



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

OFFICE OF THE SUPERINTENDENT

March 15, 2016

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

FROM: 
Kathryn S. Matayoshi
Superintendent

SUBJECT: **Presentation on New Metric for 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 (Department) and Board of Education (Board) have a shared Strategic Plan. The Department reports to the Board periodically on progress on the Strategic Plan by goal area. The Office of Human Resources (OHR) is responsible for reporting to the Board on Goal 2 (Staff Success).

2. REPORT

OHR delivered a presentation to the Human Resources Committee on November 17, 2015 on the Department's Scorecard for Goal 2. At the time, OHR reported that a metric had not yet been identified to measure the Department's progress in improving the hiring pool. The metric is in support of the Strategic Plan Target 2 All: "Increase percentage of hiring managers reporting they had a candidate pool that allowed them to hire a quality candidate appropriate for the position."

OHR has determined that meaningful metrics for this target are the percentage of teacher positions filled at the start of the school year (measured on August 1), including a breakdown of the percentage of positions filled with teachers who have completed a State Approved Teacher Education Program (SATEP). These metrics address both the quantity and quality of teachers in the hiring pool.

OHR further intends to track and report separately the same metrics for Special Education teachers.

The baseline data for SY15-16 is as follows:

Teacher positions filled as of August 1, 2015		
	Total	SATEP Completed
All Teachers	96.4%	93.4%
10 month SPED Teachers	92.8%	85.7%

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