



# Iowa Department of Education Strategic Plan

2025-29



Department of Education



Department of Education

**Grimes State Office Building**

**400 E. 14th Street**

**Des Moines, IA 50319-0146**

## **Administration**

**McKenzie Snow, Director and Executive Officer  
of the State Board of Education**

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# Iowa Department of Education

## Strategic Plan

### Governor's Overarching Priorities (Relating to Education)

- Education: Student-Focused from PreK-12
- Government Efficiency: Saving Iowans Money
- Workforce: Building a Strong, Competitive Iowa

**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 leaders from Pre-K through 12th grade to graduate with a strong foundation in literacy, mathematics, science and civics.

**ELA:** Increase 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

**Math:** Increase 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

**Science:** Increase 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

**Civics:** Baseline will be established in 2026 with new assessment.



**Goal 2:** Narrow and close achievement and opportunity gaps.

By 2029, decrease achievement gap between all students and students with Individualized Education Plans and English Learners, evidenced by increasing Iowa's 2024 NAEP rankings:

- **4th grade students** with IEPs reading from **50/50 to 40/50**
- **8th grade students** with IEPs reading from **48/50 to 30/50**

- **4th grade** English Learners reading from **45/50 to 35/50**

*(Note: 8th grade English Learners reading NAEP data 2024 status: NA)*

- **4th grade students** with IEPs math from **38/50 to 28/50**

- **8th grade students** with IEPs math from **40/50 to 30/50**

- **4th grade** English Learners math from **40/50 to 30/50**

*(Note: 8th grade English Learners math NAEP data 2024 status: NA)*

Reduce the number of schools designated as Targeted School Improvement (TSI) in the area of students with IEPs from **592 (2023) to 533 (2028)** and English Learner status from **164 (2023) (2028) to 148**.



**Goal 3:** Ensure high-quality educators in every classroom and high-quality leaders in every school.

By 2029, increase the percentage of students demonstrating proficiency in reading and math, evidenced by increasing Iowa's 2024 NAEP all students ranking:

- **4th grade reading** from **26/50 to 16/50**
- **8th grade reading** from **10/50 to 5/50**
- **4th grade math** from **30/50 to 20/50**
- **8th grade math** from **23/50 to 13/50**

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 4:** Provide all students with multiple pathways to postsecondary success and the support needed to earn credentials unlocking in-demand, high-wage and public good careers.

Increase the percentage of Iowa high school graduates who apply for State of Iowa scholarship and grant programs by completing the FAFSA from **62% to 67%**.

Increase the percentage of Iowa public high school graduates who immediately enroll in either postsecondary education or training from **60% to 65%**.

Increase the percentage of Iowans who earned a postsecondary credential or degree from **54.5% to 59.5%**



**Goal 5:** Improve internal processes and systems to maximize the efficient and impactful use of taxpayer resources.

**Accounting:** Establish systems to track data and establish a baseline. Next, decrease claim processing time by **5%** and decrease contract processing time by **10%**.

**Human Resources:** Decrease the average number of days from vacancy to hire from **105 to 75**.