

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