Performance Management Report

Legislative Planning Committee
2016

PERFORMANCE MANAGEMENT REVIEW

DEPARTMENT OF AGRICULTURE
DEPARTMENT OF EDUCATION
DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES
DEPARTMENT OF GAME, FISH AND PARKS
DEPARTMENT OF TOURISM
DEPARTMENT OF TRANSPORTATION
GOVERNOR'S OFFICE OF ECONOMIC DEVELOPMENT

STRATEGIC OBJECTIVES AND PERFORMANCE INDICATORS UPDATES

POSTSECONDARY EDUCATION
PUBLIC HEALTH
WORKFORCE DEVELOPMENT

South Dakota Legislature
Legislative Research Council

INTRODUCTION

The Legislative Planning Committee hereby presents this report to the 2017 South Dakota Legislature.

The committee, during the 2016 interim, implemented a new performance management review process that was assigned to the committee in legislation enacted this year. The goal of the review process is two-fold. The first goal is to provide a consistent stream of information that the Legislature can use to evaluate the efficiency and effectiveness of state agencies. The second goal is to provide additional government transparency and accountability to the public.

The desire of the committee is to keep each agency report of an agency's policy goals, performance indicators, and explanation of the indicators to a maximum of two pages. This, along with footnotes containing links to further information, will give legislators and the public a quick snapshot of each agency and resources for further information.

As part of the performance management review process, the committee will meet with each state agency at least once every three years. The schedule for the first three years can be found on the following page.

This year's report is a compilation of the established goals and accompanying performance indicators for the following agencies: Department of Agriculture, Department of Education, Department of Environment & Natural Resources, Department of Tourism, Department of Transportation, and the Governor's Office of Economic Development. It also includes updates to work done previously to establish goals and performance measures for Postsecondary Education, Public Health, and Workforce Development.

The committee will continue this work in future years by updating these goals and performance measures and adding new ones as more of the state agencies come before the committee for review.

LEGISLATIVE PLANNING COMMITTEE
OF THE SOUTH DAKOTA
LEGISLATURE

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Representative Dean Wink, Speaker of the House | Senator Gary Cammack, President Pro Tempore
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Representative Shawn Bordeaux | Representative Kristin Conzet | Representative Jaqueline Sly

LEGISLATIVE PLANNING COMMITTEE PERFORMANCE MANAGEMENT REVIEW SCHEDULE

Group A (2016)

Department of Agriculture
Department of Education
Department of Environment & Natural Resources
Department of Game, Fish & Parks
Department of Tourism
Department of Transportation
Governor's Office of Economic Development

Group B (2017)

Bureau of Administration
Bureau of Finance & Management
Bureau of Human Resources
Bureau of Information Technology
Department of Human Services
Department of Social Services
Department of the Military
Department of Veterans Affairs

Group C (2018)

Board of Regents
Department of Corrections
Department of Health
Department of Labor & Regulation
Department of Public Safety
Department of Revenue
Department of Tribal Relations

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Performance Management Review

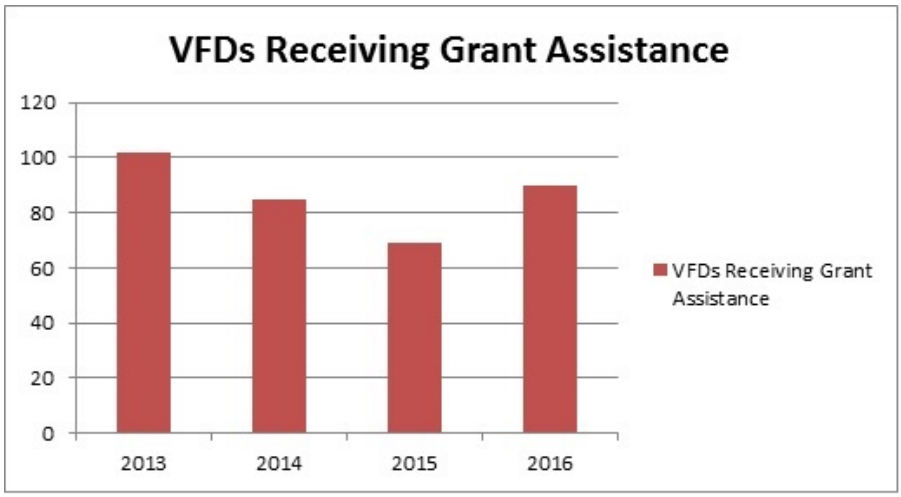
Department of Agriculture

South Dakota Department of Agriculture

*The mission of the South Dakota Department of Agriculture is to **promote, protect and preserve** South Dakota agriculture for today and tomorrow.*

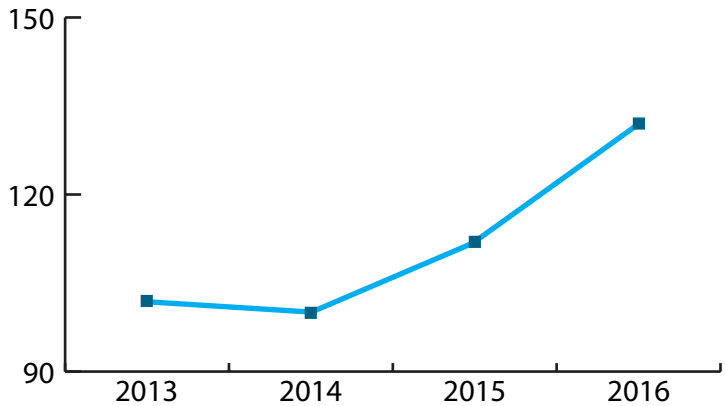
1

The SDDA **protects** forests, farm land and homes from fire by providing assistance to volunteer fire departments (VFDs) across the state to allow them to better fight fires in their communities. In 2016, the SDDA provided assistance to 90 VFDs. The map below displays the number of VFDs that received assistance from the SDDA:



2

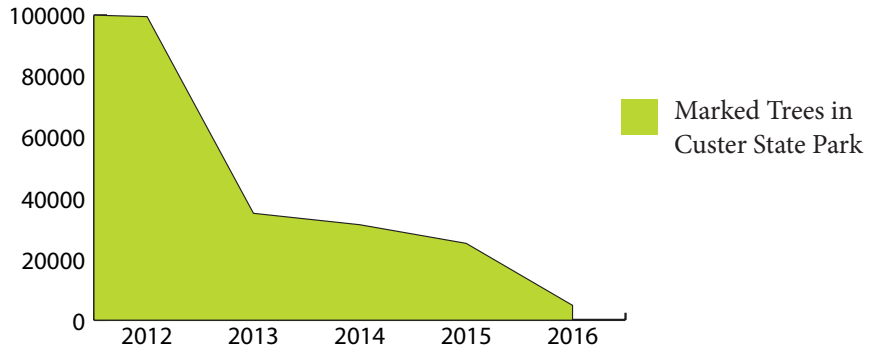
The SDDA **promotes** agriculture in the state by maintaining the State Fair Park year round in Huron, SD. In 2015, the State Fair Park hosted events on 112 days. The graph below tracks the number of days the State Fair Park hosted events on the grounds:



Goal: The SDDA's goal is to continue to attract year-round events at the State Fair Park and increase event days on an annual basis by 3%.

3

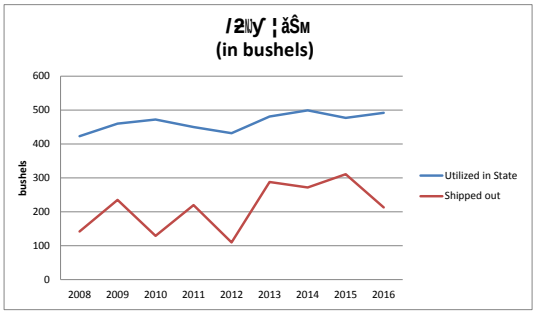
The SDDA **preserves, protects** and conserves state forestland in Custer State Park so it can continue to be enjoyed by locals and tourists alike. The SDDA has worked collaboratively to mark trees and thereby track the progression of mountain pine beetle in the park to prevent its spread. In 2016, SDDA marked 4,851 trees down from more than 25,000 in 2015. The chart below displays the number of marked trees in Custer State Park:

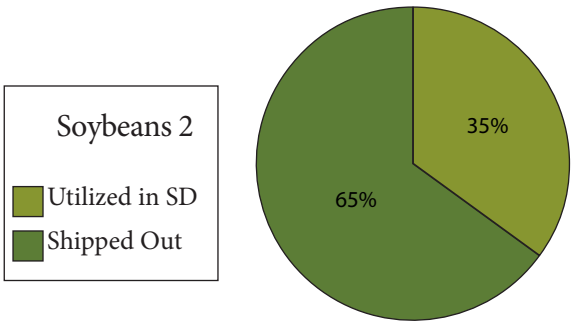


Goal: The SDDA's goal is to continue to responsibly manage the forests in Custer State Park so that the number of trees marked every year declines.

4

The SDDA **promotes** agriculture in the state by supporting and promoting value-added opportunities in South Dakota for our crop farmers. One way to measure our success is to compare the amount of a crop that is utilized in state versus the amount shipped out as shown below:



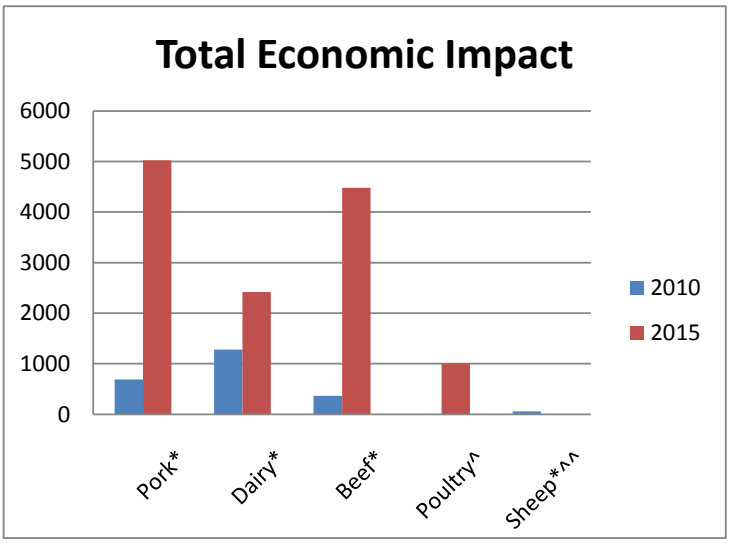


Goal: The SDDA's goal is to increase the amount of crops utilized in state by 2% in the next five years by supporting and promoting the development of value-added opportunities for South Dakota's crop producers.

5

The SDDA promotes agriculture in the state by supporting responsible growth of livestock in the state and encouraging diversification of operations to help producers mitigate risk. This also helps grow the ag economy in the state. Below shows the economic impact of major livestock classes in South Dakota:

Livestock Class	Total Economic Impact- Most recent data
Pork	$5,025,146,497
Dairy	$2,419,025,729
Beef	$4,480,000,000
Poultry	Approx. $1,000,000,000
Sheep	$58,415,861



Goal: The SDDA's goal is to increase the economic impact of livestock in the state by supporting the responsible growth of population sizes and processing opportunities by 2% over five years.

Footnotes:
1 Information from The ProExporter Network courtesy of South Dakota Corn.
2 Information courtesy of South Dakota Soybean Association; previous data is not available.
*Numbers based on research by SDSU faculty using USDA NASS data.
^Currently no South Dakota economic impact numbers from SDSU exist for the poultry industry. This value was calculated internally based on a national per head economic impact number from 2012 multiplied by the total poultry inventory. Previous data is not available.
^^No more recent data is available for the sheep industry.

Performance Management Review

Department of Education

The South Dakota Department of Education's aspiration is for all students to leave the K-12 education system ***College, Career and Life Ready***. Recognizing that students will pursue a variety of paths following high school graduation, South Dakota has high expectations for all students. SD DOE focuses its efforts and resources towards ensuring quality educational opportunities and ongoing improvement of student outcomes – either through support of educators and school leaders, or directly with students.

Goals and Strategies

SD DOE is focused on a series of **goals** to achieve the aspiration of *College, Career and Life Ready*. These goals are:

- Students enter 4th grade proficient in reading;
- Students enter 9th grade proficient in math;
- Native American students see increased academic success;
- Students graduate high school ready for postsecondary and the workforce.

In addition, SD DOE has identified these foundational supports necessary to achieving the aspiration and goals:

- Students have access to high quality standards and instruction;
- Students are supported by effective teachers and leaders;
- School environments are safe and conducive to learning.

Goal 1: Students enter 4th grade proficient in reading

This goal focuses on helping students attain reading proficiency by the beginning of 4th grade, as measured by the annual Smarter Balanced Assessment Consortium (SBAC) test. The research is clear that children who are not reading proficiently in the early grades are more likely to drop out of school or fail to graduate on time.

The focused strategies to achieve this goal are:

- Implement early intervention strategies so students enter kindergarten prepared to learn
- Increase data usage by, and content and pedagogy knowledge of, K-3 teachers
    - Provide support to schools choosing to implement multi-tiered systems of support
    - Provide instructional coaching for teachers / instructional leadership support to principals in targeted schools
- Support and promote year-round reading, in part to prevent the effects of "summer slide."

Goal 2: Students enter 9th grade proficient in math

This goal supports and promotes an increase of knowledge and skills for teaching staff, to enable them to better address the needs of students in achieving math proficiency as measured by the SBAC test. A firm grasp of math is necessary throughout a student's academic career, because concepts build upon one another and become increasingly complex. Research clearly indicates a correlation between high school students who take higher-level math courses and success at the postsecondary level.

The focused strategies to achieve this goal are:

- Increase data usage by, and content and pedagogy knowledge, of math teachers
    - Provide support through SD Counts Program
- Provide schools with tools and resources for math curriculum alignment and review

Goal 3: Increase the academic success of American Indian students

This goal puts a special focus on the state's largest subgroup of students. American Indian students make up 11.3 percent (SY 2015-16) of the public school student population, and it is a subgroup that has historically underperformed

its peers on traditional metrics. Many of these young people face unique challenges, including struggles with poverty. The connections between poverty and lower academic achievement have been well documented.

The focused strategies to achieve this goal are:

- Implement the recommendations of the Native American Student Achievement Advisory Council:
  - Establish three pilot schools with the goal of redesigning the educational experience to improve achievement levels and graduation rates
  - Promote the use of / training around the Oceti Sakowin Essential Understandings
  - Establish initiatives to support recruitment and retention of high quality teachers, including a scholarship program designed to assist paraprofessionals working in schools with high Native populations to earn their teaching degrees
  - Conduct an annual review of relevant data to understand: 1) where the greatest challenges exist, and 2) where progress is being made so successful efforts can be studied and replicated
- Provide support and leadership for the Jobs for America's Graduates program, which supports at-risk students
- Host the annual Indian Education Summit to provide professional development for educators an d entities serving Native American students, and to promote awareness of best practices

Goal 4: Students graduate high school ready for postsecondary or the workforce

Growing global competition makes it critical that students graduate from high school fully prepared for the challenges of postsecondary, work and life in a knowledge-based economy. This goal promotes the preparation of students for postsecondary experiences of all kinds, including technical institutes, universities and the military. Some of the measures used for tracking progress in this area are graduation and completion rates, achievement of the National Career Readiness Certificate (NCRC), ACT scores and remediation rates.

The focused strategies to achieve this goal are:

- Provide programming and support for personalized learning opportunities at the high school level
- Support and promote career development with a focus on career exploration through SDMyLife.com
- Support and promote quality and availability of approved career and technical education programs

Data (See attachments)

SD DOE is committed to making data-driven decisions. With that, there is an emphasis department-wide on ensuring the quality, consistency and security of data gathered through statewide processes. SD DOE will use the following measures to determine progress toward meeting our aspiration and goals:

1. English language arts proficiency rate on SBAC
2. Math proficiency rate on SBAC
3. 4-year cohort graduation rate (high schools)
4. College readiness rates (as measured by ACT performance)
5. Workforce readiness rates (as measured by NCRC performance)
6. Attendance rates (elementary & middle schools)

English Language Arts Proficiency Rates (students scoring at Levels 3 & 4 on state test)

		2015		2016			Six-Year Targets*					
		Number of Students Tested	Proficiency Rate	**Number of Students Tested**	**Proficiency Rate**	Annual Yearly Increase Target	2016	2017	2018	2019	2020	2121
GRADE 3	Native American Students	1196	17.81%	**1284**	19.47%	6.85%	24.66%	31.51%	38.36%	45.21%	52.06%	58.90%
	Non-Native American Students	8839	53.00%	**9253**	55.19%	3.92%	56.92%	60.84%	64.75%	68.67%	72.59%	76.50%
	All Students	10035	48.81%	**10537**	50.84%	4.27%	53.08%	57.34%	61.61%	65.87%	70.14%	74.40%

Note: Proficiency rate increased in all three areas 0

Math Proficiency Rates (students scoring at Levels 3 & 4 on state test)

		2015		Preliminary 2016			Six-Year Targets*					
		Number of Students Tested	Proficiency Rate	**Number of Students Tested**	**Proficiency Rate**	Annual Yearly Increase Target	2016	2017	2018	2019	2020	2121
GRADE 8	Native American Students	1047	11.56%	**1055**	13.65%	7.37%	18.93%	26.30%	33.67%	41.04%	48.41%	55.78%
	Non-Native American Students	8011	42.87%	**8198**	46.27%	4.76%	47.63%	52.39%	57.15%	61.91%	66.67%	71.43%
	All Students	9058	39.25%	**9253**	42.55%	5.06%	44.31%	49.37%	54.44%	59.50%	64.56%	69.62%

Note: Proficiency rate increased in all three areas 0

4-Year Cohort Graduation Rates

	2013		2014		2015		2016		Annual Yearly Increase Target	Six-Year Targets**					
	Number of Students in Cohort	Graduation Rate	Number of Students in Cohort	Graduation Rate	Number of Students in Cohort	Graduation Rate	**Number of Students in Cohort**	**Graduation Rate**		2016	2017	2018	2019	2020	2121
Native American Students	988	50.40%	1004	48.01%	950	49.68%	**941**	**50.80%**	4.19%	53.88%	58.07%	62.26%	66.46%	70.65%	74.84%
Non-Native American Students	8432	87.00%	8317	87.50%	8348	87.84%	**8145**	**87.69%**	1.01%	88.85%	89.87%	90.88%	91.89%	92.91%	93.92%
All Students	9420	83.16%	9321	83.24%	9298	83.94%	**9086**	**83.87%**	1.34%	85.28%	86.62%	87.96%	89.30%	90.63%	91.97%

Note: Grad rate increased for Native students 0

College Readiness Rates of Prior Year's Graduating Class ((based on best ACT score 2013-2015; ACT or Accuplacer 2016)

		2013		2014		2015		2016		Annual Yearly Increase Target	Six-Year Targets***					
		Number of Students Testing (ACT Only)	Rate	Number of Students Testing (ACT Only)	Rate	Number of Students Testing (ACT Only)	Rate	**Number of Students Testing (ACT or Accuplacer)**	**Rate**		2016	2017	2018	2019	2020	2121
Percent Meeting Math Cut Score of 20	Native American Students	260	35.38%	312	33.97%	318	35.53%	**312**	**27.88%**	5.37%	40.91%	46.28%	51.65%	57.02%	62.40%	67.77%
	Non-Native American Students	5496	69.67%	5536	68.89%	5546	69.02%	**5652**	**67.59%**	2.58%	71.60%	74.19%	76.77%	79.35%	81.93%	84.51%
	All Students	5756	68.12%	5848	67.03%	5864	67.21%	**5964**	**65.51%**	2.73%	69.94%	72.67%	75.41%	78.14%	80.87%	83.60%
Percent Meeting English Cut Score of 18	Native American Students	260	45.38%	312	46.79%	318	46.86%	**334**	**38.92%**	4.43%	51.28%	55.71%	60.14%	64.57%	69.00%	73.43%
	Non-Native American Students	5496	78.17%	5536	76.91%	5546	77.41%	**5771**	**74.32%**	1.88%	79.29%	81.17%	83.06%	84.94%	86.82%	88.70%
	All Students	5756	76.69%	5848	75.31%	5864	75.75%	**6105**	**72.38%**	2.02%	77.77%	79.79%	81.81%	83.83%	85.85%	87.88%

0

Workforce Readiness (National Career Readiness Certificate)					Annual Yearly Increase Target	Six-Year Targets****					
	2013	2014	2015	**2016**		2016	2017	2018	2019	2020	2121
# of Students Completing WorkKeys tests	1,500	2,055	2,624	**3,665**	936	3,560	4,496	5,432	6,368	7,304	8,240
% of Students Earning Certificate	91.73%	91.78%	92.80%	**93.86%**	0.60%	93.40%	94.00%	94.60%	95.20%	95.80%	96.40%

Elementary and Middle School Attendance Rates

		2015		2016			Six-Year Targets*****					
		Number of Students Included	Rate	**Number of Students Included**	**Rate**	Annual Yearly Increase Target	2016	2017	2018	2019	2020	2121
Percent of Students Attending at Least 94% of Enrolled Days	Native American Students	13818	54.31%	**13,786**	**53.37%**	3.81%	58.11%	61.92%	65.73%	69.54%	73.35%	77.15%
	Non-Native American Students	86206	83.72%	**87,408**	**84.47%**	1.36%	85.08%	86.43%	87.79%	89.15%	90.50%	91.86%
	All Students	100024	79.66%	**101,194**	**80.23%**	1.70%	81.35%	83.05%	84.74%	86.44%	88.13%	89.83%

Note: Attendence Increased in Non-Native and All students

Met target
Within 1%
Missed goal

*Based on reducing, by half, the percent of students scoring at Levels 1 and 2 of the state assessment in six years
** Yearly increase target based on decreasing by half the percent of students not graduating over six years
***Based on reducing, by half, the percent of students not meeting the established ACT cut scores
**** Based on student participation growing in a linear fashion, and on decreasing, by half, the percent of student not earning NCRC certificates in six years
*****Based on reducing, by half, the percent of students not meeting the 94% attendance goal

Percentage of Students Proficient in reading at the end of the Third Grade 2009-2013; Third Grade Students Proficient in English Language Arts 2015-2016

	Native American Students	Non Native American Students	All Students
2009	54.33	90.7	79.5
2010	57.02	81.67	78.48
2011	54.05	83.02	79.38
2012	53.22	89.83	78.56
2013	53.5	82.61	79.2
2014			
2015	17.81	53.00	48.81
2016	19.47	55.19	50.84

* State Assessment Files 2009-2013 are Dakota STEP Results, students included in a district for AYP reporting; 2015 forward is Smarter Balanced English Language Arts file, all FAY students included on state report card - from STARS Roster Report (FAY with test score)

Percentage of Students Proficient in Math at the end of the Eighth Grade

	Native American Students	Non Native American Students	All Students
2009	40.72	79.33	75.45
2010	48.31	89.11	79.38
2011	47.28	81.4	78.07
2012	47.73	82.01	78.54
2013	41.45	79.58	75.38
2014			
2015	11.56	42.87	39.25
2016	13.65	46.27	42.55

* State Assessment Files 2009-2013 are Dakota STEP Results, students included in a district for AYP reporting; 2015 is Smarter Balanced file, all FAY students included on state report card

Four Year Cohort High School Graduation Rate

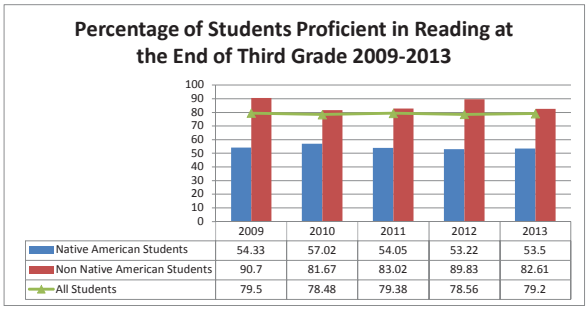
	Native American Students	Non Native American Students	All Students
2013	50	87.00	83.16
2014	48.01	87.50	83.24
2015	49.68	87.84	83.94
2016	50.80	87.69	83.87

Percentage of Students meeting ACT benchmark in Math

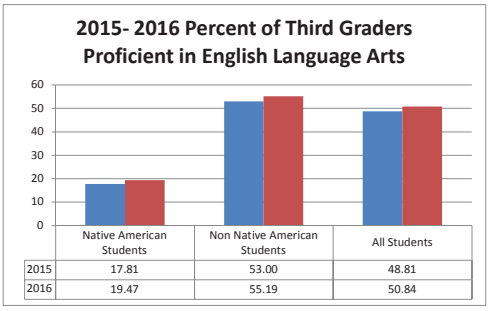
	Native American Students	Non Native American Students	All Students
2013	35.38	69.67	68.12
2014	33.97	68.89	67.03
2015	35.53	69.02	67.21
2016	27.54	67.68	65.56

Percentage of Students meeting ACT benchmark in English

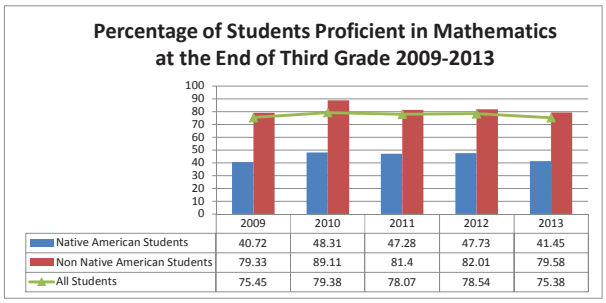
	Native American Students	Non Native American Students	All Students
2013	45.38	78.17	76.69
2014	46.79	76.91	75.31
2015	46.86	77.41	75.75
2016	40.98	76.24	74.38



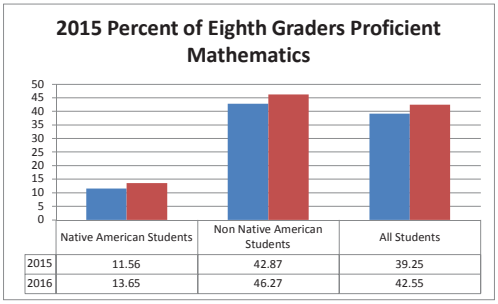
	2009	2010	2011	2012	2013
Native American Students	54.33	57.02	54.05	53.22	53.5
Non Native American Students	90.7	81.67	83.02	89.83	82.61
All Students	79.5	78.48	79.38	78.56	79.2



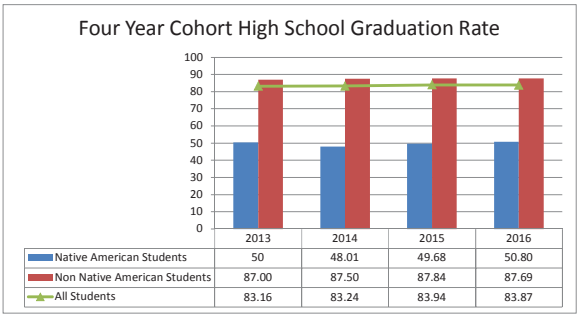
	Native American Students	Non Native American Students	All Students
2015	17.81	53.00	48.81
2016	19.47	55.19	50.84



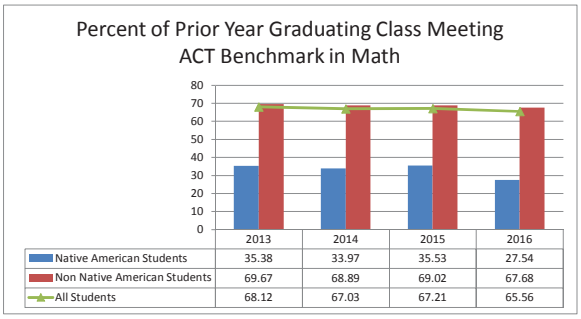
	2009	2010	2011	2012	2013
Native American Students	40.72	48.31	47.28	47.73	41.45
Non Native American Students	79.33	89.11	81.4	82.01	79.58
All Students	75.45	79.38	78.07	78.54	75.38



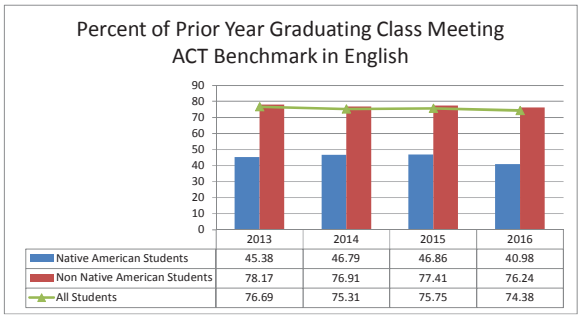
	Native American Students	Non Native American Students	All Students
2015	11.56	42.87	39.25
2016	13.65	46.27	42.55



	2013	2014	2015	2016
Native American Students	50	48.01	49.68	50.80
Non Native American Students	87.00	87.50	87.84	87.69
All Students	83.16	83.24	83.94	83.87



	2013	2014	2015	2016
Native American Students	35.38	33.97	35.53	27.54
Non Native American Students	69.67	68.89	69.02	67.68
All Students	68.12	67.03	67.21	65.56

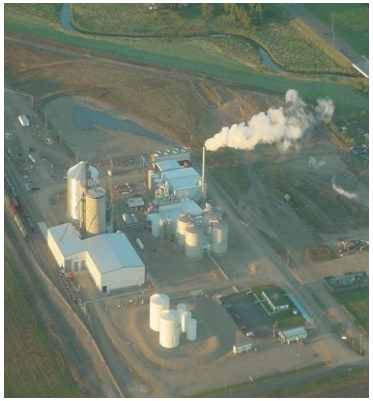


	2013	2014	2015	2016
Native American Students	45.38	46.79	46.86	40.98
Non Native American Students	78.17	76.91	77.41	76.24
All Students	76.69	75.31	75.75	74.38

Performance Management Review

Department of Environment and Natural Resources

DENR's Vision: "Protecting the Environment and Natural Resources in South Dakota for Tomorrow…Today"			
Outcomes	**Background Statement**	**How to Measure Success** Goals yellow highlighted	**Dashboard for 2014-2015** Performance yellow highlighted
1. Public Health Protected 	DENR regulates two substances that have direct impacts on public health because everyone takes them into their body every day – the water we drink and the air we breathe.	No public health outbreaks caused by poor drinking water or air quality 	2014 Public Health Outbreaks Number due to drinking water ..... 0 Number due to air quality ..... 0 2015 Public Health Outbreaks Number due to drinking water ..... 0 Number due to air quality 0
2. Air and Water Quality Protected 	DENR establishes air and surface water quality standards that must meet federal criteria and be approved by EPA, and then operates air and water quality monitoring networks to collect samples that verify whether the standards are being met or not.	100% of the state meets national air quality standards and DENR completes the biennial Integrated Water Quality Report which uses EPA methodology to compare all water quality data collected in the state against water quality standards and filed every two years with EPA	2014 Air and Water Quality Metrics Air quality in attainment.....100% Integrated Report filed…….03/27/2014 *Lake acreage supporting uses ....44% *Stream miles supporting uses .....30% 2016 Air and Water Quality Metrics Air quality in attainment.....100% Integrated Report filed…….08/25/2016 *Lake acreage supporting uses.....19% *Stream miles supporting uses .....21% *due to ever more stringent standards
3. Pollution Prevention 	It is better to be proactive and prevent pollution than to have to be reactive and clean it up or seek other remedies. 	100% of the federal EPA 319 money is obligated each year to prevent nonpoint source water pollution in watershed projects and 100% of old abandoned underground tanks are pulled to prevent groundwater pollution	2014 Pollution Prevention Metrics EPA 319 money obligated..$1,887,000 EPA 319 money obligated.....100% Abandoned tanks reported..... 121 Abandoned tanks pulled.....100% 2015 Pollution Prevention Metrics EPA 319 money obligated..$1,887,000 EPA 319 money obligated.....100% Abandoned tanks reported..... 80 Abandoned tanks pulled.....100%
4. Mined Lands and Spills Cleaned Up 	Lands disturbed by mining activities and spills can pose public health hazards and be sources of pollution to the air, land, and water. 	90% of reclamation liabilities are released for reclaimed mines and 90% of all cumulative spills are cleaned up and closed out with no further action needed	2014 Cleanup Metrics Mine sites reclaimed..... 100 Reclamation liability released.....100% Spills reported in 2014 ..... 315 Cumulative spills closed out.....96% 2015 Cleanup Metrics Mine sites reclaimed..... 72 Reclamation liability released.....100% Spills reported in 2015 ..... 268 Cumulative spills closed out.....96%

Outcomes	Background Statement	How to Measure Success	Dashboard for 2014-2015
5. Adequate and Affordable Publicly Owned Environmental Infrastructure 	Adequate and affordable publicly owned environmental infrastructure – drinking water, wastewater, and waste disposal systems – is critical to protecting public health and the environment plus it lays a solid foundation for future economic growth. But many systems in South Dakota have small customer bases and cannot pay for upgrades even with household water and sewer rates in the $45 to $50 per month range for community systems and $100 to $120 per month range for rural or regional systems, so they need financial assistance.	90% of State Water Plan project applications are funded using grants and low interest loans from the state Water and Environment Fund and EPA State Revolving Fund financial assistance programs to provide environmental infrastructure upgrades and expansions 	2014 Infrastructure Awards State Consolidated.....$11,860,000 State Water Resource.....$5,300,000 State Solid Waste.....$1,200,000 EPA Revolving Loans.....$56,630,000 Small Community Plan.....$112,000 Water Quality Grants.....$1,420,000 Total dollars awarded.....$76,522,000 Project applications funded....61/100% 2015 Infrastructure Awards State Consolidated.....$19,800,000 State Water Resource.....$7,000,000 State Solid Waste.....$3,330,000 EPA Revolving Loans.....$84,600,000 Small Community Plan.....$166,000 Water Quality Grants.....$1,050,000 Total dollars awarded.....$115,946,000 Project applications funded....55/100%
6. Environmental and Business Friendly Climates Maintained 	To operate in South Dakota and be a good neighbor, businesses need to know the rules; environmental permits are the roadmaps to state requirements for protecting public health and the environment. 	100% of contested environmental permits are upheld by the appropriate permit issuing authority, state board, or court which confirms that DENR has drafted the permits to be technically correct and legally defensible 	2014 Permits Issued by DENR Air Quality permits.....81 Ground Water Discharge.....6 Mine permits.....2 Oil and Gas Board Orders.....44 Surface Water Discharge permits....45 Underground Injection Control.....3 Waste Management permits.....44 Water Right permits.....209 Total.....434 Contested permits.....19 or 4% Contested permits upheld.....100% 2015 Permits Issued by DENR Air Quality permits.....101 Ground Water Discharge.....5 Mine permits.....1 Oil and Gas Board Orders.....7 Surface Water Discharge permits....46 Underground Injection Control.....3 Waste Management permits.....26 Water Right permits.....125 Total.....314 Contested permits.....25 or 8% Contested permits upheld.....100%

Performance Management Review

Department of Game, Fish and Parks

Legislative Planning Committee
Performance Management Review
October 31, 2016

Goal :: Provide Outdoor Recreational Opportunities

Optimize the quantity and quality of sustainable hunting, fishing, camping, trapping and other outdoor recreational opportunities.

- **Hunting Metric:** Maintain a composite satisfaction score from surveyed hunters indicating hunters, on average, are satisfied (4.5 or higher) with their hunting experience in the past year.

- **Fishing Metric:** Maintain a satisfaction score from surveyed anglers indicating, on average, they are satisfied (4.5 or higher) with their fishing experience in the past year.

- **Trapping Metric:** Maintain a satisfaction score from surveyed trappers indicating, on average, they are satisfied (4.5 or higher) with their furbearer trapping/hunting experience in the past year.

- **Camping Metric:** Maintain an A rating from 80 percent of campers who visit the state park system annually and develop a rating system for day users of the state park system.

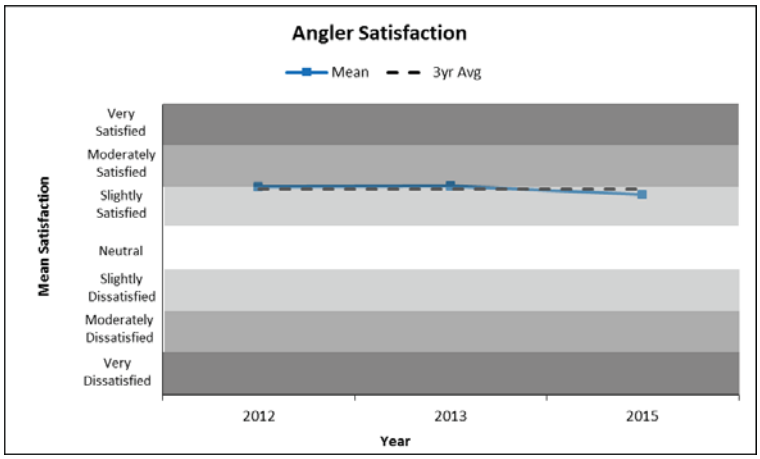
Goal :: Inspire Confidence

Instill trust from the people we serve through transparency and accountability.

- **User Support Metric:** Sustain a funding mix for the Department that consistently maintains a balance of user fees, federal funds, and state general funds that support program operations at a goal of 4 percent general funds and 96 percent from user fees and federal funds.

ANGLER SATISFACTION

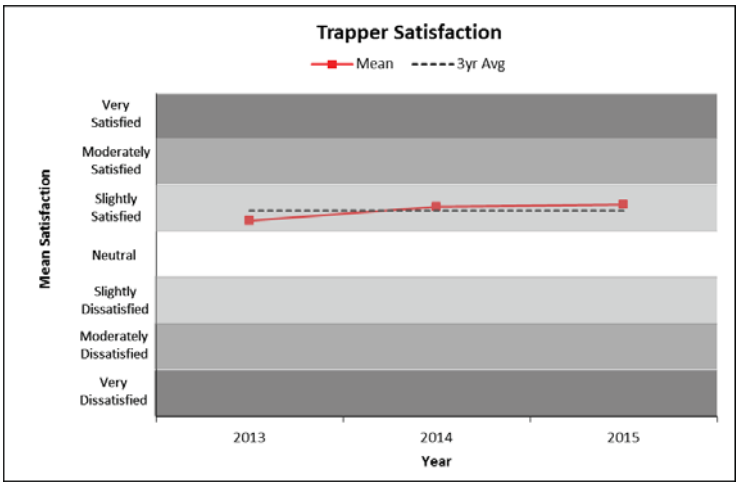
Satisfaction Scale: 1=Very Dissatisfied; 2=Moderately Dissatisfied; 3=Slightly Dissatisfied; 4=Neutral; 5=Slightly Satisfied; 6=Moderately Satisfied; and 7=Very Satisfied



Year	Mean
2012	5.30
2013	5.31
2015	5.14
3-Year Average	**5.25**

TRAPPER SATISFACTION

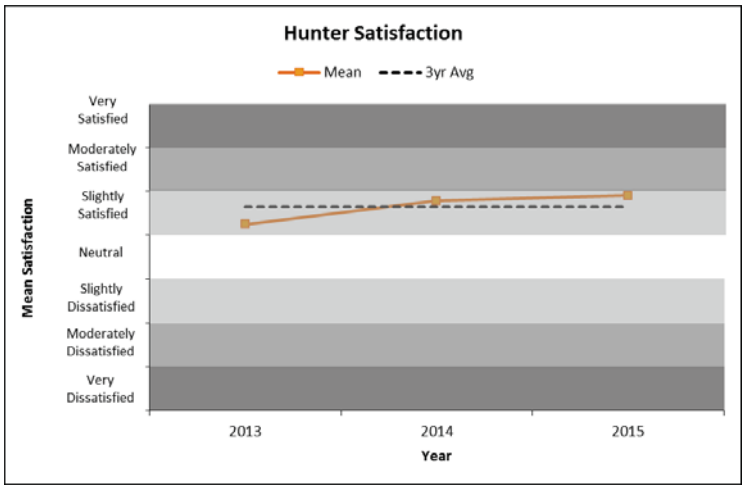
Satisfaction Scale: 1=Very Dissatisfied; 2=Moderately Dissatisfied; 3=Slightly Dissatisfied; 4=Neutral; 5=Slightly Satisfied; 6=Moderately Satisfied; and 7=Very Satisfied



Year	Mean
2013	4.63
2014	4.89
2015	4.93
3-Year Average	**4.82**

HUNTER SATISFACTION

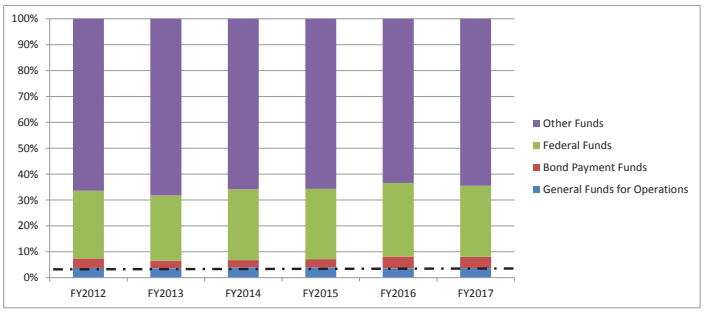
Satisfaction Scale: 1=Very Dissatisfied; 2=Moderately Dissatisfied; 3=Slightly Dissatisfied; 4=Neutral; 5=Slightly Satisfied; 6=Moderately Satisfied; and 7=Very Satisfied

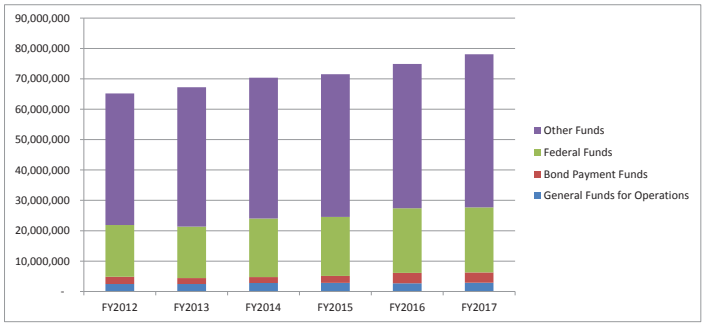


Year	Mean
2013	4.65
2014	5.11
2015	5.22
3-Year Average	**4.99**

SD Game, Fish & Parks
Historical Fund Mix

Game, Fish & Parks Fund Mix	FY2012	FY2013	FY2014	FY2015	FY2016	FY2017
General Funds for Operations	2,469,914	2,449,030	2,817,146	2,863,114	2,711,383	2,897,214
Bond Payment Funds	2,372,723	1,950,769	1,940,491	2,262,572	3,404,702	3,398,875
Federal Funds	17,036,562	16,956,468	19,258,252	19,415,088	21,296,260	21,385,048
Other Funds	43,296,144	45,899,256	46,352,618	47,005,324	47,470,790	50,392,846
Total Funds	**65,175,343**	**67,255,523**	**70,368,507**	**71,546,098**	**74,883,135**	**78,073,983**
Operational General Funds %	**3.8%**	**3.6%**	**4.0%**	**4.0%**	**3.6%**	**3.7%**





Performance Management Review

Department of Tourism

In 2016, the South Dakota Department of Tourism developed a strategic plan which includes five strategic areas of focus: maximize South Dakota's visitor economy, enhance and expand sustainable industry success, maintain and expand South Dakota's brand presence, advance the development of the destination and to ensure operational excellence. The plan also includes over twenty objectives and specific action steps for the next three years in order to monitor progress and guide our plan. We chose six primary indicators as requested by the legislative planning committee.

- Increase YOY tourism related economic impact by 4% annually.
- Increase YOY tourism related jobs by 1% annually.
- Increase YOY visitation annually by 2%.
- Increase YOY visitor spending by 2.5% annually.
- Increase YOY state and local tax revenue by 3.5% annually.
- Increase YOY tourism promotion tax revenue by 5.3% annually.

Definitions for the performance indicators are as follows:

Economic Impact – Includes direct, indirect and induced effects. Direct tourism sales flow through the South Dakota economy, generating GDP, jobs, wages, and taxes. The indirect impacts measure supply chain (b2b) activity generated by tourism sales and the induced impacts measure the effects of tourism-generated incomes that are spent within the state. Only dollars retained within the state are included in the estimated impact figures.

Annual Visitation – Indicates how many unique people visited South Dakota. It excludes multiple overnights during their stay and multiple destinations within South Dakota visited.

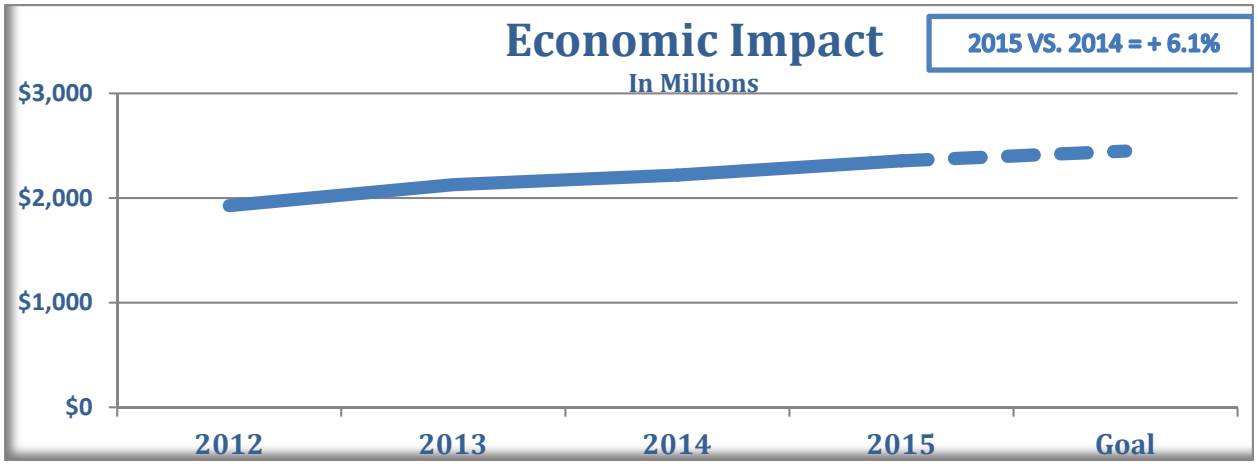
Tourism Supported Jobs – Indicates how many jobs are supported through tourism related activity including direct, indirect and induced spending.

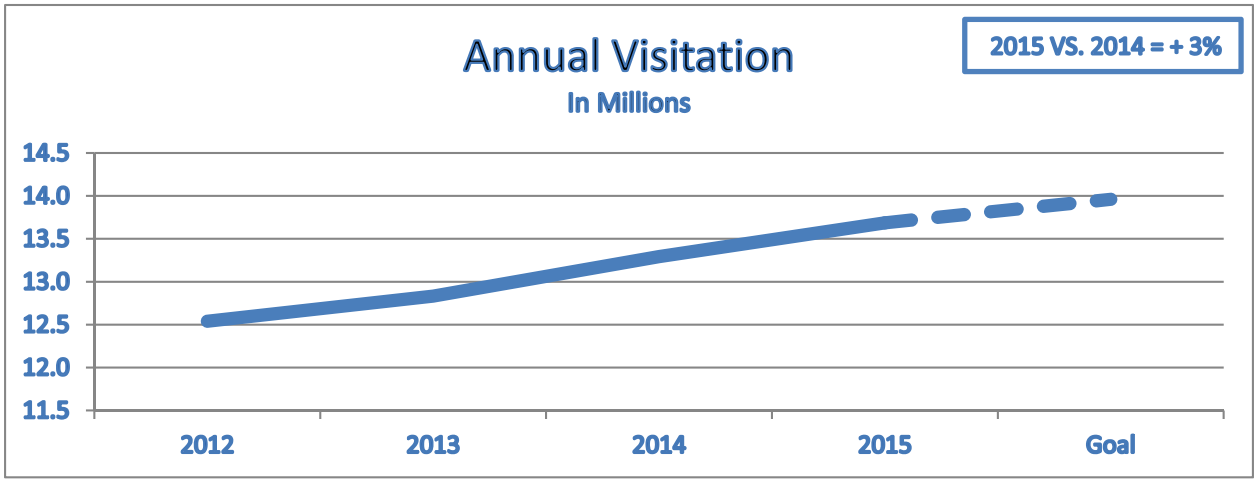
Visitor Spending – This represents actual dollars spent by visitors and excludes indirect or induced effects of that spending.

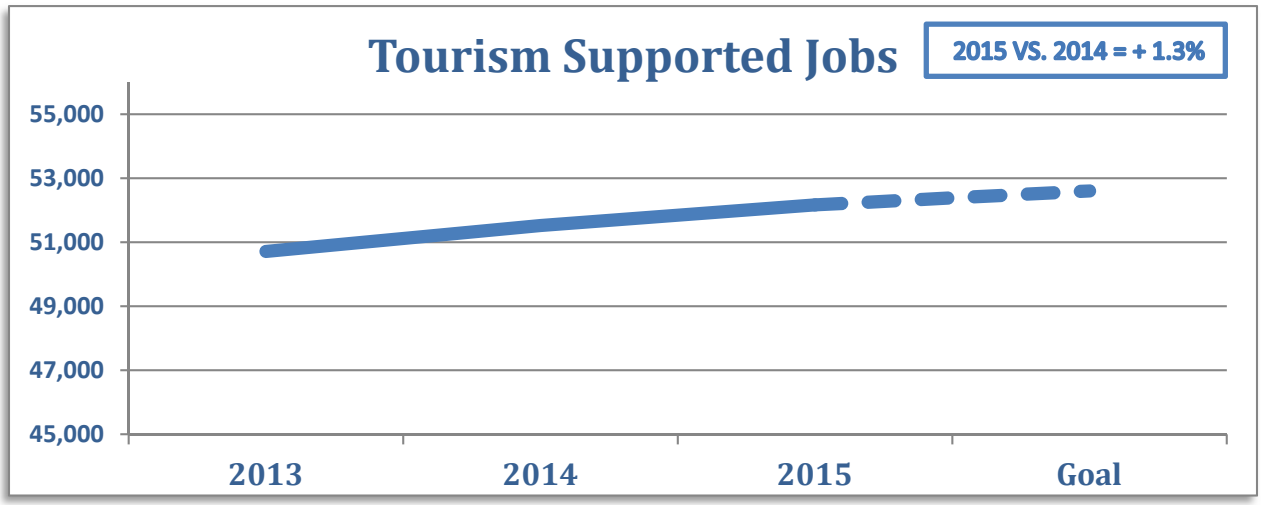
State and Local Tax Revenue – Tax revenue generated by direct and indirect spending within the state as a result of tourism activity.

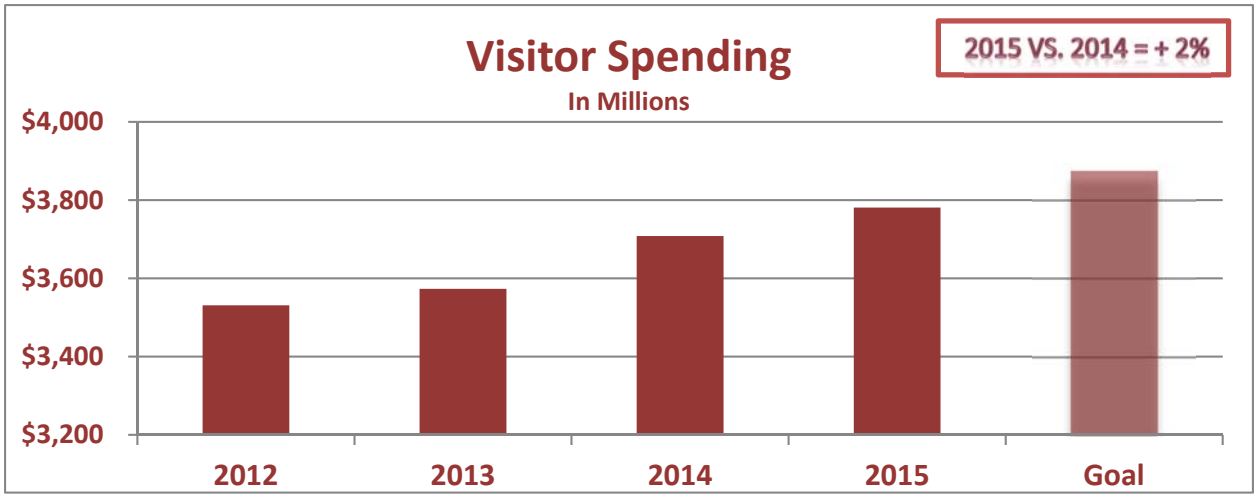
Promotion Tax Revenue – Tax revenue generated by the 1.5% tourism promotion tax and collected by tourism related businesses.

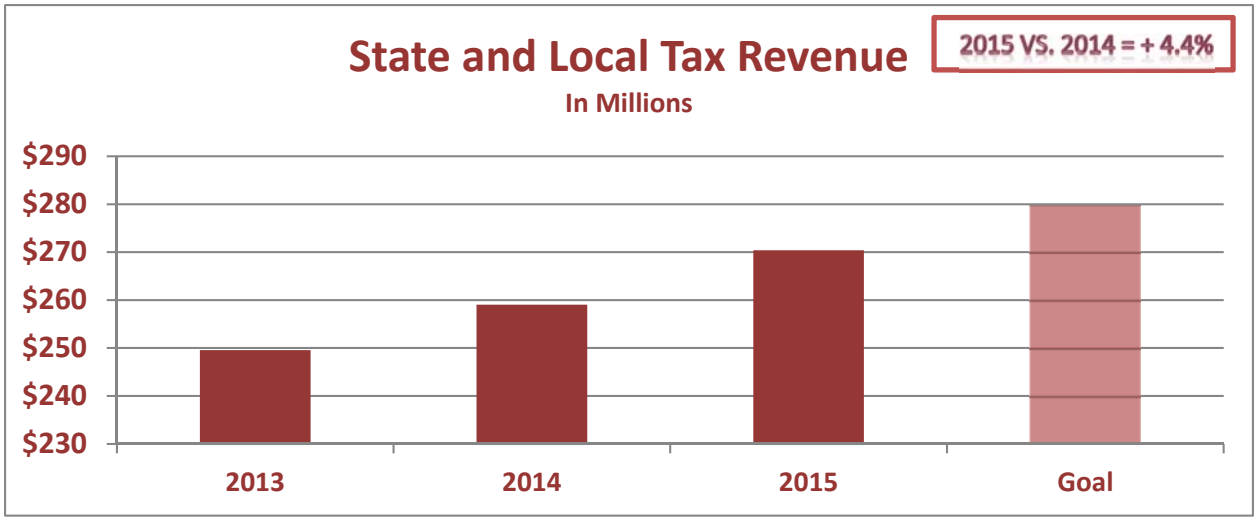
All indicators are provided by Tourism Economics and the South Dakota Department of Revenue.

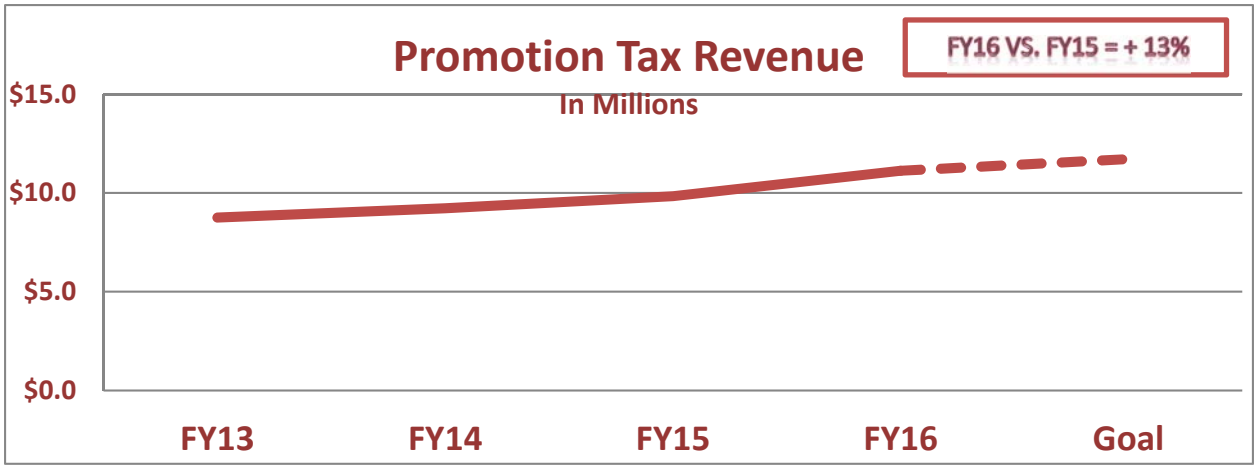

Economic Impact
In Millions
2015 VS. 2014 = + 6.1%
$3,000
$2,000
$1,000
$0
2012
2013
2014
2015
Goal


Annual Visitation
In Millions
2015 VS. 2014 = + 3%
14.5
14.0
13.5
13.0
12.5
12.0
11.5
2012
2013
2014
2015
Goal


Tourism Supported Jobs
2015 VS. 2014 = + 1.3%
55,000
53,000
51,000
49,000
47,000
45,000
2013
2014
2015
Goal


Visitor Spending
In Millions
2015 VS. 2014 = + 2%
$4,000
$3,800
$3,600
$3,400
$3,200
2012
2013
2014
2015
Goal


State and Local Tax Revenue
In Millions
2015 VS. 2014 = + 4.4%
$290
$280
$270
$260
$250
$240
$230
2013
2014
2015
Goal

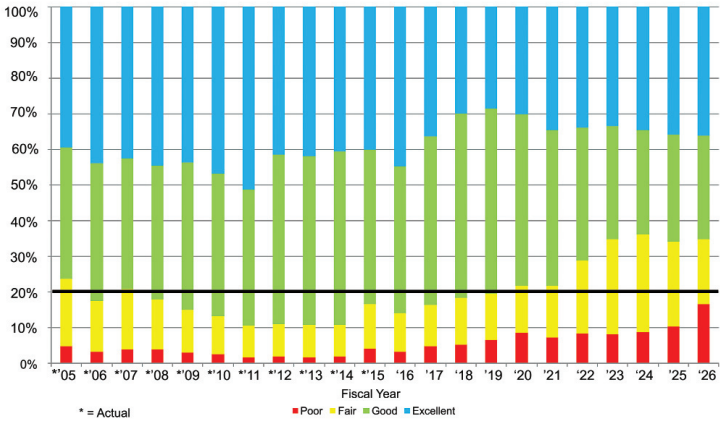

Promotion Tax Revenue
In Millions
FY16 VS. FY15 = + 13%
$15.0
$10.0
$5.0
$0.0
FY13
FY14
FY15
FY16
Goal

Performance Management Review

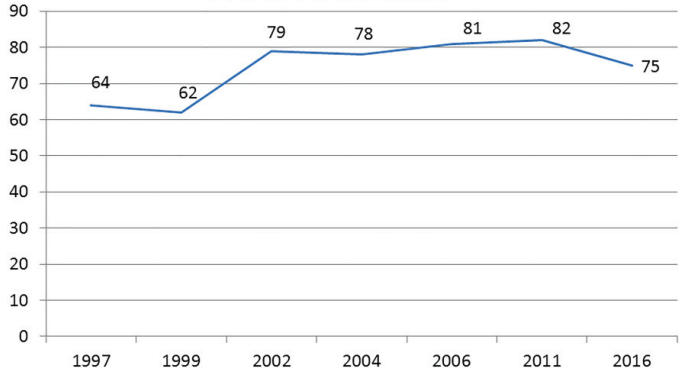
Department of Transportation

SOUTH DAKOTA DEPARTMENT OF TRANSPORTATION
2016 Performance Indicator Summary

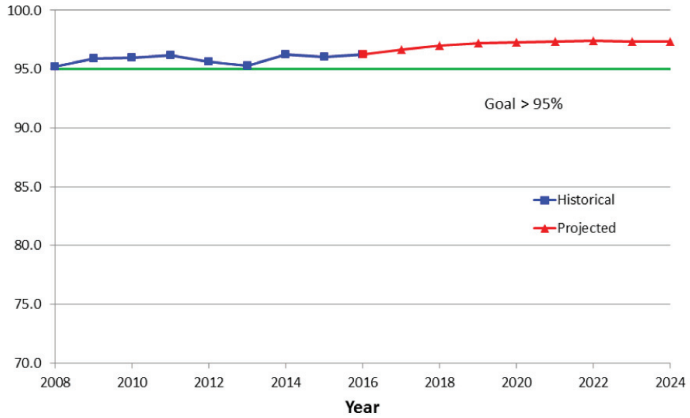
Historical & Projected Future Pavement Condition Based on Current Investment



Percent of Customers Satisfied or Very Satisfied with Overall Performance

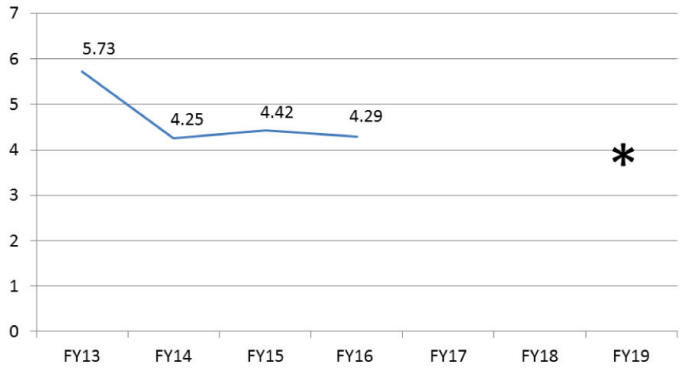


Structures in Good or Fair Condition



Injury Rate Resulting In Lost Time

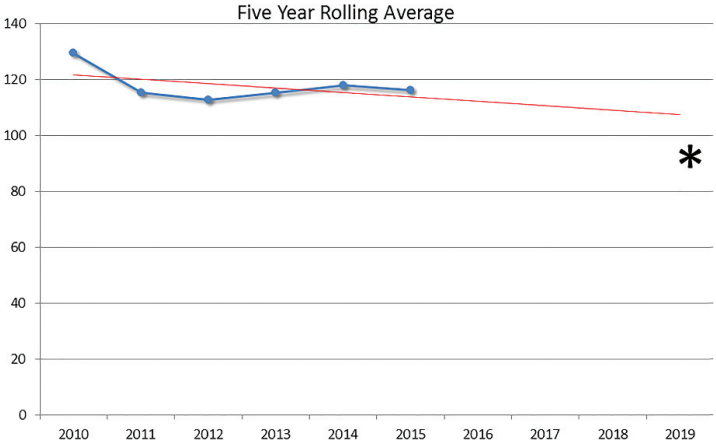
Per 100 Employees



* Goal is 3.83 by FY19

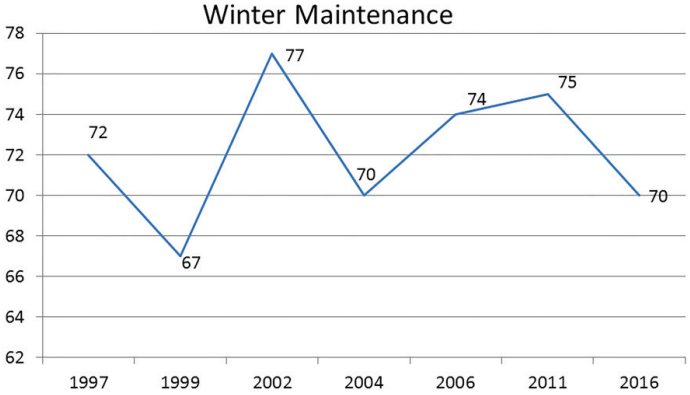
Fatal Crashes

Five Year Rolling Average



*92 is Goal by end of CY19

Percent of Customers Satisfied or Very Satisfied with Winter Maintenance



The South Dakota Department of Transportation's main responsibility is to build, maintain and operate the state highway system. Ensuring those assets and the significant investment in them are maintained in good condition is a high priority. The Department's goal is to maintain 80% of the highway pavements and 95% of our structures (bridges) in good or excellent condition. Both of these goals are currently being exceeded. Information on the condition of state highway pavements and bridges is collected and reported through the Department's respective pavement and bridge management systems.

The Department periodically conducts a comprehensive survey of our customers to determine their satisfaction with the Department's services in a wide variety of areas. The results of the survey are combined for an overall customer satisfaction score. In recent years the Department has scored well in overall customer satisfaction, but there was some decline in the most recent survey. Rather than establishing an arbitrary goal, the Department seeks to maintain an upward trend in customer satisfaction from survey to survey.

One of the most important services the Department provides to travelers is winter maintenance activities, which includes snowplowing and road condition reporting. As part of the customer satisfaction survey, participant satisfaction with winter maintenance activities is assessed. The Department was surprised to see overall satisfaction with winter maintenance recently decline as there have been no changes in how these activities are conducted. Additional follow-up questions have been submitted to participants in order to gain more information as to the reason for the decreased satisfaction. The full report for each of the recent customer satisfaction surveys can be accessed at the following link: http://www.sddot.com/resources/reports/

The Department cannot achieve any of its goals without maintaining a dedicated, well-qualified staff that is relatively free from injury. One of the measures tracked by the Department to measure the effectiveness of our safety programs is the rate of occurrence of injuries resulting in time away from work. Significant improvement has been made in recent years at reducing the frequency of these types of injuries, with a goal of further reductions by 2019.

While South Dakota ranks high nationally on the condition of our pavements, our highway fatality rate is one of the worst in the country. While not a direct result of the Department's activities, maintaining a safe highway system is part of the Department's overall mission. Fortunately, South Dakota's highway fatality rate per 100 million vehicle miles traveled has been trending downward over the long term. In 2015 it was 2.12, down from 2.22 in 2005, but still almost twice the national average.

The most common fatal crash in South Dakota is a single vehicle, single occupant crash resulting from the vehicle leaving the roadway and rolling. The two biggest contributors to these fatalities are alcohol and seatbelt use. As of September 26th, there had been 75 fatal crashes in South Dakota resulting in 86 fatalities (down 10% from 2015). Of the fatalities, 69% involved unbelted occupants while in 3.4% seatbelt use was unknown. Only 16 fatalities involved belted occupants. Alcohol was involved in 37 (up 15.6% from 2015) of the fatalities.

In the Strategic Highway Safety Plan, the Departments of Transportation and Public Safety have established a goal of reducing fatal crashes to 92 by 2019. The Strategic Highway Safety Plan is available at the following link: http://www.sddot.com/transportation/highways/traffic/safety/docs/FinalSHSP.pdf

Further information regarding these and other performance measures tracked by the Department of Transportation can be obtained at:
http://www.sddot.com/resources/reports/2015StrategicGoalResultSummaryJuly2016.pdf
http://www.sddot.com/resources/reports/2016PerformanceMeasuresAnnualReport-full.pdf

Performance Management Review

Governor's Office of Economic Development

South Dakota Governor's Office of Economic Development

Strategic Plan – Effective 11/21/2016

Vision			
To grow South Dakota's Gross Domestic Product, expand the state's property tax base, and improve the quality of life for all South Dakotans.			
Mission			
The Governor's Office of Economic Development will encourage and support the creation of new businesses, the expansion of South Dakota's existing businesses, and the relocation of other businesses to the state. We will implement programs and cooperate with state agencies and other organizations to assist businesses in realizing their objectives and support communities in their own infrastructure investments and planning activities.			
Objectives			
Business Development & Property Tax Base Expansion	Workforce Recruitment	Economic Development Infrastructure Capacity	Community Support & Education
2018 Goal (Lagging Indicator)			
Grow South Dakota's GDP to $49 billion.	Increase Non-Farm Employment by 10,000 Workers	Each Community of 1,000+ Plans to Support Business Expansion Equal to 2% of Population	Each Community Receives Training/Certification in Economic Development Profession
2017 Performance Metrics (Leading Inputs)			
- Maintain active list of 200 "out of state" expansion prospects; - Conduct 250 retention and expansion visits with existing South Dakota companies; - Complete 35 proposals for business relocation or expansion; - Make 15 Proof of Concept awards. - Fund at least three Governor's Research Centers; - Work with SDDA to locate four value-added ag projects on ag sites; - Work with SDDA to market ag production sites to dairy, pork, and poultry industry.	- Make 80,000,000 digital impressions through "You Can Live in SD" ad campaign; - Refer 8,000 potential job seekers to DLR's job listing site; - Refer 2,000 users to wage calculator site; - Complete occupational demand analysis by industry.	- Maintain and market 20 certified ready sites for development in state; - Complete housing stock analysis and develop program to assist construction of single/multi-family workforce housing; - Create program/initiative to resolve rural mortgage appraisal issues.	- Increase planning district funding 20% to support additional community planning projects; - Conduct 100 community site visits; - Work with planning districts on eight targeted high-impact CDBG projects; - Deliver in-state CEcD and EDFP certification classes; - Include professional development modules in GOED conference.

Strategic Objectives and Performance Indicators Updates

Postsecondary Education

South Dakota Board of Regents
Postsecondary Technical Institutes

In 2014, the South Dakota Board of Regents adopted a new five-year strategic plan. The plan was based on four strategic priority areas: *Student Success*, *Academic Quality & Performance*, *Research & Economic Development*, and *Affordability & Accountability*. As part of this planning process, a group of twenty performance indicators was identified that would assist in tracking the university system's progress toward its stated goals. These indicators — which tie directly to the plan's four major priority areas — represent the aspects of the university system's overall performance that merit special focus over the coming years.

This report presents data for a core subset of the university system's twenty selected performance indicators. These six measures — plus an additional indicator not included in the strategic plan — were shared in a presentation to the South Dakota Legislative Planning Committee on October 22, 2015:

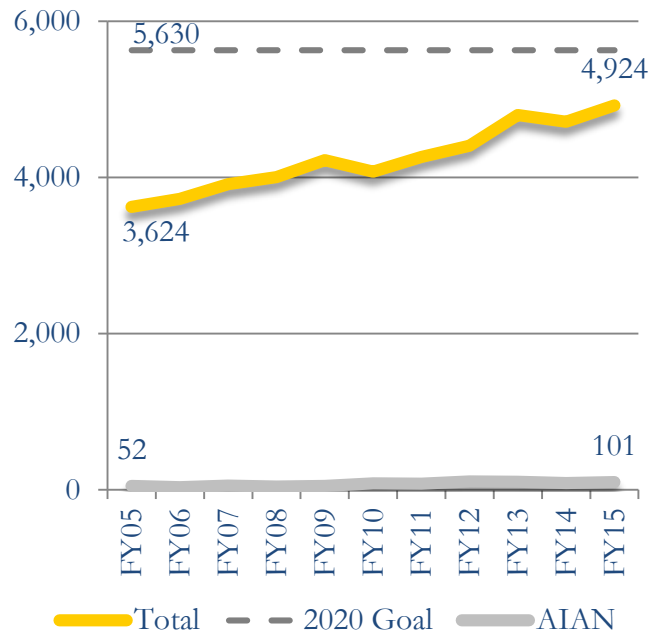
- Undergraduate Degrees Awarded
- Graduate Degrees Awarded
- Retention Rate, In-System
- Percent of Graduates Passing Licensure Exams
- Grants and Contracts Expenditures
- Percent of Operating Budget Funded by State
- Education and Related Spending Per Degree

As requested by the Legislative Planning Committee, data is also shown for American Indian/Alaska Native (AIAN) students alone, where available. The AIAN category includes students whose self-reported race is American Indian or Alaska Native alone; multi-racial students are not included.[1]

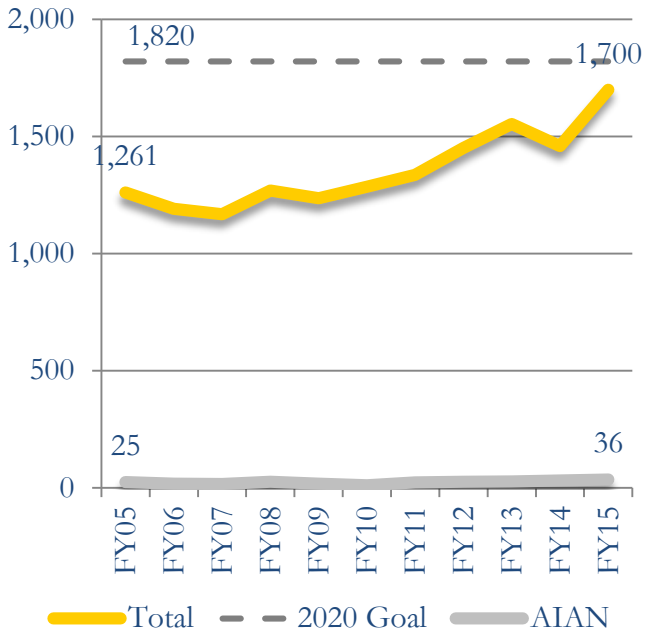
Full data for SDBOR's latest strategic plan are available at www.sdbor.edu/theboard/strategicplan

[1] Where applicable, multi-racial students are not included.

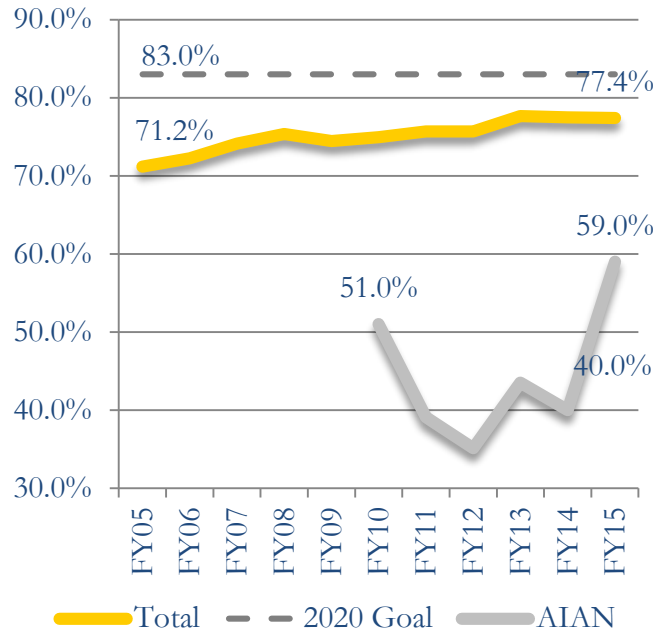
1. Undergraduate Degrees Awarded



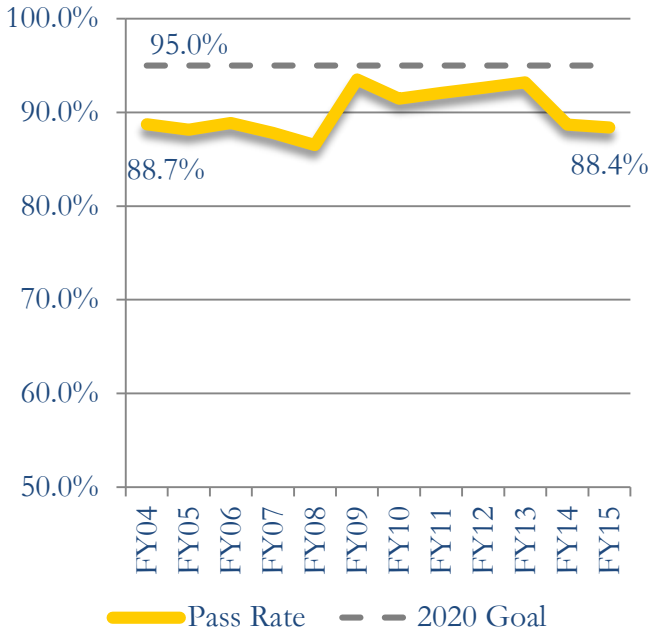
2. Graduate Degrees Awarded



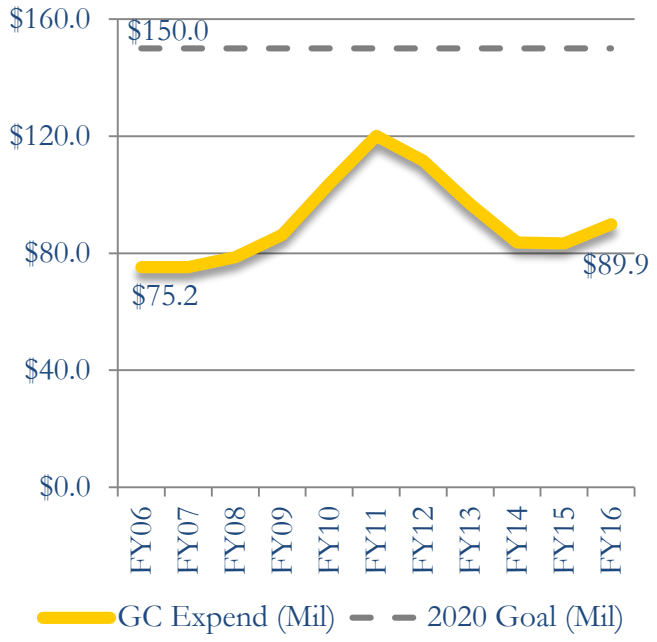
3. Retention Rate, In-System



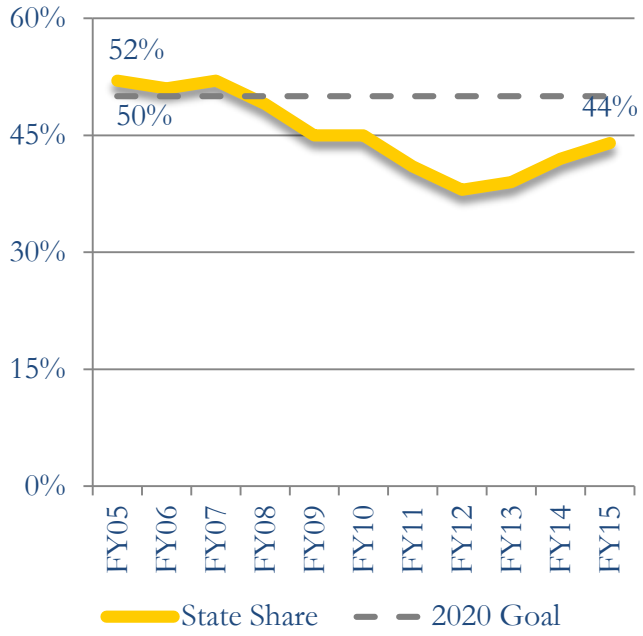
4. Percent of Grads Passing Licensure Exams



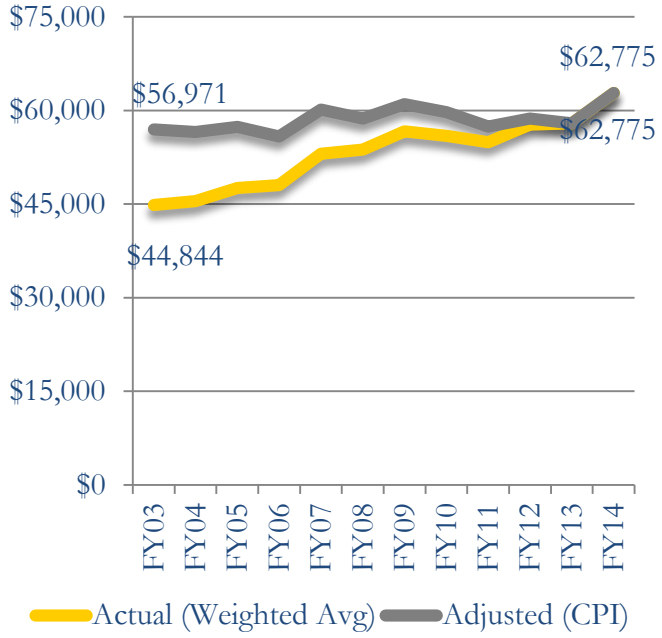
5. Grants and Contracts Expenditures



6. Percent of Operating Budget from State



7. Education & Related Spending per Degree



Definitions and Sources

1. Total undergraduate degrees awarded. Source: SDBOR Fact Book.
2. Total graduate degrees awarded. Source, SDBOR Fact Book.
3. Percent of first-time, full-time bachelor's degree-seeking students returning to any regental university for a second fall semester. Source: SDBOR Fact Book(s)
4. Percent of graduates who were tested and passed a licensure or certification exam in a professional field. Source: SDBOR Fact Book(s)
5. Total spending on all federal, state, private, and other grant and contract research. Source: SDBOR Fact Book(s)
6. Percent of university operating budgets sourced from state general fund appropriations. Source: SDBOR Fact Book(s)
7. Education and related spending per degree is a measure of spending on direct educational costs per degree; education and related expenses (for all students) are divided by all degrees awarded in the same year. "Education and related spending" includes total spending on direct educational costs, including spending on instruction, student services, and the education share of spending on central academic and administrative support, and operations and maintenance. Source: IPEDS; Delta Cost Project

SDTECHsWork2021

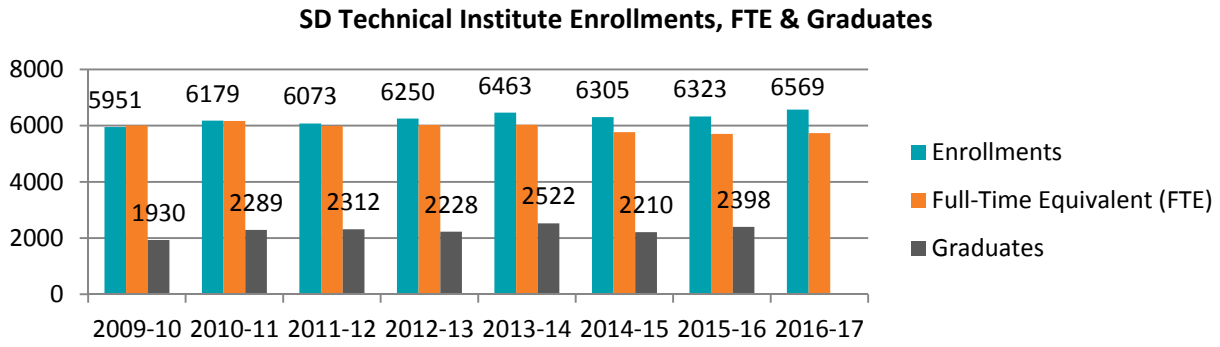
South Dakota's Technical Institutes
Fall 2016

Benchmarks and Performance Measures

In 2015, South Dakota's technical institutes crafted a focused and aggressive strategic plan to ensure, as a system, an adequate number of graduates exit as skilled professionals, equipped to meet the needs of employers throughout the state. The plan is based on work in three key areas: Product, People, and Plant. The metrics below assist in measuring the success of the technical institute system in achieving its strategic plan.

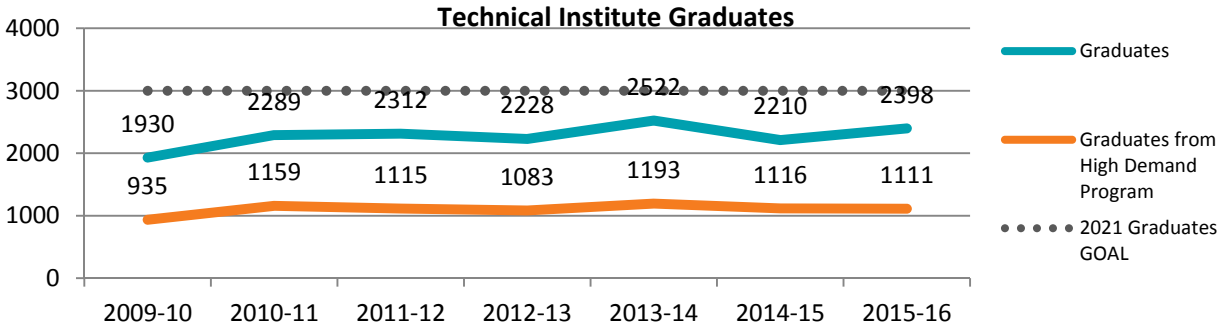
Overarching Goal: Provide quality postsecondary education and training to enable South Dakota's workforce and economy to grow.

- Benchmarks:
  - # of skilled graduates from the technical institute system
    (source: Enrollment report, annual financial report, Appendix A)



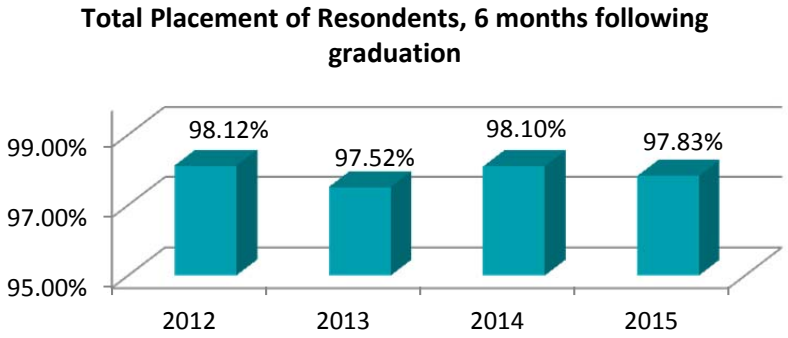
Product: Grow a technically skilled workforce prepared to meet the challenges of industry and continuing education.

- Benchmarks:
  - # of graduates
    (*source: Appendix A and technical institute survey placement report*)

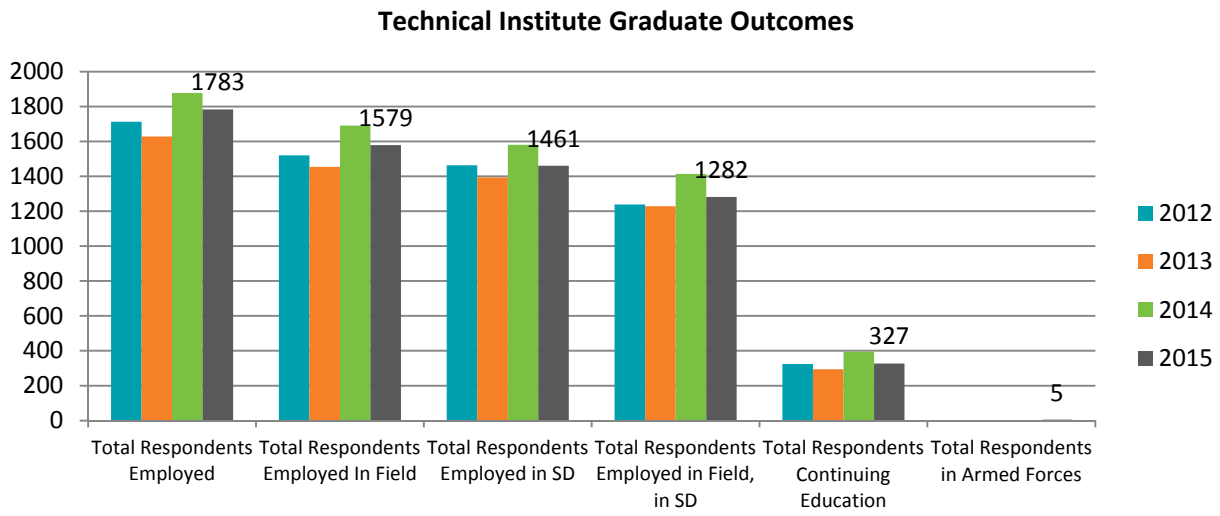


- Placement of responding graduates

  (*source: technical institute survey placement report – **90.8%** survey response rate in 2015*)

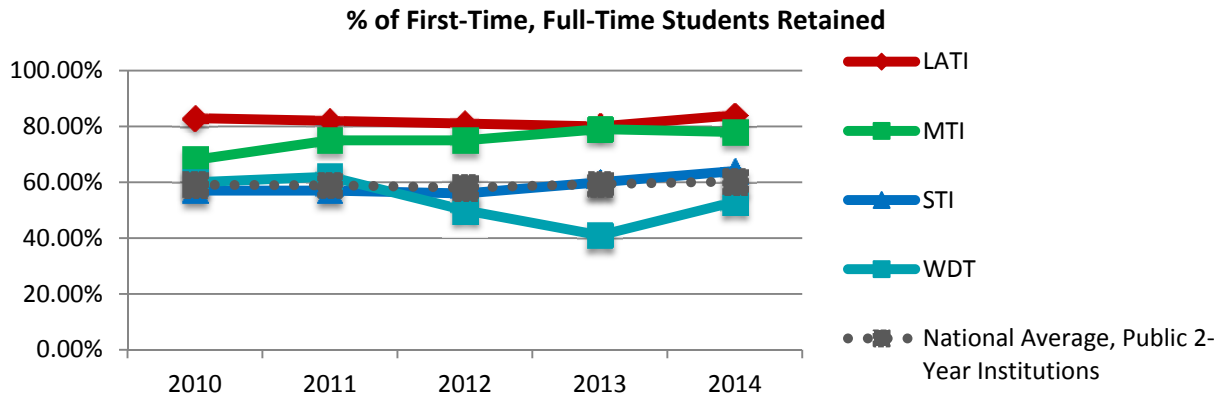


  - **80.9%** of 2015 respondents were employed in South Dakota 6 months following graduation.

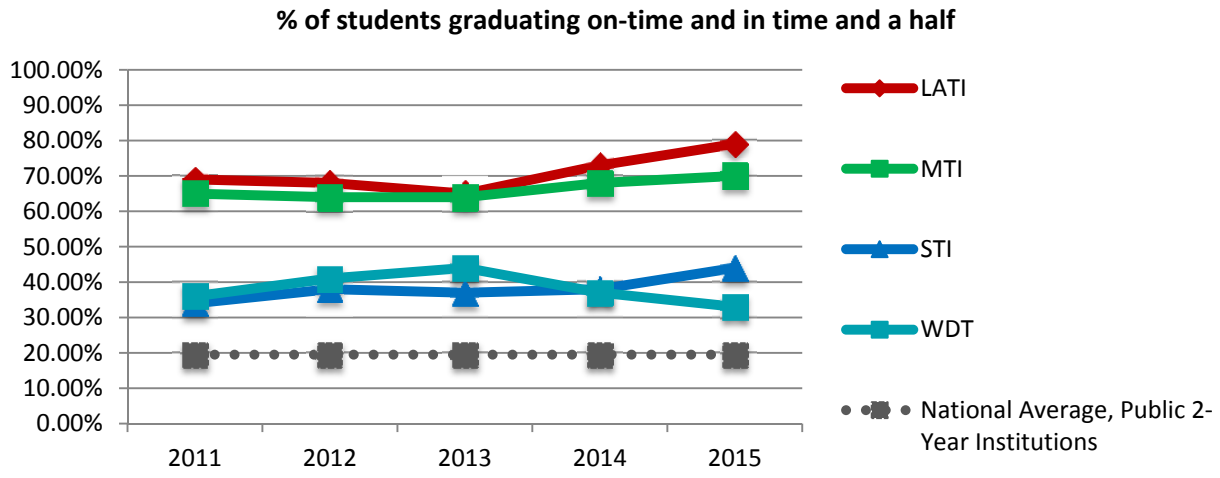


- % of students retained

  (*source: IPEDS Data Center*)



- % of students graduating in time and a half
  (*source: IPEDS Data Center – First time, full-time students*)



- Affordability for students – cost of education vs. average debt vs. salary after attending
  (*source: College Scorecard in October 2016*)

	Average Annual Cost *(National Avg = $16,190)*	Typical Total Debt	Salary After Attending *(National Avg = $33,400)*
LATI	**$11,403**	**$12,000**	**$34,500**
MTI	**$10,551**	**$12,000**	**$37,000**
STI	**$13,664**	**$12,000**	**$36,200**
WDT	**$11,399**	**$12,000**	**$31,700**

Average Annual Cost: *The average annual net price for federal financial aid recipients, after aid from the school, state, or federal government. For public schools, this is only the average cost for in-state students.*
Typical Total Debt: *The median federal debt of undergraduate borrowers who completed. This figure includes only federal loans; it excludes private student loans and Parent PLUS loans.*
Salary After Attending: *The median earnings of former students who received federal financial aid, at 10 years after entering the school.*

People: Lead a system with the appropriate quality and quantity of instructors, staff and administrators.

Plant: Ensure facilities that are adequate, safe and capable of meeting evolving industry demands are conducive to learning.

Strategic Objectives and Performance Indicators Updates

Public Health

Department of Health

Access to Preventive Care

Increase the percent of South Dakota adults who have visited a doctor for a routine check-up within the past 2 years from 80.1% in 2014 to 90% by 2020

South Dakota Percent	South Dakota 2020 Target	U.S. Percent
81.7% *(2015)*	90%	82.8% *(2014)*

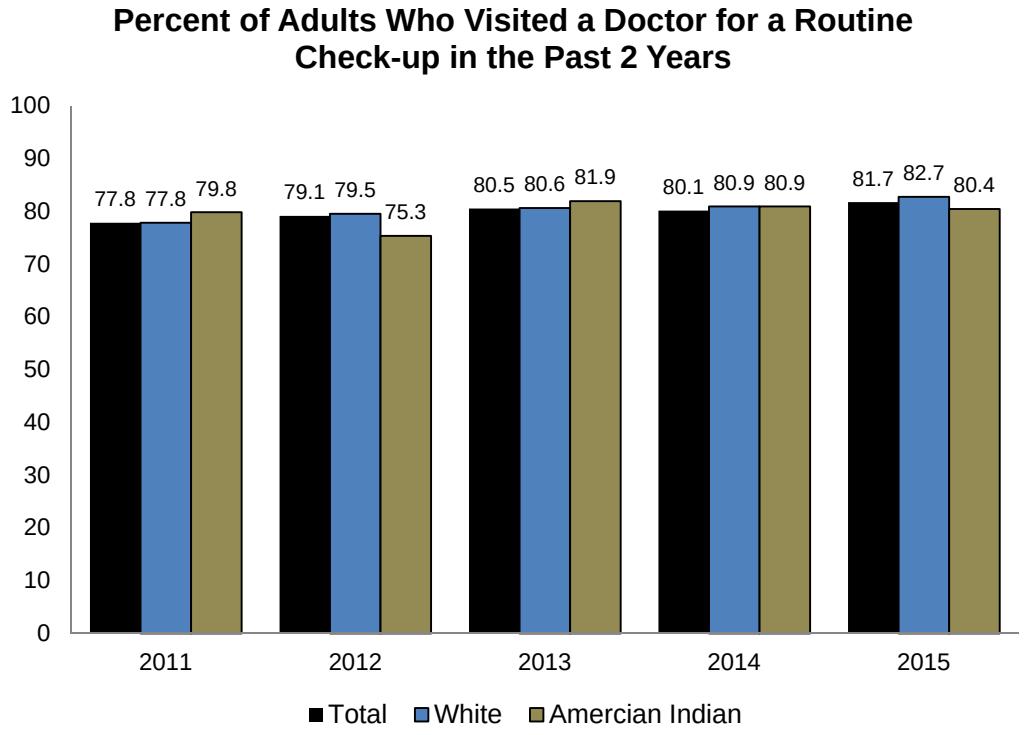
Significance:
Regular health exams and tests can help find problems before they start. They may also help identify problems early, when the chances for treatment and cure are better. By receiving the right health services, screenings, and treatments, individuals are taking steps that improve their chances for living a longer, healthier life. Age, health, family history, lifestyle choices (i.e., diet, physical activity, smoking), and other important factors impact what and how often an individual needs healthcare.

A routine check-up is a good step to staying healthy and developing a relationship with a healthcare provider. It is important to have a regular healthcare provider who can recommend and encourage patients to receive preventive health screenings such as mammograms, clinical breast exams, colorectal cancer screening, and pap smears. Routine check-ups also help establish a line of communication and that in turn helps to build trust with the healthcare providers who are typically the gatekeepers to healthcare services for their patients.

Definition: Percent of adults who visited a doctor for a routine check-up in the past 2 years

Data Source: Behavioral Risk Factor Surveillance System (BRFSS)

Statistical Trend:



Date Last Updated: 10/13/2016

Infant Mortality

Reduce the 5-year infant mortality rate from 6.9 per 1,000 births in 2010-2014 to 6.0 by 2020

South Dakota Rate	South Dakota 2020 Target	U.S. Rate
6.9 *(2011-2015)*	6.0	5.8 *(2014)*

Significance:
Infant mortality is considered a gold standard for measuring the health of a population. Every year since 2000, approximately 12,000 infants were born to residents of South Dakota. Tragically, each year 50 to 100 of these babies die within their first year of life.

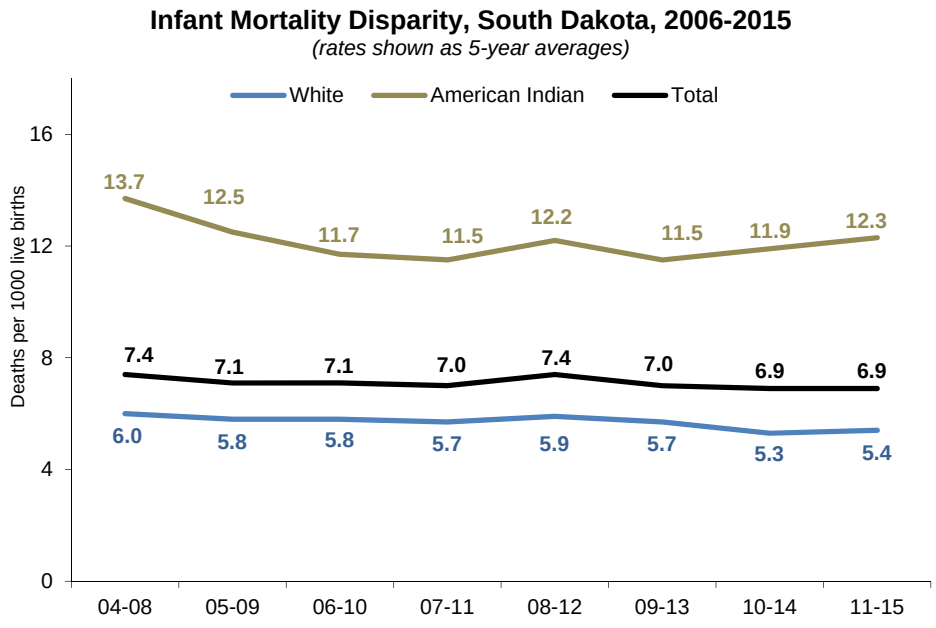
The infant mortality rate among American Indians in South Dakota is twice as high as the white infant mortality rate. Low levels of early prenatal care correlate directly with high infant mortality rates. There are 7 counties in South Dakota that have less than 50% of pregnant women receiving prenatal care in the first trimester. Six of these same counties also have higher infant mortality rates than the state rate. The rate of adult pregnant women smoking in South Dakota in 2015 was 14.0%. Parental smoking is a risk factor for SIDS, complications from prematurity and low birth weight, and other pregnancy problems.

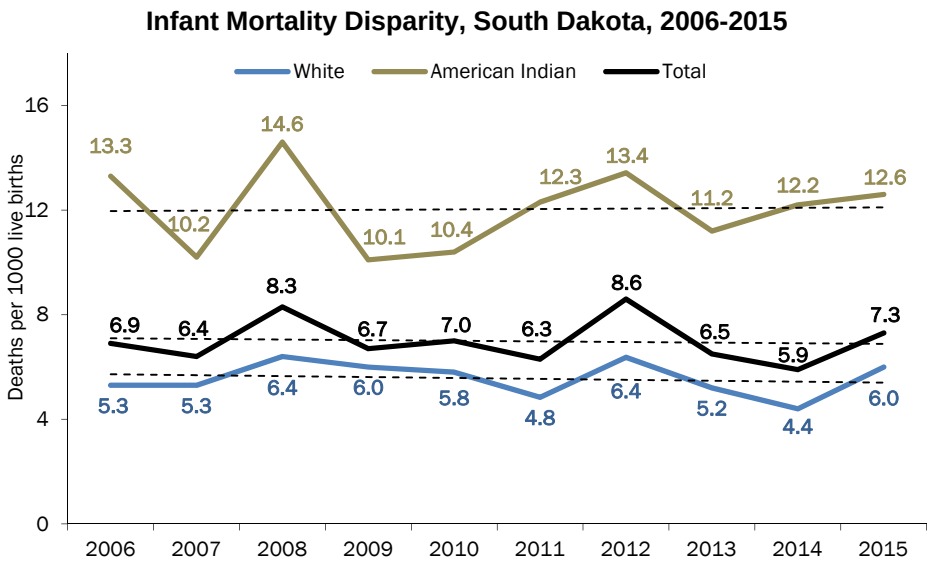
The causes of infant mortality vary widely from case to case and can be attributed to many things including the health of the mother before and during pregnancy, how early the pregnancy was identified, the amount and quality of prenatal care received, the home environment, and the type of care the baby receives at home. For 2011-2015, the leading causes of infant mortality were: (1) congenital anomalies; (2) short gestation/low birth weight; (3) accidents; and (4) SIDS. Many of these deaths are preventable which means we can make a difference by recognizing the early signs of pregnancy, starting prenatal care as soon as possible, using safe sleep practices, and if using tobacco, quit.

Definition: Infant deaths per 1,000 live births

Data Source: South Dakota Vital Statistics Data

Statistical Trends:





Date Last Updated: 10/13/2016

Childhood Immunizations

Increase the percent of children aged 19-35 months who receive recommended vaccinations from 76.3% in 2014 to 80% by 2020

South Dakota Percent	South Dakota 2020 Target	U.S. Percent
75.6% *(2015)*	80.0	72.2% *(2015)*

Significance:
Vaccination is one of the greatest public health achievements of the 20th century, resulting in dramatic declines in morbidity and mortality for many infectious diseases. Childhood vaccination in particular is considered among the most cost-effective preventive services available as it can prevent a potential lifetime lost to death and disability. Sustaining vaccination rates requires a constant effort to reach new children.

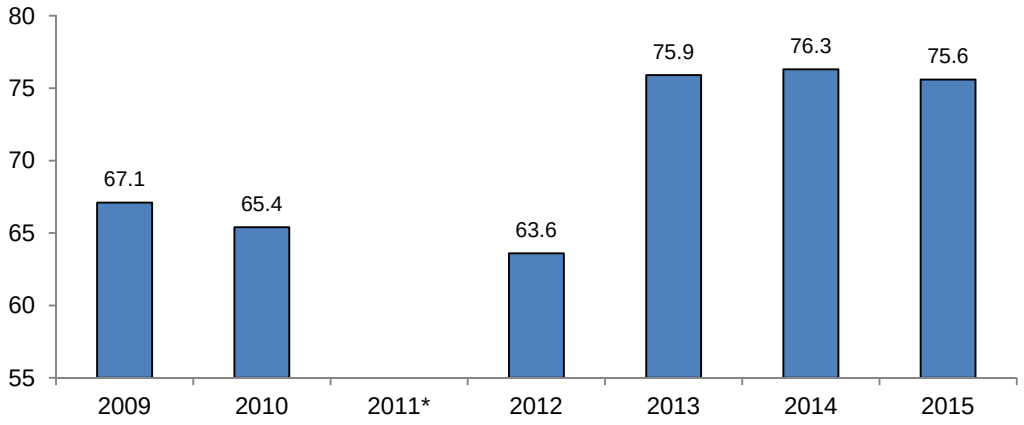
South Dakota has achieved high immunization coverage rates for many childhood vaccines with an over 96% coverage rate for DTaP, MMR, Polio, and Varicella in the 2015-2016 kindergarten survey. For younger children 19-35 months of age however, South Dakota falls short in immunizing children for the 4th dose of DTaP and 4th dose of Pneumococcal vaccines. Some parents either refuse to vaccinate, delay vaccination or use an alternate vaccination schedule for their children due to anxiety about adverse effects. Other parents don't perceive vaccination to be a high priority, partly because vaccine-preventable diseases are relatively uncommon. This puts their children and others vulnerable individuals not able to be vaccinated because of a medical condition at risk for getting a vaccine-preventable disease. Serious reactions to childhood vaccination are extremely rare. A person is far more likely to be seriously injured by a vaccine-preventable disease than by a vaccine. As the measles outbreak in late 2014/early 2015 shows, continued vigilance is needed to maintain the state's immunization coverage rate. In order to reach the South Dakota target of 80% of children aged 19-35 months who received the recommended vaccinations, the DOH will continue to work with parents, healthcare providers, and childcare providers to increase the coverage rate for childhood vaccinations utilizing evidence based practices. Effective November 1, 2016, the requirements for children in licensed/registered childcare settings will be enhanced based on recommendations from CDC and the Advisory Committee on Immunization Practices.

Definition: Percent of children, ages 19-35 months, that completed the 4:3:1:3:3:1:4 (4 DTaP, 3 polio, 1 MMR, 3 Hib, 3 Hep B, 1 Varicella, 4 Pneumococcal) combined series of vaccines

Data Source: National Immunization Survey (SD data by race is not available due to insufficient sample size)

Statistical Trend:

Percent of children aged 19-35 months who receive recommended vaccinations, 2009-2015



**2011 data not available due to insufficient sample size*

Date Last Updated: 10/13/2016

Smoking

Reduce the percentage of adults that currently smoke from 18.6% in 2014 to 14.5% by 2020

South Dakota Percent	South Dakota 2020 Target	U.S. Percent
20.1 *(2015)*	14.5	16.8 *(2014)*

Significance:

Cigarette smoking is the single most preventable cause of death and disease in the U.S. Cigarette smoking causes approximately 1,100 deaths each year in South Dakota – nearly 3 people each day. Half of all long-term smokers die prematurely from smoking-related causes. The health consequences of tobacco use include heart disease, multiple types of cancer, lung and respiratory disease, negative reproductive effects, and the worsening of chronic health conditions such as diabetes and asthma.

Tobacco use costs South Dakota $373 million in health care expenditures and another $233 million in lost productivity each year. The portion of this cost covered by the state Medicaid program is $68 million. These amounts do not include health costs caused by exposure to secondhand smoke, smoking-caused fires, smokeless tobacco use, or cigar/pipe smoking.

Even though tobacco use rates are declining among the population overall from 23.1% in 2011 to 20.1% in 2015, the rates are still troubling among several groups who are disproportionately affected by tobacco.

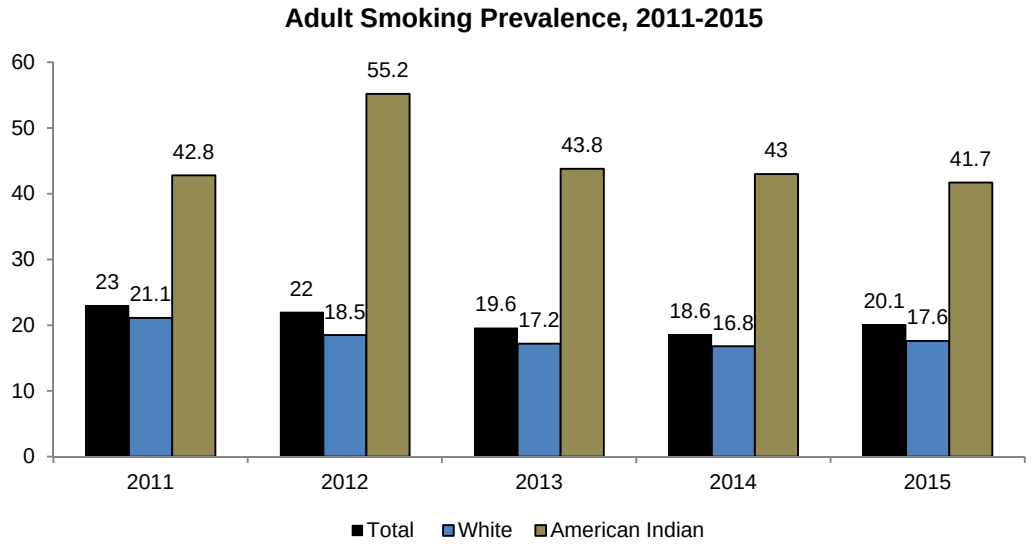
- According to CDC, 16.7% of young adults (age 18-24, 2014) smoke nationwide vs. 23.6% in South Dakota. (2015)
- American Indians in South Dakota are much more likely to have smoked cigarettes than whites – 41.7% vs. 17.6% (2015)
- The Medicaid population smoking prevalence is 46% vs. the overall state rate of 20.1% (2015)
- The rate of adult pregnant women smoking in South Dakota is 14.0%. Parental smoking is a risk factor for SIDS, complications from prematurity and low birth weight, and other pregnancy problems. (2015)

Significant strides in smoking prevalence have been made in high school youth. Smoking prevalence among U.S. high school youth is at an all-time low at 10.8% and South Dakota even lower at 10.1%. Most smokers begin smoking as children and almost all first tobacco use occurs before age 18.

Definition: Percent of adults who currently smoke cigarettes

Data Source: Behavioral Risk Factor Surveillance System (BRFSS)

Statistical Trend:



Date Last Updated: 10/13/2016

Suicide

Reduce the suicide age-adjusted death rate for South Dakota from 17.1 per 100,000 in 2014 to 12.6 per 100,000 by 2020

South Dakota Rate	South Dakota 2020 Target	U.S. Rate
20.4 *(2015)*	12.6	13.0 *(2014)*

Significance:
Suicide is a serious public health problem that can have lasting harmful effects on individuals, families, and communities. While the causes of suicide are complex and determined by multiple factors, the goal of suicide prevention is to reduce factors that increase risk and increase factors that promote resilience. Ideally, prevention addresses all levels of influence: individual, relationship, community, and societal. Effective prevention strategies are needed to promote awareness of suicide and encourage a commitment to social change.

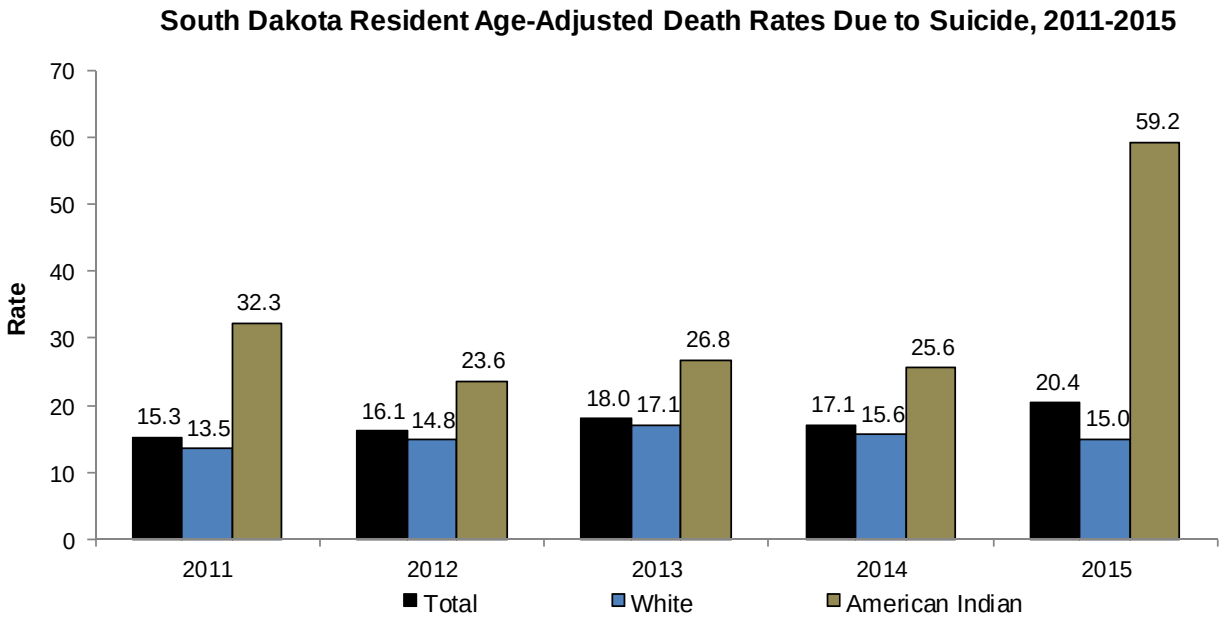
A combination of individual, relational, community, and societal factors contribute to the risk of suicide. Risk factors are those characteristics associated with suicide – they may or may not be direct causes – and may include family history of suicide, family history of child abuse/neglect, previous suicide attempts, history of mental health disorder, alcohol/substance abuse, local epidemics of suicide, loss (relationship, financial, job), etc.

Suicide was the ninth leading cause of death in South Dakota in 2015 with 173 deaths. Suicide was the second leading cause of death for residents ages 10-34 accounting for 80 deaths in 2015. Among the American Indian population, suicide was tied for the sixth leading cause of death with 48 deaths in 2015.

Definition: Age-adjusted death rate due to suicide per 100,000 population

Data Source: South Dakota Vital Records Data

Statistical Trend:



Date Last Updated: 10/13/2016

Strategic Objectives and Performance Indicators Updates

Workforce Development

Department of Education

South Dakota Board of Regents

Department of Labor and Regulations

Strategic Objective #1: South Dakota's k-12 system will produce students who are prepared career and life ready as they enter postsecondary education or the workforce.

Please refer to the Department of Education's performance management review for the data related to this strategic objective.

Strategic Objective #2: Create stronger and more meaningful collaborative working relationships between the state and the tribal communities within South Dakota in the area of human capital investment and economic development within the basis of their respective cultural authority.

Core Measures: Data for all strategic objectives should be divided for Native Americans and non-Native Ameicans.

Please refer to the Department of Education's performance management review for the data related to this strategic objective.

Strategic Objective #3: Insure South Dakota's regental system and postsecondary technical institutes are preparing capable graduates to meet the workforce needs of the state in a financially competitive educational marketplace

Fiscal Year 2016 Placement of Regental Graduates Report

What becomes of students who complete degrees at the state's public universities? Examining the placement outcomes of regental degree completers is vital for understanding the public university system's contribution to the state's human capital. Further, and apart from its macroeconomic implications, the question of graduate placement also is intensely important for prospective students and their families.[1] Consequently, this study centers on the analysis of post-graduation placement data for recent university system graduates.

Of primary interest to this analysis is the extent to which regental graduates either 1) are hired into the South Dakota workforce one year after graduation or 2) enroll in further collegiate coursework at an in-state institution one year after graduation.

Data for this project were gathered from three main sources: the South Dakota Board of Regents (SDBOR), the South Dakota Department of Labor and Regulation (SDDLR), and the National Student Clearinghouse (NSC). Analysis focuses on the placement outcomes of undergraduate and graduate degree completers from the FY2014 university system graduation cohort.[2]

In the initial step of the placement search, SDDLR employment data systems are queried to determine the first-year job placement outcomes of all recent (FY2013) degree completers identified by SDBOR.[3] For each degree completer in the SDBOR dataset, SDDLR provides industry and wage data for up to three in-state job placements. Next, the same graduate list is submitted to the NSC to gather enrollment information on any students attempting collegiate coursework after graduation.[4] The resultant NSC dataset contains institutional information for each student matriculating to an NSC-reporting college or university.

It is important to note at the outset that "placement rates" cited in this report do not account for degree completers who are hired out-of-state, are self-employed, are employed by the federal government (including armed services), or are employed or enrolled outside the three-month query window used by SDDLR and NSC. It also should be noted that some postsecondary institutions do not report enrollment information to NSC. The rates presented in this analysis are, then, conservative estimates of actual completer placement.

[1] A 2013 Gallup poll found that job placement rates are among Americans' highest considerations in choosing a college or university. See http://www.gallup.com/poll/163268/americans-say-graduates-jobs-status-key-college-choice.aspx

[2] Fiscal years include data from summer, fall, and spring terms. Consequently, the FY2013 cohort comprises graduates from SU2012, FA2012, and SP2013. Cohort counts may not match Fact Book figures precisely due to differing unduplication procedures; in this analysis, each cohort member is included once per institution per degree per term.

[3] For searches performed by both the SDDLR and the NSC, matched records are sought for a one-quarter (three-month) window one year following a student's university system graduation date. Any employment/enrollment data returned for this time period – including part-time employment or part-time enrollment – are included in the analysis.

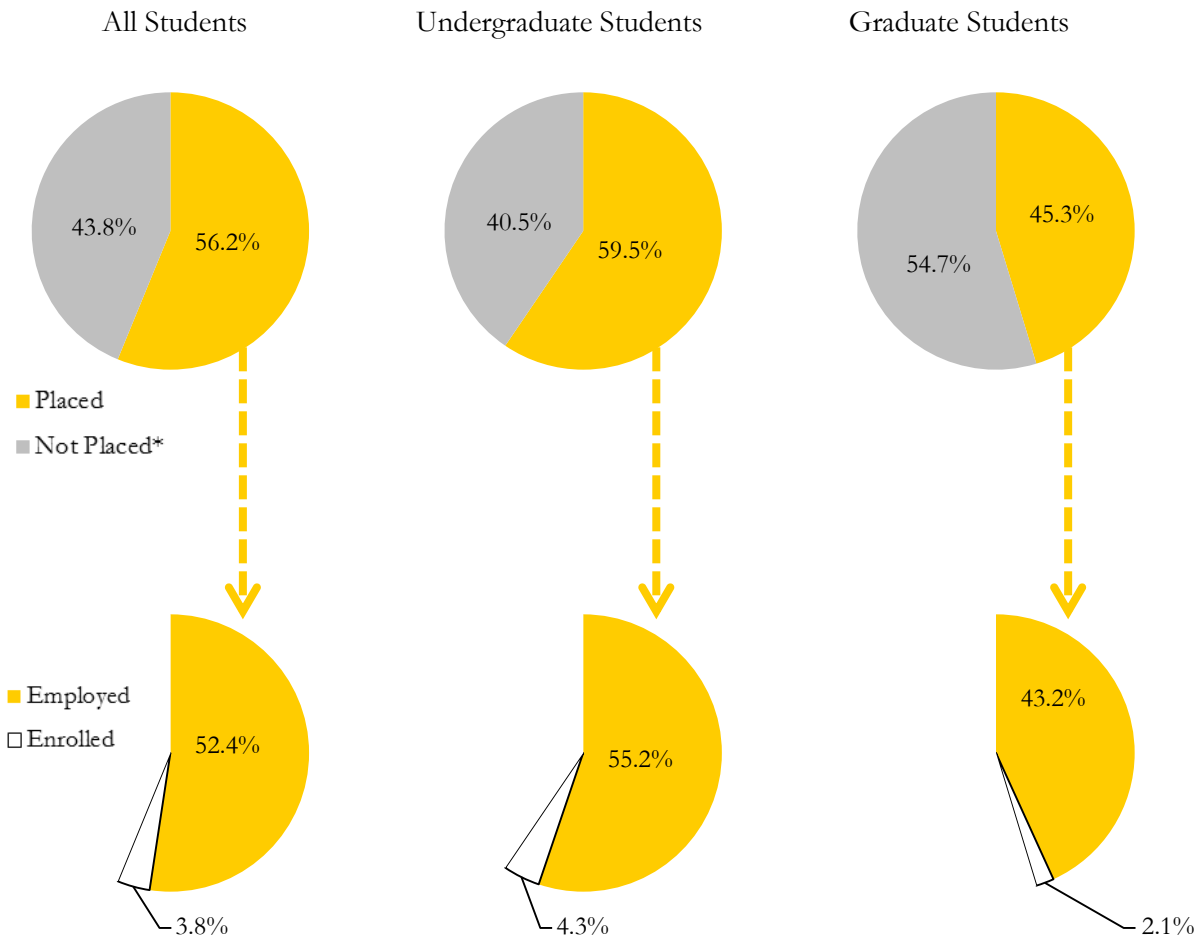
[4] As of Fall 2015, approximately 3,600 US postsecondary institutions report enrollment data to NSC. NSC asserts that its data stores account for more than 98 percent of all US college students.

Analysis

Placement in South Dakota

Of the 6,141 degree completers in the FY2014 graduation cohort, 56.2 percent (*n*=3,448) were found to be either employed in South Dakota or enrolled in a postsecondary institution in South Dakota one year after graduation.[5] Specifically, 52.4 percent of graduates had been hired into the South Dakota workforce, and an additional 3.8 percent had enrolled in further collegiate coursework at an in-state institution. Undergraduate-level completers (*n*=4,681) produced a higher placement rate than did graduate-level completers (*n*=1,460), at 59.5 percent and 45.3 percent, respectively.

Figure 1
First-Year SD Placement Rates

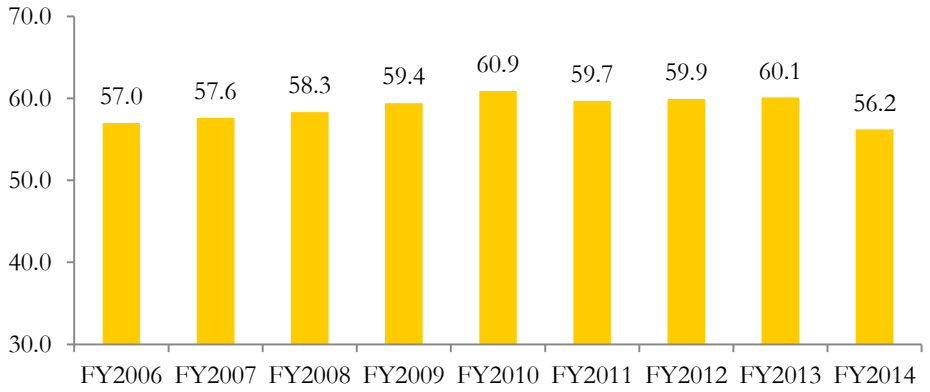


** The "Not Placed" category also includes all graduates who were employed out-of-state, were self-employed, were employed by the federal government (including armed services), or were employed or enrolled outside the three-month query window.*

[5] Altogether, 52.4 percent of cohort members were found to be employed in South Dakota, and 10.3 percent were found to be enrolled in subsequent postsecondary work in South Dakota. Graduates who were found to be both employed *and* enrolled are reported under the "Employed" category in this report.

Figure 2 indicates that the FY2014 cohort's in-state placement rate of 56.2 percent is slightly lower than rates recorded by other recent cohorts. Yet because these rates refer to increasingly larger cohorts, the number of placed students has consistently climbed steadily since FY2006, with FY2013 seeing a large spike in numbers. In fact, these data indicate that nearly 650 additional graduates were placed in FY2014 than were placed in FY2006, despite the fact that FY2014 produced a lower placement rate.

Figure 2
First-Year SD Placement Rates, Trend
(Percentages)



(Numeric)

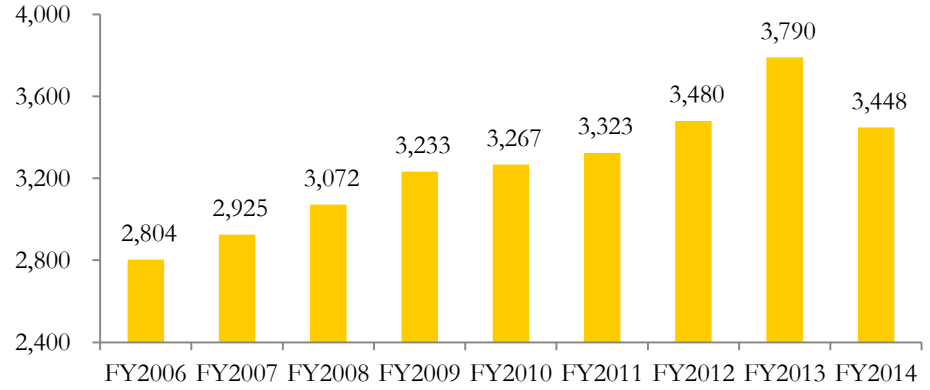
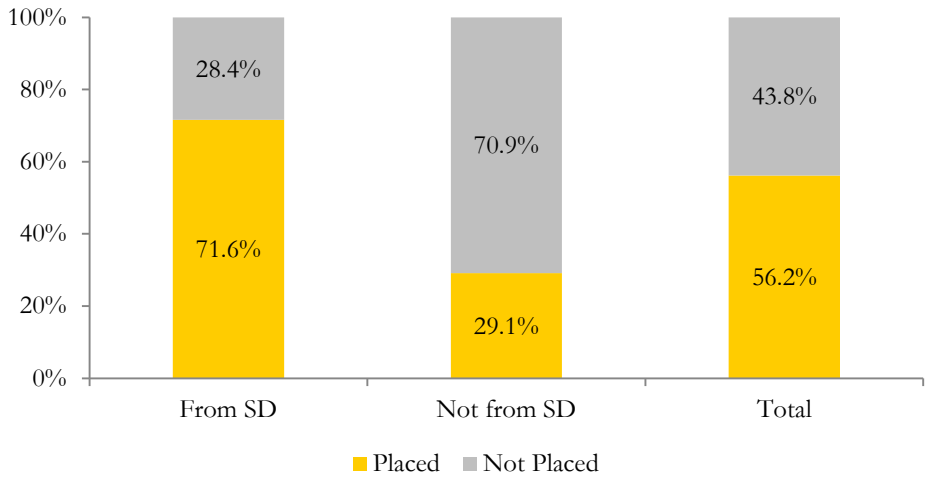


Figure 3 (next page) breaks down in-state placements by students' states of origin. Among degree completers matriculating from South Dakota (n=3,448), the in-state placement rate was 71.6 percent; among out-of-state degree completers (n=2,693), this figure was 29.1 percent. In practical terms, this means that more than 70 percent of in-state students graduating from a regental university will remain in South Dakota after graduation, either to work or to pursue additional education. The same can be

said of nearly 30 percent of out-of-state students. While these findings are encouraging, sustaining (and improving) these rates will be an important focus of the university system in the coming years.

Figure 3

First-Year SD Placement Rates by State of Origin



Looking further at the differences between in-state and out-of-state students, Table 1 shows again that 71.6 percent of in-state students were placed in South Dakota (68.2 percent employed, 3.3 percent enrolled), compared to 29.1 percent of out-of-state students (24.5 percent employed, 4.6 percent enrolled).[6] For both groups, placement rates were somewhat lower for graduate students (GR) than for undergraduate students (UG). For example, only 21.5 percent of out-of-state graduate-level degree completers from the FY2014 cohort remained in the state one year after graduation.

That graduate students would show lower rates of in-state placement perhaps should not be surprising, given that the specialized nature of many graduate degree programs require correspondingly specialized job opportunities (which in some cases may be limited in South Dakota). However, it is important to note that the numeric values associated with this group are relatively small in comparison with the groups that tend to remain in the state with dramatically higher frequency (e.g., in-state undergraduates).

Table 1

First-Year SD Placement Rates by State of Origin and Level
(Percentages)

	From SD			Not from SD		
	UG	GR	All	UG	GR	All
Placed	73.0	65.8	71.6	32.5	21.5	29.1
Not Placed	27.0	34.2	28.4	67.5	78.5	70.9
Employed	69.1	64.8	68.3	27.3	18.2	24.5
Enrolled	3.9	1.0	3.3	5.2	3.3	4.6
Not Placed	27.0	34.2	28.4	67.5	78.5	70.9
(n)	3,128	784	3,912	1,553	676	2,229

[6] The terms "in-state student" and "originally from SD" refer to those degree completers who either 1) held South Dakota residency at the time of graduation, or 2) graduated from a South Dakota high school.

Placement Locations

Enrollment and employment placements are further explored in Figures 4 and 5, which depict the top placement destinations of FY2014 graduates.

Figure 4 indicates that a majority of students enrolling in additional post-graduation education did so at an institution in South Dakota. Of the 937 graduates from the FY2014 cohort who enrolled in a postsecondary institution one year after graduation, 67.8 percent were enrolled at an in-state institution.

Figure 5 shows the ten most common industrial placements of FY2014 degree completers who found employment in South Dakota (*n*=3,322). Importantly, the ordering of these industrial areas is illustrative of the social and economic benefits that flow from the retention of college graduates. Several of the highest-ranked sectors (e.g., health care; professional, scientific, and technical services) correspond to industries that have been projected by the South Dakota Department of Labor and Regulation to be highly demanded in the state through 2022.[7] That the university system currently is producing and placing a large number of graduates in these areas speaks to the university system's responsiveness to the state's pressing workforce needs.

Figure 4
Enrollment by State
(Percentages)

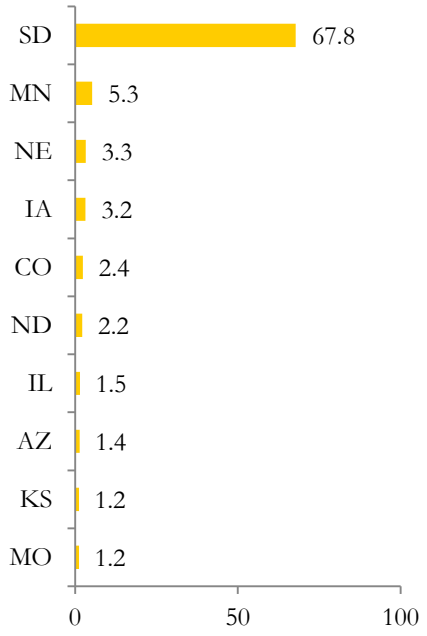
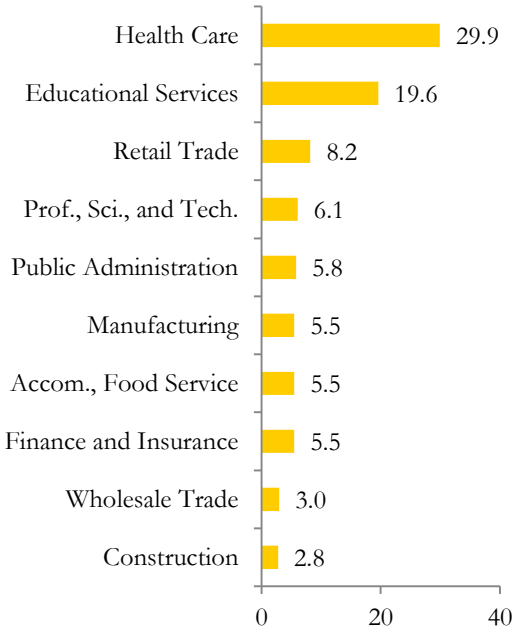


Figure 5
Employment by (SD) Industry[8]
(Percentages)



[7] SDDLR Labor Market Information Center (2014). See http://dlr.sd.gov/lmic/industry_projections_fastest_growth.aspx
[8] Areas are binned by two-digit federal NAICS (North American Industry Classification System) code. Workers with multiple jobs are reported under the industry of their highest-paying job.

Table A1
First-Year SD Placement Rates by Institution

Outcome3	Inst BHSU	DSU	NSU	SDSMT	SDSU	USD	Total
Empl/Enrl	370	245	247	100	1,299	1,187	3,448
	59.20	65.33	63.50	25.71	56.23	57.82	56.15
NotPlaced	255	130	142	289	1,011	866	2,693
	40.80	34.67	36.50	74.29	43.77	42.18	43.85
Total	625	375	389	389	2,310	2,053	6,141
	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Table A2
First-Year SD Placement Rates by Gender

Outcome3	Gender F	M	Total
Empl/Enrl	2,105	1,343	3,448
	61.55	49.36	56.15
NotPlaced	1,315	1,378	2,693
	38.45	50.64	43.85
Total	3,420	2,721	6,141
	100.00	100.00	100.00

Table A3
First-Year SD Placement Rates by Race[9]

Outcome3	Ethnic AmerInd	Asian	Black	Hispanic	White	Oth/Ref	Total
Empl/Enrl	62	25	11	45	2,630	26	2,799
	63.27	55.56	57.89	75.00	72.09	61.90	71.55
NotPlaced	36	20	8	15	1,018	16	1,113
	36.73	44.44	42.11	25.00	27.91	38.10	28.45
Total	98	45	19	60	3,648	42	3,912
	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[9] This table includes only those students who were originally from South Dakota.

Strategic Objective #4: Create an environment within South Dakota communities that allows for the development of economic activity and quality jobs, including support for facilities, technology, and other infrastructure.

Core Measures:

South Dakota	2011	2012	2013	2014	2015
Median household income	$48,321	$48,362	$48,947	$50,979	$53,017
Percentage of population below the federal poverty level	13.9%	13.4%	14.2%	14.2%	13.7%
Annual average unemployment rate*	4.7%	4.3%	3.8%	3.4%	3.1%
Percent of population employed					
65 to 74 years of age	33.1%	32.6%	34.1%	34.0%	31.9%
75 years and over	7.9%	8.4%	8.7%	8.6%	8.9%
Selected demographics of labor force employment					
Percent of veteran labor force who are employed ages 18-64	95.4%	97.3%	96.4%	97.2%	97.6%
Persons with a disability who are employed ages 18-64	89.1%	91.9%	91.2%	91.3%	91.0%

United States	2011	2012	2013	2014	2015
Median household income	$50,502	$51,371	$52,250	$53,657	$55,775
Percentage of population below the federal poverty level	15.9%	15.9%	15.8%	15.5%	14.7%
Annual average unemployment rate*	8.9%	8.1%	7.4%	6.2%	5.3%
Percent of population employed					
65 to 74 years of age	23.0%	23.8%	24.3%	24.2%	24.3%
75 years and over	5.4%	5.6%	5.9%	6.0%	6.1%
Selected demographics of labor force employment					
Percent of veteran labor force who are employed ages 18-64	90.9%	92.0%	92.6%	93.8%	94.7%
Persons with a disability who are employed ages 18-64	79.9%	81.4%	82.7%	84.6%	86.1%

Notes: Selected demographics of labor force employment include those who are currently in the labor force; they do not include people who are not in the labor force.

Sources:
U.S. Census Bureau, American Community Survey 1-year estimates (http://www.census.gov/programs-surveys/acs/);
South Dakota unemployment rates: South Dakota Department of Labor and Regulation, Labor Market Information Center in cooperation with the Bureau of Labor Statistics (http://dlr.sd.gov/lmic/menu_labor_force.aspx);
Nationwide unemployment rates: Current Population Survey, Bureau of Labor Statistics (http://www.bls.gov/cps), provided October 2016.

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