

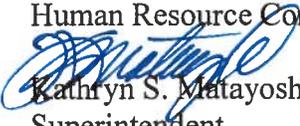


STATE OF HAWAII
DEPARTMENT OF EDUCATION
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OFFICE OF THE SUPERINTENDENT

December 4, 2012

TO: The Honorable James D. Williams, Chairperson
Human Resource Committee

FROM: 
Kathryn S. Matayoshi
Superintendent

SUBJECT: **Submittal of Updated Draft Targets for Strategic Plan Goal 2**

The Human Resource Committee reviewed and discussed the initial draft of the targets related to the Goal 2 strategic plan metrics at its November 20, 2012 meeting.

Attached for review and discussion is an updated draft of the targets.

KSM:jo

Attachment

c: Office of Human Resources

Target	Strategic Plan Goal	Strategic Plan Objectives	Metric	Target
Effective Teaching	2a	Increase percentage of highly qualified teachers, and increase percentage of teachers rated as "effective" or better beginning in SY 2014-15.	Percentage HQ/NHQ teacher data as reported from PDE3 and ESIS. Percentage of highly effective teachers as reported from performance evaluation data from PDE3.	SY 2013-14 and thereafter – 95% (HQ) SY 2013-14 – 70% (E/HE) SY 2014-15 – 85% and thereafter (E/HE)
Hiring Pool	2a	Increase percentage of hiring managers reporting they had a candidate pool that allowed them to hire a quality candidate appropriate for position.	Percentage positive responses from 3-5 question survey administered at the end of TATP and open recruitment period in May as to quality and quantity of candidates in the applicant pool.	SY 2012-13 - Baseline Survey SY2013-14 - 70% SY 2014-15 and thereafter - 95%
Training and Support	2a	100% of new teachers receive induction and mentoring support, and 100% of new non-certificated employees receive effective orientation training by 2015.	Percentage positive responses from Annual New Teacher Survey data regarding induction and mentoring experience. Percentage completion data on employee orientation from eHR system.	Non-Certificated: SY 2013-14 and thereafter - 100% Certificated: SY 2012-13 – 100% with 50% completion SY 2013-14 – 100% with 75% completion SY 2014-15 and thereafter – 100% with 100% completion
Employee Turnover	2a	Reduce voluntary employee turnover (measure TBD and will include data on retention of teaching faculty and administrative employees).	Annual turnover and retention statistics data from eHR system.	SY 2012-13 - 5% SY 2013-14 - 4% SY 2014-15 - 3%
Teacher Ratings and Improvement Plans	2b	100% of teachers receive rating on performance evaluation and establish improvement plan by SY 2014-15.	Performance evaluation completion data and professional growth plan data from PDMS.	SY 2012-13 – 8% SY 2013-14 – 29% SY 2014-15 – 100%
Administrator Ratings and Improvement Plans	2b	100% of administrators receive rating on performance evaluation and establish improvement plan by 2014.	Performance evaluation completion data and professional growth plan data from PDMS.	SY 2012-13 - 30% SY 2013-14 and thereafter – 100%
PD Alignment	2b	100% of professional development (PD) courses are aligned to support student achievement and school effectiveness as reported in pre- and post-course evaluations by 2013.	Percentage positive professional development course evaluation data from PDMS.	PDMS Operational - end of SY 2012-13 PD courses 100% compliant - SY 2014-15
Student Perception of Learning Experience	2b	Increase the number and percentage of students that rate their learning experience as exceptional.	Percentage positive rating data from Tripod Student Survey.	SY 2013-14 - 50% SY 2014-15 - 75% SY 2015-16 - 90%
Pilot Career Development/Ladder Participation	2c	Increase number of participants in pilot career development/ladder system.	Application/enrollment data from PDMS	SY 2012-13 - complete design of pilot SY 2013-14 - 50 participants SY 2014-15 - 75 participants
Leadership Placement	2c	Increase number of participants successfully placed in leadership positions.	Number of successful placements in leadership positions including school administrators and state offices reported from eHR system.	SY 2013-14 - 30 ACE placements SY 2014-15 - 40 ACE placements SY 2015-16 - 50 ACE placements
Leadership Skills Training	2c	100% of DOE leadership will be trained on leadership skills, including change management skills, that support the success of all students and schools.	Enrollment and completion data from PDMS	SY2013-14 - 30% SY 2014-15 - 60% SY 2015-16 - 100%
Academic Review Teams	2c	100% of DOE schools have academic review team in place.	Number of academic review teams in place as reported by complex area superintendents.	SY 2013-14 - 100%