DAVID Y. IGE
GOVERNOR

KATHRYN S. MATAYOSHI
SUPERINTENDENT

STATE OF HAWAI'I
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAI'I 96804

OFFICE OF THE SUPERINTENDENT

January 10, 2017

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

FROM: Kathryn S. Matayoshi
Superintendent

SUBJECT: **Presentation on Department of Education Initiatives to Improve Teacher Retention and Recruitment**

1. DESCRIPTION

The Department of Education and Board of Education 2017-2020 Strategic Plan ("Plan") includes indicators of Teacher Positions Filled (percentage filled as of August 1 each year) and Teacher Retention (percentage of teachers retained after five years). The Plan's 2020 targets are at least 98 percent of teacher positions filled and 60 percent of teachers retained until at least their fifth year of employment.

2. PRESENTATION

At the Committee's December 15, 2016 meeting, the Office of Human Resources (OHR) provided an overview of teacher recruitment, retention and separation data. The Department, in collaboration with stakeholders, has a number of initiatives underway that are designed to improve teacher retention and recruitment. The January 10, 2017 presentation provides an overview of these initiatives with the goal of reaching the Plan's 2020 targets.

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Attachment

c: Office of Human Resources

Presentation on Department of Education Initiatives to Improve Teacher Retention and Recruitment

Board of Education
Human Resources Committee

January 10, 2017

Strategic Plan Indicators

10. Teacher positions filled.
    Percentages as of August 1.

11. Teacher Retention.
    Initial 5 years.

Retention Initiatives

- High quality teacher mentoring
  - Biennium budget request (Teacher Induction & Mentoring)
- Administrator development
  - Biennium budget request (Leadership Institute)
- Favorable terms and conditions of employment
  - Collective bargaining
  - Committees and working groups
  - Effective communications
- Quality professional development

Recruitment Initiatives

- Enhanced outreach and active recruitment
- Support "grow our own" programs, including alternative certification
- Strengthen partnerships (i.e. TECC, HSTA)
- Targeted process flexibility for hard-to-fill locations and subjects

Teacher Induction and Mentoring

State Office Supports, including:

- Mentor Training (New Teacher Center)
- "Best Practices"/PLCs
- Community – Designed Structures
- Beginning Teacher Summer Academies
- Data Collection
- Staffing at Complex Areas
- Special Education Mentors

Leadership Institute

- Creates conditions for shared leadership
- Builds the pool
- Operates leadership development programs (Teacher Leader Academy, PDERI/ Administrator Certifications, New Principals Academy, Principal Coaching, Education Leadership Institute, Academic Review Teams, State Office Leadership Academy, Hawaii Innovative Leaders Network, CAS Induction)

Support for "Grow Our Own" Initiatives

- HTSB permit programs (CTE, Hawaiian Immersion)
- Student Stipends (Special Education, UH West Oahu, proposed legislation)
- Collaborate with stakeholders on program opportunities
- Data source
- Early outreach

Barbara A. Krieg

Assistant Superintendent
Office of Human Resources
barbara_krieg@notes.k12.hi.us