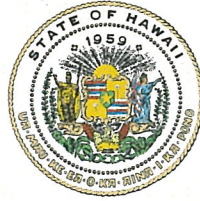


JOSH GREEN, M.D.  
GOVERNOR



KEITH T. HAYASHI  
SUPERINTENDENT

STATE OF HAWAII  
DEPARTMENT OF EDUCATION  
KA 'OIHANA HO'ONA'AUAO  
P.O. BOX 2360  
HONOLULU, HAWAII 96804

OFFICE OF THE DEPUTY SUPERINTENDENT

October 29, 2024

The Honorable Ronald D. Kouchi, President  
and Members of the Senate  
415 South Beretania Street  
State Capitol, Room 409  
Honolulu, Hawaii 96813

The Honorable Scott K. Saiki, Speaker  
and Members of the House of Representatives  
415 South Beretania Street  
State Capitol, Room 431  
Honolulu, Hawaii 96813

Re: Hawaii State Department of Education Annual Report on Enhanced Electronic Human Resources

Dear President Kouchi, Speaker Saiki, and Members of the Legislature:

For your information and consideration, a copy of the annual report, Enhanced Electronic Human Resources is being transmitted, pursuant to Act 248, Session Laws of Hawaii 2022. In accordance with Section 93-16, Hawaii Revised Statutes, the report may also be viewed electronically at:  
<https://www.hawaiipublicschools.org/VisionForSuccess/SchoolDataAndReports/StateReports/Pages/Legislative-reports.aspx>

Should you have any questions, please contact Ken Kakesako, Director of the Policy, Innovation, Planning and Evaluation Branch, Office of Strategy, Innovation and Performance, via email at [ken.kakesako@k12.hi.us](mailto:ken.kakesako@k12.hi.us) or by phone at (808) 282-3430.

Sincerely,

Tammi Oyadomari-Chun  
Deputy Superintendent of Strategy

TOC:cto  
Attachment

c: Legislative Reference Bureau  
Hawaii State Public Library System  
University of Hawaii  
Deputy Superintendent of Operations  
Office of Fiscal Services  
Office of Talent Management  
Office of Information Technology Services



State of Hawai'i  
Department of Education

# **Annual Report on Enhanced Electronic Human Resources**

October 2024

Act 248, Session Laws of Hawai'i 2022, requires the Hawai'i State Department of Education (Department) to annually report on a plan to institute an enhanced electronic human resources system.

## **Enhanced Electronic Human Resources**

The Hawai'i State Department of Education (Department) is committed to the electronic human resources initiative and via a neutral facilitator, is assessing the most expeditious and efficient path forward that supports the needs and perspectives of the system user groups.

This year, the Department solicited input from the system user groups, which include subject matter experts from the Office of Fiscal Services, the Office of Talent Management, and the Office of Information Technology Services, to identify areas that need improvement by successfully documenting the existing workflow for managing and tracking full-time positions. The Department has identified initial challenges and potential solutions which include plans to utilize a single identifier for each position to assist with accurate accounting and tracking of appropriated and unappropriated positions.

In 2025, the Department will actively engage with the system user groups to define the specific requirements for a new electronic human resources solution. This collaborative process will ensure the development of a system capable of generating user-friendly, real-time reports that effectively meet the needs of both internal and external decision makers. Furthermore, the Department will establish a timeline and cost estimate for system implementation.