

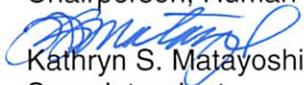


**STATE OF HAWAII**  
DEPARTMENT OF EDUCATION  
P.O. BOX 2360  
HONOLULU, HAWAII 96804

OFFICE OF THE SUPERINTENDENT

May 17, 2016

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

FROM:   
Kathryn S. Matayoshi  
Superintendent

SUBJECT: **Update on Reorganization of the Department of Education's Office of Curriculum, Instruction and Student Support**

1. DESCRIPTION

The Office of Curriculum, Instruction and Student Support (OCISS) plans to reorganize certain functions to increase efficiencies and reflect new functions.

2. UPDATE

Following this update, OCISS will consult with the unions, and, upon completion, implement the reorganization.

KSM:CSM:itk

Attachment

c: Board of Education Members  
Office of Curriculum, Instruction and Student Support

# Update on Reorganization of the Department of Education's Office of Curriculum Instruction and Student Support (OCISS)

Presentation to the BOE Human Resources Committee  
by C. Suzanne Mulcahy, Assistant Superintendent  
May 17, 2016

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**OCISS**



## Purpose of OCISS Reorganization

- Improved alignment with the Department priorities for support to complex areas and schools
- More clearly delineate SEA/LEA functions
  - Monitoring and compliance versus program assistance
  - Developing state plan versus implementing the state plan
- Address the need for monitoring federal programs (Special Education (IDEA), Migrant Education (Title 1, Part C))

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## Adjustments to May 2014 Proposal

- Meeting with OCISS staff in March 2016 – as a group and by section
- Amended proposal based on feedback from OCISS staff at the meeting, through a comment site, via email, informal comments, formal comments through their unions, over the past year
- Improved alignment to support Department initiatives
- Realigning for better clerical support and collaboration with other offices is critical
- Adjusted positions to provide support versus requesting additional positions.

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## Together We Can

- Listen to OCISS staff
- Work collaboratively to better organize OCISS
- Maintain or reduce positions
- Support programs, schools, and students

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## May 2016 Proposal

- Preserve the Special Education section to provide support to complex areas and schools for improved services to students
  - Professional development, creating solutions, program development, etc.
  - Monitoring and compliance done by Superintendent's Office
- Create a Health section to coordinate the new functions related to policy, school health, Medicaid reimbursement

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## Adjustments to May 2014 Proposal

- Maintain Homeless Concerns Office
- Maintain and develop English Language Learner/ Title III group for stronger support to schools and our students
- Ensure sections have proper supervision in order to coach and support employees for improved outcomes

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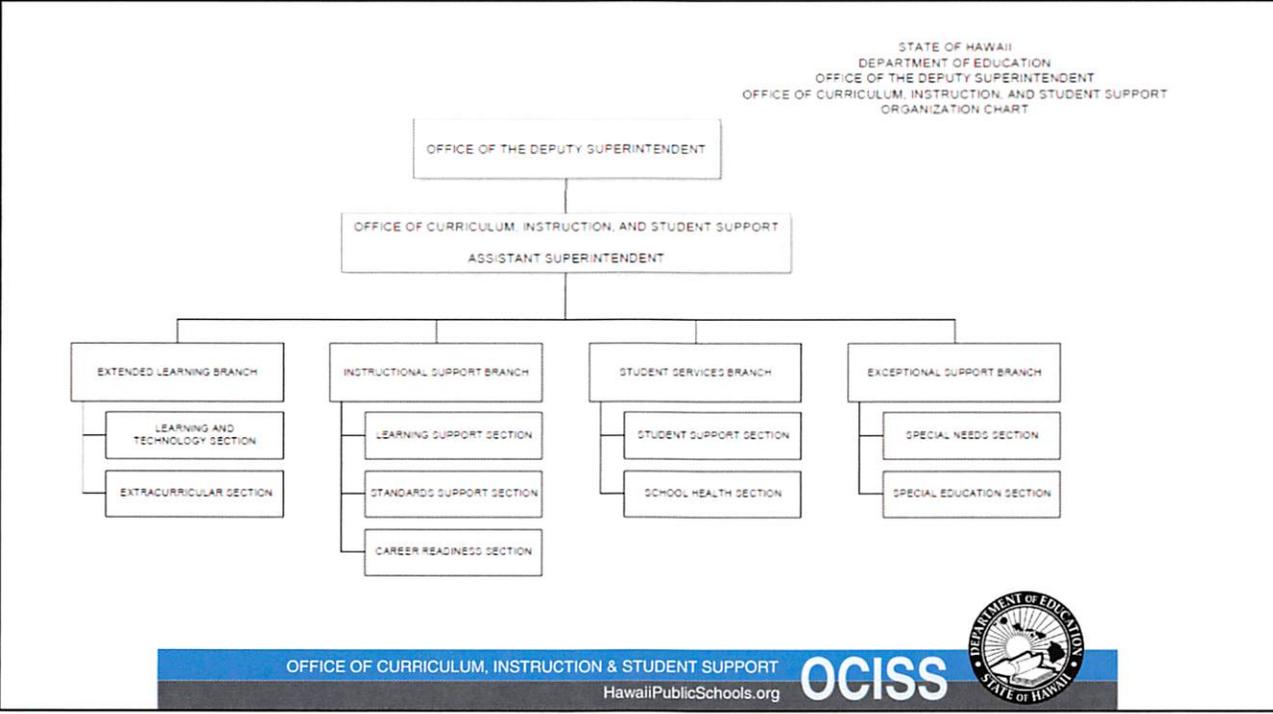
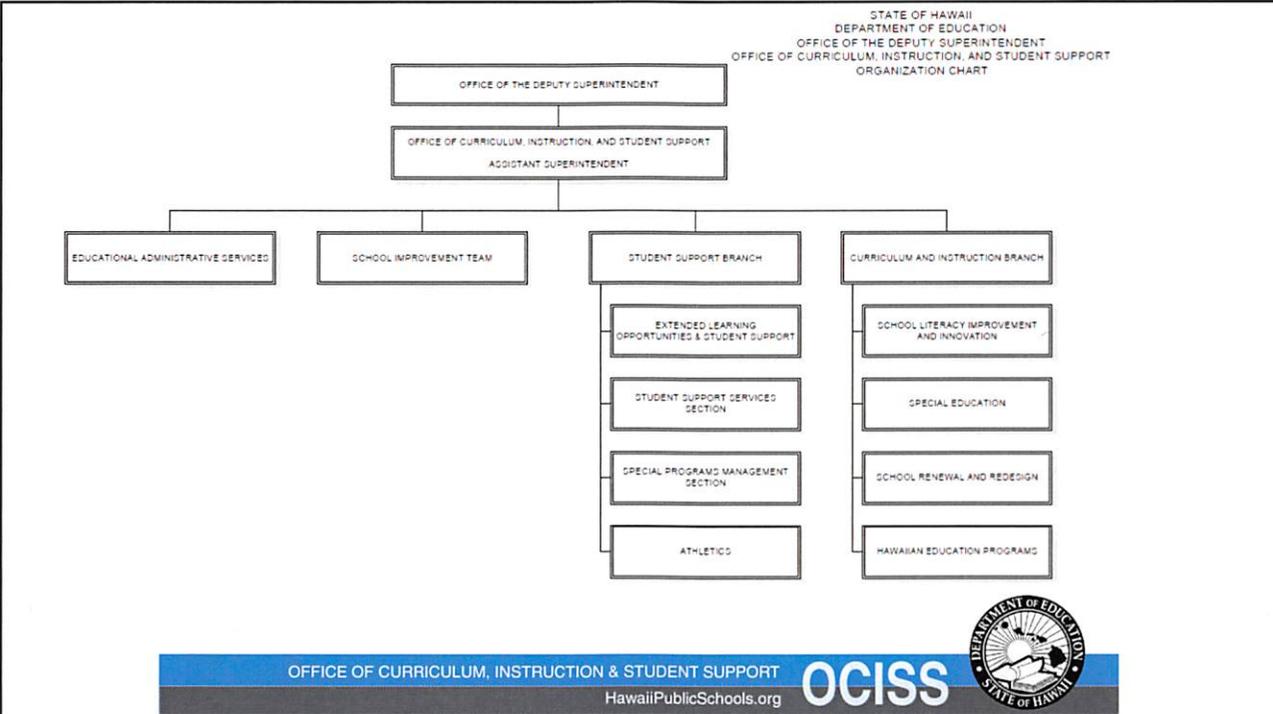


## OCISS Reorganization Iterations

Year	Branches	Total Staffmembers
SY 06-07	5 Branches 6 Directors 16 Sections	Total Staff: 420
SY 12-13	2 Branches 2 Directors 9 Sections	Total Staff: 215
May 2014 Proposal	3 Branches 3 Directors 6 Sections	Total Staff: 159
May 2016 Proposal	4 Branches 4 Directors 9 Sections	Total Staff: 159*

\*temporary positions created - 18

Office/Branch/Unit	From-To	Positions
Office of Hawaiian Education	From OCISS to Supt	- 13
School Transformation Branch	From OCISS to Deputy	- 12
Community Engagement	From OCISS to Supt	- 2
Office of Human Resources	From OHR to OCISS	+1
Tele-School	From OCISS to Communications	- 8
Office of Fiscal Services	From OFS to OCISS	+2
Special Projects Office	From OCISS to SPO	- 2



## What's next?

- Complete the consult and confer process with the unions.

