



STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

OFFICE OF THE SUPERINTENDENT

November 17, 2015

TO: The Honorable Brian De Lima
Chairperson, Human Resources Committee

FROM: 
Kathryn S. Matayoshi
Superintendent

SUBJECT: **Presentation on the Department of Education's Scorecard (Measuring Progress against the Desired Outcomes of the Board of Education and Department of Education's Joint Strategic Plan) for Goal 2 (Staff Success)**

1. DESCRIPTION

The Department of Education and Board of Education have a shared Strategic Plan. The Department reports to the Board periodically on progress on the strategic plan by goal area.

2. REPORT

The Office of Human Resources and Office of Strategy, Innovation and Performance will provide a report on the Strategic Plan Goal 2 Scorecard metrics.

KSM:BAK:je
Attachments

c: Deputy Superintendent
Office of Strategy, Innovation and Performance
Office of Human Resources

**State of Hawaii Department of Education
Strategic Plan Scorecard - Goal 2: Staff Success
November 2015**



Measures Pending:
Sufficient hiring pool
New non-certificated employees receive effective orientation training

*Metrics reflect school year 2013-2014 data. Updated results forthcoming.

Presentation on the Department of Education's Scorecard (measuring progress against the desired outcomes of the Board of Education and Department of Education's Joint Strategic Plan) for Goal 2 (staff success)

*A Presentation to the
Board of Education Human Resources Committee*

November 17, 2015



Goal 2: Staff Success

The DOE has a high-performing culture where employees have the training, support, and professional development to contribute effectively to student success.



2A Objective and Strategies

Objective:

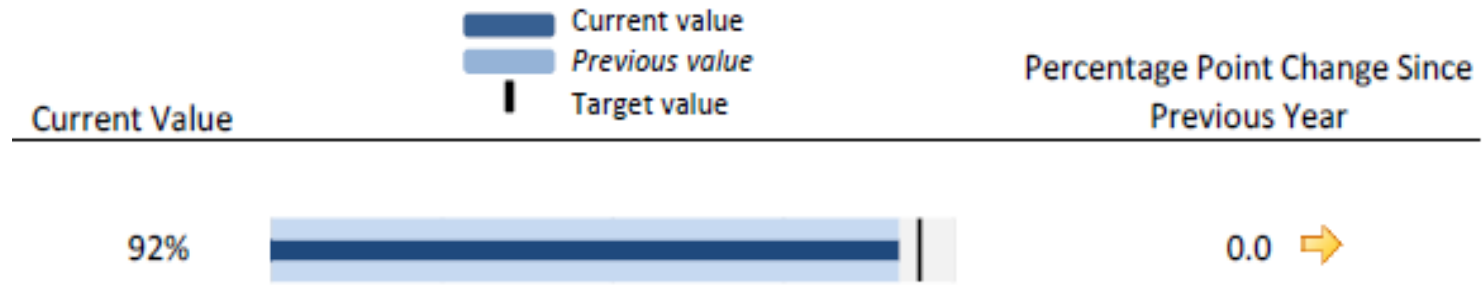
The DOE effectively recruits, retains, and recognizes high-performing employees.

Strategies:

- I. Revise recruiting policies, practices, and procedures to improve the quantity and quality of DOE job applicants
- II. Develop alternative certification paths for teachers and administrators
- III. Develop programs that recognize and reward deserving employees based on their contribution to student achievement
- IV. Fully implement beginning teacher induction and mentoring standards
- V. Provide effective orientation programs for all non-certificated and classified personnel and supervisory training for all new supervisors



Scorecard: How to Read

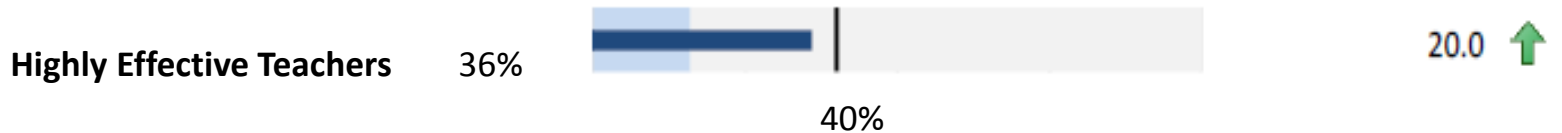


Effective teaching: Increase percentage of highly qualified teachers, and increase percentage of teachers rated as “highly effective” beginning in 2014

Metric Definition: Percentage of all teachers deemed highly qualified according to federal standards. A teacher who holds at least a bachelor's degree, has obtained full state certification, and has demonstrated knowledge in the core academic subjects he or she teaches is designated highly qualified.



Metric Definition: Percentage of teachers who receive a "highly effective" for their annual EES Rating



Training and support: 100% of new teachers receive induction and mentoring support, and 100% of new non-certificated employees receive effective orientation training by 2015

Metric Definition: Percentage of new teachers who reported meeting with a mentor for at least one hour, four times per month



Reduce voluntary employee turnover

Metric Definition: Percentage of Hawaii Department of Education employees employed on Oct. 1st who remained with the department through the following 12 months



2B Objectives and Strategies

Objective:

Training and professional development for all DOE employees supports student learning and school improvement.

Strategies:

- I. Provide all teachers with evaluation and feedback based on student growth and teaching practice that guide professional development opportunities designed to support student achievement and learning
- II. Provide all administrators with information and feedback based on student growth and school effectiveness that guide performance improvement opportunities designed to support student achievement and school improvement
- III. Develop the new Professional Development Management System (PDMS) to manage professional development activities across the DOE



100% of teachers receive rating on performance evaluation and establish improvement plan by 2014

Metric Definition: Percentage of eligible teachers who receive an annual performance rating

Teacher Ratings and Improvement Plans

100%



100%

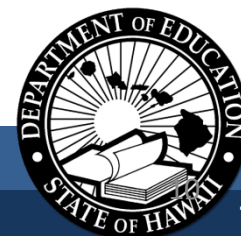


100% of administrators receive rating on performance evaluation and establish improvement plan by 2014

Metric Definition: Percentage of eligible principals who receive an annual performance rating



*Metrics reflect school year 2013-2014 data. Updated results forthcoming.



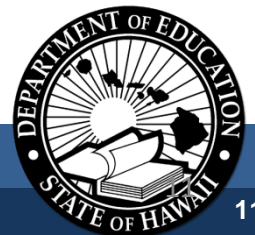
100% of professional development (PD) courses are aligned to support student achievement and school effectiveness as reported in pre-and post-course evaluations

Metric Definition: Percentage of professional development courses in PDE3 that are aligned to support student achievement and school effectiveness as reported in pre- and post-course evaluations.

Professional development alignment 97%



100%



Increase the number and percentage of students that rate their learning experience as exceptional

Metric Definition: Percentage of middle school and high school students who respond positively (by stating they "completely agree," "strongly agree," or "agree") to Question 19 of the School Quality Survey -- "I am satisfied with the quality of teaching most of my teachers provide at school."

Student perception of their learning experience

73%



2C Objective and Strategies

Objective:

Leadership across the DOE has the capacity to implement systemic change, including adapting and innovating; modeling optimism and fairness; overseeing school transformation, and student success.

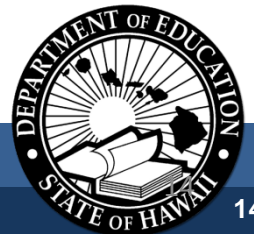
Strategies:

- I. Develop a “grow your own” career ladder program for future leaders that identifies, prepares, and places leaders in positions to support student success at an organizational level
- II. Build leadership capacity within the DOE by providing targeted professional development, including change management training
- III. Fully implement and support school-based teams of teachers and leaders (academic review teams) that guide instructional development strategies at the school and Complex levels



Increase number of participants in pilot career development / ladder system

Metric Definition: Number of participants in Teacher Leader Academy (TLA) and the Certification Institute for School Leaders (CISL, formerly ACE)

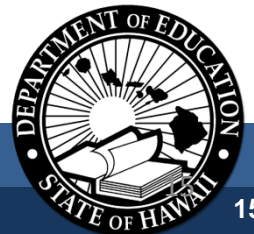


Increase number of participants successfully placed in leadership positions

Metric Definition: Number of participants in the Certification Institute for School Leaders (CISL, formerly ACE) who earn either a full, temporary or provisional Initial School Administrator Certificate and then become vice principals in department schools.

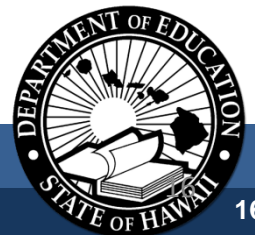


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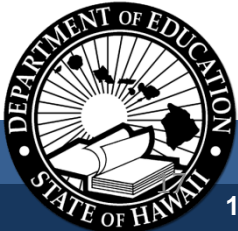
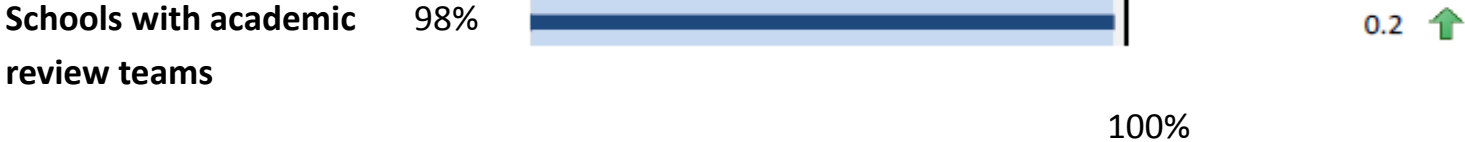
100% of DOE leadership will be trained on leadership skills, including change management skills, that support the success of all students and schools

Metric Definition: Percentage of DOE leadership trained on leadership skills



100% of DOE schools have academic review team in place

Metric Definition: Percentage of schools implementing Academic Review Teams as reported by schools on the Field Assessment Survey



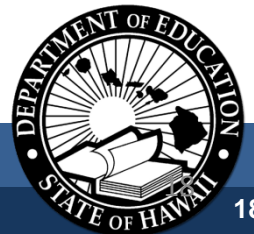
Measures Pending

❖ Sufficient hiring pool

*No data reasonably available. New metric pending.

❖ New non-certificated employees receive effective orientation training

*No data reasonably available.



Questions?

Office of Human Resources

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