



**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: Hawai'i 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 Hawai'i 2022. In accordance with Section 93-16, Hawai'i 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 or by phone at (808) 282-3430.

Sincerely,

A handwritten signature in blue ink, appearing to read "Tammi Oyadomari-Chun".

Tammi Oyadomari-Chun
Deputy Superintendent of Strategy

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Attachment

- c: Legislative Reference Bureau
- Hawai'i State Public Library System
- University of Hawai'i
- 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.