



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

OFFICE OF THE SUPERINTENDENT

July 17, 2012

RE: Proposed Change to the Hawai'i State Department of Education Strategic Plan:
2011-2018, Revised Draft 7-13-12, Goal 2, Objective 2a, Page 12

In the current draft, Target i. will establish numerical targets for effective teaching based on the percentage of teachers rated as Highly Effective on their performance evaluations. We are using a four-level rating based on Highly Effective/Effective/Marginal/Unsatisfactory, expecting the majority of our teachers to fall in the Effective and Highly Effective categories, which essentially define the standards for proficiency in teaching. It would seem more reasonable to base targets on the combined percentage of teachers rated Effective and Highly Effective rather than just the Highly Effective percentage.

Current Statement under Targets:

- i. *Effective teaching: Increase percentage of highly qualified teachers, and increase percentage of teachers rated as "highly effective" beginning in 2014*

Proposed Statement under Targets:

- i. *Effective teaching: Increase percentage of highly qualified teachers, and increase percentage of teachers rated as "effective or higher beginning in 2014"*