



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

OFFICE OF THE SUPERINTENDENT

November 15, 2018

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

FROM: Dr. Christina M. Kishimoto
Superintendent

A handwritten signature in blue ink, appearing to read "Christina M. Kishimoto".

SUBJECT: **Presentation on Annual Reporting of the 2017-2020 Department of Education and Board of Education Joint Strategic Plan Indicators for Goal 2 (Staff Success)**

1. DESCRIPTION

The Department will be reporting on statewide data from the 2018-2019 school year for the Goal 2 indicators – Teacher Positions Filled and Teacher Retention. Data will be presented using a reporting tool that strives to promote equity and excellence throughout the public school system. The data being shared has been generated using information provided by the Office of Talent Management (OTM).

2. UPDATE

OTM will provide an update on the Goal 2 Strategic Plan indicators for the 2018-2019 school year.

CMK:cac
Attachment

c: Office of Strategy, Innovation, and Performance
Office of Talent Management



The Strategic Plan

DYNAMIC ANNUAL REPORT, GOAL 2, SY 2019

Human Resources Committee Meeting | November 15, 2018

Presentation on Annual Reporting of the 2017-2020 Department of Education and Board of Education Joint Strategic Plan Indicators for Goal 2 (Staff Success)



Indicators

bit.ly/HIDOE-SPDR



GOAL 1

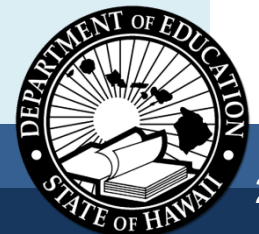
- Chronic Absenteeism
- Inclusion Rate
- Third Grade Literacy
- Ninth Grade On-Track
- Academic Achievement
- Achievement Gap
- High School Graduation
- CTE Concentrators
- College-Going Rate

GOAL 2

- Teacher Positions Filled
All positions + SPED positions
- Teacher Retention

GOAL 3

- Repair & Maintenance Backlog
- Parent Engagement



Status

Indicator	SY2017 <i>Baseline</i>	SY2018 <i>Results</i>	SY2019 <i>Results</i>	2020 <i>Target</i>
Teacher Positions Filled <i>by SATEP Teachers</i>	93%	92%	92%	96%

2016-17
 12,268 out of
 13,188 positions

2017-18
 12,309 out of
 13,320 positions

2018-19
 12,408 out of
 13,437 positions

Special Education

SPED Teacher Positions Filled <i>by SATEP Teachers</i>	86%	86%	84%
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2016-17
 1,818 out of
 2,108 positions

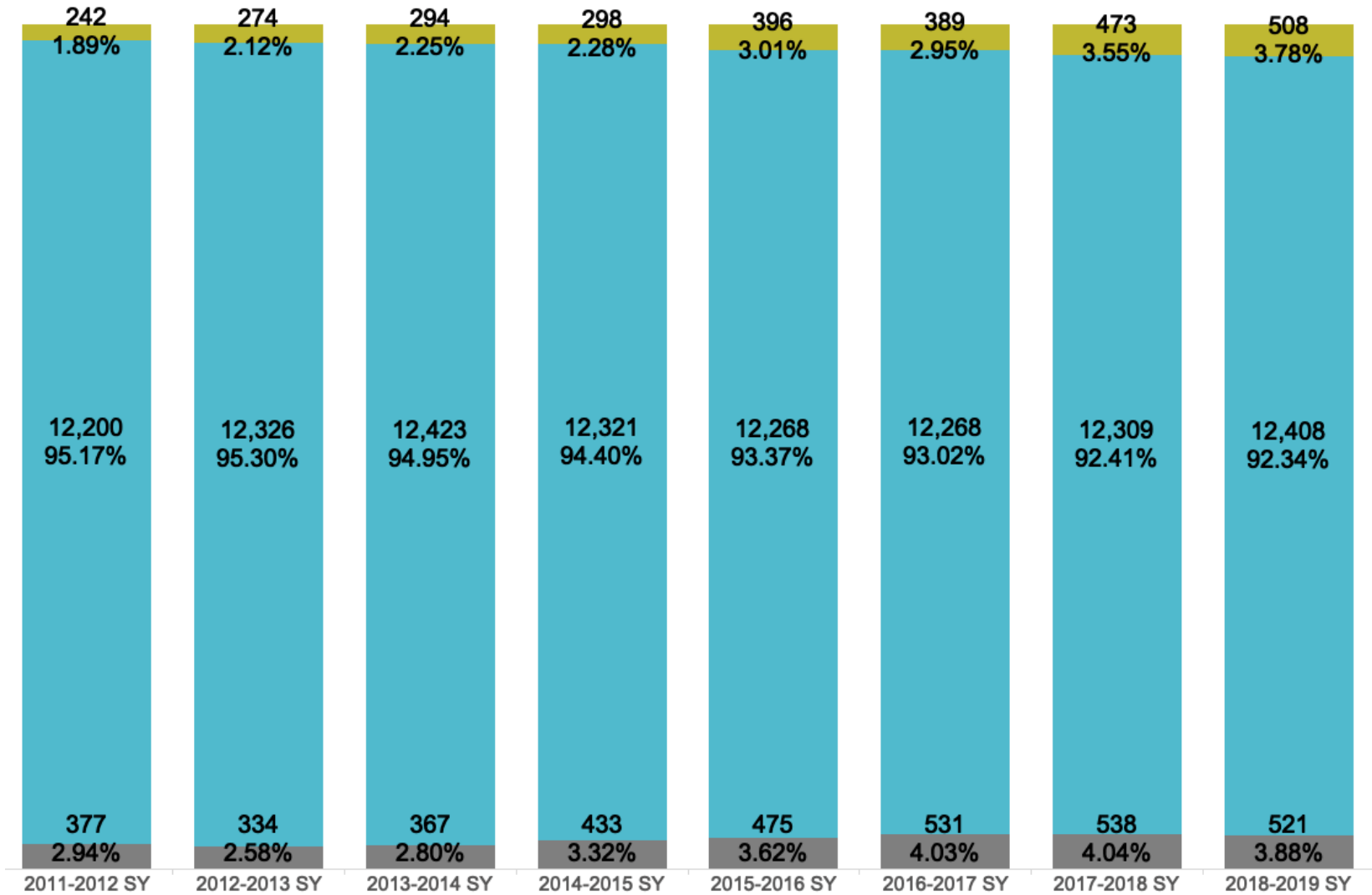
2017-18
 1,840 out of
 2,151 positions

2018-19
 1,860 out of
 2,212 positions



Filled Teacher Positions

■ No SATEP
■ SATEP
■ Vacancies

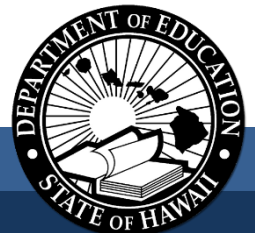


(As of August 1st each year)




Teacher Recruitment Initiatives

- Troops to Teachers recruiter
- Teacher Education Coordinating Committee (TECC)
Recruiting and Retention Five Year Plan (2018-2022)
- Alternate paths to teaching (UH Grow our Own)
- Out-of-state and internationally
- Educating candidates about Hawaii's unique value
- Expanding “virtual” recruiting fairs
- Review and expand alternative pathways to licensure
- Special Education Teacher Recruiter



Status

Indicator	SY2017 Baseline	SY2018 Results	SY2019 Results	2020 Target
5-yr Teacher Retention	52%	54%	51%	60%



2016-17 <i>478 of 922 teachers hired in 2012</i>	2017-18 <i>533 of 985 teachers hired in 2013</i>	2018-19 <i>467 of 907 teachers hired in 2014</i>
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Induction and Mentoring

- Standards of Mentoring Practice
- Mentor Stipends

- ❖ 1438 Beg. Teachers Year 1 & 2
- ❖ 653 Mentors

Current Highlights

Beginning Teacher Summer Academy



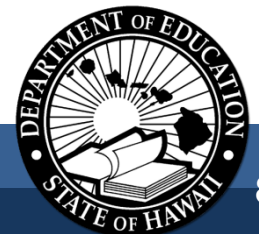
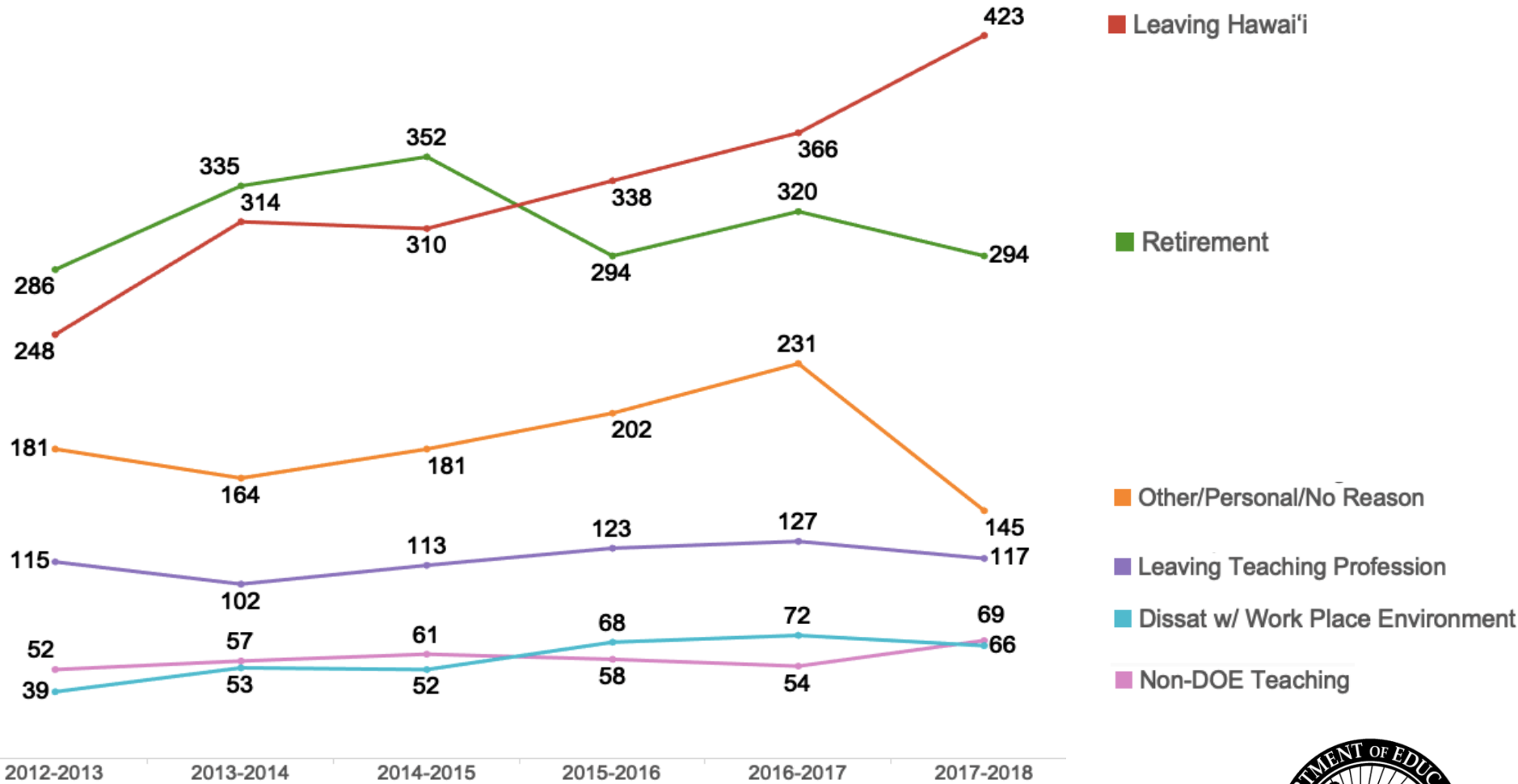
260 participants
14 Complex Areas

Mentor Professional Learning Series



225 new mentors
64 days of training

Teacher Separation Counts by Reason



View the report

<https://bit.ly/2P6jyoU>



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Strategic Plan Dynamic Report: Goal 2

Data about the K-12 public school system in Hawai'i aligned with the 2017-2020 Strategic Plan, Goal 2: Staff Success. This information is presented annually to the Board of Education to track progress to state-level targets and to review what is and isn't working. It is a public resource so all stakeholders may easily view how the public school system is doing across a range of key performance indicators.

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Overview

Click the goals at right for performance metrics for each aligned with the 2017-2020 Strategic Plan. Below, select an indicator to access data sets specific to that category, or scroll below for a dynamic chart of all indicators. State-level baseline data for 2016, current performance in 2017, and targets for 2020 as set forth in the Strategic Plan are shown. You can then select Complex Areas to do a deeper dive on the data.

[Click to return to the report home.](#)

- [Teacher Positions Filled](#)
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