

The South Dakota Department of Education

Learning. Leadership. Service.

The following goals were identified during a DOE Management Team retreat conducted on September 1-2, 2010.

Goal 1

The Indian Education Advisory Council will develop a five-year plan, in partnership with the DOE, to close the achievement gap between Native and non-Native students statewide by 5 percent and increase graduation rate of Native students statewide by 5 percent. Strategies to consider include in the plan are:

- Administering a survey to American Indian students, educators and parents to gauge their perception of the public education system.
- Writing American Indian standards for adoption by the SD State Board of Education by Sept. 1, 2011; standards to be infused into existing standards.
- Oversee ongoing implementation of federal programs such as College Access and Gear Up.
- Offer intense professional development for DOE management team and school administrators (later teachers, students).

Rationale:

Mission: *Learning*

Pillars: *Rigorous Standards and Assessments and Turning Around Low Achieving Schools*

Goal 2

To improve student achievement, during the 2010-2011 School Year eighty-percent of SD public schools will receive high quality technical assistance and professional development for Administrators, Teachers and Library Media Specialists. Strategies to achieve this goal include:

- Establish focused technical assistance and professional development of content standards and large scale assessment:
- Establish focused technical assistance and professional development to meet College and Career Readiness goals:
- Establish focused technical assistance and professional development to assist local districts to effectively utilize state and local library media services:
- Develop a concrete process of technical assistance and professional development to lowest performing school districts:

Rationale:

Mission: *Learning*

Pillars: *Rigorous Standards and Assessments, Great Teachers and Leaders, and Turning Around Low Achieving Schools*

Goal 3

The DOE Management Team will decrease turnover (exclusive of retirements) within the DOE. The turn-over rate as reported by the Bureau of Personnel will be no more than 10% for FY2011, 9% for FY2012, and 8% percent annually thereafter. (For FY2010, the DOE's turnover rate was 12% (including retirements). This will be accomplished by strategies including:

- Continuing to offer flexible work schedule
- Offering individual and/or group mentoring for new staff and directors
- Increasing communication across offices by promoting interoffice discussions
- Monthly department-wide staff huddles with a special program focus
- Developing strategies for staff recognition
- Matching job tasks/duties with talent if possible
- Finding out things that people like about working for DOE and what we can do to enhance/promote those things

Rationale: An effort to improve customer service through increased staff knowledge and capacity to result increased efficiency and effectiveness...

Mission: *Service*

Pillars:

Goal 4

The DOE Communications Team will design and distribute a customer service survey addressing questions regarding the Department's performance. This survey will be administered by November. 15, 2010 to establish a baseline of DOE's customer satisfaction. Annually thereafter, a similar survey will be administered. Using the results, goals will be set for increasing satisfaction by 5% annually. The survey shall address the following, but is not limited to:

- Meeting timelines and providing timely, quality feedback and assistance in areas such as:
 - AYP
 - SPED
 - assistance to libraries
 - tech plan approval
 - school accreditation process
 - certificate renewal
 - professional development
 - technical assistance
 - communications

Rationale: An effort to understand how services provided by the DOE are perceived in the field and to develop strategies to improve customer service.

Mission: *Service*

Pillars:

Goal 5

By July 2011, the DOE Data Governance Team will identify and define all quantitative data collected by DOE. 90 percent of duplicate data collections will be identified and eliminated by July 2012. Strategies to accomplish this include:

- Create common vocabulary (e.g., data dictionary)
- Educate districts about importance of clean data
- Work towards the creation of a data warehouse

Rationale: An effort to provide high quality, consistent data in a timely manner and to create more efficient and effective methods for data collection.

Mission: *Leadership*

Pillars: *Effective Use of Data*

Goal 6

By the end of the 2011-2012 school year, DOE will provide policies and programs that promote quality teachers, administrators and library media specialists. These policies and programs will target efforts to:

- Help schools recruit and retain quality administrators
- Establish a systemic program for mentoring current administrators
- Provide administrators with professional development in the use of effective leadership strategies
- Recruit and retain quality teachers by:
 - creating a career ladder
 - creating criteria for earning tenure
 - creating a tiered licensure system
 - creating meaningful masters degree programs
- Recruit and retain quality library media professionals so that the number of library media professionals working in schools increases by 20% over current levels.

Rationale:

Mission: *Leadership*

Pillars: *Great Teachers and Leaders*