







Hawaii

School Management	D	
Finance	C	
Staffing: Hiring & Evaluation	B	
Staffing: Removing Ineffective Teachers	F	
Data	C	
Pipeline to Postsecondary	C	
Technology	D	
State Reform Environment	?	
Gold Stars	★	

School Management. Hawaii does a below-average job managing its schools in a way that encourages thoughtful innovation. Ninety-four percent of teachers report that routine duties and paperwork interfere with their teaching, and only 22% of teachers like the way their school is run.

Finance. Overall, Hawaii earns a middling grade in this category. While the state gets an excellent mark for the simplicity of its state funding mechanism, it receives a mediocre score for the online accessibility of its financial data. Hawaii does not have a performance pay program for teachers.

Staffing: Hiring & Evaluation. Hawaii receives a solid mark for its teacher hiring and evaluation system. Seventeen percent of teachers enter the profession through an alternative-certification program, compared with the national average of 13%. Hawaii also requires incoming teachers to pass basic skills and subject-knowledge tests. In addition, 95% of principals report having a major degree of influence over teacher hiring.

Staffing: Removing Ineffective Teachers. Hawaii receives a very low score on the ability to remove poor-performing teachers from the classroom. Ninety-six percent of principals say that teacher unions or associations are a barrier to the removal of ineffective teachers, 35 percentage points above the national average of 61%. In addition, 88% of principals report that the effort required for documentation is a barrier to removing poor-performing teachers.

Data. Hawaii gets an average mark for its state data system. Although the state has a teacher-identifier system with the ability to match teachers to students, it does not have a P-20 longitudinal data system.

Pipeline to Postsecondary. Hawaii receives a mediocre mark for its efforts to improve college and career readiness. Sixty-two percent of its schools report offering dual-enrollment programs, which allow students to earn high school and college credits simultaneously. That is 3 percentage points below the national average of 65%. In addition, 74% of Hawaii schools report offering work-based internships.

Technology. Hawaii receives a low grade in this category. The state does not offer a computer-based assessment, and it does not require technology testing for teachers. Hawaii also needs to significantly improve how it evaluates its return on investments in technology.

State Reform Environment. There are few reliable state-by-state data on local education advocacy and research efforts—a reflection of the lack of overall commitment to this issue. As a result, we are unable to issue a meaningful grade. However, Hawaii supports common academic standards.

Gold Stars. In the Finance category, Hawaii receives a gold star for having a student-based funding system. Hawaii is the only state to have such a program, and the approach can reduce inefficiency and inequity as well as offer schools greater financial flexibility.
