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 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)

Rationale

OBJECTIVE 3: EFFICIENT AND TRANSPARENT SUPPORTS

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
## STRATEGIC PLAN DYNAMIC REPORT

### Indicators

**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

**GOAL 2**
- Teacher Positions Filled
  All positions + SPED positions
- Teacher Retention

**GOAL 3**
- Repair & Maintenance Backlog
- Family Engagement

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**HAWAII STATE DEPARTMENT OF EDUCATION**
HawaiiPublicSchools.org

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### Status

**Indicator** | **SY2017 Baseline** | **SY2018 Results** | **Year over year Change** | **2020 Target**
---|---|---|---|---
Teacher Positions Filled by SATEP Teachers | 93% | 92% | -1 | 96%

**Special Education**

**SPED Teacher Positions Filled by SATEP Teachers**

<table>
<thead>
<tr>
<th>Year</th>
<th>Baseline</th>
<th>Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016-17</td>
<td>86%</td>
<td>86%</td>
</tr>
<tr>
<td>2017-18</td>
<td>1,818 out of 2,108 positions filled</td>
<td>1,840 out of 2,151 positions filled</td>
</tr>
</tbody>
</table>
**Indicator** | **SY2017 Baseline** | **SY2018 Results** | **Year over year Change** | **2020 Target**
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5-yr Teacher Retention | 52% | 54% | +2 | 60%

**Status**

- **2016-17**
  - 478 of 922 teachers hired in 2012

- **2017-18**
  - 533 of 985 teachers hired in 2013

**View the report** bit.ly/HIDOE-SPDR