JUNE 3-5, 2025 – MEETING OF BOARD OF DIRECTORS
PARIS, FRANCE - BOD/2025/06 DOC 09 – FOR DECISION

GPE PRIORITIES FOR CEO PERFORMANCE FEEDBACK

Please note: In accordance with the GPE Transparency Policy, documents are public only after their appraisal by the relevant governance instance. Governance officials may circulate documents to their constituency for consultation purposes, except for documents of a confidential nature.

Objective

1. The Board is requested to consider the proposed GPE priorities for CEO Performance for the period of June 2025 to June 2026, for its decision.

Recommended decision

BOD/2025/06-XX—GPE Priorities for CEO Performance: The Board of Directors:

1. In accordance with the CEO performance assessment process (BOD/NO/2022/10-01), approves the priorities set out in Annex A of BOD/2025/06 DOC 09 for the period from June 2025 to June 2026.

Background and overview

1. As part of the CEO Performance process, the CEO identifies priorities for the upcoming fiscal year (June to June). These priorities are linked to the strategic plan, the previous year's performance evaluation, and include Key Performance Indicators.
2. At each June meeting, the Board is informed of the evaluation for the previous year and is presented with the CEO's annual priorities, for its decision. The priorities for this year (June 2025 to June 2026) are set out in Annex A. The priorities for the previous year (June 2024-June 2025) can be found in Annex B.

Annex A – GPE Priorities: June 2025-June 2026
Annex B – GPE Priorities: June 2024-June 2025

Annex A – GPE Priorities: June 2025-June 2026

GPE PRIORITIES FOR CEO FEEDBACK

(*This document is written in the context of the GPE Charter, which outlines a broad set of roles and responsibilities for the CEO of the GPE Secretariat. It is not intended to be an exhaustive list of all activities to be undertaken under the relevant provisions of the Charter, but instead to highlight key priorities from June 2025 to June 2026 for the CEO based on the Secretariat Workplan for FY26).*

1. **A strong narrative: Proactively revitalize the agenda for sustainable education financing - and the risks of not investing.**
    - Building upon the HLSC narrative, GPE proactively engages with decision and policy-makers to ensure education's intrinsic contribution to global economic prosperity, stability, and security is recognized and valued by world leaders
        - KPIs: GPE 2030 Strategy fit for purpose and context; education featured in global financing and development fora (4th International Conference on Financing for Development, Second World Summit for Social Development, EC Global Gateway, etc.)
2. **More sustainable finance: Mobilize investments to power education system transformation**
    - Lead a successful GPE's 2026 Replenishment Campaign
        - KPIs: Realistic and ambitious scenarios for GPE's 2026 replenishment implemented; protected against cuts in pledges; diversified contributions; campaign with high visibility for GPE and education
    - Expand GPE's resource mobilization and leveraging capacity; and drive the development of innovative finance models
        - KPIs: Diverse and new sources of financing attracted; GPE Foundation operational; multiplier leveraged to attract additional financing; innovative and sustainable financing models ready for piloting
    - Catalyze more and better domestic financing for education
        - KPIs: strengthened alignment between national resources and national education priorities; protected cuts in domestic financing to education; demonstrated national plans to improve volume, efficiency, equity of domestic financing
3. **Demonstrating GPE Results: Support the delivery of country owned priority education reforms, improve the performance of GPE's grant portfolio, and strengthen results reporting on the impact of GPE.**

- Effectively support the delivery of country owned priority education reforms, with attention to gender equality and inclusion.
    - KPIs: mid-term reviews implemented and tracking progress on priority reforms; improved results reporting on enabling factors, including gender; countries supported to progressively report on learning outcome data; Regional teams fully staffed and operational
- Continuous improvement of the performance of GPE's grant portfolio.
    - KPIs: Increased grant approvals and disbursements; improved grant performance and focus on implementation.
- Strengthen partnership engagement and support around the delivery of reforms reflected in partnership compacts.
    - KPIs: financing and technical partnerships established at the country level; Knowledge and Innovation Exchange, Education Out Loud, and Technical Assistance Initiative further tailored to support reform delivery
- Learn and adapt to improve our ability and effectiveness to serve partner countries and help them deliver better learning outcomes for children.
    - KPIs: GPE 2030 Strategy and Results Framework informed by GPE 2025, prioritized and better fit to report on GPE's unique value-add; Value for Money framework developed.

4. Continue to strengthen the efficiency of the GPE Secretariat

- Continued progress toward a more efficient Secretariat with lower operating costs, adequate staffing, reduced cost-recovery fees, and modern IT infrastructure.
    - KPIs: Fully operational regional teams; negotiated cost-recovery fee with WB, additional savings on direct costs.
- Continuous improvement of the GPE culture & values across the geographical locations of GPE teams (Washington DC, Paris, Brussels, Chennai, Nairobi)
    - KPIs: Dedicated indicator in the Corporate Risk Report; effective internal communication tools utilized.

Annex B – GPE Priorities: June 2025-June 2026

GPE PRIORITIES FOR CEO FEEDBACK

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1. **To ensure education is a top priority in the agendas of the leaders of the world by making a more compelling case about education.**
    - GPE actively contributes to the right narrative for the sector under the leadership of the HLSC as a follow-up to the Transforming Education Summit.
2. **Advocate for more, better, and more sustainable education financing for the sector and GPE.**
    - Increased awareness and political will for domestic and external financing for education.
    - Targeted resource mobilization efforts to confirm pledges and secure additional contributions for a fully funded GPE by 2025.
        - KPI: Increased donor commitments toward the US$5 billion target and meeting the US$4.5 billion projection used to make the allocations for this financing period.
        - KPI: Additional contributions for the Girls' Education Accelerator (GEA) toward the original target of US$250 million.
3. **Leverage GPE financing to meet spiraling needs and make the best of shrinking resources.**
    - Build on the success of the Multiplier exceeding the co-financing targets for GPE 2025 leveraging a wide range of co-financers.
        - KPI: Lean in the positive co-financing trend and explore possibilities to respond to the unmet demand.
    - Invest more resources towards leveraging finance and scale up funds deployed to mechanisms aimed at crowding in resources for education pending Board's mandate.
    - Find innovative ways to attract more resources to the sector and meet the needs of partner countries.

- KPI: Advance the work on operational flexibilities with the World Bank per the Board's mandate.

4. **Results: improve the performance of our portfolio and demonstrate impact of GPE 2025.**
    - Fully operationalize GPE 2025 to achieve system transformation through country-led, evidence-based and gender inclusive policy dialogue.
        - KPI: Increased grant approvals and disbursements, improved grant performance and focus on implementation.
        - KPI: Strengthened partnership engagement and support around partnership compacts.
    - Learn and adapt to improve our ability and effectiveness to serve partner countries and help them deliver better learning outcomes for children.
        - KPI: Streamlined process enabling faster progress through grant applications.
    - Ensure the ambition for gender hardwiring set out in GPE 2025 is delivered through the partnership approach.
        - KPI: Dedicated indicator in the Corporate Risk Report.
5. **Culture: contribute to improving the culture and the values of GPE**
    - Build a corporate culture that reflects GPE core values and DEI journey.
        - KPI: Dedicated indicator in the Corporate Risk Report.