



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

TESTIMONY in support of Kula Kaiapuni o Lahaina

1 message

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To: testimony.boe@boe.hawaii.gov

Wed, Feb 21, 2024 at 9:42 AM

Two months have passed since the December 2023 meeting when the BOE asked the DOE, Hayashi et al, to be creative and to make adjustments to regulations in finding a safe learning space for Kaiapuni o Lahaina.

Six months have passed since the Maui fires disrupted this community and children have been away from their teachers and classmates, instructed to work from "home" on laptops while families struggle to recover (while assisting keiki, often multiple kids at home, with online schooling).

As an educator and as a community member, I find the HI Department of Education's lack of attention and care for these Lahaina families disconcerting.

More needs to be done NOW to support this IMMERSION school.

Traumatized families do not want to send their children into the burn-debris-removal zone or to a campus lacking solid evacuation plans.

What a DIS-service to the Hawaiian people of Lahaina.

This lack of action is NOT malama pono.

This is bureaucracy causing more harm than good.

Please accommodate in-person learning for our Lahaina families and native language learners.

With deep concern for our people and the education of our children;

Katherine Waters Wilson, MEd
Wailuku HI

February 21, 2024

Testimony re: **February 22, 2024 Board of Education General Business Meeting**

Agenda Action Item VI. A. Board action on Human Resources Committee recommendation concerning the state librarian evaluation process and State Librarian priorities for the 2023-2024 fiscal year.

Aloha Chair Haruki and Board Members,

The State's fiscal year runs from July 1st to June 30th.¹ Therefore, the evaluation process and priorities for fiscal year 2023-2024 should have been established as of the first month of the fiscal year, July 1, 2023. This is akin to giving a student a syllabus the first day of class that clearly sets expectations for what is required to get a good grade in the class that year. So, why is the Board only getting around to determining the evaluation process and priorities for a fiscal year that is already 75% over? This is akin to giving a student a syllabus when the class is three quarters of the way toward the end. That's certainly not best practice.

Therefore, the EVALUATION PROCESS TIMELINE is in dire need of revision. To assist the Board creating a process that affords maximum time for preparation, implementation, assessment, and participation in the formulation of these steps please see [Attachment 1: EVALUATION PROCESS TIMELINE](#). Suggestion motion:

"I move that the BOE adopt the proposed "Evaluation Process Timeline" for fiscal year 2024-2025."

Also, the Board needs to develop an EVALUTION SYLLABUS that is finalized, with plenty of opportunities for public input, no later than July of each fiscal year. See [Attachment 2: EVALUATION SYLLABUS FORMAT](#). Each category of evaluation for the current year should be clearly titled, described, and measures for what it means to "Meet Expectation" should be spelled out. The SYLLABUS starts as a blueprint for what the Librarian is expected to complete by April of the current fiscal year when it then

¹ <https://budget.hawaii.gov/budget/about-budget/general-budget-process-and-timetable/>

becomes the template for the evaluation when the “Rating” and “Reason for Rating” sections are completed.

“I move that the BOE direct the HR Committee, in conjunction with the State Librarian and with public input, to create an EVALUATION SYLLABUS for fiscal year 2024-2025, and present the first draft of the SYLLABUS to the Board and public no later than July 31, 2024.”

A well-defined timeline and Evaluation Syllabus will prevent the confusion and omissions in the HR Committee’s February 8, 2024 recommendation concerning the state librarian evaluation process and state librarian priorities for the 2023-2024 fiscal year and its Attachment A. What’s the confusion? I don’t have time to be more succinct or complete (because the Board didn’t make these documents available until only last Thursday evening), but these some of the questions I have after reading these documents are:

Why is the Board only getting around to setting an evaluation process and priorities for the current fiscal year in February of that FY? A little late in the game, isn’t it? Where are clearly defined measures of performance? Why does the Librarian’s report (Attachment A) list deadlines for FY 2024-2025 in a report concerning FY 2023-2024? I don’t want to read a list of tasks the librarian has to complete by a certain date. I want to know what is supposed to be done by the end of the evaluation cycle, and how success achieving each goal is achieve. Why are the Librarian’s evaluation criteria so limited? In an entire year, there should be progress in every sing Professional Standard and every single Priority. I could go on, but my time to submit testimony has almost run out. Please forgive any spelling or grammatical errors due to the extremely short amount of time the BOE gives the public to prepare testimony

Mahalo for your consideration,


Vanessa Ott

Attachment 1: EVALUATION PROCESS TIMELINE

TIMELINE DEFINITIONS

P-FY = Previous Fiscal Year

C-FY = Current Fiscal Year:

N-FY = Next Fiscal Year:

DATE	ACTIVITY
June 30, P-FY	End of P-FY. The EVALUATION PROCESS and List of Priorities for what will be C-FY beginning July 1 have been established.
July 1, C-FY	Start of Current Fiscal Year. BOE finalizes State Librarian's list of priorities and establishes clear performance measures for the upcoming evaluation scheduled for May of C-FY.
July to April, C-FY	State Library collect data on performance measures.
April C-FY	The State Librarian delivers a "C-FY Performance Self-Assessment Report" to the Board Office in April of the current fiscal year to the Board Office.
April C-FY	The Board Chair schedules a General Business Meeting (GBM) discussion agenda item "Questions and Comments Concerning the State Librarian's C-FY Performance Self-Assessment Report," and posts the report with the meeting notice at least two weeks prior to the GBM meeting.
First half of May C-FY	The Board Chair schedules a General Business Meeting (GBM) agenda item "Questions and Comments Concerning the State Librarian's C-FY Performance Self-Assessment Report."
Second half of May C-FY	The Board Chair schedules a General Business Meeting (GBM) agenda item "State Librarian Performance Evaluation for Fiscal Year C-FY." Board produces Draft of Evaluation.
Second half of May C-FY	The Board Chair schedules a General Business Meeting (GBM) agenda item "Final Adjustment and Vote on BOE State Librarian Performance Evaluation"
June C-FY	The Board Chair schedules a General Business Meeting (GBM) agenda item "Evaluation Syllabus for F+A14:C28iscal Year N-FY." Board and State Librarian produces EVALUATION SYLLABUS for N-FY.

Attachment 2: EVALUATION SYLLABUS FORMAT

PART 1 – PROFESSIONAL STANDARDS

Standard 1: Visionary Leadership and Organizational Culture. The State Librarian is a library leader who promotes the success of communities through library services and programs by articulating and implementing a vision for public libraries, developing and modeling a positive organizational culture, and ensuring staff have the skills and tools they need to serve ever-changing communities.

Std.1.A. Priority for Current Fiscal Year Title. Description.

- i.) Measure 1 of Performance for Std.1.A. Description.
 - a. Rating*
 - b. Reason for Rating
- ii.) Measure 2 of Performance for Std.1.A. Description.
 - a. Rating*
 - b. Reason for Rating

Std.1.B. Priority for Current Fiscal Year Title. Description.

- i.) Measure 1 of Performance for Std.1.B. Description.
 - a. Rating*
 - b. Reason for Rating
- ii.) Measure 2 of Performance for Std.1.B. Description...

Standard 2: Operations, Resources, and Personnel Management.
Consistently demonstrates...

Std.2.A. Priority for Current Fiscal Year Title. Description.

- i.) Measure 1 of Performance for Std.2.A. Description.
 - a. Rating*
 - b. Reason for Rating...

PART 2 – FOCUS AREAS & PRIORITIES

Focus Area 1: Strengthening Literacy. Description.

Priority 1.A. for Current Fiscal Year Title. Description.

- i.) Performance Measure 1 of Priority 1.A. Description.
 - a. Rating*
 - b. Reason for Rating.
- ii.) Performance Measure 2 of Priority 1.A. Description.
 - a. Rating*
 - b. Reason for Rating...

Focus Area 2: Igniting Our Digital Future. Description.

Priority 2.A. Implement a pilot project for Hawaii Digital Navigators in 5 libraries.

Last year, we created a framework to help HSPLS implement Act 232, Session Laws of Hawai'i 2023, which established a digital literacy program to be administered by the Board of Education through the State libraries to support the digital literacy skills of our communities. Part of the framework, which addresses patron feedback, responds to the desire to provide access to a person who can help with technology questions. The goal of this pilot project is to see what it would take to be able to offer digital navigators in our branches by appointment and whether telephone service could be another method to provide one-on-one support. The pilot project will be evaluated and reviewed for future implementation.

- i.) **Hire Consultancy Group.** Consultant contracted to coordinate trainers, training, and collect appropriate data required by the agreement with DLIR. See attached agreement.
 - a. Rating*
 - b. Reason for Rating...
- ii.) Performance Measure 2 of Priority 1.A. Description.
 - a. Rating*
 - b. Reason for Rating...
- ii.) Performance Measure 1 of Priority 2.A. Description.
 - a. Rating*
 - b. Reason for Rating...

*RATING	CHARACTERISTICS
3 - Highly Effective	Performance continually exceeds stated expectations.
2 - Effective	Performance consistently meets stated expectations.
1 - Marginal	Performance inconsistently or partially meets stated expectations.
0 - Unsatisfactory	Performance does not meet stated expectations and requires significant improvement.



LEI HO'OLAHA

Native Community Development Financial Institution

He lei ho'olaha, He lei kaiāulu
A Lei Widespread is a Lei of Community

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BOE General Business Meeting
Thursday, February 22, 2024, 1:30 p.m.
Agenda Item V.B. Commission nomination

Aloha Members of the Hawaii Board of Education,

I am writing to express Lei Ho'olaha's support for the appointment of Mr. Brandon Keoni Bunag to the State Public Charter School Commission. As a dedicated advocate for education and someone deeply committed to fostering positive change within the educational system, Mr. Bunag's qualifications and experience make him an exceptional candidate for this important role.

Mr. Bunag's distinguished service as the principal of Halau Ku Mana Charter School has provided him with invaluable hands-on experience in the realm of public charter schools. His tenure at Halau Ku Mana Charter School has not only demonstrated his commitment to educational excellence but also his ability to navigate the unique challenges and opportunities within the charter school landscape.

In addition to his successful track record as a principal, Mr. Bunag brings a wealth of knowledge and insights into educational policy, administration, and community engagement. His dedication extends beyond the school walls, evidenced by his community service with Lei Ho'olaha Community Development Finance Institution.

As our state continues to navigate the ever-evolving landscape of education, it is crucial to have individuals like Mr. Bunag who are not only well-versed in educational best practices but are also passionate about driving positive change. I urge your favorable consideration of Mr. Brandon Keoni Bunag for this vital role. His expertise and community engagement will undoubtedly enhance the Commission's efforts in shaping a robust charter school system for our state.

Sincerely,

Katie Benioni
Board Secretary