

SB2960

**Date:** 02/10/2010

**Committee:** Senate Education and Housing

**Department:** Education

**Person Testifying:** Kathryn Matayoshi, Interim Superintendent of Education

**Title of Bill:** SB 2960 RELATING TO THE DEPARTMENT OF EDUCATION.

**Purpose of Bill:** Restructures the department of education into two major divisions – the academic achievement division and the administration division – and establishes two senior deputy superintendent positions to head the divisions.

**Department's Position:** The Department of Education (DOE) supports SB 2960. Reorganizing the current organizational structure for the State's educational system into two major divisions— academic achievement and administration—will allow the superintendent to directly focus on comprehensive education reform and student achievement. Each division would be led by a senior deputy superintendent.

In a recent study of the Moanalua complex, KPMG found that the superintendent's direct reports included fifteen complex area superintendents, five assistant superintendents, and seven directors, for a total of twenty-seven. This number of direct reports is "unwieldy and highly unusual" for a large statewide organization like the DOE. While the DOE has reduced the layers of management within its organization over the past few years, KPMG found that the existing flattened organizational structure has increased the administrative burden for teachers, school staff, complex area superintendents, and principals.

This reorganization can be implemented without adding any new senior leadership positions. As an example, the existing position of assistant

superintendent for Curriculum, Instruction and Student Support could be converted to the deputy superintendent for Academics and the current deputy superintendent position (which has no direct reports) can be converted to a deputy superintendent for Administration, an organizational format similarly described in this bill.

A change in the Department's organizational structure would give the superintendent of education maximum opportunity to execute the strategic vision and goals for Hawaii's public school system.