




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

OFFICE OF THE SUPERINTENDENT

November 21, 2017

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

FROM: Dr. Christina M. Kishimoto
Superintendent 

SUBJECT: **Presentation on Annual Reporting of the 2017-2020 Department of Education and Board of Education Joint Strategic Plan Indicators for Goal 2 (Staff Success)**

1. DESCRIPTION

The Department will be reporting on statewide data from the 2017-2018 school year for the Goal 2 indicators – Teacher Positions Filled and Teacher Retention. Data will be presented using a reporting tool that strives to promote equity and excellence throughout the public school system. The data being shared have been generated using information provided by the Office of Human Resources.

2. PRESENTATION

Senior Assistant Superintendent and Chief Financial Officer Amy Kunz of the Office of Fiscal Services will present results on the Goal 2 Strategic Plan indicators for the 2017-2018 school year.

CMK:cg

Attachment

c: Office of Strategy, Innovation, and Performance
Office of Human Resources
Office of Fiscal Services



The diagram shows three concentric circles representing goals. The outermost circle is blue and labeled 'GOAL 3 Successful Systems of Support' with the Hawaiian text 'NĀ HOPENA A'Ō' above it. The middle circle is green and labeled 'GOAL 2 Staff Success'. The innermost circle is orange and labeled 'GOAL 1 Student Success'. Surrounding these circles are four icons: a blue circle with a pencil and musical notes, a red circle with a person at a desk, a purple circle with a person at a computer, and a red circle with a person at a desk.

The Strategic Plan

DYNAMIC ANNUAL REPORT, GOAL 2, SY2018

Human Resources Committee Meeting | November 21, 2017

Presentation on Annual Reporting of the 2017-2020 Department of Education and Board of Education Joint Strategic Plan Indicators for Goal 2 (Staff Success)

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STRATEGIC PLAN DYNAMIC REPORT

Rationale

OBJECTIVE 3: EFFICIENT AND TRANSPARENT SUPPORTS

3b. *Provide timely and user-friendly data to support strategic decision-making and accountability for Student Success.*

- Monitor progress toward Strategic Plan Goals & Objectives
- Support data-driven decisions
- Maintain transparency and public access
- **Advance equity and excellence for all students**



The cover of the Strategic Plan 2017-2020 features a collage of photos showing students and staff. Below the photos, it reads: 'Hawaii's students are educated, healthy, and joyful lifelong learners who contribute positively to our community and global society.'

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STRATEGIC PLAN DYNAMIC REPORT

Indicators

bit.ly/HIDOE-SPDR
Reported Nov. 7



GOAL 1

- Chronic Absenteeism
- Inclusion Rate
- Third Grade Literacy
- Ninth Grade On-Track
- Academic Achievement
- Achievement Gap
- High School Graduation
- CTE Concentrators
- College-Going Rate

NOV. 21
Annual Report to HR

GOAL 2


- Teacher Positions Filled
All positions + SPED positions
- Teacher Retention

NOV. 21
Annual Report to FIC

GOAL 3

- Repair & Maintenance Backlog
- Family Engagement

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STRATEGIC PLAN DYNAMIC REPORT

Status

Indicator	SY2017 Baseline	SY2018 Results	Year over year Change	2020 Target
Teacher Positions Filled <i>by SATEP Teachers</i>	93%	92%	-1	96%

2016-17: 12,268 out of 13,188 positions filled

2017-18: 12,309 out of 13,320 positions filled


Special Education

SPED Teacher Positions Filled <i>by SATEP Teachers</i>	86%	86%
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2016-17: 1,818 out of 2,108 positions filled

2017-18: 1,840 out of 2,151 positions filled

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STRATEGIC PLAN DYNAMIC REPORT

Status

Indicator	SY2017 Baseline	SY2018 Results	Year over year Change	2020 Target
5-yr Teacher Retention	52%	54%	+2	60%

2016-17
2017-18
478 of 922 teachers hired in 2012
533 of 985 teachers hired in 2013



STRATEGIC PLAN DYNAMIC REPORT

View the report bit.ly/HIDOE-SPDR

Home > Vision For Success > Advancing Education > Strategic Plan > Strategic Plan Dynamic Report: Goal 2

Strategic Plan Dynamic Report: Goal 2

Data about the K-12 public school system in Hawaii aligned with the 2017-2020 Strategic Plan, Goal 2: Staff Success. This information is presented annually to the Board of Education to track progress to state-level targets and to review what is and isn't working. It is a public resource so all stakeholders may easily view how the public school system is doing across a range of key performance indicators.

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Overview

Click the goals at right for performance metrics for each aligned with the 2017-2020 Strategic Plan. Below, select an indicator to access data sets specific to that category, or scroll below for a dynamic chart of all indicators. State-level baseline data for 2016, current performance in 2017, and targets for 2020 as set forth in the Strategic Plan are shown. You can then select Complex Areas to do a deeper dive on the data.

[Click to return to the report home.](#)

Teacher Positions Filled

Teacher Retention

[Back to school](#)





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