

KDE Mission-Driven Plan on a Page

Vision:	Each and every student empowered and equipped to pursue a successful future.						
Mission:	Partner with districts, schools, families, students, business and industry and communities to provide leadership and support to ensure success for each and every student.						
Strategic Priorities:	Student Success		Strategic Partnerships		Operational Excellence		
Strategic Results:	Students demonstrate improved performance on multiple measures.		Key stakeholders work collaboratively to improve outcomes for students and the community.		KDE processes promote excellence, ensure quality and strive for continued improvement.		
Strategic Objectives and Strategy Map			Measures	Estimated Annual Targets		Initiatives	
<p>Customer/Stakeholder</p>			KPREP Proficiency Rate for ALL students	Reading, Dec 2019		Math, Dec 2019	<ul style="list-style-type: none"> • Early Literacy/Early Numeracy • School and District Improvement • Standards Revision • High School Graduation Requirements • Career Pathways • District Financial Competency
				Gr3	52.3% to 59.2%	47.3% to 54.7%	
			Gr5	57.8% to 60.6%	*50.6% to 52.6%		
			Gr8	*62.9% to 60.5%	46.1% to 52.6%		
			<p>Resource Effectiveness</p>			Gap between non-FRPL and FRPL students	
Gr3	24.6% to 23.0%	26.0% to 22.9%					
Gr5	*23.4% to 23.9%	26.3% to 24.7%					
Gr8	*24.5% to 24.8%	28.2% to 25.4%					
<p>Internal Process</p>			HS transition ready rate	Baseline in December 2019			
			Annual district financial audit findings	*Decrease findings by 2% from 2,091 to 2,095 by June 2020			
<p>Agency Capacity</p>			Partner Survey	*Maintain partner satisfaction of 90% or higher			<ul style="list-style-type: none"> • Partnership engagement process • Strategic Management Maturity Model
			Employee Partner Survey	Baseline in July 2019			
<p>Internal Process</p>			Customer satisfaction survey	*Improve overall customer satisfaction from 51% to 50% by December 2019			
			Communication metric from customer and employee surveys	*Improve external communication from 51.4% to 50% by December 2019 *Improve internal communication from 79.8% to 75% by December 2019			
<p>Agency Capacity</p>			Strategic Management Maturity Assessment	*Increase strategic maturity level from 3.1 to 2.8 by December 2019 (5 point scale)			<ul style="list-style-type: none"> • Strategic Management Maturity Model • Agency communication plan • New School Report Card
			Employee satisfaction survey and commissioner's survey	*Improve leadership effectiveness from 78.9% to 75% by December 2019 *Maintain commissioner's performance rating of 80% or higher			
<p>Agency Capacity</p>			Employee satisfaction survey	*Improve quality of skills and expertise from 90.1% to 90% by December 2019			<ul style="list-style-type: none"> • Staff development
			Employee satisfaction survey				

● Equity ● Achievement ● Collaboration ● Integrity

*Targets have been met in these areas.