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TESTIMONY BEFORE THE STATE OF HAWAII BOARD OF EDUCATION

THURSDAY, APRIL 15, 2021

IV. A. Presentation on College and Career Readiness Indicators for the Class of 2020: impact of COVID-19 and distance learning

COREY ROSENLEE, PRESIDENT

Aloha Chair Payne and board members,

IV. A. Presentation on College and Career Readiness Indicators for the Class of 2020: impact of COVID-19 and distance learning

The college and career data being shared by P-20 highlights the growing inequality and stagnation in preparing Hawaii's public students for post-high school life. The federal stimulus funding affords the opportunity to make systemic changes that can truly impact all students.

- The college going rate has been stalled at 55% from 2016-2019, with a decline to 50% for the class of 2020, with the numbers in 2020 decreasing to 38% for economically disadvantaged in high school, 35% for Native Hawaiians and 29% of Pacific Islanders
- CTE concentrators have increased from 35% to 63%. This is partially due to the change in measurement only requiring completing a CTE program of study, which may be as few as 2 classes, with a D or higher. The CTE concentrator metric does not measure how many high school students are prepared for the transition to vocational or trade school.
- Decline and stagnation in ACT scores in English, math and science

Recommendations

1. Hawaii is not going to increase college going rates unless it targets those populations least likely to attend college. Research indicates that teaching to the whole child through the community school model has shown remarkable success. After implementing the community school model, the city of Cincinnati was able to see graduation rates increase by nearly 30%.
2. Increase the availability of CTE classes and create greater articulation of CTE classes with the community colleges so students can obtain credit while in high school. Expand the amount of professional licensure students can obtain while in high school.
3. Move to fully implement authentic assessments. After implementing authentic assessments, the New York Consortium schools doubled the state average graduation rates for students with special needs (50% compared to 24.7%) and ELL graduations to 69.5% compared to 39.7%.



Testimony BOE <testimony.boe@boe.hawaii.gov>

GENERAL BUSINESS MEETING Agenda Item IIIB

1 message

3396723 <3396723@protonmail.com>

Tue, Apr 13, 2021 at 9:35 PM

Reply-To: 3396723 <3396723@protonmail.com>

To: "Testimony.BOE@boe.hawaii.gov" <Testimony.BOE@boe.hawaii.gov>

Aloha Chair Payne,

I am submitting comments for agenda item IIIB. Although I understand the intent of restricting Dr. Kishimoto and the Interim Superintendent's appointment powers, I respectfully request that Directors not be included in the restriction. The Directors are not the Superintendent's direct reports, and as such should not be restricted. Directors fill a vital role in DOE operations and it is imperative that those positions be filled as soon as a qualified applicant is interviewed.

Sent with [ProtonMail](#) Secure Email.

Aloha Board Chair Payne and Board Members.

I am providing written comments on agenda item III-B. Investigative Committee (a permitted interaction group pursuant to Hawaii Revised Statutes, Section 92-2.5(b)(1) investigating issues relating to the search for a superintendent, including transition timeline and process, recommendation for an interim superintendent, search timeline and process, and composition of group conducting search: findings and recommendations on timeline and process for selecting and transitioning to an interim superintendent and searching and selecting a permanent superintendent.

The proposed timeline to hire and onboard a new Superintendent will take nearly an entire year to complete. In the meantime, the Board is proposing that the interim Superintendent refrain from permanent hires for any of the superintendent positions and director positions. Comments and concerns are as follows:

1. Being a former public sector employee and manager, the lengthy timeline and recommendation to refrain from hiring, puts vacant department positions at risk. The longer the position remains vacant, the more likely it will be swept and abolished by the legislature. The BOE should consider the following:
 - a. A parallel process to recruit both an interim and permanent Superintendent simultaneously. The proposed timeline is sequential in nature – one step before the next.
 - b. If the timeline continues as proposed, the BOE should consider a date when the recommendation of refraining from hires be lifted. This will provide the Department with assurances that the Board is making a concerted effort to onboard a new Superintendent as expeditiously as possible. It also holds the BOE accountable for its timelines.
2. The BOE should reconsider the proposal to refrain from hiring director level positions. From a general understanding of the DOE, based on the Plan of Organization, directors are the operational peers to the academic principals, and yet there is no recommendation to refrain from hiring permanent principals. It is understandable that the principals have direct impacts and oversight of schools and students, but if operations cease or are interrupted, schools would undoubtedly be impacted by those interruptions. The BOE should be looking at the organization in its entirety, not two separate parts where one can function without the other. Also, in the same manner that principals report directly to Complex Area Superintendents, directors report directly to Assistant Superintendents. Both types of positions are one or two layers below the Superintendent in the Plan of Organization with an Assistant Superintendent or Complex Superintendent as the direct supervisor.
3. The proposed timeline runs into the 2022 legislative session. It is apparent that the legislators are not satisfied with the BOE and DOE based on the bills currently being moved through this session. This means an interim Superintendent, along with potentially several interim and temporary leaders, will be responsible for guiding the DOE through the start of the 2022 session and the new Superintendent will guide the DOE through the remainder. These interim and temporary hires will need a strong understanding of the legislative process and engaging with legislators and other state departments to ensure similar bills that would unfavorably impact education are not reintroduced.

4. The agenda item proposes a process that provides guidance to the search committee, but also allows the search committee to “make decisions and adjust the process as necessary.” In the March 4, 2021 Human Resources Committee meeting, the DOE was questioned extensively about the processes used to recruit, select, and recommend a new Complex Area Superintendent for the Hana-Lahainaluna-Lanai-Molokai complex area. At times, it seemed as if certain board members did not have confidence that the DOE’s search process was thorough and impartial; yet the BOE’s search process is solely a recommendation that allows for changes. The BOE should be held to the same expectations of transparency and accountability that it expects of the DOE. It is even more imperative since the BOE is selecting the person who will be leading thousands of employees and students through the next several years, all while education across the nation continues to struggle with the pandemic and how to safely return students to in-person learning and support at-risk students who fell behind during distance learning.

Mahalo for your consideration of these comments.



April 15, 2021
General Business Meeting

Dear Chair Payne and Members of the Committee,

We would like to comment on item III. B.

We support the Transition Committee's recommendation regarding the process for selecting an interim superintendent. We like that the Transition Committee will select the interim superintendent and we endorse the expedited timeline of the selection process. It does not appear, however, that the length of the term has been set for the interim superintendent, so we suggest that a term of no more than two years be considered.

Regarding the process for selecting a permanent Superintendent, we suggest modifications to the process used in 2017. HE'E Coalition was part of the advisory committee in 2017, so we have some perspective on the process. In 2017, the job description and criteria for selecting the next superintendent was decided by the search committee and the search firm, without input from the advisory committee. We suggest that the search committee and the advisory committee collaborate in deciding the criteria and job description, as they can provide valuable insight on the unique characteristics of the Hawai'i education system. We feel that the role of search firm should be limited to recruiting candidates who fit the criteria and job description, and whittling down the number of these qualified candidates to a manageable number.

Thank you for this opportunity to testify.

Sincerely,

Cheri Nakamura
HE'E Coalition Direct

HE'E Coalition Members and Participants

Academy 21
After-School All-Stars Hawai'i
Alliance for Place Based Learning
American Civil Liberties Union
*Castle Complex Community Council
*Castle-Kahuku Principal and CAS
*Education Institute of Hawai'i
*Faith Action for Community Equity
Fresh Leadership LLC
Girl Scouts Hawai'i
Harold K.L. Castle Foundation
*HawaiiKidsCAN
*Hawai'i Afterschool Alliance
*Hawai'i Appleseed Center for Law and Economic Justice
*Hawai'i Association of School Psychologists
Hawai'i Athletic League of Scholars
*Hawai'i Children's Action Network
Hawai'i Education Association
Hawai'i Nutrition and Physical Activity Coalition
* Hawai'i State PTSA
Hawai'i State Student Council
Hawai'i State Teachers Association
Hawai'i P-20
Hawai'i 3Rs
Head Start Collaboration Office
It's All About Kids
*INPEACE
Joint Venture Education Forum
Junior Achievement of Hawaii
Kamehameha Schools
Kanu Hawai'i
*Kaua'i Ho'okele Council

Keiki to Career Kaua'i
Kupu A'e
*Leaders for the Next Generation
Learning First
McREL's Pacific Center for Changing the Odds
Native Hawaiian Education Council
Our Public School
*Pacific Resources for Education and Learning
*Parents and Children Together
*Parents for Public Schools Hawai'i
Special Education Provider Alliance
*Teach for America
The Learning Coalition
US PACOM
University of Hawai'i College of Education

Voting Members () Voting member organizations vote on action items while individual and non-voting participants may collaborate on all efforts within the coalition.*

GENERAL BUSINESS MEETING
Thursday, April 15, 2021
1:30 p.m.

III. Reports of Board of Education ("Board") Committees, Board Members, and Superintendent

A. Human Resource Committee Report on:

- (1)** Presentation on Department of Education's reorganization
- (2)** Committee Action on methodology for compensation adjustments
(Use my HR testimonies)

III. Reports of Board of Education ("Board") Committees, Board Members, and Superintendent

Oppose B. Investigative Committee investigating issues relating to the search for a superintendent

Reasons for Opposing follows;

Process for selecting interim superintendent.

Issue 1: The Transition Committee finds that it is in the best interest of the Board, Department of Education ("Department"), and public if the Board selects an interim superintendent as quickly as possible while still providing an open application process.

- *Replace with "The Transition Committee finds that it is in the best interest of the Board, Department of Education ("Department"), and public if the Board selects an interim superintendent as quickly as possible using an open application process."*

Transition to interim superintendent.

Board of Education funding? Where does that come from and who allocates these monies?

ISSUE 1: If Superintendent Kishimoto decides to leave the position before the Board selects an interim superintendent or before the selected interim superintendent can start, standard Department protocol would have the deputy superintendent act in the capacity of superintendent until an interim superintendent begins.

- *The ability to overlap the service of the interim with the Superintendent could be a benefit.*
- *The Board should do everything in their power to prevent the Deputy Superintendent from acting in the capacity of the superintendent until an interim superintendent begins.*

ISSUE 2: The committee does not believe that this timing would affect the opening of school, as the planning for the 2021-2022 school year should already be well underway and complete before the beginning of the school year.

- *There is NO GUARANTEE that the current superintendent will closing out the 2020-2021 school year, implementing summer learning for 2021, and preparing schools for opening for the 2021-2022 school year.*
- *Use of accrued leave prior to leaving Hawaii*

ISSUE 3: Additionally, the Board can take other actions in advance of selecting an interim superintendent to ensure schools and the Department are appropriately prepared for the 2021-2022 school year.

- *What other actions can the Board take?*
- *How will the Public be notified and participate?*

ISSUE 4: The Transition Committee finds that neither Superintendent Kishimoto nor the interim superintendent ~~should~~ be filling leadership vacancies—including positions at the deputy and assistant superintendent, complex area superintendent, and director levels with permanent hires.

- *Delete the word "should" and replace with "will not."*

ISSUE 5: Thus, the committee ~~recommends~~ that the Board ~~not approve~~ any deputy, assistant, or complex area superintendent appointments until such appointments are recommended by the new permanent superintendent.

- *Replace with "Thus the committee determined that the Board will not approve any deputy assistant, or complex area superintendent appointments until such appointments are recommended by the new permanent superintendent."*

ISSUE 6: The committee ~~also requests~~ that Superintendent Kishimoto refrain from filling vacant director positions with permanent hires. The committee understands that these are critical positions, and Superintendent Kishimoto and the interim superintendent ~~should~~ fill them with individuals who can act in these leadership capacities temporarily.

- *Replace with "The committee determined that Superintendent Kishimoto "will not" fill any vacant director positions with permanent hires. The committee understands that these are critical positions, and Superintendent Kishimoto and the interim superintendent "can only" fill them with individuals who can act in these leadership capacities temporarily."*

ISSUE 7: ~~However, the permanent superintendent should have the ability to fill out their leadership team as necessary.~~

- *Replace with "To ensure, the permanent superintendent will have the ability to fill their leadership positions.*

ISSUE 8: The Transition Committee finds that it is unnecessary for the Board to devote time and energy toward conducting the final evaluation of Superintendent Kishimoto and recommends forgoing the rest of this year's superintendent evaluation process.

- *Replace with "The Transition Committee finds that it is unnecessary for the Board to devote time and energy toward conducting the final evaluation of Superintendent Kishimoto and recommends forgoing the rest of this year's superintendent evaluation process. In addition, the Superintendent will not be awarded with any compensation for SY 2020-2021."*

Searching for and Selecting a Superintendent

Flaws in the 2017 Search Process

1. Donors/search firm that were invested in the Selection of a Superintendent, not the process.
2. Narrowing of field to "no less than two final candidates." In my opinion, here is where the process FAILED.
3. Board entered into a contract with a Search Firm. Contract WAS NEVER available to the public. Board did not maintain transparency.
4. Board of Education agenda needs to include the results of the Search Committee review of the applicants for public testimony BEFORE FINAL CANDIDATES ARE RECOMMENDED TO THE BOARD.
5. Forums for the public to meet the final candidates before a selection lacked actual public participation in the selection EVEN IF the process encouraged that. The Search Committee was tasked with determination of how and when this input would be solicited, "because the Search Committee will have the benefit of the professional advice of the Search Firm." The Search Firm played TOO MUCH of a role in the whole process and selection.

Board. The Board establishes the Search Committee and delegates authority to conduct the search to the Search Committee. The Board reviews and decides on recommendations from the Search Committee, including recommendations to:

ISSUE 1: Enter into a contract with the Search Firm

- *WHERE DOES THE FUNDING COME FROM?*

Search Committee. The Search Committee selects individuals to serve on the Advisory Group.

ISSUE 1: The Search Committee selects and negotiates a contract with the **Search Firm** for review and approval of the Board.

- *Provide the public with a list of search firms considered, the one selected, and why it was selected.*

ISSUE 2: The Search Committee may run a process to develop the job description and superintendent characteristics, with input from the Advisory Group and/or Search Firm, and makes a recommendation to the Board.

- *The Search Committee, with assistance from the Advisory Group and Search Firm,*
- *reviews the applicants for the position. Taking into consideration the advice of the Advisory Group and the Search Firm, Search Committee makes a recommendation to the Board.*
-
- *The Search Committee along with the Advisory Group have enough experience to make recommendations to the Board. The Search Firm's contract should end here.*

ISSUE 3: Only the Search Committee, which solely consists of Board members, determines the final candidate(s) it recommends to the Board, but with consideration of the input from the Advisory Group and Search Firm.

- *Remove "Search Firm." (To eliminate any real or perceived third-party influence on the search process.)*

Search Firm. The Search Firm conducts a search for candidates for the position of

Superintendent. It assists the Search Committee, Advisory Group, and Board in the search process.

ISSUE 1: Replace with "It assists the Search Committee, Advisory Group, and Board in the search process only, to eliminate any real or perceived third-party influence on the search process."

ISSUE 2: However, the committee also understands that if time or funding becomes short, the Search Committee may need to explore all options.

- *Exactly, what does "explore all options" mean?*

Public input.

ISSUE 1: The process provides a number of opportunities for the public and Advisory Group to provide input. The Transition Committee encourages seeking input but leaves it to the Search Committee to make a determination of how and when to solicit this input.

- *Replace with "The Transition Committee encourages seeking input but leaves it to the Search Committee to make a determination of how and when to solicit this input. This determination will ensure that the public have every advantage to provide input. Any solicitation of input will be reported by the Search Committee to the Board at a regularly scheduled Board meeting and documented in the Board's minutes."*

1. Superintendent characteristics and job description.

ISSUE 1: The superintendent characteristics and job description provide the Search Committee, Advisory Group, and Search Firm with guidance on soliciting applicants and selecting the final candidate(s).

- *Replace with "The superintendent characteristics and job description provide the Search Committee, Advisory Group, and ~~Search Firm~~ with guidance on soliciting applicants and selecting the final candidate(s)."*

2. Final candidate(s).

ISSUE 1: The Advisory Group provides advice to the Search Committee on its selection of the final candidate(s). The Transition Committee also advocates for a process where the Board holds forums that allow the public to meet the final candidate(s) before selecting a finalist as the next superintendent. The Board should also post the name of the final candidate(s) on the agenda where the Board makes a decision and allow the public to provide input on the final candidate(s) via testimony before the Board takes action.

- *Replace with "The Advisory Group provides advice to the Search Committee on its selection of the final candidate(s). The Board will hold a General Business Meeting to allow public testimony on the final candidates prior to the General Business or Special Board Meeting for the final selection, which includes their resumes on the agenda. The Transition Committee also advocates for a process where the Board holds forums that allow the public to meet the final candidate(s) before selecting a finalist as the next superintendent. The Board should also post the name of the final candidate(s) and other relevant information, such as their resume, on the agenda where the Board makes a decision and allow the public to, again, provide input on the final candidate(s) via testimony before the Board takes action."*

Interim Superintendent Transition and Superintendent Search Timeline and Process Overview

ISSUE 1: The general timeline below maps out the major activities and estimated dates relating to the interim superintendent transition and superintendent search. The dates are approximate, based on various assumptions, and may change as the process develops and the Search Committee makes its determinations regarding the process.

- *Replace with "The general timeline below maps out the major activities and estimated dates relating to the interim superintendent transition and superintendent search. The dates are approximate, based on various assumptions, and may change as the process develops and the Search Committee makes its determinations regarding the process. The Board will ensure that the public is made aware of any and all changes in the general timeline and its footnotes."*

GENERAL BUSINESS MEETING
Thursday, April 15, 2021
1:30 p.m.

IV. Discussion Items

STRONGLY SUPPORT: GREAT EXAMPLE OF A SUCCESSFUL PARTNERSHIP

A. Presentation on College and Career Readiness Indicators for the Class of 2020: impact of COVID-19 and distance learning

KUDOS TO: Collaboration between Hawai'i P-20, the University of Hawai'i Community Colleges, the Hawai'i State Department of Education and Community Partners



Testimony BOE <testimony.boe@boe.hawaii.gov>

TESTIMONY

1 message

Susan Pcola-Davis <Supcola@hawaii.rr.com>
To: testimony_boe <Testimony.BOE@boe.hawaii.gov>

Wed, Apr 14, 2021 at 1:16 PM

GENERAL BUSINESS MEETING

V.A

Susan A. Pcola-Davis

 **GBM Action V.A HR Compensation Adjustments.pdf**
88K

GENERAL BUSINESS MEETING
Thursday, April 15, 2021
1:30 p.m.

V. Action Items

NOTE: Testimony relevant to each agenda item will be taken before the Board considers the item.

OPPOSE A. Board Action on Human Resources Committee recommendation concerning methodology for compensation adjustments

SEE TESTIMONY FROM HR COMMITTEE

GENERAL BUSINESS MEETING
Thursday, April 15, 2021
1:30 p.m.

V. Action Items

OPPOSE D. Board Action on authority of Board Member authorized to represent the Board in successor bargaining with the Hawaii State Teachers Association (Bargaining Unit 5) to enter into temporary agreements in accordance with Board Member advice

Don't get me wrong. I respect Margaret Cox and trust her. I'm just uncertain of what the result of this is. Also Margaret Cox's Board Membership is expiring. However, she is a very strong advocate.

The requested authority gives her no more "authority" than "representing." Maybe during discussion the purpose for the change could be made clearer.

This will allow the Board to preliminarily agree to issues and proceed in the negotiation process. **The authority granted to Board Member Cox will only be exercised in accordance with the advice provided by the Board.**



STATE OF HAWAII
DEPARTMENT OF EDUCATION
OFFICES OF THE COMPLEX AREA SUPERINTENDENTS
HAWAII SCHOOLS

Wednesday April 14, 2021

Chairperson Catherine Payne
Hawaii State Board of Education
P.O. Box 2360
Honolulu, HI 96804

Vice Chairperson Kenneth Uemura
Hawaii State Board of Education
P.O. Box 2360
Honolulu, HI 96804

Dear Chairperson Payne, Vice Chairperson Uemura, and Honorable Members of the Board of Education,

We are writing in response to General Meeting Agenda Item B: *Investigative Committee, investigating issues relating to the search for a superintendent, including transition timeline and process, recommendation for an interim superintendent, search timeline and process, and composition of group conducting search.* It is our recommendation not to have an open application process for an interim superintendent position, but rather assign the deputy superintendent to that role, while the Board of Education (BOE) searches and selects a permanent superintendent. We believe that this decision is beneficial to the department in providing stability during this uncertain time. In many organizations it is natural for the next person in line to assume the leadership responsibilities while a permanent replacement is selected.

As a Department, we are working to do better and be better in service to our students, families and staff. This requires continuity at the highest level in our department to provide quality summer programs and safely open our schools this fall, prioritizing in-person learning. We understand and anticipate changes. Allowing the deputy superintendent to fill the interim superintendent position will be the least disruptive and most manageable for schools and students.

We would like to provide a smooth transition for our schools and this will allow the BOE to find focus, and expedite the search and selection timeline and process of a new, permanent superintendent.

Respectfully,
(See signature pages)



STATE OF HAWAII
DEPARTMENT OF EDUCATION
OFFICES OF THE COMPLEX AREA SUPERINTENDENTS
HAWAII SCHOOLS

Linell Dilwith
Complex Area Superintendent
Kaimuki-McKinley-Roosevelt

Rochelle Mahoe
Complex Area Superintendent
Farrington-Kaiser-Kalani

Robert Davis
Complex Area Superintendent
Leilehua-Mililani-Waiialua

John Erickson
Complex Area Superintendent
Aiea-Moanalua-Radford

Keith Hui
Complex Area Superintendent
Pearl City-Waipahu

Disa Hauge
TA Complex Area Superintendent
Nanakuli-Waianae

Sean Tajima
Complex Area Superintendent
Campbell-Kapolei

Matt Ho
Complex Area Superintendent
Castle-Kahuku

Lanelle Hibbs
Complex Area Superintendent
Kailua-Kalaheo

Chad Keoni Farias
Complex Area Superintendent
Kau-Keaau-Pahoa

Kathleen Dimino
Complex Area Superintendent
Baldwin-Kekaulike-Maui

Esther Kanehailua
Complex Area Superintendent
Hilo-Waiakea

Lindsay Ball
Complex Area Superintendent
Hana-Lahainaluna-Lanai-Molokai

Janette Snelling
Complex Area Superintendent
Honokaa-Kealakehe-Kohala-Konawaena

Paul Zina
Complex Area Superintendent
Kapaa-Kauai-Waimea

DAVID Y. IGE
GOVERNOR



DR. CHRISTINA M. KISHIMOTO
SUPERINTENDENT

**STATE OF HAWAII
DEPARTMENT OF EDUCATION
OFFICES OF THE COMPLEX AREA SUPERINTENDENTS
HAWAII SCHOOLS**

Cc: Superintendent Dr. Christina Kishimoto
Deputy Superintendent Phyllis Unebasami