

November 13, 2016

To: Board of Education HR Committee Members

re: BOE 11/15/16 HR Agenda Item IV.A. – *Discussion Item: Presentation on overview of teacher recruitment data for 2016-2017 School Year*

Aloha MEMBERS,

Strategic Plan Goal 2 (Staff Success) is missing an important strategy. One objective of 2A is teacher retention and yet there is no strategy in the plan to examine causes of problems with teacher retention. It is common sense that there should be a strategy like this:

VI. Gather valid teacher separation data to determine the causes, analyze patterns, and drive departmental improvements to raise teacher retention.

Almost four years ago I listened to testimony at two BOE HR committee meetings (2/5/13 and 4/2/13). That is the last time I remember any statistics on reasons for separation until now. The data presented in 2013 and now, in 2016 is quite uninformative. ([See statistics on p. 3.](#))

The following is missing from both reports, probably because it does not exist:

- A description of the methodology used for data collection, including a copy of what the separation survey looks like.
- An analysis of what the data indicates, and if there are any patterns in separation reasons (systemic, personal, or geographic) that might indicate problems that could be improved.
- A plan for improving the methodology for data collection (we should always be trying to improve, should we not?) and a plan for addressing reoccurring retention problems.

I think it is time for the DOE to work with the HSTA and find out what can be done to retain teachers. The process must start by finding out what could be done to retain those who are leaving. I know of three teachers who left the DOE last year and two of the separations could have been avoided. If the data presented at this HR committee meeting is all there is, there is a serious problem.

2A Objective

The DOE effectively recruits, retains, and recognizes high-performing employees.

2A Strategies

- I. Revise recruiting policies, practices, and procedures to improve the quantity and quality of DOE job applicants
- II. Develop alternative certification paths for teachers and administrators
- III. Develop programs that recognize and reward deserving employees based on their contribution to student achievement
- IV. Fully implement beginning teacher induction and mentoring standards
- V. Provide effective orientation programs for all non-certificated and classified personnel and supervisory training for all new supervisors

The solution is this:

The DOE needs to work with the HSTA to create a survey and methodology for data collection that will provide valid data. A survey has to ask the right questions. A complication separation cannot be culled down into a single response and expect that any useful data can be attained. The HSTA UniServ Directors, local school level leaders, and teachers who left are the most qualified people to write the questions that need to be asked.

The methodology must include absolute confidentiality of responses in order to be valid, and the only way to do that is an anonymous, secure computer survey that cannot be traced to the respondent, and is tallied only once a year.

Therefore, I ask that the Board set the expectation that the DOE HR Department work with the HSTA in accomplishing a new strategy:

- VI. Gather valid teacher separation data to analyze patterns and determine the causes for teacher separations that could have been avoided, and drive departmental improvements to raise teacher retention.**

Mahalo,



Vanessa Ott
Community Stakeholder

TEACHER SEPARATION STATISTICS REPORTED to BOE

2013 and 2016

4/2/13 HR - Attachment D

[https://ililnote.k12.hi.us/STATE/BOE/Minutes.nsf/7d59b00aff8d3cf50a2565cb00663e82/c0f08598c829b6d60a257b64007ca8a8/\\$FILE/ATTACHMENT%20D%2004022013_HRC_Teacher%20Separations%20SY%2011.pdf](https://ililnote.k12.hi.us/STATE/BOE/Minutes.nsf/7d59b00aff8d3cf50a2565cb00663e82/c0f08598c829b6d60a257b64007ca8a8/$FILE/ATTACHMENT%20D%2004022013_HRC_Teacher%20Separations%20SY%2011.pdf)

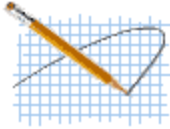
Separation Reasons	SY 11-12
Row Labels	Count of Reason
Voluntary Service Retirement	305
Temp Tchrr Not Qualified	78
Spouse Job - Transfer	76
Moving - Mainland	68
Inability to Assign Teacher	64
Resignation	50
Child Care	44
Another Job - Hawaii	43
Teaching - Hawaii	35
Care for Family Member	35
Teaching - Mainland	30
Spouse Job - Military	29
Education - Mainland	27
Moving - Other Destination	23
Leaving State - High Cost of Living	22
Another Job - Mainland	21
Health Reasons	19
Dissatisfied w/Admin Support	18
Teaching - Other	13
Education	11
Term Rqstd (AWOL)	11
Dissatisfied with Location	9
Death	9
Education - Hawaii	9
Unsat Teacher	7
Dissatisfied w/Work Load	7
Personal Reasons	7
Not Complete Requirements	6
Other Employment (Private)	5
Ordinary Disability	5
Dissatisfied w/Salary	5
Discharge	5
Does Not Meet Requirements	5
Dissatisfied w/Work Conditions	3
Dissatisfied w/Co-Workers	2
Temp Posn Ended	2
Family Reasons	2
Other Reasons	1
Trf to Non-Purchased Svc PCS	1
No Show	1
Grand Total	1111

11/15/16 HR – VI.A. Presentation

http://boe.hawaii.gov/Meetings/Notices/Meeting%20Material%20Library/HR_11152016_Presentation%20on%20Overview%20of%20Teacher%20Recruitment%20Data%20for%202016-2017%20School%20Year.docx.pdf

Separation Counts, 2015-16

REASON	NUMBER	PERCENTAGE
Leaving Hawaii	338	28.0%
Retirement	294	24.4%
Other/Personal/No Reason	202	16.7%
Leaving Teaching	123	10.2%
Involuntary	123	10.2%
Dissatisfied w/ Workplace Environment	68	5.6%
Non-DOE Teaching	58	4.8%
TOTAL	1,206	100%



"Rosenlee, Corey" <CRosenlee@hsta.org>

11/15/2016 08:33 AM

To "testimony_boe@notes.k12.hi.us"

<testimony_boe@notes.k12.hi.us>

cc

Subject Testimony

Testimony for Human Resources 11/15/2016

**

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**Teacher Recruitment Data 2016-2017 Presentation V2.pptx

Teacher Recruitment Data 2016 - 2017

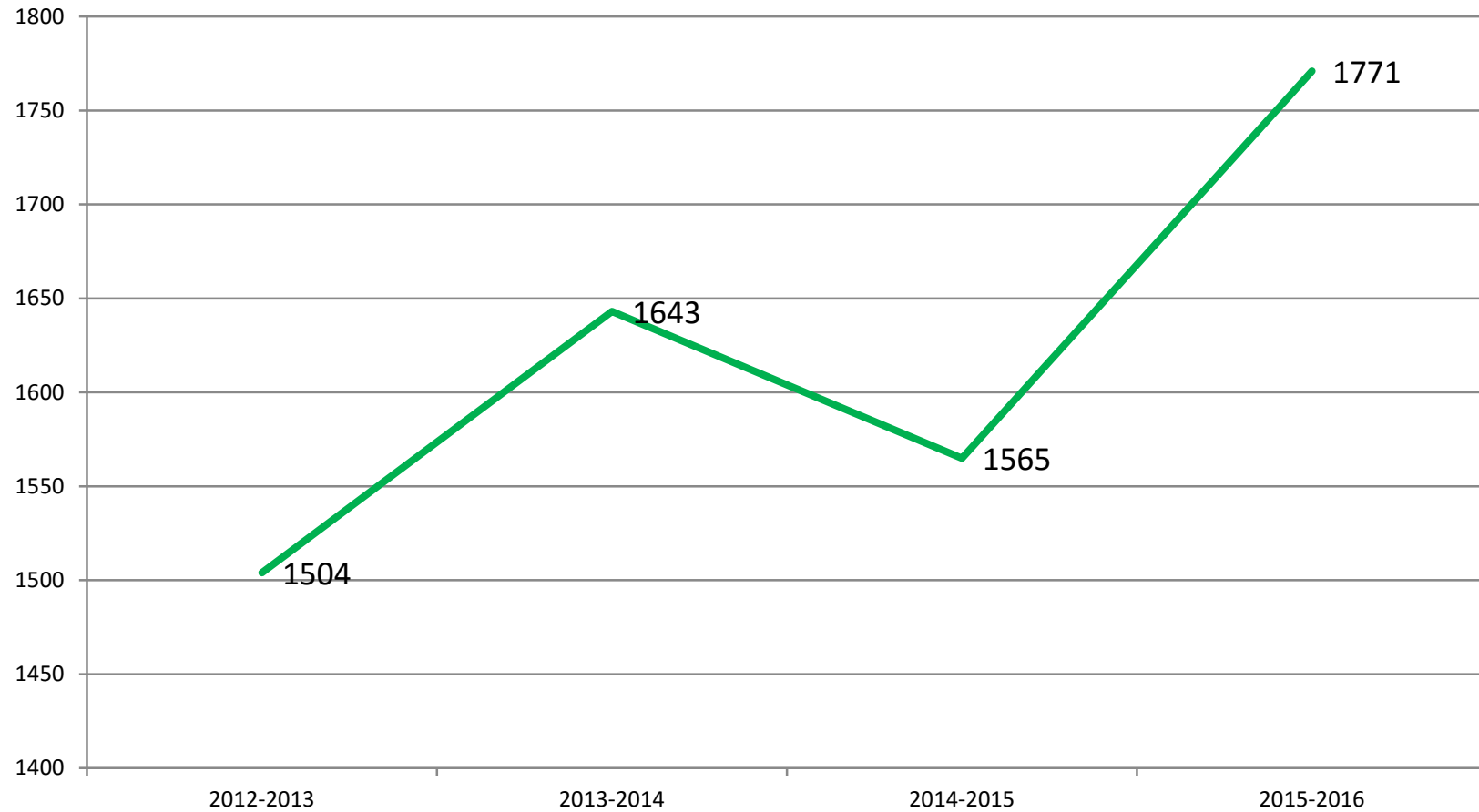
HAWAII STATE TEACHERS ASSOCIATION



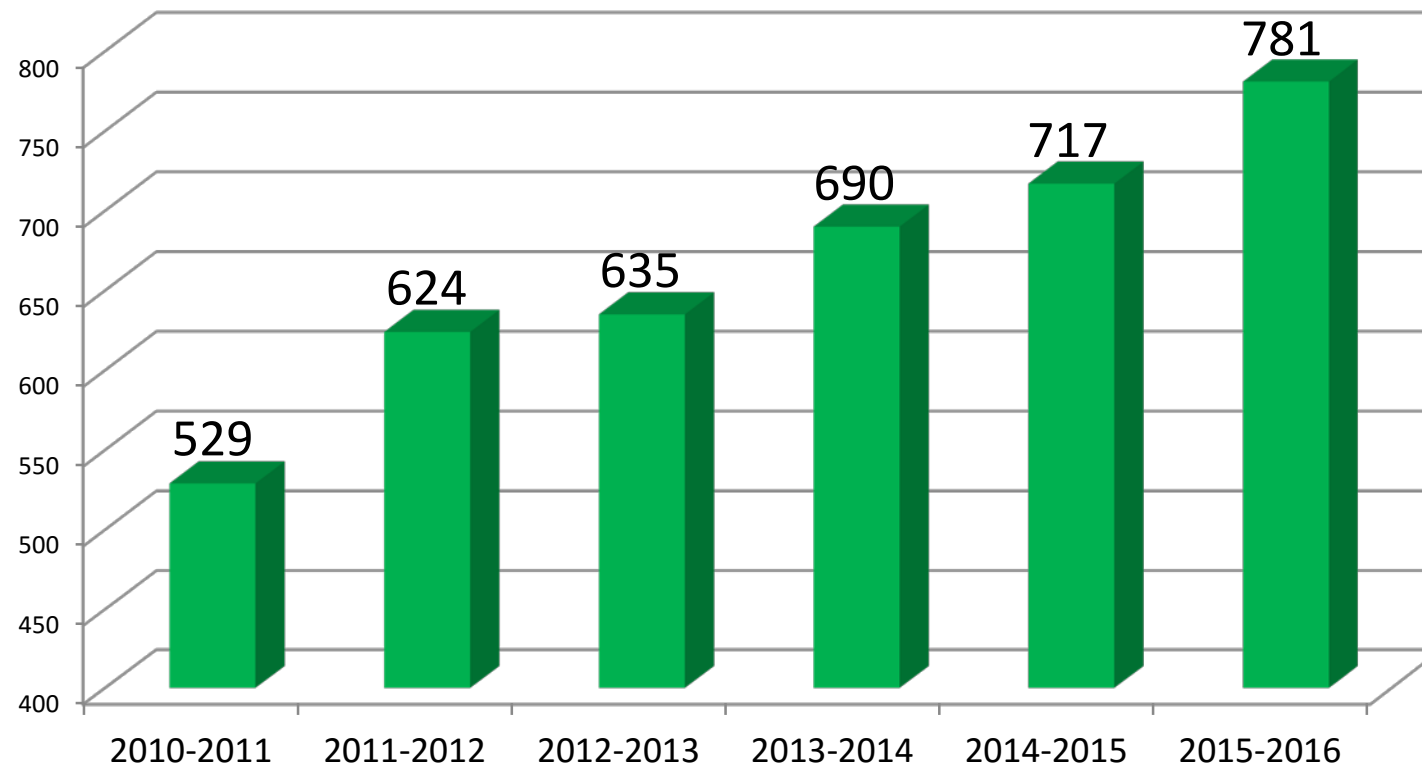
Teacher Openings 2016 - 2017

College	2016 - 2017
Total of In-State SATEP College Degrees	404
Total of Out-of-State SATEP College Degrees	508
Newly Employed Teachers Hired without SATEP Degree	328
Vacancies	531
Total	1,771

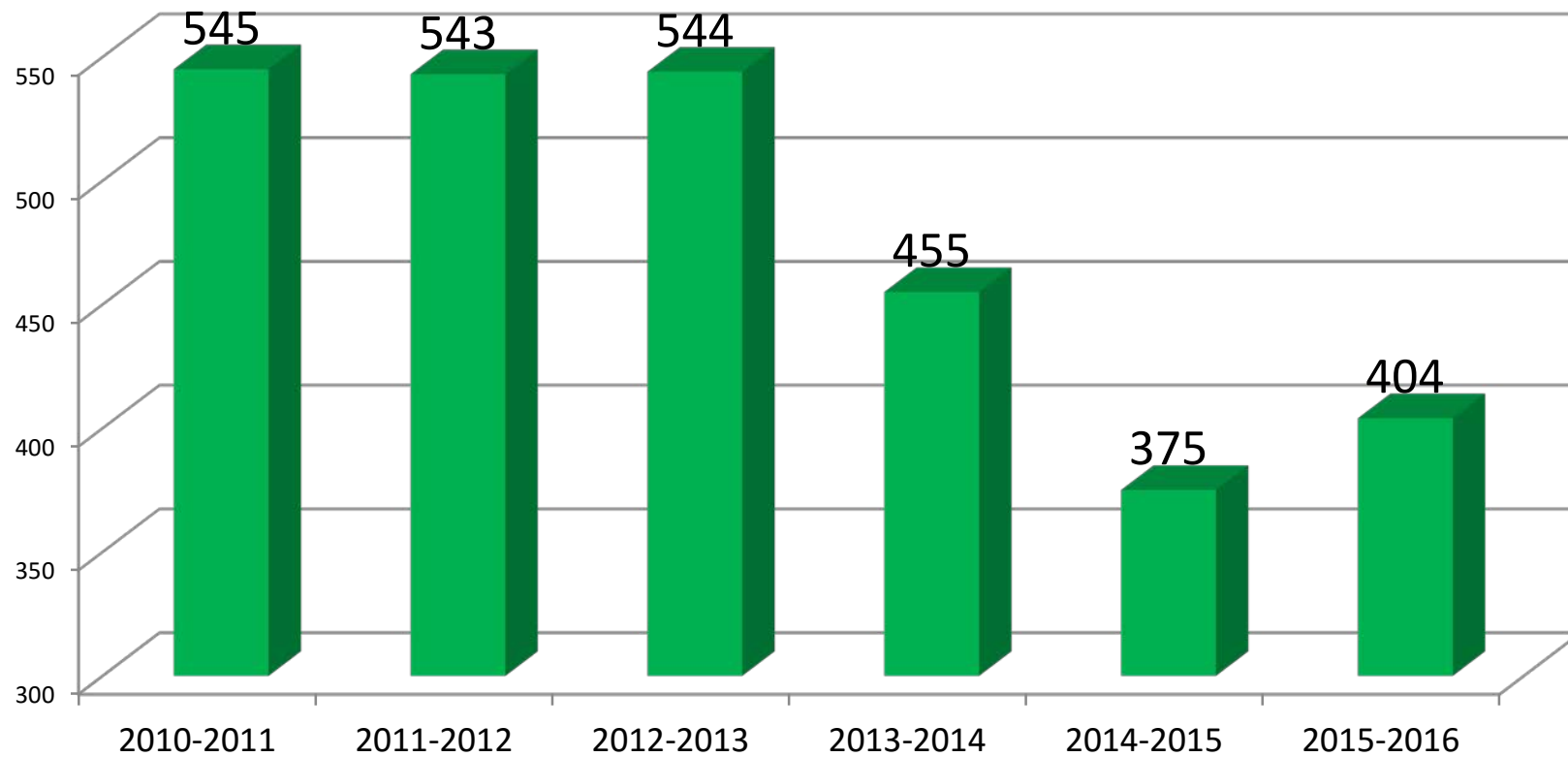
Openings Over Time



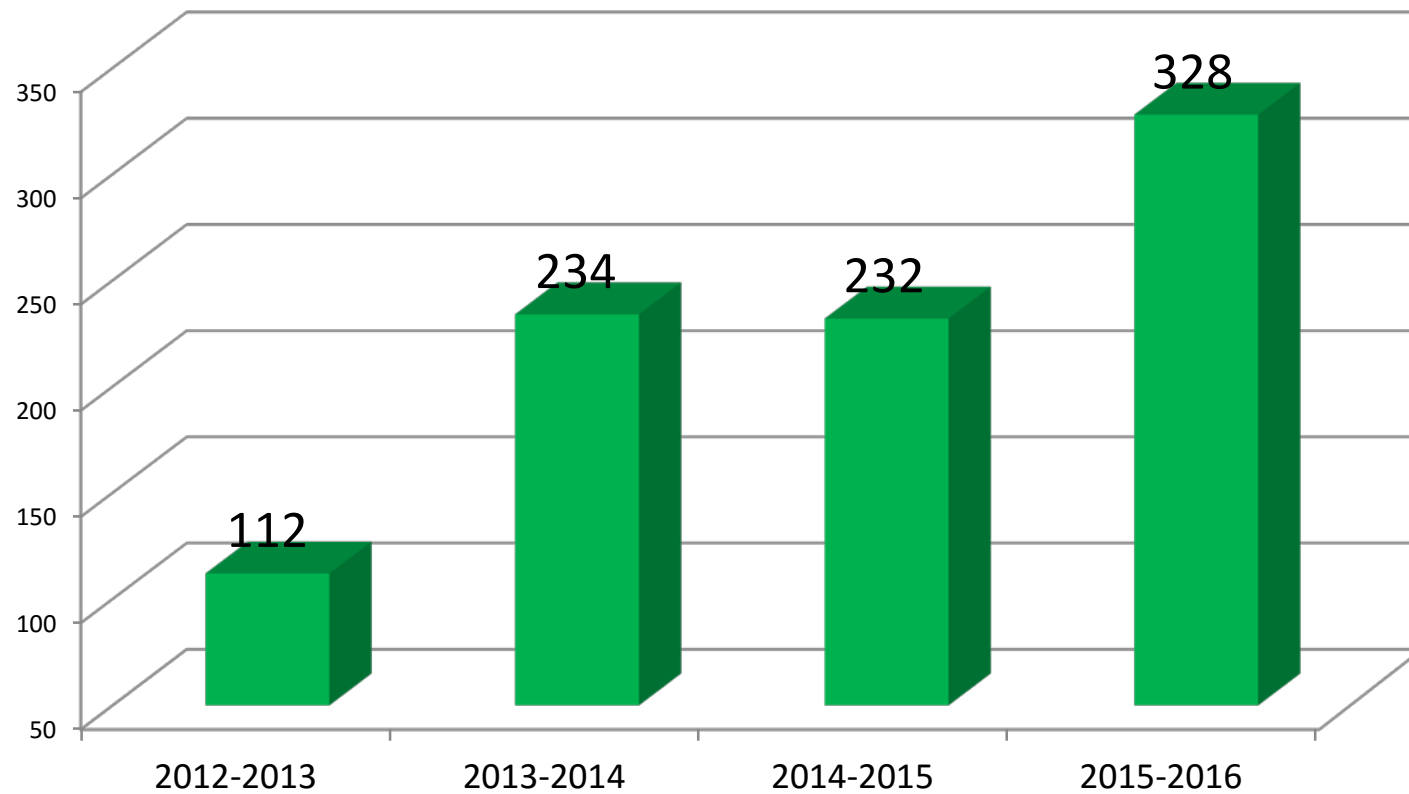
Teacher Resignations



Total of In-State SATEP College Degrees

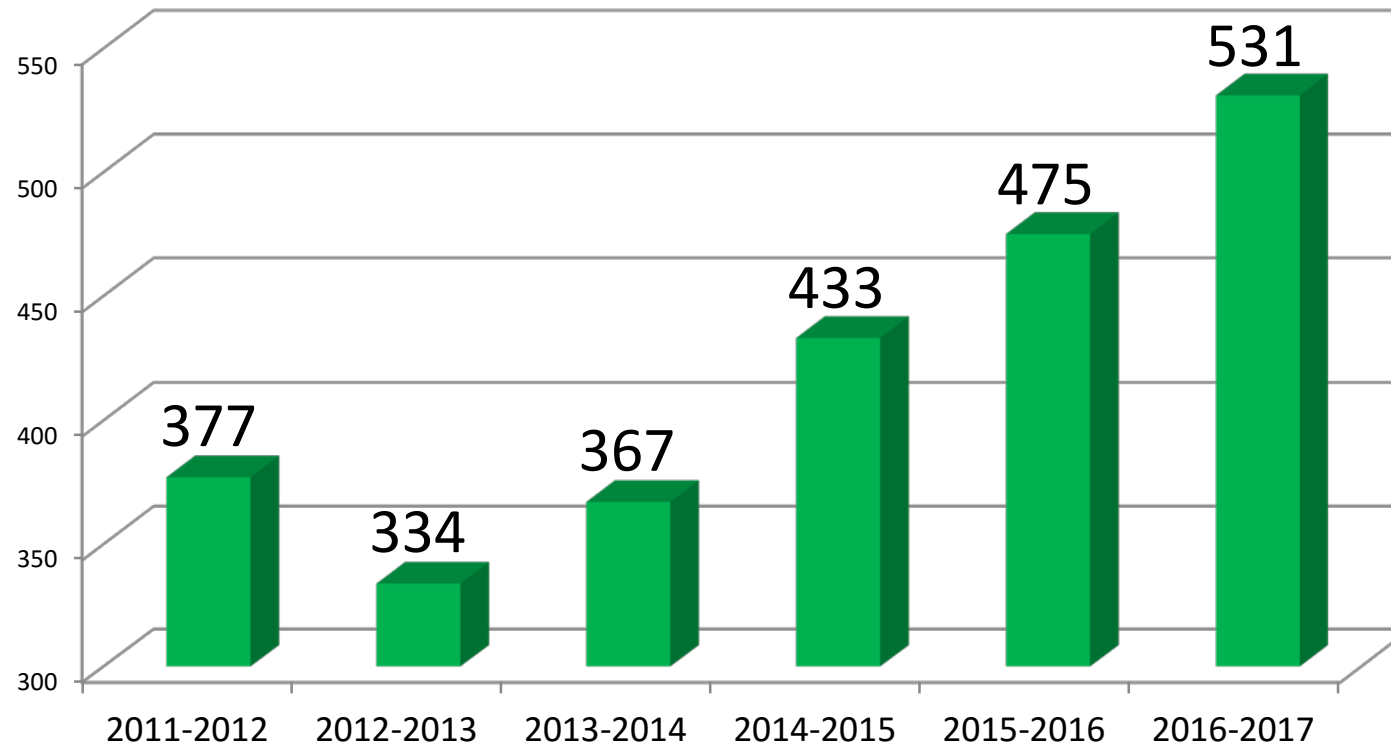


Newly Employed Teachers Hired Without SATEP Degree



Teacher Vacancy

(Positions not filled Aug. 1) (2010 -2016)



Vacancies by Position

HIDOE Position Types	May 5, 2016 Vacancies	July 13, 2016 Vacancies
10-Mo Student Services Coordinator	1	5
12-Mo Secondary Teacher		3
12-Mo Special Education Teacher		2
12-Mo Special School Teacher	1	1
12-Mo Student Services Coordinator	3	3
12-Mo Student Activities Coordinator Teacher		1
Counselor	8	18
Elementary Teacher	96	195
General Education/Article VI Teacher	28	40
Librarian	6	10
Pre-School Teacher	1	3
Secondary Teacher	101	252
Special Education Teacher/Pre-School	17	25
Special Education Teacher	124	160
Special School Teacher	6	6
Title I Linker Teacher	1	1
Total	393	725
Positions being processed as of July 13	N/A	100
Grand Total	393	625

State	5 years or less	6-10 years	11-20 years	21-30 years	31 or more years
Alabama	19.5	25.4	33.7	16.0	5.5
Alaska	30.2	19.6	35.5	11.9	4.8*
Arizona	32.7	25.7	25.2	12.5	3.8*
Arkansas	26.2	18.3	29.3	15.7	10.4
California	19.6	24.6	37.3	13.0	5.5
Colorado	27.0	25.8	35.5	8.2	3.5*
Connecticut	21.5	22.5	34.0	12.9	9.1*
Delaware	30.0	23.3	28.7	13.5	4.4*
District of Columbia	34.8	25.4	23.7	9.8*	6.4*
Florida	25.8	26.7	28.0	14.9	4.6
Georgia	19.4	26.5	35.5	14.2	4.3
Hawaii	43.0	29.1*	15.4*	10.5*	2.0*
Idaho	25.2	20.1	31.6	17.9	5.2*
Illinois	25.9	25.7	30.1	13.5	4.8
Indiana	24.3	16.4	31.4	14.9	12.9
Iowa	20.3	21.5	29.8	17.3	11.1
Kansas	26.2	18.8	28.2	18.9	7.9
Kentucky	24.7	23.3	34.0	15.3	2.7*
Louisiana	30.1	18.3	27.9	15.8	8.0
Maine	17.6	18.9	33.7	17.8	12.0
Maryland	32.6	21.0	25.4	14.9	6.1
Massachusetts	26.5	25.7	31.0	11.7	5.0*
Michigan	18.9	25.6	38.1	13.9	3.6
Minnesota	21.2	21.3	36.1	15.4	6.0
Mississippi	30.2	25.3	27.5	10.7	4.3*
Missouri	27.2	25.9	29.0	14.0	3.9
Montana	25.5	19.4	27.7	16.8	10.6
Nebraska	24.0	17.8	31.7	16.4	10.0
Nevada	17.6	30.7	36.1	12.4	3.2*
New Hampshire	22.0	26.1	27.7	15.6	8.6
New Jersey	23.3	24.8	33.8	13.6	4.5
New Mexico	21.6	24.0	33.8	16.2*	4.3
New York	16.5	26.4	38.9	14.3	3.8
North Carolina	24.8	24.8	31.1	16.1	3.2*
North Dakota	24.8	16.0	28.0	20.6	10.6
Ohio	19.6	21.3	37.0	15.4	6.7
Oklahoma	25.2	17.6	33.7	16.1	7.3
Oregon	23.0	28.7	29.5	15.4	3.5*
Pennsylvania	22.4	26.0	32.1	13.1	6.3
Rhode Island	18.6	27.5	39.1	13.5	1.4*
South Carolina	21.0	23.1	28.8	16.8	10.3
South Dakota	21.7	14.5	31.7	20.6	11.5
Tennessee	28.9	20.6	29.6	15.1	5.7
Texas	26.6	27.8	26.6	13.9	5.0
Utah	36.6	24.2	20.1	13.4	5.7*
Vermont	23.2	16.3	33.0	18.2	9.4
Virginia	22.4	25.6	28.0	15.7	8.3
Washington	21.4	21.9	30.3	18.8	7.6
West Virginia	27.8	20.2	25.7	18.9	7.4
Wisconsin	24.3	19.2	37.2	14.3	5.0
Wyoming	21.3	16.1	30.9	17.0	14.6
National Average	23.6	24.3	32.0	14.4	5.7

*Interpret with caution. Sample size is too small to provide stable estimates.

Hawaii has the highest percentage of teachers with 5 years or less of experience. Almost twice as high as the national average.

WalletHub: Hawaii Is 2016's Worst State For Teachers

📅 1 month ago 👤 Gina Belli 📁 Data & Research 💬 0



Teaching is hard work. Teachers face long hours (with no overtime), growing class sizes, and relatively low pay, compared with other jobs that require similar levels of education and training. But not all states are created equal, when it comes to how easy it is to teach.

In an effort to support educators, and draw attention to the states that need improvement as well as the ones that are doing well, WalletHub recently released their list of [the best and worst states for teachers in 2016](#). They analyzed data obtained across [16 key metrics](#) for 50 states and the District of Columbia to determine their rankings. Let's take closer look at the states that were determined to be the worst for teachers.



Image Credit: [Bernard Spragg](#)/Flickr

1. [Hawaii](#)

Total Score: 22.22

Job Opportunity and Competition Rank: 51 of 51

Academic and Work Environment Rank: 47 of 51

The state of Hawaii might be a great place to visit, but it could be a pretty difficult place to live and work as a teacher. With a total score of 22.22, it is ranked dead last on this list by quite a lot. Hawaii's teachers are paid less than any other state, when salaries are adjusted for cost of living, which helped to land them in the last spot for the job opportunity and competition ranking as well as for the entire study.

Teacher Recruitment Data 2016 - 2017

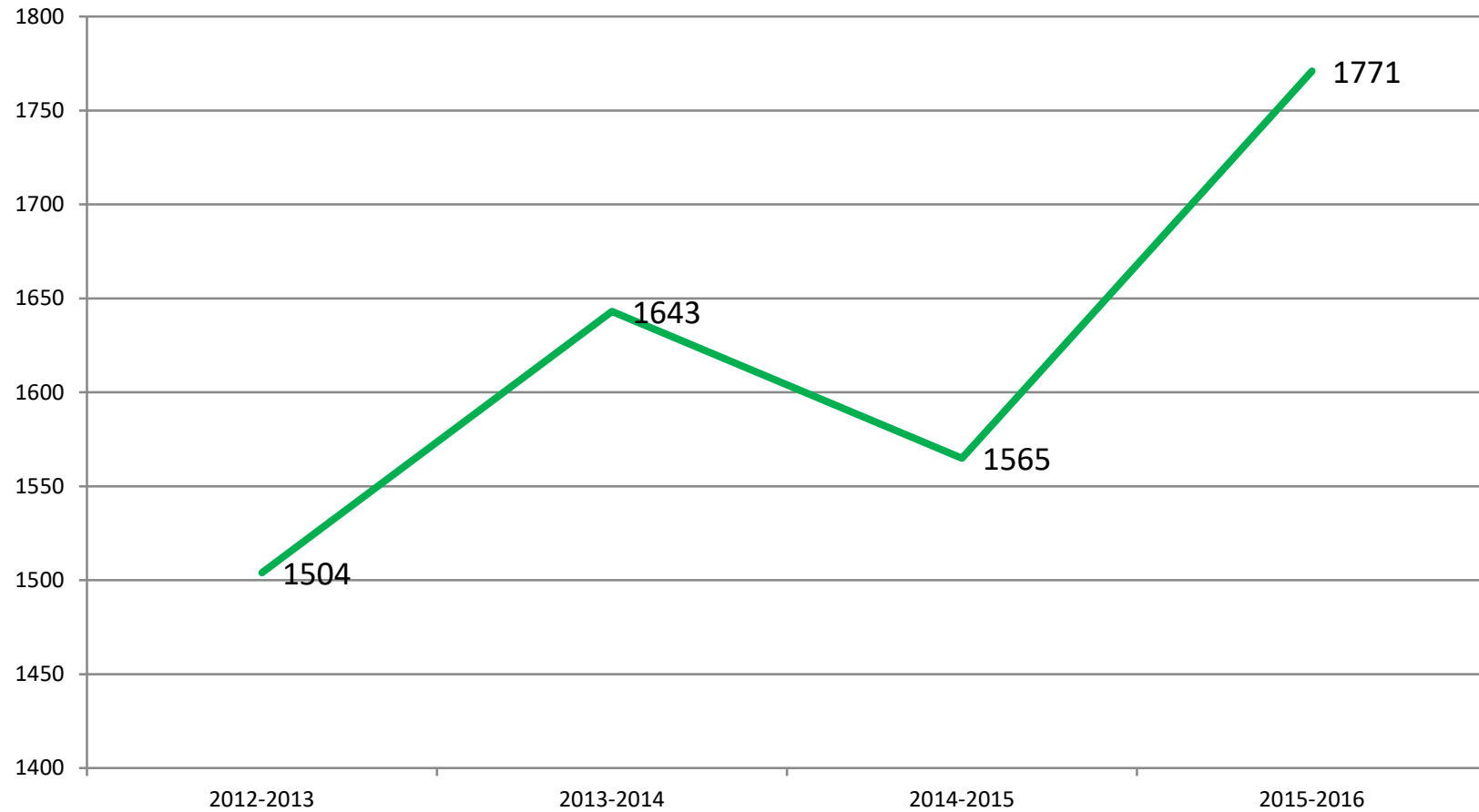
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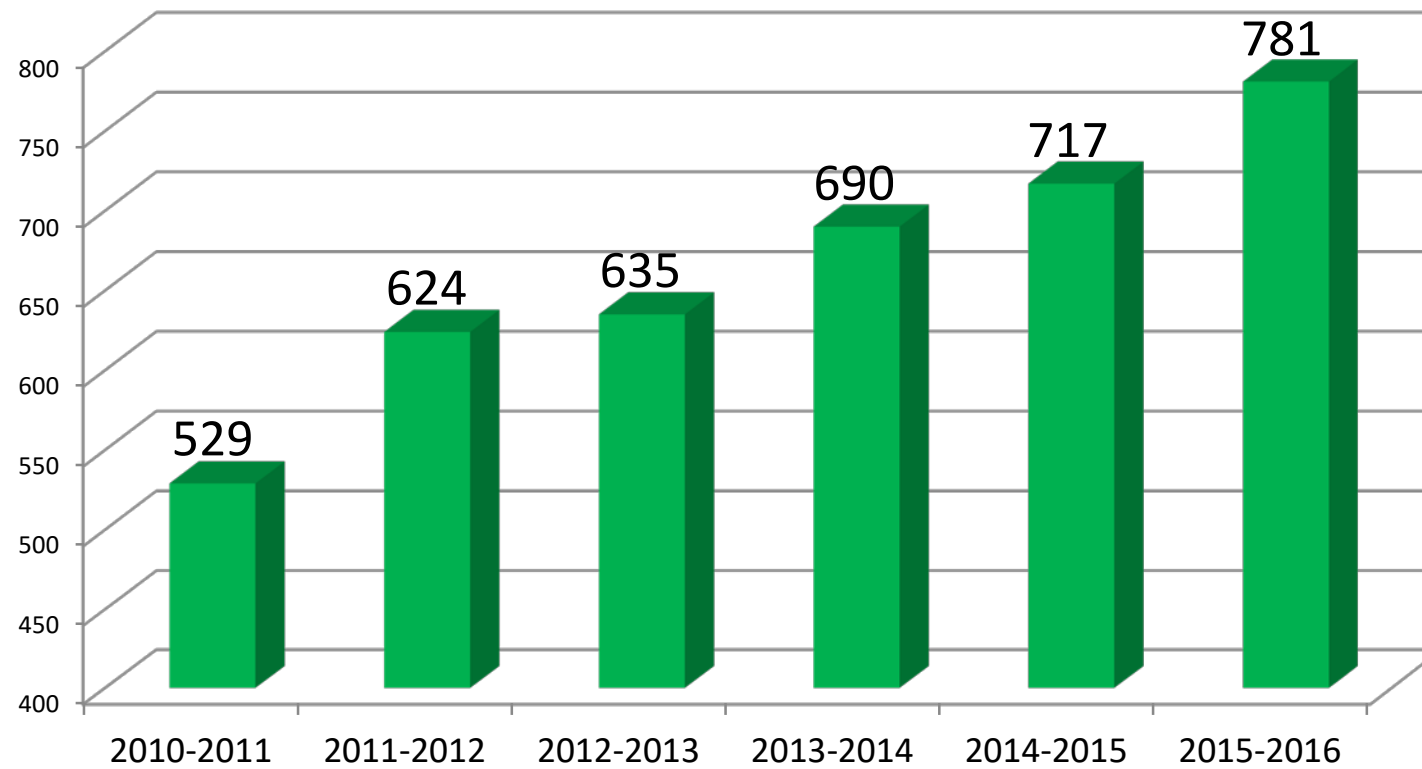
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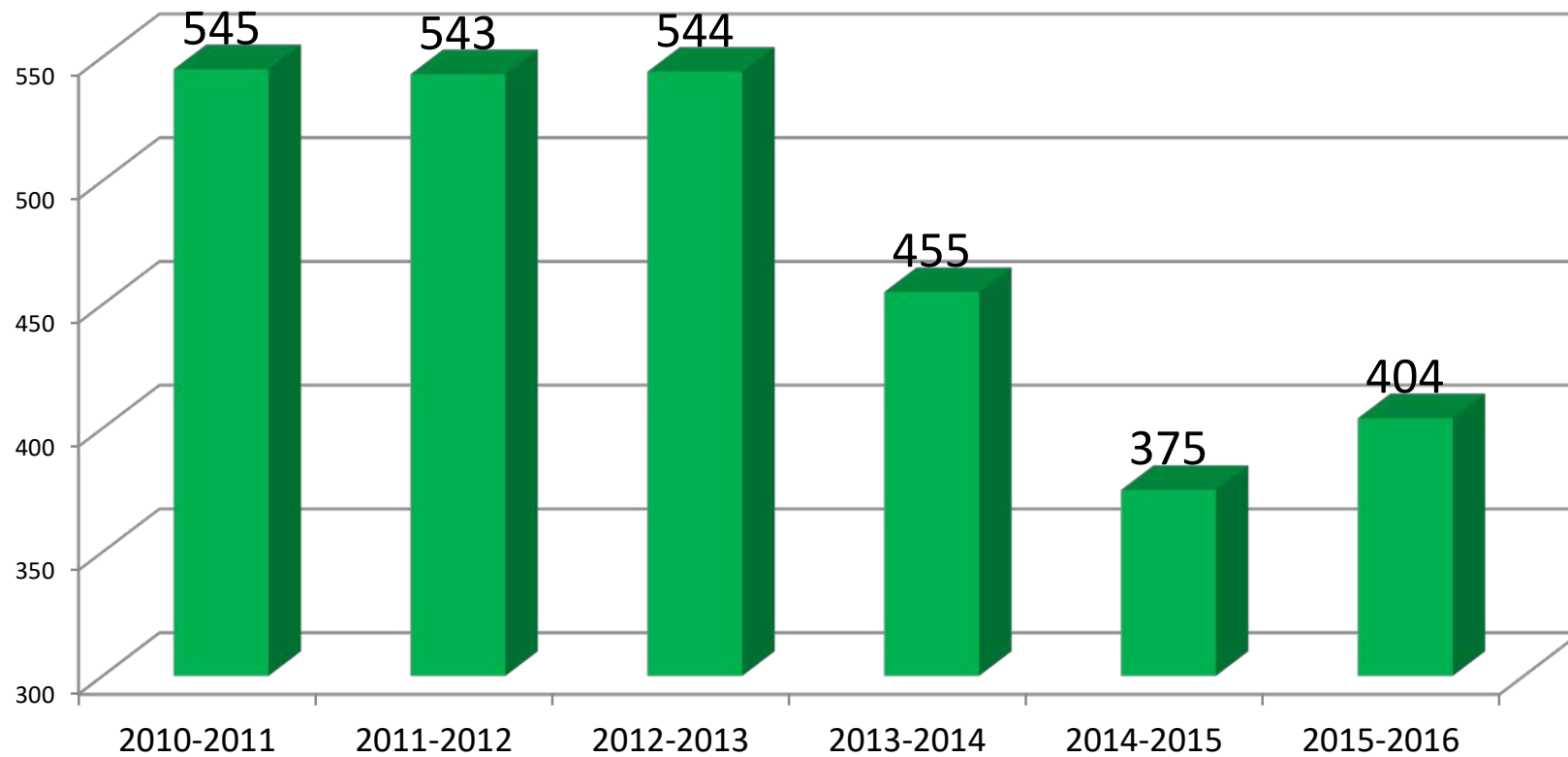
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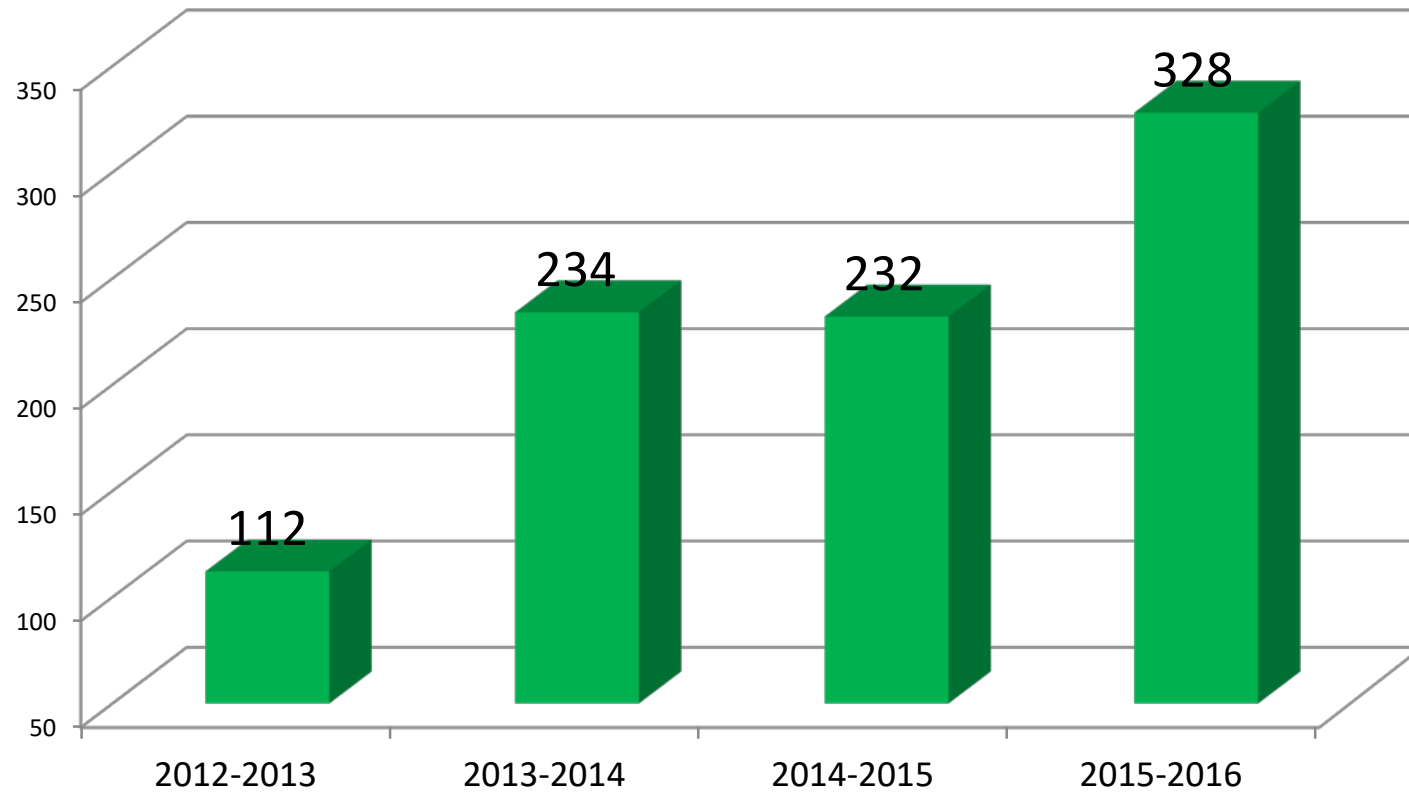
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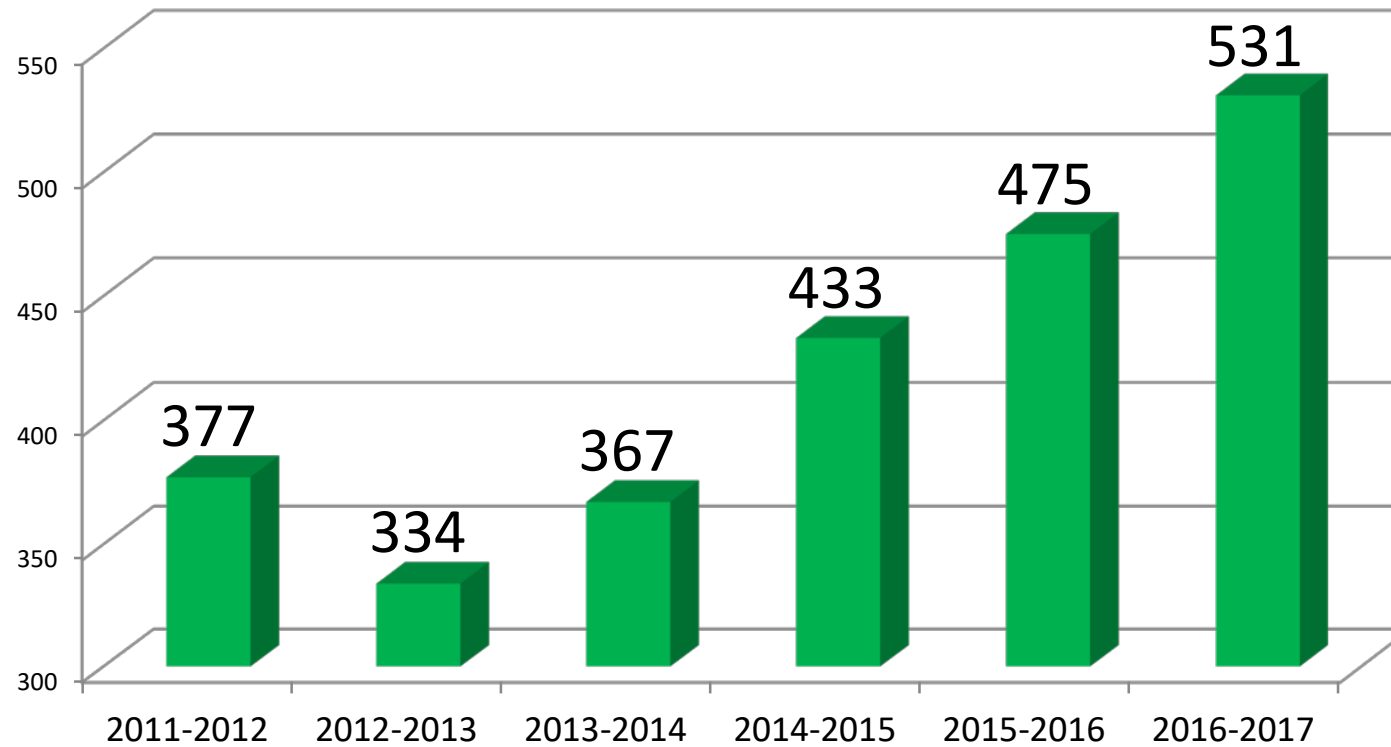


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PERCENTAGE OF TEACHERS BY EXPERIENCE LEVELS (FULL-TIME, PUBLIC SCHOOLS ONLY)

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Texas	26.6	27.8	26.6	13.9	5.0
Utah	36.6	24.2	20.1	13.4	5.7*
Vermont	23.2	16.3	33.0	18.2	9.4
Virginia	22.4	25.6	28.0	15.7	8.3
Washington	21.4	21.9	30.3	18.8	7.6
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