

Strategic Plan Dynamic Report

Technical Details for Goal 2

GOAL 2: Staff Success

Teacher Positions Filled

Who is included?

These positions include both classroom and non-classroom teachers at any level in HIDOE – at the school, complex area, and state office. They include positions such as classroom teachers, resource teachers, librarians, and counselors.

“SATEP teachers” are teachers who have completed a State Approved Teacher Education Program.

More details about teacher licensure are available through the Hawaii Teacher Standards Board [website](#).

How is it calculated?

The denominator is determined by the total number of positions as of October 1st each year. This date is chosen because it gives schools time to purchase/sell teacher positions for that school year based on the official enrollment count.

The numerator is the number of these positions that were filled by the first day of school for students (usually the first week of August).

e.g. out of the 13,320 total teacher positions on 10/1/17, 12,309 were filled on 8/1/17 by SATEP teachers.

Teacher Retention

Who is included?

These positions include both classroom and non-classroom teachers at any level in HIDOE – at the school, complex area, and state office. They include positions such as classroom teachers, resource teachers, librarians, and counselors.

How is it calculated?

The cohort (denominator) is determined by the total number of teachers newly hired during that particular year of hire. If a former HIDOE teacher is returning to HIDOE, their year of hire would be based on the year in which they first started as a teacher at HIDOE.

For the numerator, we look to see how many of the teachers from this cohort are employed in HIDOE on October 1st of the school year in the fifth year after their initial hire.

e.g. of the 985 teachers that were new hires in SY 2013-2014, 533 were employed in HIDOE on October 1st of SY 2017-2018
