



Iowa Department of Education Strategic Plan

2025-29



Department of Education



Department of Education

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Administration

McKenzie Snow, Director and Executive Officer
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Iowa Department of Education

Strategic Plan

Governor's Overarching Priorities (Relating to Education)

- Elevating Education for Every Student
- Preparing the Next-Gen Workforce
- Holding Government Accountable

State Board of Education's Vision: Building an excellent education system that empowers all students to achieve their full potential.

State Board of Education's Mission: Ensuring all students experience a world-class education.



Goal 1: Equip Iowa's future workforce with a strong foundation in literacy by increasing the percentage of students who proficiently read and comprehend grade level material by the end of third grade from **71.4% in 2023 to 83% in 2029.**

Assessment: ISASP



Goal 2: Equip Iowa's future workforce with a strong foundation in mathematics by increasing the percentage of students statewide in grades 3-11 who

demonstrate grade level mathematics knowledge, skills, and attributes from **69.5% in 2023 to 82% in 2029.**

Assessment: ISASP



Goal 3: Equip Iowa's future workforce with a strong foundation in science by increasing the percentage of students who demonstrate grade level proficiency in science from **42% of 4th graders and 38% of 8th graders on the 2015 NAEP to 62% of 4th graders and 58% in 2029.**

Assessment: NAEP



Goal 4: Promote equity in education by closing achievement and opportunity gaps.

Assessments: Decrease achievement gap between all students and students with Individualized Education Plans and English Learners, evidenced by increasing Iowa's NAEP ranking:

- **4th grade students** with IEPs reading from **40/50 to 30/50**
- **8th grade students** with IEPs reading from **27/50 to 17/50**
- **4th grade math English Learners** from **44/50 to 34/50**
- **8th grade math English Learners** from **31/50 to 21/50**

Reduce the number of schools designated as Targeted School Improvement (TSI) in the area of students with IEPs from **592 to 533** and English Learner status from **164 to 148**.



Goal 5: Ensure high-quality teachers and other educators are in every classroom and high-quality leaders are in every school.

Assessments: Increase percentage of students demonstrating proficiency in English Language Arts and math, evidenced by increasing Iowa's NAEP all students ranking:

- **4th grade reading** from **15/50 to 5/50**
- **8th grade reading** from **20/50 to 10/50**
- **4th grade math** from **7/50 to 1/50**
- **8th grade math** from **15/50 to 5/50**

Reduce the percentage of teachers teaching a course outside of their field from **4.9% to 3.5%**.

Decrease classrooms without a certified teacher from **431 to 388**.



Goal 6: Provide all students with multiple pathways for postsecondary success through high-quality career and academic programs and planning.

Assessments: Reduce the percentage of Iowa public high school graduates who enroll in a remedial English or math course in an Iowa public 2 or 4-year college from **9.5% to 7%**. Reduce the percentage of Iowa public high school graduates who do not enroll in either postsecondary education or training from **38% to 35%**.



Goal 7: Improve internal processes and systems to maximize efficiency of taxpayer resources by increasing employee retention and reducing time to hire new employees.

Assessment: Establish data tracking mechanisms to establish baseline and monitor progress.