



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

OFFICE OF THE SUPERINTENDENT

December 22, 2022

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

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

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

For your information and consideration, I am transmitting a copy of the annual report, Goals, Objectives, Policies, Action Plan, and Performance Measures, pursuant to Act 100, Session Laws of Hawaii 1999. In accordance with Section 93-16, Hawaii Revised Statutes, I am also informing you that the report may be viewed electronically at: <http://www.hawaiipublicschools.org/VisionForSuccess/SchoolDataAndReports/StateReports/Pages/Legislative-reports.aspx>.

Sincerely,

A handwritten signature in blue ink that reads "Keith T. Hayashi".

Keith T. Hayashi
Superintendent

KTH:bl

c: Legislative Reference Bureau
Hawaii State Public Library System
University of Hawaii
Office of Strategy, Innovation, and Performance
Board of Education



State of Hawaii
Department of Education

Annual Report on Goals, Objectives, Policies, Action Plan, and Performance Measures

December 2022

Act 100, Session Laws of Hawaii 1999, requires every state department and agency to develop and submit an annual report that addresses what the department hopes to accomplish, how the goals will be accomplished, an action plan, and processes used to measure the performance of programs and services.

Goals, Objectives, Policies, Action Plan, and Performance Measures

Act 100, Session Laws of Hawaii 1999, requires every state department and agency to develop and submit an annual report that addresses what the department hopes to accomplish, how the goals will be accomplished, an action plan, and processes used to measure the performance of programs and services.

In the absence of a Hawaii State Board of Education (Board) approved strategic plan, the Hawaii State Department of Education (Department) is continuing to operate under the 2017 - 2020 Board of Education / Department Strategic Plan.

2022 Board of Education Strategic Plan:

Starting in 2022, the Board with the assistance of the National Association of State Boards of Education, began the creation of a new strategic plan to guide the Department.

The Board is expected to complete the plan in early 2023. The Department will create an implementation plan to meet the goals and objectives set forth in the Board's strategic plan. The Department's implementation plan is targeted for completion in May 2023.

In September 2022, the Board released an online survey to gather input from the community about what direction the Department should take. 7,756 respondents provided feedback through the online survey.

During October and November 2022, the Board held 15 community meetings (one in each complex area) to allow the public to comment on proposed priorities and focus areas for the new strategic plan. A total of 903 participants attended the 15 community meetings. The community meetings were held on the following dates:

| Community Meeting Date | Complex Area | Community Meeting Location |
|-------------------------------|-------------------------------------|---|
| Tuesday, October 11, 2022 | Baldwin-Kekaulike-Kulanihako'i-Maui | Maui College Science Building 'Ike Le'a, Room 144 |
| Wednesday, October 12, 2022 | Castle-Kahuku | Castle High School Library |
| Thursday, October 13, 2022 | Leilehua-Mililani-Waialua | Mililani Middle School Cafeteria |
| Monday, October 17, 2022 | Kailua-Kalaheo | Kailua High School Cafeteria |
| Tuesday, October 18, 2022 | Kapaa-Kauai-Waimea | Chiefess Kamakahelei Middle School Dining Room |
| Wednesday, October 19, 2022 | Nanakuli-Waianae | Maili Elementary School Cafeteria |

| | | |
|-----------------------------|------------------------------------|-------------------------------------|
| Friday, October 21, 2022 | Campbell-Kapolei | Ewa Makai Middle Cafeteria |
| Tuesday, October 25, 2022 | Hilo-Waiakea | Waiakea Elementary School Cafeteria |
| Thursday, October 27, 2022 | Kaimuki-McKinley-Roosevelt | McKinley High School Auditorium |
| Tuesday, November 1, 2022 | Farrington-Kaiser-Kalani | Kalakaua Middle School Library |
| Thursday, November 3, 2022 | Aiea-Moanalua-Radford | Radford High School Room 117 |
| Friday, November 4, 2022 | Hana-Lahainaluna-Lanai-Molokai | Kulana Oiwi meeting space |
| Monday, November 7, 2022 | Kau-Keaau-Pahoa | Keaau Elementary School Cafeteria |
| Wednesday, November 9, 2022 | Honokaa-Kealakehe-Kohala-Konawaena | Kealakehe High School Library |
| Thursday, November 10, 2022 | Pearl City-Waipahu | Waikele Elementary School Cafeteria |

The Board discussed the results of the stakeholder engagement survey and community meetings at the November 17, 2022 special meeting. The summary findings can be found at: https://boe.hawaii.gov/Meetings/Notices/Meeting%20Material%20Library/SPECIAL_11-17-2022_HI_SBE_FINAL_11.17.22.pdf.

The Board continues to move forward in solidifying its strategic plan with the most recent version of the strategic plan discussed at the December 15, 2022 Board Special Meeting. The presentation can be found here: https://boe.hawaii.gov/Meetings/Notices/Meeting%20Material%20Library/SPECIAL_2022-12-15_Strategic%20Plan%20Foundation%20Statements%2c%20Priorities%2c%20Goals%2c%20and%20Outcomes.pdf.

2017 - 2020 Strategic Plan

The Department continues to operate under the 2017 - 2020 strategic plan.

The 2017 - 2020 Strategic Plan may be found at: <http://www.hawaiipublicschools.org/DOE%20Forms/Advancing%20Education/SP2017-20.pdf>.

The three primary goals of Student Success, Staff Success, and Successful Systems of Support outlined below serve as an organizing framework. The objectives under each goal set a common statewide direction for implementation through school- and Complex Area-level implementation plans.

Goal 1: Student Success: All students demonstrate they are on a path toward success in college, career, and citizenship.

- Objective 1: Empowered. All students are empowered in their learning to set and achieve their aspirations for the future.
- Objective 2: Whole Child. All students are safe, healthy, and supported in school, so that they can engage fully in high-quality educational opportunities.
- Objective 3: Well-Rounded. All students are offered and engage in a rigorous, well-rounded education so that students are prepared to be successful in their post-high school goals.
- Objective 4: Prepared and Resilient. All students transition successfully throughout their educational experiences.

Goal 2: Staff Success: Public schools have a high-performing culture where employees have the training, support, and professional development to contribute effectively to student success.

- Objective 1: Focused Professional Development. Develop and grow employees to support student success.
- Objective 2: Timely Recruitment and Placement. Timely recruitment and placement of applicants to better serve all students to address achievement gaps and attain equity.
- Objective 3: Expanded Professional Pipeline. Expand well-qualified applicant pools for all Hawaii educator positions and expand the number of candidates who are prepared to support Student Success objectives.

Goal 3: Successful Systems of Support: The system and culture of public education work to effectively organize financial, human, and community resources in support of student success.

- Objective 1: Innovation. Foster innovation and scaling of effective instructional and operational practices to meet and exceed our educational goals.
- Objective 2: Adequate and Expanded Resources. Secure adequate resources to support school and community-based plans for student success.
- Objective 3: Efficient and Transparent Supports. Increase efficiency and transparency of instructional and operational supports to promote student learning and help schools while stewarding public education resources.

2017 - 2020 Strategic Plan Performance Measurements:

To measure progress on the goals and objectives put forth in the 2017 - 2020 Strategic Plan, the Department annually reports on 14 statewide indicators to the Board. The data is posted to the Strategic Plan Dynamic Report dashboard on the Department's website at:

<http://www.hawaiipublicschools.org/VisionForSuccess/AdvancingEducation/StrategicPlan/Pages/S-PDR-home.aspx>.

Program Performance:

The Department tracks program performance through the Strive HI performance system. Strive HI results are located on the Department's website at:

<https://www.hawaiipublicschools.org/VisionForSuccess/AdvancingEducation/StriveHIPerformanceSystem/Pages/home.aspx>.