replication and/or systematic technical review.
9. Promote transparency by sharing documentation that describes all data and calculations in the formula.
10. Give local workforce development boards the opportunity to review draft formulas and provide feedback.