



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

OFFICE OF THE SUPERINTENDENT

August 2, 2016

TO: The Honorable Jim Williams  
Chairperson, Student Achievement Committee

FROM:   
Kathryn S. Matayoshi  
Superintendent

SUBJECT: Presentation on Complex Area Support Team ("CAST") System

1. DESCRIPTION

The Deputy and the Office of Curriculum, Instruction and Student Support are responsible for the coordination of the Hawaii State Department of Education's Complex Area Support Team ("CAST") System. Each complex area has identified a Complex Area lead for each of the 6 Priority Strategies to support schools, train educators, assist in data and reporting requirements, and reinforce information from the state. CAST members meet regularly in their complex areas and in statewide Professional Learning Communities to receive training and information, problem solve with their peers in other complex areas, and provide feedback to the state on implementation challenges and successes.

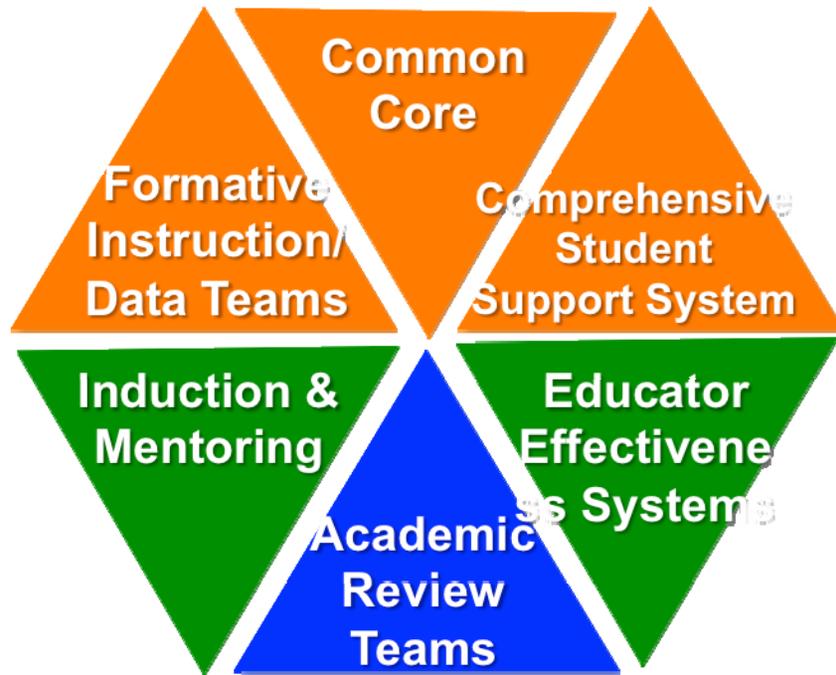
2. PRESENTATION

This presentation provides an update on the CAST System and its current implementation efforts.

KSM:mm

Attachment

c: Office of Curriculum, Instruction and Student Support



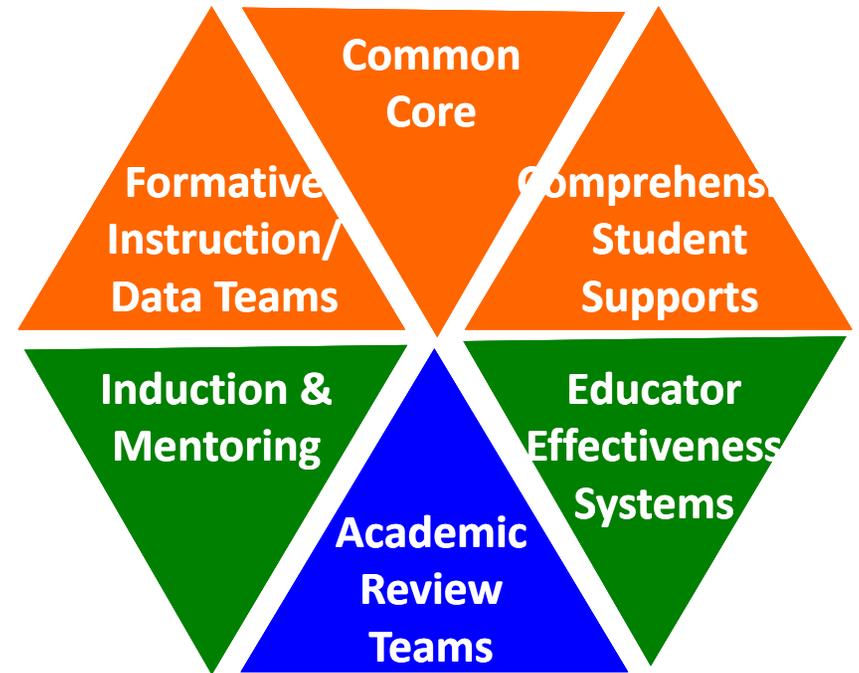
Supporting Quality  
Implementation of the  
Hawaii State  
Department of  
Education's  
6 Priority Strategies

# Complex Areas Support Teams CAST



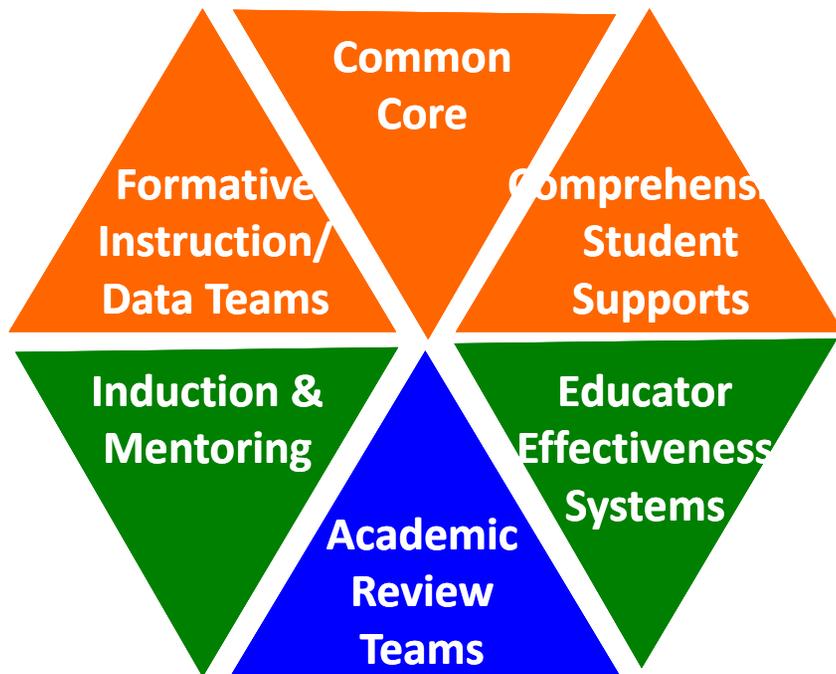
Deputy Superintendent Schatz &  
Assistant Superintendent Mulcahy

# Our “Big Bet” = 6 Priority Strategies

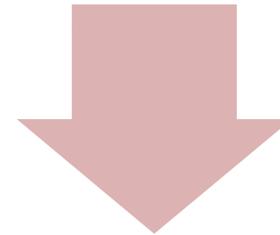


6 Priority Strategies

# The Journey Continues



SY 2015-16: Focus on student achievement by identifying bright spots. Understanding the Switch Principles (Heath Brothers)



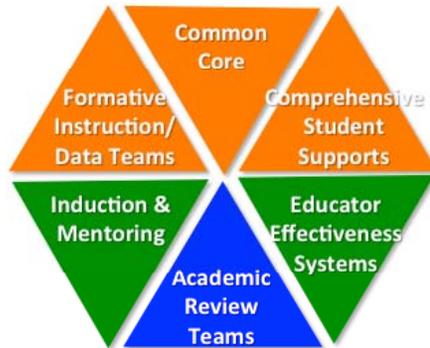
SY2016-17: Build capacity, share the bright spots by defining the critical moves.



**6 Priority Strategies**

# Critical components

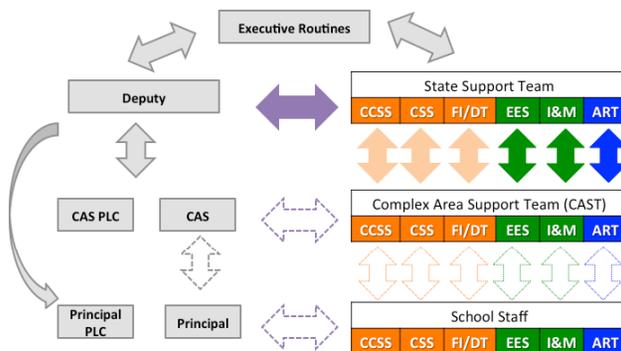
## Implementation Continuums (“rubrics”)



## Complex Area Support Team (CAST)



## Routines

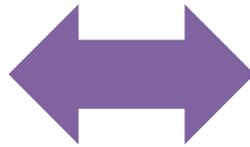


## 6 Strategies Survey



# “Strategy” Routines

Deputy

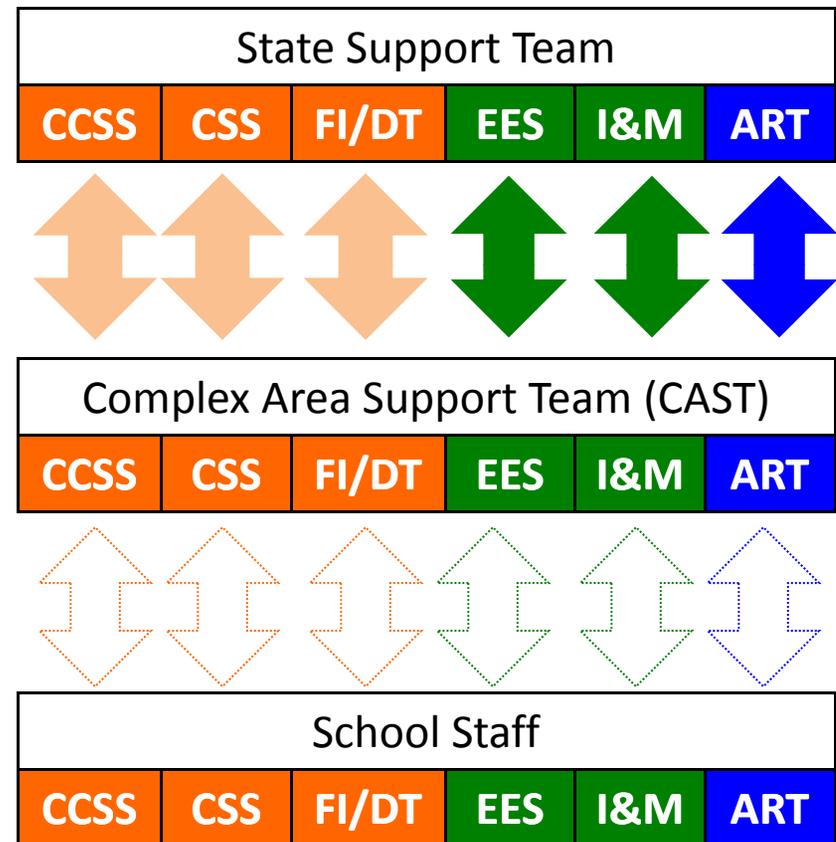


✓ **State Support Team Stocktakes:**  
Periodic meeting with Deputy to review progress

✓ **CAST:**

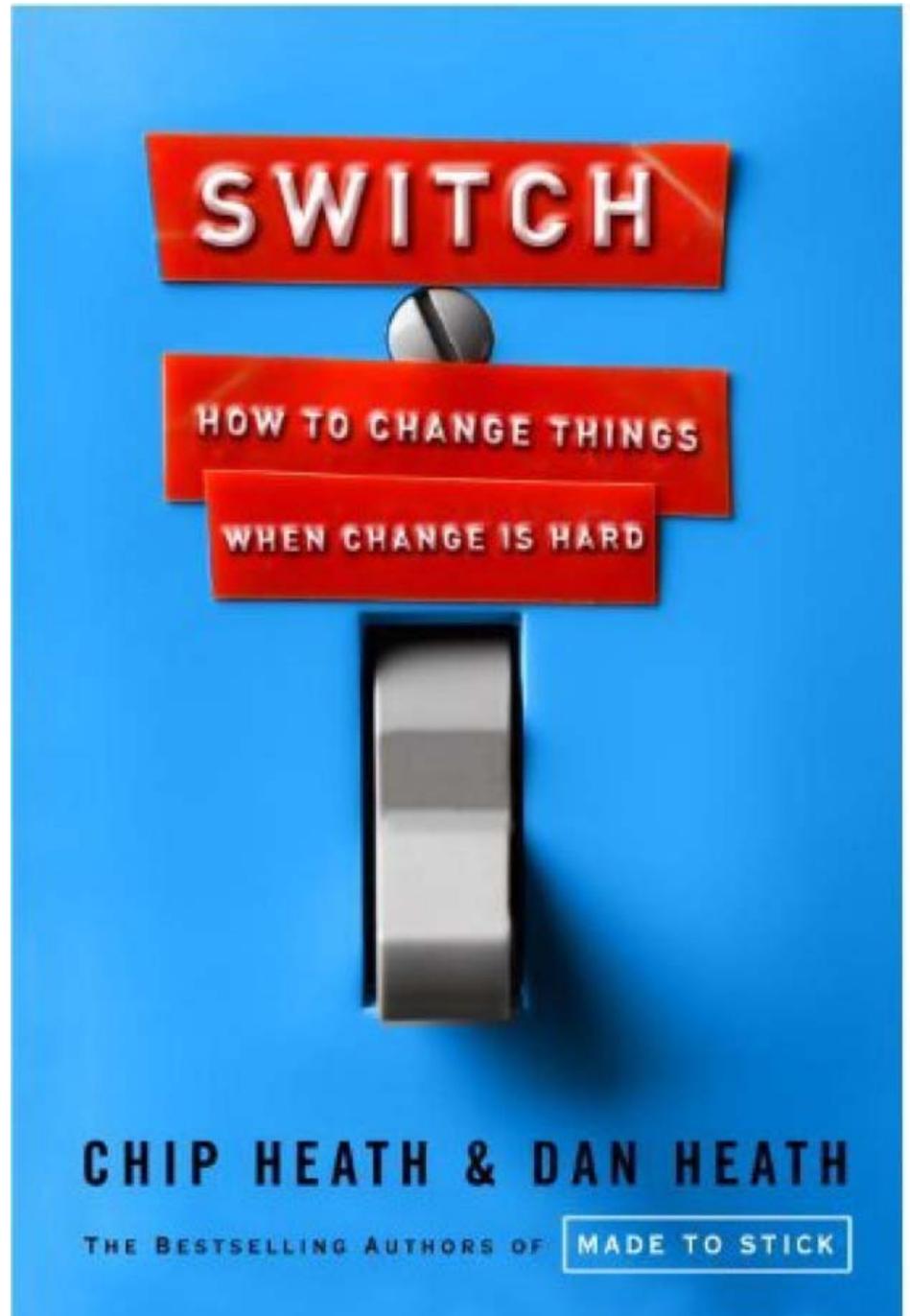
- Three times a Year- Meet as full group
- Monthly - convenings by strategy

✓ **CAST at Complex Area:** TBD by CAS

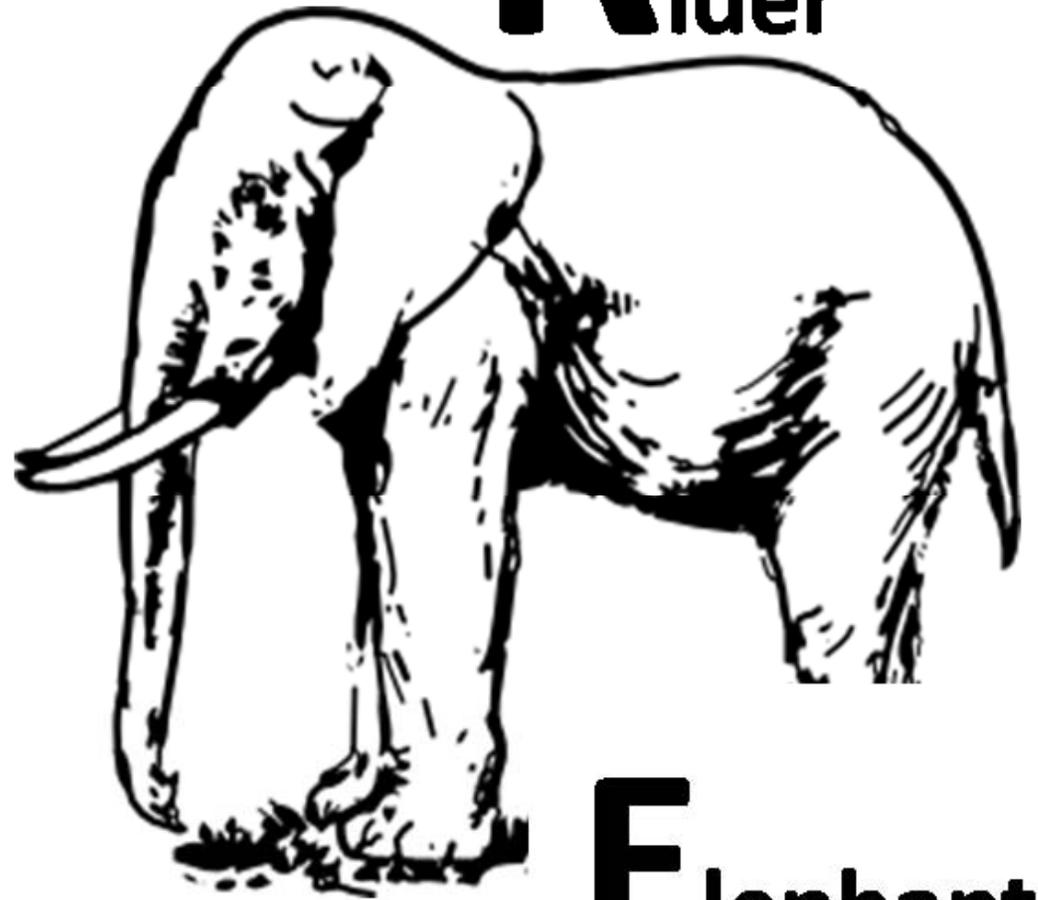


**6 Priority Strategies**

# Update



**R**ider



**P**ath

**E**lephant



# Three-Part Framework

- 1. Direct the Rider:** What looks like resistance is often a lack of clarity. Provide crystal-clear direction.
- 2. Motivate the Elephant:** What looks like laziness is often exhaustion. Engage people's emotional side.
- 3. Shape the Path:** What looks like a people problem is often a situation problem. When you shape the situation or "path" you makes change more likely.

# Bright Spots

A place to talk about successful practice in the cultural sector

