November 15, 2018

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

FROM: Dr. Christina M. Kishimoto  
Superintendent

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)
STRATEGIC PLAN DYNAMIC REPORT

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

HAWAII STATE DEPARTMENT OF EDUCATION
HawaiiPublicSchools.org
### STRATEGIC PLAN DYNAMIC REPORT

#### Status

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Baseline</th>
<th>SY2017 Results</th>
<th>SY2018 Results</th>
<th>SY2019 Results</th>
<th>2020 Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teacher Positions Filled by SATEP Teachers</td>
<td>93%</td>
<td>92%</td>
<td>92%</td>
<td>96%</td>
<td></td>
</tr>
<tr>
<td><strong>2016-17</strong></td>
<td>12,268 out of 13,188 positions</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>2017-18</strong></td>
<td>12,309 out of 13,320 positions</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>2018-19</strong></td>
<td>12,408 out of 13,437 positions</td>
<td></td>
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</tr>
</tbody>
</table>

#### Special Education

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Baseline</th>
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<th>SY2018 Results</th>
<th>SY2019 Results</th>
<th>2020 Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>SPED Teacher Positions Filled by SATEP Teachers</td>
<td>86%</td>
<td>86%</td>
<td>86%</td>
<td>84%</td>
<td></td>
</tr>
<tr>
<td><strong>2016-17</strong></td>
<td>1,818 out of 2,108 positions</td>
<td></td>
<td></td>
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</tr>
<tr>
<td><strong>2017-18</strong></td>
<td>1,840 out of 2,151 positions</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>2018-19</strong></td>
<td>1,860 out of 2,212 positions</td>
<td></td>
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</tr>
</tbody>
</table>
Filled Teacher Positions

(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

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<th>SY2019 Results</th>
<th>2020 Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>5-yr Teacher Retention</td>
<td>52%</td>
<td>54%</td>
<td>51%</td>
<td>60%</td>
</tr>
</tbody>
</table>

- **2016-17**: 478 of 922 teachers hired in 2012
- **2017-18**: 533 of 985 teachers hired in 2013
- **2018-19**: 467 of 907 teachers hired in 2014
Induction and Mentoring

➔ Standards of Mentoring Practice
➔ Mentor Stipends

Current Highlights

Beginning Teacher Summer Academy
- 260 participants
- 14 Complex Areas

Mentor Professional Learning Series
- 225 new mentors
- 64 days of training

❖ 1438 Beg. Teachers Year 1 & 2
❖ 653 Mentors
Teacher Separation Counts by Reason

- Leaving Hawai‘i
- Retirement
- Other/Personal/No Reason
- Leaving Teaching Profession
- Dissat w/ Work Place Environment
- Non-DOE Teaching

Year: 2012-2013 to 2017-2018

- Leaving Hawai‘i:
  - 2012-2013: 286
  - 2013-2014: 335
  - 2014-2015: 352
  - 2015-2016: 294
  - 2016-2017: 366
  - 2017-2018: 423

- Retirement:
  - 2012-2013: 248
  - 2013-2014: 310
  - 2014-2015: 314
  - 2015-2016: 294
  - 2016-2017: 294
  - 2017-2018: 294

- Other/Personal/No Reason:
  - 2012-2013: 181
  - 2013-2014: 164
  - 2014-2015: 181
  - 2015-2016: 202
  - 2016-2017: 231
  - 2017-2018: 145

- Leaving Teaching Profession:
  - 2012-2013: 115
  - 2013-2014: 102
  - 2014-2015: 113
  - 2015-2016: 123
  - 2016-2017: 127
  - 2017-2018: 117

- Dissat w/ Work Place Environment:
  - 2012-2013: 52
  - 2013-2014: 57
  - 2014-2015: 61
  - 2015-2016: 68
  - 2016-2017: 72
  - 2017-2018: 66

- Non-DOE Teaching:
  - 2012-2013: 39
  - 2013-2014: 53
  - 2014-2015: 52
  - 2015-2016: 58
  - 2016-2017: 54
  - 2017-2018: 66
STRATEGIC PLAN DYNAMIC REPORT


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.

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

Teacher Retention