



# HAWAI‘I GRADUATES for HAWAI‘I’S FUTURE

STATE OF HAWAI‘I EDUCATION ATTAINMENT GOAL



2023

In 2022, the Hawai'i P-20 Council, composed of education, business, and community leaders, developed a goal to align the education pipeline with workforce needs, both present and future. Hawai'i's attainment goal, "Hawai'i Graduates for Hawai'i's Future", is an aspiration and a commitment to ensure that we are consciously working together to align; from early care and education, through K-12, to college or workforce training, and into the workforce. We are committed to creating the conditions necessary for students to get the education they need to live and work right here at home. It's a directional shift, from talking about educational outcomes in isolation, to a collaborative effort to shape the future of Hawai'i by improving our educational pipeline.



"Nothing is more important than early care and education in ensuring our keiki have a strong start. We are committed to accelerating and improving the options available for our children and their families"

*Yuuko Arikawa-Cross,  
Executive Office on Early Learning*



"We graduate 10,000 students each year, making our public school system the largest producer of future leaders in the state. It's critical that our PreK-12 education system aligns with higher education and emerging workforce needs so that our students are the top candidates for high-skill, living-wage, in-demand, and future-focused jobs right here at home."

*Keith Hayashi,  
Hawai'i State Department  
of Education*



"Hawai'i cannot thrive unless every one of us can participate and succeed in postsecondary education and training that creates fulfilling opportunities for themselves, their families and their communities. We must all work together to ensure we leave no one behind."

*David Lassner,  
University of Hawai'i*



"Right now we have a unique opportunity to make an impact for the future of Hawai'i. We truly have a collective vision"

*Stephen Schatz,  
Hawai'i P-20 Partnerships  
for Education*



"Our educational pipeline has to be focused on cultivating and developing the talent and skills of kama'āina to prepare them for competitive and high-value jobs here in Hawai'i. To make this a reality, we are establishing clear pathways and real-world opportunities to prepare our students for the industries and careers of tomorrow."

*Senator Michelle Kidani,  
State of Hawai'i Legislature,  
Senate Committee on Education Chair*



"Education is our best tool to face today's challenges. The Hawai'i State Attainment Goal will allow all keiki to have the opportunity to live and grow in Hawai'i with their 'ohana."

*Senator Donna Mercado Kim,  
State of Hawai'i Legislature,  
Senate Committee on Higher  
Education Chair*



"We know that prioritizing early education will help to ensure a bright future for Hawai'i. I am excited that these goals will help us to build a strong foundation that will help our keiki achieve their dreams right here at home."

*Representative Justin Woodson,  
State of Hawai'i Legislature,  
House Committee on Education Chair*



"Young people deserve an education that meets their needs as lifelong learners and critical thinkers. Schools should be places where students can cultivate curiosity, explore their world, and get excited about learning for the sake of learning. And that is much more more likely to happen when we are attentive to the diversity of student interests, passions and strengths."

*Representative Amy Ferruso,  
State of Hawai'i Legislature,  
House Committee on Higher  
Education & Technology Chair*



"The philanthropic community in Hawai'i is truly committed to making an impact in higher-education outcomes in our state. We are committed to using the metrics from the Attainment Goal to drive giving in the education space. This attainment goal nests nicely within the HCF's CHANGE Framework."

*Micah Kāne,  
Hawai'i Community Foundation*



"Chamber of Commerce Hawai'i and the businesses we represent strive to work together with the education community to provide opportunities for students to be prepared for their future careers and ensure Hawai'i businesses have qualified local applicants."

*Sherry Menor-McNamara,  
Chamber of Commerce Hawai'i*

As a remote island state,  
Hawai'i's future will rise and  
fall based on the aspirations  
and talent of our people.



## WE ENVISION:

- A Hawai'i where plentiful local jobs that pay a family-sustaining wage are filled by talented local residents, eager to make a difference right here at home, a Hawai'i where all residents are equipped to contribute to kind and thriving communities regardless of their backgrounds and locations.
- An equitable Hawai'i where all children – of every race, ethnicity, economic background and location – can begin as learners in a high-quality early childhood education system and continue to successfully navigate their own educational journeys.
- A Hawai'i where all adults interested in education, training and upskilling are welcomed into and supported through flexible educational pathways that lead to rewarding employment.
- A Hawai'i in which our students, faculty and residents are motivated and supported with education and opportunity in innovation and entrepreneurialism, accompanied by an understanding of Hawai'i's opportunities and challenges, that enables them to create economic and social vitality for themselves and others.
- A Hawai'i with a full P-20 pipeline that educates students to understand and reconcile Hawai'i's colonial history and practices and their impacts on Hawaiians, as well as to appreciate Hawai'i's responsibilities to preserve and promulgate Hawaiian language, culture, values, and traditional indigenous knowledge.



**WE COMMIT** to eliminating equity gaps across all elements of the educational ecosystem for currently underserved populations including Native Hawaiians, Pacific Islanders, Filipinos and those who are economically disadvantaged, whose parents never attended college, and who live in rural communities.

### **OUR VISION:**

- Requires that our educational systems and organizations embrace this attainment goal in their strategic and operational plans.
- Requires that employers, entrepreneurs, and educators across the state act together as true partners to provide clear alignment and opportunity for work-based learning within education and training programs in support of a shared vision for a diverse workforce that supports a dynamic and sustainable economy.

# GOALS OVERVIEW



Universal access to high-quality early learning opportunities

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Universal preparation of every K-12 student throughout their education for college, career, and citizenship

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Universal access to postsecondary opportunity and success

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Universal education and training of Hawai'i residents to fill and create living wage jobs available across the state

## GOAL #1



# UNIVERSAL ACCESS TO HIGH-QUALITY EARLY LEARNING OPPORTUNITIES

From birth to age 5, a child's brain develops more than at any other time in life. The evidence is clear that every family must have access to high-quality early learning and development opportunities so that every child in Hawai'i is ready to succeed in school and life.

### CORE METRIC:

Percentage of Hawai'i's 3- and 4-year-olds in early learning and development programs.

### Each year, we will monitor the following metrics:

- A. Percent of early care and education settings with a qualified and experienced educator, and retention of educators, with geographic breakdown
- B. Percent of kindergarten students who exhibit readiness for kindergarten as evidenced by the Kindergarten Entry Assessment, with equity breakdown\*



## GOAL #2



# UNIVERSAL PREPARATION OF EVERY K-12 STUDENT THROUGHOUT THEIR EDUCATION FOR COLLEGE, CAREER, AND CITIZENSHIP

The entire K-12 educational experience in Hawai'i must provide a strong academic foundation for all students to engage in vibrant career exploration, to succeed in education and training after high school, and to be effective lifelong learners in preparation for the inevitable changes over the decades to come.

### CORE METRIC:

Percent of high school graduates that go on to postsecondary education, training or the military

**Each year, we will monitor the following metrics:**

A. Percent of K-12 classrooms with a qualified and experienced educator, and retention of educators, with geographic breakdown

B. Percent of high school students meeting or exceeding proficiency on standardized tests, with equity breakdown

C. Percent of 9th grade students promoted to 10th grade on time

D. Percent of students who graduate from high school on time (i.e., 4 years) and within 5 years, with equity breakdown

E. Percent of high school graduates who complete a CTE Program of Study\*, with equity breakdown

F. Percent of high school students who successfully complete advanced coursework, including but not limited to, dual credit, IB courses, or AP courses\*, with equity breakdown





## GOAL #3



# UNIVERSAL ACCESS TO POSTSECONDARY OPPORTUNITY AND SUCCESS

Living-wage jobs of today and tomorrow require some education and/or training beyond high school. These opportunities must be fully accessible for all residents of all backgrounds and locations throughout the state – including for working adults looking to retrain, upskill or change professions – with the academic and financial support they need to succeed.



### CORE METRIC:

Number of credentialed graduates from Hawai'i's postsecondary education and training programs, with equity breakdown

### Each year, we will seek continuous growth in the following metrics:

- A. Overall college going rate for high school graduates, with equity breakdown
- B. Postsecondary success rates, with equity breakdown
- C. Percent of residents with postsecondary degrees or Promising Credentials, with equity breakdown
- D. Number of degrees and certificates awarded to adult learners seeking upskilling or opportunities for career mobility

## GOAL #4



# UNIVERSAL EDUCATION AND TRAINING OF HAWAI'I RESIDENTS TO FILL AND CREATE LIVING-WAGE JOBS AVAILABLE ACROSS THE STATE

Create and operate, in partnership with employers, robust and high-value career pathways that include degree and credential programs for residents throughout the islands. The pathways will include a lattice approach which enables workers to make progress toward economic mobility and ensures qualified local applicants are prepared for living-wage job openings in Hawai'i. Innovation and entrepreneurship are infused throughout the educational ecosystem because we believe the jobs of the future will be created and filled by today's students.

### CORE METRIC:

Number of living-wage jobs existing and created in Hawai'i; number of living-wage job openings filled by current and returning Hawai'i residents



### **Each year, we will seek continuous growth in the following metrics:**

- A. Number of postsecondary students graduating in the high-skill, high-wage, high-demand fields\*, with equity breakdown
- B. Number of high school and postsecondary students completing formal work-based learning experiences\*, with equity breakdown
- C. Number of paid internships available by employers to high school and postsecondary students\*, with field and geographic breakdown
- D. Percent of postsecondary graduates employed in Hawai'i, particularly in high-wage, high-skill, high-demand fields\*
- E. The number of jobs created by companies spurred by innovation at Hawai'i postsecondary institutions\*

*\*More specific notes on metrics can be found in the Career-Connected Learning report.*

# PARTNERS



Hawai'i P-20 Partnerships for Education  
[www.hawaiip20.org](http://www.hawaiip20.org)



Executive Office on Early Learning  
[www.earlylearning.hawaii.gov](http://www.earlylearning.hawaii.gov)



Hawai'i State Department of Education  
[www.hawaiipublicschools.org](http://www.hawaiipublicschools.org)



University of Hawai'i System  
[www.hawaii.edu](http://www.hawaii.edu)



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