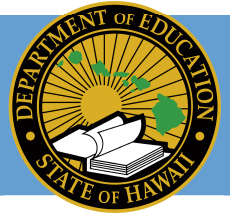


# HAWAI'I DEPARTMENT OF EDUCATION IMPLEMENTATION PLAN 2017–2020

State Superintendent Dr. Christina M. Kishimoto

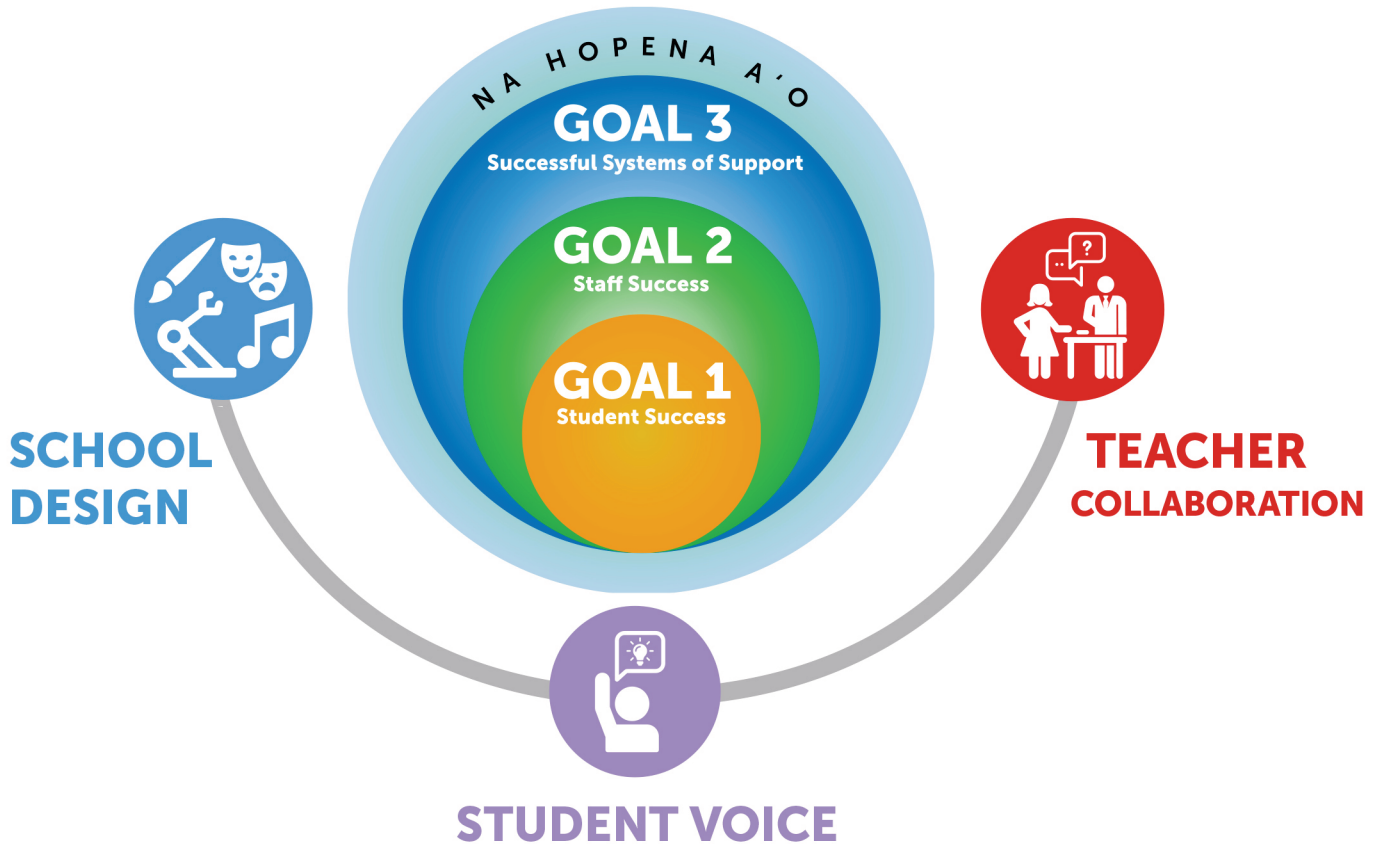


STRATEGIC PLANNING

STRATEGIC THINKING

STRATEGIC ACTION

To advance the goals of the Strategic Plan, the HIDEOE team will engage in targeted work around 3 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

#### 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

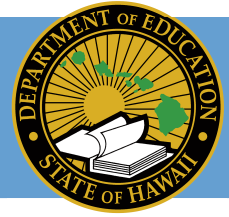
#### TALENT MANAGEMENT

Adopt TM approach  
Aspirant CAS program

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.

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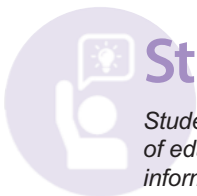


STRATEGIC PLANNING

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## 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.