

wendi woods <wenwoo17@yahoo.com>

10/31/2016 10:14 AM

To "testimony_BOE@notes.k12.hi.us"
<testimony_BOE@notes.k12.hi.us>

cc

Subject Testimony 2016-2017 School Year
Evaluation of State Librarian HRC
meeting 11/1/16

Dear Board of Education Members,

For a fair review for the evaluation of the HSPLS State Librarian please include members of the staff and public for feedback in this process.

Thank you.

Wendi Woodstrup
Branch Manager Librarian,
Mililani Public Library

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October 30, 2016

To: BOE Human Resources committee members

Re: Testimony for 11/1/16 Human Resources Committee meeting

Aloha Chair DeLima and members of the Human Resources Committee:

I would like it to be noted that when the Fraud & Ethics Hotline was established 3 years ago Superintendent Matayoshi sent out a memo dated May 1, 2013 (see attached) instructing that the posters should be displayed where visible to all employees. A couple of months ago another memo was sent out, this time instructing that the posters should be displayed where it would be visible to everyone.

I feel that Barbara Krieg's complaint statistics from the October 18, 2016 Human Resources Committee meeting are not an accurate representation since the public has only now been exposed to the Fraud & Ethics Hotline poster. Also, her comparison of the number of complaints we have in relation to other school districts in the United States is immaterial.

The public and employees of the Department of Education deserve an investigation process that is transparent and holds the Department of Education accountable. There needs to be:

1. Someone to be responsible to monitor the investigations. They need to review the written investigation reports to make sure procedures were followed.
2. If the person being investigated is a repeat offender a 3rd party should investigate. There are cases where the same person investigates an offender over and over and nothing is done. At the July 19, 2016 Human Resources committee meeting Bruce Voss stated that "when looking at investigations, there are often prior complaints."

You can have all the manuals, policies and procedures in the world but if you are not going to monitor and make sure it's being followed the manuals, policies and procedures are worthless.

Also, whenever a memo goes out like the one for the Fraud and Ethics posters, there needs to be a follow up to make sure it is done. That is accountability.

Thank you for your time,

Ivy Tabac
Community member



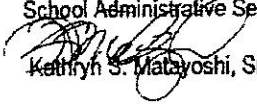
STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

OFFICE OF THE SUPERINTENDENT

Circulate and Post

May 1, 2013

TO: Assistant Superintendents
Complex Area Superintendents
Principals (All)
Superintendent's Office Directors
School Administrative Services Assistants

FROM:  Kathryn S. Matayoshi, Superintendent

SUBJECT: **DOE Fraud & Ethics Hotline** Announcement to All Employees

In an effort to encourage a positive work environment and increased system-wide accountability, the Hawaii State Department of Education (DOE) is introducing a Fraud and Ethics Hotline. All employees may now report any suspected fraudulent or inappropriate employee behavior using this confidential mechanism and remain anonymous.

With a strong 'tone at the top' and the support of the Board of Education's Audit Committee, this initiative will assist the DOE in creating an ethical environment. Maintaining an ethical workplace requires each of us to make a commitment to our organization's values and ethical standards. That means making integrity a priority in everything we do.

The DOE believes that our employees are our most valuable asset. Building a work culture we can be proud of takes everyone's help, and I am counting on each of you to do your part. It is important that we all speak up when we see violations of our code of conduct/ethics policy, standard practices, policies/procedures or the law. When we don't, our culture degrades; small issues become big issues and serious harm can be done. If you see or suspect unethical or illegal activity, I encourage you to use this new Fraud and Ethics Hotline to report your concern.

Attached is a PDF of the DOE Fraud and Ethics Hotline poster. Printed posters are forthcoming and should be displayed where visible to all employees. These posters provide the toll-free hotline number: 1-855-233-8085; web address reportineweb.com/hidoe; and other additional information about this new effort.

Remember, when you make the right decision, you uphold our high standards and set a good example for others to follow. If you have any questions, please contact Ms. Denise Yoshida, Internal Audit Director, at 586-3325 or e-mail at denise_yoshida@notes.k12.hi.us.

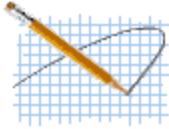
KSM:DY:jy

Attachment

c: Board of Education
Charter School Administrative Office

AN AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY EMPLOYER

Late Testimony



<christel@hawaii.rr.com>

11/01/2016 01:04 PM

To testimony_BOE@notes.k12.hi.us
cc christel@hawaii.rr.com
Subject Testimony 2016-1017 School Year
Evaluation of State Librarian HRC

November 1, 2016

Board of Education
State of Hawaii
1390 Miller Street, Room 404
Honolulu, HI 96813

Re. Public Testimony on Tuesday, November 1, 2016 Human Resources Committee
Action on establishment of objectives and weights for 2016-2017 School Year
evaluation of State Librarian

Dear Chair De Lima, Vice Chair Minn and Members of the Human Resources
Committee:

I am an employee of the Hawaii State Public Library System (HSPLS) and have
worked as Branch Manager of the Manoa Public Library since 2001. Before this,
I was Branch Manager (1996-2001) and Children's Librarian (1993-1996) at
McCully-Moiliili Public Library. I began my career in 1992 at the Hawaii State
Library as a Telephone Reference Librarian.

In the 24 years I have worked for the State of Hawaii, HSPLS has been led by
five State Librarians. All have been hard-working, bright, and talented
individuals faced with a daunting job. All five have been appointed and
evaluated by Hawaii's Board of Education.

Current Board of Education procedure does not include feedback on the State
Librarians' job performance from library employees. I respectfully suggest
that an employee survey for HSPLS employees become part of future annual
evaluation tools.

Board of Education members are tasked with a tremendous amount of
responsibility in evaluating the State Librarian. An employee survey, if
well-designed and effectively administered, could be a useful tool for the
State Librarian and the Board of Education, and would help employee morale by
providing a channel of communication that does not currently exist.

Thank you for this opportunity to provide input on what is important in
evaluating the Hawaii State Librarian.

Sincerely,

Christel J. Collins

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