



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

April 23, 2014

TO: The Honorable Donald Horner, Chairperson  
Board of Education

FROM: Stephen Schatz, Board of Education Designee  
Sean Bacon, Board of Education Designee

Handwritten signatures in blue ink, one above the other, corresponding to the names in the FROM field.

SUBJECT: Approval of Kahuku High and Intermediate School's School Community Council  
(SCC) Exception Regarding its Eligibility for Co-Curricular Activities

1. **RECOMMENDATION**

That the Board of Education (BOE) approves Kahuku High and Intermediate School's SCC Exception Request allowing eligibility for co-curricular activities for the 2014-2015 school year.

Note: BOE approval of exceptions to the BU 05 Collective Bargaining agreement must include all stipulations agreed upon by its two committee members to the SCC Exception Review Committee. The status quo shall remain should the BOE not agree with its committee members' recommendation(s).

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

Similar exception was approved for Kahuku High and Intermediate School.

c. Other policies affected

Board Policy 2412, School Community Council Waivers and School Community Council Exceptions Policy.

Board Policy 4520, Academic Requirements for Participation in Co-Curricular Activities Policy.

d. Arguments in support of the recommendation

The eligibility for co-curricular activities requested by Kahuku High and Intermediate School for the 2014-2015 school year will allow the school to continue to implement the "Kahuku Rule" as follows in lieu of the Board eligibility standard.

- All eight graders will be in-serviced on the Kahuku Rule.
- Once a student enters the co-curricular program they fall under the Kahuku Rule.
- The rule would require the student to maintain a 2.3 with no Fs in required classes for the previous quarter/semester prior to his /her participation.
- An ineligible student may not be excused from school for any activity. Since the student is academically ineligible, he/she forfeits his/her right to any refund of payments made for a trip.
- Any student with an unexcused absence or who cuts class will not be able to participate in the next official activity.
- Academic Review Status (ARS) would remain as they are currently in the 2.0 rule with the following exceptions:
  - Academic Review Status (ARS) will be granted if the student would have been eligible based on the previous quarter grades but has an "F" in any of the three previous quarters prior to the current grading period for eligibility.
  - A student will be granted ARS if his/her GPA is 1.7 or higher and he/she has only one "F" in the previous grading period.
  - In order to meet eligibility requirements, the student cannot received "D" or "F" grade on the weekly grade check. The student will be ineligible until the next grade check period.
  - The student will remain on ARS status for four consecutive quarters after the last "F" grade.
- Any student who does not meet the ARS requirements will be allowed to apply for ARS status. An application must be filed with sufficient information to allow an appeals panel to review and either approve or disapprove the application. If the student's appeal is approved, he/she must maintain a 2.3 GPA and no Ds or Fs. If he/she fails to meet this requirement at any grade check, the student will be immediately dismissed from the team for the remainder of the quarter.

- Grade checks will be completed for all participants in co-curricular activities. Any 'eligible' student will be ineligible if he/she has an "F" in any class on the 2<sup>nd</sup> and/or subsequent DOE scheduled grade check dates in the semester. The student will be ineligible for 2 weeks.
- Any student who is ineligible for three consecutive quarters will be removed from the team.

More than 80% of the students at Kahuku High and Intermediate School participate in extra and co-curricular activities. Raising the eligibility level will help motivate students to set high goals and work to achieve them. The 2.3 criteria will also ensure that athletes are in compliance with NCAA requirements which will better prepare them for college success.

e. Arguments against the recommendation

None.

f. Findings and conclusions of the Board committee

The BU 05 Committee on SCC Exception Review agreed to this exception on April 22, 2014.

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:JZ:pk

Attachments

c: Superintendent  
Office of Curriculum, Instruction and Student Support

New Request

Renewal

**SCHOOL COMMUNITY COUNCIL  
WAIVER/EXCEPTION REQUEST FORM**

(Please use one form for each request)

SCHOOL: Kahuku High and Intermediate      DATE: March 13, 2014

DISTRICT: Windward District      COMPLEX: Kahuku Complex

Achieved AYP:  Yes       No

School Status:

School Proficiency Levels:

Reading    Gr 7    64%    Gr 8    62%    Gr 10    53%

Math    Gr 7    41%    Gr 8    50%    Gr.10    28%

In Good Standing, Unconditional

In Good Standing, Pending

Needs improvement Yr. 1

Needs improvement Yr. 2

Corrective Action

Planning for Restructuring

Restructuring

Focused Improvement

**\*\*\*Attach Trend Report.**

- A. List the specific policy, regulation, rule, procedure or the specific article within the collective bargaining agreement from which the school is seeking relief.

Policy 4520 eligibility for Co-curricular Activities

Guidelines for implementing the Academic requirements for participation in Co-curricular activities (BOE)

- B. Describe 1) the desired change, and 2) what the school hopes to accomplish as it relates to improving student learning and increasing student achievement. Include specific quantitative, qualitative and longitudinal data to support the need for the request.

The 2.0 rule has provided many students with incentives to maintain academic standards. The guidelines cited above require that students maintain a 2.0 for the quarter or semester immediately prior to that in which the student wishes to be eligible. Often, when their activity is not in season or not due to be in season the next quarter, the incentive for student/athlete to maintain academic standards is not longer present. The Kahuku School Community Council would like to eliminate the "roller coaster" performance effect by implementing the "Kahuku Rule."

The Kahuku Rule would be in lieu of current BOE eligibility standard. We propose that:

- (1) All eight graders will be in-serviced on the Kahuku Rule.
- (2) Once a student enters the co-curricular program they fall under the Kahuku Rule.
- (3) The rule would require the student to maintain a 2.3 with no Fs in required classes for the previous quarter/semester prior to his/her participation.
- (4) An Ineligible student may not be excused from school for any activity. Since the student is academically ineligible, he/she forfeits his/her right to any refund of payments made for a trip.

- (5) Any student with an unexcused absence or who cuts class will not be able to participate in the next official activity.
- (6) Academic Review Status (ARS) would remain as they are currently in the 2.0 rule with the following exceptions:
  - a. Academic Review Status (ARS) will be granted if the student would have been eligible based the previous quarter grades but has an "F" in any of the three previous quarters prior to the current grading period for eligibility.
  - b. A student will be granted ARS if his/her GPA is 1.7 or higher and he/she has only one "F" in the previous grading period.
  - c. In order to meet eligibility requirements, the student cannot receive a "D" or "F" grade on the weekly grade check. The student will be ineligible until the next grade check period.
  - d. The student will remain on ARS status for four consecutive quarters after the last "F" grade.
- (7) Any student who does not meet the ARS requirements will be allowed to apply for ARS status. An application must be filed with sufficient information to allow an appeals panel to review and either approve or disapprove the application. If the student's appeal is approved, he/she must maintain a 2.3 GPA and no Ds or Fs. If he/she fails to meet this requirement at any grade check, the student will be immediately dismissed from the team for the remainder of the quarter.
- (8) Grade checks will be completed for all participants in co-curricular activities. Any 'eligible' student will be ineligible if he/she has an "F" in any class on the 2<sup>nd</sup> and/or subsequent DOE scheduled grade check dates in the semester. The student will be ineligible for 2 weeks.
- (9) Any student who is ineligible for three consecutive grade checks will be removed from the team.

More than 80% of the students at Kahuku High and Intermediate participate in extra and co-curricular activities. Raising the eligibility level will help motivate most students to set high goals and work to achieve them. The 2.3 criteria will also ensure that athletes are in compliance with NCAA requirements which will better prepare them for college success.

If a renewal, describe and evaluate the outcomes of the requested change. Explain what was achieved and the impact on student learning. (Include specific quantitative and/or qualitative data.)

D. Please provide additional information (data and narrative) for the following type of request applicable:

**D1.) Parent-Teacher Conferences:**

For a waiver from the DOE Regulation 4510.3 Released Time for Conferences to Report Student Progress, the Superintendent requires that a parent satisfaction survey be conducted and the survey results submitted.

Number of surveys distributed	
Number of surveys returned	
Number of parents in favor	
Number of parents not in favor	
Number of parents undecided	

Summary:

---

**D2.) School Attendance Procedures:**

For a waiver from the DOE School Attendance Procedures, Revised August 2001, a comparison of attendance data over a three (3) year period of time is required. Explain the increase or decrease in attendance rates. Provide provisions for allowing students to make-up missed work.

School Year	% of average daily attendance

Rationale:

**D3.) Reporting of Quarterly Grades:**

For an exception from the collective bargaining contract for teachers for Reporting Quarterly Grades for Schools, an explanation of the interventions provided and the impact on student learning is required.

Number of students failing	
Number of students who received tutorial assistance/interventions	
Number of students whose grades improved after receiving tutorial assistance/interventions	

Explanation:

---

**D4.) Modified Assessment Schedule:**

For an exception from the collective bargaining contract for teachers for a Modified Assessment Schedule, an explanation of the interventions provided and the impact on student learning is required. Describe tutorial opportunities provided for students during the assessment week.

Number of students failing	
Number of students who	

received tutorial assistance/interventions	
Number of students whose grades improved after receiving tutorial assistance/interventions	

Explanation:

**E. All Other Requests:**

Provide information and explanation as indicated in Sections A, B, and C, and other additional information applicable.

F. Provide a chronology and summary of discussions and activities that document an inclusive, collaborative and consensus-building decision-making process.

Date	Type of Meeting	Summary of Outcome
January 7, 2014	School Community Council	All agree to complete the waiver
January 8, 2014	Faculty meeting	Consensus to apply for the waiver
January 15, 2014	Steering meeting	All agree to apply for the waiver
February 4, 2014	School Community Council	Update on waiver process
February 12, 2014	Steering Meeting	Update on waiver process

F. SCC Waiver/Exception Signature Page

WAIVER/EXCEPTION SIGNATURE PAGE

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.)

Administration *Julie J. [Signature]* Date 3/4/14

Community Representative(s) *[Signature]* Date 3/4/14

Parent Representative(s) *[Signature]* Date 3/4/14

Student Representative(s) *[Signature]* Date 3/4/14

Noncertificated Staff Representative(s) *[Signature]* Date 3/4/14

Teacher Representative(s) *[Signature]* Date 3/4/14  
*[Signature]* Date 3/4/14

Complex Area Superintendent (CAS): Lea E. Albert (print name)

This waiver/exception request aligns with the goals and objectives of the school's strategic plan/academic and financial plan.

CAS Signature: Lea E. Albert Date 03.14.2014

**HSTA PROCESS CHECK REQUIREMENT:**

To ensure that the process to reach the decision for a contract exception request was followed, (the faculty either reached consensus or failing to reach consensus, the faculty held a secret ballot vote that resulted in active faculty members casting a ballot with 75% or higher affirmative vote), the Teacher Representative should email the UniServ Director with a cc to Kate MacPherson (kmacpherson@hsta.org). Please attach a copy of the email sent to the UniServ Director.

**RETURN FORM TO:** School and Community Leadership Branch  
475 22<sup>nd</sup> Avenue, Building 302, Room 109  
Honolulu, Hawaii 96816

Or FAX: 735-8379

**FAILURE TO SUBMIT A COMPLETE AND TIMELY WAIVER/EXCEPTION REQUEST MAY RESULT IN THE REQUEST NOT BEING PROCESSED.**



Please select "HSA" to view the HSA Science Assessment scores.

Test: **HSA**

Administration: **2012-2013**

- Scores for students who were mine during the selected administration
- Scores for my current students

### Kahuku High & Intermediate, 2012-2013

#### Percentage of Students Proficient

Grade	Reading	Mathematics	Science
Grade 8	84%	78%	N/A
Grade 7	84%	41%	N/A
Grade 8	62%	50%	22%
Grade 10	93%	28%	N/A

Based on data from the Hawai'i State Assessment, 2012-2013 administration.  
Report Generated: 3/11/2014 8:01:01 AM HST

\*No valid scores for this grade and subject

**Hawai'i Department of Education**  
Systems Accountability Office  
Student Assessment Section  
641 18th Avenue, Room V-102  
Honolulu, HI 96816

# Kahuku High & Intermediate Strive HI 2012-13 Step: Continuous Improvement Index Score: 187

Automatic Classification: None

	Step 1	Step 2 - Unweighted Points	Step 3	Step 4 - Weighted Points	Step 5 - All Schools
<b>Achievement</b>	Math Proficiency <b>39%</b> <b>Math Achievement</b> (Math Proficiency Rate) x (40pts)	16		16	
	Reading Proficiency <b>60%</b> <b>Reading Achievement</b> (Reading Proficiency Rate) x (40pts)	24	43 pts of 100 pts	24	43 pts of 100 pts
	Science Proficiency <b>20%</b> <b>Science Proficiency</b> (Science Proficiency Rate) x (20pts)	4		4	
			<b>Achievement</b> (High School Weight) $43 \times (1.0) = 43$		
<b>Growth</b>	Math Median SGP <b>24</b> <b>Math SGP</b> Points assigned based on growth category	0	0 pts of 100 pts	0	0 pts of 60 pts
	Reading Median SGP <b>31</b> <b>Reading SGP</b> Points assigned based on growth category	0		0	
			<b>Growth</b> (High School Weight) $0 \times (0.6) = 0$		
<b>Readiness</b>	11th Grade ACT <b>33%</b> <b>11th Grade ACT</b> (11th Grade ACT Rate) x (45pts)	15		30	
	Grad Rate <b>87%</b> <b>On-Time Graduation</b> (Graduation Rate) x (50pts)	43	61 pts of 100 pts	87	121 pts of 200 pts
	College-Going Rate <b>50%</b> <b>College-Going</b> (College-Going Rate) x (5pts)	2		5	
			<b>Readiness</b> (High School Weight) $61 \times (2.0) = 121$		
<b>Achievement Gap</b>	Non-High Needs Proficiency <b>66%</b> <b>Current-Year Gap</b> Points assigned based on Current-Year Gap Rate*	29	54 pts of 100 pts	12	22 pts of 40 pts
	High-Needs Proficiency <b>39%</b> * $(HNN - HN) / (HNN)$				
	Gap Reduction <b>15%</b> <b>Two-Year Gap Reduction</b> Points assigned based on Gap Reduction Rate*	25		10	
			<b>Achievement Gap</b> (High School Weight) $54 \times (0.4) = 22$		
For more information: <a href="http://hawaiipublicschools.org">hawaiipublicschools.org</a>					‡ Numbers may be rounded for presentation purposes.
<b>187 pts of 400 pts</b>					P F Cl R

Updated as of 01/08/2014

307

**Kahuku High & Intermediate**  
**Trend Report:**  
**Educational and Fiscal Accountability**



**School Report for School Year 2012-2013**

A Guide to Understanding Trend Reports explains the educational and fiscal measures and lists schools in each of the complexes for the school year 2012-13. The Guide is available on-line at <http://arch.k12.hi.us>.

**Background**

Student Enrollment	Total	SPED		ELL		Free & Reduced-Cost Lunch Program		Kindergartners Who Attended Preschool
		#	%	#	%	#	%	
School Year	#	#	%	#	%	#	%	%
2010-2011	1,559	193	12.4%	56	3.6%	767	49.2%	na
2011-2012	1,481	181	12.1%	44	3.0%	770	51.8%	na
2012-2013	1,458	192	13.2%	50	3.4%	695	47.7%	na

Teachers	Total	Licensed	Years Experience	5+ Years at This School	Classes Taught by Teachers Meeting NCLB Requirements	Advanced Degree	Early Childhood Endorsement (Gr. K teachers)
School Year	#	%	Average	%	%	%	#
2010-2011	112	96.4%	13.9	67%	80%	25.0%	na
2011-2012	107	94.4%	12.2	67%	85%	29.0%	na
2012-2013	100	97.0%	13.7	71%	88%	31.0%	na

**Academic Achievement**

Hawaii State Assessment Standards-Based	Reading % Proficient by Grade Level								Math % Proficient by Grade Level					
	3		4		5		6		3		4		5	
	2010-2011	2011-2012	2010-2011	2011-2012	2010-2011	2011-2012	2010-2011	2011-2012	2010-2011	2011-2012	2010-2011	2011-2012	2010-2011	2011-2012
School Year	3	4	5	6	7	8	10	3	4	5	6	7	8	10
2010-2011	na	na	na	na	56.8	49.8	53.5	na	na	na	na	38.5	28.2	21.0
2011-2012	na	na	na	na	63.7	62.2	64.0	na	na	na	na	48.1	38.3	30.6
2012-2013	na	na	na	na	63.0	63.4	51.3	na	na	na	na	41.0	48.9	25.8

Hawaii State Assessment Standards-Based	Science % Proficient by Grade Level			
	4	8	10	HS
School Year	4	8	10	HS
2010-2011	na	18.2	23.4	--
2011-2012	na	18.6	13.7	--
2012-2013	na	23.1	--	15.7

School Year	Proportion Ready for Kindergarten	Retention Rate %			Dropout Rate % (4-year rate)	Graduate On-Time %	Others %
		Elementary	Middle	Grade 9			
2010-2011	na	na	na	4.4%	9.5%	88.2%	2.3%
2011-2012	na	na	na	6.5%	12.3%	86.0%	1.7%
2012-2013	na	na	na	8.5%	7.5%	87.9%	4.6%

\*Results suppressed to protect student identity, in accordance with the Family Educational Rights and Privacy Act (FERPA)

Updated as of 01/08/2014

**Safety and Well-Being**

Students	Average Daily Attendance %		Offenses by Type of Incident (number of citations per 1,000 students)					
			Violence		Property		Illicit Substances	
	Elementary	Secondary	Elementary	Secondary	Elementary	Secondary	Elementary	Secondary
2010-2011	na	90.5%	na	22	na	4	na	10
2011-2012	na	91.0%	na	33	na	12	na	17
2012-2013	na	91.7%	na	43	na	5	na	7

School	Persistently Dangerous Schools (NCLB)	Workers' Compensation Claims		Student and Teacher Perceptions on School Quality Survey		Transition from home/preschool to Kindergarten
		Total # of claims	% of claims resulting in loss-time	Positive Responses		
				% of student	% of teacher	
School Year	Yes/No					School mean (range 1-3)
2010-2011	No	7	14.3%	50.3%	58.7%	na
2011-2012	No	6	16.7%	65.3%	82.8%	na
2012-2013	No	3	0.0%	71.8%	88.8%	na

**Civic Responsibility**

School Year	Young Voter Registration	Kids Voting Hawaii		Students Who Are Not Suspended	Volunteer Hours
	# of students participating	# of students participating	% of students participating	% of Enrollment	# of FCNC volunteer hours per 100 students
2010-2011	--	429	27.5%	91.9%	1
2011-2012	--	--	--	91.9%	5
2012-2013	--	1,288	88.2%	92.6%	--

**Fiscal Accountability**

School Year	State General Funds				Significant Budget Changes*
	School Salaried Payroll	Allocation Excluding School Salaried Payroll	Expended	Carryover	
2010-2011	\$8,671,931	\$954,237	\$812,549	\$141,688	none
2011-2012	\$8,233,479	\$699,509	\$659,136	\$40,373	none
2012-2013	\$7,883,614	\$879,840	\$763,978	\$115,862	none

\*Explanation of Significant Budget Changes