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Message from Secretary Rod Paige

It is my pleasure to release this plan for “One-ED,” a new way of doing business. One-ED builds upon the *President’s Management Agenda* and the Department’s *Strategic Plan, Blueprint for Management Excellence* and *Culture of Accountability Report*. Collectively, these documents clearly articulate management goals and desired education results to focus on citizens who are beneficiaries of successful education programs. In addition, these road maps include important action steps we must take to improve our financial integrity, service delivery and culture.

At the heart of our transformation to One-ED are five core values: professionalism, results-oriented, integrity, development and education. (See One-ED Core Values – Tab 1.) Living these values means remembering that improving education for all Americans is at the heart of all we do. We designed One-ED to help achieve important education results and improve how we achieve these results.

One-ED facilitates professionalism, integrity and growth by requiring expectation setting and training that allows us to perform our work with the greatest quality. It demands aligning our performance management systems to ensure we meet expectations and reward high performance. One-ED also provides for forums where our management teams can communicate openly and work together to solve organizational challenges.

One-ED allows us to demonstrate our commitment to providing the high quality service necessary to help our education partners achieve significant results. It includes a Strategic Investment Process designed to enable us to systematically examine all the functions we perform, while making any changes needed to ensure that we provide services to each other, our partners and the public with quality, timeliness and best value.

This transformation process will challenge us to examine and improve the composition and skills of our workforce, our work processes and our management structure. All Department employees must share responsibility for implementing this plan. We will seek employee participation and welcome suggestions to improve our work processes and culture.

I look forward to working with our employees and partners as we make the changes necessary to transform to One-ED. I believe One-ED will mean that we can provide even greater education leadership and exert greater impact towards realizing our goals of improving academic achievement, teacher excellence and safe schools and communities.

Rod Paige

