AGENCY PERFORMANCE PLAN

**FY 2004**

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| **Name of Agency: Iowa Commission on the Status of African Americans (ICSAA)** |
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| **Agency Mission: To consider, review, and recommend programs, services, policies, legislation, and administrative rules for Iowa's African American population** |
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| **Core Function** | **Outcome Measure(s)** | **Outcome Target** | **Link to Strategic Plan Goal(s)** |
| **CF: Advocacy**  |  |  |  |
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| **Desired Outcome(s):**  |  |  |  |
| ICSAA serves as a conduit for the promotion of equity for African American Iowans in the areas of economics, education, health, criminal justice, social and civil rights.  |  |  | Study the needs of African Americans and recommend programs, policies, and legislative action to the Governor and General Assembly. |
|  | Average ITBS scores of statewide 11th grade African American students | Establish baseline in FY04 | Goal 1 |
|  | Percent of ICSAA recommendations used toward the equity of African Americans in the criminal justice system | Establish baseline in FY04  | Goal 3 |
|  | Percent of representation on state boards, commissions, task forces, and planning groups by African Americans/minorities | Establish baseline in FY04 | Goal 4 |
| **Activities, Services, Products** | **Performance Measures** | **Performance Target(s)** | **`Strategies/Recommended Actions** |
| **1. Advocacy** | 1. Total number newsletters distributed.2. Number of participants at ICSAA events3. Total number of requests for information referral  | Establish baseline in FY04Establish baseline in FY04Establish baseline in FY04 | Collaboration with other government entities on the issue of racial profiling.Continue collaboration with other government agencies, community and faith-based organizations on awareness of health, social, and economic issues relevant to African American Iowans. |
| **2. Education**Assure scholastic achievement success of African American students | Ratio of African American high school graduation rates to the overall graduation rate | Establish baseline in FY04 | Collaboration with Governor’s Task Force on African American Student AchievementMonitor statewide school district application of existing legislation as it relates to African American studentsEstablish statewide branches of the Academy for Scholastic and Personal Success |
| 1. **Criminal Justice**

Assure the equity of African Americans in the criminal justice system | Ratio of African American adults incarcerated to the total incarcerated population | Establish baseline in FY04 | Continue collaboration with other government entities on issues particular to overrepresentation of African Americans in the prison systemReview Governor’s Task Force recommendations regarding educational disparities as one contributing factor to overrepresentation of African Americans in Iowa prisons |