

Talking Points

Strategic Performance Plans (S1339) — What School Leaders Should Know

1. This is a Shift

- Continuous Improvement Plans are replaced with **Strategic Performance Plans**
- Moves planning from compliance to **long-term strategy**
- Many districts already do this work

2. Plans Become Multi-Year Strategic Roadmaps

- Minimum **four-year strategic plan**
- Updated annually
- Includes measurable student outcome goals
- Must include vision, mission, and strategies

📌 Plans must cover at least four years with annual updates.

3. Stronger Role for School Boards

- Plans developed collaboratively with board
- Quarterly board progress monitoring starting in 2027-2028
- Governance responsibility increases

📌 Board and superintendent collaborate on plan development.

4. Flexibility for Districts

- Growth measures allowed
- Multiple metrics encouraged
- Implementation evidence counts
- Multi-year targets reduce risk

5. Alternative Measures Available

Districts may apply to use alternative success measures if **25% or more** of students are:

- Economically disadvantaged
- Special education
- English learners
- Homeless
- Alternative school students

6. Graduated Accountability (Support First)

- Year 1 of measurement — Support and recommendations (starting 2028-2029)
- Year 2 of consecutive no progress— Directed alignment of PD/resources (2029-2030)



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- Year 3 of consecutive no progress — Comprehensive operational review (2030-2031)
Lack of improvement must be consecutive – if you make progress 1 year the clock starts over.

7. Funding for Board & Leadership Development

- Up to **\$6,600 per district/charter**
- Supports training in:
 - Strategic planning
 - Governance
 - Finance
 - Ethics
 - Evaluations
 - Administrator Mentoring

8. Administrator Mentoring Funding Available

- Districts may use **up to 25%** of the allocation for mentoring
- Supports:
 - New superintendent mentoring
 - Principal coaching
 - Leadership development support

9. Plans Must Be Public

- Strategic Performance Plans must be:
 - Made available to the public
 - Posted on district or charter website
- Transparency becomes part of accountability

10. Charter School Alignment

- Public charter schools may use:
 - Existing performance certificate criteria
 - Authorizer framework
- This avoids duplication of work

11. Submission Requirement & Potential Withholding of Funds

- Plans must be submitted by required deadline
- State may **withhold a portion of funds** if not submitted
- Funds returned once plan is submitted
- Withholding tied to administrative burden of noncompliance



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Important Dates

July 1, 2026 — Law takes effect

September 1, 2026 — State evaluation matrix adopted by the State Board of Education

October 1, 2027 — First plan due to SDE

Quarterly beginning 2027–2028 — Board progress reviews

Annual progress reports due Oct 1st

What Leaders Should Do Now

- Begin board conversations
- Review current plans
- Identify balanced metrics
- Consider alternative measures eligibility
- Plan use of training funds (including mentoring)
- Build quarterly reporting routines
- Prepare website posting process

IASA Key Messages

- Strong strategic plans help **protect local control**
- Districts have flexibility
- Funding is available for leadership development
- Transparency and timelines matter
- IASA is an approved trainer by OSBOE and we are happy to help you!