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:

<table>
<thead>
<tr>
<th>Teacher positions filled as of August 1, 2016</th>
<th>Total</th>
<th>SATEP Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Teachers</td>
<td>95.97%</td>
<td>93.02%</td>
</tr>
<tr>
<td>10 month SpEd Teachers</td>
<td>93.08%</td>
<td>85.71%</td>
</tr>
</tbody>
</table>

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
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Teacher Categories

- 10-Month
- 12-Month
- Classroom/Non-Classroom
- Librarians
- Counselors
- Registrars
Filled Teacher Positions (as of August 1 each year)

2011-2012 SY: 12,442 (97.06%)
2012-2013 SY: 12,600 (97.42%)
2013-2014 SY: 12,773 (97.20%)
2014-2015 SY: 12,619 (99.56%)
2015-2016 SY: 12,664 (99.30%)
2016-2017 SY: 12,657 (95.97%)

12,718 (94.60%)
1,747 (94.40%)
1,710 (93.44%)
1,699 (92.84%)
1,694 (93.08%)

= All Teachers
= Special Education Teachers

HAWAII STATE DEPARTMENT OF EDUCATION
HawaiiPublicSchools.org
Filled Teacher Positions (as of August 1 each year)

SPECIAL EDUCATION TEACHER POSITIONS

<table>
<thead>
<tr>
<th>Year</th>
<th>SATED</th>
<th>No SATED</th>
<th>Vacancies</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011-2012</td>
<td>155</td>
<td>50/56%</td>
<td>157</td>
</tr>
<tr>
<td>2012-2013</td>
<td>155</td>
<td>60/65%</td>
<td>27</td>
</tr>
<tr>
<td>2013-2014</td>
<td>134</td>
<td>60/65%</td>
<td>53</td>
</tr>
<tr>
<td>2014-2015</td>
<td>134</td>
<td>60/65%</td>
<td>53</td>
</tr>
<tr>
<td>2015-2016</td>
<td>134</td>
<td>60/65%</td>
<td>120</td>
</tr>
<tr>
<td>2016-2017</td>
<td>134</td>
<td>60/65%</td>
<td>120</td>
</tr>
</tbody>
</table>

Initial 5-year retention

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

Separation Counts by Reason

Separation Counts, 2015-16

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