



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

OFFICE OF THE SUPERINTENDENT

November 15, 2016

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

FROM:   
Kathryn S. Matayoshi  
Superintendent

SUBJECT: **Presentation on Overview of Teacher Recruitment Data for 2016-2017 School Year**

1. DESCRIPTION

The Department of Education ("Department") previously identified "Teacher positions filled as of August 1" as a key metric for the current strategic plan scorecard for Goal 2 (Staff Success). The metric includes percentages as of August 1 of the reporting school year for all teacher positions filled and all positions filled by teachers who had completed a State Approved Teacher Education Program ("SATEP") by that date. The metric also includes the same categories reported separately for 10-month Special Education teachers.

2. PRESENTATION

The metric data for SY16-17 is as follows:

Teacher positions filled as of August 1, 2016		
	Total	SATEP Completed
All Teachers	95.97%	93.02%
10 month SpEd Teachers	93.08%	85.71%

The presentation by Assistant Superintendent Barbara Krieg will include comparative metric data for the previous five school years and, in addition, data for initial five year teacher retention and teacher separations, both of which measures impact the Department's vacancy rates.

KSM:BAK:je  
Attachment  
c: Office of Human Resources

# Presentation on Overview of Teacher Recruitment Data for 2016-2017 School Year

Board of Education | Human Resources Committee  
November 15, 2016



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## Teacher Categories

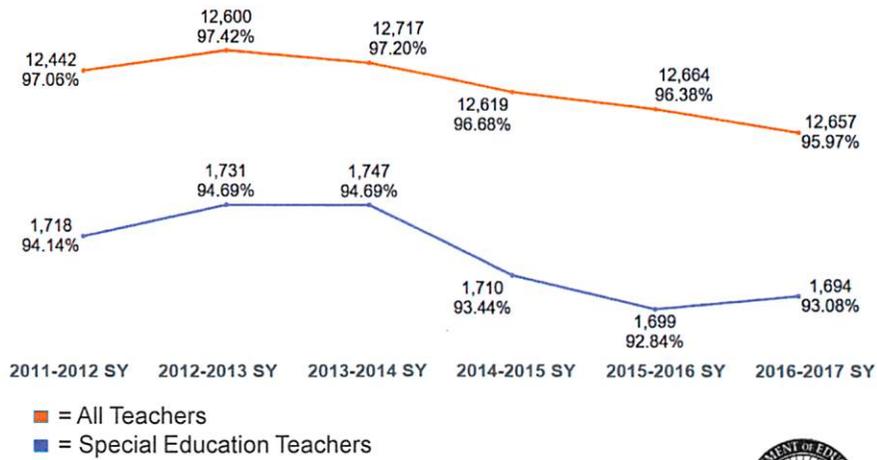
- 10-Month
- 12-Month
- Classroom/Non-Classroom
- Librarians
- Counselors
- Registrars



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## Filled Teacher Positions (as of August 1 each year)



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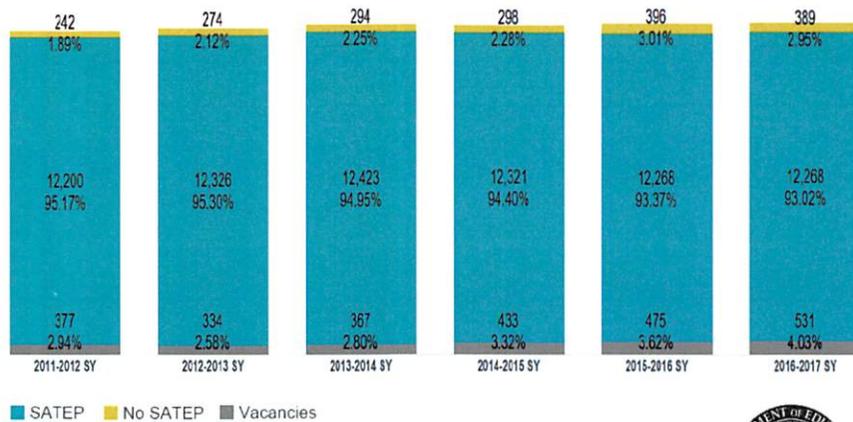
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## Filled Teacher Positions (as of August 1 each year)

### ALL TEACHER POSITIONS



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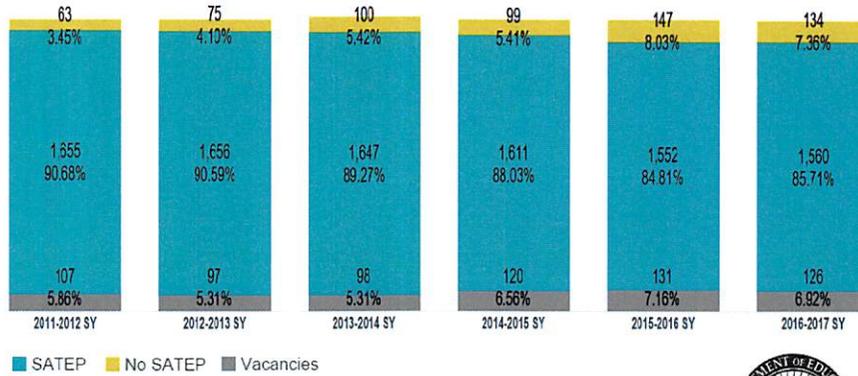
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# Filled Teacher Positions (as of August 1 each year)

## SPECIAL EDUCATION TEACHER POSITIONS

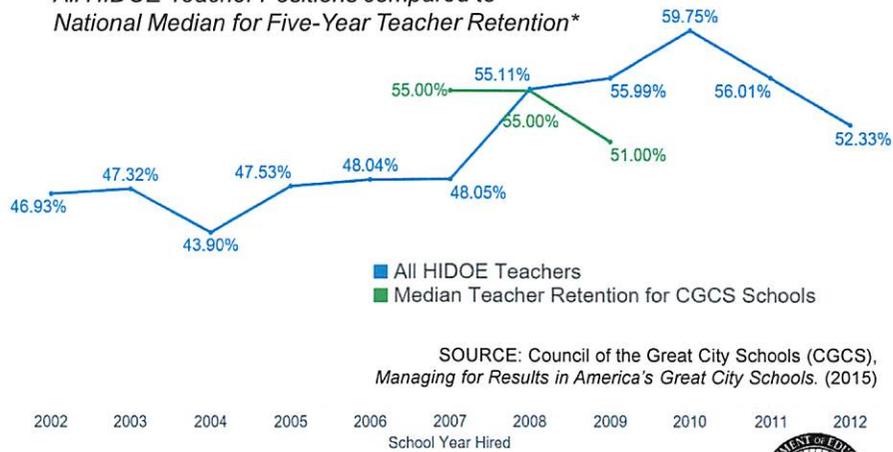


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# Initial 5-year retention

All HIDOE Teacher Positions compared to National Median for Five-Year Teacher Retention\*

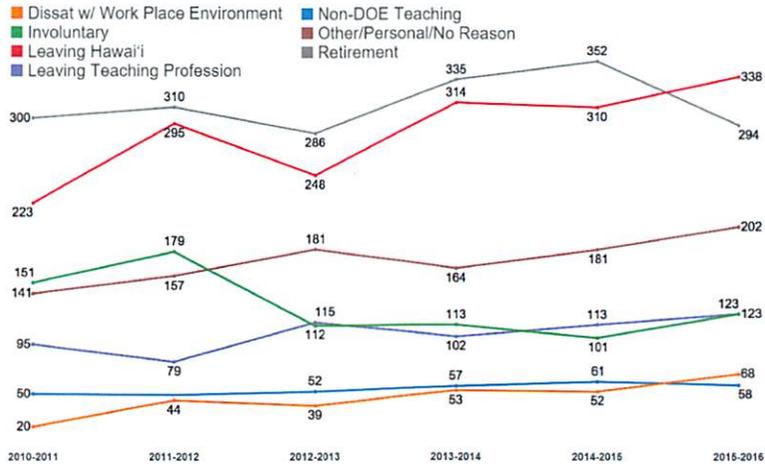


SOURCE: Council of the Great City Schools (CGCS), *Managing for Results in America's Great City Schools*. (2015)

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## Separation Counts by Reason



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## Separation Counts, 2015-16

REASON	NUMBER	PERCENTAGE
Leaving Hawaii	338	28.0%
Retirement	294	24.4%
Other/Personal/No Reason	202	16.7%
Leaving Teaching	123	10.2%
Involuntary	123	10.2%
Dissatisfied w/ Workplace Environment	68	5.6%
Non-DOE Teaching	58	4.8%
<b>TOTAL</b>	<b>1,206</b>	<b>100%</b>

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## Nationwide Trends

- Teacher shortages
- Fewer teacher program participants
- Teachers leaving the profession
- Millennial Generation
  - Frequent job changes
  - Attracted to public service



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