Kentucky Department of Education 2024-2029 Plan on a Page

Our VISION:	United We Learn
Our MISSION:	Create broad partnerships to provide leadership and support so that every student is equipped for the future.

The 3 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

Core Values:	★ Equity	★ Student Success	★ Collaboration	★ Integrity	★ Innovation

Customer/Stakeholder Objectives & Goals	Key Performance Indicators	Strategies
Reimagine Assessment and Accountability GOAL: Establish an Accountability Model that includes vibrant learning making it meaningful and useful for all learners.	• 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	• 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.
Improve Early Literacy GOAL: Increase 3rd grade proficiency from 47% in 2023-24 to 60% by the 2028-29 school year.	• Decrease 3rd grade novice in reading • Increase the number of educators participating in the KY 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	• Align Vibrant Learning Experiences to the Kentucky Academic Literacy Standards • High-Quality Literacy Instruction and Professional Learning • Evidence Based Literacy Curriculum and Instructional Resources • 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.	• Decrease 3rd grade novice in mathematics • Increase the number of educators participating in the KY Numeracy Academies • Increase in the implementation of Numeracy Screening Assessment • Increase in the implementation of the Numeracy Diagnostics	• Align Vibrant Learning Experiences to the Kentucky Academic Mathematic Standards • High-Quality Mathematics Instruction and Professional Learning • Evidence Based Mathematics Curriculum and Instructional Resources • 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.	• Increase enrollment in the Teaching and Learning pathway courses • Increase in Registered Apprenticeships • Increase enrollment at Educator Preparation Programs	• Encourage Early Entry • Elevate the Teaching Profession
Reduce Chronic Absenteeism GOAL: Decrease statewide chronic absenteeism rate from 28% in 2023-24 to 15% by 2028-29.	• Decrease the percentage of schools in Kentucky who are experiencing high or extremely high chronic absenteeism rates	• Expand Opportunities for Vibrant Learning Experiences • Comprehensive Support Systems for At-Risk Students • Proactive Communication and Family/Community Engagement

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Kentucky Department of EDUCATION

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Operational Objectives & Goals	Key Performance Indicators	Strategies
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.	• 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	• 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.	• 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"	• 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.	• 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"	• Create more professional learning opportunities for KDE staff