

# Hawaii DOE Strategic Plan 2012-2018

Table prepared by ESSA Chairperson

	<b>GOAL 1: STUDENT SUCCESS</b>	From May 17 2016 report to BOE
1A Targets	Increase the percentage of students who attend school Regularly	+1
	Increase student safety on school campuses by decreasing the number of student misconduct occurrences (class A, B, and C occurrences)	+3
	Increase the percentage of students who feel safe in school and believe that the school environment is nurturing, orderly, and conducive to learning [measured by percentage of students whose composite rating on “School Safety and Well-Being” on School Quality Survey (SQS) is positive]	-4
	Increase the percentage of students participating in co-curricular and extracurricular activities	-2 Proxy is inadequate to reflect indicator
1B Targets	Academic Achievement: Increase percentage of students scoring “proficient” in reading and mathematics on Hawaii State Assessment (switch to Smarter Balanced Assessment beg 2014).	Longitudinal data not available to report change from 2011-12 to 2014-15
	College and Career Readiness: Increase percentage of DOE students meeting cut scores on a nationally validated suite of assessments from 8th through 11 <sup>th</sup> grade, with a 12th grade option.	+13
	Equity in Achievement: Increase proficiency of the lowest achieving student groups so that the percentage difference in test scores between highest and lowest achieving student groups is eliminated.	Math +11 Read/ELA +13
	Increase percentage of students that advance from 9 <sup>th</sup> grade to 10th grade (9th grade promotion rate).	+3
	Increase the percentage of students that graduate on time (4-year adjusted cohort grad rate).	+2
	Increase the percentage of students that enroll directly in postsecondary education (2-year and 4-year colleges, vocational, and technical schools).	+6 (after graduation) -1 (16 months from graduation)
	Increase the percentage of graduates who complete a training program and/or earn a certificate recognized by employers.	+17
1C Targets	Lifelong learning, character, and citizenship: Increase percentage of 5th and 11th graders consistently demonstrating GLOs [5th grade: score of 3 or higher on each GLO. 11th grade: Rubric and baseline TBD]	? Not included in report
	Student connection to community: Each student has a Personal Transition Plan with an adult to guide and support students’ achievement of the plan	Measure not identified
	Parent satisfaction with school responsiveness	-8 (crossed out)
	Engagement level of parent and community Stakeholders	-5

GOAL 2: Staff Success

	<b>GOAL 2: STAFF SUCCESS</b>	From May 17 2016 report to BOE
2A Targets		
	Effective teaching: Increase percentage of highly qualified teachers, and increase percentage of teachers rated as “highly effective” beginning in 2014	+5 +20 Longitudinal data not available to report change from 2011-12 to 2014-15
	Increase percentage of hiring managers reporting they had a candidate pool that allowed them to hire a quality candidate appropriate for position	Longitudinal data not available to report change from 2011-12 to 2014-15
	Training and support: 100% of new teachers receive induction and mentoring support, and 100% of new non-certificated employees receive effective orientation training by 2015	+47 Measure not identified
	Reduce voluntary employee turnover (Measure TBD and will include data on retention of teaching faculty and administrative employees)	-2
2B Targets		
	100% of teachers receive rating on performance evaluation and establish improvement plan by 2014	0 Longitudinal data not available to report change from 2011-12 to 2014-15
	100% of administrators receive rating on performance evaluation and establish improvement plan by 2014	0 Longitudinal data not available to report change from 2011-12 to 2014-15
	100% of professional development (PD) courses are aligned to support student achievement and school effectiveness as reported in pre- and post-course evaluations by 2013	-3 Longitudinal data not available to report change from 2011-12 to 2014-15
	Increase the number and percentage of students that rate their learning experience as exceptional	-8 Proxy is inadequate to reflect indicator
2C Targets		
	Increase number of participants in pilot career development/ladder system	?
	Increase number of participants successfully placed in leadership positions	-5
	100% of DOE leadership will be trained on leadership skills, including change management skills, that support the success of all students and schools	0 Proxy is inadequate to reflect indicator
	100% of DOE schools have academic review team in place.	+10

	<b>GOAL 3: SUCCESSFUL SYSTEMS OF SUPPORT</b>	From May 17 2016 report to BOE
3A Targets		
	Increase the percentage of schools meeting 21st century school facility standards [DOE schools score 90% or better on 21st century school facilities standards rubric]	Measure not identified
	Increase percentage of students and schools that have access to reliable technology resources	+2 Longitudinal data not available to report change from 2011-12 to 2014-15
	Increase speed and reliability of internet access	+36
	Increase in the percentage of employees reporting satisfaction with technology support.	-2 Longitudinal data not available to report change from 2011-12 to 2014-15
3B Targets		
	DOE financial reporting, payment processing, and procurements are timely, accurate and transparent.	-1 Longitudinal data not available to report change from 2011-12 to 2014-15
	Expand internal program evaluations to include comprehensive financial impact and sustainability analyses, to assess effectiveness of strategies and utilize reliable, relevant, and high-quality data to drive decision making.	?
	Increase percentage of accredited schools by 2018	+19
	Review 100% of funding sources to determine where additional oversight will increase impact of college- and career-ready agenda	?
	Decrease the administrative burden at the school level via use of technology and centralization	Longitudinal data not available to report change from 2011-12 to 2014-15
3C Targets		
	Communication effectiveness: Increase percentage of internal and external stakeholders that understand and support priorities of DOE	+1 Longitudinal data not available to report change from 2011-12 to 2014-15
	Parents/guardians receive regular communication on how to support student and school success	?
	Increase percentage of parent and stakeholder organizations reporting they are satisfied with DOE communication and partnerships	+11