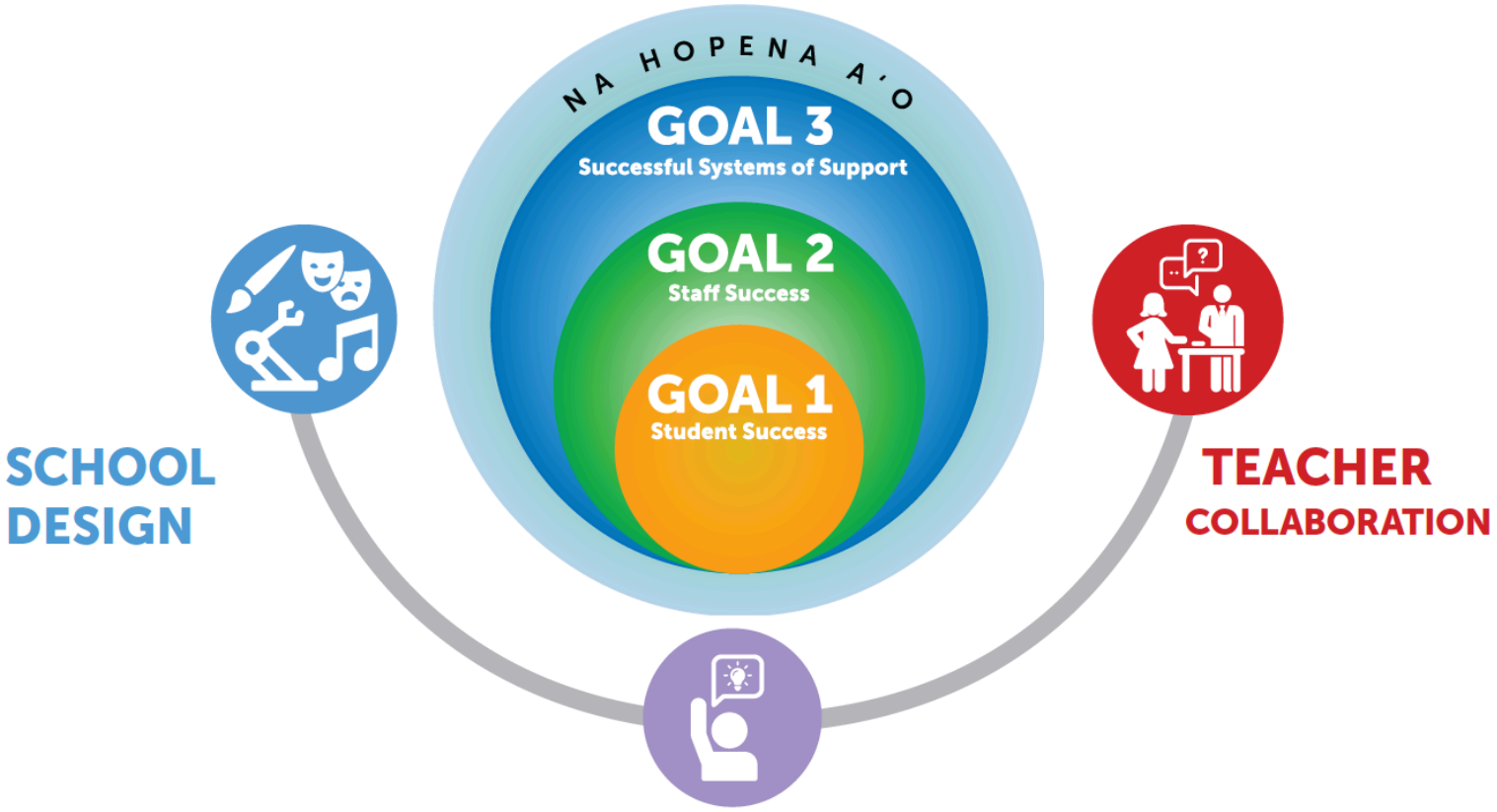
HAWAI'I DEPARTMENT OF EDUCATION IMPLEMENTATION PLAN 2017–2020

State Superintendent Dr. Christina M. Kishimoto

STRATEGIC PLANNING *STRATEGIC THINKING* *STRATEGIC ACTION*

To advance the goals of the Strategic Plan, the HIDOE team will engage in targeted work around 3 high impact strategies.



School Design

The purposeful design of schools to ensure that every student is highly engaged in a rigorous, creative and innovative academic curriculum, in their learning environment, and in powerful applied learning practices aligned to college and careers.

Conditions for Success
Community engagement
Monitor data dashboards
21st C school facilities
Clarity of funding needs
PD organized by priorities
Align legislative priorities
Internal communications plan

Taskforce
Special Education
English Language Services

Budget Modeling Priorities
School design grants
PK funding
Spec Ed fund utilization
ELL funding needs

Talent Management
Adopt Talent Mngmt approach
Aspirant CAS program

High Leverage Action Items
1. Define school empowerment & accountability structure; embed into leadership training.
2. Map school design models by complex area; identify model schools; overlay economic development opp.
3. Define career pathways; advance C2C partnership; expand ECE/AP/CTE; leverage community engagement.
4. Define/expand language acquisition approach: EL, biliteracy, dual language, Hawaiian language.
5. Create five-year technology plan to support school models and system efficiencies.
6. Evaluate and define special education program approach and EL program approach.
7. Define and deliver quality college and career pathway counseling and transition advising supports.
8. Identify, support and restructure low performing schools using shared empowerment (CSI & TSI).
9. Create PK expansion plan; focus on low SES areas; identify multiple models for early readiness.
10. Develop three-year leadership dev plan; focus on school models, student voice, comm. engagement, innovation.

Student Voice

Students' perspectives and aspirations are highly valued in the classroom, school, and community, and influence the design of educational programs, learning experiences, and school structure through student choice practices. Leaders' decisions are informed by student input.

Conditions for Success
Student voice - core value
Inquiry & advocacy learned in the classroom
HA framework
Self-directed learner environment

Work Groups
Hawai'i State Student Council
School-based student leaders

Budget Modeling Priorities
Student Leadership Dev Prog

Talent Management
Embed student voice training in leadership dev modules

High Leverage Action Items
1. Create opportunities for students to engage in design thinking collaboratives.
2. Hold an annual student led design thinking model exhibition; academic showcases.
3. Engage student councils in identifying ways to integrate Na Hopena A'o into student led actions.
4. Include student presentations at annual Leadership Symposiums to help focus on student impact.
5. Include student input on statewide Social-Emotional-Learning (SEL) framework implementation.
6. Increase student choice in the classroom/school - courses, assignments, projects, co-curriculum.
7. Engage students in peer feedback processes for student learning.
8. Increase applied learning opportunities in the school and community; encourage creativity and innovation.
9. Fund opportunities for students to tell our great public education story by highlighting their authentic work.
10. Structure opportunities for students to bring their community languages and culture into school.

Teacher Collaboration

Teachers continuously team to evaluate practice, design learning collaboratives, discuss student progress, identify community opportunities, and to mitigate challenges through change processes focused on highly effective, student-centered practices that improve the schools and raise student achievement.

Conditions for Success
Data teams
Timely access to data
Shared documents
Collaboration time
Within day planning time

Taskforce
Recruitment/retention
Talent Management

Budget Modeling Priorities
Competitive national grants
Differential pay/gap-closure
Teacher housing

Talent Management
National Board Certified
Teacher leader models
Community collaboratives

High Leverage Action Items
1. Document how schools are currently creating time for collaboration for curriculum development.
2. Create a teacher externship program aligned with C2C; learn about workplace and industry changes.
3. Identify best practices for teaching ELs; provide training; set statewide expectations.
4. Identify quality models of co-teaching and inclusion practices from our own Hawai'i schools.
5. Prioritize professional growth to opportunities for learning about highly effective/engaging school models.
6. Identify/share the school models that diversify teacher leadership roles at the school level.
7. Develop/expand communities of practice around critical, timely issues with teachers, leaders, staff, comm.
8. Develop a tech. approach to advance collaboration practices around data, best practices, and planning.
9. Create public/private partnership for teacher housing in targeted high need areas for teacher retention.
10. Support teacher-community collaboration practices; identify best practices in community engagement.