



STATE OF HAWAII
DEPARTMENT OF EDUCATION
KA 'OIHANA HO'ONA'AUAO
P.O. BOX 2360
HONOLULU, HAWAII 96804

OFFICE OF THE DEPUTY SUPERINTENDENT OF STRATEGY AND ADMINISTRATION

December 19, 2025

The Honorable Ronald D. Kouchi, President
and Members of the Senate
415 South Beretania Street
State Capitol, Room 409
Honolulu, Hawai'i 96813

The Honorable Nadine K. Nakamura, Speaker
and Members of the House of Representatives
415 South Beretania Street
State Capitol, Room 431
Honolulu, Hawai'i 96813

Re: Hawai'i State Department of Education Annual Report on Enhanced Electronic Human Resources

Dear President Kouchi, Speaker Nakamura, and Members of the Legislature:

For your information and consideration, a copy of the annual report, Enhanced Electronic Human Resources is being transmitted, pursuant to Act 248, Session Laws of Hawai'i 2022. In accordance with Section 93-16, Hawai'i Revised Statutes, the report may also be viewed electronically at: <https://hawaiipublicschools.org/data-reports/legislative-reports/>

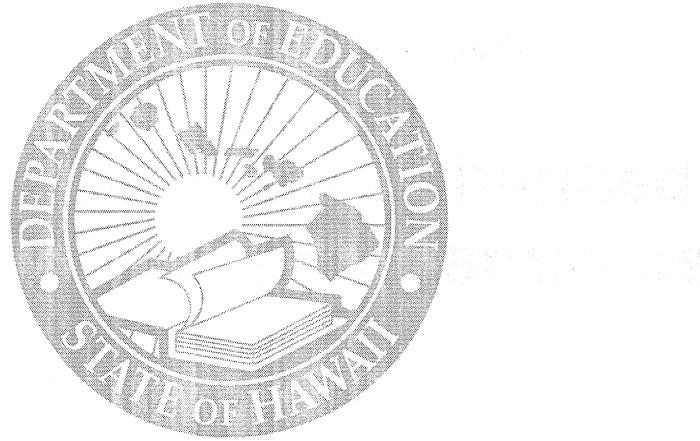
Should you have any questions, please contact Ken Kakesako, Director of the Policy, Innovation, Planning and Evaluation Branch, Office of Strategy, Innovation and Performance, via email at ken.kakesako@k12.hi.us or by phone at (808) 282-3430.

Sincerely,

A handwritten signature in blue ink.

Tammi Oyadomari-Chun
Deputy Superintendent of Strategy and Administration

TOC:cto
Attachment
c: Legislative Reference Bureau
Hawai'i State Public Library System
University of Hawai'i
Deputy Superintendent of Operations
Deputy Superintendent of Strategy and Administration
Office of Fiscal Services
Office of Talent Management
Office of Information Technology Services



State of Hawai‘i
Department of Education

Annual Report on Enhanced Electronic Human Resources

December 2025

Act 248, Session Laws of Hawai‘i 2022, requires the Hawai‘i State Department of Education (Department) to annually report on a plan to institute an enhanced electronic human resources system.

Enhanced Electronic Human Resources (Modernize HR System)

Act 248, Session Laws of Hawaii 2022 (the Fiscal Biennium 2021-2023 Executive Supplemental Budget Bill) included a provision asking the Hawai'i State Department of Education (Department) to submit a report of a plan to institute an enhanced electronic human resources system.

The Department is committed to the electronic human resources initiative with the assistance of a neutral facilitator to support the needs and perspectives of the system user groups.

On October 9, 2025, the Hawai'i State Board of Education (Board) approved eleven targeted goals for the Superintendent's evaluation for the 2025-2026 fiscal year. In alignment with Strategic Plan Desired Outcome 3.2.3 (All Department of Education practices and procedures foster efficient operations, streamline processes, eliminate redundancies, and facilitate effective management), "modernizing human resources (HR) systems" is one of the eleven targeted goals. The evidence for completing this 2025-2026 goal is the presentation of a plan to modernize HR systems, including a priority list of functions to be updated.

Work by the Department on the project plan is already underway. This project is anticipated to be a multi-year undertaking structured as a tri-office lead project, meaning leadership from the Office of Talent Management (OTM), Office of Fiscal Services (OFS), and Office of Information Technology Services (OITS) will form the core steering committee. The steering committee will work to guide the project under the executive sponsorship of the Deputy Superintendent of Strategy and Administration. The Department is committed to using an independent verification and validation consultant for this project. Similar to the collaborative approach used to implement the modernization of the Department's fiscal management system, to help ensure the success of the project, there will be broad-based engagement and involvement with staff from school, complex area, and state levels.

To date, work on this effort has included:

1. Defining a project governance framework, roles, and preliminary assessments of anticipated workload associated with the project;
2. Consultation with the State of Hawai'i Office of Enterprise Technology Services;
3. Presenting the preliminary project framework to the Leadership Team (Complex Area and Assistant Superintendents) for feedback;
4. Presenting to leadership teams from each of the tri-office lead Offices (OTM, OFS, and OITS);
5. Identification and preliminary assessment of existing HR systems and processes;
6. Hiring of a project manager; and
7. Hiring of a consultant to assist with acquisition support for a modern human resource system.

The Department anticipates regular reporting to the Board on this priority effort to modernize its HR systems.