

Hawai'i State Department of Education  
**2023-2029 Strategic Plan Phase II: Implementation Plan**

**FREQUENTLY ASKED QUESTIONS**

<b>Question</b>	<b>Response</b>
<p>1. When does the Board of Education’s State Strategic Plan go into effect?</p>	<p>Beginning in School Year (SY) 2023-24, the Department will begin implementing the six-year Board of Education’s (BOE) Strategic Plan. Strategies may be implemented at different times, based on state office work plans, complex area plans and school academic plans that are forthcoming. Some of the draft strategies are not new. For example, Hawai’i Multi-Tier Systems of Support would continue as part of the Goal 1.1 strategy on differentiated instruction that is informed by regular assessment. In continuing with HTMSS, schools will be providing support for students more consistently, with more expertise and with increasing effectiveness, so continuing does not mean status quo but improving current practices to achieve more impact.</p> <p>School and complex area plans for SY 2023-24 are almost complete and should continue as planned. Schools' academic plan and complex area plan templates will be aligned for SY 2024-25.</p>
<p>2. Who were the stakeholders that provided input into the areas the Department identified on the Plan?</p>	<p>The Department considered stakeholders' input to the Board of Education Strategic Plan. Additional input was provided by state, complex area and school leadership as well as students, teachers and staff. Limited external stakeholders also provided feedback.</p>
<p>3. Which areas of the plan were set by the Board of Education?</p>	<p>In an effort to guide the Department’s direction for the next six years, the BOE created their Strategic Plan which includes the <b>mission, vision, core values, priorities, goals and desired outcomes</b> of Hawai’i’s K-12 public education system. These set areas will help the Department elevate public education and set a clear path forward as we address areas that present the greatest challenges including:</p> <ul style="list-style-type: none"> <li>● Recovering from learning loss due to the pandemic, especially for our most vulnerable learners, and preparing students for post-high success;</li> <li>● Ensuring schools are fully staffed; and</li> <li>● Addressing issues surrounding aging facilities.</li> </ul>

<p>4. Can the areas set by the Board of Education be changed?</p>	<p>These areas were set by the BOE in the Strategic Plan. The areas identified were based on the critical areas that the BOE determined the Department needed to address. In the draft Implementation Plan template, the BOE is proposing that changes to the Strategic Plan or Implementation Plan can be considered annually and requires Board approval.</p>
<p>5. Which areas of the plan did the Department set?</p>	<p>The Department was charged to identify the following areas:</p> <p><b>Key Performance Indicators (KPIs)</b> that measure whether the goals were met. These measures will be collected and reported by the BOE annually.</p> <p><b>Strategies</b> were identified through feedback from internal and external stakeholders. These statewide strategies were determined to guide the work of the state, complex area and schools in meeting the goals.</p> <p><b>Measures</b> to monitor the progress made on the Board-approved desired outcomes. The data from these measures will be collected and reported to the BOE twice a year.</p>
<p>6. Are Complex Areas and schools required to collect any of the Key Performance Indicator data?</p>	<p>The KPI data will be collected annually by the Department's state office and reported to the BOE. The data will be used to determine whether the state is on track in meeting the goals.</p>
<p>7. Are Complex Areas and schools required to collect any of the measures for the Desired outcomes?</p>	<p>The Department's state office will collect and report on the performance measures to track statewide progress.</p> <p>Complex areas and schools may be required to collect the data necessary to meet the BOE's reporting requirements, if the data are not already being collected and reported at the state level.</p>
<p>8. Are the strategies listed in the plan mandatory for all schools?</p>	<p>Once approved by the BOE, the Strategic Plan Implementation Plan strategies will be mandatory for schools statewide.</p> <p>However, state office plans for implementation will identify the specific actions that will take place across the Department's tri-level system, identifying which actions will be consistent across all schools and which actions will be determined at the complex area or school levels.</p>

<p>9. Are all of the Desired Outcomes identified by the Board required by schools?</p>	<p>The desired outcomes identify statewide outcomes for the K-12 system. State office plans for implementation will identify how desired outcomes will be addressed. The Department's state office will collect and report on the performance measures to track statewide progress.</p> <p>Complex areas and schools may be required to collect the data necessary to meet the BOE's reporting requirements. Some Performance Measures target state-level or complex area actions. Coordination across the tri-level system is necessary to achieve the desired outcomes.</p>
<p>10. Will the plan be revisited by the Board annually and will there be an opportunity to give input?</p>	<p>The Strategic Plan is a six-year plan, which allows the state, complex area and schools to implement the strategies, monitor successes and areas of growth, and make any adjustments as needed to their individual plans. In the draft Implementation Plan template, the BOE is proposing that changes to the Strategic Plan or Implementation Plan can be considered annually and requires Board approval.</p>
<p>11. Are schools allowed to personalize their approach to the plan?</p>	<p>The Strategic Plan and the Implementation Plan provide direction and guidance for the Department. As schools plan for the implementation of the Strategic Plan, school-level data should be used to identify key areas of need and additional strategies that will address them.</p>
<p>12. Will the ESSER strategies continue and is it part of the Strategic Plan?</p>	<p>The ESSER research-based strategies provided a systematic approach in addressing the need areas brought on by the pandemic and set the foundation for effective practices statewide. These evidence-based strategies continue to support the priorities and goals set in the Strategic Plan.</p>
<p>13. What will happen if schools do not meet any of the measures in the Strategic Plan?</p>	<p>The purpose of the Strategic Plan is to provide direction and guidance to the state, complex areas and schools. The set areas will help the Department elevate public education and set a clear path forward as we address areas that present the greatest challenges, including:</p> <ul style="list-style-type: none"> <li>● Recovering from learning loss due to the pandemic, especially for our most vulnerable learners, and preparing students for post-high success;</li> <li>● Ensuring schools are fully staffed; and</li> <li>● Addressing the plight of our aging facilities.</li> </ul> <p>The plan focuses on supporting progress of our schools, staff and system and action-oriented, data-based</p>

	<p>decision-making for continuous improvement through the tri-level system (school, complex area, state).</p> <p>Once the BOE approves the Strategic Plan key performance indicators, the Department will consider alignment of the KPIs and Every Student Succeeds Act school accountability measures as well as other public reporting.</p> <p>The BOE's draft Implementation Plan indicates that the primary focus of Implementation Plan accountability is at the state level.</p>
<p>14. I already gave feedback on the Strategic Plan. Why am I being asked to give feedback again?</p>	<p>Thousands of people provided input for the BOE's Strategic Plan process from October 2022 through January 2023 by completing surveys and/or attending BOE community meetings. The BOE considered their <a href="#">consultant's summaries of the feedback</a> in developing their Strategic Plan.</p> <p>The superintendent also provided feedback on behalf of the Department for the BOE's consideration but the BOE-approved Strategic Plan is based on choices made by the BOE.</p> <p>This round of feedback is to inform the Department's Implementation Plan for the BOE's Strategic Plan. The BOE requested that every school-based employee have the opportunity to provide their ideas for the Department in developing its implementation plan that will need to be approved by the BOE.</p> <p>The Department is committed to actively listening to employee feedback to make informed decisions. The feedback will be summarized and presented to the BOE during their April 6 meeting. More detailed feedback will be shared with state offices, complex areas and schools to inform further planning; the Department anticipates that many of the shared ideas are likely to be useful for next steps of implementation.</p>