

A blue-tinted background image of a backpack, likely a school bag, with straps and a front pocket visible. The image is slightly out of focus and serves as the backdrop for the report cover.

Fiscal Year 2025 Performance Report

December 2025



Department of Education

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Message from the Director

The Iowa Department of Education (Department) Fiscal Year (FY) 2025 Performance Report shows strong outcomes across 132 performance measures, resulting in significant gains in program implementation, service delivery and statewide support for schools, students, families and educators.

- Beginning two years ago, the Department articulated Iowa's bold vision for education reform, built upon:
- Supporting a strong teacher pipeline through recruitment, development and retention
- Strengthening evidence-based reading and math instruction
- Narrowing and closing achievement gaps through accountability and support
- Empowering students with multiple pathways to postsecondary success and
- Promoting vibrant, safe and healthy learning environments.

Now we are excited to share how those transformational statewide efforts—made possible only through the hard work of classroom teachers, school and district leaders, parents and families, educator preparation programs, employers and community partners and policymakers—have delivered remarkable results for students across the state.

Overall School Performance Improving

The Department designed a new unified accountability system developed in partnership with educators and communities to inform and advance continuous school improvement with a focus on student outcomes rather than system inputs. Now in its second year of implementation, that accountability system shows overall scores have improved with nearly 56% of all schools performing in the top three of six performance rating categories, up 10 percentage points compared to 46% of schools last year.

Early Literacy Skyrocketing

Reading unlocks a lifetime of potential—that's why Iowa has made comprehensive investments in strengthening evidence-based reading instruction top priority through the landmark Literacy Changes Lives legislation enacted in 2024. Students who were in third grade during the 2023-24 school year showed impressive gains as fourth graders in 2024-25, with proficiency increasing 11 percentage points from last year. These exceptional outcomes are the result of Iowa's rigorous academic standards, implementation of high-quality instructional materials, strong instructional interventions, early student identification and progress monitoring, evidence-based professional learning, Science of Reading-aligned education preparation and family-centered resources. The data show Iowa's investment in evidence-based literacy instruction is working, and now we are set to mirror these transformational structures in math through the implementation of the comprehensive Math Counts Act.

Science Proficiency Rising

Science proficiency was also a new measure added for the first time to the state's accountability system last school year. The prioritization of science proficiency and growth in our accountability system builds upon statewide investments in high-quality instruction materials-aligned professional learning and science kits, standards implementation professional learning and school-based coaching and modeling. Once again, through the hard work of Iowa's students, teachers and families, science proficiency rates show gains across all tested grades. In just one year, science proficiency increased by 4 percentage points in 5th grade, 5 percentage points in 8th grade and 7 percentage points in 10th grade.

Chronic Absenteeism Plummeting

Students are best supported to realize their full potential when they regularly attend school. By prioritizing school attendance, the state's average percent of K-12 public school students who were chronically absent – meaning they missed 10 percent or more of school days or instructional hours – dropped 5.8 percentage points since last year, falling to 15.8%. That's a 9.8 percentage point decrease in chronic absenteeism over just the past 3 years. These improvements follow the inclusion of chronic

absenteeism and an innovative new attendance growth indicator in our school accountability system. Other statewide efforts included our 2024 Chronic Absenteeism Reduction State Work Group, intensive supports for student engagement in identified schools, our early warning system for students at risk of becoming chronically absent and statewide professional learning. State legislation enacted in 2024 also supports statewide notices to families at risk of chronic absenteeism, school engagement meetings with families, absenteeism prevention plans and partnership with county attorneys.

Work-based Learning Growing

Career-connected learning experiences engage students in what they're learning and why it matters. High-quality work-based learning connects the classroom to the workplace, changing lives, empowering communities and strengthening economies. Through the hard work of our students, educators and employers, now 45% of all seniors, or 15,154 students, attained a work-based learning experience—a 19.5 percentage point increase and a 76% rate of increase over two years.

In addition to prioritizing work-based learning in our school accountability system, statewide efforts to expand these opportunities focused on supporting a strong educator pipeline by creating a career and technical education (CTE) career cluster endorsement and work-based learning authorization. This included 2024 state legislation that recognized qualifying CTE courses for core credit and created a consistent, high-quality definition of work-based learning, and 2025 state legislation that required career exploration beginning in 5th grade and celebrated industry-recognized credential attainment with high school diploma seals. Additionally, the Department provided \$3.5 million in competitive Credentials to Careers grants to support credential attainment and \$2.8 million in STEM BEST grants to support work-based learning.

Schools in Need of Support Improving

The Department provided over 6,000 hours of school-based leadership support and classroom coaching and modeling, resulting in 32 out of Iowa's 35 Comprehensive schools identified as 5% of Title I schools most in need of support—increasing an average of 5.4 percentage points in their overall accountability scores. Eight Comprehensive schools increased their scores more than 10 percentage points.

Additionally, the Department partnered with Iowa's nine Area Education Agencies to provide over 1,000 hours of school-based improvement supports in Iowa's Targeted schools, which are identified based on achievement gaps experienced by student groups. Following this aligned support, 136 of 377 Targeted schools identified in 2024 were able to exit Targeted status by ensuring all students are supported in meeting high expectations. In total, the number of Targeted schools dropped by 39 schools, decreasing 10 percent from 377 in 2024 to 338 in 2025.

Celebrating Success

Iowa has so much to celebrate.

- Overall school performance is improving;
- Schools in need of support are improving;
- Early literacy is improving;
- Science proficiency is improving;
- Attendance is improving; and
- Work-based learning is growing.

Our continued commitment to evidence-based practices, instructional leadership and accountability is imperative, and we're excited to build upon this remarkable progress.

The following section outlines the organizational structure of the Department and details the role of each division.

Organization Structure

The Department is organized into offices and divisions under the Office of the Director and includes:

- Office of the Chief of Staff
- Office of the Chief Operating Officer
- PK-12 Learning Division
- Special Education Division
- Teacher Quality and Innovation Division
- Higher Education and Postsecondary Readiness Division
- Chief Financial Officer Division

Office of the Director

The *Office of the Director* provides overall leadership, vision and strategic direction for the Department. The Director oversees the Department's operations, ensures alignment with state and federal priorities and directs policies and initiatives that advance educational excellence across Iowa, supporting all learners in meeting high expectations. This office leads strategic priorities across divisions, bureaus and offices, serves as the Executive Director of the State Board of Education, K-12 State Chief and State Higher Education Executive Officer, engages with the executive agencies and the legislature and external stakeholders, and champions outcomes that support all learners from early childhood through postsecondary education. As one of two State Higher Education Executive Officers for the state of Iowa, along with the Board of Regents which provides oversight for the state's public universities, the Director leads the agencies' higher education policy work, advises state leaders and represents Iowa in national higher education discussions.

Each office and division under the Office of the Director leads distinct areas of focus—from policy and operations to academic leadership and educator quality—ensuring statewide alignment, program effectiveness and strong service to schools, educators, students and families. The following provides a brief overview of each office and division, highlighting its core function and contributions to the Department's work in FY26, including programs, outcomes, key activities, performance measures and targets, ensuring transparency, accountability and a clear connection to Iowa's long-term strategic goals.

Office of the Chief of Staff

The *Office of the Chief of Staff* oversees and coordinates the Department's legislative affairs, legal services, strategic communications and the State Board of Education to ensure alignment with agency priorities and compliance with state and federal requirements. This office also provides support and leadership for the School Business Officials bureau along with all Human Resources functions, including workforce planning, talent development and organizational support, to ensure the Department attracts, retains and supports a high-performing team.

Office of the Chief Operating Officer

The *Office of the Chief Operating Officer* leads the coordination of key Department initiatives across bureaus to ensure alignment with strategic priorities and operational effectiveness. It also supervises the Superintendent and provides oversight of the Iowa School for the Deaf (ISD) and Iowa Educational Services for the Blind and Visually Impaired (IESBVI).

Chief Financial Officer Division

The *Chief Financial Officer Division* oversees the Department's financial operations, maintaining and ensuring fiscal integrity, internal accountability and compliance with state and federal requirements. Division manages procurement and travel processes as well as coordinates information technology activities for the entire department.

PK-12 Learning Division

The *PK-12 Learning Division* leads statewide efforts to ensure every educator is equipped to deliver high-quality, evidence-based instruction in every classroom. This division oversees the implementation of federal and state education programs, provides technical assistance and professional learning, supports school improvement efforts and administers student health and nutrition services to promote academic success and well-being for all Iowa students. It also advances access to high-quality STEM education through partnerships, resources and initiatives that prepare students for future-ready careers. Detailed program descriptions for the *PK-12 Learning Division*, including expected outcomes, key activities, performance measures and FY26 targets, are provided within this section.

Special Education Division

The *Special Education Division* provides leadership, oversight and general supervision of services delivered under the Individuals with Disabilities Education Act (IDEA), including early intervention (birth up to age 3) and special education (ages 3-21). This division ensures equitable access, compliance and high-quality outcomes for children and youth with disabilities across Iowa.

Regional Continuous Improvement and Compliance

This program supports the creation and operation of nine Regional Continuous Improvement and Compliance Teams. These teams are embedded across Iowa's nine AEA regions and provide critical oversight, technical assistance and support to school districts in implementing the Individuals with Disabilities Education Act (IDEA). Funding is used primarily for personnel and associated operational costs such as travel, training and technology.

Teacher Quality and Innovation Division

The *Teacher Quality and Innovation Division* oversees educator licensure and certification processes in coordination with the Iowa Board of Educational Examiners (BOEE) and provides the State Board of Education with comprehensive data and analysis to inform the approval and continuous improvement of teacher preparation programs. This division also manages statewide data and analytics functions that inform accountability, program effectiveness and strategic planning, ensuring that decisions are grounded in evidence and focused on improving outcomes for all Iowa learners.

Higher Education and Postsecondary Readiness Division

The *Higher Education and Postsecondary Readiness Division* oversees and supports secondary and postsecondary career and technical education (CTE) programs, promotes industry-recognized credentials and work-based learning opportunities, career and academic planning and administers community college accreditation and program approval processes. This division also manages state financial aid, loan repayment and income bonus programs, authorizes postsecondary institutions and programs operating in Iowa, collects and reports on data related to higher education cost and outcomes and leads community engagement initiatives that expand college readiness, access, persistence and completion.

Strategic Plan 2025-29 Goals

- Goal 1:** *Equip Iowa's future leaders from PK through 12th grade to graduate with a strong foundation in literacy, mathematics, science and civics.*
- Goal 2:** *Narrow and close achievement and opportunity gaps.*
- Goal 3:** *Ensure high-quality educators in every classroom and high-quality leaders in every school.*
- 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.*
- Goal 5:** *Improve internal processes and systems to maximize the efficient and impactful use of taxpayer resources.*

FY25 Operational Plan Goals

- 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.*
- 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.*
- 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 National Assessment of Educational Progress (NAEP to 62% of 4th graders and 58% in 2029.*
- Goal 4:** *Promote equity in education by closing achievement and opportunity gaps.*
- Goal 5:** *Ensure high-quality teachers and other educators are in every classroom and high-quality leaders are in every school.*
- Goal 6:** *Provide all students with multiple pathways for postsecondary success through high-quality career and academic programs and planning.*
- Goal 7:** *Improve internal processes and systems to maximize efficiency of taxpayer resources by increasing employee retention and reducing time to hire new employees.*

Progress Made on Strategic Plan Goals

Strengthening Literacy and Mathematics Instruction (Goal 1, 2 & 3)

LETRS Training for Teachers

Eighty-five percent of eligible teachers in the state received Language Essentials for Teachers of Reading and Spelling (LETRS) literacy training, expanding statewide consistency in evidence-based reading instruction and support early literacy implementation.

Expansion of High-Quality STEM Education (Goal 1 & 2)

STEM BEST Program Growth

Forty-six STEM BEST awards and 150 community partnerships strengthened school-industry collaborations.

Major Accomplishments on FY25 Operational Plan Goals

Statewide Compliance, Data and School Improvement Enhancements (Goals 1, 2 & 4)

Statewide MTSS: Universal Screening and Progress Monitoring

One hundred percent of public school districts participated in Iowa's multi-tiered systems of supports (MTSS) data platform, Panorama Student Success, to conduct literacy screening and progress monitoring student progress.

Work-Based Learning Expansion (Goal 4)

Students Participating in WBL Experiences

Forty-five percent of high school students in the state participated in Work-Based Learning (WBL) experience.

Performance Indicators FY25 Operational Plan

Office of the Chief of Staff / Office of the Chief Operating Officer / Chief Financial Officer Division

Bureau	Measure	Strategic Goal Alignment	Operational Goal Alignment	Target	Actual	Measurement Performance Outcome	Purpose of Tracking Measure
Agency Finance	Percent of Funds Dispersed - Sac and Fox Settlement	Goal 2	Goal 4	100	100	The appropriation was fully expended.	To ensure funds were used for the appropriated purpose.
CFO	Percent Students Read & Comprehend Grade Level by End of 3rd Grade	Goal 1	Goal 1	83	66.2	At least 83% of students can read and comprehend by the end of 3rd grade.	To 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.
CFO	Percent Students Who Demonstrate Grade-Level Mathematics - Grades 3-11	Goal 1	Goal 2	82	69.1	At least 82% of students in grades 3-11 demonstrate grade-level mathematics capabilities.	To equip Iowa's future workforce with a strong foundation in mathematics by increasing the percentage of students who are proficient in mathematics.
CFO	Percent of Classrooms Without a Certified Teacher	Goal 1	Goal 5	4	4.46	The goal was missed. The Department continues to prioritize a strong teacher pipeline in the state.	To reduce the number of teachers teaching out of field and operating on a provisional license.
CFO	Help Desk Ticket Response Time in Minutes	Goal 1	Goal 7	2,880	2,185	Have no more than 2,880 minutes in response time for desk tickets.	To reduce the amount of response time for desk tickets.
ISD/IESBVI	Number of Students at ISD with Beginning Skills for Reading	Goal 1	Goal 1	13	35	ISD met goal of having more than 13 students measure at Beginning level or higher.	To ensure students are meeting state standards in literacy assessments
ISD/IESBVI	Number of Students at ISD with Beginning Skills for Mathematics	Goal 1	Goal 2	13	35	ISD met goal of having more than 13 students measure at Beginning level or higher.	To ensure students are meeting state standards in mathematics assessments

Bureau	Measure	Strategic Goal Alignment	Operational Goal Alignment	Target	Actual	Measurement Performance Outcome	Purpose of Tracking Measure
ISD/IESBVI	Number of Students Served Directly / Through Interpreter Supports	Goal 4	Goal 6	0	100 / 11	ISD met the goal. We had 100 students in SY24-25, with 11 receiving interpreting services.	To document the census of students receiving deaf ed services at ISD
ISD/IESBVI	Number of Students Enrolled – IESBVI	Goal 4	Goal 6	0	806	IESBVI met the goal. We had 806 students receiving IEP services statewide in SY24-25.	To document the number of blind or visually impaired students receiving services through IESBVI.
ISD/IESBVI	Percent of Students Participating in Expanded Learning Programs	Goal 2	Goal 4	0	20	20% of students receiving IESBVI services also participated in ELP programming.	To document the need to expand and continue the ELP programming for IESBVI.
General Counsel	Percent of (Legal) Requests that Receive a Timely Response	Goal 1	Goal 7	100	100	To respond to all received legal requests in a timely manner.	To ensure received legal requests are responded to in a timely manner.
Human Resources	Days from Employee Resignation to Signed Offer Letter	Goal 1	Goal 7	116	139	Positions were filled in a timeframe just over the target of 116 days.	To ensure positions were filled in a timely manner.
Human Resources	Percent of Onboarding Documents Prepared/Updated for New Employees	Goal 1	Goal 7	100	100	All documents were prepared/updated for new employees.	To ensure employees were onboarded in a timely manner.
Legislative Liaison	Percent of Department Bills Passed During Legislative Session	Goal 5	Goal 7	100	67	4 of 6 Department pre-filed bills passed the Legislature and were signed by Governor in the 2025 session. Remaining 2 pre-files are eligible for passage during 2026 legislative session	To monitor implementation of Department legislative and policy priorities aligned to Department goals and objectives.
School Business Operations	Number of Presentations at ISBO Conferences & Finance Roundtables	Goal 5	Goal 7	3	25	The bureau provided sessions and facilitated meetings as planned.	To ensure the bureau continues to connect with and provide technical assistance to the field.

Bureau	Measure	Strategic Goal Alignment	Operational Goal Alignment	Target	Actual	Measurement Performance Outcome	Purpose of Tracking Measure
School Business Operations	Percent of Funds Paid to Parents of Nonpublic School Students	Goal 5	Goal 7	100	100	The appropriation for nonpublic transportation was fully expended.	To ensure funds were used for the appropriated purpose.
School Business Operations	Percent Funds Available to Education Savings Accounts Participants	Goal 5	Goal 7	100	100	100% of ESA funds were available to program participants for eligible expenditures.	To ensure funds were made available for the purpose intended.
School Business Operations	Percent of Charter Schools That Are Appropriately Funded	Goal 5	Goal 7	100	100	All charter schools were appropriately funded	To ensure charter school state aid payments were fully funded.

PK-12 Learning Division

Bureau	Measure	Strategic Goal Alignment	Operational Goal Alignment	Target	Actual	Measurement Performance Outcome	Purpose of Tracking Measure
Academics & Learner Supports	Percent completion of a rigorous RFP process to ensure the highest quality instructional materials are selected.	Goal 1 & 2	Goal 1 & 2	100	100	Performance met expectations. Ensuring the highest-quality instructional materials were selected as intended.	Confirmation of the full RFP process was completed with fidelity, ensuring transparency, quality assurance and consistent selection of high-quality instructional materials
Academics & Learner Supports	Percent of Teachers Provided with LETRS Reading Training	Goal 1 & 2	Goal 1 & 4	95	85	Ongoing collection of the number of teachers provided LETRS training. Participation did not meet the target as many users paused between completing synchronous sessions and beginning their next online module.	Ensure consistent implementation of evidence-based literacy instruction across the state.

Bureau	Measure	Strategic Goal Alignment	Operational Goal Alignment	Target	Actual	Measurement Performance Outcome	Purpose of Tracking Measure
Academics & Learner Supports	Percent of Teachers in ELA and mathematics that Attend Standards Training	Goal 1 & 2	Goal 1 & 2	85	17.9	Ongoing collection; mathematics has just begun providing training	Monitor educator participation in essential professional learning that directly supports high-quality instruction and statewide consistency.
Academics & Learner Supports	Percent of Funds Distributed to the IRRC	Goal 1 & 2	Goal 1 & 4	100	100	100% of eligible funds distributed to Iowa Reading Research Center	Ensure support from the center for statewide literacy initiatives.
Academics & Learner Supports	Percent of Funds Received on Time by Eligible Schools	Goal 5	Goal 7	100	100	100% of eligible schools receiving Early Literacy Implementation Funds	Tracks the timeliness of fund distribution to ensure eligible schools receive allocated resources promptly to support uninterrupted program implementation.
Academics & Learner Supports	Percent Funds Distributed - Programs At-Risk Elem Students Grant	Goal 2 & 5	Goal 4 & 7	100	100	Performance met expectations, demonstrating full and timely allocation of all available resources as planned.	Tracks the timeliness of fund distribution to ensure eligible schools receive allocated resources promptly to support uninterrupted program implementation.
Academics & Learner Supports	Percent of Grant-Funded Districts Completing Required TC Actions	Goal 2	Goal 4	100	100	Performance met expectations, with 100% of grant-funded districts completing all required TC actions	Tracks the timeliness of fund distribution to ensure eligible schools receive allocated resources promptly to support uninterrupted program implementation.
Early Childhood	Percent of 4-Year-Old Students At/Above Benchmark on K Readiness	Goal 1 & 2	Goal 1, 2, 3, 4	85	79	The previous statewide technical assistance system for preschool programming is no longer readily available to programs. The DE has professional learning content under development for the FY27 program year.	Monitoring student progress on a required assessment as part of Iowa Code

Bureau	Measure	Strategic Goal Alignment	Operational Goal Alignment	Target	Actual	Measurement Performance Outcome	Purpose of Tracking Measure
Early Childhood	Percent Districts Completing Universal Desk Audit on 1st Review	Goal 1 & 2	Goal 1, 2, 3, 4	100	14	The previous statewide technical assistance system for preschool programming is no longer readily available to programs. The DE is exploring a preschool accountability system.	Data collected as part of state monitoring processes for program assurances and accreditation as defined by Iowa Code
Early Childhood	Percent Infants & Toddlers w IFSPs Receive Early Intervention Serv	Goal 1 & 2	Goal 1, 2 & 4	100	100	Report options as well as file reviews in ACHIEVE allow state staff to monitor this required data point as part of our general supervision activities as Lead Agency for IDEA Part C.	Data is collected as part of IDEA general supervision monitoring activities and as a required indicator in the IDEA Part C SPP/APR reported annually.
Iowa STEM	Number of Professional Development Grants Awarded	Goal 3	Goal 5	20	28	Actual number of awarded CSPDIF grants through IowaGrants system. Increased over target goal.	Increase opportunities for educators to receive high-quality professional development and resources for classrooms.
Iowa STEM	Number of Teachers Receiving Comp Science Professional Development	Goal 3	Goal 5	250	640	Total number of educators receiving PD as noted in award applications. Significant increase over goal.	Increase opportunities for educators to receive high-quality professional development.
Iowa STEM	Number of Teachers Receiving Computer Science Endorsements	Goal 3	Goal 5	25	74	Total number of educators receiving computer science endorsements through CSPDIF grant program. Significant increase in number of educators receiving endorsements.	Continue to build the foundation for educators to receive endorsements to support classroom teaching.
Iowa STEM	Number of Applications by Public and Nonpublic School Districts	Goal 2	Goal 4	0	97	Total number of applications received through IowaGrants system. Established baseline.	Increase awareness of program and interest in participation.

Bureau	Measure	Strategic Goal Alignment	Operational Goal Alignment	Target	Actual	Measurement Performance Outcome	Purpose of Tracking Measure
Iowa STEM	Number of Stem BEST Program Awards	Goal 4	Goal 2	0	46	Number of STEM BEST Program awards (all applications). Established baseline.	Increase awareness of program and interest in participation.
Iowa STEM	Number of Students Served - STEM	Goal 2	Goal 2	0	7,125	Total number of students served through STEM BEST program awards. Established baseline.	Increase student impact and opportunity.
Iowa STEM	Number of Community Partnerships - STEM	Goal 3	Goal 6	0	150	Number of reported community partnerships with districts as noted in STEM BEST programs. Established baseline.	Increase and diversify industry partnerships across the state to provide additional opportunities and connections to educational settings.
Iowa STEM	Number of STEM Teacher Extern Placements	Goal 3	Goal 5	0	86	Total number of STEM Teacher Externs annually. Outcome was highest results in program history. Established target range.	Increase number of educators participating in high-quality externship opportunities and connections to WBL and Career-Connected learning.
Iowa STEM	Number of STEM Teacher Extern Workplace Hosts	Goal 3	Goal 5	0	76	Total number of extern workplace host locations. Established baseline.	Increase and diversify workplace hosts settings across the state to provide additional, targeted, opportunities.
Iowa STEM	Number of Applications by Public and Nonpublic School Districts	Goal 3	Goal 5	0	97	Total number of applications received. Target range established.	Increase awareness of program and interest in participation.
Iowa STEM	Number of STEM Teacher Extern Placements	Goal 3	Goal 5	0	3	Total number of externs placed within outcome area. Baseline established.	Increase number of educators participating in high-quality externship opportunities and connections to WBL and Career-Connected learning.
Iowa STEM	Number of Year Over Year STEM Scale-Up Program Awards	Goal 2	Goal 2	0	681	Total number of awards across all six STEM regions. Baseline range established.	Increase Scale-Up opportunities across all six STEM regions to address access and close (reduce) gaps.

Bureau	Measure	Strategic Goal Alignment	Operational Goal Alignment	Target	Actual	Measurement Performance Outcome	Purpose of Tracking Measure
Iowa STEM	Number of Regional STEM Festivals	Goal 2	Goal 2	0	12	Total number of STEM festivals held across six regions. Baseline of two per region established.	Regional representation of building STEM awareness and collaboration with industry and community youth.
Iowa STEM	Number Educators Who Have Learned Effective Methods to Teach STEM	Goal 3	Goal 1	0	1,471	Total number of educators participating in selected Scale-Up Programs. Baseline range established.	Increase number of educators receiving training and supports.
Iowa STEM	Estimated Number of Student Participants	Goal 2	Goal 1	0	112,600	Estimated number of student participants from application. Baseline range established ~100,000 students per year.	Increase student impact and opportunity.
Iowa STEM	Percent Educators Who Observed Increased Student Awareness	Goal 2	Goal 1	0	59.47	Percentage based on external evaluation report (RISE). Baseline established.	Increase awareness of STEM subjects and pathways across grade levels.
Iowa STEM	Percent of Scale-Up Students Who Are Proficient / Advanced in Mathematics	Goal 1	Goal 2	0	79	Percentage based on external evaluation report (RISE). Baseline established.	Increase student proficiency in mathematics.
Iowa STEM	Percent of Scale-Up Students Who Are Proficient/Advanced-Science	Goal 1	Goal 3	0	75	Percentage based on external evaluation report (RISE). Baseline established.	Increase student proficiency in Science.
School Improvement	Percent of Open Enrollment Information That Is Up-To-Date	Goals 4 & 5	Goals 6 & 7	100	100	All open enrollment materials will be updated to ensure schools and parents have accurate information.	To support accurate, timely student enrollment decisions that support staffing, funding and service planning across districts.
School Improvement	Percent of Homeschooling Information That Is Up-To-Date	Goals 4 & 5	Goals 6 & 7	100	100	All homeschooling materials will be updated to ensure schools and parents have accurate information.	To ensure the state maintains accurate records to support compliance, resource allocation and student educational needs.

Bureau	Measure	Strategic Goal Alignment	Operational Goal Alignment	Target	Actual	Measurement Performance Outcome	Purpose of Tracking Measure
School Improvement	Percent of Whole Grade Sharing Information That Is Up-To-Date	Goals 4 & 5	Goals 6 & 7	100	100	All whole grade sharing materials will be updated to ensure schools and parents have accurate information.	To guarantee district data remains accurate, current and aligned with state reporting requirements.
School Improvement	Percent of Accreditation Information That Is Up-To-Date	Goals 4 & 5	Goals 6 & 7	100	100	All accreditation materials will be updated to ensure schools and parents have accurate information.	Compliance with required standards and eligibility for continued approval.
School Improvement	Percent of Online Provider/School Applicants with Timely Review Results	Goals 4 & 5	Goals 6 & 7	100	100	All online providers and districts received timely reviews and results.	Support consistent decision-making that supports quality, accountability and efficient program approval.
School Improvement	Percent of Religious Exempt Information That Is Up-To-Date	Goals 4 & 5	Goals 6 & 7	100	100	All religious exempt materials will be updated to ensure schools and parents have accurate information.	Verifying all exemptions are current and properly documented.
School Improvement	Percent of Districts Receive Desk Audit Results w/ Follow-Up	Goal 5	Goal 7	100	100	All districts received desk audit results with follow-up.	To confirm timely identification, communication and resolution of compliance or programmatic issues.
School Improvement	Percent of Districts Participating - Screening/Progress Monitoring	Goals 1 & 2	Goals 1 & 4	95	100	Per Iowa's MTSS data platform, Panorama Student Success, all Iowa public schools were participating in universal screening requirements in literacy.	Per Iowa Code, public schools are to universally screen and, when appropriate, monitor those students with need (i.e., risk) and subsequent progress towards grade-level expectations.

Special Education Division

Bureau	Measure	Strategic Goal Alignment	Operational Goal Alignment	Target	Actual	Measurement Performance Outcome	Purpose of Tracking Measure
Evaluation, Instruction & Services	Number of Students Participating in Best Buddies Iowa	Goal 2	Goal 4	0	1,166	The participation rate indicates successful implementation of this legislative appropriated program.	Data is collected as part of a state appropriation to provide evidence-based strategies for students with disabilities.

Teacher Quality and Innovation Division

Bureau	Measure	Strategic Goal Alignment	Operational Goal Alignment	Target	Actual	Measurement Performance Outcome	Purpose of Tracking Measure
Performance & Analytics	Percent Funds Appropriately Distributed - Statewide Student Assess	Goal 1 & 2	Goal 1, 2, 3, 4	100	100	Fully met the target, successfully distributing 100% of statewide student assessment funds appropriately as planned.	Ensure all statewide student assessment funds are distributed accurately and responsibly to support consistent, high-quality testing across Iowa schools.
Community Colleges	Percent of Ed Prep Programs That Submitted an Implementation Plan	Goal 4	Goal 6	100	100	Fully met the target.	To track statewide progress on Ed Prep program implementation planning and identify areas needing additional support.

Higher Education and Postsecondary Readiness Division

Bureau	Measure	Strategic Goal Alignment	Operational Goal Alignment	Target	Actual	Measurement Performance Outcome	Purpose of Tracking Measure
Community Colleges	CTE Programs				Community Colleges	CTE Programs	
Community Colleges	CTE Programs FY25 Ops Plan: Increase the number of secondary/postsecondary programs aligned w/industry recognized credentials (IRCs).	Goal 4	Goal 6	422	309 (23-24 review cycle)	309 is the number of programs that should have been reviewed by the end of the 23-24 year. However, the five-year cycle doesn't end until this year, so we won't hit the full number (422) until the end of this year.	We will move to measuring programs that connect to IRC vs. simply number of CTE programs reviewed.
Community Colleges	Percent of All High School Students Enrolled in 1 or More CTE Prog	Goal 4	Goal 6	70	68.7	The participation metric was just below the target but remains a strong indicator of ongoing engagement.	This metric was chosen as it is important to track overall student participation in CTE. We want to ensure CTE programs are accessible to all students, that students are aware of their CTE pathways and that students are participating at a high rate.
Community Colleges	Percent of Postsecondary Students Who Participate in CTE Programs	Goal 4	Goal 6	30	34.90	This participation metric was met.	This metric was chosen as it is important to track overall student participation in CTE. We want to ensure CTE programs are accessible to all students, that students are aware of their CTE pathways and that students are participating at a high rate.
Community Colleges	Percent of Students Receiving an Industry Recognized Credential	Goal 4	Goal 6				New indicator for FY24-25. Will be reported for 1st time in January 2026

Bureau	Measure	Strategic Goal Alignment	Operational Goal Alignment	Target	Actual	Measurement Performance Outcome	Purpose of Tracking Measure
Community Colleges	Percent of CTE Students in Career/Technical Student Organizations	Goal 4	Goal 6	35	44	We were excited to see this metric hit and surpassed, as it has been a key goal of the bureau.	CTSO engagement has many positive outcomes for our CTSO students. Also, the Perkins state plan requires CTE programs to align to an existing CTSO for students. As such, this is a very important metric for CTE/Perkins.
Community Colleges	Percent of Secondary Students Participating in Work-Based Learning	Goal 4	Goal 6	25	45	We were thrilled with the latest data for WBL participation, with the metric greatly surpassing our target. This speaks to improved reporting and significant work to grow WBL experience in the state.	WBL is a key agency and governor's office priority. Attainment of an IRC or WBL experience is also a new part of the ESSA accountability framework.
Community Colleges	Percent of Instances of CTE Courses Taken by HS Students	Goal 4	Goal 6	35	33.40	The participation metric was just below the target but remains a strong indicator of ongoing engagement.	This metric was chosen as it is important to track overall student participation in CTE. We want to ensure CTE programs are accessible to all students, that students are aware of their CTE pathways and that students are participating at a high rate.
Community Colleges	Percent of Students Who Completed End of Year 2	Goal 4	Goal 6	20	29.7	Funds are state general aid provided to the college as a direct pass through. The department does not determine who gets what percentage of the funds.	Data is used in our state accreditation process to monitor college performance and ensure college strategic planning is aligned to a review of college outcomes data.
Community Colleges	Percent of Students Who Completed End of Year 6	Goal 4	Goal 6	31	37.50	Funds are state general aid provided to the college as a direct pass through. The department does not determine who gets what percentage of the funds.	Data is used in our state accreditation process to monitor college performance and ensure college strategic planning is aligned to a review of college outcomes data.

Bureau	Measure	Strategic Goal Alignment	Operational Goal Alignment	Target	Actual	Measurement Performance Outcome	Purpose of Tracking Measure
Community Colleges	Percent of Students Who Transferred End of Year 2	Goal 4	Goal 6	14	17.50	Funds are state general aid provided to the college as a direct pass through. The department does not determine who gets what percentage of the funds.	Data is used in our state accreditation process to monitor college performance and ensure college strategic planning is aligned to a review of college outcomes data.
Community Colleges	Percent of Students Who Transferred End of Year 6	Goal 4	Goal 6	36	38.20	Funds are state general aid provided to the college as a direct pass through. The department does not determine who gets what percentage of the funds.	Data is used in our state accreditation process to monitor college performance and ensure college strategic planning is aligned to a review of college outcomes data.
Community Colleges	Percent of Students Who Succeeded End of Year 2	Goal 4	Goal 6	34	47.20	Funds are state general aid provided to the college as a direct pass through. The department does not determine who gets what percentage of the funds.	Data is used in our state accreditation process to monitor college performance and ensure college strategic planning is aligned to a review of college outcomes data.
Community Colleges	Percent of Students Who Succeeded End of Year 6	Goal 4	Goal 6	53	59.90	Funds are state general aid provided to the college as a direct pass through. The department does not determine who gets what percentage of the funds.	Data is used in our state accreditation process to monitor college performance and ensure college strategic planning is aligned to a review of college outcomes data.
Community Colleges	Total Pathways for Academic Career and Employment Participants	Goal 4	Goal 6	2,500	2,757	The program exceeded its target for PACE participants.	The department strives to serve as many noncredit students as possible with this pool of wrap around student support dollars.
Community Colleges	Total Gap Participants	Goal 4	Goal 6	1,000	883	The participation metric was just below the target but remains a strong indicator of ongoing engagement.	The department strives to serve as many noncredit students as possible with this pool of noncredit student aid dollars.

Bureau	Measure	Strategic Goal Alignment	Operational Goal Alignment	Target	Actual	Measurement Performance Outcome	Purpose of Tracking Measure
Community Colleges	Percentage of Funds Spend on Targeted Industry Clusters	Goal 4	Goal 6	70	90.3	Colleges greatly outperform their requirement in code to spend 70% of WTED funds on targeted industries.	WTED funds are intended for target use on key industries. This is an important metric to track so that we know funds are being used as intended and required.
Community Colleges	Percent Regional Planning Partnerships Submitting Multi-Year Plans	Goal 4	Goal 6	100	100	All plans were submitted timely.	This target was selected as timely plans must be submitted in order for work to proceed appropriately. Bureau staff provide significant technical assistance to the field to ensure timely submission, so it is a good reflection of our work.
Community Colleges	Percent of District Career and Academic Plans Submitted Annually	Goal 4	Goal 6	100	100	All plans were submitted timely.	This target was selected as timely plans must be submitted in order for work to proceed appropriately. Bureau staff provide significant technical assistance to the field to ensure timely submission, so it is a good reflection of our work.
Community Colleges	Number of HS Students in Summer College Credit Program Courses	Goal 4	Goal 6	2,500	2,416	The participation metric was just below the target but remains a strong indicator of ongoing engagement.	The department seeks to serve as many high school students as possible with the limited funding available via the summer college credit program.
Community Colleges	Number of Summer College Credit Program Courses Offered	Goal 4	Goal 6	100	171	Colleges surpassed the target for numbers of SCCP courses offered.	This metric was selected since it is important for students to have a variety of options to choose from in their summer college credit program.

Bureau	Measure	Strategic Goal Alignment	Operational Goal Alignment	Target	Actual	Measurement Performance Outcome	Purpose of Tracking Measure
Community Colleges	Number of Nonpublic High School Students	Goal 4	Goal 6	4,500	4,616	The state has allocated \$1 million/ year for nonpublic students to access concurrent enrollment. We hit the target for student participants in this program.	We selected student participation for this metric to ensure nonpublic students have access to these dollars intended for their use.
Community Colleges	Number of WBL Opportunities Posted to The Clearinghouse	Goal 4	Goal 6	225	421	This metric outperformed the target.	WBL is a key strategic priority of the Department, the Director and the governor's office. WBL experiences are essential for quality career exploration and career preparation. This metric ensures the site is working toward hosting a wide variety of opportunities for students.
Community Colleges	Graduation Rate for Iowa Jobs for American Grads (iJAG)	Goal 4	Goal 6	90	98.4	All iJAG performance metrics were met and surpassed this past year.	The five outcome measures are key for determining whether or not the iJAG program is yielding tangible benefits for student participants.
Community Colleges	Employment Rate for Iowa Jobs for American Grads (iJAG)	Goal 4	Goal 6	60	70	All iJAG performance metrics were met and surpassed this past year.	The five outcome measures are key for determining whether or not the iJAG program is yielding tangible benefits for student participants.
Community Colleges	Percent of Work-Based Learning Opportunities Completed	Goal 4	Goal 6	50	45	The WBL Clearinghouse is a new project that fell slightly below performance targets due to change over in the system this past year. The system will now be hosted internally, instead of via an AEA. We anticipate improved numbers once the site relaunches in its newly designed form.	WBL is a key strategic priority of the Department, the Director and the governor's office. WBL experiences are essential for quality career exploration and career preparation. This metric was chosen because we want students to not only access WBL, but to complete WBL experiences.

Bureau	Measure	Strategic Goal Alignment	Operational Goal Alignment	Target	Actual	Measurement Performance Outcome	Purpose of Tracking Measure
Community Colleges	Percent of School Districts Participating in The Clearinghouse	Goal 4	Goal 6	70	60	The WBL Clearinghouse is a new project that fell slightly below performance targets due to change over in the system this past year. The system will now be hosted internally, instead of via an AEA. We anticipate improved numbers once the site relaunches in its newly designed form.	WBL is a key strategic priority of the Department, the Director and the governor's office. WBL experiences are essential for quality career exploration and career preparation. This metric ensures we are working towards wide participation in the clearinghouse by as many districts as possible, ensuring access for all students across the state.
Community Colleges	Number of Clearinghouse Work-Based Learning Website Visits	Goal 4	Goal 6	30,000	39,031	Target was met.	WBL is a key strategic priority of the Department, the Director and the governor's office. WBL experiences are essential for quality career exploration and career preparation. This metric was chosen because we want to increase activity on the site, expanding access to WBL for more students.
Community Colleges	Rate of iJAG Full-Time Employment Out of Those Employed	Goal 4	Goal 6	60	80.3	All iJAG performance metrics were met and surpassed this past year.	The five outcome measures are key for determining whether or not the iJAG program is yielding tangible benefits for student participants.
Community Colleges	Postsecondary Ed Enrollment Rate for iJAG	Goal 4	Goal 6	35	46.3	All iJAG performance metrics were met and surpassed this past year.	The five outcome measures are key for determining whether or not the iJAG program is yielding tangible benefits for student participants.

Bureau	Measure	Strategic Goal Alignment	Operational Goal Alignment	Target	Actual	Measurement Performance Outcome	Purpose of Tracking Measure
Community Colleges	Percent Maintained Contact w/ iJAG 12 Months After HS Graduation	Goal 4	Goal 6	90	95.6	All iJAG performance metrics were met and surpassed this past year.	The five outcome measures are key for determining whether or not the iJAG program is yielding tangible benefits for student participants.
Iowa College Aid	Percent of appropriated funds spent to full authority for state scholarship and grant programs	Goal 4	Goal 6	100	100	Target was met.	Iowa code requires all appropriations unspent to be returned to the state treasury.
Iowa College Aid	Percent Appropriations Obligated - Rural Veterinarian Loan Repay	Goal 4	Goal 6	100	100	Target was met.	Iowa code requires all appropriations unspent to be returned to the state treasury.
Iowa College Aid	Number of Audit Findings - Rural Veterinarian Loan Repayment	Goal 5	Goal 7	0	0	This metric tracks the number of audit findings in each respective financial aid program.	Iowa College Student Aid Commission bylaws include the oversight of a standing committee that oversees state audit functions of financial aid programs.
Iowa College Aid	Percent of Appropriations Obligated - Health Care Award	Goal 4	Goal 6	100	100	Target was met.	Iowa code requires all appropriations unspent to be returned to the state treasury.
Iowa College Aid	Number of Audit Findings - Health Care Award & Loan Repay	Goal 5	Goal 7	0	0	This metric tracks the number of audit findings in each respective financial aid program.	Iowa College Student Aid Commission bylaws include the oversight of a standing committee that oversees state audit functions of financial aid programs.
Iowa College Aid	Percent of Appropriations Expended - Health Care Prof Recruitment	Goal 4	Goal 6	100	100	Target was met.	Iowa code requires all appropriations unspent to be returned to the state treasury.

Bureau	Measure	Strategic Goal Alignment	Operational Goal Alignment	Target	Actual	Measurement Performance Outcome	Purpose of Tracking Measure
Iowa College Aid	Number of Audit Findings - Health Care Prof Recruitment	Goal 5	Goal 7	0	0	This metric tracks the number of audit findings in each respective financial aid program.	Iowa College Student Aid Commission bylaws include the oversight of a standing committee that oversees state audit functions of financial aid programs.
Iowa College Aid	Percent Appropriations Obligated - Rural IA Prim Care Loan Repay	Goal 4	Goal 6	100	100	Target was met.	Iowa code requires all appropriations unspent to be returned to the state treasury.
Iowa College Aid	Number of Audit Findings - Rural IA Primary Care Loan Repay	Goal 5	Goal 7	0	0	This metric tracks the number of audit findings in each respective financial aid program.	Iowa College Student Aid Commission bylaws include the oversight of a standing committee that oversees state audit functions of financial aid programs.
Iowa College Aid	Percent of Appropriations Obligated - Teach Iowa Scholars	Goal 4	Goal 6	100	100	Target was met.	Iowa code requires all appropriations unspent to be returned to the state treasury.
Iowa College Aid	Number of Audit Findings - Teach Iowa Scholars	Goal 5	Goal 7	0	0	This metric tracks the number of audit findings in each respective financial aid program.	Iowa College Student Aid Commission bylaws include the oversight of a standing committee that oversees state audit functions of financial aid programs.
Iowa College Aid	Percent of Appropriations Obligated - Mental Health Practitioner	Goal 4	Goal 6	100	100	Target was met.	Iowa code requires all appropriations unspent to be returned to the state treasury.