



**OFFICE OF THE STATE SUPERINTENDENT OF EDUCATION  
PROPOSED FY 2025 PERFORMANCE PLAN**

**APRIL 3, 2024**

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# 1 OFFICE OF THE STATE SUPERINTENDENT OF EDUCATION

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*Mission:* The mission of the Office of the State Superintendent of Education (OSSE) is to remove barriers and create pathways so District residents receive an excellent education and are prepared to achieve success in college, careers, and life.

*Services:* The Office of the State Superintendent of Education serves as the District of Columbia's State Education Agency (SEA). In this role, OSSE manages and distributes federal funding to education providers and exercises oversight responsibility over federal education programs and related grants administered in the District to ensure quality and compliance. OSSE also serves as the standard-bearer in education for the District of Columbia. OSSE develops state-level education policies and standards aligned with school, college, and workforce readiness expectations. OSSE further ensures that the District collects and reports accurate and reliable data. OSSE provides technical support to increase effectiveness among education providers, thereby improving outcomes for all students. OSSE also leads the Special Education Transportation (Agency Code GOO), Non-public Tuition (Agency Code GNO), and administers the District of Columbia Public Charter Schools Payments.

## 2 PROPOSED 2025 OBJECTIVES

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### Strategic Objective

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High quality and actionable data: OSSE will provide high-quality data and analysis that will empower Local Education Agencies (LEAs), Community-Based Organizations (CBOs), and providers to meet the needs of all learners and allow education partners to make informed policy decisions.

Quality and equity focus: OSSE will work with our education partners to set high expectations for program quality and align incentives to accelerate achievement for those learners most in need.

Responsive & consistent service: OSSE will provide responsive, consistent, and considerate customer service to free up LEAs, CBOs, and providers and allow them to focus on instruction and support for students.

Top notch talent: OSSE will attract, develop, and retain top-notch talent to build a highly effective state education agency that makes a meaningful contribution to DC education.

Create and maintain a highly efficient, transparent, and responsive District government.

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### 3 PROPOSED 2025 OPERATIONS

Operation Title	Operation Description	Type of Operation
<b>High quality and actionable data: OSSE will provide high-quality data and analysis that will empower Local Education Agencies (LEAs), Community-Based Organizations (CBOs), and providers to meet the needs of all learners and allow education partners to make informed policy decisions.</b>		
Key Education Issues	Conduct research and data analysis for key education issues for the District e.g., Student Mobility Report, Equity Reports, evaluations of key programs/projects, next generation assessment results, and fulfillment of additional data requests	Key Project
Continuous Improvement	Support accountability and continuous improvement across the District's education landscape. Manage state accountability system. Provide transparency on key education data	Daily Service
Technical Assistance and Support to LEAs	Provide technical assistance, oversight, and support to improve performance of low-performing schools and boost college- and career-readiness of students and equitable access to effective educators.	Daily Service
Reporting to the US Department of Education	Collect, validate and aggregate data for federal reporting from LEAs.	Key Project
Federal Meal Programs	Administer national school breakfast, national school lunch, and child and adult food care programs and federal meal programs designed to provide nutritious meals throughout the day, particularly for low income child and students.	Daily Service
Administer Annual State Assessment Program	Successfully administer the assessment portfolio (Partnership for Assessment of Readiness for College and Career (PARCC), National Center and State Collaborative (NCSC), Science, Science Alt, Assessing Comprehension and Communication in English State to State (ACCESS)) providing clear guidance and documentation to LEAs prior to test administration, and realtime triage and comprehensive support to LEAs during test administration. Provide meaningful distribution of results to the public, LEAs, schools, and families. <a href="http://www.osse.dc.gov/parcc">www.osse.dc.gov/parcc</a>	Key Project

**Quality and equity focus: OSSE will work with our education partners to set high expectations for program quality and align incentives to accelerate achievement for those learners most in need.**

Access to Programs	Support increased access to and participation in programs that promote academic, physical, and emotional health and well-being of students. Activities range from implementation of the Healthy Schools Act programs including school gardens to implementation of the DC State Athletics Association.	Daily Service
Student Enrollment	Manage annual student enrollment audit and ongoing student residency verification	Key Project

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Operation Title	Operation Description	Type of Operation
Adult Literacy	Provide adult literacy, occupational literacy, and postsecondary education training to DC residents. Includes coordination with DOES and WIC.	Daily Service
Adminster Grants	Administer federal and local grants to LEAs, CBOs, and other organizations on a variety of topics e.g., Elementary and Secondary Education Act (ESEA), Individuals with Disabilities Education Act (IDEA), Perkins, Community Schools, environmental literacy, school gardens, McKinneyVento.	Daily Service

**Responsive & consistent service: OSSE will provide responsive, consistent, and considerate customer service to free up LEAs, CBOs, and providers and allow them to focus on instruction and support for students.**

Alternative Dispute Resolution Process	Provide a fair and equitable alternative dispute resolution process.	Daily Service
Child Care Facilities	License child care facilities and administer child care subsidies. Promote accountability and excellence; hold system accountable for results; provide high-quality, safe, and healthy early care and education opportunities for children.	Daily Service
Administer DC Tuition Assistance Grant (DCTAG) and Mayor's Scholars Programs	Administer DCTAG and Mayor's Scholars Programs to support college access for DC high school seniors.	Key Project
Professional Development	Provide professional development to educators on a variety of topics that is high quality and responsive to the needs of LEAs.	Daily Service
Summer Food Service Program	Oversee the Summer Food Service Program: federal meal program operated during summer months when school is out and ensures youth have access to nutritious meals all year round.	Key Project
Individuals with Disabilities Education Act	Provide oversight and support to LEAs with implementation of the Individuals with Disabilities Education Act. Ensure that children with qualifying developmental disabilities access and receive timely and high-quality services.	Daily Service
Re-Engagement	Oversee the DC Re-Engagement Center and share learnings from its operations with other city agencies and nonprofits engaged in related work with youth.	Daily Service

**Top notch talent: OSSE will attract, develop, and retain top-notch talent to build a highly effective state education agency that makes a meaningful contribution to DC education.**

Recruitment, Professional Development, Progressive Discipline, Compliance, and Leave and Payroll for OSSE and OSSE DOT employees	Quality design and effective implementation of Recruitment, Professional Development, Progressive Discipline, Compliance, and Leave and Payroll for OSSE and OSSE DOT employees.	Daily Service
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**Create and maintain a highly efficient, transparent, and responsive District government.**

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Operation Title	Operation Description	Type of Operation
Implement Policy Agenda	Implement policy agenda, including coordinating with program offices to draft regulations and required reports. OSSE engages with LEAs and the public regarding proposed regulations through outreach and discussion with major stakeholder groups through means such as working groups, meetings, and public hearings. In addition, OSSE informs LEAs of new or updated regulations or policies through existing partner lists and coalitions or consortia, as well as through OSSE's weekly newsletter, the LEA Look Forward. OSSE provides a formal public comment period for proposed regulations (generally 30 days).	Daily Service
Transparent and Responsive Communications	Maintain transparent and responsive communications system to improve public outreach, inform the public and internal stakeholders about OSSE services, and provide access to critical data. <a href="http://osse.dc.gov">osse.dc.gov</a> <a href="http://learndc.org">learndc.org</a> <a href="http://results.osse.dc.gov">results.osse.dc.gov</a> <a href="http://mcff.osse.dc.gov">mcff.osse.dc.gov</a>	Daily Service

## 4 PROPOSED 2025 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

### Key Performance Indicators

Measure	Directionality	FY 2022	FY 2023	FY 2024 Target	FY 2025 Target
<b>High quality and actionable data: OSSE will provide high-quality data and analysis that will empower Local Education Agencies (LEAs), Community-Based Organizations (CBOs), and providers to meet the needs of all learners and allow education partners to make informed policy decisions.</b>					
Percent of students in grades 3-8 at college and career ready level in reading on statewide assessment	Up is Better	30%	33.7%	42.4%	44.9%
Percent of students in grades 9-12 at college and career ready level in reading on statewide assessment	Up is Better	33%	33.6%	42.5%	45%
Percent of students in grades 3-8 at college and career ready level in mathematics on statewide assessment	Up is Better	22%	24.9%	40.2%	42.8%
Percent of students in grades 9-12 at college and career ready level in mathematics on statewide assessment	Up is Better	11%	10.8%	31%	34.2%
Percent of user requests via the services portal solved and closed within five days of receipt	Up is Better	72%	51.4%	80%	80%
Percent of all students graduating from high school in four years	Up is Better	74.9%	79.7%	74.6%	75.7%
<b>Quality and equity focus: OSSE will work with our education partners to set high expectations for program quality and align incentives to accelerate achievement for those learners most in need.</b>					
Percent of low-performing schools that show overall growth in academic achievement	Up is Better	Not Available	70%	80%	80%
Percentage of enrolled students in OSSE AFE Integrated Education & Training (IE&T) programs who achieve a Measurable Skill Gain (MSG).	Up is Better	58.5%	54.7%	50%	50%
Percentage of target schools engaging with OSSE on HIT.	Up is Better	53.9%	Not Yet Available	90%	90%
Number of students receiving HIT in OSSE-funded programs.	Up is Better	2,109	Not Yet Available	7000	7000
Percent of DC public and public charter school graduates completing a post-secondary degree within six years of high school graduation	Up is Better	17.6%	23%	36%	36%
Number of students placed in an internship through OSSE's CTE Advanced Internship Program.	Up is Better	110	253	225	225
Number of dual enrollment seats filled by high school students.	Up is Better	251	347	250	250



Key Performance Indicators (continued)

Measure	Directionality	FY 2022	FY 2023	FY 2024 Target	FY 2025 Target
<b>Responsive &amp; consistent service: OSSE will provide responsive, consistent, and considerate customer service to free up LEAs, CBOs, and providers and allow them to focus on instruction and support for students.</b>					
Percent of timely completion of state complaint investigations	Up is Better	100%	100%	100%	100%
Number of Single Audit audit findings	Down is Better	Not Available	0	3	3
Percent of IEPs reviewed that comply with secondary transition requirements	Up is Better	65%	57.5%	70%	70%
Percent of timely Individuals with Disabilities Act (IDEA) due process hearing decisions.	Up is Better	98.2%	98.5%	97%	97%
Percent of grant funds reimbursed within 30 days of receipt of approvable invoice	Up is Better	95.5%	88.2%	92%	92%
Average number of business days from when OSSE receives an educator licensure application to when OSSE renders a decision.	Down is Better	26.3	12.8	30	30
Percent of eligible infants and toddlers under IDEA Part C (birth-3) for whom an evaluation and assessment and an initial IFSP meeting were conducted within required time period	Up is Better	96.3%	Not Yet Available	100%	100%
<b>Create and maintain a highly efficient, transparent, and responsive District government.</b>					
Percent of new hires that are District residents	Up is Better	New in 2023	39.7%	No Target Set	No Target Set
Percent of employees that are District residents	Up is Better	New in 2023	40.6%	No Target Set	No Target Set
Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time.	Up is Better	New in 2023	70.7%	No Target Set	No Target Set
Percent of new hires that are current District residents and received a high school diploma from a DCPS or a District Public Charter School, or received an equivalent credential from the District of Columbia	Up is Better	New in 2023	11.6%	No Target Set	No Target Set
Percent of agency staff who were employed as Management Supervisory Service (MSS) employees prior to 4/1 of the fiscal year that had completed an Advancing Racial Equity (AE204) training facilitated by ORE within the past two years.	Up is Better	New in 2023	Not Available	No Target Set	No Target Set

Workload Measures

Measure	FY 2022	FY 2023
<b>Federal Meal Programs</b>		
Total number of meals served for the Child and Adult Care Food Program (CACFP)	Not Available	Not Yet Available
<b>Access to Programs</b>		
Total number of meals served during the school year through the School Nutrition Programs.	New in 2023	Not Yet Available
<b>Adult Literacy</b>		
Number of adults who receive a State Diploma (inclusive of National External Diploma Program or General Education Development)	175	245
Number of enrolled students (fundable under the National Reporting System (NRS) for Adult Education) in OSSE AFE IE&T programs.	1,093	1,226
<b>Student Enrollment</b>		
Number of PK-12 students in public and public charter schools	93,934	96,523
<b>Administer DC Tuition Assistance Grant (DCTAG) and Mayor's Scholars Programs</b>		
Percent of high school seniors completing a DC TAG application	31%	30.1%
<b>Child Care Facilities</b>		
Number of infant/toddlers receiving IDEA Part C early intervention services	1,095	1,381
Number of infant and toddler slots at licensed child development facilities	11,853	11,765
Number of children enrolled in the District's child care subsidy program.	7,381	6,699
<b>Individuals with Disabilities Education Act</b>		
Number of students with Individualized Education Programs (IEPs)	13,643	14,444
Amount of Medicaid reimbursement collected	Not Available	Not Yet Available
<b>Re-Engagement</b>		
Number of disconnected youth that were re-enrolled in an educational program through the reengagement center	59	106
<b>Summer Food Service Program</b>		
Total number of summer meals served through the entire summer	Not Available	Not Yet Available