



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

February 20, 2020

TO: Human Resources Committee

FROM: Dwight Takeno
Chairperson, Human Resources Committee

AGENDA ITEM: Update on work ensuring Board policies enable Board and Department to collect necessary teacher retention data and implement bold teacher recruitment and retention strategies (HR Strategic Priority 2)

I. EXECUTIVE SUMMARY

- Committee Chairperson Dwight Takeno is modifying the timeline for the strategic priority so that the Committee will recommend effective policy changes that sufficiently considered public comments for Board of Education ("Board") approval in June 2020 instead of May 2020.

II. BACKGROUND

At its July 18, 2019 general business meeting, the Board adopted committee strategic priorities for the 2019-2020 school year. Among the adopted priorities, the Human Resources Committee ("Committee") is to "ensure policies and structures are in place to enable the Board and Department to a) collect and analyze robust data necessary to identify, prioritize, and address significant issues related to teacher retention and b) implement bold teacher recruitment and retention strategies to address teacher salary and certification issues." The following indicators will determine the Committee's success in achieving this priority:

- By August 15, 2019, the Committee will sufficiently identify and select individuals from the Board, Department of Education ("Department"), Hawaii State Teachers Association, and any other relevant stakeholders to a working group tasked with:

1. Thoroughly reviewing Board Policies E-204, 204-1, 204-4, 204-5, any other relevant Board policies, the Department's teacher salary study, and any existing structures related to the collection and analysis of teacher retention data, teacher salaries, and teacher certification; and
 2. Generating a comprehensive report that adequately describes any policy and structural changes necessary to enable the Board and Department to a) collect and analyze robust data necessary to effectively identify, prioritize, and address significant issues related to teacher retention and b) implement bold teacher recruitment and retention strategies to address teacher salary and certification issues.
- By April 16, 2020, the Committee will approve all (100%) draft changes from the working group's comprehensive report for public comment.
 - By May 21, 2020, the Committee will recommend effective changes that sufficiently considered public comments for Board approval.

At its August 1, 2019 meeting, the Committee authorized me to identify and select individuals to serve on a working group tasked with:

- Reviewing Board Policies E-204, 204-1, 204-5, any other relevant Board policies, the Department's teacher salary study, and any existing structures related to the collection and analysis of teacher retention data, teacher salaries, and teacher certification; and
- Generating a comprehensive report to the Committee that describes and recommends any policy changes necessary to:
 1. Collect and analyze robust data necessary to effectively identify, prioritize, and address significant issues related to teacher retention; and
 2. Implement bold teacher recruitment and retention strategies to address teacher salary and certification issues.

The Committee also designated me as the Committee's representative to and chairperson of the working group.

The strategic priority required the Committee to create a working group consisting of representatives of stakeholders with interest and expertise in teacher retention data, teacher salaries, and teacher certification. At the Committee's September 18, 2019 meeting, I updated the Committee on the individuals whom I identified and selected to serve on the working group.

The working group met twice, once on November 1, 2019 and again on January 31, 2020.

III. TIMELINE

Under the original timeline, the working group would present a report to the Committee and the Committee would approve all draft changes from the working group's comprehensive report for public comment by April 16, 2020. After a public comment period, the Committee

would recommend effective policy changes that sufficiently considered public comments for Board approval by May 21, 2020.

The working group needs more time to develop its report, so I would like to modify the timeline to change the date the working group's report will be submitted to the Committee and also the date the Committee will recommend effective policy changes to the Board. The timeline will be modified as shown below:

- By ~~April 16, 2020~~ May 21, 2020, the Committee will approve all (100%) draft changes from the working group's comprehensive report for public comment.
- By ~~May 21, 2020~~ June 18, 2020, the Committee will recommend effective changes that sufficiently considered public comments for Board approval.

I will provide the Committee with regular updates on the working group's progress.