



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

September 5, 2017

TO: Brian De Lima
Committee Chairperson, Human Resources Committee

FROM: Brian De Lima
Committee Chairperson, Human Resources Committee

AGENDA ITEM: Committee Action on Committee strategic priorities for the 2017-2018 school year

I. BACKGROUND

On December 6, 2016, the Board of Education adopted its Joint Board and Department Strategic Plan for the 2017-2020 School Years (“Joint Strategic Plan”). Board Chairperson Lance Mizumoto has tasked each of the standing committees with developing strategic priorities to shape and guide committee agendas for the current school year. Using the Joint Strategic Plan as a guide, I developed a list of strategic priorities for the Human Resources Committee (“Committee”) that I believe the Committee should focus on in the upcoming school year (see Exhibit A).

The priorities were drafted at the level appropriate level for a committee. For example, it does not detail how things will be implemented or a specific contemplated action, but notes the issue and the committee’s role. The priorities were also drafted at the appropriate scale so where they can be reasonably accomplished in a school year. Issues like teacher recruitment and retention will not be “solved” in a single year and the Committee will have to focus on different aspects progressively.

This is not meant to be an exhaustive list of all of the topics that the committee will cover in the upcoming year, but is designed to focus the Committee’s work on priorities that will help the Board as a whole to make progress on Joint Strategic Plan goals.

II. RECOMMENDATION

HR Committee Chairperson De Lima recommends that the Committee adopt the strategic priorities listed in Exhibit A, attached to the September 5, 2017 memorandum as the Committee’s priorities for the 2017-2018 School Year.

Exhibit A
HUMAN RESOURCES COMMITTEE
Strategic Priorities for 2017-2018 School Year

- A. Set Strategic Priorities
Adopt Human Resources Committee strategic priorities for the 2017-2018 School Year.
- B. Evaluation of State Librarian
Conduct evaluation for the 2016-2017 School Year and set criteria and objectives for the 2017-2018 School Year.
- C. Evaluation of Superintendent
Conduct evaluation for the 2017-2018 School Year and set criteria and objectives for the 2017-2018 School Year (criteria and objectives set by the 2017 Superintendent Evaluation PIG, established on July 18, 2017).
- D. Teacher Vacancies
 - 1. Monitor current strategies to recruit and retain teachers and explore potential new strategies.
 - 2. Work with the Finance and Infrastructure Committee on strategies to provide incentives to recruit and retain teachers in hard to fill locations.
 - 3. Determine number of unlicensed teachers assigned to classrooms and analyze where those teachers are being hired, what courses are being taught, and whether unlicensed teachers are being assigned to our most vulnerable students.
- E. Teacher Evaluation
Review current policies relating to teacher evaluation.
- F. Compensation Plan
Oversee formalization of process and procedure for establishment of compensation for leadership positions.
- G. Department Directed Leave (“DDL”) and Leave Pending Investigation (“LPI”)
 - 1. Continue monitoring DDL and LPI.
 - 2. Review current DDL and LPI policies relating to notice of allegations.
- H. Leadership Institute
 - 1. Focus on finding out more about leadership institute programs and support for pipeline development.
 - 2. Examine the alignment of leadership institute programs to strategic plan goals.
 - 3. Align budget requests to support the resources necessary for program success.
- I. Special Education Staffing
 - 1. Review special education staffing, allocation formula, recruiting, and retention strategies.
 - 2. Work with the Student Achievement Committee on special education staffing issues.