



# Strategic Plan Update

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# Vision + Mission + Core Values

## Our Vision:



## Our Mission:

Create broad partnerships to provide leadership and support to ensure success for every student.

## Our Core Values:

- Equity
- Student Success
- Collaboration
- Integrity
- Innovation

# Three Big Ideas



**Vibrant Learning Experiences** for every student.



**Encouraging Innovation**, especially around assessment.



Creating a **Bold New Future** for Kentucky's schools through collaboration with our communities

# Objectives

## Customer/Stakeholder:

1. Reimagine Assessment and Accountability
2. Reduce Chronic Absenteeism
3. Improve Early Literacy
4. Improve Early Numeracy
5. Expand the Recruitment of Qualified Educators

## Operational:

1. Improve Customer Satisfaction
2. Improve Organizational Process Awareness
3. Build Leadership Capacity

# Reimagine Assessment and Accountability

**Goal: Establish an Accountability Model that includes vibrant learning making it meaningful and useful for all learners.**

## Key Performance Indicators:

- Approved Model Framework
- Increase percentage of districts at each stage of Local Accountability System implementation - Starting, Spreading or Sustaining
- Increase percentage of districts at each stage of Portrait of a Learner creation - Starting, Spreading or Sustaining
- Increase percentage of districts at each stage of Vibrant Learning Experiences - Starting, Spreading or Sustaining

## Strategies:

- Elevate Vibrant Learning Experiences
- Co-create an accountability system through an inclusive, feedback-driven process.
- Support districts in developing their Local Accountability System through collaboration with their communities.

# Reduce Chronic Absenteeism

**GOAL: Decrease statewide chronic absenteeism rate from 28% in 2023-24 to 15% by 2028-29**

## Key Performance Indicators:

- Decrease the percentage of schools in Kentucky who are experiencing high or extremely high chronic absenteeism rates

## Strategies:

- Expand Opportunities for Vibrant Learning Experiences
- Provide Comprehensive Support Systems for At-Risk Students
- Engage in Proactive Communication with Family and Community

# Improve Early Literacy

**GOAL: Increase 3rd grade proficiency from 47% in 2023-24 to 60% by the 2028-29 school year**

## Key Performance Indicators:

- Decrease 3rd grade novice in reading
- Increase the number of educators participating in the Kentucky Reading Academies
- Reduction in reading improvement plans for students needing to make accelerated progress toward proficiency in reading
- Increase in the implementation of Early Literacy Screening Assessment
- Increase in the implementation of the Literacy Diagnostics

## Strategies:

- Align Vibrant Learning Experiences to the Kentucky Academic Literacy Standards
- Support High-Quality Literacy Instruction and Professional Learning
- Support Evidence Based Literacy Curriculum and Instructional Resources
- Provide Targeted Literacy Support and Intervention



# Improve Early Numeracy

**GOAL: Increase 3rd grade proficiency from 43% in 2023-24 to 55% by the 2028-29 school year**

## Key Performance Indicators:

- Decrease 3rd grade novice in mathematics
- Increase the number of educators participating in the Kentucky Numeracy Academies
- Increase in the implementation of Numeracy Screening Assessment
- Increase in the implementation of the Numeracy Diagnostics

## Strategies:

- Align Vibrant Learning Experiences to the Kentucky Academic Mathematic Standards
- Support High-Quality Mathematics Instruction and Professional Learning
- Support Evidence Based Mathematics Curriculum and Instructional Resources
- Provide Targeted Math Support and Intervention



# Expanding the Recruitment of Qualified Educators

**GOAL: Increase the completion rate of eligible students in a Teaching and Learning Pathway from 6% in 2023-2024 to 14% by 2028-2029**

## Key Performance Indicators:

- Increase enrollment in the Teaching and Learning pathway courses
- Increase in Registered Apprenticeships
- Increase enrollment at Educator Preparation Programs

## Strategies:

- Encourage Early Entry
- Elevate the Teaching Profession

# Improve Customer Satisfaction

**GOAL: Increase average customer satisfaction percentage (index created) in the Customer Satisfaction Survey for the following statements: “I know who to contact to get information” and “KDE values feedback” from 56% in 2024 to 66% in 2029.**

## Key Performance Indicators:

- Increase the superintendent satisfaction rate for - “KDE is responsive in communications”
- Increase the District Administrator satisfaction rate for - “KDE leverages social media effectively”
- Maintain high agreement level on biannual Pulse Check

## Strategies:

- Develop KDE Communication Plan

# Improve Organizational Process Awareness

**GOAL: Improve average favorable agreement rate of the Operations Domain in the Employee Satisfaction Survey from 82% in 2024 to 87% in 2029.**

## Key Performance Indicators:

- Reduce number of process-related risks on biannual Risk Assessment
- Increase agreement on the Employee Survey for - “KDE regularly reviews and improves its processes”
- Increase agreement on the Employee Survey for - “Processes are documented to protect important assets”
- Increase agreement on the Employee Survey for - “Processes for handling an emergency are documented”

## Strategies:

- Develop Agency-Wide Process Management System

# Build Leadership Capacity

**GOAL: Improve average favorable agreement rate of the KDE Leadership Domain in the Customer Satisfaction Survey from 60% in 2024 to 76% in 2029.**

## Key Performance Indicators:

- Increase the overall agreement rating of employee satisfaction in the KDE leadership domain
- Increase agreement on the Employee Survey for - “I am able to develop my professional skills in my current role”

## Strategies:

- Create more professional learning opportunities for KDE staff

# Next Steps

- Develop Monitoring Plan and templates
- Build Strategic Dashboard

# Questions