Employment Report

SCHOOL YEAR 2013-2014

HawaiiPublicSchools.org

Executive Summary

The annual Hawaii State Department of Education Employment Report is a summary of employment figures and characteristics of newly-hired teachers and classified support services personnel for the School Year (SY) 2013-2014 as well as data from prior years.

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Student achievement is at the core of the DOE and Board of Education Strategic Plan, which sets targets for multiple progress indicators that can be monitored through 2018. The Strategic Plan goals are:

- **Student Success:** All students demonstrate they are on a path toward success in college, career, and citizenship.

- **Staff Success:** The DOE has a high-performing culture where employees have the training, support, and professional development to contribute effectively to student success.

- **Successful Systems of Support:** The system and culture of the DOE work to effectively organize financial, human, and community resources in support of student success.

Teachers

Teaching is one of the most important professions in the DOE. Hawaii teachers play a significant role in helping students develop the knowledge necessary for being responsible and productive community members after high school.

Table I - Number of New Teachers by Month of Hire

Month	2009-2010*	2010-2011*	2011-2012*	2012-2013	2013-2014
July	403	520	641	688	736
August	90	157	121	102	110
September	59	65	83	75	79
October	67	47	68	62	53
November	39	39	35	25	30
December	19	7	14	17	18
January	146	125	158	126	137
February	59	79	50	40	46
March	1	2	2	0	1
April	0	0	0	1	0
May	0	0	1	0	0
June	1	1	0	1	0
Total	884	1,042	1,173	1,137	1,210

This table shows the number of new teacher employees hired monthly. The data includes all new elementary, secondary, and special education teachers, school librarians, school counselors, and Reserve Officers' Training Corps (ROTC) instructors.

*Includes Public Charter School (PCS) data from schools that purchased DOE Personnel Services.

Table II - Number of New Teachers Employed Each Year

Year	Total Employed As of September 30	Total Employed From October to June	Grand Total Employed For Each Year
2009-2010	553	331	884
2010-2011	743	299	1,042
2011-2012	845	328	1,173
2012-2013	865	272	1,137
2013-2014	925	285	1,210

This table shows the number of new teachers employed since the SY 2009-2010.

Table III - Resident Status of Newly Employed Teachers

Status	2009-2010*		2010-2011*		2011-2012*		2012-2013		2013-2014	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Resident	709	80.2%	898	86.2%	972	82.9%	906	79.7%	992	82.0%
Non-Resident	175	19.8%	144	13.8%	201	17.1%	231	20.3%	218	18.0%
Total	884	100.0%	1,042	100.0%	1,173	100.0%	1,137	100.0%	1,210	100.0%

This table shows the resident status of new teachers. The resident category includes returning and new state residents.

The definition of "resident applicant" does not require any criteria except physical residence in Hawaii, regardless of length of residence, and includes teachers who may have relocated shortly before employment.

*Includes PCS data from schools that purchased DOE Personnel Services.

Table IV - In-State and Out-of-State, State Approved Teacher Education Program (SATEP)

College	School Year	
	2013-2014	
	Amount	Percent
Brigham Young University - Hawaii	18	1.5%
Chaminade University	69	5.7%
Hawaii Pacific University	22	1.8%
University of Hawaii - Hilo	37	3.0%
University of Hawaii - Manoa	243	20.1%
University of Hawaii - West Oahu	18	1.5%
University of Phoenix - Hawaii	44	3.6%
University of Hawaii -Hilo – Kahuawaiola TEP*	2	0.2%
Leeward Community College	1	0.1%
Western Governors University	1	0.1%
Total of In-State SATEP College Degrees	455	37.6%
Total of Out-of-State SATEP College Degrees	521	43.1%
New Teachers Hired without SATEP Degree**	234	19.3%
Total	**1,210**	**100.0%**

This table shows the number of new teachers hired with degrees from in-state and out-of-state colleges and universities, and reflects the college or university of where the teacher education program was completed.

*The University of Hawaii Hilo - Kahuawaiola Teacher Education Program produces graduates once every two years.

**Includes teachers currently in the iTeach Hawaii alternative certification program.

Table V - Gender and Grade-Level Assignment of Newly Employed Teachers

Elementary Teacher Gender by Amount/Percentage										
	School Year									
Gender	2009-2010*		2010-2011*		2011-2012*		2012-2013		2013-2014	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	53	12.2%	56	10.8%	76	12.9%	86	14.3%	71	12.1%
Female	381	87.8%	462	89.2%	514	87.1%	514	85.7%	517	87.9%

Secondary Teacher Gender by Amount/Percentage										
	School Year									
Gender	2009-2010*		2010-2011*		2011-2012*		2012-2013		2013-2014	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	150	37.4%	198	39.1%	197	37.1%	195	37.4%	219	36.7%
Female	251	62.6%	308	60.9%	334	62.9%	327	62.6%	377	63.3%

K-12** Teacher Gender by Amount/Percentage										
	School Year									
Gender	2009-2010*		2010-2011*		2011-2012*		2012-2013		2013-2014	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	10	20.4%	2	11.1%	21	40.4%	5	33.3%	7	26.9%
Female	39	79.6%	16	88.9%	31	59.6%	10	66.7%	19	73.1%

Total Teacher Gender by Amount/Percentage										
	School Year									
Gender	2009-2010*		2010-2011*		2011-2012*		2012-2013		2013-2014	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	213	24.1%	256	24.6%	294	25.1%	286	25.2%	297	24.5%
Female	671	75.9%	786	75.4%	879	74.9%	851	74.8%	913	75.5%
Total	884	100.0%	1,042	100.0%	1,173	100.0%	1,137	100.0%	1,210	100.0%

This table shows the gender of new teachers.

**K-12 refers to those teachers in state and district resource teacher positions.

*Includes PCS school data from schools that purchased DOE Personnel Services.

Table VI - Age and Grade-Level Assignments of Newly Employed Teachers

Elementary										
Age Bracket	2009-2010*		2010-2011*		2011-2012*		2012-2013		2013-2014	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
21-25	102	23.5%	179	34.6%	180	30.5%	190	31.7%	197	31.0%
26-30	128	29.5%	126	24.3%	143	24.2%	144	24.0%	144	22.6%
31-35	60	13.8%	66	12.7%	88	14.9%	72	12.0%	86	13.5%
36-40	36	8.3%	46	8.9%	49	8.3%	68	11.3%	51	8.0%
41-45	21	4.8%	34	6.6%	54	9.2%	47	7.8%	52	8.2%
46-50	27	6.2%	23	4.4%	24	4.1%	30	5.0%	44	6.9%
51-55	28	6.5%	19	3.7%	21	3.6%	17	2.8%	27	4.3%
56-60	21	4.8%	17	3.3%	22	3.7%	19	3.2%	19	3.0%
61-65	11	2.5%	7	1.4%	8	1.4%	13	2.2%	12	1.9%
66+	0	0.0%	1	0.2%	1	0.2%	0	0.0%	4	0.6%

Secondary										
Age Bracket	2009-2010*		2010-2011*		2011-2012*		2012-2013		2013-2014	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
21-25	103	25.7%	121	23.9%	148	27.9%	137	26.2%	145	26.3%
26-30	114	28.4%	149	29.4%	137	25.8%	109	20.9%	116	21.0%
31-35	54	13.5%	78	15.4%	64	12.1%	91	17.4%	75	13.6%
36-40	41	10.2%	46	9.1%	51	9.6%	59	11.3%	56	10.1%
41-45	23	5.7%	30	5.9%	40	7.5%	40	7.7%	52	9.4%
46-50	23	5.7%	27	5.3%	30	5.6%	25	4.8%	49	8.9%
51-55	14	3.5%	25	4.9%	28	5.3%	31	5.9%	39	7.1%
56-60	20	5.0%	16	3.2%	20	3.8%	15	2.9%	11	2.0%
61-65	8	2.0%	9	1.8%	10	1.9%	12	2.3%	5	0.9%
66+	1	0.2%	5	1.0%	3	0.6%	3	0.6%	4	0.7%

K-12										
Age Bracket	2009-2010*		2010-2011*		2011-2012*		2012-2013		2013-2014	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
21-25	6	12.2%	2	11.1%	9	17.3%	2	13.3%	2	9.1%
26-30	7	14.3%	5	27.8%	13	25.0%	3	20.0%	6	27.3%
31-35	9	18.4%	3	16.7%	4	7.7%	2	13.3%	2	9.1%
36-40	4	8.2%	1	5.6%	12	23.1%	4	26.7%	3	13.6%
41-45	5	10.2%	1	5.6%	5	9.6%	1	6.7%	4	18.2%
46-50	4	8.2%	2	11.1%	2	3.8%	1	6.7%	4	18.2%
51-55	3	6.1%	2	11.1%	3	5.8%	1	6.7%	1	4.5%
56-60	5	10.2%	1	5.6%	3	5.8%	0	0.0%	0	0.0%
61-65	6	12.2%	1	5.6%	1	1.9%	0	0.0%	0	0.0%
66+	0	0.0%	0	0.0%	0	0.0%	1	6.7%	0	0.0%

*Includes PCS data from schools that purchased DOE Personnel Services.

Table VI (cont'd) - Age and Grade-Level Assignments of Newly Employed Teachers

Age Bracket	Total									
	2009-2010*		2010-2011*		2011-2012*		2012-2013		2013-2014	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
21-25	211	23.9%	302	29.0%	337	28.7%	329	28.9%	344	28.4%
26-30	249	28.2%	280	26.9%	293	25.1%	256	22.5%	266	22.0%
31-35	123	13.9%	147	14.1%	156	13.3%	165	14.5%	163	13.5%
36-40	81	9.2%	93	8.9%	112	9.6%	131	11.5%	110	9.1%
41-45	49	5.5%	65	6.2%	99	8.4%	88	7.7%	108	8.9%
46-50	54	6.1%	52	5.0%	56	4.8%	56	4.9%	97	8.0%
51-55	45	5.1%	46	4.4%	52	4.4%	49	4.3%	67	5.5%
56-60	46	5.2%	34	3.3%	45	3.8%	34	3.0%	30	2.5%
61-65	25	2.8%	17	1.6%	19	1.6%	25	2.3%	17	1.4%
66+	1	0.1%	6	0.6%	4	0.3%	4	0.4%	8	0.7%
Total	884	100.0%	1,042	100.0%	1,173	100.0%	1,137	100.0%	1,210	100.0%

This table reflects the age distribution of new teachers hired.

*Includes PCS data from schools that purchased DOE Personnel Services.

Table VII - Degree Status of Newly Employed Teachers

Type	School Year									
	2009-2010*		2010-2011*		2011-2012*		2012-2013		2013-2014	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Bachelor	641	72.5%	516	49.5%	498	42.5%	414	36.4%	545	45.0%
BA & 5th year	74	8.4%	180	17.3%	213	18.2%	355	31.2%	353	29.2%
Master	151	17.1%	338	32.4%	451	38.4%	256	22.5%	305	25.2%
Ph.D.	1	0.1%	4	0.4%	5	0.4%	0	0.0%	2	0.2%
Other	17	1.9%	4	0.4%	6	0.5%	112	9.9%	5	0.4%
Total	884	100.0%	1,042	100.0%	1,173	100.0%	1,137	100.0%	1,210	100.0%

The data from SY 2012-2013 and prior represents the highest degree (not necessarily SATEP) earned by new teachers, which includes teachers pending official verification, clarification, or confirmation of degrees conferred. The "Other" category also includes teachers without degrees and ROTC instructors without degrees.

*Includes PCS data from schools that purchased DOE Personnel Services.

Table VIII - Previous Teaching Experience of Newly Employed Teachers

Years of Experience	School Year									
	2009-2010*		2010-2011*		2011-2012*		2012-2013		2013-2014	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
None	614	69.5%	709	68.0%	776	66.2%	785	69.0%	818	67.6%
1	43	4.9%	78	7.5%	64	5.5%	61	5.4%	67	5.5%
2	38	4.3%	46	4.4%	67	5.7%	53	4.7%	49	4.1%
3	33	3.7%	59	5.7%	54	4.6%	37	3.3%	44	3.6%
4	28	3.2%	32	3.1%	43	3.7%	46	4.0%	33	2.7%
5	20	2.3%	23	2.2%	31	2.6%	28	2.5%	23	1.9%
6	18	2.0%	18	1.7%	26	2.2%	20	1.8%	31	2.6%
7	19	2.1%	18	1.7%	24	2.0%	13	1.1%	20	1.7%
8	11	1.2%	9	0.8%	11	0.9%	17	1.5%	16	1.3%
9	8	0.9%	6	0.6%	9	0.8%	15	1.3%	21	1.7%
10	8	0.9%	8	0.8%	5	0.4%	8	0.7%	14	1.2%
11	4	0.5%	4	0.4%	16	1.4%	9	0.8%	18	1.5%
12	11	1.2%	7	0.7%	12	1.0%	7	0.6%	6	0.5%
13+	29	3.3%	25	2.4%	35	3.0%	38	3.3%	50	4.1%
Total	884	100.0%	1,042	100.0%	1,173	100.0%	1,137	100.0%	1,210	100.0%

This table shows previous teaching experiences of new teachers.

*Includes PCS data from schools that purchased DOE Personnel Services.

Table IX - Assignment of Newly Employed Teachers by District

District	School Year									
	2009-2010*		2010-2011*		2011-2012*		2012-2013		2013-2014	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	2	0.2%	0	0.0%	0	0.0%	2	0.2%	2	0.2%
Honolulu	104	11.9%	146	14.0%	174	14.8%	198	17.4%	175	14.5%
Central	167	18.9%	248	23.8%	226	19.3%	207	18.2%	203	16.8%
Leeward	228	25.8%	216	20.7%	268	22.8%	276	24.3%	323	26.7%
Windward	78	8.8%	86	8.3%	101	8.6%	109	9.6%	122	10.0%
Hawaii	108	12.2%	146	14.0%	159	13.6%	159	14.0%	175	14.5%
Maui	92	10.4%	109	10.5%	141	12.0%	132	11.6%	141	11.6%
Kauai	34	3.8%	37	3.5%	64	5.5%	54	4.7%	69	5.7%
Charter Schools	71	8.0%	54	5.2%	40	3.4%	0	0.0%	0	0.0%
Total	884	100.0%	1,042	100.0%	1,173	100.0%	1,137	100.0%	1,210	100.0%

This table shows the district placement of new teachers.

*Includes PCS data from schools that purchased DOE Personnel Services.

Table X - Assignment of Newly Employed Teachers by Subject and District

Elementary										
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Art	0	0	0	1	0	1	1	0	3	0.5%
Career Technical Education	0	3	2	1	1	2	0	0	9	1.5%
Counselor	0	0	0	1	0	0	0	0	1	0.2%
Curriculum Coordinator	0	0	0	0	1	0	0	0	1	0.2%
Drama/Theater Arts	0	0	0	1	0	0	0	0	1	0.2%
Elementary	47	77	115	38	69	58	15	0	419	71.3%
Elementary Special Education	9	10	16	5	9	2	1	0	52	8.8%
English	1	2	1	1	1	0	0	0	6	1.0%
English/Language Arts	0	1	1	0	0	0	0	0	2	0.3%
Librarian	0	0	0	0	0	0	0	0	0	0.0%
Mathematics	0	0	1	0	0	0	1	0	2	0.3%
Physical Education	0	2	1	0	1	0	0	0	4	0.7%
Reading	0	0	0	0	0	1	0	0	1	0.2%
Special Education/SPED Inclusion	2	14	13	8	8	5	1	0	51	8.7%
Special Education/Pre-School	0	0	1	0	0	0	1	0	2	0.3%
Student Services Coordinator	0	0	0	0	0	0	0	0	0	0.0%
Technology Coordinator	0	0	1	0	0	0	0	0	1	0.2%
Other	11	5	3	1	4	8	1	0	33	5.6%
Total	70	114	155	57	94	77	21	0	588	100.0%

Secondary										
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Alternative Learning Center	0	0	1	0	0	0	0	0	1	0.2%
Art/Arts	4	1	1	2	2	1	0	0	11	1.8%
Business Education	0	0	1	0	0	0	1	0	2	0.3%
Career & Technical Education	6	6	10	5	2	6	4	0	39	6.5%
Computer	0	0	1	0	0	0	0	0	1	0.2%
Counselor	1	1	0	0	2	0	0	0	4	0.7%
Drama/Theatre Arts	0	0	0	1	0	0	0	0	1	0.2%
Economics	0	0	1	0	0	0	0	0	1	0.2%
Elementary	0	0	1	2	7	5	1	0	16	2.7%
Elementary Special Education	1	0	2	2	0	0	0	0	5	0.8%
English	1	0	1	2	4	2	1	0	11	1.8%
English/Language Arts	20	27	36	15	22	15	11	0	146	24.5%
Foreign Language	2	1	4	4	0	1	1	0	13	2.2%
Guidance/Personal Transition	0	2	3	0	0	0	0	0	5	0.8%
Hawaiian Language	0	0	1	0	0	0	0	0	1	0.2%
Health	1	0	1	2	0	2	0	0	6	1.0%
History/Social Studies	8	11	11	3	10	6	5	0	54	9.1%
Industrial Arts/Voc Ed	0	2	1	0	1	1	0	0	5	0.8%
Math/Mathematics	17	13	36	4	15	8	12	0	105	17.6%
Multi-Disciplinary	8	3	16	4	3	5	2	0	41	7.0%
Music	3	1	1	2	1	0	0	0	8	1.3%
Physical Education	1	1	0	4	1	2	1	0	10	1.7%
ROTC	1	3	1	0	0	0	0	0	5	0.8%
Science	13	15	18	6	8	6	6	0	72	12.1%
Special Education/SPED Inclusion	3	0	10	3	0	2	1	0	19	3.2%
World Languages	0	0	0	0	1	0	1	0	2	0.3%
Other	0	0	5	4	1	1	1	0	12	2.0%
Total	90	87	163	65	80	63	48	0	596	100.0%

Table X (cont'd) - Assignment of Newly Employed Teachers by Subject and District

K-12*									
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Academic Coach Mentor	1	0	0	0	0	0	0	0	1	3.8%
Data Coach	1	0	0	0	0	0	0	0	1	3.8%
Elementary	3	0	0	0	0	0	0	0	3	11.6%
Elementary Special Education	1	0	0	0	0	0	0	0	1	3.8%
English/Language Arts	3	0	0	0	0	0	0	0	3	11.6%
Hawaiian Language	1	0	0	0	0	0	0	0	1	3.8%
Math	1	0	0	0	0	0	0	0	1	3.8%
Special Education	1	2	1	0	1	0	0	2	7	27.0%
Other	3	0	4	0	0	1	0	0	8	30.8%
Total	15	2	5	0	1	1	0	2	26	100.0%

*K-12 includes State office new teachers.

Table X (cont'd) - Assignment of Newly Employed Teachers by Subject and District

Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Academic Coach Mentor	1	0	0	0	0	0	0	0	1	0.1%
Alternative Learning Center	0	0	1	0	0	0	0	0	1	0.1%
Art/Arts	4	1	1	3	2	2	1	0	14	1.1%
Business Education	0	0	1	0	0	0	1	0	2	0.2%
Career & Technical Ed	6	9	12	6	3	8	4	0	48	3.9%
Computer	0	0	1	0	0	0	0	0	1	0.1%
Counselor	1	1	0	1	2	0	0	0	5	0.4%
Curriculum Coordinator	0	0	0	0	1	0	0	0	1	0.1%
Data Coach	1	0	0	0	0	0	0	0	1	0.1%
Drama/Theatre Arts	0	0	0	2	0	0	0	0	2	0.2%
Economics	0	0	1	0	0	0	0	0	1	0.1%
Elementary	50	77	116	40	76	63	16	0	438	36.2%
Elementary Special Education	11	10	18	7	9	2	1	0	58	4.8%
English	2	2	2	3	5	2	1	0	17	1.4%
English/Language Arts	23	28	37	15	22	15	11	0	151	12.5%
Foreign Language	2	1	4	4	0	1	1	0	13	1.0%
Guidance/Personal Transition	0	2	3	0	0	0	0	0	5	0.4%
Hawaiian Language	1	0	1	0	0	0	0	0	2	0.2%
Health	1	0	1	2	0	2	0	0	6	0.5%
History/Social Studies	8	11	11	3	10	6	5	0	54	4.5%
Industrial Arts/Voc Ed	0	2	1	0	1	1	0	0	5	0.4%
Librarian	0	0	0	0	0	0	0	0	0	0.0%
Math	18	13	37	4	15	8	13	0	108	8.9%
Multi-Disciplinary	8	3	16	4	3	5	2	0	41	3.4%
Music	3	1	1	2	1	0	0	0	8	0.7%
Physical Education	1	3	1	4	2	2	1	0	14	1.1%
Reading	0	0	0	0	0	1	0	0	1	0.1%
ROTC	1	3	1	0	0	0	0	0	5	0.4%
Science	13	15	18	6	8	6	6	0	72	5.9%
Special Education/SPED Inclusion	6	16	24	11	9	7	2	2	77	6.3%
SPED/Pre-School	0	0	1	0	0	0	1	0	2	0.2%
Technology Coordinator	0	0	1	0	0	0	0	0	1	0.1%
World Languages	0	0	0	0	1	0	1	0	2	0.2%
Other	14	5	12	5	5	10	2	0	53	4.4%
Total	175	203	323	122	175	141	69	2	1,210	100%

This table shows the placement of new teachers by subject and district.

Table XI - Newly Employed Teachers Employment Status by District

District	Tenured	Prob	Temp-V	Temp-W	Temp-5	Temp-T	Temp-R	Total	Percent
Licensure Status	Licensed			Emergency Hire			Licensed/ Emergency Hire		
Honolulu	12	66	3	71	23	0	0	175	14.5%
Central	10	100	6	45	24	18	0	203	16.8%
Leeward	14	104	9	110	38	48	0	323	26.7%
Windward	8	53	4	40	17	0	0	122	10.0%
Hawaii	17	83	7	12	24	32	0	175	14.5%
Maui	10	91	0	27	13	0	0	141	11.6%
Kauai	3	24	1	26	15	0	0	69	5.7%
State	1	0	0	1	0	0	0	2	0.2%
Total	75	521	30	332	154	98	0	1,210	100.0%

This table shows the number of teachers hired by employment status.

Tenured: Former tenured teachers returning to employment.
Prob: Licensed teachers earning probationary credit.
Temp-V: Licensed teachers who are employed outside of their area of preparation in special education, school counseling, or school library services.
Temp-W: Teachers who have completed a teacher education program but have not completed all PRAXIS examinations.
Temp-5: Teachers who have not completed a teacher education program.
Temp-T: Teachers who have not completed a teacher education program and are currently in the Teach for America Program.
Temp-R: Teachers who are in 50% or 100% positions and are retired and licensed.

Licensed teachers have completed a SATEP that included student teaching, plus all PRAXIS examinations or equivalent as required by the Hawaii Teacher Standards Board.

## Table XII - Cumulative Employment Status by School Year

Employment Status	Licensure Status	School Year									
		2009-2010*		2010-2011*		2011-2012*		2012-2013		2013-2014	
		Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Tenured	Licensed	49	5.5%	34	3.3%	50	4.3%	94	8.2%	75	6.2%
Prob		408	46.1%	297	28.5%	343	29.2%	442	38.9%	521	43.1%
Temp-V		40	4.5%	11	1.1%	29	2.5%	32	2.8%	30	2.5%
Temp-W	Emergency Hire	182	20.6%	461	44.2%	534	45.5%	351	30.9%	332	27.4%
Temp-5		75	8.5%	119	11.4%	125	10.7%	125	11.0%	154	12.7%
Temp-S		66	7.5%	51	4.9%	33	2.8%	0	0.0%	0	0.0%
Temp-T		59	6.7%	66	6.3%	52	4.4%	93	8.2%	98	8.1%
Temp-R	Licensed / Emergency Hire	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Temp-P		5	0.6%	2	0.2%	7	0.6%	0	0.0%	0	0.0%
Total		884	100.0%	1,042	100.0%	1,173	100.0%	1,137	100.0%	1,210	100.0%

This table shows the number of teachers hired in the past school years by appointment codes.

Tenured: Former tenured teachers returning to employment.
Prob: Licensed teachers earning probationary credit.
Temp-V: Licensed teachers who are employed outside of their area of preparation in special education, school counseling, or school library services.
Temp-W: Teachers who have completed a teacher education program but have not completed all PRAXIS examinations.
Temp-5:   Teachers who have not completed a teacher education program.
Temp-S: Teachers employed in a PCS. Teachers may be licensed.
Temp-T: Teachers who have not completed a teacher education program and are currently in the Teach for America Program.
Temp-R: Teachers who are in 50% or 100% positions and are retired and licensed.
Temp-P: Teachers employed in a PCS and previously tenured in the DOE.

*Includes PCS data from schools that purchased DOE Personnel Services.

Table XIII - Reasons for Teachers Leaving the Department of Education (DOE)
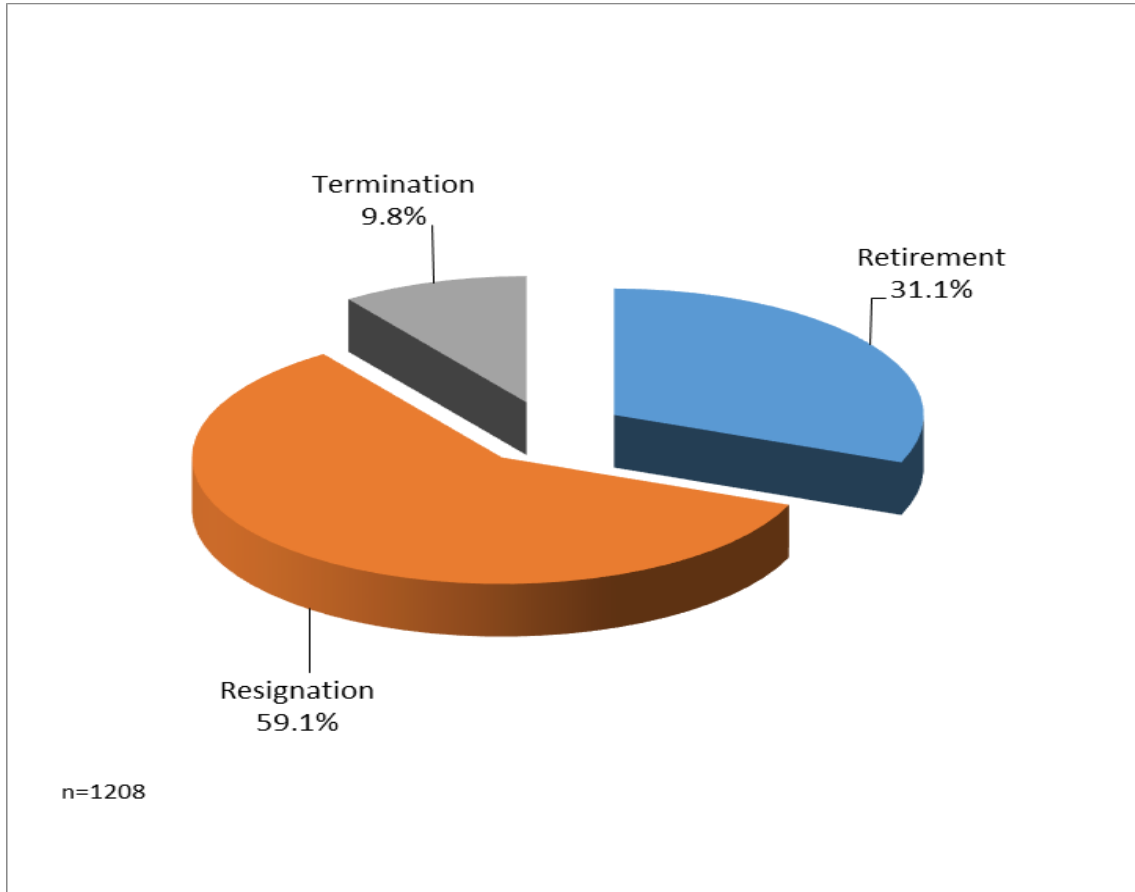
Resignations	Retirements	Terminations
• Spouse Job - Transfer • Another Job Hawaii • Resignation (No Reason Given) • Child Care • Moving (Mainland)	• Voluntary Service Retirement • Ordinary Disability	• No Position Available • Temporary Teacher Not Qualified • Death

This graph shows (highest to lowest in summation) the major reasons for an individual's departure from the DOE.

Classified Support Services Personnel (CSSP)

Classified personnel support schools in many ways, ranging from school food service to para-professional instruction. The work performed by these individuals helps to make a positive impact in supporting a healthy and vibrant learning environment for DOE students and staff.

Table I - Number of New CSSP Employees by Month of Hire

Month of Hire	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
July	78	62	64	64	94
August	55	34	58	25	82
September	62	35	62	47	60
October	77	46	34	50	74
November	78	58	65	52	71
December	33	45	43	20	47
January	60	61	71	41	82
February	54	86	77	55	61
March	72	87	69	58	63
April	44	61	25	48	75
May	28	71	32	54	58
June	0	16	11	28	31
Total	641	662	611	542	798

This table shows the number of new CSSP employees hired monthly.

Notes:

1. SY 2009-2010 reflects hires from 7/1/09 to 5/31/10.
2. SY 2010-2011 reflects hires from 7/1/10 to 6/30/11.
3. SY 2011-2012 reflects hires from 7/1/11 to 6/30/12.
4. SY 2012-2013 reflects hires from 7/1/12 to 6/30/13.
5. SY 2013-2014 reflects hires from 7/1/13 to 6/30/14.

Table II - Number of New CSSP Employees by District/Division

District/Division	School Year									
	2009-2010		2010-2011		2011-2012		2012-2013		2013-2014	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	29	4.5%	57	8.6%	47	7.7%	58	10.7%	77	9.6%
Honolulu	75	11.7%	95	14.4%	117	19.1%	100	18.5%	112	14.0%
Central	117	18.2%	89	13.4%	103	16.9%	89	16.4%	129	16.2%
Leeward	97	15.1%	117	17.7%	87	14.2%	99	18.3%	122	15.3%
Windward	62	9.7%	72	10.9%	44	7.2%	55	10.1%	87	10.9%
Hawaii	101	15.8%	134	20.2%	91	14.9%	50	9.2%	66	8.3%
Maui	118	18.4%	66	10.0%	96	15.7%	68	12.6%	160	20.1%
Kauai	42	6.6%	32	4.8%	26	4.3%	23	4.2%	45	5.6%
Total	641	100.0%	662	100.0%	611	100.0%	542	100.0%	798	100.0%

This table reflects the number of new hires by district.

Notes:

1. SY 2009-2010 reflects hires from 7/1/09 to 5/31/10.
2. SY 2010-2011 reflects hires from 7/1/10 to 6/30/11.
3. SY 2011-2012 reflects hires from 7/1/11 to 6/30/12.
4. SY 2012-2013 reflects hires from 7/1/12 to 6/30/13.
5. SY 2013-2014 reflects hires from 7/1/13 to 6/30/14.

Table III - Gender of Newly Hired CSSP Employees

Gender	School Year									
	2009-2010		2010-2011		2011-2012		2012-2013		2013-2014	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Female	480	74.9%	478	72.2%	434	71.0%	370	68.3%	597	74.8%
Male	161	25.1%	184	27.8%	177	29.0%	172	31.7%	201	25.2%
Total	**641**	**100.0%**	**662**	**100.0%**	**611**	**100.0%**	**542**	**100.0%**	**798**	**100.0%**

This table reflects the number of new hires by gender. The "Other" category includes new hires that elected not to answer this question.

Notes:

1. SY 2009-2010 reflects hires from 7/1/09 to 5/31/10.
2. SY 2010-2011 reflects hires from 7/1/10 to 6/30/11.
3. SY 2011-2012 reflects hires from 7/1/11 to 6/30/12.
4. SY 2012-2013 reflects hires from 7/1/12 to 6/30/13.
5. SY 2013-2014 reflects hires from 7/1/13 to 6/30/14.

Table IV - Employment Status of Newly Hired CSSP Employees

Full-Time/ Part-Time	School Year									
	2009-2010		2010-2011		2011-2012		2012-2013		2013-2014	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Full-Time	375	58.5%	400	60.4%	410	67.1%	328	60.5%	504	63.2%
Part-Time	266	41.5%	262	39.6%	201	32.9%	214	39.5%	294	36.8%
Total	**641**	**100.0%**	662	100.0%	611	100.0%	542	100.0%	798	100.0%

This table reflects the number of employees in full-time and part-time positions.

Notes:

1. SY 2009-2010 reflects hires from 7/1/09 to 5/31/10.
2. SY 2010-2011 reflects hires from 7/1/10 to 6/30/11.
3. SY 2011-2012 reflects hires from 7/1/11 to 6/30/12.
4. SY 2012-2013 reflects hires from 7/1/12 to 6/30/13.
5. SY 2013-2014 reflects hires from 7/1/13 to 6/30/14.

Table V - Age of Newly Employed CSSP Employees

Age Bracket	School Year									
	2009-2010		2010-2011		2011-2012		2012-2013		2013-2014	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Under 18*	1	0.1%	10	1.5%	7	1.1%	11	2.0%	18	2.3%
18 – 20	5	0.8%	7	1.0%	6	1.0%	7	1.3%	13	1.6%
21 – 25	72	11.2%	70	10.6%	74	12.1%	66	12.2%	107	13.4%
26 – 30	126	19.7%	111	16.8%	116	19.1%	88	16.2%	125	15.7%
31 – 35	107	16.7%	92	13.9%	96	15.7%	74	13.7%	121	15.1%
36 – 40	62	9.7%	92	13.9%	68	11.1%	66	12.2%	97	12.2%
41 – 45	77	12.0%	72	10.9%	69	11.3%	72	13.3%	86	10.8%
46 – 50	64	10.0%	62	9.3%	62	10.1%	55	10.1%	82	10.3%
51 – 55	54	8.4%	66	10.0%	59	9.7%	49	9.0%	73	9.1%
56 – 60	47	7.3%	65	9.8%	32	5.2%	39	7.2%	53	6.6%
61 – 65	21	3.3%	11	1.7%	17	2.8%	13	2.4%	20	2.5%
66+	5	0.8%	4	0.6%	5	0.8%	2	0.4%	3	0.4%
Total	641	100.0%	662	100.0%	611	100.0%	542	100.0%	798	100.0%

This table reflects the age distribution of new hires.

*Employees under 18 years of age are hired student helpers.

Notes:
1.   SY 2009-2010 reflects hires from 7/1/09 to 5/31/10.
2.   SY 2010-2011 reflects hires from 7/1/10 to 6/30/11.
3.   SY 2011-2012 reflects hires from 7/1/11 to 6/30/12.
4.   SY 2012-2013 reflects hires from 7/1/12 to 6/30/13.
5.   SY 2013-2014 reflects hires from 7/1/13 to 6/30/14.

Table VI - Occupation of Newly Employed CSSP Employees

Occupation	School Year									
	2009-2010		2010-2011		2011-2012		2012-2013		2013-2014	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Blue-Collar (Non-Supervisory)	101	15.7%	129	19.5%	109	17.8%	123	22.7%	166	20.8%
Blue-Collar (Supervisory)	3	0.5%	4	0.6%	3	0.5%	2	0.4%	3	0.4%
Excluded Managerial	0	0.0%	1	0.1%	2	0.3%	0	0.0%	0	0.0%
Institutional, Health, and Correction Officers	0	0.0%	3	0.4%	1	0.2%	0	0.0%	7	0.9%
Professional and Scientific	105	16.4%	110	16.6%	86	14.1%	101	18.6%	129	16.2%
Student Helper	4	0.6%	13	2.0%	17	2.8%	20	3.7%	29	3.6%
Registered Professional Nurse	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White-Collar (Non-Supervisory)	427	66.6%	395	59.7%	393	64.3%	295	54.4%	464	58.1%
White-Collar (Supervisory)	1	0.2%	7	1.1%	0	0.0%	1	0.2%	0	0.0%
Total	641	100.0%	662	100.0%	611	100.0%	542	100.0%	798	100.0%

This table reflects the number of employees by type of occupation.

Notes:

1. SY 2009-2010 reflects hires from 7/1/09 to 5/31/10.
2. SY 2010-2011 reflects hires from 7/1/10 to 6/30/11.
3. SY 2011-2012 reflects hires from 7/1/11 to 6/30/12.
4. SY 2012-2013 reflects hires from 7/1/12 to 6/30/13.
5. SY 2013-2014 reflects hires from 7/1/13 to 6/30/14.

Table VII - Position of Newly Hired CSSP Employees

Position	School Year									
	2009-2010		2010-2011		2011-2012		2012-2013		2013-2014	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Account Clerk	3	0.4%	8	1.2%	11	1.8%	6	1.1%	10	1.2%
Accountant	1	0.2%	3	0.4%	0	0.0%	3	0.6%	3	0.4%
Administrative Services Assistant	0	0.0%	0	0.0%	1	0.2%	0	0.0%	1	0.1%
Alt School Project Coordinator	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Architect	0	0.0%	2	0.3%	1	0.2%	0	0.0%	1	0.1%
Athletic Health Care Trainer	7	1.1%	8	1.2%	5	0.8%	6	1.1%	10	1.2%
Audiologist	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Auditor	1	0.2%	1	0.2%	0	0.0%	1	0.2%	1	0.1%
Automated Systems Equip Tech	0	0.0%	0	0.0%	0	0.0%	2	0.3%	1	0.1%
Automotive Mechanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Auxiliary Services Admin	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%
Behavioral Health Specialist	47	7.3%	36	5.4%	36	5.9%	27	5.0%	42	5.3%
Bilingual/Bicultural S/H Assistant	1	0.2%	1	0.2%	1	0.2%	1	0.2%	2	0.3%
Building Maintenance Worker	0	0.0%	0	0.0%	3	0.5%	2	0.3%	0	0.0%
Bus Driver	2	0.3%	4	0.6%	0	0.0%	0	0.0%	0	0.0%
Business Management Officer	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Cabinetmaker	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Cafeteria Helper	34	5.3%	53	8.0%	49	8.0%	58	10.7%	58	7.3%
Carpenter	0	0.0%	1	0.2%	2	0.3%	1	0.2%	0	0.0%
Clerk	2	0.3%	34	5.1%	16	2.6%	0	0.0%	0	0.0%
Clinical Psychologist	2	0.3%	5	0.7%	6	0.9%	4	0.7%	5	0.6%
Communication Aide	5	0.8%	4	0.6%	6	0.9%	0	0.0%	4	0.5%
Computer Programmer	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Data Processing Systems Analyst	1	0.2%	2	0.3%	1	0.2%	1	0.2%	4	0.5%
DP User Support Tech	0	0.0%	6	0.9%	14	2.3%	9	1.6%	15	1.9%
Educational Assistant	340	53.0%	200	30.2%	221	36.1%	179	33.0%	247	31.0%
Educational Interpreter	8	1.2%	4	0.6%	1	0.2%	1	0.2%	2	0.3%
Educational Interpreter Coordinator	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Electrician	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Engineer	0	0.0%	3	0.4%	0	0.0%	3	0.6%	4	0.5%
EOEL Operations & Fiscal Manager	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%
EOEL Policy Analyst	0	0.0%	0	0.0%	0	0.0%	2	0.3%	0	0.0%
EOEL Program Manager	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%
EOEL Project Manager	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%
Executive Secretary to the Superintendent	1	0.2%	0	0.0%	0	0.0%	0	0.0%	1	0.1%

Table VII (cont'd) - Position of Newly Hired CSSP Employees

Position	School Year									
	2009-2010		2010-2011		2011-2012		2012-2013		2013-2014	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Food Services Driver	0	0.0%	1	0.2%	2	0.3%	1	0.2%	3	0.4%
Gen Prof	2	0.3%	1	0.2%	1	0.2%	1	0.2%	0	0.0%
General Laborer	0	0.0%	1	0.2%	1	0.2%	0	0.0%	0	0.0%
Heavy Truck Driver	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%
Houseparent for Deaf/Blind Education	0	0.0%	2	0.3%	1	0.2%	0	0.0%	0	0.0%
Human Services Professor	1	0.2%	4	0.6%	0	0.0%	1	0.2%	4	0.5%
Janitor	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Legal Assistant	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Legal Clerk	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Library Assistant	4	0.6%	3	0.4%	4	0.6%	2	0.3%	6	0.8%
Litigation Coordinator	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%
Mason	0	0.0%	2	0.3%	0	0.0%	0	0.0%	0	0.0%
Occupational Therapist	2	0.3%	1	0.2%	3	0.5%	1	0.2%	1	0.1%
Office Assistant (formerly Clerk Typist)	22	3.4%	86	13.0%	66	10.8%	66	12.2%	123	15.4%
Personnel Clerk	0	0.0%	6	0.9%	5	0.8%	3	0.6%	5	0.6%
Personnel Management Specialist	0	0.0%	2	0.3%	1	0.2%	1	0.2%	1	0.1%
Physical Therapist	2	0.3%	1	0.2%	1	0.2%	0	0.0%	0	0.0%
Plumber	0	0.0%	2	0.3%	1	0.2%	1	0.2%	1	0.1%
Power Mower Operator	1	0.2%	0	0.0%	0	0.0%	0	0.0%	2	0.3%
Pre-Audit Clerk	0	0.0%	3	0.4%	0	0.0%	3	0.6%	4	0.5%
Private Secretary	2	0.3%	2	0.3%	1	0.2%	0	0.0%	3	0.4%
Procurement and Contracts Support Specialist	0	0.0%	1	0.2%	0	0.0%	1	0.2%	0	0.0%
Professional Trainee	0	0.0%	2	0.3%	1	0.2%	1	0.2%	2	0.3%
Professional Worker	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Program Specialist	0	0.0%	3	0.4%	4	0.6%	3	0.6%	5	0.6%
Property Manager	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Psychological Examiner	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Public Works Manager	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%
Purchasing Specialist	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Registered Professional Nurse	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
School Based Occupational Therapy Assistant	0	0.0%	1	0.2%	0	0.0%	0	0.0%	2	0.3%
School Psychologist (Complex Area Based)	1	0.2%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
School Administrative Services Assistant	1	0.2%	3	0.4%	0	0.0%	1	0.2%	0	0.0%
School Baker	0	0.0%	1	0.2%	2	0.3%	3	0.6%	1	0.1%
School Bus Transportation Officer	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%

# Table VII (cont'd) - Position of Newly Hired CSSP Employees

Position	School Year									
	2009-2010		2010-2011		2011-2012		2012-2013		2013-2014	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
School Cook	5	0.8%	2	0.3%	6	0.9%	1	0.2%	9	1.1%
School Custodian	59	9.2%	60	9.0%	42	6.8%	54	10.0%	88	11.0%
School Dormitory Attendant	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	0.6%
School Food Services Manager	3	0.4%	3	0.4%	2	0.3%	2	0.3%	3	0.4%
School Health Aide	14	2.1%	12	1.8%	20	3.2%	10	1.8%	22	2.8%
School Lunch Services Supervisor	1	0.2%	0	0.0%	0	0.0%	2	0.3%	2	0.3%
School Psychologist	14	2.1%	15	2.2%	9	1.4%	11	2.0%	19	2.4%
School Safety & Security Officer	0	0.0%	4	0.6%	0	0.0%	0	0.0%	0	0.0%
School Security Attendant	23	3.6%	21	3.1%	22	3.6%	12	2.2%	14	1.7%
Secretary	1	0.2%	4	0.6%	5	0.8%	3	0.6%	5	0.6%
Social Worker	0	0.0%	1	0.2%	1	0.2%	2	0.3%	3	0.4%
Speech Pathologist	21	3.2%	17	2.5%	14	2.3%	26	4.8%	18	2.3%
Student Helper	4	0.6%	13	1.9%	17	2.7%	20	3.7%	29	3.6%
Swimming Pool Custodian	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%
Television Production Technician	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Utility Worker	0	0.0%	1	0.2%	0	0.0%	0	0.0%	2	0.3%
Welder	0	0.0%	0	0.0%	0	0.2%	0	0.0%	1	0.1%
Work Program Specialist	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%
Total	641	100.0%	662	100.0%	611	100.0%	542	100.0%	798	100.0%

This table reflects the number of new employee hires in specific positions.

Notes:

1. SY 2009-2010 reflects hires from 7/1/09 to 5/31/10.
2. SY 2010-2011 reflects hires from 7/1/10 to 6/30/11.
3. SY 2011-2012 reflects hires from 7/1/11 to 6/30/12.
4. SY 2012-2013 reflects hires from 7/1/12 to 6/30/13.
5. SY 2013-2014 reflects hires from 7/1/13 to 6/30/14.

Table VIII - Reasons for Classified Staff Leaving the DOE
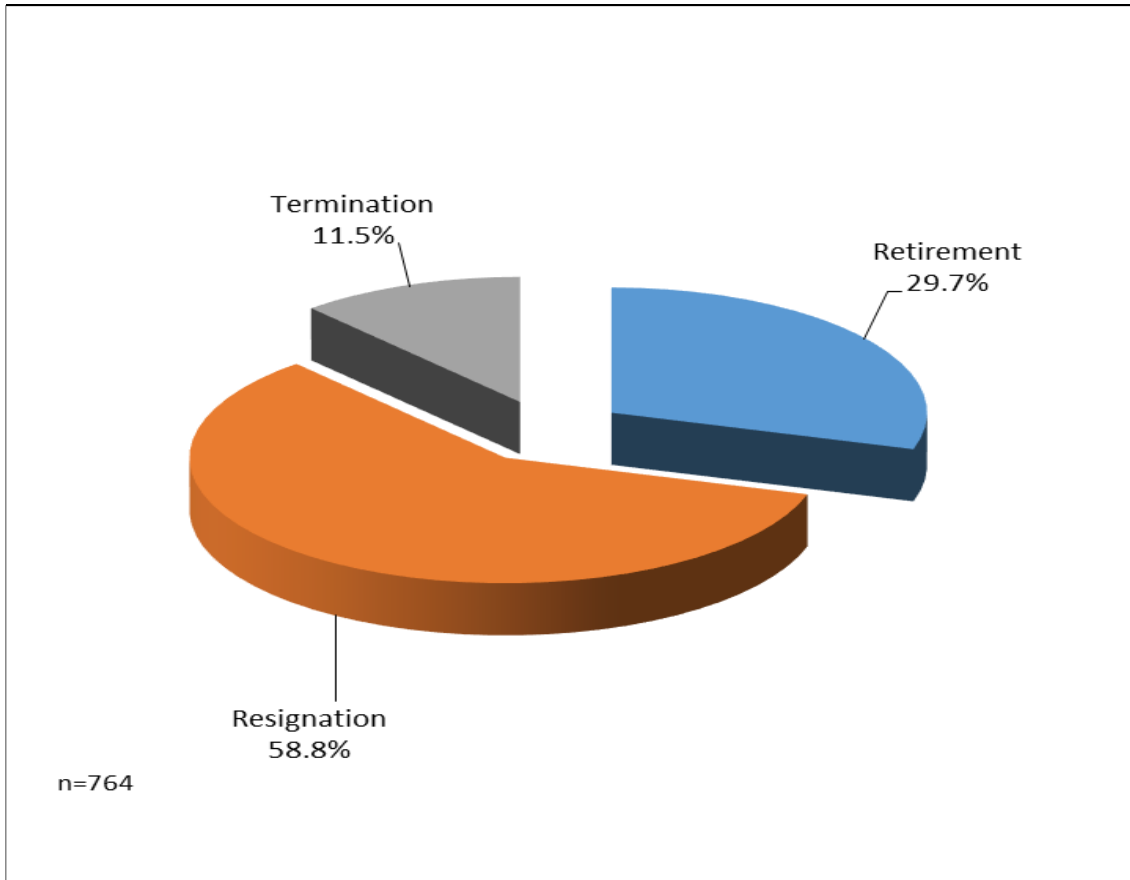
Resignations	Retirements	Terminations
• Other Employment (Private, Government) • Another Job Hawaii • Accepts DOE Teacher Position • Education Hawaii	• Voluntary Service Retirement • Ordinary Disability	• Position Allocation Adjustment • Weighted Student Formula Adjustments • Other Reasons • No Positions Available

This graphic shows (highest to lowest in summation) the major reasons for an individual's departure from the DOE.