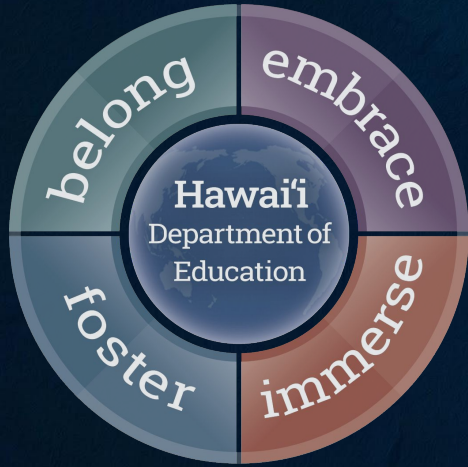


# Hawai'i

Department of  
Education



Forever Learn



# Office of Talent Management Teacher Recruitment



## Belong

to an openhearted 'ohana of teachers and learners.



## Embrace

a diverse range of student voices and empower them to be heard.



## Immerse

yourself in meaningful connections, local values, and a broad worldview.



## Foster

a collaborative spirit through a rich mosaic of educational opportunities.

## Lead Recruiter

James Urbaniak  
james.urbaniak@k12.hi.us  
808-681-2375



# Overview

## Comprehensive Market Study

- *TeachinHawaii.org*
- *Position Specific Recruiting*

## Recruitment Strategies

- *Applicant Tracking System*
- *Teacher Academies (Sub Teaching)*

## Employment Incentives

- *External Years of Service Increase*
- *Hard to Staff/Differentials*

## Induction & Mentoring

## Questions & Answers

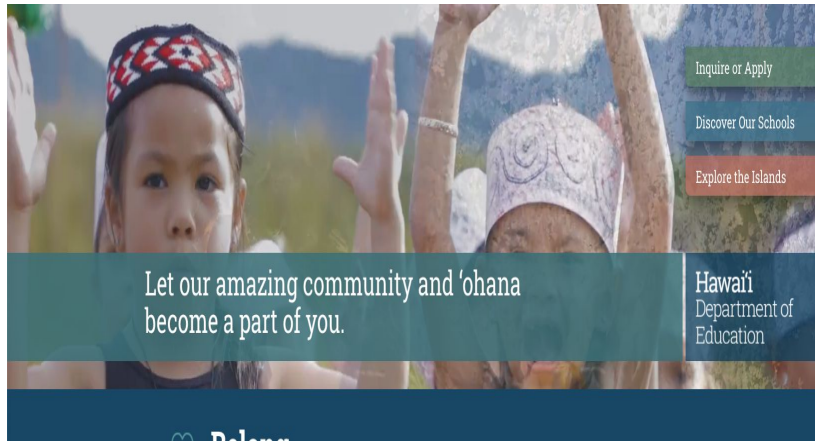




# TeachInHawaii.Org

www.teachinhawaii.org

Click on **“INQUIRE OR APPLY”** and under Start Your Application, click on **“APPLY NOW”**



## Inquire or Apply

Embarking on an adventure like this is life changing. And the first step is usually the biggest. The most important thing to understand at this point is that there's an amazing, supportive 'ohana at HIDOE waiting to welcome you.

Make a Connection

## Start Your Application

At HIDOE we're committed to making the application process as simplified and streamlined as possible. This is where you will begin to tell us a little about yourself and your goals at this stage of your career, including your education and teaching experience, the level of teaching you're interested in, and what type of setting within HIDOE will be the best fit for you.

Apply Now



# Enhanced Salary

## Salaries, Benefits, and Support



Learn the details of the Hawai'i State Department of Education's salary structures and bonus offerings, teacher retirement plan and pension fund, health benefits, service and incentive awards, tax deferred programs and tax-sheltered annuities, and an array of other support services. If you have any questions, please email us at [Teacher.Recruitment@k12.hi.us](mailto:Teacher.Recruitment@k12.hi.us) or call us at **808.441.8444**. To get additional information on teacher's salaries, benefits, and relocation bonuses, just scan the code above!



## Salary Differentials.

Shortage differentials for Hawaii licensed classroom teachers in Special Education (\$10,000), Hard-to-Staff Locations (\$3,000-\$8,000) and Hawaiian Language Immersion Programs (\$8,000) will continue through the school year 2022-2023.

## Teachers' Gross Annual Salary Schedule 2022-2023

Years of Teaching Experience Prior to Hawaii State Department of Education	Class II Bachelor's	Class III Bachelor's + 30 or Master's	Class VII PhD or EdD
SALARY STEPS FOR NEW TEACHERS UPDATED IN ACCORDANCE WITH COLLECTIVE BARGAINING CONTRACT AND SUBJECT TO CHANGE			
*NO SATEP 1	\$38,521	\$41,602	
**SATEP 5 (0-3 years)	\$50,519	\$54,854	\$65,441
6 (4-5 years)	\$52,344	\$56,530	\$67,405
7 (6 years)	\$53,915	\$58,227	\$69,427

\* Teachers who have not completed a state approved teacher education program (SATEP) enter at Step 1.  
 \*\* Teachers who have completed a state approved teacher education program (SATEP) enter at Step 5 (0-3 yrs) or Step 6 (4-5 yrs), or Step 7 (6 yrs). A maximum of six (6) years of officially verified non-DOE teaching experience in a recognized K-12 public or private school may be used toward step placement.



APPLICATION  
PROCESS



MEET OUR  
AMBASSADORS



BECOME STATE  
LICENSED



HAWAII  
SCHOOL JOBS

HAWAII STATE DEPARTMENT OF EDUCATION

# Comprehensive Teacher Market Study

What was the key factor in making you select Hawaii?

1. **Location of school (near home, partner's work, near base)**
2. Culture at the school (team approach, good atmosphere)
3. Salary
4. Location of school (place I want to live in)

# Comprehensive Teacher Market Study

Who had the most influence on  
your decision to accept a  
position at your school?

1. **Principal / Vice Principal**
2. Spouse / Partner / Family / Friend
3. Teacher at the School



# Applicant Tracking System - May 2023



**NEOED**

Intelligent HR

*Software to Source, Screen, Engage, and Hire*

# Applicant Tracking System

Addressing pain points of our current process and transforming hiring workflows to better meet the needs of our schools in one centralized system

- **Speed up hiring through automation**
- **Post individual positions for transparency**
- **All onboarding paperwork completed digitally**
- **Dashboards and reporting features available**
- **Improve the applicant and hiring manager journey**

# Recruitment & Employment Incentives

## Out-of-State Relocation Bonus

- *One-Time \$2,000 - \$3,000*

## Special Education Shortage Differential

- *Annual \$10,000*
- *Classroom teachers who possess a valid HTSB License in Special Education and are teaching in a Special Education Teacher titled position*

## Hard-to-Staff Location Differential

- *Annual \$3,000-\$8,000 depending on location*
- *Classroom teachers and certified support personnel who have a valid HTSB License and work at an identified school by the DOE*

## Hawaiian Language Immersion Differential

- *Annual \$8,000*
- *Classroom teachers who have a valid HTSB License, have been deemed fluent in Hawaiian Language, and are teaching in an immersion program position*

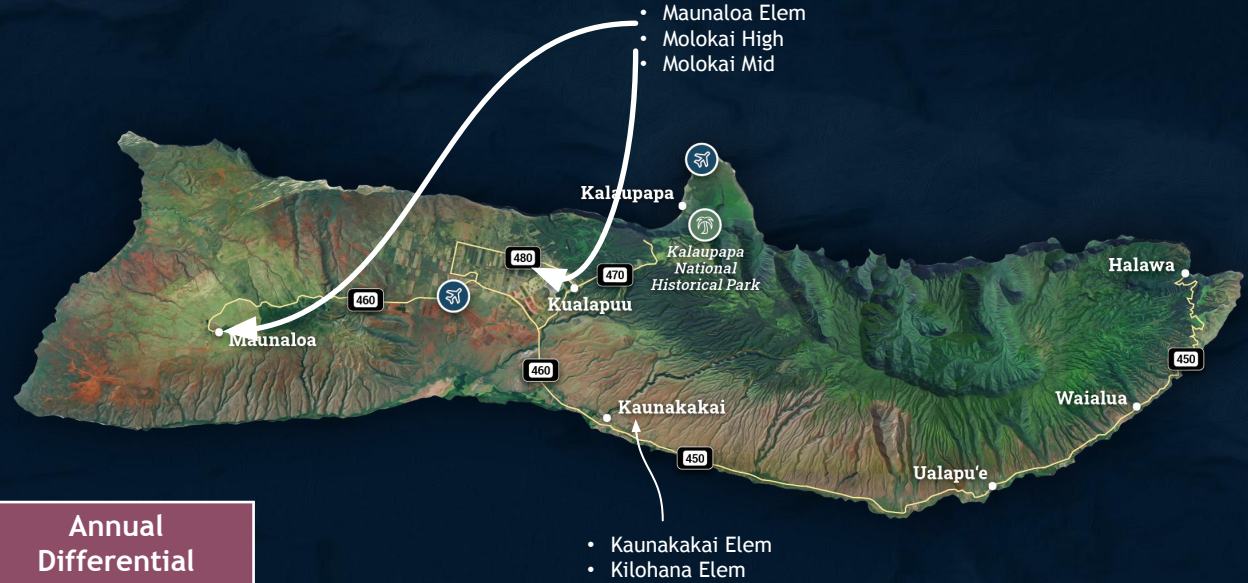


# Kauai

No Hard-to-Staff  
Differential schools  
located on Kauai.

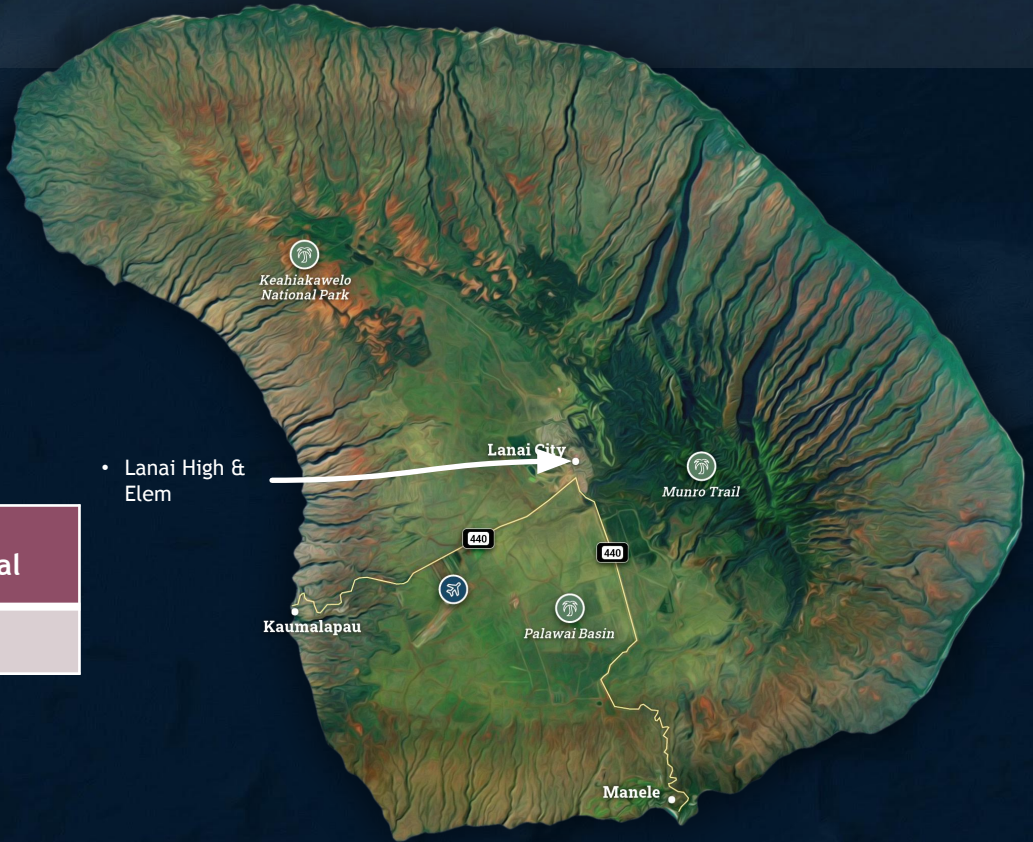


# Molokai



Tier	Qualifying Hard-to-Staff Complexes	Annual Differential
4	Molokai	\$8,000

# Lanai



- Lanai High & Elem

Tier	Qualifying Hard-to-Staff Complexes	Annual Differential
4	Lanai	\$8,000



# Maui

- Kamehameha III Elem
- Lahainaluna Int
- Lahainaluna High
- Nahienaena Elem



Tier	Qualifying Hard-to-Staff Complexes	Annual Differential
2	Lahainaluna	\$5,000
4	Hana	\$8,000

# Hawai'i

Complex Areas  
 • Kohala  
 • Kealakehe  
 • Konawaena

Tier	Qualifying Hard-to-Staff Complexes	Annual Differential
1	Keaau and Paho	\$3,000
2	Kealakehe, Kohala, and Konawaena	\$5,000
3	Honokaa and Kau	\$7,500



# Oahu



Tier	Qualifying Hard-to-Staff Complexes	Annual Differential
4	Leeward: Nanakuli and Waianae Special Schools: Olomana and HSDB	\$8,000



# Teacher Academy Partner



**25** Courses *Focusing on the  
Fundamental Topics* Substitute  
Teachers Must Be Proficient In

Our Why? Benefits of Being a Teacher

Substitute Teacher Certification (Paid by HDOE)

100+ Graduating Seniors Sub-Certified by May 2023

Farrington High School

Pearl City High School

James Campbell High School

Waipahu High School

Leilehua High School

More high schools added monthly!

# Aloha Ambassadors - TeachinHawaii.Org

- Provide pre-employment mentoring support to prospective applicants through their application journey
- Facilitate private Facebook group of 1,000+ candidates in teacher hiring pool; look for shared housing opportunities, networking events, and learn about living and teaching in the islands
- Weekly presentations on [teachinhawaii.org](http://teachinhawaii.org) about their respective district/island and experiencing living and working as a teacher in the island
- **“Hand-Off” to school-based district mentor to begin in-service induction support**



**Jen Evans**

**ISLAND:** Oahu

**DISTRICT:** Honolulu

**POSITION:** 3rd Grade

I enjoy that these young students have such caring hearts. My students have all found ways to give back to the community in unique ways.



**Brad Kusunoki**

**ISLAND:** Oahu

**DISTRICT:** Central

**POSITION:** School Counselor

Diversity, every student is different in many ways and each brings a different perspective to the school.





# Office of Talent Management Teacher Recruitment



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## **Embrace**

a diverse range of student voices and empower them to be heard.



## **Immerse**

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## **Foster**

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## Education Specialist

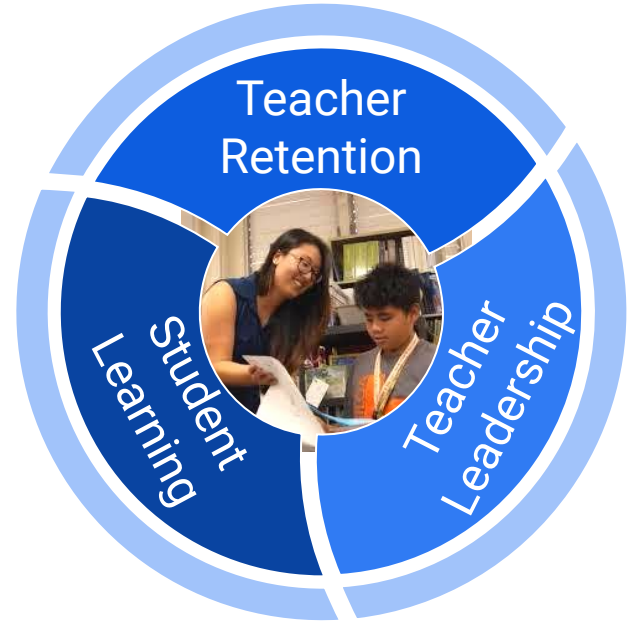
Keri Shimomoto

[keri.shimomoto@k12.hi.us](mailto:keri.shimomoto@k12.hi.us)

808-784-6999

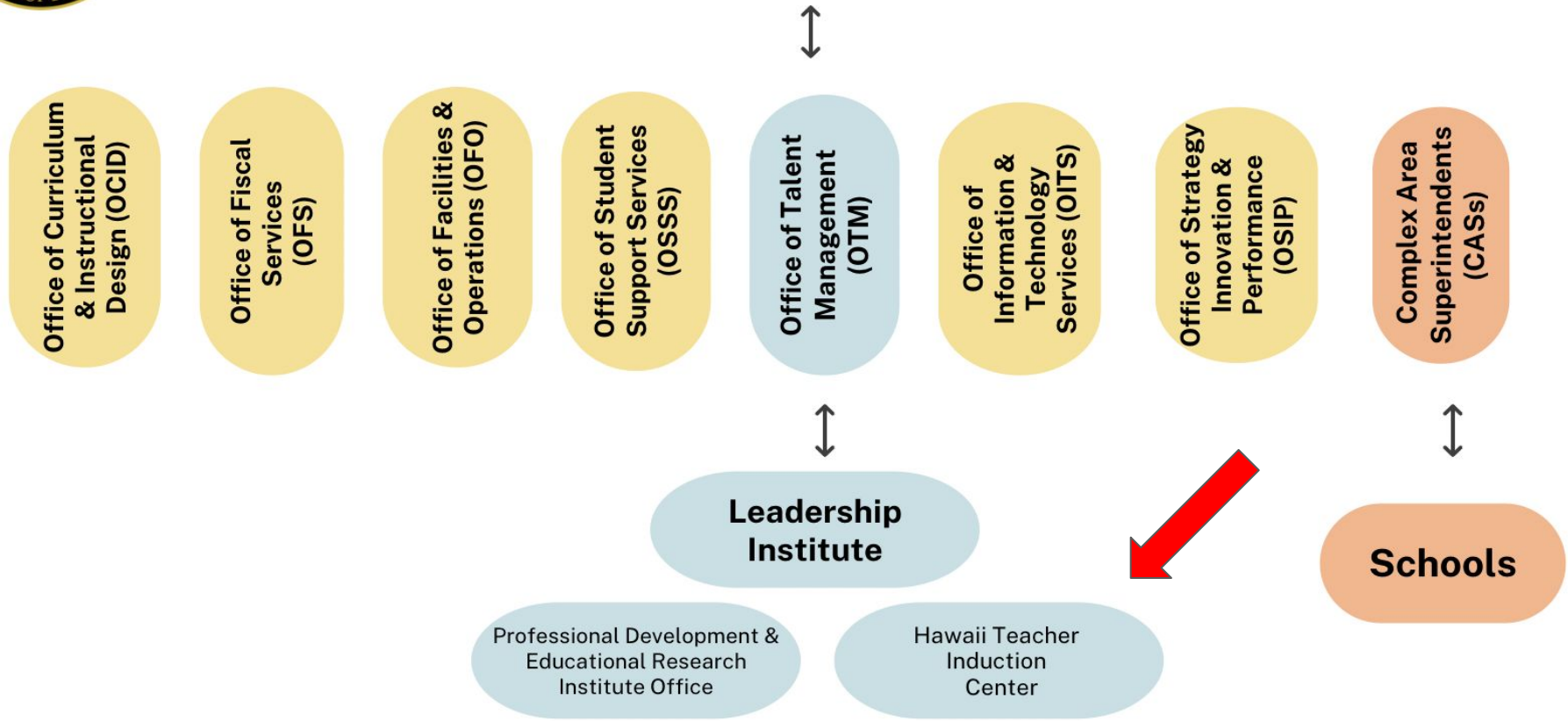
# Hawaii Teacher Induction Center

**Our Vision of Teacher Induction** is that every beginning teacher will participate in a comprehensive 3 year induction program. The program will engage beginning teachers in a **system of support** that includes **working with a highly skilled, trained instructional mentor to accelerate teacher effectiveness and student learning**. The induction program will also **improve the retention of quality teachers** in the profession and **strengthen teacher leadership**.





# Office of the Superintendent



# Who We Serve

**Kauai**  
**66 / 34**

**Oahu**  
**1003 / 360**

**Molokai**  
**11 / 6**

**Maui**  
**140 / 66**

**Lanai**  
**4 / 1**

**Hawaii**  
**183 / 86**

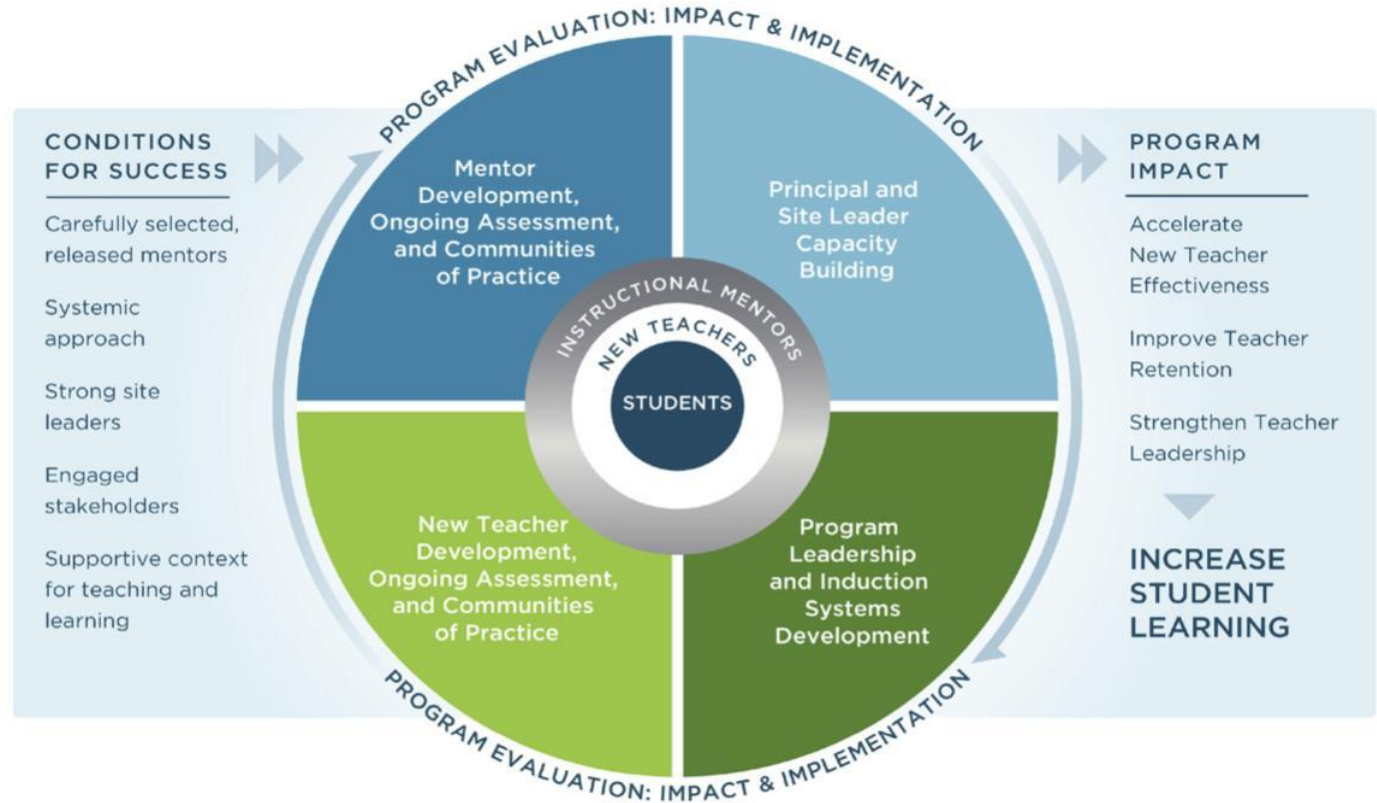
15 Complex Area Induction Program Coordinators

1426 Beginning Teachers

558 Active Mentors

90,000+ Students

# Hawaii Teacher Induction Center



Comprehensive System of Support



# Key Program Features

New Teacher Orientation



Cultural Induction



Mentoring



Professional Learning  
Communities

# Induction Program Impact

Hawaii loses approximately 50% of teachers within their first 5 years

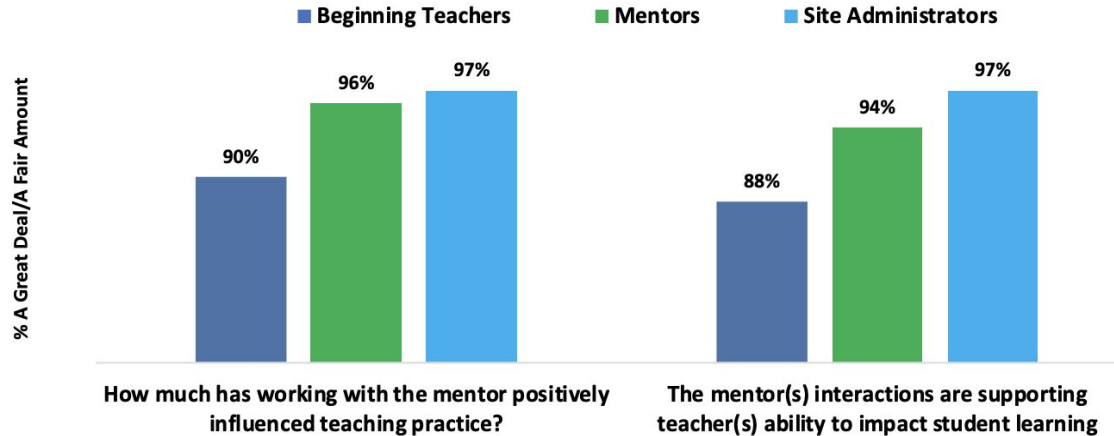
## Teacher Retention

**98%** of Teachers plan to stay in the profession

**96%** of School Administrators feel that mentors play a role in retaining beginning teachers

**88%** of Teachers report that their mentor has impacted their decision to stay in the profession

## Teacher Practice and Student Learning





A topographic map of the Hawaiian Islands, showing the main islands and surrounding smaller ones. The map uses a color gradient from green to yellow to orange to red to indicate elevation, with the highest elevations in red and orange. The islands are set against a dark blue background.

Hawai'i  
Department of  
Education

# Questions?

Please check out our new website: [teachinhawaii.org](https://teachinhawaii.org)

James Urbaniak  
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[james.urbaniak@k12.hi.us](mailto:james.urbaniak@k12.hi.us)

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808-784-6999  
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