Revised
Fiscal Year 2005
Performance Plan

and

Interim Adjustments to the Strategic Plan

U.S. Department of Education
December 2004

Introduction

The strategic goals and objectives set forth in the Department of Education's *FY 2002 – 2007 Strategic Plan* form the context for the broad outcomes that the Department believes should characterize American education. We continue our commitment to these 6 goals and the 26 related objectives.

When we developed our strategic plan, we established measures that were, in most cases, for all children, whether or not our programs served them individually. In the past year, with the increasing attention to budget and performance integration and the analysis of individual program performance under the Program Assessment Rating Tool (PART), the Department has determined that it is more appropriate to use program-specific measures as benchmarks of our overall progress.

Thus in this *Revised FY 2005 Performance Plan*, we have, for the most part, replaced the prior overarching measures with selected program performance measures that capture the key concepts for their respective goals. At the beginning of the measures statement, we specify in bold the name of the program that specifically supports the measure. This replacement of measures thus serves as an interim adjustment to our strategic plan.

In addition to these selected measures, which represent our Department-wide focus and more than 83 percent of our FY 2005 appropriations, most of our programs have individual program performance plans that contain measures with targets for FY 2005. These program plans are located on our Web site at http://www.ed.gov/about/reports/annual/2005plan/program.html.

Goal 1: Create a Culture of Achievement

Objective 1.1: Link federal education funding to accountability for results

Strategies

A. State NCLB[*] accountability systems

B. Federal accountability

C. Performance-based grants

D. Outcomes-based performance management

E. Targeted support and outreach

F. Evaluations informing legislation

Performance Measure

Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	**2002**	**2003**	**2004**	**2005**
State Accountability Systems	**State Assessments.** The number of states that have reading/language arts assessments in grades 3 through 8 and high school.[1]	NA	NA	NA	0	18
	State Assessments. The number of states that have mathematics assessments in grades 3 through 8 and high school.[1]	NA	NA	NA	0	18
	State Assessments. The number of States that have completed field testing of the required assessments in reading/language arts.[2]	NA	NA	16	19	30
	State Assessments. The number of States that have completed field testing of the required assessments in mathematics.[2]	NA	NA	16	19	30

State(s) = States and jurisdictions that are required under NCLB to implement assessment systems; this includes the 50 states, the District of Columbia, and Puerto Rico.

NA = Not available

[1]Sources. Department of Education, Standards and Assessment External Peer Review Process, Title I review processes, staff recommendations, and decisions by the Secretary. This measure includes only assessments that have full Department approval as meeting the requirements of No Child Left Behind.

[2]Sources. Department of Education, Consolidated State Performance Reports; State Web sites.

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[*] No Child Left Behind Act of 2001

Objective 1.2: Increase flexibility and local control

Strategy

A. Flexibility provisions for state and local educational agencies

Performance Measures

Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	2002	2003	2004	2005
Local Flexibility	**Rural Education Program.** The percentage of eligible school districts utilizing the Rural Education Achievement Program flexibility authority.[1]	NA	NA	61	P	65
Customer Satisfaction	The overall American Customer Satisfaction Index (ACSI) as scored by Department grantees.[2]	NA	NA	NA	P*	BL + 1

* This score will serve as the baseline
NA = Not available
P = Pending
BL = Baseline

[1]Source. Department of Education, Consolidated State Performance Reports.

[2]Source. Department of Education, Grantee Satisfaction Survey, 2004 and 2005.

Objective 1.3: Increase information and options for parents

Strategies

A.   Public school parental choice and supplemental services

B.   Charter and magnet school options

C.   Parental information and involvement

D.   Development and improvement of report cards

E.   Expansion of choice options

Performance Measures

Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	2002	2003	2004	2005
Expansion of choice options	**Charter Schools Grants.** The number of charter schools in operation.[1]	2,110	2,431	2,700	2,996	3,300
	Credit Enhancement for Charter School Facilities. The amount of funding grantees leverage for the acquisition, construction or renovation of charter school facilities.[2]	NA	NA	105 M	70 M	100 M

M = million
NA = Not available

[1]Source. Center for Education Reform, Annual Survey of America's Charter Schools.
[2]Source. Department of Education, Credit Enhancement for Charter School Facilities Performance Reports.

Objective 1.4: Encourage the use of scientifically based methods within federal education programs

Strategies

A.   Scientifically based research

B.   Targeted support and outreach

Performance Measure

| Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	**2002**	**2003**	**2004**	2005
Evidence-Based Approaches	The proportion of school-adopted approaches that have strong evidence of effectiveness compared to programs and interventions without such evidence.[1]	NA	NA	NA	NA	BL

NA = Not available
BL = Target is to establish a baseline

[1]Source. Department of Education, Institute of Education Sciences, survey.

Goal 2: Improve Student Achievement

Resources for Goal 2 (in thousands of dollars)

FY 2005	Enacted — $36,948,065
FY 2004	Enacted — $36,359,774
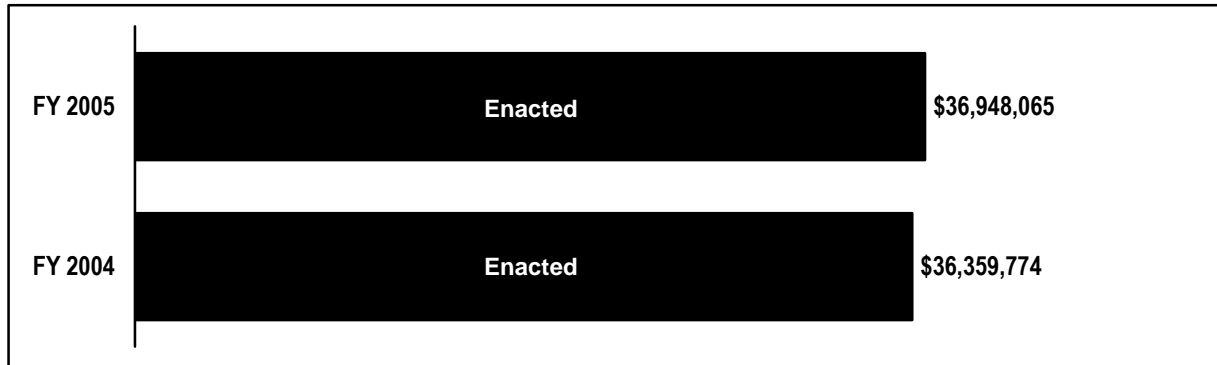
Programs Supporting Key Goal 2 Measures

Account/Program	FY 2004 Budget Authority ($ in 000s)	FY 2005 Budget Authority ($ in 000s)
Education for the Disadvantaged		
ESEA: Title I Grants to Local Educational Agencies	$ 12,342,309	$ 12,739,571
ESEA: Reading First State Grants	1,023,923	1,041,600
Special Education (IDEA)		
IDEA: Special Education Grants to States	10,068,106	10,589,746
Vocational and Adult Education		
VTEA: Vocational Education State Grants	1,195,008	1,194,331
Innovation and Improvement		
ESEA: Advanced Placement	23,534	29,760
School Improvement Programs		
ESEA: Improving Teacher Quality State Grants	2,930,126	2,916,605
Higher Education		
HEA: Teacher Quality Enhancement	88,888	68,337
Other Goal 2 Programs (See below.)	8,687,880	8,368,115
Total	**$ 36,359,774**	**$ 36,948,065**

Other Goal 2 programs include the following:[#]

APEB: American Printing House for the Blind
CFAA: Supplemental Education Grant Programs
CRA: Training and Advisory Services
ESEA: 21st Century Community Learning Centers
ESEA: Advanced Credentialing
ESEA: Alaska Native Education Equity
ESEA: Arts in Education
ESEA: Charter Schools Grants
ESEA: Civic Education: Cooperative Education Exchange
ESEA: Comprehensive School Reform
ESEA: Credit Enhancement for Charter School Facilities
ESEA: Dropout Prevention Programs
ESEA: Early Childhood Educator Professional Development
ESEA: Early Reading First
ESEA: Education for Native Hawaiians
ESEA: Educational Technology State Grants
ESEA: English Language Acquisition State Grants
ESEA: Even Start
ESEA: Excellence in Economic Education
ESEA: Foreign Language Assistance
ESEA: Fund for the Improvement of Education Programs of
    National Significance
ESEA: Impact Aid—Basic Support Payments
ESEA: Impact Aid—Construction
ESEA: Impact Aid—Facilities Maintenance
ESEA: Impact Aid—Payments for Children with Disabilities
ESEA: Impact Aid—Payments for Federal Property
ESEA: Indian Education—Grants to Local Educational
    Agencies
ESEA: Javits Gifted and Talented
ESEA: Literacy Through School Libraries
ESEA: Magnet Schools Assistance
ESEA: Mathematics and Science Partnerships
ESEA: Migrant State Agency Program
ESEA: National Writing Project
ESEA: Neglected and Delinquent State Agency Program
ESEA: Parental Information and Resource Centers
ESEA: Reading Is Fundamental/ Inexpensive Book
    Distribution (FIE)
ESEA: Ready to Teach
ESEA: Ready-to-Learn Television
ESEA: Rural Education
ESEA: School Leadership
ESEA: Smaller Learning Communities
ESEA: Special Programs for Indian Children

ESEA: Star Schools Program
ESEA: State Assessments
ESEA: State Grants for Innovative Programs
ESEA: Striving Readers
ESEA: Teaching of Traditional American History
ESEA: Transition to Teaching
ESEA: Troops-to-Teachers
ESEA: Voluntary Public School Choice
ESEA: Women's Educational Equity
ESRA: Comprehensive Centers
ESRA: National Assessment
ESRA: National Assessment Governing Board
ESRA: Regional Educational Laboratories
ESRA: Statewide Data Systems
HEA: High School Equivalency Program
HEA: State Grants for Incarcerated Youth Offenders
IDEA: Special Education Grants for Infants and Families
IDEA: Special Education Parent Information Centers
IDEA: Special Education Personnel Preparation
IDEA: Special Education Preschool Grants
IDEA: Special Education State Personnel Development
IDEA: Special Education Technical Assistance and
    Dissemination
IDEA: Special Education Technology and Media Services
MVHAA: Education for Homeless Children and Youths
VTEA: Occupational and Employment Information
VTEA: Tech Prep Demonstration
VTEA: Tech Prep Education State Grants
VTEA: Vocational Education National Programs

APEB = Act to Promote the Education of the Blind
CFAA = Compact of Free Association Act
CRA = Civil Rights Act
ESEA = Elementary and Secondary Education Act
FIE = Fund for the Improvement of Education
ESRA = Education Sciences Reform Act
HEA = Higher Education Act
IDEA = Individuals with Disabilities Education Act
MVHAA = McKinney-Vento Homeless Assistance Act
VTEA = Vocational and Technical Education Act

[#] Complete FY 2005 Program Performance Plans for most programs are available at http://www.ed.gov/about/report/annual/2005plan/index.html.

Objective 2.1: Ensure that all students read on grade level by the third grade

Strategies

A. Early cognitive development and intervention

B. Application and awareness of scientifically based reading research

C. Reading achievement for special populations

D. High-quality teacher supply and support

E. Data-based decision-making

Performance Measures

Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	2002	2003	2004	2005
Reading Achievement	**Title I Grants to Local Educational Agencies.** The number of states reporting an increase in the percentage of fourth-grade low-income students meeting state performance standards by achieving proficiency or above in reading on state assessments.[1]	NA	NA	NA	P	25
	Special Education Grants to States. The number of states reporting an increase in the percentage of fourth-grade students with disabilities meeting state performance standards by achieving proficiency or above in reading on state assessments.[1]	NA	NA	NA	P	25
	Title I Grants to Local Educational Agencies. The percentage of low-income fourth-grade students scoring at or above *Basic* in reading on the NAEP.[2]	NA	46	44	NA	43
	Title I Grants to Local Educational Agencies. The percentage of low-income fourth-grade students scoring at or above *Proficient* in reading on the NAEP.[2]	NA	16	15	NA	17
	Special Education Grants to States: The percentage of fourth-grade students with disabilities scoring at or above *Basic* in reading on the NAEP.[2]	NA	29	29	NA	35
	Reading First State Grants: The percentage of fourth-grade students scoring at or above *Proficient* in reading on the NAEP[2]	NA	30	30	NA	32

P = Pending
NA = Not available
NAEP = National Assessment of Educational Progress

[1]Source. Department of Education, Consolidated State Performance Reports.

[2]Source. Department of Education, National Assessment of Educational Progress (NAEP).

Objective 2.2: Improve mathematics and science achievement for all students

Strategies

A. High-quality teacher supply and support

B. Data-based decision-making

C. Partnerships in mathematics and science

D. Research-based mathematics and science instruction

E. Mathematics and science awareness and technical assistance

Performance Measures

Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	2002	2003	2004	2005
Mathematics Achievement	**Title I Grants to Local Educational Agencies.** The number of states reporting an increase in the percentage of eighth-grade low-income students meeting state performance standards by achieving proficiency or above in mathematics on state assessments.[1]	NA	NA	NA	P	25
	Special Education Grants to States: The number of states reporting an increase in the percentage of eighth-grade students with disabilities meeting state performance standards by achieving proficiency or above in mathematics on state assessments.[1]	NA	NA	NA	P	25
	Title I Grants to Local Educational Agencies: The percentage of low-income eighth-grade students scoring at or above *Basic* in mathematics on the NAEP.[2]	NA	NA	47	NA	45
	Title I Grants to Local Educational Agencies: The percentage of low-income 8th grade students scoring at or above *Proficient* in mathematics on the NAEP.[2]	NA	NA	11	NA	13
	Special Education Grants to States: The percentage of eighth-grade students with disabilities scoring at or above *Basic* in mathematics on the NAEP.[2]	NA	NA	29	NA	32

P = Pending
NA = Not available

[1]Source. Department of Education, Consolidated State Performance Reports.

[2]Source. Department of Education, National Assessment of Educational Progress (NAEP).

Objective 2.3: Improve the performance of all high school students

Strategies

A.   High school accountability

B.   Strengthened high school curricula

C.   Rigorous research on high schools

D.   Alternative high school options

E.   High-quality teacher supply and support

Performance Measures

Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	2002	2003	2004	2005
High School Completion	**Special Education Grants to States.** The percentage of students with disabilities that graduate from high school with a regular high school diploma.[1]	48	51	52	P	54
	Special Education Grants to States. The percentage of students with disabilities that drop out of school.[1]	41	38	34	P	34
Academic Proficiency	**Vocational Education State Grants.** The percentage of vocational concentrators meeting state-established academic standards.[2]	70	71	75	P	77
Advanced Placement Participation	**Advanced Placement.** The number of Advanced Placement tests taken by low-income students nationally.[3]	112,891	140,572	166,649	190,350	183,314

P = Pending

[1]Source. State Reported Data.

[2]Source. Department of Education, Vocational Technical Education Annual Performance and Financial Reports.

[3]Source. Department of Education, Advanced Placement Performance Report.

Objective 2.4: Improve teacher and principal quality

Strategies

A. Reduced barriers to becoming a teacher or a principal

B. Rigorous teacher preparation

C. Research-based professional development

D. Principal quality

E. Retention of high-quality teachers

Performance Measures

Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	**2002**	**2003**	**2004**	**2005**
Teacher Quality	**Improving Teacher Quality State Grants.** The percentage of core academic classes in high-poverty schools taught by highly qualified teachers.[1]	NA	NA	75	P	90
	Improving Teacher Quality State Grants. The percentage of core academic classes in elementary schools taught by highly qualified teachers.[1]	NA	NA	80	P	90
	Improving Teacher Quality State Grants. The percentage of core academic classes in secondary schools taught by highly qualified teachers.[1]	NA	NA	75	P	85
	Teacher Quality Enhancement. The percentage of program completers who are highly qualified teachers.[2]	NA	NA	P	P	80

P = Pending
NA = Not available

[1]Sources. Department of Education, Consolidated State Performance Reports.
          Department of Education, Performance Based Data Management Initiative (PBDMI).

[2]Source.   Department of Education, Teacher Quality Enhancement Performance Report.

Objective 2.5: Improve U.S. students' knowledge of world languages, regions, and international issues and build international ties in the field of education

Strategies

A. International partnerships

B. International education awareness

C. Enhanced foreign language instruction

Performance Measures

The Department does not have measures for any of the programs that support this objective.

Goal 3: Develop Safe Schools and Strong Character

Resources for Goal 3 (in thousands of dollars)

FY 2005	Enacted — $837,844
FY 2004	Enacted — $829,001

Programs Supporting Key Goal 3 Measures

Program	FY 2004 Budget Authority ($ in 000s)	FY 2005 Budget Authority ($ in 000s)
Safe Schools and Citizenship Education		
Safe and Drug-Free Schools and Communities State Grants	$ 440,908	$ 437,381
Other Goal 3 Programs (See below.)	388,093	400,463
Total	**$ 829,001**	**$ 837,844**

Other Goal 3 programs include the following:[#]

ESEA: Alcohol Abuse Reduction
ESEA: Character Education
ESEA: Civic Education: We the People
ESEA: Close-Up Fellowships
ESEA: Elementary and Secondary School Counseling
ESEA: Exchanges with Historic Whaling and Trading Partners
ESEA: Foundations for Learning
ESEA: Mental Health Integration in Schools

ESEA: Mentoring Program
ESEA: Physical Education Program
ESEA: Safe and Drug-Free Schools and Communities Other National Programs

ESEA = Elementary and Secondary Education Act

[#] Complete FY 2005 Program Performance Plans for most programs are available at http://www.ed.gov/about/report/annual/2005plan/index.html.

Objective 3.1: Ensure that our nation's schools are safe and drug free and that students are free of alcohol, tobacco, and other drugs

Strategies

A. Accountability for results

B. Research-based strategies and effective practices

C. Information dissemination and technical assistance

Performance Measures

Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	2002	2003	2004	2005
Drug Use	**Safe and Drug-Free Schools and Communities State Grants.** The percentage of students in grades 9–12 who were offered, sold, or given an illegal drug on school property during the past 12 months.[1]	29	NA	29	NA	28
	Safe and Drug-Free Schools and Communities State Grants. The percentage of students in grades 9–12 who used marijuana one or more times during the past 30 days.[1]	24	NA	22	NA	21
	Safe and Drug-Free Schools and Communities State Grants. The percentage of students grades 9–12 who had five or more drinks of alcohol in a row (that is, within a couple of hours) one or more times during the past 30 days.[1]	30	NA	28	NA	27
Violent Crime	**Safe and Drug-Free Schools and Communities State Grants.** The percentage of students grades 9–12 who were in a physical fight on school property one or more times during the past 12 months.[1]	13	NA	13	NA	12
	Safe and Drug-Free Schools and Communities State Grants. The percentage of students grades 9–12 who carried a weapon such as a gun, knife, or club on school property one or more times during the past 30 days.[1]	6	NA	6	NA	5

NA = Not available

[1]Source. Centers for Disease Control and Prevention, Youth Risk Behavior and Surveillance System (YRBSS). (Collected biennially.)

Objective 3.2: Promote strong character and citizenship among our nation's youth.

Strategies

A. Research-based strategies and effective practices
B. Coordination and collaboration
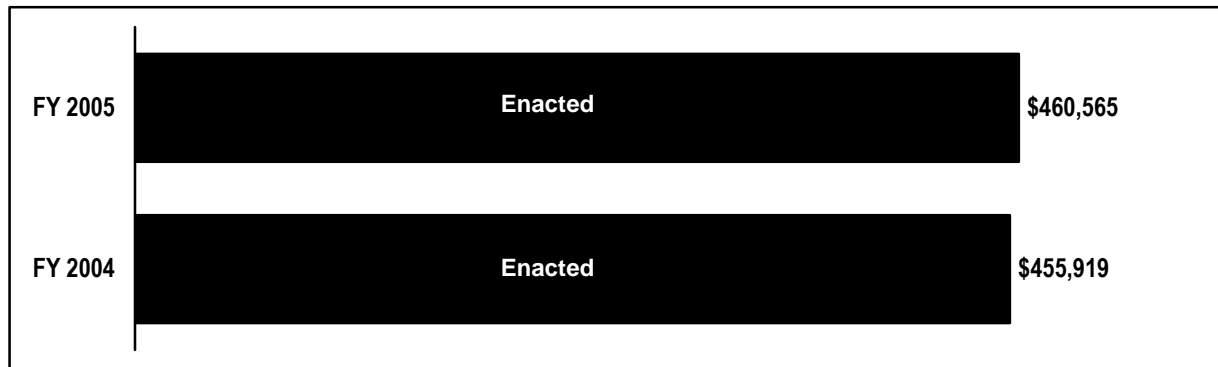C. Information dissemination and technical assistance

Performance Measures

The Department does not have measures for any of the programs that support this objective.

Goal 4: Transform Education into an Evidence-Based Field

Resources for Goal 4 (in thousands of dollars)

FY 2005	Enacted	$460,565
FY 2004	Enacted	$455,919

Programs Supporting Key Goal 4 Measures

Program	FY 2004 Budget Authority ($ millions)	FY 2005 Predicted ($ millions)
Institute of Education Sciences		
ESRA: Research, Development, and Dissemination	$ 165,518	$ 164,194
Other Goal 4 Programs (See below.)	290,401	296,371
Total	**$ 455,919**	**$ 460,565**

Other Goal 4 programs include the following:[#]

ESEA: Indian Education—National Activities
ESEA: Title I Evaluation
ESRA: Research and Innovation in Special Education
ESRA: Statistics
RA: National Institute on Disability and Rehabilitation
    Research

ESEA = Elementary and Secondary Education Act
ESRA = Education Sciences Reform Act
RA = Rehabilitation Act

Objective 4.1: Raise the quality of and access to research funded or conducted by the Department of Education

Strategies

A. Rigorous standards for education research

Performance Measures

Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	**2002**	**2003**	**2004**	**2005**
Quality	**Research, Development and Dissemination.** The percentage of new research proposals funded by the Department's National Center for Education Research that receive an average score of excellent or higher from an independent review panel of qualified scientists.[1]	NA	NA	88	97	100

NA = Not available

[1]Source. Department of Education, Institute of Education Sciences (IES), Independent external review panels.

Objective 4.2: Increase the relevance of our research in order to meet the needs of our customers

Strategies

A.   Systemic stakeholder input

B.   Responsive allocation of resources

C.   Accessible findings

Performance Measures

Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	**2002**	**2003**	**2004**	**2005**
Relevance	**Research, Development and Dissemination.** The percentage of new research projects funded by the Department's National Center for Education Research that are deemed to be of high relevance to education practice as determined by an independent review panel of qualified practitioners.[1]	21	25	60	P	65

P = Pending

[1]Source. Department of Education, Institute of Education Sciences (IES), Independent external review panels.

Goal 5: Enhance the Quality of and Access to Postsecondary and Adult Education

Resources for Goal 5 (in thousands of dollars)

FY 2005	Enacted	$29,710,775
FY 2004	Enacted	$28,763,114
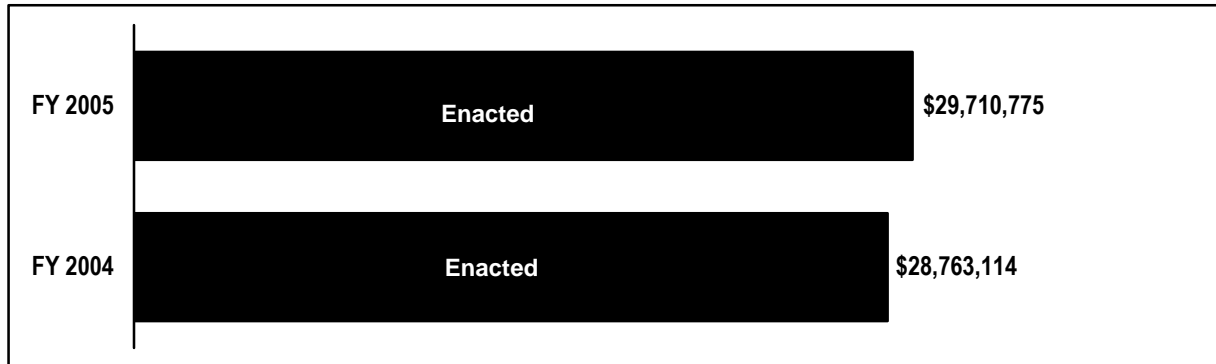
Programs Supporting Key Goal 5 Measures

Account/Program	FY 2004 Budget Authority ($ in 000s)	FY 2005 Budget Authority ($ in 000s)
Student Financial Assistance		
HEA: Federal Pell Grants	12,006,738	12,364,997
HEA: Federal Supplemental Educational Opportunity Grants	770,455	778,720
HEA: Federal Work-Study	998,502	990,257
HEA: Federal Perkins Loans	165,429	66,132
Federal Family Education Loans	5,532,181	8,157,970
Federal Direct Student Loans	2,468,343	423,186
Student Aid Administration	911,727	914,285
Higher Education		
HEA: TRIO Talent Search	144,887	836,543 (includes Other TRIO)
HEA: TRIO Educational Opportunity Centers	48,972	
HEA: TRIO Upward Bound	313,098	
HEA: TRIO Student Support Services	263,236	
HEA: TRIO McNair Postbaccalaureate Achievement	42,173	
HEA: AID Strengthening Historically Black Colleges and Universities	222,764	238,576
HEA: AID Strengthening Historically Black Graduate Institutions	53,100	58,032
HEA: AID Strengthening Tribally Controlled Colleges and Universities	23,287	23,808
HEA: AID Developing Hispanic-serving Institutions	93,993	95,106
HEA: International Education and Foreign Language Studies Domestic Programs	89,211	92,466
Rehabilitation Services and Disability Research		
RA: Vocational Rehabilitation State Grants	2,553,362	2,603,845
Vocational and Adult Education		
AEFLA: Adult Education State Grants	574,372	569,672
Other Goal 5 Programs (See next page.)	1,487,284	1,497,180
Total	**$ 28,763,114**	**$ 29,710,775**

Other Goal 5 programs include the following:[#]

AEFLA: Adult Education National Leadership Activities
AEFLA: National Institute for Literacy
ATA: Assistive Technology Alternative Financing
ATA: Assistive Technology Programs
DOEAA: GPRA Data/HEA Program Evaluation
EDA: Gallaudet University
EDA: National Technical Institute for the Deaf
ESEA: Community Technology Centers
HEA: AID—Minority Science and Engineering Improvement
HEA: AID—Strengthening Alaska Native and Native Hawaiian Serving Institutions
HEA: AID—Strengthening Institutions, Part A
HEA: B.J. Stupak Olympic Scholarships
HEA: Byrd Honors Scholarships
HEA: Child Care Access Means Parents In School
HEA: College Assistance Migrant Program
HEA: Demonstration Projects to Ensure Quality Higher Education for Students with Disabilities
HEA: Federal TRIO programs—Other
HEA: Fund for the Improvement of Postsecondary Education
HEA: Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP)
HEA: Graduate Assistance in Areas of National Need (GAANN)
HEA: Historically Black College and University Capital Financing—Federal Administration
HEA: Interest Subsidy Grants
HEA: International Education and Foreign Language Studies—Institute for International Public Policy
HEA: Javits Fellowships
HEA: Leveraging Educational Assistance Partnerships
HEA: Postsecondary Education Facilities Programs
HEA: Thurgood Marshall Legal Educational Opportunity Program
HEA: Underground Railroad Program
HKNCA: Helen Keller National Center for Deaf-Blind Youths and Adults

Howard University
MECEA: International Education and Foreign Language Studies—Overseas Programs
NLA: Literacy Programs for Prisoners
RA: Client Assistance State Grants
RA: Independent Living Centers
RA: Independent Living State Grants
RA: Independent Living Services for Older Blind Individuals
RA: Migrant and Seasonal Farmworkers
RA: Projects with Industry
RA: Protection and Advocacy of Individual Rights
RA: Supported Employment State Grants
RA: Vocational Rehabilitation Demonstration and Training Programs
RA: Vocational Rehabilitation Evaluation
RA: Vocational Rehabilitation Grants for Indians
RA: Vocational Rehabilitation Program Improvement
RA: Vocational Rehabilitation Recreational Programs
RA: Vocational Rehabilitation Training
VTEA: Tribally Controlled Postsecondary Vocational and Technical Institutions
Receipts

AEFLA = Adult Education and Family Literacy Act
ATA = Assistive Technology Act
DOEAA = Department of Education Appropriations Act
GPRA = Government Performance and Results Act
EDA = Education of the Deaf Act
HEA = Higher Education Act
AID = Aid for Institutional Development
SFA = Student Financial Assistance programs
HKNCA = Helen Keller National Center Act
MECEA = Mutual Educational and Cultural Exchange Act of 1961
RA = Rehabilitation Act
VTEA = Vocational and Technical Education Act

Objective 5.1: Reduce the gaps in college access and completion among student populations differing by race/ethnicity, socioeconomic status, and disability while increasing the educational attainment of all

Strategies

A. Rigorous academic preparation for postsecondary education

B. Reduced barriers to postsecondary education

C. Effective partnerships

D. Improved services for student populations, including students with disabilities

E. Efficient credit transfer among public institutions

[#] Complete FY 2005 Program Performance Plans for most programs are available at http://www.ed.gov/about/report/annual/2005plan/index.html.

Performance Measures

Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	2002	2003	2004	2005
Postsecondary Enrollment	**Student Financial Assistance Programs.** The percentage of high school graduates aged 16-24 enrolling immediately in college.[1]	61.7	NA	P	P	67
	TRIO Talent Search. The percentage of Talent Search participants enrolling in college.[2]	NA	NA	NA	P	74
	TRIO Educational Opportunity Centers. The percentage of EOC participants enrolling in college.[2]	NA	NA	NA	P	57.5
	TRIO Upward Bound. The percentage of Upward Bound participants enrolling in college.[2]	P	P	P	P	65
	TRIO Upward Bound. The percentage of *higher-risk* Upward Bound participants enrolling in college.[2]	P	P	P	P	36
Postsecondary Persistence and Completion	**Student Financial Assistance Programs.** The percentage of full-time degree seeking students completing a four-year degree within 150 percent of the normal time required.[3]	P	54.4	54.3	P	55
	TRIO Student Support Services (SSS). The percentage of SSS participants persisting at the same institution.[2]	70	72	P	P	69
	TRIO Student Support Services. The percentage of SSS participants completing a degree at the same institution.[2]	P	P	P	P	30.5
	TRIO McNair Postbaccalaureate Achievement. The percentage of McNair participants enrolling in graduate school.[2]	40	39	P	P	36
	TRIO McNair Postbaccalaureate Achievement. The percentage of McNair participants persisting in graduate school.[2]	66	65	P	P	70

P = Pending
NA = Not available

[1]Source. Department of Education, SFA Federal Direct Student Loans Annual Performance Report.

[2]Source. Department of Education, TRIO Annual Performance Report.

[3]Source. Department of Education, Graduation Rate Survey (GRS).

Objective 5.2: Strengthen accountability of postsecondary education institutions

Strategies

A.   Enhanced monitoring and reporting

B.   Data-based decision-making

C.   Improved discretionary grant process

D.   Outcomes-based performance management

E.   Comprehensive information for parents and students

Performance Measures

The Department strengthens institutional accountability by measuring and reporting program-specific performance for student enrollment, persistence, and completion (see Objective 5.1).

Objective 5.3: Establish effective funding mechanisms for postsecondary education

Strategies

A.   Knowledge management for student aid

B.   Student aid award accuracy

Performance Measures

Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	2002	2003	2004	2005
Award Accuracy	**Student Aid Administration.** The percentage of Pell Grant overpayments.	3.4	3.3	3.1	2.8	3.1

[1]Source. National Student Loan Data System (NSLDS) and Internal Revenue Service (IRS) records.

Objective 5.4: Strengthen Historically Black Colleges and Universities, Hispanic-Serving Institutions, and Tribal Colleges and Universities

Strategies

A. Improved technical assistance

B. Targeted services for improved access, persistence, and completion

C. Public/private partnerships

D. Strengthened technological infrastructure

E. Strengthened fiscal management

Performance Measures

Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	2002	2003	2004	2005
Fiscal Management	**AID for Institutional Development, Titles III and V.** The percentage of Title III and Title V project goals relating to the improvement of institutional management and fiscal stability that have been met or exceeded.[1]	NA	86	P	P	90.5
Student Services	**AID for Institutional Development, Titles III and V.** The percentage of Title III and Title V project goals relating to the improvement of student services and student outcomes that have been met or exceeded.[1]	NA	78	P	P	81
Academic Quality	**AID for Institutional Development, Titles III and V.** The percentage of Title III and Title V project goals relating to the improvement of academic quality that have been met or exceeded.[1]	NA	88	P	P	90.5

P = Pending
NA = Not available

[1]Source. Department of Education, Higher Education Act Titles III and V Annual Performance Report.

Objective 5.5: Enhance the literacy and employment skills of American adults

Strategies

A. Accountability for state and local results

B. Research-based strategies and effective practices

C. Demonstration projects, information dissemination, and technical assistance

D. Technology-based solutions

Performance Measures

Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	2002	2003	2004	2005
Employment	**Vocational Rehabilitation State Grants.** The percentage of general and combined state VR agencies that assist at least 55.8% of individuals receiving services to achieve employment.[1]	NA	75	66	P	75
Adult Learning	**Adult Education State Grants.** The percentage of adults with a high school completion goal who earn a high school diploma or recognized equivalent.[2]	33	42	44	P	46
	Adult Education State Grants. The percentage of adults enrolled in English literacy programs who acquire the level of English language skills needed to complete the levels of instruction in which they enrolled.[2]	31	34	36	P	45

P = Pending
NA = Not available
VR = Vocational Rehabilitation

[1]Source. RSA state agency data from the RSA-911.

[2]Source. Department of Education, Adult Education Annual Performance Reports.

Objective 5.6: Increase the capacity of U.S. postsecondary education institutions to teach world languages, area studies, and international issues

Strategies

A. Strengthened foreign language, international, and area studies capacity

B. Effective partnerships and linkages

Performance Measures

Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	2002	2003	2004	2005
Expansion of Critical Languages	**International Education and Foreign Language Studies Domestic Programs.** The percentage of critical languages taught, as reflected by the list of critical languages referenced in the HEA Title VI program statute.[1]	NA	NA	NA	71	74
Employment in Field of Study	**International Education and Foreign Language Studies Domestic Programs.** The percentage of NRC PhD graduates who find employment in higher education, government service, and national security.[2]	NA	NA	NA	P	47.5
Improved Language Competency	**International Education and Foreign Language Studies Domestic Programs.** The average competency score of Foreign Language and Area Studies Fellowship recipients at the end of one full year of instruction (post-test) minus the average competency score at the beginning of the year (pre-test).[3]	NA	NA	1.2	P	1.2

HEA = Higher Education Act
P = Pending
NA = Not available
NRC = National Resource Center

[1]Source. Department of Education, International Education and Foreign Language Studies Domestic Programs Annual Performance Report. This measure reports on the National Resource Centers (NRC) under the International Education and Foreign Language Studies Domestic Programs, authorized by Title VI of the Higher Education Act.

[2]Source. Department of Education, International Education and Foreign Language Studies Domestic Programs Annual Performance Report. This measure reports on the National Resource Centers (NRC) under the International Education and Foreign Language Studies Domestic Programs, authorized by Title VI of the Higher Education Act.

[3]Source. Department of Education, International Education and Foreign Language Studies Domestic Programs Annual Performance Report. This measure reports on the Foreign Language and Areas Studies Fellowship Program under the International Education and Foreign Language Studies Domestic Programs, authorized by Title VI of the Higher Education Act.

Goal 6: Establish Management Excellence

Objective 6.1: Develop and maintain financial integrity and management and internal controls

Strategies

A. Financial systems integration

B. Management decisions based on enhanced financial analysis

C. Outcome-based stewardship of federal funds

D. Optimal use of performance-based initiatives

Performance Measures

Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	2002	2003	2004	2005
Audit Opinion	The achievement of an unqualified audit opinion.[1]	Qualified	Unqualified	Unqualified	Unqualified	Unqualified

P = Pending

[1]Source. Ernst & Young, Report of Independent Auditors.

Objective 6.2: Improve the strategic management of the Department's human capital

Strategies

A. Human capital planning

B. Skills gap analysis

C. Emphasis on customer service and employee performance and accountability

D. Human capital management core process improvements

E. Strategic sourcing

Performance Measures

Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	2002	2003	2004	2005
Human Capital Performance Management	Index of quality human capital performance management activities.[1]	NA	NA	NA	NA	BL

NA = Not applicable
BL = Target is to establish a baseline.

[1] This measure is an indicator of multiple aspects of human capital performance management that measures the Department's focus on ensuring clarity of results in performance plans, differentiating performance through fair and accurate evaluations, and paying for exceptional performance. Its three components are:
- Percentage of EDPAS employees that have *established* effective performance standards prior to the beginning of the rating cycle. *Established* is defined as a performance plan entered into the EDPAS system, discussed between employee and supervisor, and appropriately signed, certifying that the plan was appropriately communicated.
- Percentage of EDPAS employees who have documented ratings of record in FPPS within 30 days of the close of the rating cycle.
- Percentage of EDPAS award funds paid out to employees with "outstanding" performance ratings.

The index will be calculated by averaging the three component percentages.

Objective 6.3: Manage information technology resources, using e-gov, to improve services for our customers and partners

Strategies

A. Implementation of an enterprise architecture

B. Secure IT infrastructure

C. Reduction of data-reporting burden

D. Customer-oriented online business focus

Performance Measures

Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	2002	2003	2004	2005
Online Capability	The percentage of grant programs providing online application capability.[1]	20	29	57	77	78

[1]Source. Department of Education, Office of the Chief Information Officer, program files.

Objective 6.4: Modernize the Student Financial Assistance programs and reduce their high-risk status

Strategies

A. Integrated and efficient processes and delivery system

B. Program integrity

Performance Measures

Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	2002	2003	2004	2005
Customer Service	Customer service level for FAFSA on the Web.[1]	NA	NA	86	81	86
	Customer service level for Direct Loan Servicing.[1]	NA	NA	77	78	77
	Customer service level for Common Origination and Disbursement (COD).[1]	NA	NA	66	72	74
	Customer service level for Lender Reporting System (LaRS).[1]	NA	NA	71	73	74

NA = Not applicable
FAFSA = Free Application for Federal Student Aid

[1]Source. Department of Education, FSA, American Customer Satisfaction Index (ACSI) Survey.

Objective 6.5: Achieve budget and performance integration to link funding decisions to results

Strategies

A. Aligned budget and planning processes

B. Program effectiveness documentation

Performance Measures

Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	2002	2003	2004	2005
Program Effectiveness	The percentage of Department program dollars associated with programs reviewed under the PART process that demonstrate effectiveness.[1]	NA	55	52	P	57

NA = Not applicable
P = Pending
PART = Program Assessment Rating Tool

[1]Source. Department of Education, analysis of PART scores.

Objective 6.6: Leverage the contributions of faith-based and community organizations to increase the effectiveness of Department programs

Strategies

A. Enhanced technical assistance and outreach for faith-based and community organizations

B. Full participation of faith-based and community organizations in Department programs

Performance Measures

Performance Goal	Programs and Measures	Performance Data				Performance Target
		2001	2002	2003	2004	2005
Grant Applications	The percentage of FBCOs that successfully apply for federal discretionary grants programs.[1]	NA	NA	20%; Difference of 1 PP	P	The success rate for FBCOs will be within 5% of non-FBCOs.

FBCOs = Faith-Based and Community Organizations
NA = Not applicable
P = Pending
PP = Percentage point

[1]Source. Department of Education, Office of the Secretary, Center for Faith-Based and Community Initiatives.