

Presentation on Overview of Teacher Recruitment Data for 2016-2017 School Year

Board of Education | Human Resources Committee
November 15, 2016

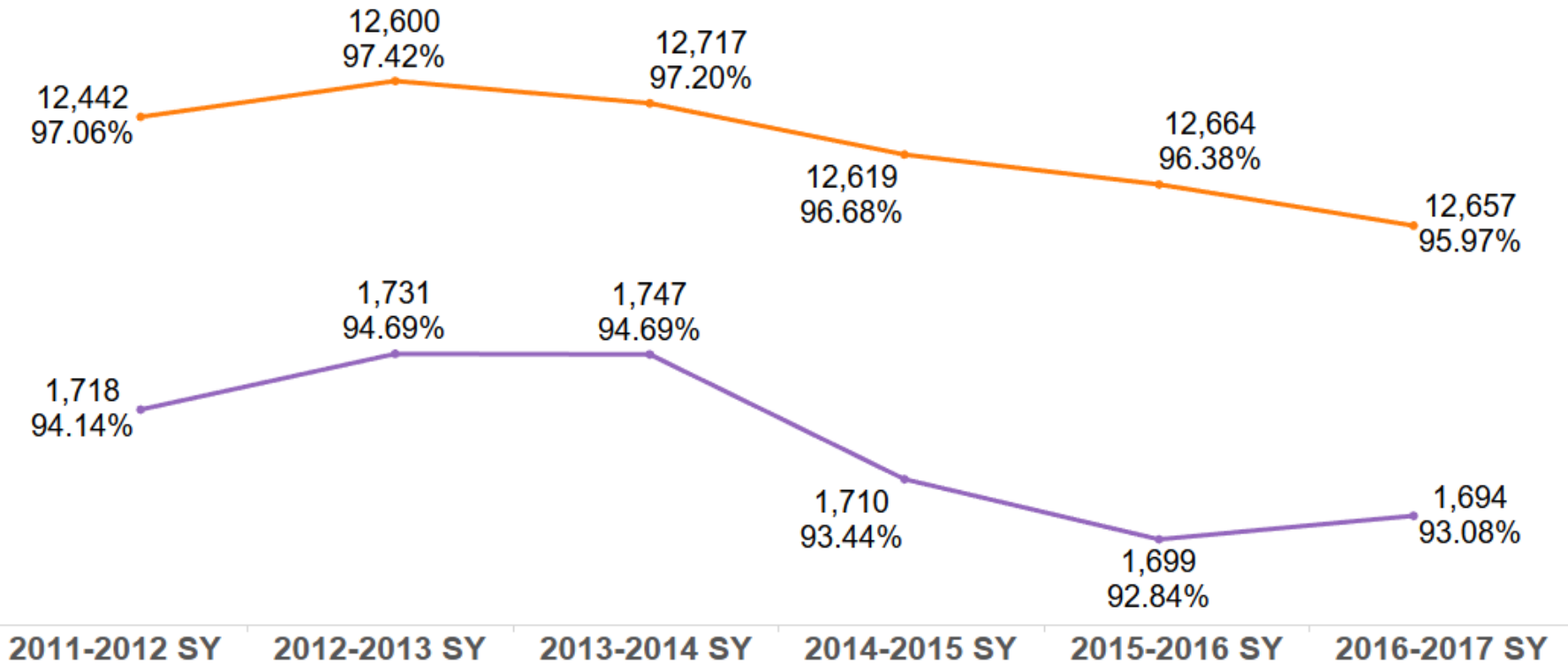


Teacher Categories

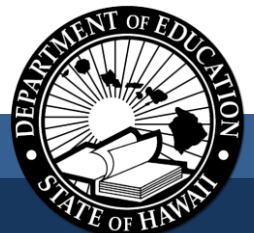
- 10-Month
- 12-Month
- Classroom/Non-Classroom
- Librarians
- Counselors
- Registrars



Filled Teacher Positions (as of August 1 each year)

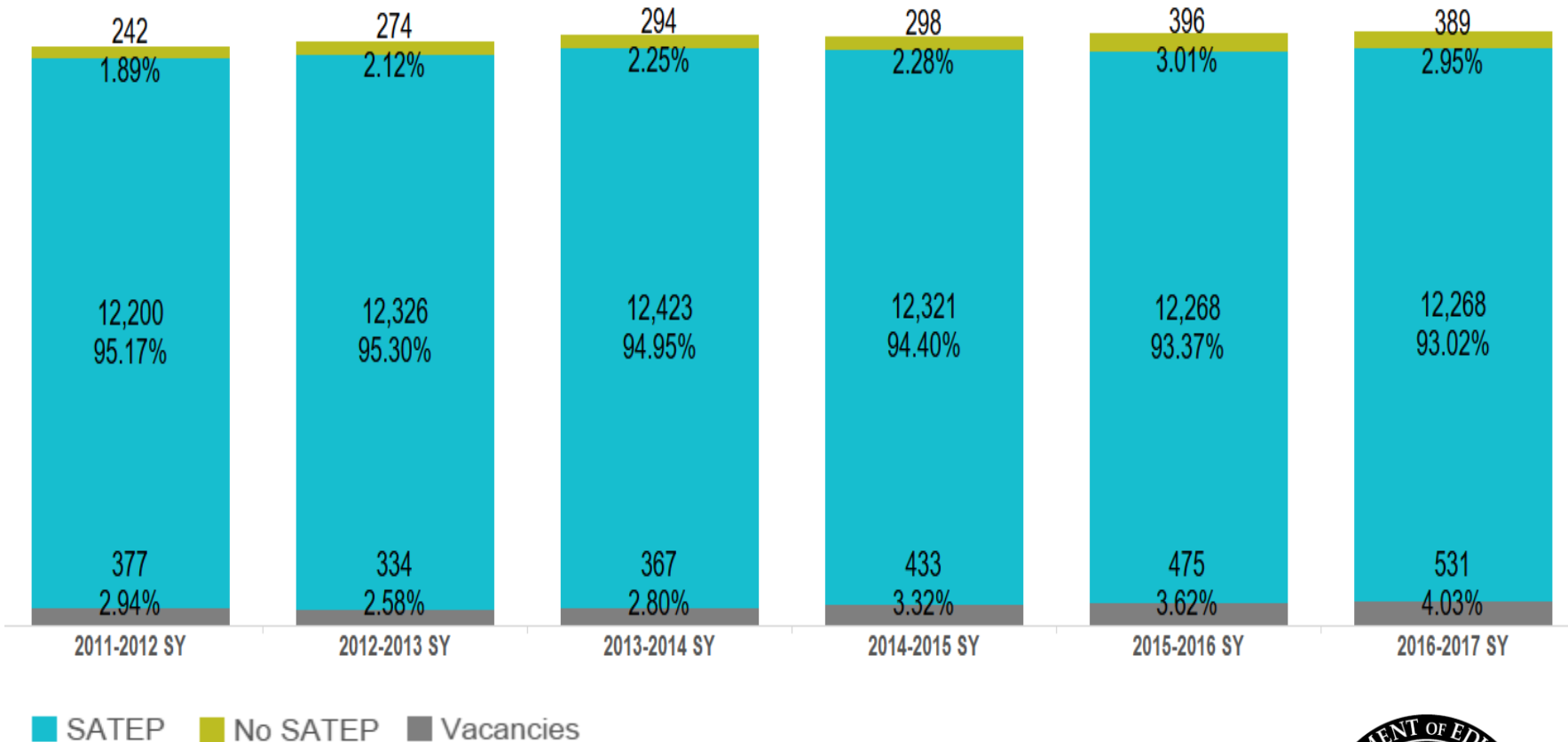


- = All Teachers
- = Special Education Teachers



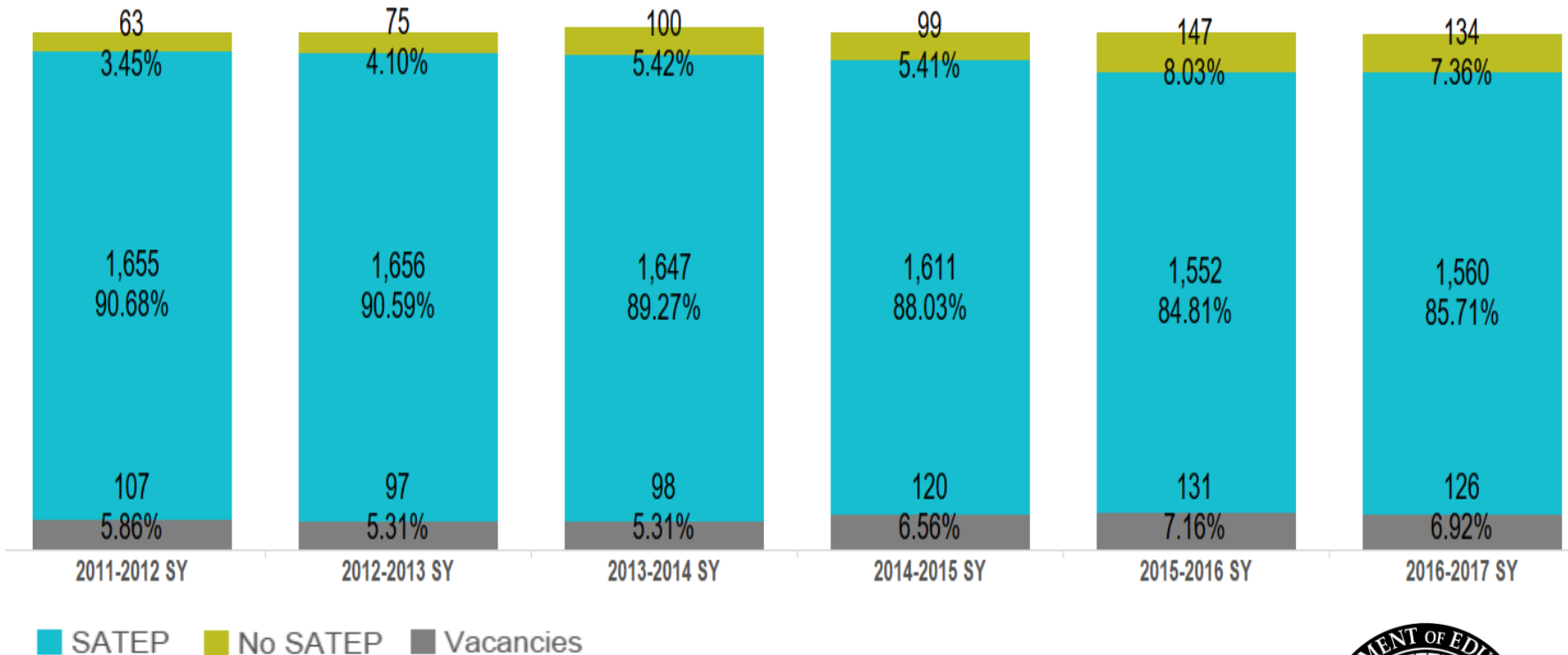
Filled Teacher Positions (as of August 1 each year)

ALL TEACHER POSITIONS



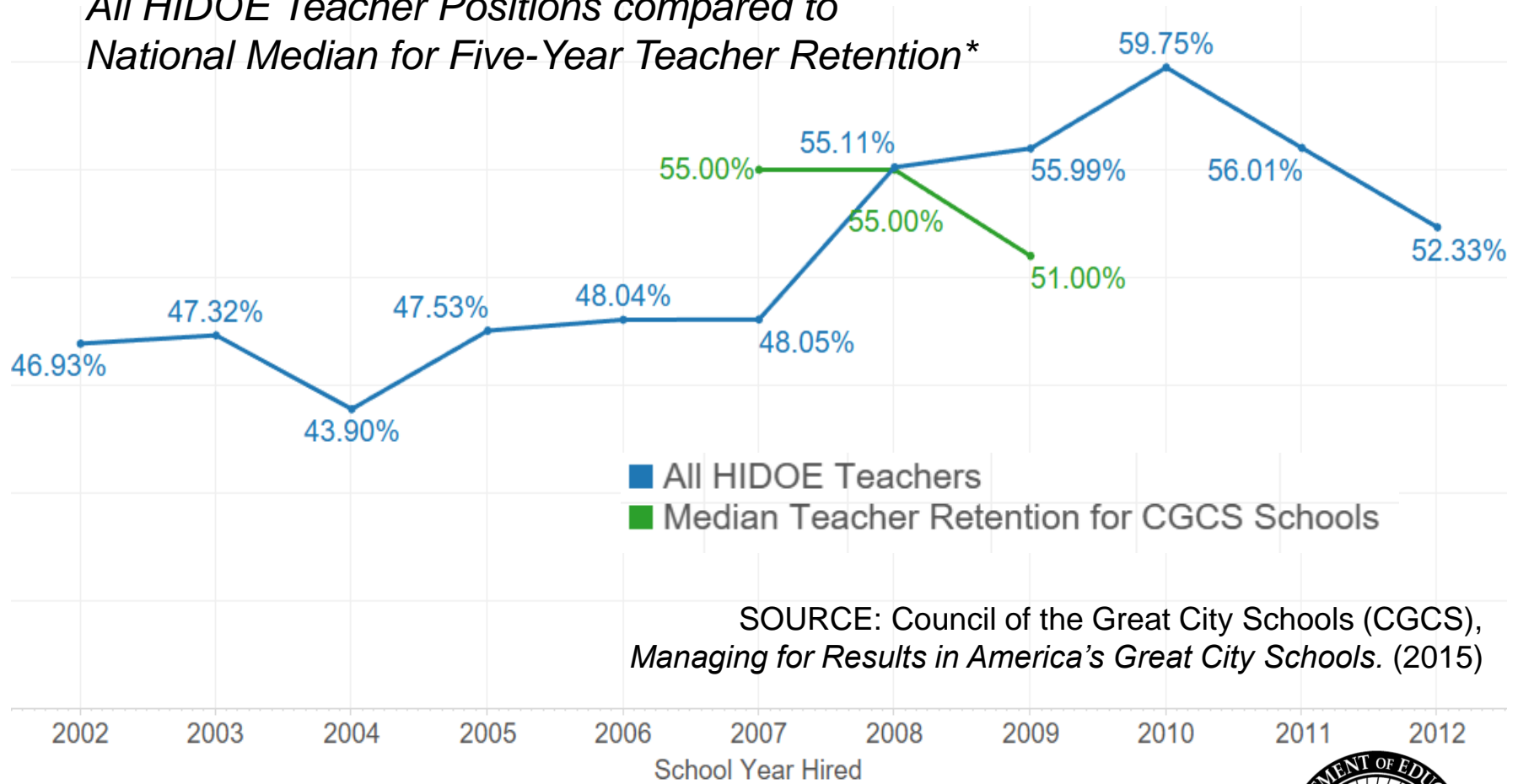
Filled Teacher Positions (as of August 1 each year)

SPECIAL EDUCATION TEACHER POSITIONS



Initial 5-year retention

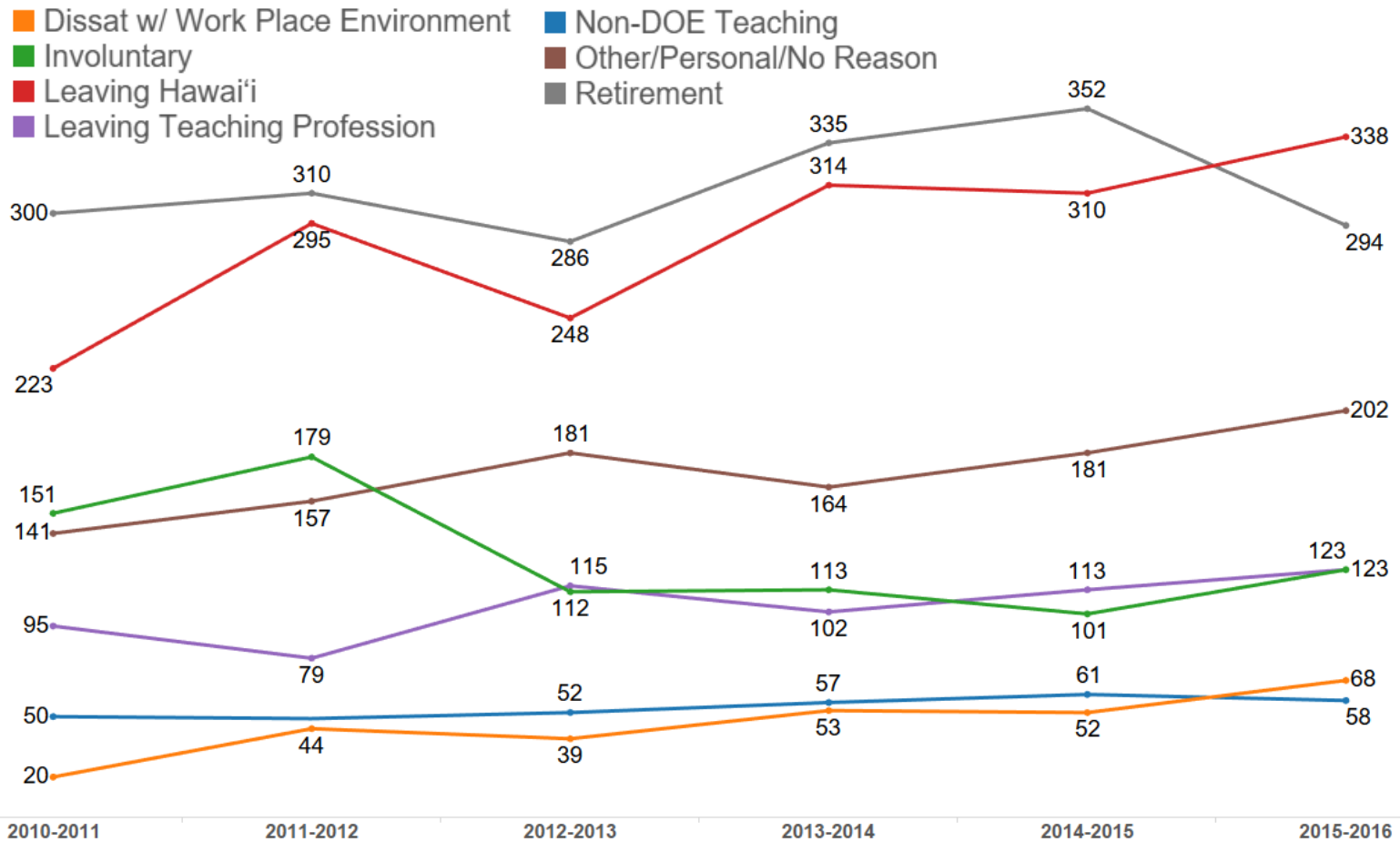
All HIDOE Teacher Positions compared to National Median for Five-Year Teacher Retention*



SOURCE: Council of the Great City Schools (CGCS), *Managing for Results in America's Great City Schools*. (2015)



Separation Counts by Reason



Separation Counts, 2015-16

REASON	NUMBER	PERCENTAGE
Leaving Hawaii	338	28.0%
Retirement	294	24.4%
Other/Personal/No Reason	202	16.7%
Leaving Teaching	123	10.2%
Involuntary	123	10.2%
Dissatisfied w/ Workplace Environment	68	5.6%
Non-DOE Teaching	58	4.8%
TOTAL	1,206	100%

2010-2011 2011-2012 2012-2013 2013-2014 2014-2015 2015-2016



Nationwide Trends

- Teacher shortages
- Fewer teacher program participants
- Teachers leaving the profession
- Millennial Generation
 - Frequent job changes
 - Attracted to public service



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