

**Agenda Item VI.A, Board Action on appointment of State Public Charter School Commission**  
**Commissioners: Catherine Payne, Karen Street, Roger Takabayashi**  
General Business Meeting  
May 19, 2015

Pursuant to Hawaii Revised Statutes (“HRS”) Section 302D-3(c),<sup>1</sup> entitled “[s]tate public charter school commission’ establishment; appointment,” the Board of Education (“Board”) appoints the members of the State Public Charter School Commission (“Commission”). The section further states that the Board shall “consider the combination of abilities, breadth of experiences, and characteristics of the commission, including but not limited to reflecting the diversity of the student population, geographical representation, and a broad representation of education-related stakeholders.” Section 302D-3(d), HRS, further requires each nominee to the Commission to meet minimum qualifications. These minimum qualifications are:

1. Commitment to education. Each nominee's record should demonstrate a deep and abiding interest in education, and a dedication to the social, academic, and character development of young people through the administration of a high performing charter school system;
2. Record of integrity, civic virtue, and high ethical standards. Each nominee shall demonstrate integrity, civic virtue, and high ethical standards and be willing to hold fellow commission members to the same;
3. Availability for constructive engagement. Each nominee shall commit to being a conscientious and attentive commission member; and
4. Knowledge of best practices. Each nominee shall have an understanding of best practices in charter school educational governance or shall be willing to be trained in such.

Section 302D-3(e) provides that nominees shall also ideally meet the following recommended qualifications:

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<sup>1</sup> Section 302D-3(c), HRS, provides:

“The commission shall consist of nine members to be appointed by the board. The board shall appoint members who will be tasked with authorizing public charter schools that serve the unique and diverse needs of public school students. The chair of the commission shall be designated by the members of the commission for each school year beginning July 1, and whenever there is a vacancy. The board shall consider the combination of abilities, breadth of experiences, and characteristics of the commission, including but not limited to reflecting the diversity of the student population, geographical representation, and a broad representation of education-related stakeholders. The commission shall be exempt from sections 26-34 and 26-36.”

1. Experience governing complex organizations. Each nominee should possess experience with complex organizations, including but not limited to performance contract management, and a proven ability to function productively within them; and
2. Collaborative leadership ability. Each nominee should have substantial leadership experience that ideally illustrates the nominee's ability to function among diverse colleagues as an effective team member, with the ability to articulate, understand, and help shape consensus surrounding commission policies.

The Board is considering the appointment of Catherine Payne, Karen Street, and Roger Takabayashi. Each of these individuals currently serve on the Commission and all of their current terms expire on June 30, 2015. The resumes of these individuals are attached as **Exhibit A**.

**Recommended Action:** Board approval of the appointment of Catherine Payne, Karen Street, and Roger Takabayashi for 3-year terms that will begin on July 1, 2015.

**Exhibit A**  
RESUMES

**CATHERINE H. PAYNE**

**EDUCATION**

1998-2005	Enrolled in Ph.D. program in Educational Administration	University of Hawaii, Manoa
1986	M.Ed., Educational Administration	University of Hawaii, Manoa
1985	Fellowship, National Endowment for the Humanities	University of Minnesota
1973	B.Ed., Secondary Education: English	University of Hawaii, Manoa
1970	Post-secondary study	University of California, Davis
1969	High School Diploma	Bishop's School, California

**PROFESSIONAL EXPERIENCE**

2011-2014	<b>Mentor</b>	University of Hawaii, College of Education EdD program for education leaders
2011- Present	<b>Consultant</b>	Ke Alaka'i Mau, LLC – Educational consulting corporation
1995-2010	<b>Principal</b>	Governor Wallace Rider Farrington High School
1986-1995	<b>Principal</b>	Olomana School (Grades 7-12) <i>[Olomana School serves delinquent and at-risk adolescents from throughout the state]</i>
1984-1986	<b>Vice Principal</b>	Waianae High School
1974-1984	<b>Teacher</b>	Nanakuli High and Intermediate School English Hawaiian Studies Social Studies for Gifted Students Student Activities Coordinator Curriculum Coordinator
1985-2013	<b>Accreditation Team Member</b>	1985- Kalani High School 1991- St. Francis High School 1994- St. Francis School (Chair for Third Year Re-visit) 1992- Aiea Intermediate School 1994- Moanalua High School 1995- Aiea Intermediate School (Chair for Third Year Re-visit) 2001- Leilehua High School 2011- 'Iolani School (grades 7-12) 2012- St. Andrew's Priory School (grades K-12) 2012- 'Iolani School (grades K-6) 2013- St. Marks Lutheran School (grades K-8)

**PROFESSIONAL ORGANIZATIONS**

National Association of Secondary School Principals  
Hawaii Association of Secondary School Administrators  
Association for Supervision and Curriculum Development  
Hawaii Association for Supervision and Curriculum Development  
Honorary Educational Societies  
Phi Delta Kappa  
Alpha Delta Kappa, Nu Chapter  
Delta Kappa Gamma Society International, Beta Chapter

University of Hawaii College of Education Alumni (Board Member, 2010-present)  
National Milken Educators of Hawaii (President for 2011-13)  
Education Institute of Hawaii (Board Member, 2014-present)

### **COMMUNITY SERVICE**

1978-1995	Volunteer Counselor	Suicide and Crisis Center; Honolulu, Hawaii
1996-Present	Board Member	Adult Friends for Youth; Honolulu, Hawaii
2001-2005	Member	University/Community Partnership Group
1998-2007	Member	Hawaii Teacher Standards Board
2010-Present	Member	Chaminade University-Education Division Advisory Council
2012-Present	Commissioner/Chair	State Public Charter School Commission

### **AWARDS**

2011	Women's Leadership Honoree	YWCA of Oahu
2007	The Farrington Way Award	Farrington Alumni/Community Foundation
2006	Excellence in School Leadership Award (Semi Finalist)	Island Insurance Foundation
2004	Service to Youth Award	Adult Friends for Youth
1997	Communication and Leadership Award	Toastmasters International
1995	National Educator Award	Milken Family Foundation
1991	Hawaii Secondary Principal of the Year	National Association of Secondary School Principals

**Karen K. Street**

**EXPERIENCE:**

- Jan 2011 – Jan 2015 (Retired) **First Insurance Company of Hawaii, Ltd.**  
**Director, Organizational Development (01/11 – 02/11)**  
**Vice President, Organizational Development (02/11 – present)**  
Senior staff responsibility for Human Resources and Strategic Planning. Human Resources included the alignment of all HR activities, including recruitment and retention, employee relations, staff development, succession planning, salary administration, benefits, regulatory compliance, and payroll, with the strategic direction and values of the company. Also provided organizational consulting to various work units needing to change and adapt workflows, processes, and staffing to meet evolving business needs. Strategic Planning included working with the Senior Staff to develop, execute, and monitor strategic and tactical plans. Served as member of the Senior Leadership team responsible for setting policy and direction for the company.
- Aug 2006 – Dec 2010 **Central Pacific Bank**  
**Senior Vice President, Human Resources (08/06 – 08/07)**  
**Executive Vice President, Human Resources (08/07 – 02/10)**  
Overall responsibility and leadership for Human Resources, including staffing and employee relations, executive compensation, salary administration, benefits, regulatory compliance, staff development, payroll, and bank-wide service quality. Served as member of the bank's Executive Committee responsible for setting policy and direction for the Company. Served as management liaison to the Board Compensation Committee.
- Jan 1999 – July 2006 **First Insurance Company of Hawaii, Ltd.**  
**Vice President, Organizational Development**  
Senior Staff responsibility for Human Resources, Strategic Planning, Project Consulting Group (PCG), and Pricing & Rate Filing (PRF). See above for description of HR and Strategic planning areas. PCG was the internal consulting group that provided business analyst and project management consultation for key company projects. PRF was the technical underwriting group, which analyzed and filed all rate and form changes with the State Insurance Division for all lines of business and then worked with various departments to implement; also included responsibility for reinsurance programs.
- 1994 – Jan 1999 **The Partnership Guild**  
**Senior Partner**  
Responsibilities included consultation, facilitation, and training in the following areas to assist organizations through change, growth and evolution: Organizational assessment and design, leadership development, strategic planning, human resources effectiveness, process improvement, collaboration building, and standards and outcome measures.
- April 1986 - **Bank of America, Hawaii** (formerly known as Honfed Bank, FSB) June 1993  
**Executive Vice President (02/92 – 06/93)**  
While retaining the responsibilities described below, assumed additional senior management leadership for the Center for Quality Service, Legal, Appraisal, Compliance, and Customer Satisfaction Center.  
**Senior Vice President - Administration (04/86 – 02/92)**  
Senior HR manager position responsible for the strategic alignment of all human resource activities with the organization's mission and future direction. Areas included recruitment, employment, employee relations, staff development, wage and salary administration, and benefits. Also assigned senior leadership responsibility for administrative services including, records retention, mailroom, inventory and supplies, print shop, corporate insurance and property management.
- Sept 1976 – March 1986 **Other Employment**  
Various human resources positions of increasing responsibilities both in Hawaii and California obtained in an array of industries including hospitality (Hilton Hawaiian Village), construction (Hawaiian Dredging and Construction Company), and financial (Bell Savings & Loan Association).
- EDUCATION:** University of Hawaii, BBA in Personnel and Industrial Relations
- OTHER:** Have served as a volunteer, board member and/or board officer for various non-profit and professional organizations

## ROGER K. TAKABAYASHI

### **State Public Charter School Commission** – July 1, 2012 – Present

- Member
- Vice Chairperson Administration and Operations Committee

### **Retired** – January 1, 2011

Hawaii State Department of Education (41 years, 4 months)

### **President, Hawaii State Teachers Association (HSTA)** - July, 2003 – July, 2009

- Served as the chief spokesperson for approximately 13,000 of Hawaii' public school teachers.
- Responsible for the day-to-day direction for HSTA staff of 42 and a working budget of \$7 million.
- Chaired the HSTA Board of Directors.
- Successfully negotiated and implemented three teacher contracts in a timely manner and prior to legislative session adjournment.
  - ✓ Pay increases for teachers
- Initiated and updated operational structure to be in compliance with current non-profit guidelines.

### **Member of:**

- Voices of Education
- P-20 Panel
- Served on Governor Lingle's CARE Commission
  - Voiced a dissenting opinion
- Judicial Panel established by CJ Moon to study the possibility of including civic education in our public schools with the emphasis on the judiciary.
- Voluntary Employees Beneficiary Association Trust (VEBA)
  - Created Long Term Care and improved medical benefits for members.
- Hawaii Public School Foundation of Hawaii

### **NEA Experience**

- Elected as a delegate to the National Education Association Representative Assembly (20 years)
- Elected to the NEA Board of Directors (2009 – 2010)
- Appointed to the NEA Human and Civil Rights Committee (2002 – 2008)

### **Teaching Experience**

January, 2010 – December, 2010

Student Services Coordinator (SSC) – Farrington High School

July, 2009 – December, 2009

Honolulu District Office Resource Teacher

July, 2003 – July, 2009

President, Hawaii State Teachers Association (HSTA)  
July, 1987 – July, 2003  
Dole Middle School – SSC, Outreach Counselor, Felix Counselor,  
Physical Education  
September, 1970 – June, 1987  
Niu Valley Intermediate School – Industrial Arts & Physical Education  
September, 1969 – June, 1970  
Trona Joint Unified School District (CA) – Industrial Arts

**Education**

September, 1965 – June, 1969  
Western State College of Colorado – B.Ed.  
September, 1962 – June, 1965  
Farrington High School  
September, 1959 – June, 1962  
Dole Intermediate School  
September, 1953 – June, 1959  
Kapalama Elementary School  
September, 1952 – June, 1953  
St. Elizabeth's Episcopal Church