



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

OFFICE OF THE SUPERINTENDENT

November 15, 2016

TO: The Honorable Lance A. Mizumoto  
Chairperson, Board of Education

FROM:   
Kathryn S. Matayoshi  
Superintendent

SUBJECT: **Update on the Review and Extension of the 2011-2018 Joint  
Department of Education and Board of Education Strategic Plan**

1. DESCRIPTION

On January 19, 2016, the Board of Education approved a review and extension of the Strategic Plan to guide the next few years. In the spirit and practice of an approach of continuous improvement, the review and extension retains the 2012 update's goals and framework for improvement as a strong continuing foundation for educational improvement but will make mid-course adjustments to better support improved student outcomes.

This November 15, 2016 presentation is the Department's final monthly progress report on the Strategic Plan review and extension process before the final draft is presented to the Board of Education for action on December 6, 2016.

2. PRESENTATION

Asst. Superintendent Tammi Chun of the Office of Strategy, Innovation and Performance will present an update on the Strategic Plan review and extension, including a summary of the feedback from the public comment period and an update on setting targets for the proposed set of indicators.

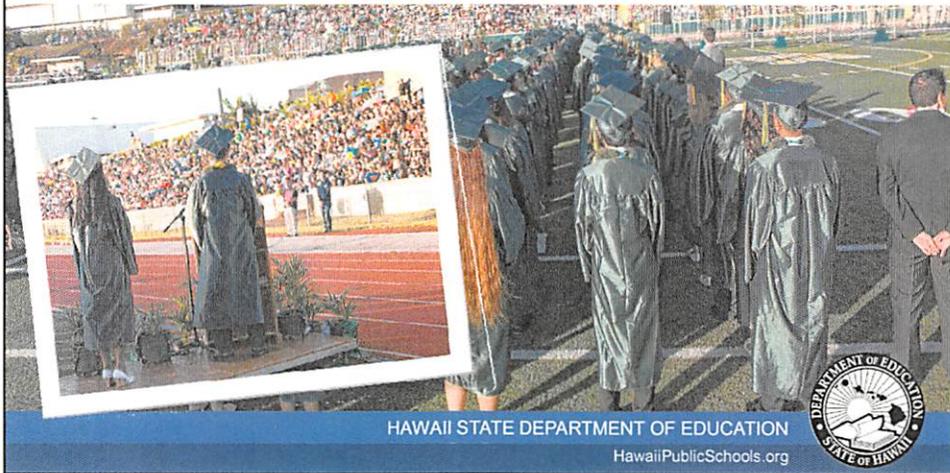
KSM:TOC:csg

Attachment: GBM\_11152016\_Update on 2011-2018 Joint DOE-BOE Strategic Plan

c: Office of Strategy, Innovation and Performance

UPDATE ON THE REVIEW AND EXTENSION OF THE  
**2011-2018 Joint Department of Education  
 and Board of Education Strategic Plan**

Board of Education General Business Meeting | November 15, 2016



HAWAII STATE DEPARTMENT OF EDUCATION

HawaiiPublicSchools.org



## Timeline: Implementation in SY 2017-18

### Phase I outreach:

- 108 focus groups statewide
- 1,429 online surveys

### Review of data and research



Phase I report

### Phase II outreach:

- Hawaii BOE Community Meetings hosted by BOE members
- Goal 2 and Goal 3 Survey (1,144 responses)

### Spring 2017

- ESSA plan for federal funding to USDOE
- School and Complex Academic Plans
- DOE budget request to legislature
- Initiatives to support implementation of Strategic Plan



2016

Draft Strategic Plan to BOE and for public comment

Final Strategic Plan to BOE, per 1/19/16 BOE action

11/15/2016

HAWAII STATE DEPARTMENT OF EDUCATION

HawaiiPublicSchools.org



# DRAFT: JOINT DEPARTMENT OF EDUCATION/BOARD OF EDUCATION STRATEGIC PLAN UPDATE 2017-2020

## Posted Oct 12, comment period Oct 13-31

E-blast to DOE employees	OCT 13 & 24
Presentation to BOE and testimony	OCT 18
Social Media promotion	OCT 18-31
E-blast to community	OCT 18
BOE, Governor & ESSA Team meeting	OCT 22
Presentations/discussions with stakeholders, including: • Hawaii State Student Council • CA principals' meetings • Secondary Principals' Forum • Kamehameha Schools	OCT 12-31
Hawaii P-20 Council on indicators	NOV 15

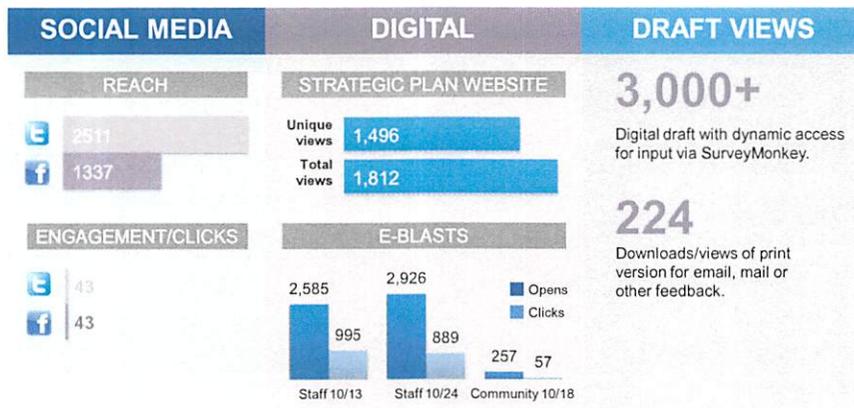
11/15/2016

HAWAII STATE DEPARTMENT OF EDUCATION

HawaiiPublicSchools.org



## Public comment period: metrics



HAWAII STATE DEPARTMENT OF EDUCATION

HawaiiPublicSchools.org

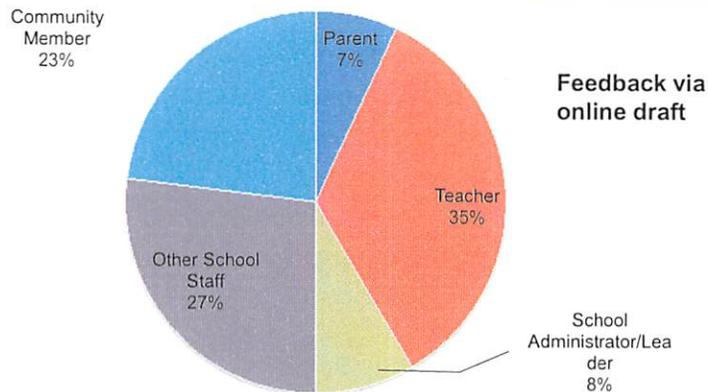


## Public comment period: feedback

Email, mail, meeting summaries from HEMSAA & HASAA

Feedback via digital draft/SurveyMonkey (*breakdown below*)

132 responses



HAWAII STATE DEPARTMENT OF EDUCATION

HawaiiPublicSchools.org



## Highlights of Feedback on Draft

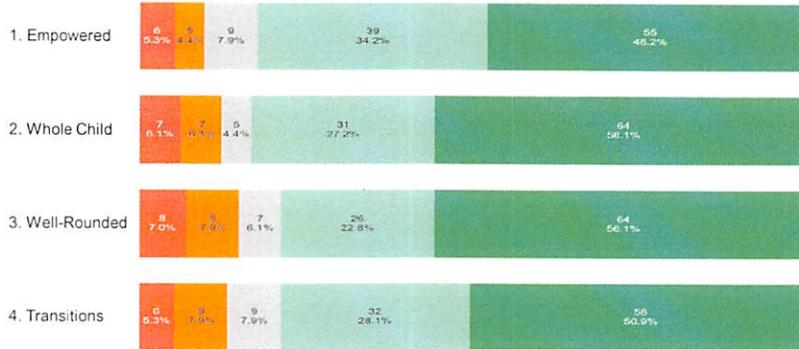
- High level of agreement on the draft objectives (79%-95%)
- **Nā Hopena A'o** is more than values.
- Mixed comments about **General Learner Outcomes** (Board Policy 101-15):
  - These are outdated and need to be changed.
  - These need to be highlighted and revised to include new GLO: "Empathetic and Innovative Creator."
- Requests for more **specific references to various types of schools or students or languages** (e.g., charter schools, English Learners, two or either official language)
- Advocacy for "equity" in **Hawaiian medium education** (i.e., comprehensive pathway in Hawaiian language including dual credit options and principal training)
- Reference should change from "citizenship" to "community readiness."
- "Well written, student centered language, support(ive) of teachers"
- Concerns about implementation: "This all sounds nice, but..."

HAWAII STATE DEPARTMENT OF EDUCATION

HawaiiPublicSchools.org



## Highlights of Feedback on Draft: Goal 1



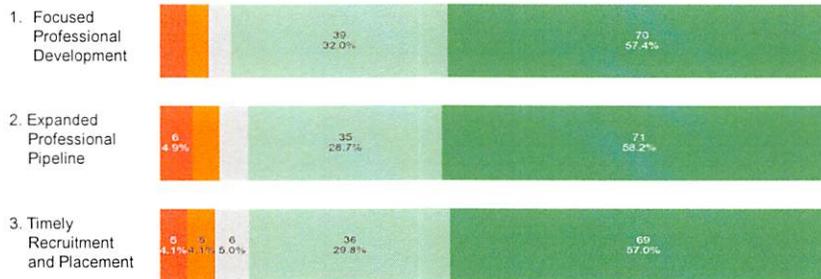
- Strong support for polling question of **integrating college and career ready** sub-objectives (78% agreement).
- Concerns that parents and community—rather than educators—need to be responsible for **student attendance**.
- Calls to eliminate **testing** and to **measure more dimensions of student** (e.g., measure of “whole child”).
- Identification of importance of **early childhood** education and transitions from early childhood to kindergarten.

HAWAII STATE DEPARTMENT OF EDUCATION

HawaiiPublicSchools.org



## Highlights of Feedback on Draft: Goal 2



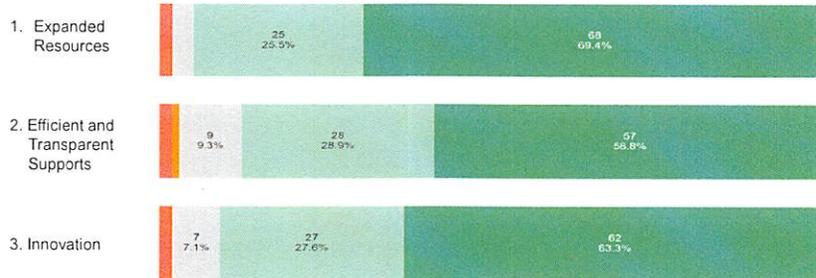
- Continued feedback to identify **teacher pay** as an objective in Strategic Plan since it is key in recruitment and retention of teachers.
- Professional development should address **more than just teachers**.
- Suggestions for **educator retention/recognition** (e.g., public recognition/awards, financial incentives, loan forgiveness, specific curriculum/program, autonomy, relocation assistance)
- Request for more specific mentions of **coaching and mentoring**.
- Identification of value of **high quality induction program**.
- **More paid time for planning and collaboration**.
- Comments to eliminate **teacher evaluation**.
- Need for “**sound**” and **long-term leadership**.

HAWAII STATE DEPARTMENT OF EDUCATION

HawaiiPublicSchools.org



## Highlights of Feedback on Draft: Goal 3



Focus of feedback on **innovation**: what innovation is, what innovation is not, and how the state can foster a culture of innovation.

- No consensus. Mix of comments about what innovation looks like and how state should support culture of innovation.

- Innovation is**: experimentation, embracing diversity, new ideas, thinking outside the box, collaborating with others to solve problems, using data and research, not letting a thousand flowers bloom...

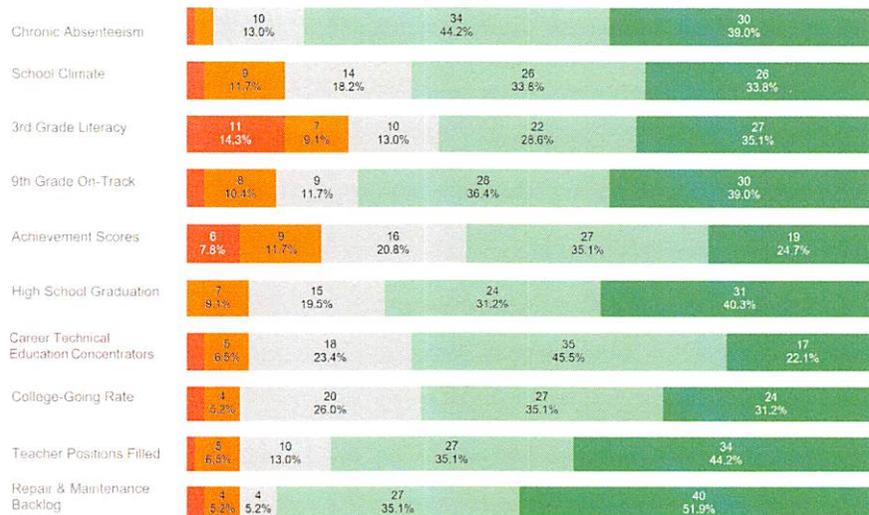
- State can support innovation by**: funding new programs, supporting, encouraging and celebrating new ideas even if not successful, trusting educators such as in Finland...

HAWAII STATE DEPARTMENT OF EDUCATION

HawaiiPublicSchools.org



## Highlights of Feedback on Draft: Indicators



11/15/2016

HAWAII STATE DEPARTMENT OF EDUCATION

HawaiiPublicSchools.org



# Upcoming Milestones

## Strategic Plan, ESSA, Strategic Plan Implementation

DEC	12/6 Final Strategic Plan to BOE
JAN	12/23 – 1/23 Draft of state's ESSA plan for federal funding posted for BOE, public comment, and Governor's review of ESSA plan
	1/17 Summary of comments received for ESSA plan and final federal regulations on state plans and accountability for BOE discussion
	1/17 Academic Plan templates released to schools for planning with a new 3-year time horizon under the updated Strategic Plan and ESSA plan
FEB	2/7 Final ESSA plan to Governor for signature (2/1) and BOE discussion/action
	Planning for statewide initiatives under the updated Strategic Plan & ESSA plan
MAR	3/6 Final ESSA plan due to USDOE
MAY	5/12 Schools' Academic Plans due (covering 2017-2020)

11/15/2016

HAWAII STATE DEPARTMENT OF EDUCATION

HawaiiPublicSchools.org



# CONNECT WITH US

[HawaiiPublicSchools.org](http://HawaiiPublicSchools.org)

#HIQualityEd | [bit.ly/DOEBOEstratplan](http://bit.ly/DOEBOEstratplan) | [hiqualityed.tumblr.com](http://hiqualityed.tumblr.com)



HAWAII STATE DEPARTMENT OF EDUCATION

HawaiiPublicSchools.org

