

Office of the State Superintendent of Education FY2016

Agency Office of the State Superintendent of Education

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.

Summary of 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 G00), Non-public Tuition (Agency Code GN0), and administers the District of Columbia Public Charter Schools Payments.

2016 Objectives

FY16 Objectives

Objective Number	Objective Description
Office of Early Childhood Education (4 Objectives)	
1	Promote accountability and excellence; hold system accountable for results. Provide high-quality, safe, and healthy early care and education opportunities for children
2	Ensure Increased Readiness Rates in Children Entering Kindergarten
4	Inform parents, families and the community about early learning.
5	Provide effective and efficient operational support to promote organizational effectiveness and achieve programmatic goals.
Office of Elementary and Secondary Education (4 Objectives)	
1	Provide targeted professional development and technical assistance to increase educator effectiveness with students and families.
2	Ensure that all LEAs are equipped with rigorous learning standards to support student learning from grades K to 12 so all students graduate from high school ready for college, meaningful careers, and success in life.
3	Ensure all low-performing schools receive interventions and supports leading to increased college- and career-readiness in students. Ensure LEAs have the resources to support and sustain school improvement for all schools.
4	Expand the number of high-quality public charter school seats available to students.
Office of Post-Secondary and Career Education (6 Objectives)	
1	Increase The Percentage Of DC Youth and Adults Who Attain A College Degree Or Industry-Recognized License/Certification. Increase the percentage of District residents participating in college and career preparatory programs within six (6) months of high school graduation.
2	Promote accountability and continuous improvement across the District's education landscape.
3	Ensure opportunities for youth and adults to gains skills and re-engage in education and career programs.
4	Provide effective and efficient operational support services to achieve programmatic goals.

5	Provide adult literacy, occupational literacy, and postsecondary education training and digital literacy services to the residents of the District of Columbia.
6	Ensure educational excellence and consumer protection through the Higher Education Licensure Commission.

Office of Special Education (5 Objectives)

1	Disseminate transparent, responsive, and high-quality information to empower all stakeholders to improve educational outcomes for children and families. Support accountability and continuous improvement across the District’s education landscape.
2	Ensure all low-performing schools receive interventions and supports leading to increased college- and career-readiness in students.
3	Ensure that children with qualifying developmental delays or disabilities access and receive adequately funded, compliant, high quality services.
4	Provide targeted professional development and technical assistance to increase practitioner effectiveness with students and families.
5	Create internal systems and structures to ensure that ESSE communicates effectively to all stakeholders and is responsive to LEA and community based organization needs.

Office of the Chief Information Officer (3 Objectives)

1	Develop high quality data and information systems to inform education decisions at all levels.
2	Provide effective and efficient operational support to promote organizational effectiveness and achieve programmatic goals.
3	Provide targeted professional development and technical assistance to increase educator effectiveness with students and families.

Office of the Chief Operating Officer (3 Objectives)

1	Provide high-quality internal and external customer service.
2	Provide effective and efficient operational support to promote organizational effectiveness and achieve programmatic goals.
3	Provide a fair and equitable alternative dispute resolution process for OSSE programs.

Office of the Director (7 Objectives)

1	Disseminate transparent, responsive, and high-quality data to empower all stakeholders to improve educational outcomes for children and families.
2	Continue to improve service delivery, ensuring the highest level of quality is displayed in all agency efforts and across the District’s public education landscape while providing quality data on D.C. education to the public and other stakeholders. Develop high-quality data and information systems to inform education decisions at all levels.
3	Support and align agency personnel and resources to promote and achieve the agency’s mission.
4	Provide targeted professional development and technical assistance to increase educator effectiveness with students and families.
5	Ensure all low-performing schools receive interventions and supports leading to increased college- and career-readiness in students.
6	Ensure a transparent and responsive communications system to improve public outreach, inform the public and internal stakeholders about OSSE services, and provide access to critical data.
7	Oversee the implementation of agency-wide priorities.

Office of Wellness and Nutrition Services (3 Objectives)

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1	Provide targeted professional development and technical assistance to increase educator effectiveness with students and families.
2	Disseminate transparent, responsive, high-quality information to empower all stakeholders to improve educational outcomes for children and families.
3	Increase access to and participation in programs—in and out of school—that promote academic, physical, and emotional health and well-being of students.

2016 Key Performance Indicators

Measure	Division	Frequency of Reporting	FY 2013	FY 2014	FY 2015	FY 2015 Target	FY 2016 Target
1 - Disseminate transparent, responsive, and high-quality data to empower all stakeholders to improve educational outcomes for children and families. (1 Measure)							
Percent of all students graduating from high school in four years (four-year cohort graduation rate).		Annually	61.5	61.4			78
1 - Increase The Percentage Of DC Youth and Adults Who Attain A College Degree Or Industry-Recognized License/Certification. Increase the percentage of District residents participating in college and career preparatory programs within six (6) months of high school graduation. (2 Measures)							
Percent of DC public and public charter school students completing a post-secondary degree or certificate within six years of college enrollment.		Annually					35
Percent of DC TAG students who graduated from college (A.A. or B.A.) within 6 years of enrollment in DC TAG		Annually					52
1 - Promote accountability and excellence; hold system accountable for results. Provide high-quality, safe, and healthy early care and education opportunities for children (2 Measures)							
Number of affordable infant and toddler slots at child development centers		Quarterly		13,389	4,555		6950
Percent of childhood and development programs that meet Gold tier quality		Quarterly		35			60
1 - Provide targeted professional development and technical assistance to increase educator effectiveness with students and families. (1 Measure)							
Number of schools with school gardens [SDC Action FD 1.3]		Annually		107	107		112
2 - Continue to improve service delivery, ensuring the highest level of quality is displayed in all agency efforts and across the District's public education landscape while providing quality data on D.C. education to the public and other stakeholders. Develop high-quality data and information systems to inform education decisions at all levels. (1 Measure)							
Average number of days taken to complete reviews of educator licensure applications		Quarterly					15

2 - Ensure that all LEAs are equipped with rigorous learning standards to support student learning from grades K to 12 so all students graduate from high school ready for college, meaningful careers, and success in life. (2 Measures)						
Percent of all students proficient in reading on statewide assessment.		Annually		25		30
Percent of all students proficient in math on statewide assessment		Annually		22		20
2 - Provide effective and efficient operational support to promote organizational effectiveness and achieve programmatic goals. (1 Measure)						
Percent of user requests via the services portal solved and closed within 5 days of receipt.		Quarterly		85		92
2 - Provide effective and efficient operational support to promote organizational effectiveness and achieve programmatic goals. (2 Measures)						
Percent of grant funds reimbursed within 30 days of receipt of approvable invoice		Quarterly		0	93	90
Number of A133 Audit findings		Annually				5
3 - Ensure all low-performing schools receive interventions and supports leading to increased college-and career-readiness in students. Ensure LEAs have the resources to support and sustain school improvement for all schools. (1 Measure)						
Percent of low-performing schools that show overall growth in academic achievement.		Annually		65		100
3 - Ensure opportunities for youth and adults to gains skills and re-engage in education and career programs. (1 Measure)						
Number of disconnected youth that were re-enrolled in an educational program through the reengagement centers.		Quarterly			89	250
3 - Ensure that children with qualifying developmental delays or disabilities access and receive adequately funded, compliant, high quality services. (4 Measures)						
Percent of IEPs reviewed that comply with IDEA secondary transition requirements		Quarterly		52		55
Percent of timely completion of state compliant investigations		Quarterly		100		100
Percent of children eligible under Part B IDEA (aged 3-22) and whose parents consented to an evaluation, who were evaluated within the State established timeframe		Quarterly			96.5	100
Amount of Medicaid reimbursement collected		Annually			418,698.2	300000
3 - Increase access to and participation in programs—in and out of school--that promote academic, physical, and emotional health and well-being of students. (5 Measures)						

Percent of students participating in the school lunch program	Quarterly	59				61
Percent of students participating in the school breakfast program	Quarterly	43				45
Percent of low income students participating in the Summer Food Program	Annually					75
Average number of daily participants in Child & Adult Care Food Program (CACFP)	Annually					5400
Number of statewide athletic sports competitions	Annually	15	20			21
3 - Provide a fair and equitable alternative dispute resolution process for OSSE programs. (1 Measure)						
Percent of timely Individuals with Disabilities Education Act (IDEA) due process hearings	Quarterly			85		90
3 - Provide targeted professional development and technical assistance to increase educator effectiveness with students and families. (1 Measure)						
PARCC Tech Readiness Indicator	Annually					90
3 - Support and align agency personnel and resources to promote and achieve the agency's mission. (2 Measures)						
Percent employees on track with timely and complete performance plans	Quarterly					95
Percent of positions filled and/or reclassified within 60 days	Quarterly					92
4 - Inform parents, families and the community about early learning. (1 Measure)						
Number of parents using Resource and Referral	Quarterly			375		1300
5 - Provide adult literacy, occupational literacy, and postsecondary education training and digital literacy services to the residents of the District of Columbia. (2 Measures)						
Percent of enrolled adult learners who complete an educational literacy level	Quarterly					40
Number of adults who receive a GED	Quarterly			190		400
5 - Provide effective and efficient operational support to promote organizational effectiveness and achieve programmatic goals. (3 Measures)						
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 45-day window	Annually	93	96.5			100

Percent of Directors, Teachers & Teacher Assistants in Professional Development Registry	Quarterly	32			90
Average response time for complaints (hours)	Quarterly	48	48		48
6 - Ensure a transparent and responsive communications system to improve public outreach, inform the public and internal stakeholders about OSSE services, and provide access to critical data. (2 Measures)					
Percent of timely compliance of legislatively mandated guidelines, policies, and regulations.	Annually				75
Current guidance, policies, regulations, and laws listed on OSSE's website	Annually				100
7 - Oversee the implementation of agency-wide priorities. (1 Measure)					
Percent of LEAs visited	Annually	85			85

2016 Workload Measures

Measure	Frequency of Reporting	FY 2013	FY 2014	FY 2015
Workload Measure (9 Measures)				
Number of children subsidized by child development programs	Annually		10,612	11,723
Number of infant/toddlers receiving IDEA Part C early intervention services	Annually		510	790
Number of PK-12 Local Education Agencies	Annually		61	63
Number of PK-12 students in public and public charter schools	Annually		82,958	85,403
Number of students with Individual Education Plans (IEPs)	Annually		11,774	12,173
Number of students participating in lunch programs	Annually		50,380	
Number of students participating in breakfast programs	Annually		34,753	
Number of schools in priority and focus school classifications (lowest performing schools requiring supports and interventions)	Annually		56	56
Percent of high school seniors completing a DC TAG application	Annually		46.5	

2016 Initiatives

Objective Number	Objective Title	Initiative Number	Initiative Title	Initiative Description
Office of Early Childhood Education - 1 (3 Initiatives)				

1		1.1	Develop and pilot a Quality Rating Improvement System (QRIS) framework that is directly linked to positive outcomes for children and families in all early childhood settings.	In FY 16, OSSE will pilot a framework for measuring quality in community-based organizations, traditional public schools (DCPS), and charter schools. As a part of this initiative, OSSE will convene and collaborate with an expert and stakeholder advisory group.
1		1.2	Continue implementation of a new community-based network approach to improving quality in early childhood education.	This initiative – the Quality Improvement Network (QIN) – will ensure more children and families benefit from early, continuous, intensive, and comprehensive child development and family support services. OSSE will establish competitive grants with hubs and child care partners participating in the network and comprehensive service grants to hubs to provide health, child nutrition, mental health, Child and Adult Care Food Program administration, eligibility intake, outreach/ enrollment and maintain wait lists.
1		1.3	Revise and implement new child care licensing regulations.	OSSE will promulgate and implement new child care licensing regulations in DC to better link quality and effectiveness to child care licensing. OSSE will develop new guidance and implement new training modules to ensure all OSSE licensing staff understand new regulations.
TOT				

Office of Early Childhood Education - 2 (1 Initiative)

2		2.1	Fully implement the Early Development Instrument in pre-K 4 classrooms across community-based organizations, DCPS, and public charter schools.	OSSE will work with UCLA to assess the nearly 7,000 pre-K 4 year olds. The actionable data will be shared publicly through neighborhood-based maps and tables and will be used to inform cross-sector dialogue to improve school readiness.
TOT				

Office of Early Childhood Education - 4 (1 Initiative)

4		4.1	Resource, Referral & Child Find Expansion.	Expand resource and referral and consumer education activities that help families make informed decisions about programs that best meet their children’s needs in every ward of the city.
TOT				

Office of Early Childhood Education - 5 (3 Initiatives)

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5		5.1	Implement a web-based payment system to improve the subsidy payment process.	In FY 16, OSSE will continue to implement a web-based solution to make monthly time entry easier for community-based organizations and child development home providers. This system will pre-populate attendance and interface with OSSE's accounting system to ensure timely payments and reduce burdens for community-based and child development home providers.
5		5.2	Roll out the case management system for early intervention services.	In FY15, OSSE completed a pilot phase of the development of a new IDEA Part C case management system compliant with HIPPA and IDEA regulations and will roll out in FY16.
5		5.3	Enhance Child care Licensing System.	DEL will create a system to support the automation of inspection visits, initial licensure and renewals. DEL will establish a system to identify and track unusual incidents and complaints.

TOT

Office of Elementary and Secondary Education - 1 (2 Initiatives)

1		1.1	Disseminate best practices for rigorous teacher and principal evaluation systems and monitor LEAs for effective implementation of high-quality evaluation systems.	In FY 16, OSSE will evaluate the effectiveness of the model evaluation tool with participating LEAs and external third party partner. In FY15, OSSE worked with a cohort of LEAs to develop and pilot a model teacher evaluation system for the District that can be adopted for implementation by any District LEA.
1		1.2	Develop guidance and training for LEAs to support effective implementation and accountability for compliance with the Attendance Accountability Amendment Act of 2013.	In FY16, OSSE will provide necessary technical assistance to support best practices regarding truancy interventions and compliance with reporting requirements. In FY15, OSSE streamlined data collection systems to reduce administrative burden.

TOT

Office of Elementary and Secondary Education - 2 (1 Initiative)

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2		2.1	OSSE will create STEM, ELL, and SPED improvement plans anchored in professional learning communities and supported by master teachers.	OSSE will expand the tools, materials, and training opportunities available to assist LEAs with the implementation of CCSS. OSSE will expand the Learning Support Network to include enhanced support for Focus schools.
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TOT

Office of Elementary and Secondary Education - 3 (1 Initiative)

3		3.1	Implement a high-quality differentiated system of support and interventions for schools.	OSSE will implement a Statewide System of Support primarily focused on improving performance in priority and focus schools. This system of interventions and supports will be anchored in the District’s approved ESEA flexibility waiver and will ensure sustainability of reforms and improvements aligned to the District’s Race to the Top grant.
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TOT

Office of Elementary and Secondary Education - 4 (2 Initiatives)

4		4.1	Provide planning and implementation support to new public charter schools in order to provide sound foundations for sustainability and creation of additional high-quality public charter school seats.	OSSE will coordinate a joint technical assistance series with the Public Charter School Board (PCSB) to ensure high-quality support for charter founders and leaders. Will include topics such as managing federal funds; understanding legal obligations regarding students with disabilities; and navigating federal reporting requirements.
4		4.2	Increase high-quality public charter schools’ access to affordable facilities and grants to support continuous academic, programmatic, and operational improvement.	Through Scholarships for Opportunity and Results (SOAR) Act funding, OSSE provides support to public charter schools to assist in their academic, operational, and programmatic improvements specific to their school needs. In FY16, OSSE will make available grants to support the following: academic quality designed to have a direct and rapid impact on student achievement in charter schools; facilities improvements and upgrades—addressing an expressed need in the public charter school community across the District; capacity-building through third-party organizations; and replication and growth of proven public charter schools in the District.

TOT

Office of Post-Secondary and Career Education - 1 (4 Initiatives)

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1		1.1	Develop a family engagement strategy to increase family involvement in postsecondary planning.	Studies show that parental involvement increases a student's likelihood of graduating from high school and continuing onto postsecondary education. In FY16, OSSE will conduct research on best practices to engage families in postsecondary planning and will collaborate with stakeholders to develop guidance for comprehensive family-engagement strategies.
1		1.2	Expand and improve Dual Enrollment throughout the city.	In FY16, OSSE will expand and improve Dual Enrollment throughout the city by working with LEAs to award high school credit for courses taken on college campuses in the Washington metropolitan area and by providing financial assistance to students.
1		1.3	Launch an SAT prep pilot program to better prepare all DC public school students to score competitively on the SAT.	OSSE will launch an SAT prep pilot program and continue to provide SAT test administration and fee payment for all public high school students.
1		1.4	Increase percentage of DC youth and adults who complete postsecondary education and career programs within 150% time of standard completion.	In FY16, OSSE will increase student and parent access to postsecondary education data in an effort to help inform Smart College Choices for DC students. This work includes the launch of the newest version of My College Fact Finder.

TOT

Office of Post-Secondary and Career Education - 2 (2 Initiatives)

2		2.1	Support IT Academies at high schools to increase students' digital literacy and to better prepare them for college and/or careers.	In FY15, OSSE expanded the Academy to two additional schools. In FY16, OSSE will continue to provide support and oversight to DCPS and public charter high schools as they deploy Academy curricula, resources, and learning strategies designed to increase the number of students gaining Microsoft certifications and demonstrating digital literacy.
2		2.2	Develop and launch college readiness and career readiness indicators of success to share with the public via Learn DC website.	In FY16, OSSE will launch college readiness indicators on Learn D.C. Additionally, OSSE will continue to work with stakeholders to begin reaching consensus on career readiness indicators of success. College readiness will to be posted publicly at the state and LEA levels on Learn DC in FY16. Career readiness indicators will be posted publicly at the same levels in FY17.

TOT

Office of Post-Secondary and Career Education - 3 (1 Initiative)

3		3.1	Implement the newly established district-wide Youth Re-Engagement Center.	In FY14, the city established the District-wide youth Re-Engagement Center (REC) designed to reconnect 16 to 24 year-old, out-of-school youth to educational programs leading to high school diplomas or their equivalent. In FY16, OSSE will continue to implement this new initiative by performing a formative evaluation to identify areas for improvement and expansion. The REC will expand the number of reengaged youth supported to 250
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TOT

Office of Post-Secondary and Career Education - 4 (3 Initiatives)

4		4.1	Build new DC ONE APP system to reduce administrative and applicant burdens.	In FY15, OSSE began to build a new platform to better serve students who apply to the D.C. TAG scholarship program. The new DC ONE APP will not only be easier than the current system for students to use, but it will also reduce administrative burdens on program staff and participating institutions of higher education.
4		4.2	Build data dashboards to inform work	In FY16, OSSE again will build data dashboards for Postsecondary and Career Education programs. These dashboards will highlight pertinent data so that program and administrative teams are better able to improve programs and operations.
4		4.3	Streamline the licensure application process for postsecondary institutions.	OSSE will continue work on the development of an automated application system to better serve institutional applicants, Education Licensure Commission (ELC) commissioners and staff. The system will streamline application processing, provide a database inclusive of institutional statistical data, reduce paper collection, and diminish the storage challenges of the ELC.

TOT

Office of Post-Secondary and Career Education - 5 (1 Initiative)

5		5.1	Support adults enrolled in and matriculating through programs designed to increase their literacy levels.	In FY15, OSSE continued to collaborate with DOES and DHS to create MOUs to integrate services for district residents to support their attainment of secondary credentials and/or enrollment into postsecondary training. During this time, OSSE began implementing the first phase of this work. In FY16, OSSE will continue the implementation of this integrated approach to streamline access to adult literacy, vocational literacy, employment services, and social services for Adult and Family Education clients.
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Office of Post-Secondary and Career Education - 6 (1 Initiative)

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6		6.1	Update Education Licensure Commission's (ELC) regulations to reflect postsecondary industry best practices to improve quality assurance, and to expand its jurisdiction to include distance learning.	In FY14 and FY15, the Mayor, on behalf of the ELC introduced legislation related to the regulation of distance learning programs. In FY16, the ELC will finalize updates to regulations for degree and non-degree granting institutions, as well as distance learning programs, and codify ELC operating procedures. Updating the regulations and codifying operating procedures will clarify and improve the standards used to evaluate institutions and standardize the Commission's procedures. The work will ensure that the Commission is operating based on best practices and will eliminate unnecessary ambiguity in the Commission's work.
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TOT

Office of Special Education - 1 (1 Initiative)

1		1.1	Share nonpublic program profiles to inform stakeholders about special education programming for private placements..	OSSE will publish nonpublic program profiles which will provide stakeholders with key program information to inform decision-making regarding all nonpublic programs approved to serve DC students.
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TOT

Office of Special Education - 2 (1 Initiative)

2		2.1	Improve targeted intervention planning to LEAs through Learning Support Networks	OSSE will continue implementation of the Learning Support Network, including regularly reviewing performance data to inform targeted intervention planning and delivery to LEAs in the LSN.
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TOT

Office of Special Education - 3 (2 Initiatives)

3		3.1	Ensure high quality special education through focused monitoring.	OSSE successfully implemented a focused monitoring secondary transition pilot initiative which demonstrated a significant impact in improving compliance and results. As a result, OSSE will continue this focused monitoring initiative in FY16.
3		3.2	Expansion of Medicaid Claiming.	In FY16, OSSE will initiate collection of Medicaid reimbursements for allowable services provided to children with qualifying disabilities via OSSE's Part C Program and Non-Public Tuition Payment Unit, and ensure LEAs, Part C providers, and nonpublic programs have access to training and technical assistance that will allow for full claiming and appropriate use of reimbursements.

TOT

Office of Special Education - 4 (1 Initiative)				
4		4.1	Special Education Training and Technical Assistance.	In FY 16, OSSE DSE will expand LEAs' resources available to support implementation of Common Core standards, with an emphasis on special populations. (See objective 2.1 in Division of Elementary and Secondary)
TOT				
Office of Special Education - 5 (1 Initiative)				
5		5.1	ESSE Reports Framework.	OSSE will expand the Special Education Reports Framework. The Reports Framework is a special education interface within SLED designed to provide LEAs real-time data access to key special education performance and compliance metrics, supporting enhanced management of special education requirements and ensuring timely service delivery.
TOT				
Office of the Chief Information Officer - 1 (2 Initiatives)				
1		1.1	Develop OSSE Executive Dashboards	In FY16, OSSE will develop a series of applications that supports multi-program initiatives. This coordinated effort will support strategic and tactical planning to ensure delivery of high quality technology solutions.
1		1.2	Modernize the Wellness and Nutrition Services System.	In FY16, OSSE will roll out two new modules for the WNS modernization effort. Claims processing and applications will be made available online for the first time.
TOT				
Office of the Chief Information Officer - 2 (1 Initiative)				
2		2.1	Centralize information technology support and infrastructure.	In FY16, OSSE will centralize all IT initiatives and staff within the Office of the Chief Information Officer (CIO). The intent is to leverage all technical assets across the agency to provide a unified and uniform approach to technical deliverables. As part of this effort, OSSE will formalize an enterprise architecture framework and standardize the purchase of common technologies using the standards adopted by the CIO for hardware, software, and equipment.
TOT				
Office of the Chief Information Officer - 3 (1 Initiative)				
3		3.1	Continue to support schools to ensure readiness for PARCC and other computer-based Next Generation Assessments.	In FY15, OSSE conducted technology-readiness assessments at each school and provide customized recommendations for each school based on its current level of readiness and needs as compared to the PARCC Guidelines for computing and technology. OSSE will ensure schools continue to be supported in computer-based administration of next generation assessments.
TOT				

Office of the Chief Operating Officer - 1 (2 Initiatives)				
1		1.1	Improve the Freedom of Information Act (FOIA) process.	In FY16, OSSE will streamline the FOIA system, develop external constituent expectations, and increase internal FOIA communication. OSSE will enhancing the internal FOIA process to increase transparency, communication, timeliness, and security.
1		1.2	Enhance and expand functionality of the agency enterprise grants management system.	In FY15, OSSE implemented phase one of an electronic enterprise grants management systems for public use. In FY16, OSSE will implement a user interface modernization to enhance the end user of EGMS experience. Phase two of the enterprise grants management system, included activities such as enhanced upload capabilities to reduce burdens on end-users, lapsing funds strategy coding into the system hierarchy, and a monitoring and compliance repository. Every phase of the grants management lifecycle will be electronically managed, monitored, and accessed through the web portal.
TOT				
Office of the Chief Operating Officer - 2 (1 Initiative)				
2		2.1	Streamline existing systems to provide more efficient internal and external customer service.	As part of its strategic planning process, OSSE identified redundancies in routines (e.g., help desks) and procedures (e.g., travel requests, conference room booking) that could be streamlined. In FY16, OSSE will further analyze the scope of redundancies and develop strategies to mitigate confusion and promote efficiency and effective operations.
TOT				
Office of the Chief Operating Officer - 3 (1 Initiative)				
3		3.1	Implement residency verification across DC and ensure that all families have access to due process resolutions.	In FY16, OSSE will continue to implement residency verification process and provide training and resources to LEAs on the enrollment verification process and reporting potential instances of residency fraud. The Office of Dispute Resolution (ODR) will continue to include hearings on residency disputes.
TOT				
Office of the Director - 1 (2 Initiatives)				
1		1.1	Support ongoing transition to new assessments aligned to Common Core State Standards.	OSSE will continue to implement a multi-year plan for transitioning to new CCSS-aligned assessments with measurable goals, action steps, and timelines to support local implementation.

1		1.2	Add performance metrics for schools to enhance and improve state report cards LEARN DC.	Improve the quality and transparency of the state report cards and ensure parents and the public have improved access to information around new common core assessments and college and career readiness to aid in decision-making and understanding of schools.
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TOT

Office of the Director - 2 (1 Initiative)

2		2.1	Implement a flexible reporting solution for LEAs and CBOs to access data from SLED and other systems.	In FY16, OSSE will implement Qlik to provide LEAs and CBOs with a flexible reporting solution to access data from SLED and other systems.
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TOT

Office of the Director - 3 (2 Initiatives)

3		3.1	Implement an outcomes-based learning management system.	Develop and implement a plan to ensure each employee has a tailored professional development plan aligned with the core competencies, required job knowledge, agency mission, career trajectory and individual performance goals.
3		3.2	Provide OSSE employees with Equal Employment Opportunity (EEO) and diversity training.	OSSE will partner with the Office of Human Rights & the Office of Human Resources to provide trainings, workshops and implement awareness campaigns of compliance with local and federal antidiscrimination laws to all agency employees. Trainings will include in-depth training for EEO Counselors and Management Liaison Specialists (HR) handling employee relations matters.

TOT

Office of the Director - 4 (1 Initiative)

4		4.1	Launch a comprehensive training program to support data use in schools.	In FY16, OSSE will continue to work with LEAs to ensure all data produced by OSSE is clearly communicated and train school and LEA staff on the use of this data for data-based decision-making. In addition, OSSE will hold a summit to showcase strong practices.
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TOT

Office of the Director - 5 (1 Initiative)

5		5.1	Support LEA implementation of teacher equity strategies.	In FY16 OSSE will support LEA efforts to implement a state plan to ensure that poor and minority students get access to as many great teachers as their more advantaged peers.
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TOT

Office of the Director - 6 (1 Initiative)

6		6.1	Launch comprehensive communications strategy.	OSSE will employ a targeted and comprehensive communications strategy to convey critical OSSE news, activities, educational initiatives and significant reports to the public with the goal of meeting the needs of diverse audiences.
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TOT

Office of the Director - 7 (1 Initiative)

7		7.1	OSSE strategic plan .	OSSE will complete development of a strategic plan designed to guide the work of the agency for several years. OSSE will communicate the vision and key workstreams included in the strategic plan to internal and external stakeholders and begin aligning resources to implementation of the plan during FY16.
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TOT

Office of Wellness and Nutrition Services - 1 (1 Initiative)

1		1.1	Deliver tailored professional development trainings and/or workshops in selected health topics and curricula.	Create at least five online or in-person professional development trainings and/or workshops in selected health topics about how educators can select and implement appropriate school-based health and physical education curricula. The results of each training and/or workshop will help identify instructional strategies that improve teaching and student learning, ensure a complete, thorough and consistent review of health education curricula, and provide students and families with essential health skills necessary to adopt, practice and maintain health enhancing behaviors.
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TOT

Office of Wellness and Nutrition Services - 2 (2 Initiatives)

2		2.1	Reporting Achievement on Health and Physical Education Standards.	OSSE will collect and report on achievement against health and physical education standards across schools, supporting LEAs in innovative and flexible ways of assessing student understanding of the standards.
2		2.2	Evaluation of DC Healthy Schools Act.	In FY 15, OSSE awarded a contract to begin a three year longitudinal evaluation of the DC Healthy Schools Act beginning in FY16. In FY16, OSSE will establish the research questions and baseline data from at least six schools in year one of the evaluation.

TOT

Office of Wellness and Nutrition Services - 3 (5 Initiatives)

3		3.1	Implement The DC Healthy Tots Emergency Act of 2014.	In FY16, OSSE will finalize regulations for the DC Healthy Tots Emergency Act of 2014. OSSE will conduct outreach trainings to child development facilities on these regulations and the US Department of Agriculture Child and Adult Care Food Program and provide onsite technical assistance.
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3		3.2	Partner with community-based organizations to increase participation in all child nutrition programs.	In FY16, OSSE will partner with community-based organizations to increase the quality of the food served and the number of children participating in the child nutrition programs including the Child and Adult Care Food Program, the After School Snack and Supper Programs, the Free Summer Meals Program and the DC Healthy Schools and Healthy Tots Programs. Outreach materials will be updated and will be widely distributed throughout the city and in partnership with District government agencies and the Mayor's One City Youth Initiative.
3		3.3	Continue district wide athletic competition for students from across LEAs/schools	In FY16, OSSE expects to support 20 athletic competitions.
3		3.4	Increase access to sustainability programs related to nutrition and health.	In FY16, OSSE will continue to build new and maintain existing school gardens and orchards. This will include building three outdoor classrooms in coordination with DGS for nutrition and health education related to fresh, healthy food. OSSE will ensure that all facilities have maintenance plans and related educational curricula.
3		3.5	Develop environmental literacy program.	In accordance with the Sustainable DC Omnibus Amendment Act of 2013, an amendment to the DC Healthy Schools Act, incorporate environmental literacy and sustainability jobs training education into curricula through an environmental literacy program.
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