AGENCY PERFORMANCE PLAN
FY 2007

Name of Agency: **Department of Education**

Agency Mission: Our Mission is to champion excellence in education through superior leadership and service. We are committed to high levels of learning, achievement and performance for all students, so they will become successful members of their community and the workforce.

Core Function	Outcome Measure(s)	Outcome Target	Link to Strategic Plan Goals
CF: Resource Management --Provide vital infrastructure needs necessary to administer and support agency operations and the system of education in Iowa. Key activities may include financial and personnel services such as payroll, accounting and budgeting; purchasing of goods and services; media management; information technology enhancement, management and support; data, research and information services; financial resource allocation of state and federal funds to schools and colleges; leadership; communication; legislative support; planning; policy development; maintenance of physical infrastructure and governance system development to achieve results for Iowans.			Goal 1: All children will enter school ready to learn. Goal 2: All K-12 students will achieve at high levels, prepared for success beyond high school. Goal 3: Iowans will pursue higher education that results in an improved quality of life supported by better economic opportunity through high skill employment.
Desired Outcome(s):			
Customers will receive state aid, federal funds and flow-through dollars to provide educational programs and related support services.	Percent of payments for state aid, federal funds, and other allocations sent out to local school districts, community colleges and other customers in accordance with state and federal regulations	100%	

Internal and external customers have access to the information they need for policy development and resource allocation, and, at the local level, to improve instruction.	Percentage of school districts participating in a statewide individual student record system	100%	
	Percentage of community colleges participating in the CC Management Information System	100%	

Services, Products, Activities	Performance Measures	Performance Target(s)	Strategies/Recommended Actions
1. Financial Resource Allocation to Early Childhood, K-12 and Community Colleges (Distribute state and federal funds – allocations, and targeted and competitive grants to early childhood programs, school districts, nonpublic schools, area education agencies, community colleges, and other qualified providers.)	Percent of state and federal funds distributed according to the formula prescribed by the funding source Percent of state and federal funds distributed using the correct data to determine distribution	100% 100%	
2. Administration and Leadership (Policy, planning, advocacy, leadership, governance and administration; internal operations; information and data for accountability and decision-making; and administration of resource allocation.)	Percent of districts participating in a statewide individual student record system Percent of community colleges participating in the CC management information system Percent of districts reporting all data required under the Education Data Exchange Network of the US Department of Education Percent of state and federal reporting requirements met by the Department for accountability and information purposes	100% 100% 95% 95%	Provide Fall and Spring BEDS training; provide follow-up and editing; continue to convert to electronic transfer of data. Refine definitions to ensure consistency of reporting. Review reporting fields to ensure that types of data collected meet information needs. Expand Project EASIER. Each public school student in Iowa has been given a unique identifier number that allows districts to submit data electronically and allows the Department to aggregate data for state and federal reporting requirements, policy development, and accountability at the local, state

	Percent of internal operations in the Department conducted in accordance with Generally Accepted Accounting Principles	100%	and federal levels. Expand the State Report Card for NCLB, and web-based School Profile.

Core Function	Outcome Measure(s)	Outcome Target	Link to Strategic Plan Goal
CF: Education. Provide technical assistance and professional development to increase capacity at the local level related to continuous improvement, improving instruction in order to improve student performance, support for management services, and intermediate support.			Goal 1: All children will enter school ready to learn. Goal 2: All K-12 students will achieve at high levels, prepared for success beyond high school. Goal 3: Iowans will pursue higher education that results in an improved quality of life supported by better economic opportunity through high skill employment.
Desired Outcome(s):			
To improve student achievement	Percentage of Iowa 4th graders proficient or higher in reading comprehension	78.2% on Iowa Tests of Basic Skills	Implement statewide reading projects such as Reading First, which is designed to accelerate the reading achievement of students in kindergarten through third grade.
	Percentage of Iowa 8th graders proficient or higher in reading comprehension	70.8% on Iowa Tests of Basic Skills	Implement statewide reading projects including Every Child Reads K-12, Collaborative Strategic Reading, Teacher Development Academies and Strategic Instruction Model.
	Percentage of Iowa 11th graders proficient or higher in reading comprehension	77.2% on the Iowa Tests of Educational Development	Same as above.
	Percentage of Iowa 4th graders proficient or higher in mathematics	79% on Iowa Tests of Basic Skills	Implement statewide math projects. Provide information about research-based instructional strategies in math, reading and science through content area networks.
	Percentage of Iowa 8th graders proficient or higher in mathematics	74% on Iowa Tests of Basic Skills	Same as above.

	Percentage of Iowa 11th graders proficient or higher in mathematics	78.8% on Iowa Tests of Educational Development	Same as above.
	Average attendance rates in grades K-8	95%	
	High school graduation rate for those that complete a vocational secondary program	95%	
	High School Graduation Rate High School Graduation Rate for Hispanic Students High School Graduation Rate for African-American Students High School Graduation Rate for White Students	90.9% 74.3% 76.8% 92.2%	The Department is implementing many high school reform efforts designed to better meet the needs of students. We have developed a Model Core Curriculum and are working with school districts on career plans for every 8th grader. Other projects include the Iowa High School Project, Comprehensive School Reform grants, and the annual High School Summit.
To improve teacher quality	Percent of teachers in core academic areas appropriately licensed and assigned Percent of teachers meeting the federal definition of highly qualified teachers	100% 100%	
Students successfully completing at least two years of postsecondary education	Increase total community college credit enrollment by 1% over FY05 Number of new credit awards granted by community colleges	FY05 unduplicated credit enrollment will increase by 1% over FY05. (from 120,217 in FY05 to 121,419 in FY06) Increase by 400 (from 15, 023 in FY05 to 15,423 in FY06)	
Services, Products, Activities	**Performance Measures**	**Performance Target(s)**	**Strategies/Recommended Actions**
SPA 3: Technical Assistance and Professional Development (Provide technical assistance and professional development for early childhood programs, school districts, area education agencies, community colleges, and practitioner preparation programs to support continuous	Percent of local school districts visited annually by school improvement team Percent of districts with approved career development plans Percent of local district respondents	20% 100%	Maintain efforts -- currently meeting target.

	agreeing or strongly agreeing that AEA services met their professional needs	91%	
improvement of instruction and implementation of research-based instructional practices in order to improve student performance.			
A. Implement the Teacher Quality Program and provide Iowa teachers with quality professional development opportunities.	National rank on teacher salary	25th	
B Develop and implement a research-based professional development model.			
C. Build the capacity of AEAs to provide intermediate support.			
D. Provide technical assistance for early, childhood programs, school districts, area education agencies, and community colleges to support continuous improvement of instruction and implementation of research-based instructional practices.	Percent of children, ages three or four, who have participated in a preschool program that is NAEYC accredited, meets Head Start program performance standards, or is implementing the Iowa Quality Preschool Program Standards.	28.5%	The Department is supporting systemic training and implementation of the Quality Preschool Program Standards (QPPS) to help early childhood settings implement quality program standards. The Department is also participating in early care, health and education system development, identifying resources that contribute to this system.
E. Provide auxiliary services including school transportation, nutrition, infrastructure and finance.	Number of lunches served through the Summer Food Service Program (increase by 1%)	307,946 lunches	

Core Function	Outcome Measure(s)	Outcome Target	Link to Strategic Plan Goals
CF: Regulation and Compliance. Provide stewardship for the education system through accreditation, approval, fiscal oversight and federal program oversight.			Goal 1: All children will enter school ready to learn. Goal 2: All K-12 students will achieve at high levels, prepared for success beyond high school.

			Goal 3: Iowans will pursue higher education that results in an improved quality of life supported by better economic opportunity through high skill employment.
Desired Outcomes:			
To ensure Iowans have access to a quality education system	Percentage of school districts meeting accreditation standards	100%	
	Percentage of AEAs meeting accreditation standards	100%	
	Percentage of community colleges meeting accreditation standards	100%	
	Percentage of practitioner preparation programs meeting requirements	100%	
	Percentage of practitioners who are appropriately licensed	100%	
To ensure compliance with federal program requirements	Loss of federal funds from USDE or USDA due to noncompliance with program requirements	0%	
Services, Products and Activities	**Performance Measures**	**Performance Target(s)**	**Strategies/Recommended Actions**
SPA 4: Administration of State and Federal Programs to Ensure Compliance with Fiscal and Program Requirements. This includes accreditation of early childhood programs, school districts, nonpublic schools, AEAs and community colleges.	Percent of local districts, AEAs and CCs receiving desk audits annually Percent of federal programs approved for funding Percent of accountability reports completed Number of audit exceptions	100% 100% 100% 0	
SPA 5: Administer Practitioner Licensure including adopting licensure standards and regulations, processing applications and granting licenses, and implementing procedures for the suspension or revocation of a license.	Percent of licensure applications received which were processed	100%	

Core Function	Outcome Measure(s)	Outcome Target	Link to Strategic Plan Goals
CF: Library Services Acquire, manage and provide access to information. Collections include books, journals, videos, state & federal documents, electronic informational databases & web-based information.			LSTA Five Year Plan 2003-2007, Goal 1: Provide expanded, equitable access to library information, materials and services to Iowans of all ages.
Desired Outcome(s):			
All Iowans have access to high-quality electronic library resources to enhance learning & decision-making at all ages	Percentage of Iowans with access through their public library to electronic informational databases purchased by the State Library	90%	
Services, Products, Activities	**Performance Measures**	**Performance Target(s)**	**Strategies/Recommended Actions**
1. Provide high quality library collections and reference services in public policy, census and demographics, state and federal documents, law and medicine.	Number of filled requests for State Library specialized information materials or services (including reference questions, circulation, interlibrary loan, in-house use of materials and web hits)	2,985,000	Purchase books, journals, databases and other materials; make specialized information available on State Library web sites; staff service desks with qualified librarians; teach customers how to use State Library databases; promote services to potential customers.
2. Purchase statewide access to electronic resources on behalf of Iowa libraries.	Number of public searches of electronic databases purchased by the State Library	4,900,000 searches (or 1.65 searches per Iowan)	Determine electronic products available; collaborate with AEAs and other partners on statewide purchases; purchase statewide access to electronic resources on behalf of Iowa libraries; publicize availability to libraries and the public; administer sign-ups and maintain program.
Core Function	Outcome Measure(s)	Outcome Target	Link to Strategic Plan Goals

CF: Community Coordination and Development (Library Development**)**
Develop the economic security and quality of life of Iowans by working with local public libraries. Activities may include facilitation and coordination; administration of grants
			LSTA Five Year Plan 2003-2007:
			  Goal 4. Identify and encourage resource sharing and partnerships in order to help libraries provide effective, high-quality services to Iowans.
			  Goal 5. Strengthen Iowa's libraries

to enhance services; program oversight; and technical assistance and support.			through state level leadership and statewide library advocacy, coordination and planning.
Desired Outcome(s):			
All Iowans have access to high quality library services so they can participate knowledgeably and productively in a democratic society and lead an enriched life through lifelong learning.	Percentage of Iowa public libraries meeting five key standards: ∗ Certified, trained library director ∗ Good book collection ∗ Internet computers for the public ∗ Open at least 20 hours per week ∗ Provide annual summer reading program for children to sustain skills	85%	
Services, Products, Activities	**Performance Measures**	**Performance Target(s)**	**Strategies/Recommended Actions**
1. Statewide library resource sharing.	Percentage of Iowa public and academic libraries participating in statewide resource sharing programs (Open Access, Access Plus, SILO Locator, SILO interlibrary loan**)**	90% participation	Provide SILO (State of Iowa Libraries Online) Locator and interlibrary loan program; administer programs to partially reimburse libraries for sharing resources.
2. Administration of Statewide Programs.	Percentage of accredited public libraries Percentage of certified public library directors Percentage of public libraries participating in Direct State Aid Program Percentage of libraries submitting annual survey data	50% of public libraries are accredited 80% of public library directors are certified 85% of public libraries participate in Direct State Aid program 75% of Iowa public and school libraries submit annual survey data	Provide leadership for Iowa library community; develop and implement plans to improve Iowa library services; administer public library accreditation program, based on "In Service to Iowa: Public Library Measures of Quality"; administer certification program for public library directors; administer Direct State Aid program; administer statistics programs; administer federal LSTA funds.