

HAWAI'I STATE DEPARTMENT OF EDUCATION IMPLEMENTATION PLAN 2017-2020

State Superintendent Dr. Christina M. Kishimoto

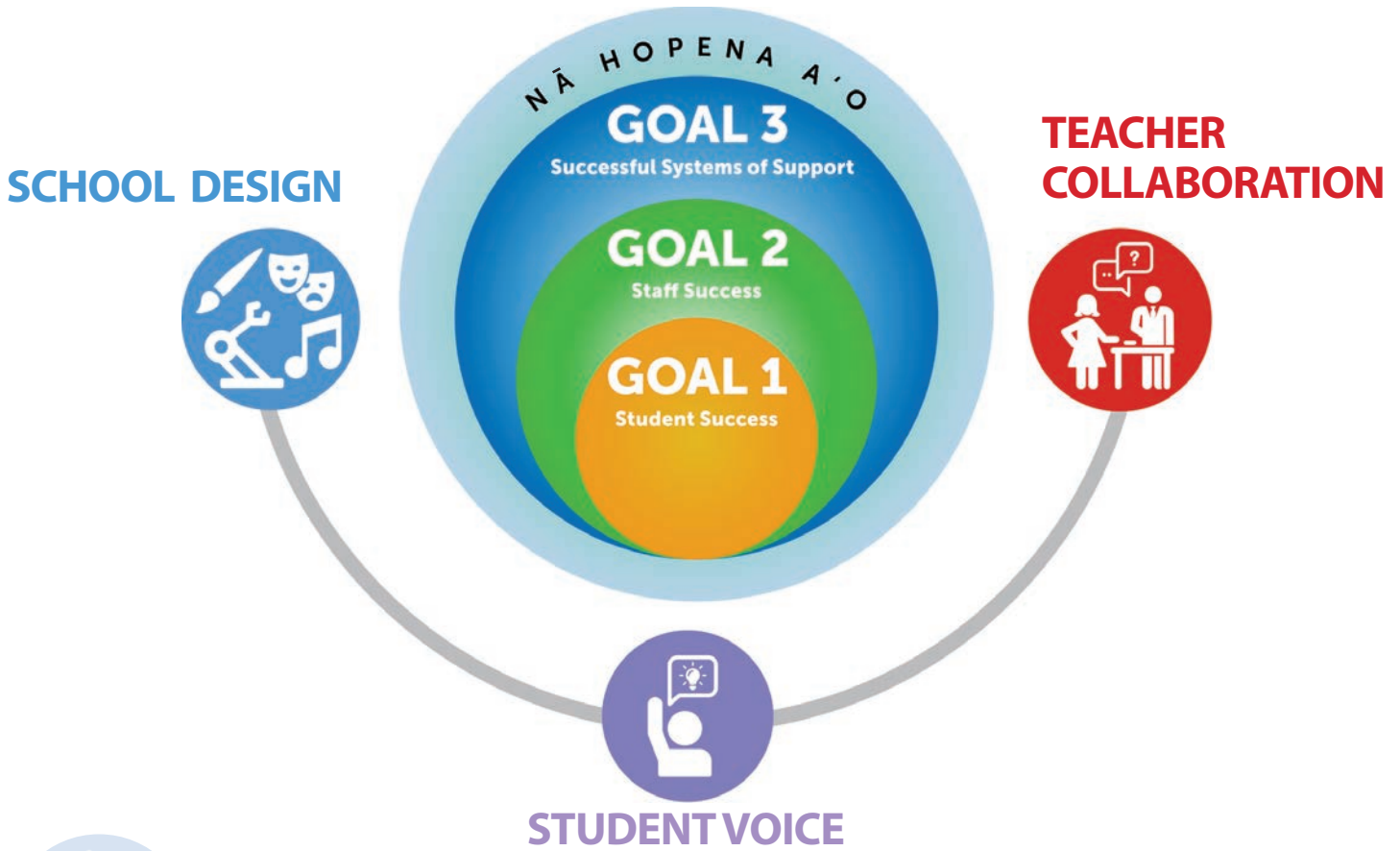


STRATEGIC PLANNING

STRATEGIC THINKING

STRATEGIC ACTION

To advance the goals of the Strategic Plan, the HDOE team will engage in targeted work around three high impact strategies.



School Design

The purposeful design of schools to ensure that every student is highly engaged in a rigorous, creative and innovative academic curriculum, in their learning environment, and in powerful applied learning practices aligned to college and careers.

HIGH LEVERAGE ACTION ITEMS

1. Define school empowerment & accountability structure; embed into leadership training.
2. Map school design models by complex area; identify model schools; overlay economic development opportunities.
3. Define career pathways; advance C2C partnership; expand Early Childhood Education/Advanced Placement/Career & Technical Ed; leverage community engagement.
4. Define/expand language acquisition approach: English Learners (EL), biliteracy, dual language, Hawaiian language.
5. Create 5-year technology plan to support school models and system efficiencies.
6. Evaluate and define special education program approach and EL program approach.
7. Define/deliver quality college and career pathway counseling/transition advisory supports.
8. Identify, support and restructure low performing schools using shared empowerment (CSI & TSI).
9. Create Pre-K expansion plan; focus on low socioeconomic areas; identify multiple models for early readiness.
10. Develop 3-year leadership development plan; focus on school models, student voice, community engagement, innovation.

CONDITIONS FOR SUCCESS

- Community engagement
- Monitor data dashboards
- 21st Century school facilities
- Clarity of funding needs
- PD organized by priorities
- Align legislative priorities
- Internal communications plan

TASK FORCES

- Special Education
- English Language Services

BUDGET MODELING PRIORITIES

- School design grants
- Pre-K funding
- Special Education fund utilization
- EL funding needs

TALENT MANAGEMENT

- Adopt TM approach
- Aspirant CAS program

HAWAI'I STATE DEPARTMENT OF EDUCATION IMPLEMENTATION PLAN 2017-2020

State Superintendent Dr. Christina M. Kishimoto



STRATEGIC PLANNING

STRATEGIC THINKING

STRATEGIC ACTION

To advance the goals of the Strategic Plan, the HIDOE team will engage in targeted work around three high impact strategies.



Student Voice

Students' perspectives and aspirations are highly valued in the classroom, school, and community, and influence the design of educational programs, learning experiences, and school structure through student choice practices. Leaders' decisions are informed by student input.

CONDITIONS FOR SUCCESS

Student voice — core value
Classroom-learned inquiry/advocacy
HĀ framework — core value
Academic showcases

WORK GROUPS

Hawai'i State Student Council
School-based student groups

BUDGET MODELING PRIORITIES

Student Leadership
Development Program

TALENT MANAGEMENT

Embed student voice training in
leadership development modules

HIGH LEVERAGE ACTION ITEMS

1. Create opportunities for students to engage in design thinking collaboratives.
2. Hold an annual student-led design thinking modeling exhibition.
3. Engage student councils in identifying ways to integrate Nā Hopena A'o into student-led actions.
4. Include student presentations at annual Leadership Symposium to help focus on student impact.
5. Include student input on statewide Social-Emotional-Learning (SEL) framework.
6. Increase student choice in the classroom and school — courses, assignments, projects, space utilization.
7. Engage students in peer feedback processes for student learning.
8. Increase applied learning opportunities in the school and community; encourage creativity and innovation.
9. Fund opportunities for students to tell our great public education story by highlighting their authentic work.
10. Structure opportunities for students to bring community languages and culture into school.



Teacher Collaboration

Teachers continuously team to evaluate practice, design learning collaboratives, discuss student progress, identify community opportunities, and to mitigate challenges through change processes focused on highly effective, student-centered practices that improve the schools and raise student achievement.

CONDITIONS FOR SUCCESS

Data teams
Timely access to data
Shared documents
Collaboration time
Within-day planning time

TASK FORCES

Recruitment/Retention
Talent Management

BUDGET MODELING PRIORITIES

Competitive national grants
Differential pay/Gap-closure
Teacher housing

TALENT MANAGEMENT

National Board Certified
Teacher leader models
Community collaboratives

HIGH LEVERAGE ACTION ITEMS

1. Document how schools are currently creating time to collaborate on curriculum development.
2. Create a teacher externship program aligned with C2C; learn about workplace and industry changes.
3. Identify best practices for teaching ELs; provide training; set statewide expectations.
4. Identify quality models of co-teaching and inclusion practices from our own Hawai'i schools.
5. Prioritize professional growth to opportunities for learning about highly effective/engaging school models.
6. Identify/share the school models that diversify teacher leadership roles at the school level.
7. Develop/expand communities of practice around critical, timely issues with teachers, leaders, staff, communities.
8. Develop a technology approach to advance collaboration practices around data, best practices, and planning.
9. Create public/private partnership for teacher housing in high-need areas for teacher retention.
10. Support teacher-community collaboration practices; identify best practices in community engagement.