



# FY2025-FY2029

## Idaho Department of Education Strategic Plan

### MISSION STATEMENT

To support Idaho students, educators, and school leaders with the tools and resources needed to achieve academic excellence through strategic thought, leadership, and policy alignment.

### VISION STATEMENT

All Idaho students have access to a high-quality education that prepares them for their future with skills and job readiness to become engaged, successful citizens.

### GUIDING VALUES

Listen with intention.

Lean into collaboration.

Lead with integrity.

## GOAL 1: MODERNIZE EDUCATION FUNDING

### Objective A: Determine costs of providing K-12 education in Idaho and recommend equitable funding.

#### Performance Measures:

- I. Evaluate and report rural education costs vs. urban costs and define each. Target 12/1/25.
- II. Definitions. Target 7/22/25.
- III. Identify differences in rural and urban LEA costs through five-year historical comparisons of LEAs. Target 12/1/25.
- IV. Evaluate and report virtual vs. brick and mortar LEA expenditures. Target 12/1/25.
- V. Develop budget with increased discretionary funding flexibility. Target 12/1/25.
- VI. Explore changes to funding model that reflects contemporary needs. Budget accordingly. Target 12/31/25.
- VII. Compare assets and liabilities of 4 day vs. 5 day school weeks. Target 11/1/25.

### Objective B: Stabilize Federal funding dependence without decreasing support for underserved students.

#### Performance Measures:

- I. Quantify school district dependence on federal funding for employees/programs. Target 11/1/25.
- II. Suggest alternatives to increased federal funding dependence. Target 11/1/25.
- III. Evaluate and report risk and rewards of stabilizing Federal funding to Idaho. Target 1/1/26.

### Objective C: Reduce district dependency on school levies and bonds through increased responsibility of other stakeholders.

#### Performance Measures:

- I. Report Values of bonds and levies passed and failed (past 20+ years). Target 12/31/25.
- II. What are the reported uses of supplemental levies in Idaho? Regional Analysis? Target 12/31/25.
- III. Analyze the effect of 2023 funding increases and recommend adjustments. Target 12/1/25.
- IV. Explore additional state support that will reduce reliance on supplemental levies. Target 12/31/25.

- V. Analyze and recommend options for updating state support for facilities (e.g., revolving loan). Target 1/1/26.
- VI. Analyze and recommend options for state funded building construction. Target 1/1/26.

#### Objective D: Examine the value/roots/motivation/benefits of per pupil funding.

- I. Reevaluate unit calculation. Target 12/31/25.
- II. Reevaluate seat time calculation. Target 12/31/25.
- III. Review Title 33 for relevance. Target 12/31/25.

#### Objective E: Align funding with Idaho Department of Education Goals.

- I. Review existing line items and their alignment with Department goals. Target 9/1/25.
- II. Align Department administrative structure with Department goals. Target 12/31/25.

### **GOAL 2: STUDENT ACHIEVEMENT GOALS**

#### Objective A: Improve Idaho student achievement growth.

##### Performance Measures:

- I. Directly train 3 Idaho schools in the 2023/24 SY in the Professional Learning Community process. Develop background for future development. Year 2: Target 10+ LEA's (same process). Target 7/30/26.
- II. Offer 4 early literacy, face-to-face professional development opportunities, with an emphasis on Dyslexia. Target 8/30/26.
- III. Staff will personally visit 3/4, about 135, of the LEAs and charter schools in SY 2023/24. Target 7/30/26.
- IV. SDE will assist in at least 10 school districts in the critique and selection of research-based curricula, proven effective with Idaho students. Target 7/30/26.
- V. Visually clear (easy to read) student cohort data in reading and math. Target 7/1/26.
- VI. Establish statewide reading goals for "below basic" readers on IRI. Target 12/14/25.

#### Objective B: Improve the mental and behavioral health of Idaho students

##### Performance Measures:

- I. Work with education and community partners to identify existing resources.
- II. Identify, highlight, and replicate existing/ successful Idaho-based programs. Target 3/31/26.
- III. Identify gaps in mental health services for Idaho students. Target 12/30/26.

- IV. Support advocacy for parents meeting with schools and assist with conflict resolution. Target 7/1/27.
- V. Support professional development for special education teachers and directors. Target 7/1/27.
- VI. Help general education teachers clearly understand the differences between mental health issues and special education needs. Target 7/1/27.

### Objective C: Train education stakeholders in developing and implementing meaningful assessment tools

#### Performance Measures:

- I. Solicit stakeholder input around the state- required IRI assessment. Target 2/1/26.
- II. Develop an RFP for the Idaho Reading Indicator. Target 2/28/26.
- III. Solicit stakeholder input around the ESSA-required state assessment (ISAT). Target 2/1/27.
- IV. Develop an RFP for the Idaho Standards of Achievement Test (ISAT). Target 6/30/27.
- V. Solicit stakeholder input around the Idaho dyslexia screening tool. Target 2/1/27.
- VI. Develop an RFP for the Idaho dyslexia screening tool.6/30/27.
- VII. Solicit stakeholder input around the federally-required SDE report card. Target 2/1/26.
- VIII. Develop an RFP for the federally- required SDE report card (idahoschools.org). Target 3/28/26.

### Objective D: Identify essential standards for math and science

#### Performance Measures:

- I. Establish workgroup to identify essential standards for math. Target 4/30/26.
- II. Create SDE document identifying essential standards for math. Target 6/30/26.
- III. Establish workgroup to identify essential standards for ELA. Target 8/30/26.
- IV. Create SDE document identifying essential standards for ELA. Target 4/30/27.
- V. Establish workgroup to identify essential standards for science. Target 8/30/27.
- VI. Create SDE document identifying essential standards for science. Target 4/30/26.
- VII. Review and discuss ESSA-required summative assessment option with USDOE. Target 2/15/26.

### GOAL 3: ATTRACT AND RETAIN LEADERS

#### Objective A: recruit new teachers and administrators to Idaho K-12 schools.

##### Performance Measures:

- I. Define measurability of recruitment and determine benchmark. Target 11/15/25.
- II. Provide incentives for teacher candidates in approved teacher prep programs. Target 12/1/25.
- III. Surrounding states starting salaries. Target 12/31/25.

#### Objective B: Retain Idaho's highest performing teachers

##### Performance Measures:

- I. Help Idaho's teachers feel appreciated and recognized. Create a culture of respect and value. Target 1/1/27.
- II. Support school districts in providing high quality mentorship for educators. Specifically for educators in their first three years. Target 6/30/26.
- III. Accumulate ideas for specifically defining mentoring in Idaho education. Target 2/15/26
- IV. Ensure that every district can access quality mentoring for their staff. Target 3/15/26.
- V. Support required training for school board members. Target 4/1/26.

#### Objective C: Retain Idaho's highest performing administrators

##### Performance Measures:

- I. Orientation training for new superintendents. Target 1/1/26.
- II. Training for all superintendents (Idaho superintendent's network). Target 1/1/26.
- III. SDE will assist education partners in school board training related to hiring and evaluating superintendents. Target 6/30/27.

#### Objective D: Hire and retain exceptional teammates at the Idaho Department of Education

##### Performance Measures:

- I. Define what exceptional teammate means. Target 7/1/26.
- II. Determine baseline retention rate for exceptional teammates. Target 8/1/26.
- III. Monitor retention rate. Target 7/1/28.

## GOAL 4: PREPARE STUDENTS FOR LIFE

### Objective A: Prepare students for all options following high school graduation

#### Performance Measures:

- I. Award grant monies from Idaho Career Ready Students. Target 12/31/25.
- II. Track Launch enrollment. Target 7/1/26.
- III. Idaho Career Ready Students granting council membership. Target 7/1/26.

### Objective B: Improve Financial Literacy of Idaho Students

#### Performance Measures:

- I. Work towards a full credit for the required class. Target 6/1/27.
- II. Leverage free curriculums.

### Objective C: Review and Update Graduation Requirements

#### Performance Measures:

- I. Establish a committee to provide recommendation to SBOE. Target 6/30/26.

## KEY EXTERNAL FACTORS

Movement toward meeting these goals is contingent on many factors outside the control of the Idaho Department of Education. Key to this is that K-12 funding is primarily provided by the Idaho Legislature.

Another factor outside the sphere of influence of the Department is the changing demographics of the state.

A final external fact influencing the achievement of goals is the economy of Idaho. It influences money available, workforce needs, and more.