



HAROLD K.L. CASTLE
FOUNDATION

Board of Education General Business Meeting
Community Stakeholder Presentation

12/1/2015

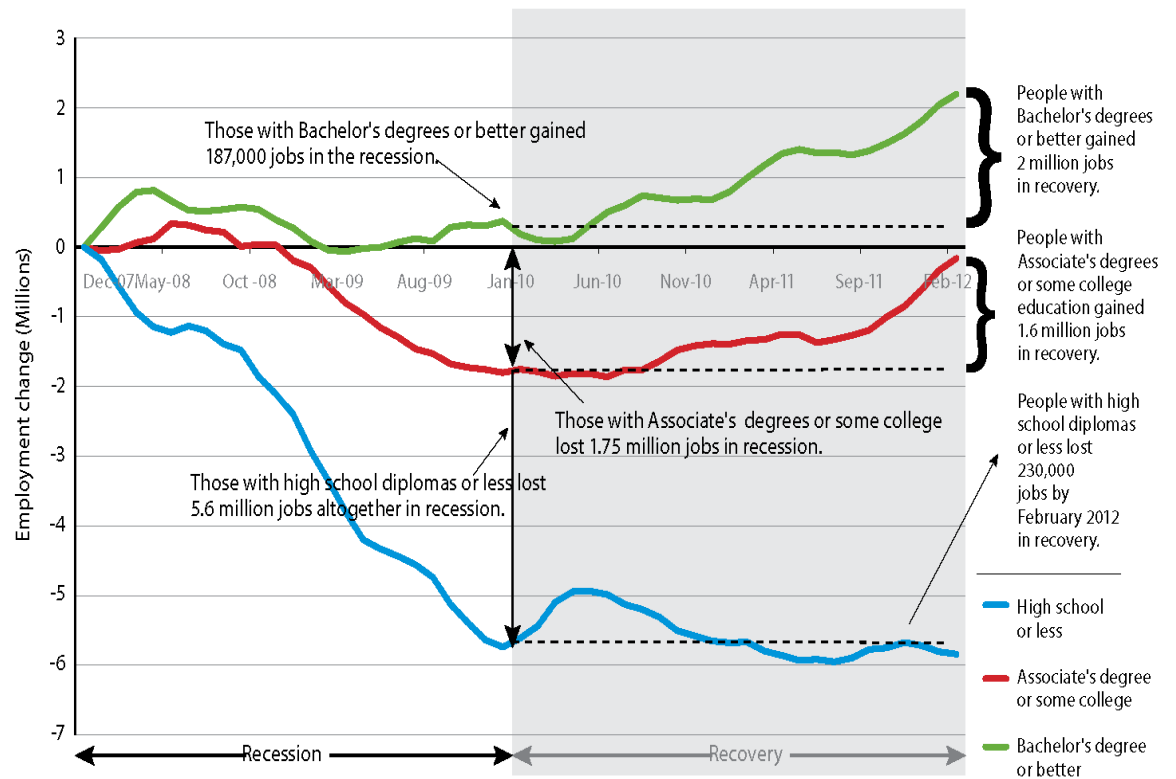
History & Background

- ❑ Founded in 1962 by Harold Kainalu Long Castle
- ❑ Net assets of \$198M
- ❑ Strategic priorities in marine conservation, public education and Windward Oahu
- ❑ Led by Mitch D'Olier (Chair) and Terry George (President & CEO)
- ❑ Awarded \$176 Million since inception
- ❑ Land donations established Kainalu Elementary, Castle High, Hawaii Loa College, and Castle Hospital



What motivates us

“Nearly **4 out of every 5** jobs destroyed by the recession were held by workers with a high school diploma or less.”



Source: Authors' estimate of the Current Population Survey data (2007–2012.) Employment includes all workers aged 18 and older.
 Note: The monthly employment numbers are seasonally adjusted using the U.S. Census Bureau X-12 procedure and smoothed using four-month moving averages. The graph represents the total employment losses by education since the beginning of the recession in December 2007 to January 2010 and employment gains in recovery from January 2010 to February 2012.

What motivates us

	4 th Grade Math (2015)	4th Grade Reading (2015)	8 th Grade Math (2015)	8 th Grade Reading (2015)	HS Graduation (2014)
All Hawaii Students	39%	29%	30%	25%	82%
Low Income	26%	17%	20%	16%	78%
Non Low Income	53%	43%	41%	35%	84%
Gap	27 points	26 points	21 points	19 points	6 points

Our theory of action

2014-2017 INVESTMENTS

Systematize leadership development

- ✓ Aid design of DOE Leadership Institute
- ✓ Support new model of shared leadership
- ✓ Strengthen training across the pipeline

Improve working conditions

- ✓ Create growth mindset via coaching
- ✓ Build out school support functions
- ✓ Increase educator voice in policy design

Scale promising teaching & learning ideas

- ✓ Graduate high school with college credits
- ✓ Intervene with off-track students

KEY MILESTONES

Well defined leadership pipeline that reflects best practice

Clear feedback loops on key DOE strategies

Policy framework for graduating high school with college credits

OUTCOMES

2017

2025

CLOSE K-12 GAPS

RAISE COLLEGE GOING AND SUCCESS

55% OF WORKING ADULTS HAVE A DEGREE, WHICH LEADS TO MORE ECONOMIC SUCCESS AND CIVIC ENGAGEMENT



Profile: a new model of shared leadership

Overview

- **Instructional Leadership Teams** in 93 schools across 7 complex areas
- Six years, over \$4.5M invested to date
- Teacher leaders and administrators jointly review school performance, set SMARTe goal, and identify one practice to work on as an entire faculty

Impact

- Transitioned from Targeted Leadership to complex area staff
- Education Northwest evaluation found ILTs:
 - led to positive changes in school culture and practice
 - adds **4 points per year** to English Language Arts performance in grades 3-6



Profile: coaching towards growth mindset

Overview

- \$827,000 to New Teacher Center – Hawaii
- **Test full release** and **mixed mentoring** models in two complex areas
- Extend use of mentors to also coach struggling veteran teachers
- Gather data on cost of teacher turnover

Impact

- Early data show full release model offers better duration and frequency of mentoring, with higher ratings from teachers & principals
- Coaching veteran teachers is time-intensive but has led to a full-step increase in performance on EES



Profile: helping educators inform policy

Overview

- \$359,000 to Hope Street Group
- Jointly sponsored by HSTA and DOE
- 20 State Teacher Fellows across 6 islands
- Trained to lead networks of teachers that **provide feedback loops** to CASs and state office leaders
- Emphasis on Common Core implementation



Impact

- Policy Studies Associates evaluation finds that State Teacher Fellows project has led to:
 - Significant teacher engagement
 - Increased teacher voice
 - Stronger support to teachers

Profile: graduating HS w/ 6 college credits

Overview

- \$1,327,000 to Hawaii P-20 over 3 years
- Scale up **early college high school** model so more students can earn 6+ college credits by end of high school
- Competitive grant to 12 HS/community college partnerships to target low-income, first generation college goers
- Increasing cost share with schools
- Intensive technical assistance



Impact

- 46 college courses offered to 836 HS students through 3 semesters (anticipate that 3,200 students will be served in total)
- Nearly all (94%) passed, with half earning an “A”
- Stronger HS/community college partnerships to support students

Our Questions



- What added flexibility do schools truly need?
- What does a highly effective and self-sufficient Leadership Institute look like?
- How will the next Strategic Plan process take shape?

Questions from the Board?