



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

OFFICE OF THE SUPERINTENDENT

January 18, 2018

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

FROM: Dr. Christina M. Kishimoto
Superintendent

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SUBJECT: **Presentation on Department of Education's Strategic Talent Management Approach**

1. DESCRIPTION

The Department of Education (Department) is shifting from a traditional Human Resources transaction based mindset to a broader, more strategic Talent Management approach. The purpose of this presentation is to provide an overview of the Department's strategic shift to Talent Management. The competition for top-notch educators remains strong and calls for a multi-faceted approach to attracting, developing and retaining a top performing workforce.

2. PRESENTATION

The Assistant Superintendent, Office of Talent Management/Human Resources, will present an overview of the planned strategic shift to a Talent Management approach. The presentation will highlight Talent Management focus areas and discuss the way ahead as the Department shifts to a Talent Management strategy and mindset.

CMK:CAC:je
Attachment

c: Office of Human Resources

Talent Management: A Strategic Approach for Attracting, Developing and Retaining a Top Performing Workforce

Board of Education
Human Resources Committee

January 18, 2018

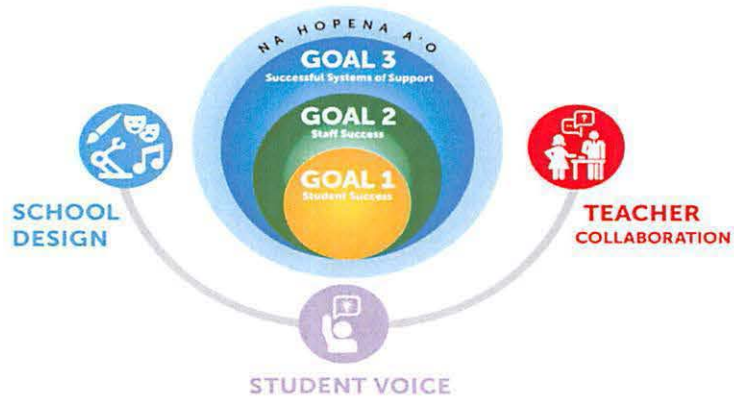


Strategy Shift to Talent Management Mindset

HUMAN RESOURCES	TALENT MANAGEMENT
Vague notion that "people are our most important asset"	Deep conviction that better talent leads to better organizational performance
HR is responsible for people management	All leaders are accountable for recruiting and retaining a talented workforce
We provide good pay and benefits	We incentivize outstanding performance
We work with the people we inherit	We take bold actions to build the talent pool we need
Recruiting is an HR process	Diversified recruiting strategies are used to capture top talent
Development happens in training	Development includes training but is fueled through "stretch" jobs, coaching and mentoring
Succession planning is a one day a year event	Talent management includes leadership development and is a continuous process throughout the Department



Talent Management Supports Joint BOE/DOE Strategic Plan Implementation



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3

Talent Management supports innovation



HAWAII DOE

Learning Organization



Created Nov. 27, 2017
<http://bit.ly/HIDOELearnOrg>

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4

Hawaii DOE Talent Management Approach: Five Key Focus Areas

1. Recruiting and Retention
2. Performance Management and Compensation
3. Induction and Professional Development
4. Leadership Development and Career Progression
5. Employee Culture, Climate and Wellness

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5

Talent Management : Way Ahead

- Multi-faceted approach
 - Troops to Teachers; International Teachers
 - Recruiting and Retention Committee/Task Force
 - Alternate paths to teaching (UH Grow our Own)
- Begin using Talent Management practices throughout the Department
- Update the HR Committee on progress
 - Submit five year Recruiting and Retention plan (July 2018)
- Become known as an “employer of choice”
- Share best Talent Management practices

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6

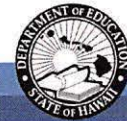
Questions

Cynthia A. Covell

Department of Education

Assistant Superintendent

Office of Talent Management/Human Resources



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7