



STATE OF HAWAII
BOARD OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

February 17, 2015

TO: The Honorable Donald G. Horner
Chairperson, Board of Education

FROM: 
Stephen Schatz
Board of Education Designee

Sean Bacon 
Board of Education Designee

SUBJECT: **Approval of Waimanalo Elementary and Intermediate School's School
Community Council (SCC) Waiver Request Regarding School Schedules**

1. **RECOMMENDATION**

That the Board of Education (BOE) approve Waimanalo Elementary and Intermediate School's (WEIS) SCC Waiver Request allowing the school to implement a bell schedule that includes 1528 minutes of student learning time weekly, which is 122 minutes short of the statutory requirement of a minimum of 1650 weekly minutes.

2. **RECOMMENDED EFFECTIVE DATE**

Upon approval by the BOE.

3. **RECOMMENDED COMPLIANCE DATE**

Not applicable.

4. **DISCUSSION**

a. **Conditions leading to the recommendation**

Section 302A-1124 to 1127, Hawaii Revised Statutes (HRS), authorizes schools to request waivers from existing state agency rules, policies, regulations, and procedures as well as exceptions to collective bargaining agreements as negotiated in accordance with current collective bargaining agreements and the provisions of Chapter 89, HRS.

b. Previous action of the Board on the same or similar matter

In previous years, the Board has approved some requests to implement school schedules that did not meet the statutory requirements, including Waiakea Intermediate and Kalaheo High School, which is a Recognition School.

c. Other policies affected

- Hawaii Revised Statutes 302A-251 (Act 167) – Student Learning Time.
- Article VI, Teaching Conditions and Hours; Section CC, Work Time Distribution, Weekly Totals Within the 7-Hour Day, 5-Day Week.

d. Arguments in support of the recommendation

WEIS has requested approval to implement a bell schedule that includes 1528 minutes of student learning time weekly, which is 122 minutes short of the statutory requirement of a minimum of 1650 weekly minutes.

The request is supported by the following arguments:

- Data demonstrates that a significant number of WEIS's students are "off-track" and a root cause analysis with the middle school division attributed this to lack of collaboration time for planning, professional learning, data analysis, feedback from colleagues, and discussions about individual student interventions.
- Quality meeting time is needed to ensure that the school is effectively engaging in the processes to meet the six priority strategies. With the proposed schedule, middle school educators will be able to have more time to effectively implement Response to Intervention (RTI), data team and other student-focused meetings.
- The current schedule accommodates 20-minute meetings, due to contractual limits of a 7-hour work day for teachers. This is not enough time to effectively engage teachers in a discussion that will support students.
- As a K-8 school, it is important to implement common release times for elementary and middle school students for safety reasons. A concurrent release time would ensure that older siblings are able to safely get their younger siblings home in a safe and timely manner.

e. Arguments against the recommendation

None.

f. Findings and conclusions of the Board committee

The BOE directed the Committee to revisit the revised request. Committee members provided positions over email.

The BOE designees, Hawaii State Teachers Association Bargaining Unit (BU) 05 Committee on SCC Exception Review, and the Hawaii Government Employees Association BU 06 Committee on SCC Exception Review, have agreed to this request.

g. Other agencies or departments of the State of Hawaii involved in the action

None.

h. Possible reaction of the public, professional organizations, unions, DOE staff and/or others to the recommendations

Positive.

i. Educational implications

As stated in the school's SCC exception request.

j. Personnel implications

None.

k. Facilities implications

None.

l. Financial implications

None.

5. OTHER SUPPLEMENTARY RECOMMENDATIONS

None.

SS/SB:LP

Attachments

c: Superintendent
Office of Curriculum, Instruction and Student Support

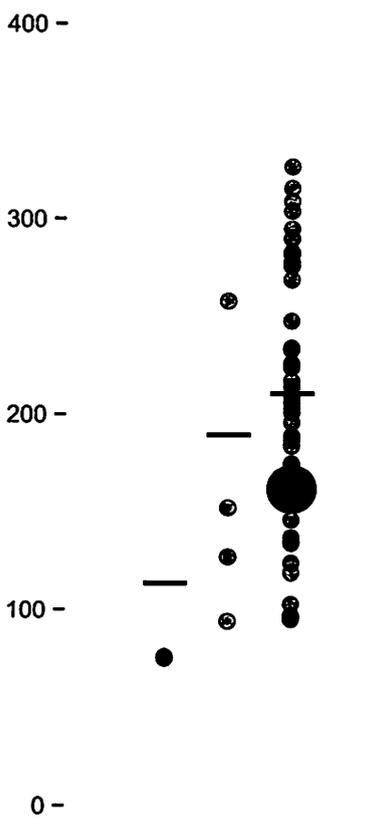
Waimanalo Elementary & Intermediate

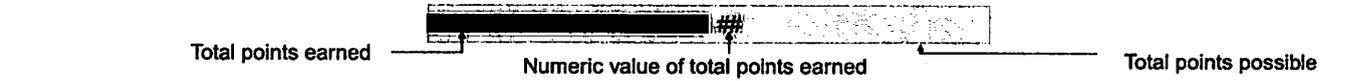
162 points of 400 points

School Year 2013–2014: Continuous Improvement

Trigger: None

School Year 2012–2013: Continuous Improvement

	Raw Value	Weighted Points		Middle School Distribution
Achievement	Math Proficiency 56%	 22	56 pts of 100 pts	
	Reading Proficiency 63%	 25		
	Science Proficiency 43%	 9		
Growth	Math Growth 44	 27	54 pts of 180 pts	
	Reading Growth 47	 27		
Readiness	8th Grade ACT 27%	 16	16 pts of 60 pts	
Achievement Gap	Current Gap Rate 31%	 21	36 pts of 60 pts	
	Two Year Gap Reduction Rate 9%	 15		



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NOTE: Final display numbers are rounded, which may cause subtotals to appear to sum incorrectly. The total points value on the upper right is accurate.

Run Date: Thursday, September 11, 2014 – Final Run

1/16/2015

To: Hawaii Board of Education

From: Noel Richardson, Principal Waimanalo Elementary and Intermediate School

Sub: Testimony on agenda item School Community Council (SCC) Requests for Exceptions to the Collective Bargaining Agreement & Waivers of Board Policy for School Year 2015-16, BOE meeting January 20, 2015, 1:30p.m.

Aloha Board of Education,

My name is Noel Richardson, Principal of Waimanalo Elementary and Intermediate School. Thank you for allowing me to present testimony regarding our school's SCC waiver request to Act 167, in particular to student instructional minutes. The current concern from BOE members of the Two by Two committee was that our proposed bell schedule for the 2015-2016 school year is below the required student instructional minutes of 1650 and this time equates to more than one hour per day, thus resulting in a No vote by the BOE members. Upon receipt of this information, we went back to review the minutes and found an error in our calculation. The instructional minutes for students are actually 1528, not 1320, resulting in student instruction being short 122 minutes of the required 1650. This results in 24 minutes of reduced instructional time per day for students, rather than one hour a day, which was the concern of the BOE members of the Two by Two committee.

The rationale for this waiver request was based on these considerations. First, data reviews of the Hawaii Early Warning System (HEWS) and Longitudinal Data System (LDS) indicate a significant amount of middle school students "off track" by the first quarter with the trend appearing to continue into the second quarter. Upon conducting a root cause analysis, middle school division attributed this negative trend to the following causes: lack of meeting time to be able to come together as grade level teams, to articulate in professional learning communities, review data, revise instructional strategies based on feedback from colleagues, and discuss student concerns on how to support at risk students. A request from the middle school division was to revert back to last year's bell schedule, which addresses the root causes.

Second, Waimanalo Elementary and Intermediate School is unique in the fact that we are a Pre-School through 8th grade school. This allows us the critical ability to focus on school wide systems and curricular issues not only by grade level, but vertically as well. In 2015 schools will no longer be able to extend the school days using the twenty-one hours. The ability to conduct professional development and other training on a early release Wednesday is crucial in moving the school forward on the Department's Six strategies. This is where the bulk of the 122 minutes are used for the middle school. A common release time of 1:15 on Wednesday allows us to provide this much needed professional development to our teachers. Currently

middle school is released at 2:20, which is an hour and five minutes later than the elementary school.

Finally, our request took safety into consideration for our unique situation. Many of our younger students have older siblings that they either ride the bus with or they walk home with. This year we received numerous complaints from parents regarding the safety of their younger students due to different pick up times for elementary and middle school. Currently the middle school students are released fifteen minutes later than elementary on Monday, Tuesdays, Thursday and Friday. They are released over an hour later on Wednesday. Our proposed bell schedule aligns the release times and addresses the safety concerns for our students and parents.

Thank you for the opportunity to present my testimony.

Hawaii Department of Education - School Schedule Submission Form - School Year 2015-16

SCHOOL INFORMATION

Complex Area		School Name	Waimanalo El and Iner	Schedule Name (optional) Middle School Bell Schedule
Complex	Kailua	School Code 327		
Additional Comments from principal (optional)	This is the corrected bell schedule. Teacher have meeting time built into the school day to address root cause issues from our comprehensive needs assessment not limited but including: lack of meeting time to come together as a grade level, to meet as a profesioanl learning community,review data, revise instructional strategies based on feedback from colleagues and discuss student concerns. Special Note: the bell schedule states meeting time for teachers during the day, students are taking elective classes during those periods thus allowing teachers to meet, each grade level has a different period meeting time, but the current tool is unble to reflect this.			

SUMMARY OF BELL SCHEDULE

This table wil autopopulate from the data you enter on the *BELL SCHEDULE* tab. Do **NOT** enter data here.

	Actual Minutes Scheduled per Week	STUDENT (Act 167/52)	Teacher (2013-17 Agreement)			
		Student LEARNING TIME*	TEACHER INSTRUCTIONAL TIME[1]	PREP TIME[2]	Lunch[3]	"Other TIME"[4]
Instructional Time	1492	1492	1284	n/a	n/a	n/a
Homeroom	36	36	n/a	n/a	n/a	36
Study hall	0	0	n/a	n/a	n/a	0
Opening	0	0	n/a	n/a	n/a	0
Closing	0	0	n/a	n/a	n/a	0
Recess	75	n/a	n/a	n/a	n/a	75
Passing	72	n/a	n/a	n/a	n/a	72
Meetings[5]	258	n/a	n/a	n/a	n/a	150
Lunch	150	n/a	n/a	n/a	150	n/a
Teacher Prep	225	n/a	n/a	225	n/a	n/a
TOTAL	n/a	1528	1284	225	150	333
REQUIREMENT	n/a	1650	1285	225	150	440
DIFFERENCE	n/a	-122	-1	0	0	-107

[1] Contract: Article IV (CC) (1) (a)

[2] Contract: Article IV (CC) (1) (b)

[3] Contract: Article IV (CC) (1) (c)

[4] Contract: Article IV (CC) (1) (d)

[5] Including all faculty, departmental, grade level, and curriculum meetings.

Complex Area	Complex	School Name	School Code	Student learning time total
0	Kailua			0

Teacher instructional time Total Prep time TOTAL Lunch TOTAL "Other Time" Total

School: Waimanalo Elementary and Intermediate School	Complex Area Kailua/Kalaheo Complex	Complex Kailua
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School Community Council

The signatures on this page acknowledge that the decision to request the attached waiver/exception was reached through a collaborative process. If this request is an exception to a collective bargaining agreement, the decision by members of the bargaining unit was achieved through consensus. (Because exceptions to collective bargaining agreements involve the rights of other employees, consensus, specifically by affected unit members, is necessary to waive those rights. It is possible for these unit members to agree on a fallback decision-making option provided that the agreement on the fallback option was reached through consensus.)

Role	Signature	Date
Administration	<i>Abel Higharden</i>	12/3/2014
Community Representative(s)	<i>Nicole M. S.</i>	12/3/2014
Parent Representative(s)	<i>Manuel J. Sanders</i>	12/3/2014
Student Representative(s)	<i>Sophia Joa</i>	12/3/2014
Non-certificated Staff Representative(s)	<i>Stu A.L. Wilkins</i>	12/3/2014
Teacher Representative(s)	<i>Etrullita E. Lemhardt</i>	12/3/2014

Complex Area Superintendent (CAS)

This waiver/exception request serves to further support improved teaching and learning and aligns with the goals and objectives of the school's Academic Plan.

Name	Signature	Date
<i>C. Suzanne Mulcahy</i>	<i>C. Suzanne Mulcahy</i>	<i>12/5/2014</i>

Instructions:

- Schools must send the a) Request Form, b) Signature Page, and c) a copy of the HSTA Process Check email to their CAS.
- CAS must review these documents to ensure they serve to further support improved teaching and learning and aligns with the goals and objectives of the school's Academic Plan.
- CASs will sign the Signature Page and upload the three documents to either a) the School Schedules page (for Schedule-related requests) or b) the SCC page (for non-Schedule-related requests).

Note: Failure to submit a complete and timely waiver/exception request may result in the request not being processed.