



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

OFFICE OF THE SUPERINTENDENT

December 16, 2021

TO: The Honorable Catherine Payne
Chairperson, Board of Education

FROM: Keith T. Hayashi
Interim Superintendent

A handwritten signature in blue ink, appearing to read "Keith T. Hayashi", is written over the printed name and title.

SUBJECT: **Presentation on COVID-19 Update for 2021-2022 School Year: Data on Positive Student and Staff Cases, Status of School-Hosted Vaccination Sites, Status of School-Based COVID-19 Testing Sites, Department Employee and Student Vaccination Rates, Status of Department Workforce Shortages**

1. EXECUTIVE SUMMARY

The Hawaii State Department of Education (Department) has taken on significant efforts to open schools as safely as possible given the many known and established benefits of in-person education. These efforts are captured in the Department's COVID-19 Health and Safety Guidance for School Year 2021-2022. This guidance is updated periodically as new information is provided to the Department through the Hawaii State Department of Health (DOH) and the Centers for Disease Control and Prevention (CDC). In addition, vaccination and testing opportunities for our students and employees have been established through the Department's close collaboration with the DOH to further support the health and well-being of school communities. Throughout this period, the Department's partnership with the University of Hawaii at Manoa, Nancy Atmospera-Walch School of Nursing and the Hawaii Keiki program has been invaluable. The Hawaii Keiki nurses served as the front-line resource for school administrators and staff in implementing all of the COVID-19 health and safety strategies established by the Department along with continuing to staff a hotline and telehealth line and provide care in schools.

On August 5, 2021, Governor David Ige issued an Emergency Proclamation Related to the COVID-19 Response. This proclamation directed all state and county employees, including the Department, to attest to their respective department whether they were (1) fully vaccinated for COVID-19; (2) partially vaccinated for COVID-19 (including receipt of one dose of a two-dose course of vaccination); or (3) not vaccinated for COVID-19.

On August 13, 2021, Interim Superintendent Keith T. Hayashi issued a memorandum to all employees of the Department with this directive, “To comply with the Governor’s proclamation, provide a safe environment for students and staff and support the Department’s 3-1-1 initiative, the State of Hawaii Department of Education is requiring all employees to be tested for COVID-19 weekly by August 23, 2021. If employees can attest and provide proof that they are fully vaccinated, they will not be subject to the weekly testing requirement. This requirement applies to all employees, including salaried and casuals/substitutes. This requirement also applies to all volunteers.” Further, in order to protect our employees and students, the Department began proactively communicating with private providers and contractors to vaccinate their employees and/or test. On October 1, 2021, Governor Ige expanded his vaccination directive to include visitors to state facilities and contractors working for the State.

On September 1, 2021, Deputy Superintendent Phyllis Unebasami issued a memorandum informing the Department of the partnership with the DOH to coordinate free school-based COVID-19 testing for eligible students, staff, and school communities. DOH offers Operation Expanded Testing (OET) to schools statewide and, as a complement, the Epidemiology Laboratory Capacity (ELC) testing program for schools on neighbor islands through a contract with National Kidney Foundation. An additional testing option is being provided by the Pacific Alliance Against COVID-19 (PAAC) for schools in Nanakuli, Waianae, Honokaa, and Kohala complexes.

Currently, the DOH and the Department are working on assigning OET PCR tests for analysis at a local laboratory for schools that have experienced challenges in getting results in a timely manner. Diagnostic Laboratory Services Hawaii (DLS-HI) is being used to expedite the turnaround of approximately 35% of all OET test results. Due to increases in community testing (e.g., Safe Travels), there are capacity limitations in Hawaii for diagnostic laboratories. The Department must rely on a combination of local and mainland labs for analysis of the OET test kits. The ELC and PAAC programs offer rapid antigen tests that provide results within 15-30 minutes.

Not all schools are active in providing vaccination and/or testing sites, however all schools have access to testing kits should a need arise. Based on a composite indicator of the Social Vulnerability Index from the CDC/Agency for Toxic Substances Disease Registry, COVID-19 case rates, and vaccination rates, schools were prioritized by the DOH for first access to resources. Through multiple discussions, the Department, DOH, health service providers, complex areas, and schools were able to coordinate school-based clinics and schedules. Parent consent is required for students under 18 years of age to participate in vaccination and testing, so the Department and DOH collaborated on joint communications

(English and translations) and outreach to families through webinars and social media to maximize the reach of the school-based clinics.

On October 19, 2021, the Department and DOH jointly launched an online case reporting tool (DOE-CRT) to create efficiencies when reporting positive cases, enhance the security of confidential medical information, improve the DOH awareness of when a case impacts a school, and expedite support. The Department and DOH continue to refine the platform using the feedback given through user experience. The DOH monitors the DOE-CRT for clusters of cases and makes recommendations to the Department regarding its COVID-19 mitigation strategies.

The “DOH-DOE Office Hours” are joint meetings held weekly to cover any Department issues and questions arising from incidents from across the state, as well as share new efforts in the coming months. Participation includes the DOH representatives, the Department’s COVID Response Team, complex areas superintendents, and school leaders. Members of the Department Leadership Institute also attend to ensure that the most current information is embedded in the training and support for new principals and vice-principals across the state.

The Data Governance and Analysis Branch created an interactive dashboard for the public to describe all COVID-19 cases reported within the Department. It displays COVID-19 case data at the Department’s 257 schools and other Department offices. Case counts are visually displayed by date reported and as a cumulative running total of cases since July 1, 2021. This dashboard can be accessed here:

<https://www.hawaiipublicschools.org/ConnectWithUs/MediaRoom/PressReleases/Pages/COVID-19-Information-Updates.aspx>

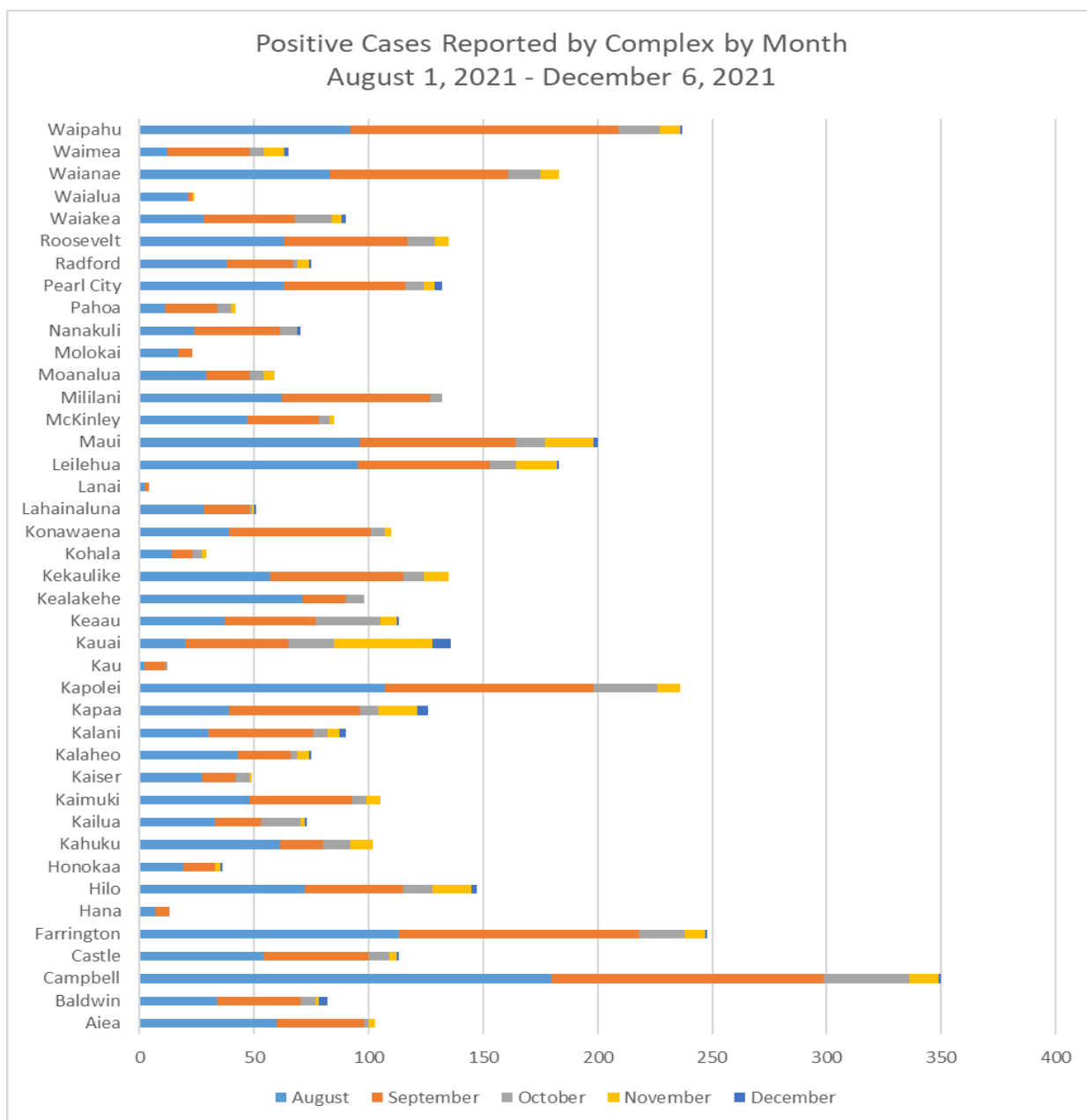
The COVID-19 pandemic has also impacted labor shortages both worldwide and within the Department. In response, the Department has implemented strategies such as pivoting from in-person to virtual recruitment activities to address immediate shortage areas. Additionally, the Department is implementing long-term studies to identify other strategies to close vacancy gaps for teachers, substitute teachers, and classified personnel.

2. DESCRIPTION

This presentation will provide the data requested for the “Presentation on COVID-19 Update for the 2021-2022 school year (SY).”

1. Data on positive student and staff cases:

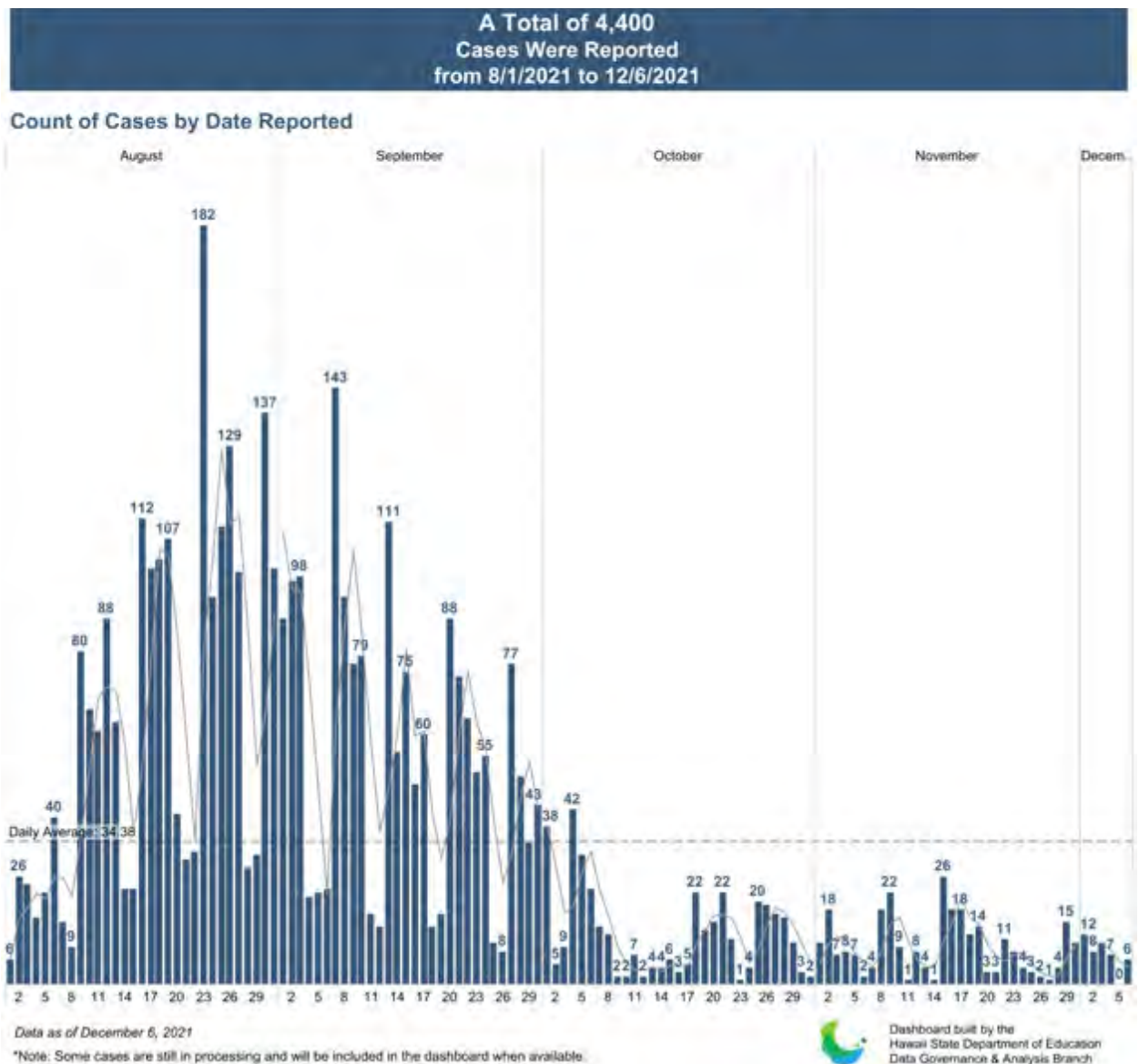
- a. Number of positive student and staff cases by complex from August 2021-December 2021. Student and staff cases should be disaggregated to show the number of cases for each.



The Department did not disaggregate the number of student and staff cases in its reporting system. The total number of positive cases reported between August 1, 2021 - December 6, 2021 is 4,400. Positive cases reported include probable (i.e., COVID-like symptoms and known exposure) and confirmed (i.e., positive diagnostic test result, a diagnosis from a licensed health provider, or reported by the DOH). The data represent positive cases reported among students, staff, and contracted service providers at the Department's 257 schools and other Department

offices. The greatest number of cases reported is in Campbell Complex (n=350) and the lowest number of cases reported is in Lanai (n=4).

- b. Trend data to show, monthly, the number of student and staff cases in each complex since the beginning of the school year. Student and staff cases should be disaggregated to show the number of cases for each.



The Department did not disaggregate the number of student and staff cases in its reporting system. The month with the greatest number of cases reported is August (n=1,995). Data is still incomplete for the month of December. The intermittent dips in the graph are most commonly associated with the weekends and holidays when positive cases are less likely to be reported to schools.

2. Status of school-hosted vaccination sites:

- a. Percentage of schools that hosted a vaccination site out of the total number that expressed an interest in hosting a site.

% of Schools that Hosted a Vaccination Site	Total Number that Expressed Interest
86	131 ¹

Hawaii Department of Health COVID-19 Vaccination for Ages 5-11 School-based Event Tracker data as of 12/3/21 (Includes DOE and DOE Charter schools only)

- b. Number of people vaccinated at school-hosted vaccination sites. Disaggregate the data by students, staff, and the public.

	Students	Staff	Public
# of People Vaccinated at a Vaccination Site	5,415 ²	Not available	1,432 ³

Hawaii Department of Health COVID-19 Vaccination for Ages 5-11 School-based Event Tracker data as of 12/3/21 (Includes DOE and DOE Charter schools only)

3. Status of school-based COVID-19 testing sites:

- a. Percentage of schools, by complex, that provide regular, on-campus testing.

Complex Area	Number of Schools Testing	Number of schools	% Schools Testing
Aiea-Moanalua-Radford	12	22	55%
Baldwin-Kekaulike-Maui	13	20	65%

¹113 of 131 schools that expressed interest in hosting a COVID-19 vaccination clinic for children ages 5-11 have participated in school-based first dose clinics as of 12/6/21. There were also over a half-dozen special 5-11 focused vaccination clinics hosted in the community, and 19 DOE/DOE Charter schools in the county of Kauai sent their students to hospital based 5-11 vaccination clinics, so they are not counted in the total of 131 schools. As of 12/6/21 a total of 22% of children aged 5-11 have initiated their COVID-19 vaccinations (compared to 2.1% nationwide). See the age tab in [Disease Outbreak Control Division | COVID-19 | Hawaii COVID-19 Data](#)

² This data is incomplete as data is still pending from 37 school-based clinics. (NOTE: some schools hosted clinics for other schools at their location)

³ Data reported by vaccination providers does not separate out the number of staff from the public.

Campbell-Kapolei	9	18	50%
Castle-Kahuku	7	16	44%
Farrington-Kaiser-Kalani	7	25	28%
Hana-Lahainaluna-Lanai-Molokai	11	11	100%
Hilo-Waiakea	7	13	54%
Honokaa-Kealahou-Kohala-Konawaena	17	19	89%
Kailua-Kalaheo	7	14	50%
Kaimuki-McKinley-Roosevelt	7	28	25%
Kapaa-Kauai-Waimea	13	16	81%
Kau-Keaau-Pahoa	9	9	100%
Leilehua-Mililani-Waialua	8	20	40%
Nanakuli-Waianae	9	10	90%
Pearl City-Waipahu	9	17	53%
Public Charter	23	37	62%

Hawaii State Department of Health data as of 12/6/21 (Includes DOE and DOE charter schools participating in OET, ELC, and PAAC testing programs.)

- b. Level of access to school-based testing sites (limited to school, open to area schools, etc.).

School-based testing is available to all staff/faculty and students at that campus. There are a few locations, such as Campbell High and Kapolei High, that act as a testing hub for the complex area schools.

- c. Types of tests offered at school-based testing sites:

- OET offers the PerkinElmer RT-PCR;
- ELC offers the Abbot BinaxNow and Indicaid rapid antigen test with confirmatory PCR for antigen positive test results; and
- PAAC offers the Abbott BinaxNow rapid antigen test.

- d. Update on turnaround time for testing results for tests that require laboratory processing.

Rapid antigen test results are available within 15-30 minutes. For OET, 35% of school tests are being analyzed at DLS-HI and the median turnaround time is less than two days. For OET test samples shipped out of state, the turn-around time is two to three days.

- e. Update on staffing issues, including whether the creation of a new class of employees to administer tests has alleviated staffing issues.

Interim Superintendent Hayashi issued a memo on October 5, 2021, encouraging schools and complex areas to establish positions to address students' health and safety needs such as COVID-19 testing. Additionally, the Department has contracted with University Health Partners to expand the Hawaii Keiki program to include more nurses and school-level health support positions.

4. Department employee and student vaccination rates:

- a. The number of fully vaccinated Department employees and percentage of total Department workforce.

Current Salaried Employee Vaccination

As of Nov 1, 2021	# Vaccinated	# Salaried	% Vaccinated
Statewide Total	19,945	21,914	91%
Aiea-Moanalua-Radford	1,471	1,590	93%
Baldwin-Kekaulike-Maui	1,559	1,797	87%
Campbell-Kapolei	1,634	1,793	91%
Castle-Kahuku	863	966	89%
Farrington-Kaiser-Kalani	1,701	1,787	95%
Hana-Lahainaluna-Lanai-Molokai	551	696	79%
Hilo-Waiakea	870	926	94%
Honokaa-Kealahou-Kohala-Konawaena	1,006	1,157	87%
Kailua-Kalaheo	732	818	89%
Kaimuki-McKinley-Roosevelt	1,615	1,705	95%
Kapaa-Kauai-Waimea	947	1,099	86%
Kau-Keaau-Pahoa	664	761	87%
Leilehua-Mililani-Waialua	1,698	1,804	94%
Nanakuli-Waianae	883	982	90%
Pearl City-Waipahu	1,483	1,572	94%
District Offices	1,218	1,357	90%
State Offices	1,050	1,104	95%

eHR 11/1/21 as reported in the Quarterly Education Plan Metrics Dashboard

- b. Comparative data showing whether the number and percentage of fully vaccinated.

Salaried Employee Vaccination Quarterly Data

	# Vaccinated	# Salaried	% Vaccinated
As of Aug 31, 2021	19,559	21,980	89%
As of Nov 1, 2021	19,945	21,914	91%

Aug 31, 2021 data reported to BOE at Sept 16, 2021, General Business Meeting

Nov 1, 2021 data reported in the Quarterly Education Plan Metrics Dashboard

- c. Percentage of fully vaccinated students.

The Department does not collect this information.

- d. Plans to collect information on Department employees who receive booster shots.

Currently, under the governor's emergency proclamation, the booster shot is not a requirement for individuals to be considered fully vaccinated. The Office of Talent Management (OTM) is in the process of enhancing the eHR system so that employees will be able to add their booster shot information. It is anticipated that this upgrade will be completed in the third quarter of the 2021-2022 school year.

- e. Data relating to Department actions taken against employees for non-compliance with vaccine and testing requirements.

There have been 14 salaried employees that the Department has taken action against for non-compliance with vaccine and testing requirements. This equates to 0.0006% of all Department salaried employees.

Employee Type	Resignation	Termination	Pending Due Process Hearing/Decision
Classified	3	3	0
Certificated	0	0	8

5. Status of various Department workforce shortages:

- a. Data on significant Department workforce shortage areas, including, but not limited to teachers, substitutes, school staff, and bus drivers.

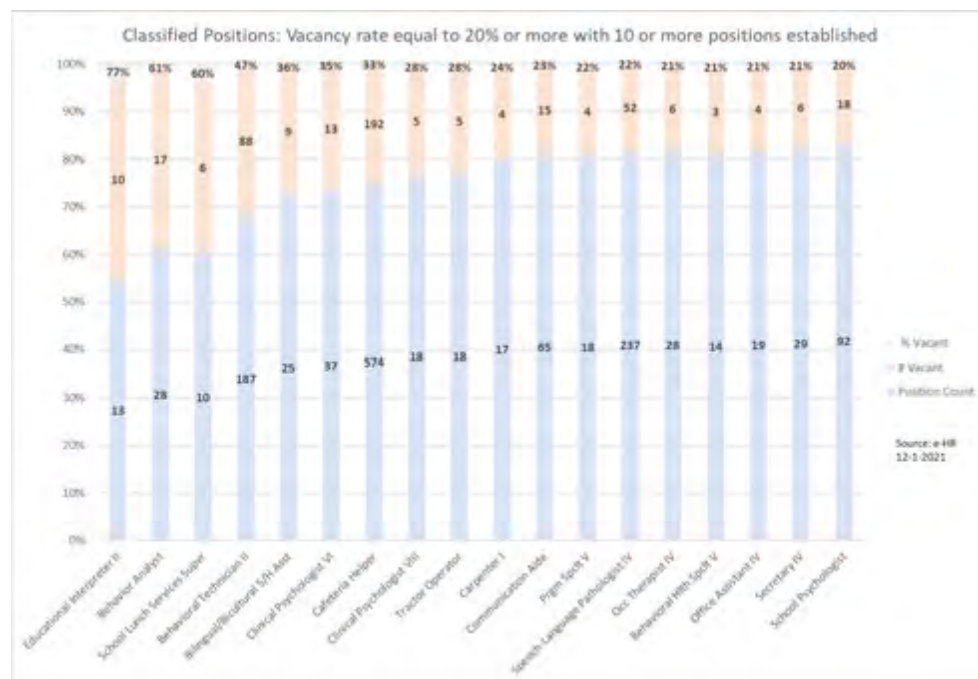
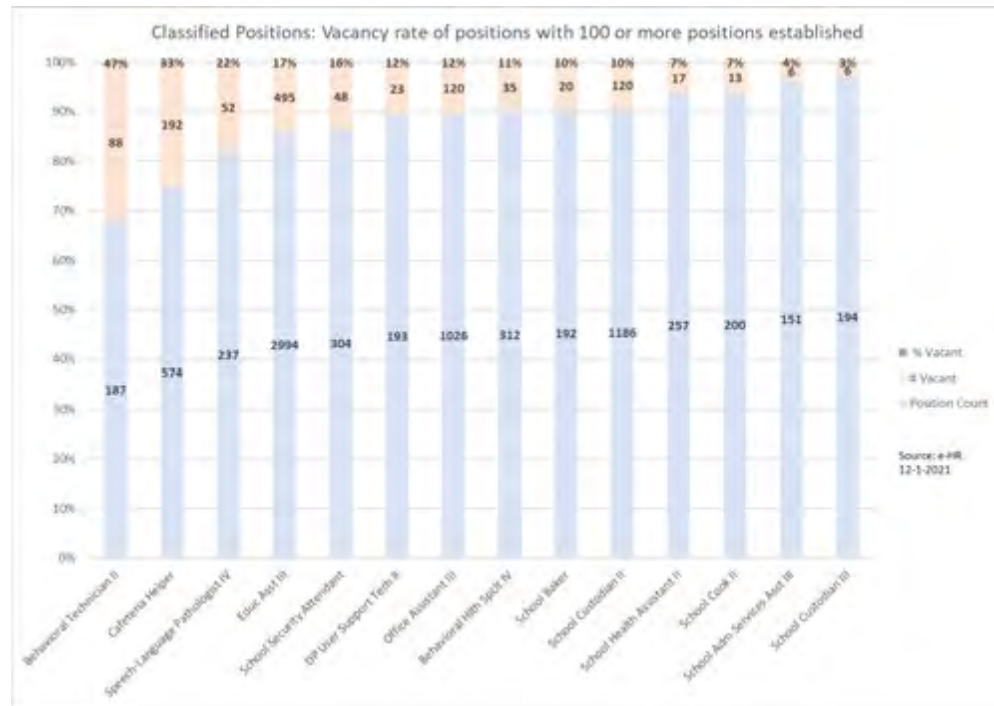
i. Teacher Data

% Filled Teacher Positions (SPED and Non-SPED)

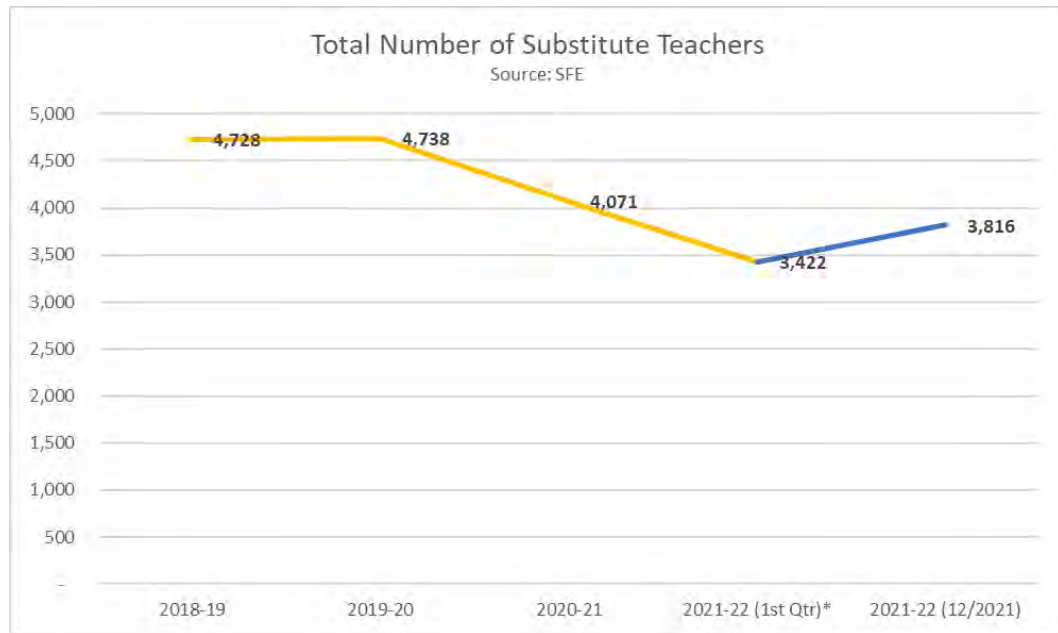
	Special Education Teacher Positions		Non-Special Education Teacher Positions	
2016	86% (SATEP)	93% (TOTAL)	94% (SATEP)	97% (TOTAL)
2017	86% (SATEP)	93% (TOTAL)	94% (SATEP)	97% (TOTAL)
2018	84% (SATEP)	93% (TOTAL)	94% (SATEP)	97% (TOTAL)
2019	84% (SATEP)	93% (TOTAL)	94% (SATEP)	97% (TOTAL)
2020	90% (SATEP)	96% (TOTAL)	95% (SATEP)	97% (TOTAL)
2021	90% (SATEP)	95% (TOTAL)	94% (SATEP)	97% (TOTAL)

Note: Teacher position counts are taken from the first day of school.

ii. Classified Position Data

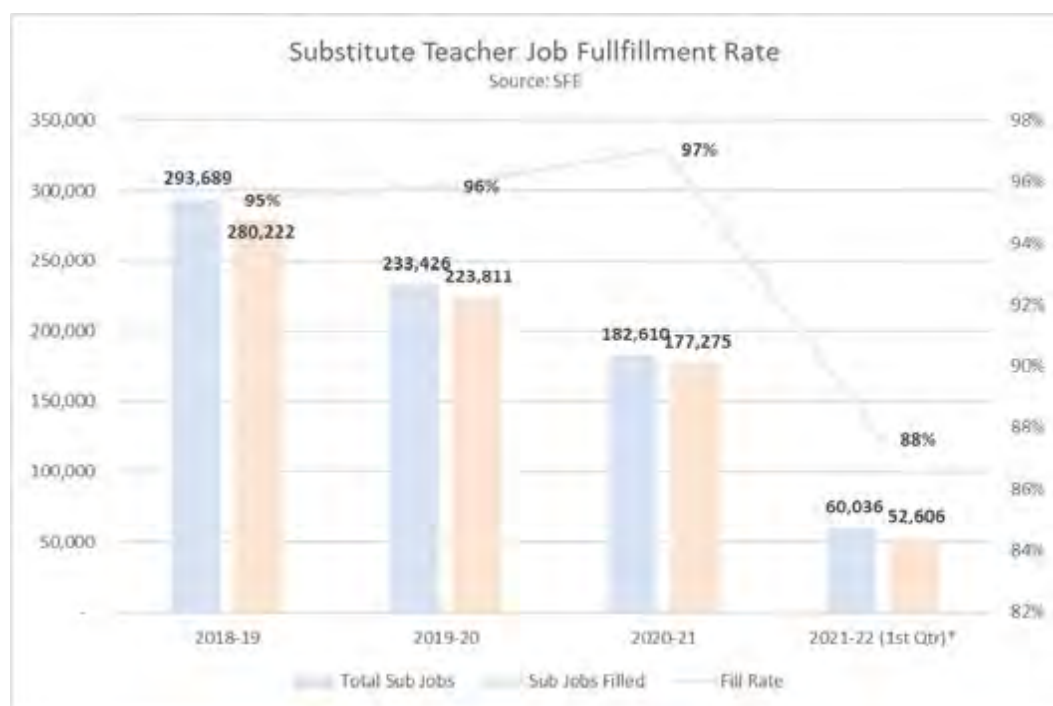


iii. Substitute Teacher Data



*July 28, 2021 to October 8, 2021 (start of the SY 2021-22), in-person learning (COVID-19 pandemic)

Note: For SY 2021-22, as of December 1, 2021, there are now 3,816 substitute teachers.



*July 28, 2021, to October 8, 2021 (start of the SY 2021-22), in-person learning (COVID-19 pandemic)

Note: During the end of SY 2019-20 (March-May 2020) and SY 2020-21, the majority of the school year was through distance learning and/or a hybrid of distance learning/in-person learning (COVID-19 pandemic). Decrease in total substitute teacher jobs due to the COVID-19 pandemic.

iv. Bus Driver Data

Position Title	Percentage of Shortages	Percentage of Current Workforce
Bus Drivers	15% Source: Bus Contractor	85% Source: Bus Contractor

*Bus drivers KPI Report 11/30/21

- b. Results of efforts to alleviate shortages, including recent events to recruit employees, part-time temporary employees, and substitutes.

Teacher Recruitment:

Statistics:

1. SY 2021-2022 Teacher Hiring - 1,096 educators were hired, including fully staffing the Office of Curriculum and Instructional Design distance

learning program (28) and partially staffing the Office of Hawaiian Education distance learning program (3).

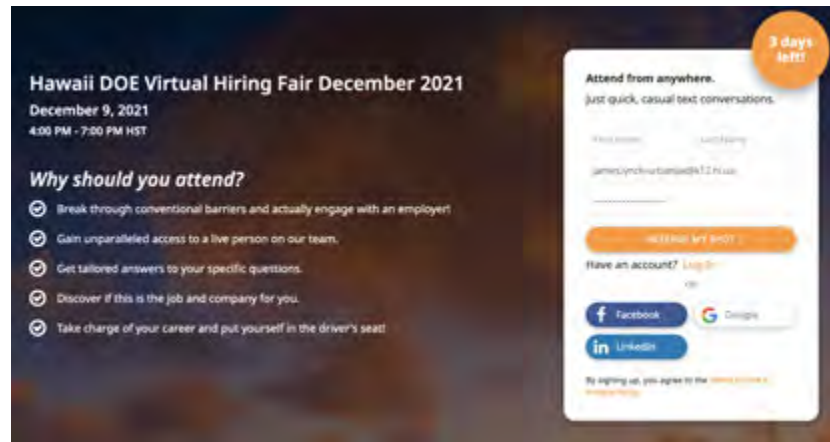
2. A total of 1,638 State Approved Teacher Education Program (SATEP) educators remain in the teacher recruitment hiring pool.

Strategies to Engage Applicant Pool & Prospective Applicants:

1. Rebranding Hawaii Teacher Recruitment per suggestions of market research/contract with Stamats Communications:
 - a. Creation of new branded materials and teacher recruitment microsite - www.teachinhawaii.org.
 - b. Approximately 3,900 unique visitors to the www.teachinhawaii.org site since the October 15, 2021 launch due to a marketing contract with EdWeek (worldwide email blast).



- c. The hiring of 15 “Aloha Ambassadors” representing each complex to answer questions about living and working in the islands.
- d. Weekly webinars on application/hiring process (staff-led) and living and working in islands (Aloha Ambassador led)
 - 11/04/21 - 11 Attended (Application and Hiring Process)
 - 11/16/21 - 32 Attended (Application and Hiring Process)
 - 11/24/21 - 48 Attended (Living and Working on Oahu)
 - 12/02/21 - 42 Attended (Application and Hiring Process)
 - 12/07/21 - 40 Registered (Living and Working on Hawaii Island)



2. October 1, 2021 Vacancy Report:
 - Teacher Recruitment contacted each school statewide.
 - Identified 259 vacant positions in need of filling, a decrease in vacant positions from previous years.
 - Applicant pool engaged; schools were provided applicants for positions.
3. December 9, 2021, Virtual Hiring Fair
 - Live, interactive event between eligible teacher job-seekers (worldwide) and school principals looking to actively fill current and anticipated vacancies.
 - There were 40 schools statewide that participated.
 - There were 100 eligible applicants who registered.
4. Facebook Private Group for Eligible Applicants
 - A total of 400 eligible applicants were invited to join.
 - Connect applicants to share job opportunities, housing assistance, and to answer frequently asked questions about living and working in Hawaii.

5. It's Great To Be a Teacher Event (January 29, 2022)

- The event connects pre-service educators with colleges of education to explore teacher certification programs within Hawaii and employment with the Department.
- Teacher Recruitment is the main financial sponsor and presenter of the event.

Substitute Teacher Recruitment:

Immediate Actions to Alleviate Shortages	Result of Efforts
OTM reviewed the paper-based application process.	Implemented an online application process for substitute teachers.
OTM reviewed restrictions on the use of Class I substitutes.	Temporarily eliminated the restriction so Class I substitutes can be used statewide. Class I substitute numbers increased from 169 (7-29-20) to 505 (December 3, 2021) for SY 2021-2022.
<ul style="list-style-type: none"> • Salaried teacher applicants are provided with information for substitute teaching opportunities. • OTM contacted all applicants in the teacher applicant pool. • OTM provided a flyer to all three unions on October 21, 2021, and asked for assistance to distribute the information. 	Data shows the following: August 1, 2021 - 2,913 active subs October 1, 2021 - 3,422 active subs December 3, 2021 - 3,816 active subs ++++ Overall 31% increase
Long Term Actions to Alleviate Shortages	Result of Efforts
OTM will review whether substitute compensation is appropriate. Currently, substitute compensation is linked to the teacher salary schedule.	To be determined
OTM will initiate a survey to substitute teachers on the different reasons for not accepting substitute jobs.	To be determined

Classified Staff Recruitment:

Immediate Actions to Alleviate Shortages	Result of Efforts
July 24, 2021: Special advertisement in Maui News for Data Processing User Support Technician positions in Maui District.	Filled two positions with applications received after July 24, 2021.
<p>Multiple efforts made by OTM (August to October 2021) to address the shortages of Educational Assistant positions in West Hawaii:</p> <ul style="list-style-type: none"> • Special advertisement initiated about the Refer A Friend Program 	<ul style="list-style-type: none"> • Received 17 submitted applications for West Hawaii Educational Assistant positions between August 29, 2021 and October 31, 2021. • One selection was made for an Educational Assistant position in West Hawaii from applications received between August 29, 2021 and October 31, 2021.
October 5, 2021: OTM recruitment staff attended the Virtual Career Fair hosted by the University of Hawaii at Manoa.	The Department connected with a small number of students virtually and answered their recruitment questions.
<p>October 24, 2021: A sizable advertisement was posted in the Honolulu Star-Advertiser ahead of the Virtual Career Expo.</p> <p>October 27-28, 2021: The Department had booth representatives from various recruitment units and state offices at the Honolulu Star-Advertiser Virtual Career Expo ready to chat with participants.</p>	32 individuals attended the event.
December 2021: Upcoming special advertisement in Lahaina News and Maui News for School Dorm Attendant positions in Maui District.	To be determined

Long Term Actions to Alleviate Shortages	Result of Efforts
There is an ongoing collaboration with the Office of Student Support Services on targeted recruitment efforts for Behavior Analyst positions.	To be determined
Recruitment data was provided to the OTM, Classification and Compensation Section to review the School Dorm Attendant class and the Clinical Psychologist class series.	To be determined

Bus Drivers:

Action to Alleviate Shortages The Office of Facilities and Operations (OFO):	Result of Efforts
Requested National Guard Assistance.	Denied due to lack of appropriate personnel.
Requested driver assistance from firefighters.	Denied as they are back-up when emergency medical technicians are short.
Reached out to tour operators.	Denied due to driver shortages and lack of (federally) required driver qualifications for transporting students specifically.
Reached out to other school bus operators that do not contract with the Department.	Denied due to driver shortages.
Requested Federal Motor Carrier Safety Administration waiver for driver licensing endorsement requirements.	Pending answer.
Partnered with the City and County on Hawaii Island and Oahu for city bus pass distribution.	Currently, <30 families chose to use public transportation as an alternative.

Provided mileage reimbursement to families who qualify for transportation, but could drive their own children.	Currently, <50 families choose this option.
Contractors offer hiring bonuses, relocation incentives, health benefits, increased hourly wages, and are attending job fairs.	<p>The most recent job fair for one contractor ended with only three applications, two of which did not clear Employee Background Check requirements.</p> <p>Three contractors have been able to hire five new drivers with commercial driver's licenses, however, more drivers have resigned so there's no change in staffing levels.</p>
The Student Transportation Services Branch proposed a bell time alignment schedule to each complex area in May 2021 as it would reduce the number of drivers needed in each complex.	This option was considered but held due to the timing and complexity of changing the bell schedule.

3. PRESENTATION

The attachment includes information about the data on positive student and staff cases, status of school-hosted vaccination sites, status of school-based COVID-19 testing sites, Department employee and student vaccination rates, and status of Department workforce shortages.

KTH:sp
Attachment

c: Deputy Superintendent
Office of Strategy, Innovation and Performance
Office of Talent Management
Office of Student Support Services



OFFICE OF THE
Superintendent

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2021-2022 school year: Data on positive
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Department employee and student
vaccination rates, status of Department
workforce shortages**

**Board of Education General Business Meeting
December 16, 2021**

Keith T. Hayashi
Interim Superintendent

Phyllis Unebasami
Deputy Superintendent



Update on Positive Cases Reported



Aug. 1 – Dec. 6 2021	Students, Staff and Contracted Service Providers
Total # of Positive Cases* Reported	4,400

*Positive cases reported include probable (i.e., COVID-like symptoms and known exposure) and confirmed (i.e., positive diagnostic test result, a diagnosis from a licensed health provider, or reported by the Hawaii Department of Health) cases. The data represent positive cases reported among students, staff, and contracted service providers at the Hawaii State Department of Education's 257 schools and other Department offices.



Update on School-hosted Vaccination Sites



As of Dec. 3, 2021	Students Ages 5-11	Staff	Public
# Vaccinated at School Site	5,415	Not Available	1,432

Source: Hawaii Department of Health COVID-19 Vaccination for Ages 5-11 School-based Event Tracker data as of Dec. 3, 2021 (includes Hawaii State Department of Education schools and public charter schools only).





Update on School-based Testing Sites



As of Dec. 6, 2021	# of Schools Testing	# of Schools	% of Schools Testing
All Complex Areas and Public Charter Schools	168	294	57%

Source: Hawaii Department of Health data as of Dec. 6, 2021 (includes Hawaii State Department of Education and public charter schools participating in Operation Expanded Testing (OET), Epidemiology and Laboratory Capacity (ELC), and Pacific Alliance Against COVID-19 (PAAC) testing programs).



Update on Employee and Student Vaccination Rates



As of Nov. 1, 2021	# of Salaried Employees Vaccinated	Total # Salaried Employees	% Vaccinated
Employees	19,945	21,914	91%
	# of Students Vaccinated	Total # Students	% Vaccinated
Students	<i>The Department does not collect this data</i>	174,704	N/A



Update on Workforce Shortages



% Filled Teacher Positions (SPED and Non-SPED)

	Special Education Teacher Positions		Non-Special Education Teacher Positions	
2016	86% (SATEP)	93% (TOTAL)	94% (SATEP)	97% (TOTAL)
2017	86% (SATEP)	93% (TOTAL)	94% (SATEP)	97% (TOTAL)
2018	84% (SATEP)	93% (TOTAL)	94% (SATEP)	97% (TOTAL)
2019	84% (SATEP)	93% (TOTAL)	94% (SATEP)	97% (TOTAL)
2020	90% (SATEP)	96% (TOTAL)	95% (SATEP)	97% (TOTAL)
2021	90% (SATEP)	95% (TOTAL)	94% (SATEP)	97% (TOTAL)



Update on Efforts to Alleviate Shortages



School Year 2021-22: Teacher Hiring	1,096
Fully staffing Office of Curriculum & Instructional Design (OCID) distance learning program	28
Partially staffing Office of Hawaiian Education (OHE) Kaiapuni distance learning program	3
State Approved Teacher Education Program (SATEP)-complete educators remain in the teacher recruitment hiring pool	1,638



Mahalo!

