

Plan for Developing Programs that Provide for High Achieving Students

| Program | Numbers | Recommendations to Increase Numbers | Personnel Requirements | Costs |
|--|----------------|--|--|--|
| Students enrolled in Gifted and Talented (G/T) School-Based Programs | 6,590 Students | <ul style="list-style-type: none"> • Return G/T funds to categorical or place a weight on G/T students. • Principals along with Complex Area Superintendents review school G/T plans and fully implement their programs. • Teachers work with Planning Committees at schools to increase awareness of G/T program implementation. • Nomination and Screening process is in place at schools to identify G/T students. • Reports submitted annually to OCISS-ISB for review and monitoring. | <ul style="list-style-type: none"> • School-level G/T Coordinator (100 positions) • Complex Area G/T Resource Teachers (15 positions) • State-level G/T Resource Teacher • Operating Funds | <p>\$3,604,000</p> <p>\$540,000</p> <p>\$36,040</p> <p>\$250,000</p> |
| Potentially Gifted and Talented Students enrolled in School-Based Programs | 3,791 Students | <ul style="list-style-type: none"> • Principals, along with Complex Area Superintendents, review school G/T plans and fully implement their programs. • Teachers work with Planning Committee at schools to increase awareness of G/T program implementation. • Nomination and screening processes are in place at schools to identify potentially G/T students. • Teachers use differentiation, especially tiered instruction, to stimulate interest and ability of all students. • Avoid bias and discrimination. | <ul style="list-style-type: none"> • Same personnel who service G/T students can also service potentially G/T | \$0 |

| Program | Numbers | Recommendations to Increase Numbers | Personnel Requirements | Costs |
|---|--|--|--|--|
| Advanced Placement (AP) Courses and Exams | <p>233 Courses in 22 Subjects</p> <p>2464 Students took 3679 Exams</p> | <ul style="list-style-type: none"> • Increase number of schools offering Advanced Placement courses by establishing mini-grants to cover start-up costs. • Prepare teachers to teach Advanced Placement courses by offering AP summer and one-day institutes. • Begin National Math and Science Initiative as part of professional development for AP teachers. • Explore introduction of UTeach Institute. • Continue to offer fee reduction grants to students in need. • Increase number of AP online courses to eight. | <ul style="list-style-type: none"> • Operating Funds • AP Coordinators • Grant Funds • 5 additional teachers | <p>\$600,000</p> <p>\$31,000</p> <p>\$24,000</p> |
| Learning Center (LC) Programs | 29 Centers at 25 High Schools | <ul style="list-style-type: none"> • Continue to support Learning Centers through DOE allocations. • Ensure that all programs are fully functional and available to students across the state. • Increase public awareness of varied programs offered at Learning Centers to increase enrollment. | <ul style="list-style-type: none"> • LC Coordinators • Operating Funds | <p>\$810,000</p> <p>\$821,000</p> |

Initiatives Currently in Place

| Program | Outcomes | Strategies | Measures | Timelines |
|--|---|---|--|---|
| <p>School-Based Gifted and Talented (G/T) Programs</p> | <p>Create passion for high achievement while developing full potential.</p> <p>Develop highly-qualified teachers addressing needs of G/T students.</p> <p>Maintain G/T web site for viewing by all interested stakeholders.</p> | <ul style="list-style-type: none"> • Use the G/T Program Guide to inform principals about necessity for a robust and uniform implementation of a G/T program. • Provide a variety of experiences beyond the regular education curriculum to students with high performance capability in intellectual, creative, and/or artistic areas; to students who possess an unusual leadership capacity; or to students who excel in psychomotor skills. • Build pedagogy of teachers addressing needs of G/T students through professional development. • Utilize the eCSSS to identify and track G/T students and evaluate their progress and program's effectiveness. | <ul style="list-style-type: none"> • Develop instructional options to address student needs (e.g., magnet schools, open access to G/T programs). • Provide assistance and support to enable teachers to become highly-qualified in their instructional area. • Encourage schools to promote the Johns Hopkins Talent Search. • Offer state-wide conference on G/T strategies. • Build robust CSSS system to address issues of G/T. • Continue to develop eCSSS to help with recordkeeping and evaluation of G/T programs. • Update G/T web site to ensure dissemination of pertinent information. | <p>December 2007</p> <p>SY 2007-08</p> <p>SY 2008-09</p> <p>Spring 2008</p> |

| Program | Outcomes | Strategies | Measures | Timelines |
|---------------------------------|---|---|--|---|
| Advanced Placement (AP) Courses | Expand opportunities for students to prepare for success in college. | <ul style="list-style-type: none"> • Offer funding for teachers to attend one-day and summer institutes. • Encourage teachers to open AP courses to all students with a desire to increase rigor in their classes • Ensure teachers have content knowledge and sound pedagogy. • Offer training to teachers in using strategies to improve test scores. | <ul style="list-style-type: none"> • Increase the number of students who take the AP exam. • Increase the number of AP exam results with 3 or higher score. • Guarantee AP course syllabi have passed the College Board Course Audit. • Increase number of AP courses offered at each high school. | SY 2007-08 SY 2007-08 Fall 2007 |
| Pre-Advanced Placement Courses | Expand rigorous standards-based learning opportunities for all students. | <ul style="list-style-type: none"> • Offer training to teachers in Pre-AP strategies. | <ul style="list-style-type: none"> • Increase number of teachers using Pre-AP strategies in middle school and non-AP high school classes. | SY 2008-09 |
| Learning Centers (LC) | Enrich and expand student learning; maximize use of resources; provide open and fair access; and ensure equity. | <ul style="list-style-type: none"> • Update and revise evaluation instrument and process. • Conduct site visitations to ensure LC quality. • Continue annual evaluation. | <ul style="list-style-type: none"> • Increase number of LC receiving a score of C or higher. • Increase number of LC receiving a score of B or higher. | Spring 2008 Spring 2009 |
| PSAT | Encourage all 10 th and 11 th grade students to take the PSAT. | <ul style="list-style-type: none"> • Offer funding to pay cost of test for any 10th or 11th grade student wishing to take the test. | <ul style="list-style-type: none"> • Increase the number of 10th and 11th grade students who take the PSAT. | SY 2007-08 |

| Program | Outcomes | Strategies | Measures | Timelines |
|--|---|---|--|------------|
| State Advisory Committee for Gifted and Talented | Promote rigorous and appropriate educational opportunities for Hawaii's gifted and talented students. | <ul style="list-style-type: none"> • Meet with G/T program director to advise on matters relating to teacher in-service. • Help plan annual G/T conference. | <ul style="list-style-type: none"> • Increase the number of teachers trained in G/T strategies. | SY 2008-09 |

Repricing

The reassignment of the Educational Assistant classification series to new salary ranges (SR).

- Number of Educational Assistants affected:

Total: 3,245

EA Level I: 626

EA Level II: 319

EA Level III: 2,300

- Projected Cost FY 2009: \$6,200,396

Proposed Repricing Changes

Current EA Classification:

EA I SR-6 \$18,980 – 29,260

EA II SR-8 \$20,570 – 31,630

EA III SR-10 \$22,240 – 34,200

Proposed Repricing Classification:

EA I SR6 – SR8 \$20,570 – 31,630

EA II SR8 – SR10 \$22,240 – 34,200

EA III SR10 – SR12 \$24,070 – 37,000

Career Ladder

- Addresses job advancement based on training, job performance and years of service
- Provides a means for EA's to progressively work towards becoming teachers
- Number of Educational Assistants affected:
 Total completed training: 893
 Projected cost for FY 2009: \$2,000,645

Para-Educator Career Advancement Program (PECAP)

| Level I (SR 08) Salary Range \$23,736-\$36,492 | Level II (SR 10) Salary Range \$25,656-39,456 | Level III (SR 12) Salary Range \$27,768-\$42,696 | Level IV (SR 14) Salary Range \$29,976-\$46,164 | Level V (SR 16) Salary Range \$32,424-\$49,944 |
|---|--|---|--|---|
| Minimum Qualification | Minimum Qualification | Minimum Qualification | Minimum Qualification | Minimum Qualification |
| Experience Required | Experience Required | Experience Required | Experience Required | Experience Required |
| Job Performance Requirement | Job Performance Requirement | Job Performance Requirement | Job Performance Requirement | Job Performance Requirement |
| Training Requirement | Training Requirement | Training Requirement | Training Requirement | Training Requirement |
| Other | Other | Other | Other | Other |

Educational Assistants Repricing & Career Ladder

Committee on Education
March 10, 2008

Purpose

- Recruitment
- Retention
- NCLB Requirements