



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

OFFICE OF THE SUPERINTENDENT

May 17, 2018

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

FROM: Dr. Christina M. Kishimoto
Superintendent

A handwritten signature in blue ink, appearing to read "CK", is placed next to the name of the Superintendent.

SUBJECT: **Committee Action on a Change to the Reporting Structure of Department of Education Leadership at the Deputy Superintendent and Assistant Superintendent Levels**

1. RECOMMENDATION

It is recommended that the Board of Education (Board) authorize the Department of Education (Department) to change the reporting structure of leadership at the Deputy Superintendent and Assistant Superintendent levels.

2. RECOMMENDED EFFECTIVE DATE

Recommended effective date is July 1, 2018.

3. DISCUSSION

a. Conditions leading to the recommendation:

In support of the Strategic Plan, and to improve efficiency, the Department would like to change the reporting structure of its State leadership team. The proposed change to the reporting structure focuses on designing the various offices toward tri-level needs and provides HIDEOE leaders clarity on their roles and expectations.

The proposed changes are as follows:

- 1) All Assistant Superintendents will report to Superintendent Kishimoto, whereas currently some assistant superintendents report to the senior assistant superintendent and some to the deputy superintendent.
- 2) The current temporary position of senior assistant superintendent will no longer exist, and the incumbent will return to the position of assistant superintendent of the Office of Fiscal Services.

3) The Office of Curriculum, Instruction and Student Support (OCISS) will be divided into two separate offices, the Office of Curriculum and Instructional Design and the Office of Student Support Services, each headed by an assistant superintendent. The incumbent of the Assistant Superintendent of OCISS will be appointed to the position of Assistant Superintendent of the Office of Curriculum and Instructional Design.

b. Previous action of the Board on the same or similar matters:

The Board authorized previous reorganizations.

c. Other policies affected:

None.

d. Arguments in support of the recommendation:

This organizational change will increase the effectiveness of the leadership team and strengthen the lines of reporting to the Superintendent.

e. Arguments against the recommendation:

None.

f. Other agencies or departments of the State of Hawaii involved in the action:

None.

g. Possible reaction of the public, professional organizations, unions, Department staff, and/or others to the recommendations:

The appropriate unions have been notified of the proposed change in the reporting structure.

h. Educational implications:

Effective and aligned leadership from the top as well as enhancing the ability to execute the strategic plan to support student growth and achievement were the primary drivers for this proposed change.

i. Financial implications:

None.

4. OTHER SUPPLEMENTARY RECOMMENDATIONS

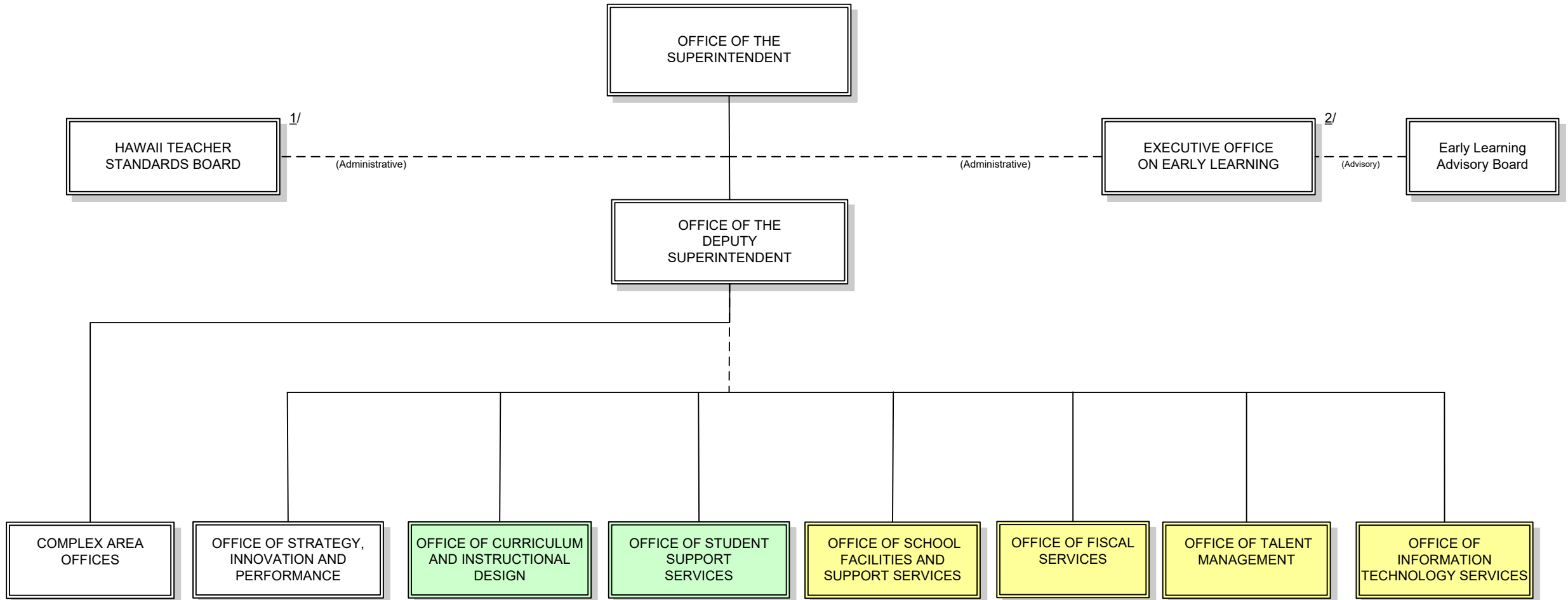
None.

CMK:cac

Attachment

c: Office of Human Resources

STATE OF HAWAII
 DEPARTMENT OF EDUCATION
 ORGANIZATION CHART
 (PHASE 1)



1/ The Executive Director is appointed by the BOE.

2/ The Executive Director is appointed by the Governor.