

# General Business Meeting

June 2, 2015

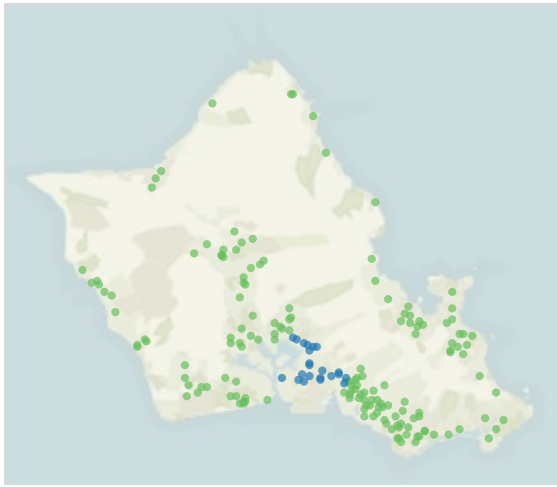
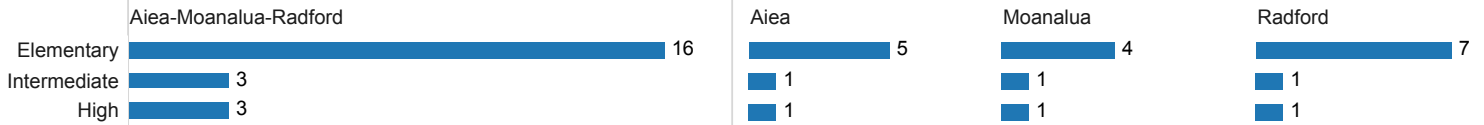
## Complex Area Superintendent Report For Aiea-Moanalua-Radford



John Erickson  
Complex Area Superintendent

# Complex Area Report: Aiea-Moanalua-Radford

## Number of Schools

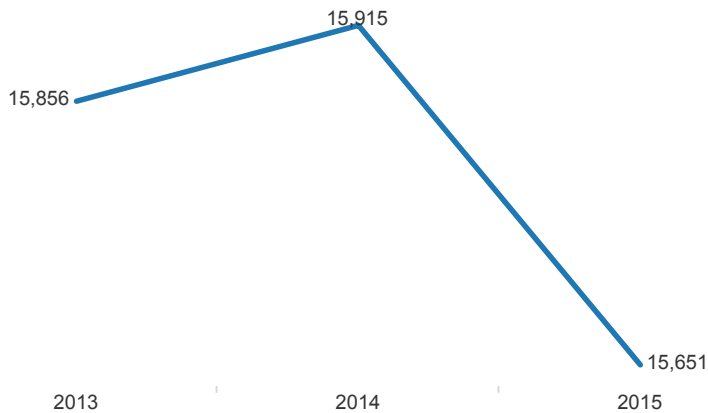


**John Erickson**

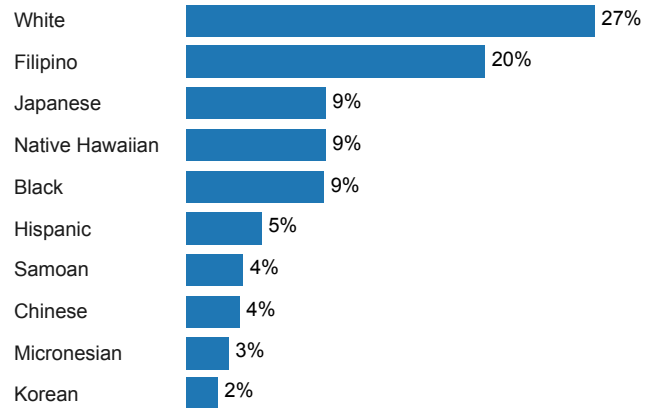
John Erickson was appointed as the Acting Complex Area Superintendent in August 2013. Mr. Erickson joined the Hawaii Department of Education in 1994 as a counselor at Moanalua Elementary after working for two years in New York City Public Schools. Mr. Erickson served as vice principal at Pearl Harbor Elementary (2003-2008), principal at Aiea Elementary (2008), and most recently principal at Hickam Elementary (2009-2013). Under his leadership, Hickam Elementary most recently achieved Recognition Status under the Strive HI Performance System. Erickson holds a bachelor's degree in psychology from State University of New York, Albany and a master's degree in counseling psychology from City University of New York.

■ Aiea-Moanalua-Radford  
■ Other Schools

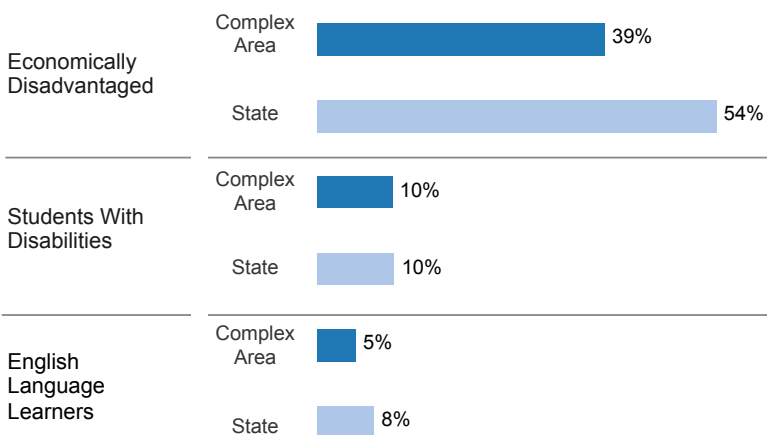
## Total Enrollment Over Time



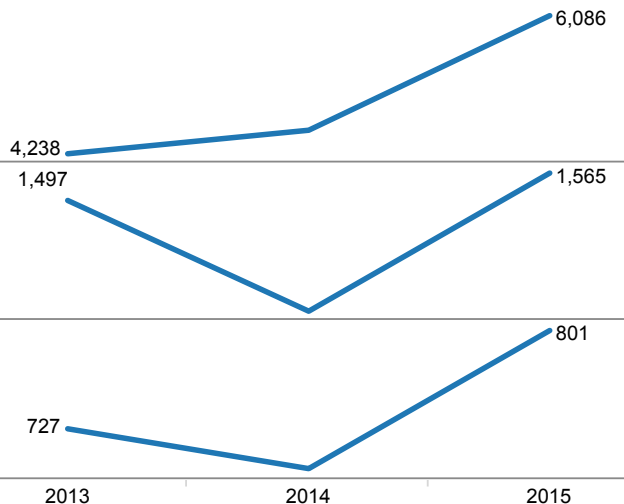
## Enrollment by Racial/Ethnic Group Ten Most Common Categories



## High-Needs Enrollment by Type



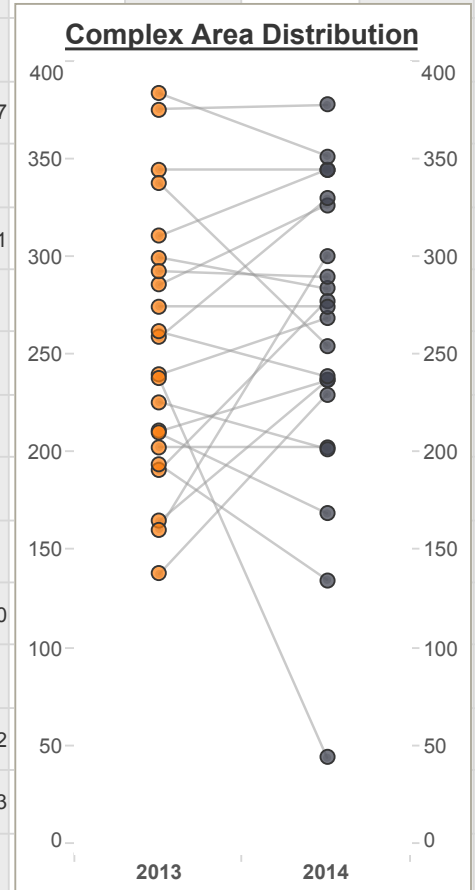
## High-Needs Enrollment by Type Over Time



# Aiea-Moanalua-Radford: School Year 2013-2014 Strive HI Complex Area Summary Report

Score Dropped (Orange) Score Improved (Grey)

		WASC Status	Index Score	Admin FTE	Teacher FTE	Math Proficiency	Reading Proficiency	Science Proficiency	Math Growth	Reading Growth	Current Gap Rate	2-Year Gap Reduction Rate	Chronic Absenteeism	8th Grade ACT	11th Grade ACT	Graduation Rate	College Going Rate
Radford High	Continuous Improvement	Accredited	239	5	81	60 → 42	84 → 78	25 → 40	59 → 48	51 → 60	20 → 42	47 → -20			38 → 46	86 → 85	63 → 65
Aiea High	Continuous Improvement	Accredited	202	4	72	58 → 46	74 → 63	22 → 24	54 → 49	46 → 34	41 → 40	17 → 9			33 → 33	88 → 85	60 → 72
Moanalua High	Continuous Improvement	Accredited	269	6	126	51 → 47	77 → 80	39 → 47	48 → 48	47 → 57	35 → 33	3 → 19			50 → 55	91 → 94	75 → 77
Aiea Inter	Continuous Improvement	Accredited	290	2	44	64 → 68	78 → 79	31 → 57	71 → 70	61 → 58	33 → 30	3 → 13		47 → 51			
Aliamanu Mid	Continuous Improvement	Accredited	135	2	52	56 → 48	78 → 71	54 → 54	44 → 33	48 → 35	29 → 25	16 → 13		59 → 65			
Moanalua Mid	Continuous Improvement	Accredited	278	3	54	63 → 66	88 → 87	27 → 52	42 → 55	51 → 61	32 → 27	-15 → 8		66 → 67			
Hickam Elem	Recognition	Not Accredited	352	2	42	88 → 88	92 → 92	73 → 89	67 → 57	61 → 61	28 → 20	36 → 40	5 → 4				
Pearl Ridge Elem	Recognition	Not Accredited	345	2	38	86 → 83	88 → 86	73 → 75	64 → 71	58 → 64	24 → 25	36 → -4	9 → 6				
Red Hill Elem	Recognition	Not Accredited	378	2	33	90 → 86	91 → 88	56 → 64	77 → 66	61 → 62	0 → 8	100 → -62	15 → 9				
Aiea Elem	Continuous Improvement	Not Accredited	44	2	26	42 → 27	60 → 33	17 → 26	62 → 40	58 → 32			16 → 17				
Aliamanu Elem	Continuous Improvement	Not Accredited	330	2	56	68 → 70	75 → 79	30 → 52	67 → 71	50 → 68	36 → 30	-9 → 7	11 → 9				
Scott Elem	Continuous Improvement	Not Accredited	203	2	34	57 → 61	76 → 71	47 → 66	47 → 55	50 → 48	26 → 37	23 → 6	20 → 11				
Nimitz Elem	Continuous Improvement	Not Accredited	275	2	45	75 → 80	86 → 90	60 → 80	62 → 62	53 → 58	24 → 22	25 → -25	10 → 5				
Webling Elem	Continuous Improvement	Not Accredited	169	2	34	64 → 61	77 → 77	50 → 49	49 → 49	51 → 47	42 → 40	11 → -14	10 → 5				
Makalapa Elem	Continuous Improvement	Not Accredited	345	2	44	73 → 77	79 → 78	30 → 46	59 → 69	60 → 67	21 → 16	3 → 14	13 → 8				
Moanalua Elem	Continuous Improvement	Not Accredited	301	2	42	62 → 70	80 → 82	40 → 62	35 → 63	48 → 55	35 → 34	17 → 0	8 → 4				
Mokulele Elem	Continuous Improvement	Not Accredited	284	2	35	61 → 58	73 → 70	66 → 54	56 → 57	59 → 64	20 → 20	8 → -24	11 → 9				
Pearl Harbor Elem	Continuous Improvement	Accredited	237	2	49	52 → 57	71 → 70	43 → 38	37 → 48	45 → 56	24 → 24	50 → 21	16 → 10				
Pearl Harbor Kai Elem	Continuous Improvement	Accredited	255	2	45	69 → 68	77 → 77	48 → 53	66 → 59	69 → 57	25 → 35	22 → -52	13 → 5				
Salt Lake Elem	Continuous Improvement	Not Accredited	237	3	54	60 → 61	72 → 71	45 → 55	46 → 55	53 → 56	28 → 26	19 → 4	15 → 12				
Waimalu Elem	Continuous Improvement	Not Accredited	230	2	41	51 → 56	72 → 70	49 → 55	33 → 57	45 → 51	39 → 38	6 → -4	15 → 13				
Shafter Elem	Continuous Improvement	Accredited	327	1	32	71 → 68	88 → 85	55 → 73	59 → 66	52 → 64	22 → 22	31 → -31	8 → 6				



## **Complex Area Report: Aiea-Moanalua-Radford**

### **Complex Area FTE:**

The full-time employees that serve the 15,651 students in the Aiea-Moanalua-Radford Complex Area include:

- Complex Area Superintendent
- 1,079 teachers and 54 school-level administrators across 22 schools
- 6 educational officers, including District Educational Specialists, a Complex Area Personnel Specialist, an Educator Effectiveness System Educational Officer, and School Renewal Specialists
- 14 Complex Area Resource Teachers, including Student Support Resource Teachers, Complex Area Support Team Resource Teachers, an additional Induction and Mentoring Resource Teacher, and a Title I Linker

### **6 Priority Strategies**

#### **Common Core State Standards**

Elementary schools across the complex area are implementing the Reading Wonders Program. Some of the schools are also implementing Stepping Stones this year, with even more of the complex area schools beginning implementation in SY 2015-2016. Due to the large number of schools implementing Stepping Stones for the first time in SY 2015-2016, OCISS has provided the opportunity for our complex area to host training this summer. Currently, two high schools, two middle schools, and one elementary school in the complex area are implementing SpringBoard, with one more school scheduled to begin implementation next year. Two middle schools and a number of complex area elementary schools have commenced their implementation of Go Math! Additional schools in the complex area will be coming on board next year. Our CAST Lead for Common Core State Standards has attended the curriculum coordinator meetings for each complex this year where she was able to provide updates and support for teacher leaders and schools throughout the year. In addition, our lead has supported schools in making connections between Common Core and SBA, as well as introduced the Common Core Instructional Practice Guides (IPG) to a number of our elementary schools.

**Comprehensive Student Support/RTI**

A variety supports were provided to schools in the Aiea-Moanalua-Complex Area for Comprehensive Student Support and Response to Intervention (RTI). Throughout the year, requests for consultation were made by schools to support development and implementation of the CSSS/RTI framework and process. Power point presentations were created with the collaboration of each school team and were presented to faculty. Our CAST Lead for CSSS/RTI coordinated visitations to schools currently implementing a strong RTI system and offered guidance and assistance to schools that were in the initial phases of implementation this school year.

**Educator Effectiveness System**

This year we were able to build capacity through our Training of Trainers session during the summer. 21 of 22 schools provided the majority of their own training. As a result, our Educator Effectiveness System (EES) Educational Officer (EO) was able to serve as a consultant in matters regarding EES. 100% of schools will meet all requirements for EES implementation by year's end. Having an EES Resource Teacher this year allowed for specialized support for teachers and permitted our EES EO to provide comprehensive support to our administrators. Looking ahead, we will be using EES data to drive professional development in subsequent years.

**Formative Instruction/Data Teams**

Data Teams initial training has been provided to all schools in the complex area. In addition, focused training for Data Teams facilitators was provided for curriculum coordinators, as well as classroom teacher leaders to support implementation efforts. Radford Complex Schools held a common waiver day where teachers shared their data teams' efforts with colleagues in role-alike groups. Our CAST Lead for Data Teams provided individualized support for specific grade levels and schools. In addition, she has provided schools with support for SBA through professional development sessions and ongoing communication with school leads and curriculum coordinators.

**Induction and Mentoring**

Aiea-Moanalua-Radford Complex Area supports 137 beginning teachers. This number comprises 93 year 1 and year 2 teachers and 44 year 3 teachers. All beginning teachers in their first three years of teaching are assigned a trained, school-level mentor. In total, there are 52 school-level mentors in our complex area. Additionally, our Induction and Mentoring (I&M) CAST Lead, along with our I&M Complex Area Resource Teacher (RT), provides mentoring for approximately 7 beginning teachers. Our Complex Area I&M team works with the New Teacher Center (NTC) to provide training for all school-level mentors. In addition, our team provides supports for both beginning teachers and school-level mentors. The supports for beginning teachers include a 2-day summer symposium on July 15 and 16, and a beginning teacher Professional Learning Community (PLC) focusing on effective classroom management and differentiated instruction. The supports for mentors include coordination of instructional mentor training through NTC and an ongoing mentor PLC to support mentoring practices. Individual schools were provided with professional development opportunities to meet the diverse needs of mentors and individual mentor coaching sessions were provided at all schools. Our Complex Area I&M team also conducted individual meetings with principals to assess school-level I&M programs, determine supports, and identify next steps for schools.

**Academic Review Teams**

Sessions were held once during each semester where ART team members from all complex schools participated. During the first semester, teams gathered to deepen their collective understanding about the ART Process. Mid-year, ART Leads convened for a collaboration meeting to share, gain best practice ideas, and reflect on their school's progress in each of the priority strategies. At the beginning of the second semester, ART teams gathered for a second time, focusing on checking the status of their SY 2014-2015 Academic Plan implementation and receiving training for developing their SY 2015-2016 Academic Plan.

## Community Issues

### High-Mobility Student Population

The Aiea-Moanalua-Radford Complex Area serves a large population of highly mobile students, specifically military-connected students.

Aiea Complex	<ul style="list-style-type: none"><li>• Student enrollment: 4168</li><li>• 10% military connected students</li></ul>
Moanalua Complex	<ul style="list-style-type: none"><li>• Student enrollment: 5155</li><li>• 24% military connected students</li></ul>
Radford Complex	<ul style="list-style-type: none"><li>• Student enrollment: 6328</li><li>• 72% military connected students</li></ul>

Working with a high-mobility student population, schools are impacted in a variety of ways. The most notable challenges schools face include school enrollment fluctuations and overcoming preconceived notions about Hawaii schools. Student enrollment shifts greatly influence staffing and space availability at schools. Each year, schools have to await the state's enrollment date to finalize their staffing for the year. Often, our schools are challenged by either losing teachers to low enrollment or adding new teachers because of increased enrollment. In both situations, schools are forced to make classroom adjustments after students have settled into their classes. The transitions involved in making these adjustments impact students, teachers, and staff.

Enrollment fluctuations also affect space availability at schools. For instance, Shafter Elementary has experienced an enrollment increase, but has limited space for students. Although additional portables have been secured, the process for bringing the portables to full functionality is lengthy, forcing students and teachers to continue using the limited available space.

Changing assumptions about the quality of Hawaii schools also continues to be an ongoing challenge. The accuracy and validity of some of the data that are accessible on the internet for incoming families is lacking and can adversely impact schools. Efforts by the Department of Education to share positive stories and advertise accomplishments have helped to address this challenge; however, continued work is needed to ensure the availability of accurate and valid information about our schools as well as to strengthen our military-school partnerships so that information can also be more widely shared.

### **Anticipated Housing Expansion in the Moanalua and Aiea Areas**

Housing development in both the Moanalua and Aiea areas will have an impact on nearby schools. Plans to expand the Moanalua Hillside apartments by adding nearly 500 more units and the development of the Kam Drive-In site to include up to 1500 new units pose a challenge. Capacity to accommodate an influx of students is the greatest concern for nearby schools, along with student safety due to the anticipation of increased traffic.



## **Additional Information**

### **Focus on the Whole Child**

The Aiea-Moanalua-Radford Complex Area is committed to the success of the whole child. Our aim is to nurture the children we serve so they can be fully prepared for college, career, and citizenship. This includes academic development, as well as supporting students in areas where they can pursue their interests and talents, including the fine arts, science and math, and sports, among others.

The Moanalua High Band and Orchestra program and the Performing Arts programs at Aiea Intermediate and Hickam Elementary are exceptional examples of opportunities for students to develop and display their abilities.

Robotics programs from the Junior First Lego League to Sea Perch are being implemented across numerous schools in the complex area and provide excellent opportunities for students to build STEM knowledge and skills.

Fitness Days and complex events such as track meets, volleyball, and basketball, along with our middle and high school athletic programs provide for student participation in sports where they can expand their athletic skill and expertise.

A next step for the complex area is to continue building and expanding community partnerships to support our efforts to develop the whole child. For example, we desire to deepen our partnership with Joint Base Pearl Harbor-Hickam and further tap into their resources and support for STEM.

## **Complex Area Highlights**

### **Project-Based Learning**

Project-Based Learning is a teaching method in which students gain knowledge and skills through inquiry, research, and problem solving. At Waimalu Elementary, each grade level is implementing a project-based learning unit of study. Each unit integrates English Language Arts with Science or Social Studies. Students have the opportunity to share their learning in a variety of ways. For instance, in two grade levels, students conducted individual presentations to a parent audience.

### **Air Force JROTC**

The JROTC program supports student in developing into successful citizens of character and emphasizes service to school and community. At Aiea High School, the JROTC program was recently recognized for earning the Distinguished Unit Award for the personal growth and accomplishments of the cadets, the contributions of the instructors, and the support of the school and community.

### **Technology Integration**

In the Aiea-Moanalua-Complex Area, Moanalua Middle school was selected for the Access Learning pilot project, which has supported innovative use of technology for teaching and learning. Each student at the middle school has access to a device. Integration of technology encompasses all content areas, not just English Language Arts and Mathematics. Other schools in the complex area are planning for increased student access to technology devices to support learning. Seven schools in the complex area have applied for the Future Ready Pathways Program, intending to begin implementation of increased technology integration starting in SY 2015-2016.

### **Korean Language Program Partnership**

The Ministry of Education of the Republic of Korea is partnering with four Moanalua Complex schools to implement a Korean Language Program at the high school, middle school, and two elementary schools. The schools look forward to enhancing cultural understanding and developing student language skills.

### **Department of Defense Education Activity Partnership Grant**

A Department of Defense Education Activity (DoDEA) Partnership grant for \$1,000,000 was awarded to 16 schools in the Radford and Leilehua Complexes to focus on supporting military-connected special education students and their schools.

The four-year grant will help these schools provide additional assistance for reading and support positive transitions for students both into high school and in preparation for post-high school.

**Advancement Via Individual Determination (AVID)**

Ensuring students are equipped with the skills and strategies necessary to prepare them for career and college is a primary focus in the Aiea-Moanalua-Radford Complex Area. All schools in the Radford Complex are implementing Advancement Via Individual Determination (AVID) as a way to streamline their efforts in helping students prepare for college and career across the K-12 continuum. AVID Coordinators across the complex meet regularly to collaborate and share and gain ideas for best practices.

# **Complex Area Superintendent Report For Aiea-Moanalua-Radford**



**We are committed to nurturing the whole child in a safe environment where students are provided opportunities to achieve academic success as well as pursue their interests and talents.**

# Aiea-Moanalua-Radford Complex Area Demographic Data

- Total Number of Schools: 22
- SY 2014-2015 Enrollment: 15,651

Aiea Complex 7 schools	•Student Enrollment: 4168 •10% military connected students
Moanalua Complex 6 schools	•Student Enrollment: 5155 •24% military connected students
Radford Complex 9 schools	•Student Enrollment: 6328 •72% military connected students

# **Aiea-Moanalua-Radford Community Issues**

- **High Mobility Student Population**
  - School enrollment fluctuations
  - Overcoming preconceived notions regarding Hawaii schools
- **Anticipated Expansion of Housing in the Moanalua and Aiea Areas**
  - Limited capacity
  - Increased traffic

# Teachers matter most in . . .

## NURTURING

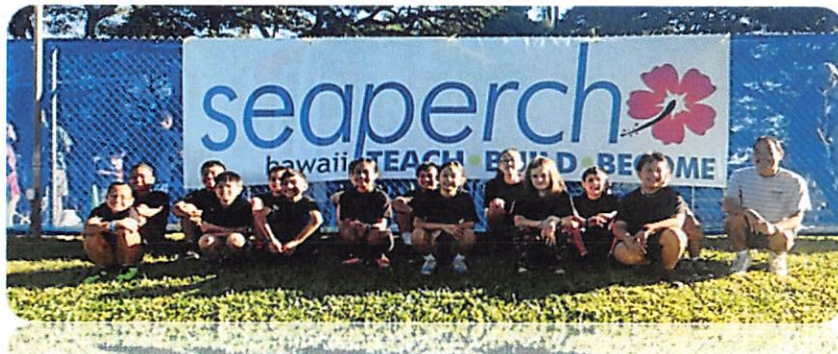
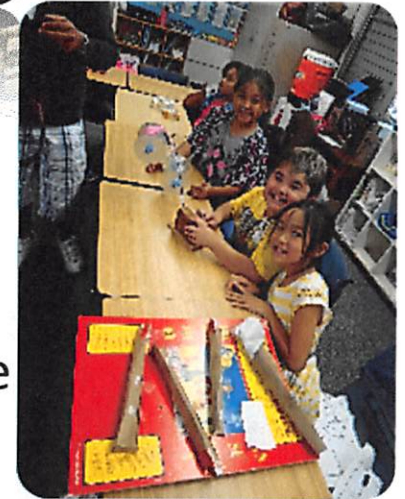
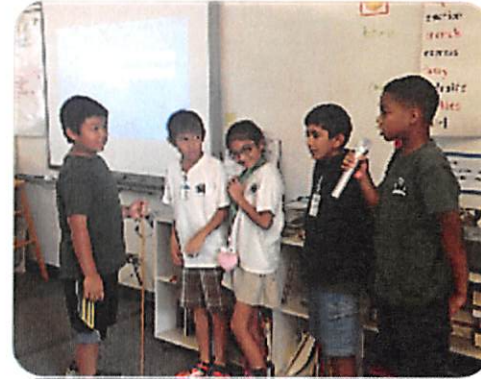


## THE WHOLE CHILD



# Where our work begins...

- Building a Foundation
- Project Based Learning
  - Waimalu Elementary
  - Research and inquiry projects throughout the school integrating Language Arts with Science or Social Studies
- SeaPerch Hawaii
  - Hickam and Makalapa Elementary
  - Underwater robotics program and competition where students learn about STEM, robotics and electronics





- Music Opportunities
  - Chorus, Orchestra, Band
- Fitness Days
- Track Meets



# Where our work continues. . .

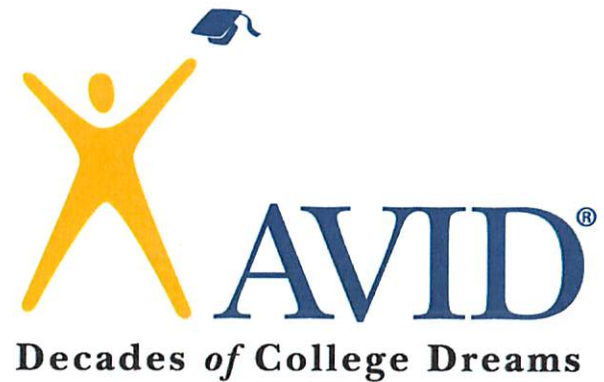
- Technology Integration

- Moanalua Middle
- Innovative use of technology in teaching and learning through one-to-one devices

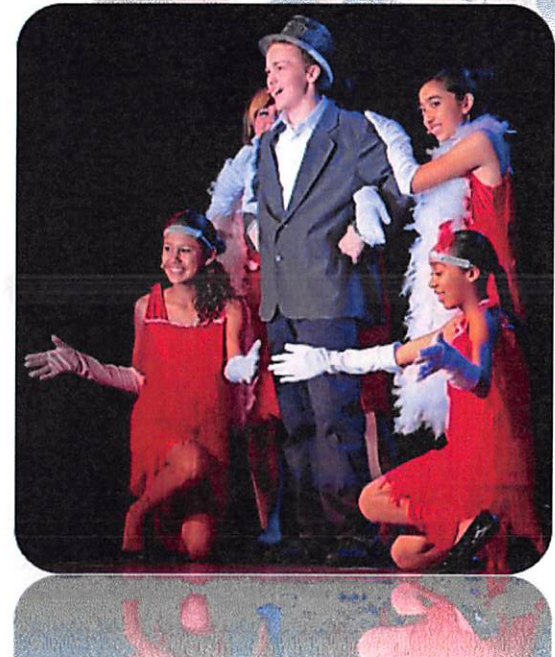
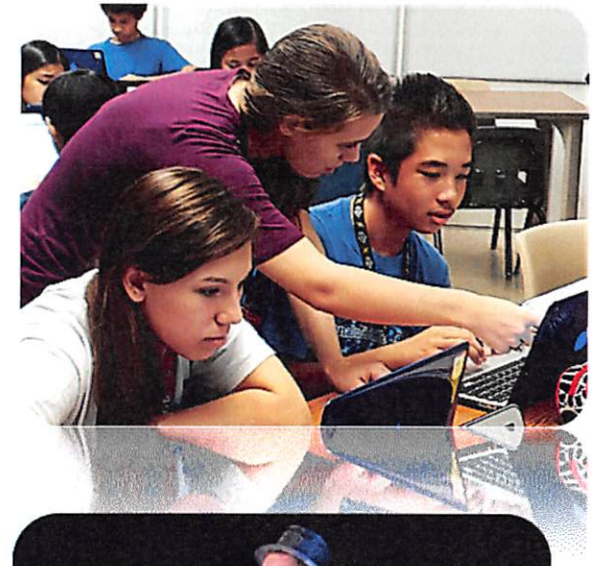
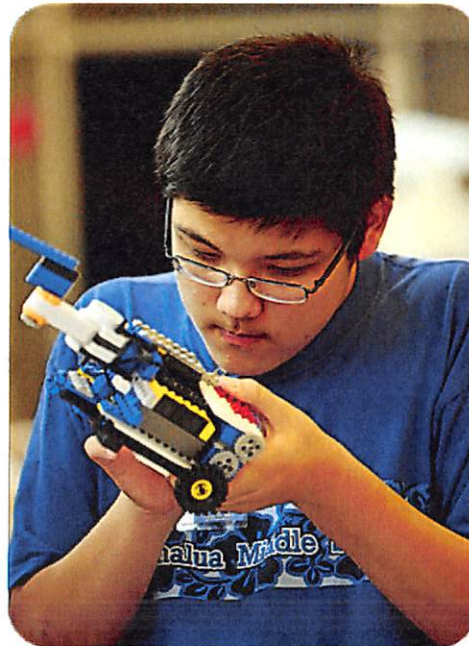


- Advancement Via Individual Determination (AVID)

- Aliamanu Middle and Radford High
- AVID Elective courses where students receive individualized instruction and support
- School wide efforts to implement Cornell note taking



# It's more than a number!



**Video**