

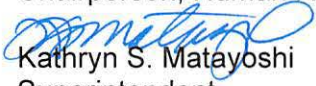


STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

OFFICE OF THE SUPERINTENDENT

March 21, 2017

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

FROM: 
Kathryn S. Matayoshi
Superintendent

SUBJECT: **Presentation on Leadership Institute Programs, Including Teacher Induction
and Administrator Development**

1. DESCRIPTION

The Strategic Plan's Goal 2 (Staff Success) is for public schools to have a high-performing culture where employees have the training, support and professional development to contribute effectively to student success. The Leadership Institute is the Department's primary State-level resource for the training, support and development of certificated employees.

2. REPORT

The Board of Education, Human Resources Committee was most recently briefed on the Leadership Institute programs in November 2015. The Assistant Superintendent, Office of Human Resources and the Executive Director of the Leadership Institute will provide an update on the development and achievements of the Leadership Institute since that time. The presentation will include a briefing by the Administrator of the Teacher Induction & Mentoring section on the initiatives devoted to the support of the Department's beginning teachers.

KSM:BAK:je
Attachments

c: Deputy Superintendent
Office of Human Resources

Presentation on Leadership Institute Programs Including Teacher Induction and Administrator Development

Board of Education
Human Resources Committee

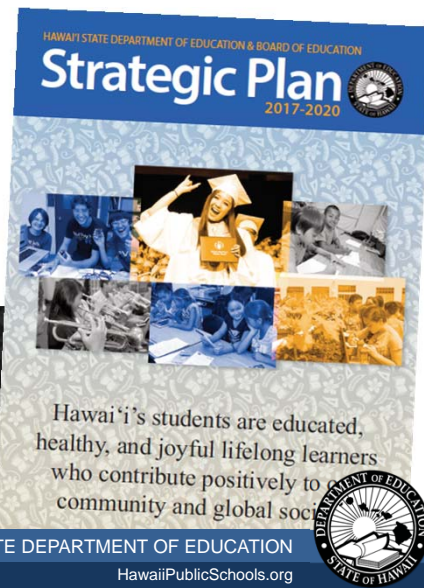
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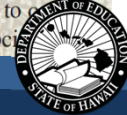


Strategic Plan, 2017-2020

- Approved unanimously by the Board of Education on Dec. 6, 2016
- Governs the next three years of operations



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GOAL 2

Staff Success

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

OBJECTIVE 1	FOCUSED PROFESSIONAL DEVELOPMENT. Develop and grow employees to support student success and continuous improvement.
OBJECTIVE 2	TIMELY RECRUITMENT AND PLACEMENT. Timely recruitment and placement of applicants to better serve all students to address achievement gaps and attain equity.
OBJECTIVE 3	EXPANDED PROFESSIONAL PIPELINE. Expand well-qualified applicant pools for all Hawai'i educator positions and expand the number of candidates who are prepared to support Student Success objectives.



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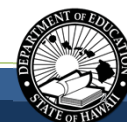
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3

GOAL 2

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

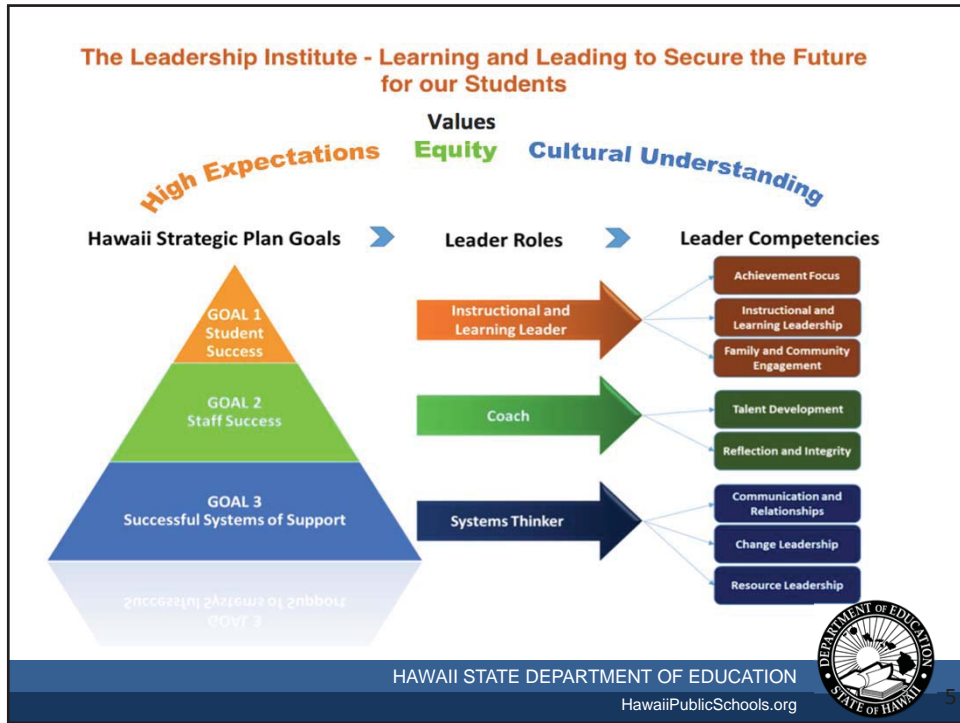
Focused Professional Development	Develop and grow employees to support student success and continuous improvement.
<p>“Strengthen the teacher, principal and educational leader development pipeline to support shared and effective leadership at all levels.”</p> <p>“Provide support for new employees to become effective (e.g. quality induction and mentoring for all beginning teachers, new principals, and leaders).”</p>	<ul style="list-style-type: none"> • Leadership Institute <ul style="list-style-type: none"> - Leadership development at ALL levels - Variety of training and leadership opportunities - Pathways to leadership • Induction and Mentoring <ul style="list-style-type: none"> - Statewide mentoring for 1st and 2nd year teachers - Working to improve rigor in I&M programs - Developing future leaders



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4

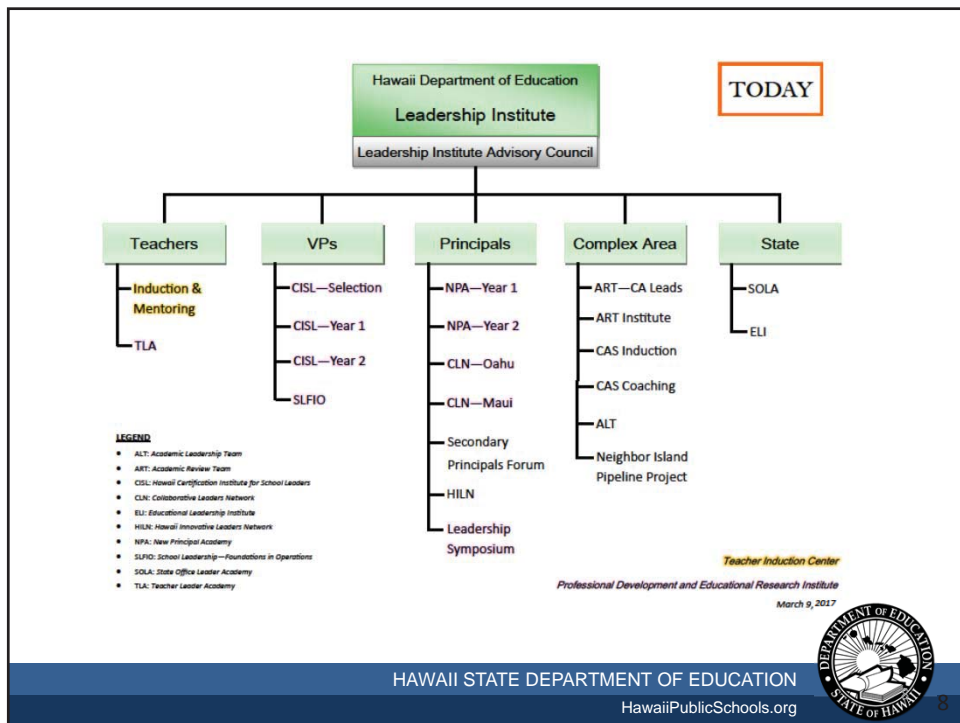
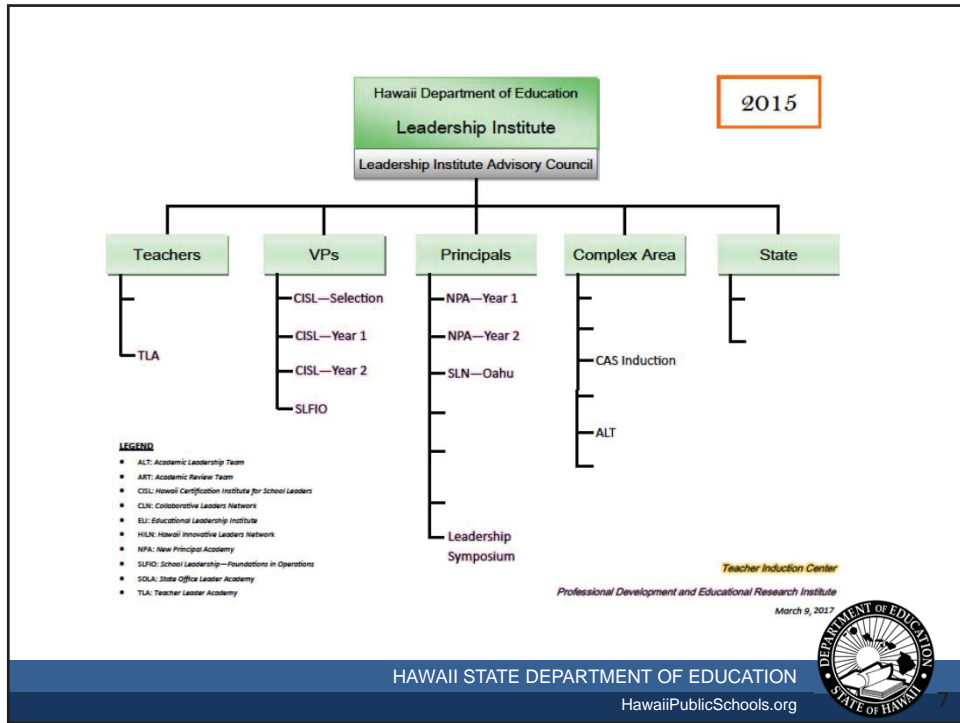


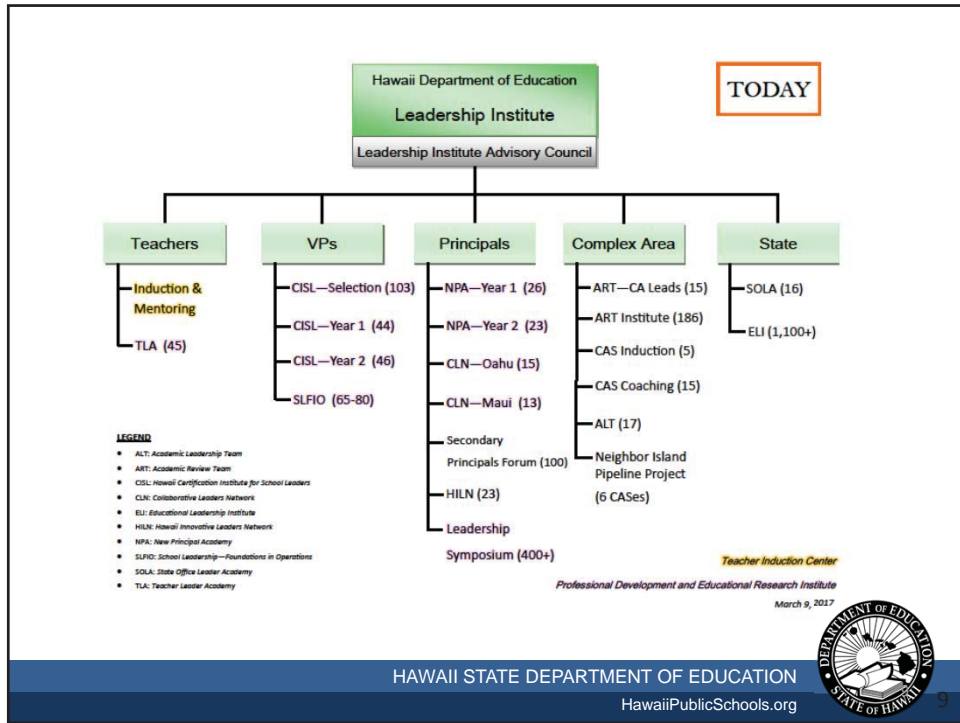
HIDOE Competencies

- Achievement Focus
- Instructional (System Support) and Learning Leadership
- Family & Community (Stakeholder) Engagement
- Talent Development
- Reflection and Integrity
- Communication and Relationships
- Change Leadership
- Resource Leadership


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 6






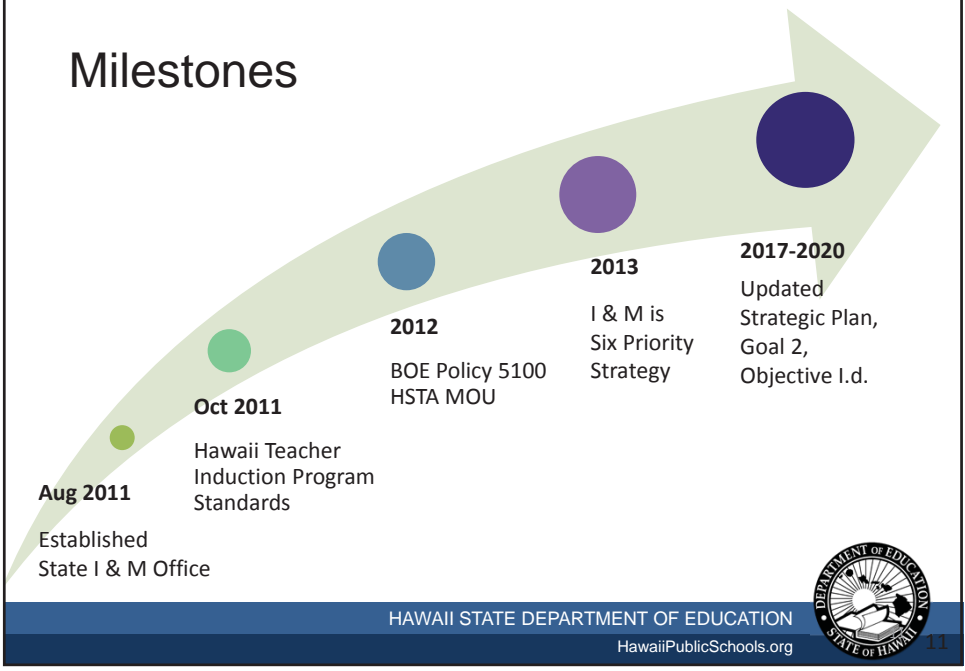
Teacher Induction & Mentoring Program



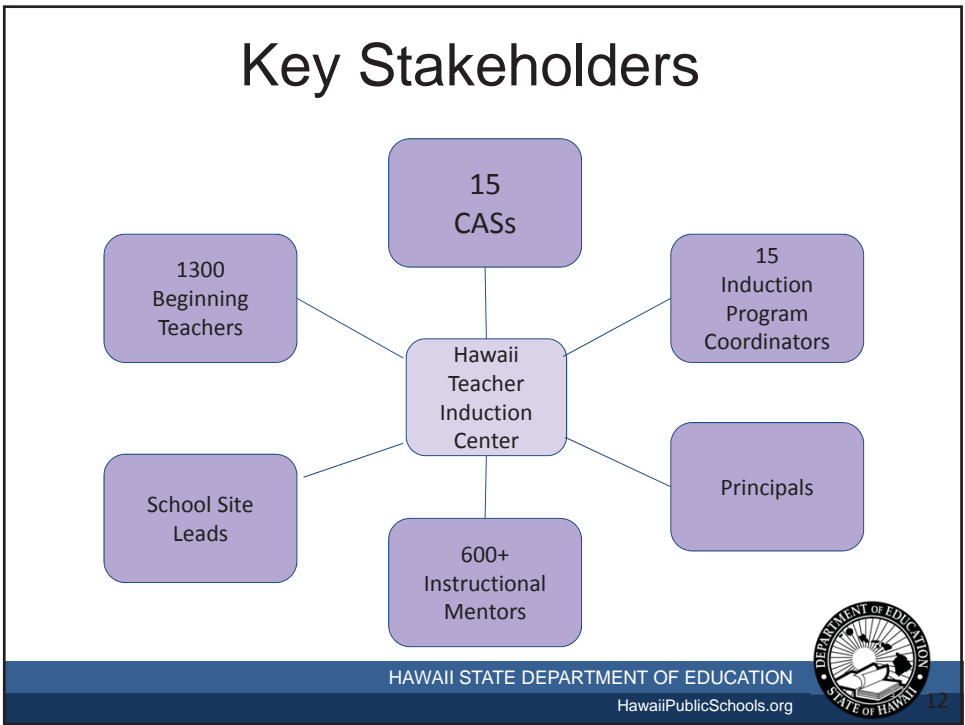
“The emotional and professional support my mentor provided through difficult challenges of my first semester of teaching was critical in my decision to stay in the profession” - Beginning Teacher



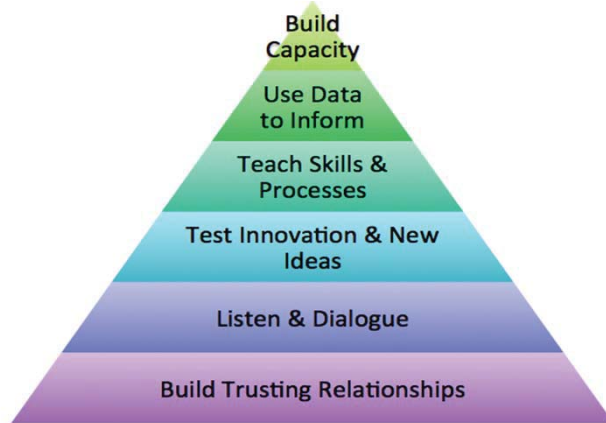
Milestones



Key Stakeholders



Vision: Every beginning teacher will participate in a system of support with a highly skilled, trained instructional mentor to accelerate teacher effectiveness and student learning.



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13

Deepening & Expanding Our Work



Hawaii Teacher Induction Center

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14

Administrator Development

Focus Areas

1. Create Conditions for Shared Leadership
2. Build the Pool
3. Ensure Right Skills in the Right Roles
4. Provide Continuous Improvement to Build Capacity

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15

Shared Leadership

Old: state office sets the policy agenda

New: school leaders design the work prior to implementation (e.g. Deputy's Roundtable, Secondary Principals Forum, LI Advisory Council & Design Teams, ELI Steering Committee)

Old: single authority figure

New: shared leadership structures (e.g. ART, CAST, data teams, principal networks, ALT)

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16

Build the Pool

- Three Principal in Residence positions
- Curriculum are more just in time, real world, aligned to leadership competencies
- New training opportunities: SOLA, HILN, CLN Maui

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Right Skills in the Right Roles

- CISL Screening & Interview Tool
- Neighbor Island Pipelines

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Continuous Improvement to Build Capacity

- CAS Induction and Coaching
- Academic Leadership Team
- Coach Forum



Impact

- Selection is becoming more refined
- Training efforts increasingly reflect participants' needs
- Preparation helps participants to tackle the job ahead
- Overall, leaders perceive greater coherence behind the work



Next Steps

Leadership Institute plays a critical role in the success of the HIDOE & BOE Strategic Plan for 2017-2020. We need to continue to support shared leadership, build the pool, ensure the right skills in the right roles, and provide continuous improvement to build capacity across our HIDOE so Hawai'i's students truly are educated, healthy, joyful lifelong learners who contribute positively to our community and global society.

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21

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22