

Appendix B: Changed Performance Goals

The *Government Performance and Results Act Modernization Act of 2010* requires agencies to “identify performance goals changed or dropped since publication of the Annual Performance Plan, if such changes were approved by OMB, and the reasons for the changes.”⁹²

⁹² OMB Circular A-11, Preparation, Submission, and Execution of the Budget (2015), Part 6, Section 210.22 – Content for Strategic Plans, Annual Performance Plans, Annual Performance Reports

FY 2016 EXTERNAL (PUBLIC-FACING) METRICS BEING REMOVED and NEW METRICS BEING ADDED FOR 2017

GOAL 1: POSTSECONDARY EDUCATION, CAREER AND TECHNICAL EDUCATION, AND ADULT EDUCATION. Increase college access, affordability, quality, and completion by improving postsecondary education and lifelong learning opportunities for youths and adults.

EXTERNAL METRIC NO.	METRIC (INDICATOR)	BRIEF SUMMARY FOR REMOVAL	NEW METRICS FOR 2017	NEW METRIC DATA SOURCE
1.3.B.	Enrollment in IHEs below the minimum earnings threshold	The Department has minimal impact on this metric and the rate did not change positively in FY 2016.	No replacement metric is being proposed at this time.	NA
1.1.C.	Percentage of first-time FAFSA filers among high school seniors	Federal Student Aid (FSA) reports this metric in their Annual Performance Report with ranges as targets. The Department is moving away from using ranges for any of its metrics. The new metric will focus on the number of first-time FAFSA filers among high school seniors, which is complementary to what FSA is already reporting. Further, the new metric highlights the actual impact of FSA's reach by reflecting the actual number of students completing the FAFSA versus reporting just the percentage year-over-year.	Number of first-time FAFSA filers among high school seniors	FSA's Central Processing System

GOAL 2: ELEMENTARY AND SECONDARY EDUCATION. Improve the elementary and secondary education system's ability to consistently deliver excellent instruction aligned with rigorous academic standards while providing effective support services to close achievement and opportunity gaps, and ensure all students graduate high school college- and career-ready

EXTERNAL METRIC NO	METRIC (INDICATOR)	BRIEF SUMMARY FOR REMOVAL	NEW METRIC(S) FOR 2017	NEW METRIC DATA SOURCE
2.2.A.	Number of states that have fully implemented teacher and principal evaluation and support systems that consider multiple measures of effectiveness, with student growth as a significant factor	In December 2015, the President signed into law the <i>Every Student Succeeds Act</i> (ESSA), which reauthorizes the <i>Elementary and Secondary Education Act of 1965</i> (ESEA). Under the ESEA as amended by the ESSA, the Secretary of Education is prohibited from, among other prohibitions, prescribing "any aspect or parameter of a teacher, principal, or other school leader evaluation system within a State or local educational agency" and "indicators or specific measures of teacher, principal, or other school leader effectiveness or quality." The Department has no new data on the number of states implementing teacher and leader evaluation and support systems consistent with this performance metric and no way to verify the data reported.	No replacement metric is being proposed at this time.	NA
2.5.A.	Percentage of high school and middle school teachers who teach STEM as their main assignment who hold a corresponding undergraduate degree	Retiring this metric due to the data set only being available every four years and therefore has not been helpful to inform STEM policy efforts. In addition, degree held is just one indicator of STEM content knowledge and doesn't apply for things like elementary school teaching. The data set was also only applicable for math and science and didn't capture engineering or computer science, which have been important STEM disciplines as well.	No replacement metric is being proposed at this time.	NA

GOAL 3: EARLY LEARNING. Improve the health, social-emotional, and cognitive outcomes for all children from birth through 3rd grade, so that all children, particularly those with high needs, are on track for graduating from high school college- and career-ready.

EXTERNAL METRIC NO.	METRIC (INDICATOR)	BRIEF SUMMARY FOR REMOVAL	NEW METRIC(S) FOR 2017	NEW METRIC DATA SOURCE
NA	NA	NA	NA	NA

GOAL 4: EQUITY. Increase educational opportunities for underserved students and reduce discrimination so that all students are well-positioned to succeed.

4.2.A.	Percentage of proactive civil rights investigations launched annually that address areas of concentration in civil rights enforcement	This metric is too narrow to capture the breadth of the Office for Civil Rights' (OCR) work. A new metric is being proposed.	To ensure educational institution's awareness of and compliance with federal civil rights obligations, the new metric focuses on increasing the average number of cases resolved, per investigative staff member.	OCR's Case Management System (CMS) and human resources dashboard
4.2.B.	Percentage of proactive civil rights investigations resolved annually that address areas of concentration in civil rights enforcement	This metric is too narrow to capture the breadth of the Office for Civil Rights' (OCR) work. A new metric is being proposed.	To increase awareness and understanding by students and their families of their rights, and schools, colleges and universities of their obligations under federal civil rights, the new metric focuses on increasing the number of technical assistance presentations and press releases on OCR's work.	OCR's Case Management System (CMS) and website

GOAL 5: CONTINUOUS IMPROVEMENT OF THE U.S. EDUCATION SYSTEM. Enhance the education system's ability to continuously improve through better and more widespread use of data, research and evaluation, evidence, transparency, innovation, and technology.

EXTERNAL METRIC NO.	METRIC (INDICATOR)	BRIEF SUMMARY FOR REMOVAL	NEW METRIC(s) FOR 2017	NEW METRIC DATA SOURCE
1.1.B.	Web traffic to the College Scorecard	NA	This performance metric is transitioning from Goal 1 to Goal 5.	NA
5.1.C.	Number of states linking K-12 with early childhood data	Requesting to replace this metric with a new metric related to the number of states actively using data systems to support and inform improvements, which is a more meaningful and useful metric.	Number of states actively using data systems to support and inform improvements	Grant monitoring

GOAL 6: U.S. DEPARTMENT OF EDUCATION CAPACITY. Improve the organizational capacities of the Department to implement this strategic plan.

EXTERNAL	METRIC (INDICATOR)	BRIEF SUMMARY FOR	NEW METRIC(s) FOR 2017	NEW METRIC DATA
6.2.A	Percentage of A-133 Single Audits Overdue for resolution	OCFO/Financial Improvement Operations is proposing this change because the new measure will potentially be a more accurate measure of the efforts of both program office (grants administration) staff and staff involved in resolution of Single Audits to positively influence lasting program improvement. Lack of any audit findings is a reflection of effective administration by grant recipients and improvements over time will validate the Department's overall efforts to partner with them to effect positive change in their operations.	Percentage of Department grant recipients without any Single Audit findings	Federal Audit Clearinghouse (FAC)

Total number of the Department's 2016 external metrics being removed FY-end: **8***

Total number of new external metrics being added in 2017: **5**

* Please note, the total number of metrics removed in FY 2015 was 11 versus the 12 reported in the 2015 APR.