



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

May 4, 2022

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 support of Interim Superintendent Keith Hayashi's candidacy to be the Superintendent of the Hawaii Department of Education. As Complex Area Superintendents, we appreciate this opportunity to share our professional insights regarding the selection of Hawaii's next Superintendent. We have worked closely with Interim Superintendent Hayashi over the last year. During these most challenging times, he has led with decisiveness and handled differences with empathy. He has taken the responsibility to make difficult decisions and has been responsive to both warranted and unfair criticism. Interim Superintendent Hayashi has truly modeled the competencies of a leader who is insightful, responsive, and passionate, in particular:

- Interim Superintendent Hayashi is decisive and committed. He became our leader in the midst of a pandemic and has never wavered in his commitment to ensure that our students move through the K-12 continuum learning the skills and gaining in confidence to lead successful lives. His work in supporting our schools with career pathways and rich industry connections is just one example of his many accomplishments. Interim Superintendent Hayashi has built strong community partnerships and understands how to leverage these relationships in support of our schools.
- Importantly, Interim Superintendent Hayashi has a deep understanding of systems, is a proven strategic thinker, and demonstrates confident problem solving skills, which has earned the trust of senior leaders, as well as school level administrators across the state. He is realistic about issues that deter the effectiveness of the department and we have every confidence that he will be able to implement practices to remove these barriers.
- Of the candidates, Interim Superintendent Hayashi has the most current, meaningful and unique experience within the Department at all three levels of leadership. This has provided him with a keen understanding of the systems that support tri-level articulation which work, and which don't work. He is deliberate in decision-making, taking multiple viewpoints into account, asking for potential ramifications, and holding us accountable. He is cognizant of how every school policy and/or decision becomes the schools' responsibility to implement and has regularly sought input from school principals.
- Interim Superintendent Hayashi's commitment to in person-learning this year has been unwavering. Our schools remained fully open even during the height of the COVID-19

AN AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY EMPLOYER



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pandemic. He is a strategic leader. Under his leadership, universal screening for reading, math, and SEL are being strategically implemented with efficacy across all public schools. This information is providing important data points for schools to make informed decisions to support every student as we address inevitable learning loss due to the pandemic while ensuring care for the whole child.

- Interim Superintendent Hayashi's focus is always on students. That is the foundation first and foremost in the way that he leads; what is the benefit to our students? As a former principal he has the reputation of challenging the status quo that exists in the Department. Asking, "How can? when others say, "No can."
- Interim Superintendent Hayashi leads by example and with resilience. He is genuine in his interactions with students and community partners. He has and continues to be in the work with us wanting to understand from every perspective the impact of decisions. Interim Superintendent Hayashi sees leadership at all levels of the department, "everyone can lead no matter where they are". In his short term as Interim Superintendent, he has conveyed expectations that elevate the value of employees at all levels of the department. Through his leadership, he inspires and motivates others to stay focused on student success.
- Interim Superintendent Hayashi has roots that are deeply embedded in Hawaii. His commitment to improving education spans over 30 years in the capacity of classroom teacher, Vice Principal, Principal, Complex Area Superintendent, Deputy Superintendent and presently Interim Superintendent in Hawaii's educational system and sets him apart from others. His vast experiences in these capacities has earned him the trust, confidence and respect across the entire education community.

We unequivocally believe that Interim Superintendent Keith Hayashi is the right person for the position of Superintendent to lead the Hawaii Department of Education based on actions he has taken during his time as Interim Superintendent and his comprehensive professional portfolio of experiences. We are in a pivotal time as we emerge from the pandemic, and it is critical that we have an educational leader who has experience in the department's executive leadership role. Leadership is not management. Leadership capable of moving our organization requires a culture that is built on trust. Keith has earned our trust and can lead the transformation we know is best for our kids, even when he tells us things we don't want to hear. We trust him to hold us accountable. He understands the educational challenges before us, and will be able to unite our communities, schools, complex areas, and state leadership in its journey towards equity and excellence for our students and staff.

Respectfully,

Hawaii Department of Education
Complex Area Superintendents
(See signature page)

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HAWAII SCHOOLS

Signature Page for CAS Joint Letter to the BOE re: Selection of DOE Superintendent 5.4.22:

Linell Dilwith

Linell Dilwith (May 4, 2022 17:16 HST)

Linell Dilwith

Complex Area Superintendent
Kaimuki-McKinley-Roosevelt

Robert Davis

Robert Davis (May 4, 2022 16:53 HST)

Robert Davis

Complex Area Superintendent
Leilehua-Mililani-Waialua

Keith Hui

Keith Hui (May 4, 2022 17:08 HST)

Keith Hui

Complex Area Superintendent
Pearl City-Waipahu

Sean S. Tajima

Sean S. Tajima (May 4, 2022 16:00 HST)

Sean Tajima

Complex Area Superintendent
Campbell-Kapolei

Lanelle Hibbs

Lanelle Hibbs (May 4, 2022 21:56 HST)

Lanelle Hibbs

Complex Area Superintendent
Kailua-Kalaheo

Jamie Yap

Jamie Yap (May 5, 2022 09:52 HST)

Jamie Yap

Interim Complex Area Superintendent
Baldwin-Kekaulike-Maui

Rebecca Winkie

Rebecca Winkie

Complex Area Superintendent
Hana-Lahainaluna-Lanai-Molokai

Paul Zina

Paul Zina (May 4, 2022 16:42 HST)

Paul Zina

Complex Area Superintendent
Kapaa-Kauai-Waimea

Rochelle Mahoe

Rochelle Mahoe (May 5, 2022 12:37 HST)

Rochelle Mahoe

Complex Area Superintendent
Farrington-Kaiser-Kalani

John A. Erickson

John A. Erickson (May 4, 2022 16:52 HST)

John Erickson

Complex Area Superintendent
Aiea-Moanalua-Radford

Disa Hauge

Disa Hauge (May 5, 2022 10:05 HST)

Disa Hauge

Interim Complex Area Superintendent
Nānākuli-Wai'anae

Ed H. Noh

Ed H. Noh (May 4, 2022 18:45 HST)

Ed Noh

Interim Complex Area Superintendent
Castle-Kahuku

Chad Keone Farias

Keone (May 5, 2022 07:11 PDT)

Chad Keone Farias

Complex Area Superintendent
Kau-Keaau-Pahoa

Esther Kanehailua

Esther Kanehailua (May 4, 2022 17:10 HST)

Esther Kanehailua

Complex Area Superintendent
Hilo-Waiakea

Janette Snelling

Janette Snelling

Complex Area Superintendent
Honokaa-Kealahou-Kohala-Konawaena



Testimony

1 message

Kathi Littmann <kathilittmann@yahoo.com>

Wed, May 11, 2022 at 5:56 AM

Reply-To: Kathi Littmann <kathilittmann@yahoo.com>

To: "testimony.boe@boe.hawaii.gov" <testimony.boe@boe.hawaii.gov>

- Name: Kathi Littmann, Ed.D, CEO/President, Greater Tacoma Community Foundation
- Meeting (Student Achievement, Finance and Infrastructure, Human Resources, or General Business Meeting (full Board)); Board of Education testimony for Superintendent Candidate
- Agenda item; Board of Education testimony for Superintendent Candidate
- Position (in support of Caprice Young for Superintendent):
- I have worked for and with Caprice for more than 20 years in the education sector, and have found her to be a consistent, tireless, and ardent advocate for students, families, teachers and staff. I first met Caprice in 1999 when she was president of the Los Angeles Unified School Board and LAUSD was struggling to get a \$3Billion facilities bond under design and construction. Caprice was in the community every single day and night advocating for quality access to schools, campaigning to revise the state formulas for school funding from first come/first served to highest need/longest harm, and guiding the Board through the challenging work of eminent domain with unanimous votes in a large system with extremely divergent views. Simultaneously, LAUSD raised elementary reading levels by 50%, to over 88% on grade across the district; the LAUSD Board enabled that success by ensuring administrative and operating budgets prioritized that critical work. Caprice's leadership has developed and deployed multi-state online and hybrid learning programs, project based learning, authentic career experiences and opportunities for first-gen students to succeed in post-secondary programs. She understands advocacy both in terms of walking along side community and at the state/national policy level. Most importantly, Caprice understands that teaching and learning is a function of the relationship between each teacher and student; teachers matter, and it is essential

that the education system provide the supports and resources at the classroom level.
You would be very fortunate to have Caprice Young as your next Superintendent.



Testimony

1 message

Nikolai Turetsky <nik@hawaii.edu>
To: testimony.boe@boe.hawaii.gov

Wed, May 11, 2022 at 9:56 AM

Hi there,

This is my testimony for your general board meeting on 5/19 for the superintendent selection. I am in favor of Caprice Young to be superintendent.

I have lived in Hawaii for 40 years and raised two children here. I have worked in the Oceanography department at UH for more than 30 years. I have known Dr. Young (Cappie) since we were teenagers. She has always been a powerful force for good, a leader and collaborator. She is the kind of person who brings people together. Although she is not from Hawaii, she deeply understands the meaning of `Ohana and Kuleana and has lived these values before she knew the words. As an educator, she prioritizes STEAM (Science, Technology, Engineering, Arts, and Math) education and recognizes the wisdom in these areas that were advanced generations ago by native Hawaiians. I know that she will do great work as the superintendent and will do it in a manner that supports real excellence. The pandemic has not been easy on educators or our Keiki. We need someone like Dr. Young who has a strong track record of improving academics at the same time as supporting staff and attending to the mental health of our community and especially families most in need.

Thanks for your consideration.

Sincerely,

Nikolai Turetsky
Sea Level Specialist, University of Hawaii [Manoa](#)
[3282 Paty Dr.](#)
[Honolulu HI, 96822](#)
808 232 3086



May 11, 2022

Hawai'i State Board of Education
P.O. Box 2360
Honolulu, HI 96804

Dear Hawai'i State Board of Education:

Subject: Testimony: General Business Meeting (full Board) on May 19, 2022

Agenda Item: "V.G: Board Action on findings and recommendations of Investigative Committee (a permitted interaction group pursuant to Hawai'i Revised Statutes, Section 92- 2.5(b)(1)) investigating issues relating to search for a superintendent"

The Hawai'i Association for Career and Technical Education (Hawai'i ACTE) enthusiastically **SUPPORTS** a recommendation of **Keith Hayashi** as the next Superintendent of the Hawai'i Department of Education. Hawai'i ACTE is Hawai'i's premier professional association that represents all those involved in career and technical education (CTE) including teachers, administrators, and support personnel from all secondary and postsecondary institutions as well as workforce partners.

As an organization comprised of CTE professionals (secondary, postsecondary, and workforce), many of us have had first hand experience working directly with Keith Hayashi and can directly attest his understanding of the unique cultural, structural, and political environments of Hawai'i and is the only one of the finalist that has proven, at all levels, the ability to effectively lead, collaborate, build consensus, and enact positive change within Hawai'i's education system. Keith is a visionary and has a demonstrated record of being able to make positive large-scale changes and develop effective processes that improves students' educational experiences and better prepares them for college and career.

The ability to build partnerships with business and industry, community organizations, philanthropic organizations, and postsecondary institutions is an important skill needed in the next superintendent. Keith has a proven record of developing these partnerships on a scale we have never seen before in the Hawai'i Department of Education. Under Keith's leadership, Waipahu High School's career academies have been nationally recognized and looked to as the gold standard for all other career academies in Hawai'i. Keith's ability to lead extends outside of Waipahu High School to the Hawai'i Academies group in which now over 50% of public high schools are a part of.



Keith's vision for Early College at Waipahu High School and in Hawai'i has led to the Early College program we have today. Keith started his work on developing Early College at Waipahu High School in 2011 and secured private funding to support and expand the initiative. Now with the support of legislative funding, over 450 Early College course sections were run at Hawai'i high schools in the 2020-2021 academic year which has led to 23% of Hawai'i high school graduates having some type of dual credit in 2021.

Keith Hayashi's proven track record of leadership and being able to enact change is unmatched. Hawai'i ACTE is excited about Hawai'i's educational future under Keith's leadership. Keith's understanding of Hawai'i's culture, systems, and politics along with his proven track record of collaboration, success with large-scale change, and ability to build partnerships make him the ideal candidate for a superintendent. Hawai'i ACTE enthusiastically supports Keith Hayashi as Hawai'i's next superintendent.

Sincerely,

A handwritten signature in black ink, appearing to read "William K. Castillo", written in a cursive style.

William Kahoku Castillo
Hawaii ACTE President 2022-2023



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

Testimony 5/19/2022

1 message

Caprice Young <unless3@yahoo.com>

Thu, May 12, 2022 at 2:36 PM

Reply-To: Caprice Young <unless3@yahoo.com>

To: "testimony.boe@boe.hawaii.gov" <testimony.boe@boe.hawaii.gov>

Cc: Marta Reyes-Newberry <marta1.rna@gmail.com>

I am writing in support of Dr. Caprice Young for State Superintendent. I worked in California starting the first Charter School's Office in the state focused on improving quality education choices for all public schools, including but not limited to charter public schools. During my tenure as the Director of the Charter Schools Office for the State of California, Dr. Young was the CEO of the California Charter Schools Association. Working together our commitment was to ensure educational quality and accountability. Dr. Young's passion was targeted and inspiring. Moreover, during that time she also served as a member of the Governor's Blue Ribbon Advisory Commission on Education where she proved her ability to collaboratively develop state-level policies that improved all of public education. Coming to Hawaii would be like coming home for Dr. Young. I am confident that she would be a great Superintendent whose understanding of the cultural history of Hawaii with the requisite education skills would create a collective of state and local interests to enhance and improve the lives of the children and families of Hawaii.

Sincerely,

Marta Reyes

If you have any questions, please contact me at marta1.rna@gmail.com.

General Business Meeting I

Agenda Item D

Position: Support of Applicant for Superintendent of Education

ADDITIONAL TESTIMONY IN SUPPORT OF KEITH HAYASHI FOR SUPERINTENDENT OF EDUCATION

We are compelled to write this testimony in support of the selection of Keith Hayashi as the next Superintendent of Education for the Hawaii Public Schools. Our group represents educators who have served as classroom teachers, resource teachers, principals and educational officers, as well as district and complex area superintendents. Although retired, we have all continued our interest, support, collaboration, and work with the public schools. As such we remain very concerned with the education of students in the schools, and with the leadership of the department.

We have known Mr. Hayashi for many years in his capacity as teacher, resource teacher and in various administrative positions including the principalship, and as a complex area superintendent. Throughout his experiences in the Hawaii Department of Education, Mr. Hayashi has served as a dynamic, visionary leader. He is a systems thinker, aware and skilled at implementing innovative educational trends from across the United States, and the world. His sincerity and collaborative nature have resulted in the involvement and partnerships with vested individuals, the community college and university system, and the community at large. Mr. Hayashi's leadership has resulted in a plethora of external organizations and individuals who assist in planning, creating opportunities or gathering resources for Hawaii's students. As a leader, Mr. Hayashi has demonstrated he is effectively able to bring plans to fruition with safety, and social, emotional and academic student success always at the center of his decisions. Mr. Hayashi is also a very adept listener who values the ideas and opinions of educators and the public.

In all the positions he has held, Mr. Hayashi has been self reflective, productive, visible, and very approachable. In the last 50 years, no high school principal has ever eclipsed the level of leadership achieved by Mr. Hayashi in redesigning Waipahu High School. No interim superintendent of schools has ever led the Department of Education through two years of a pandemic. As colleagues, we know what marvelous outcomes Mr. Hayashi could bring about, without the "interim" attached to the superintendent's position.

Mr. Hayashi led the DOE through difficult times and has done so with vigor. He always stood strong for what he knows is right. As a leader, Keith Hayashi is not generally forceful as he prefers collaboration when problem solving. He is quite forceful when he needs to be as was the case when he stated there would be no more personal attacks on teachers and administrators for implementing student safety measures. He

has kept to the mandate for student masking in class because it is the best means for keeping students and staff safe. This is wildly unpopular for some. He has kept in school instruction and at the same time recognizes students can learn in different ways. The result has been some schools now developing in class and online instruction for students who thrive learning in different ways. Mr. Hayashi is always, always, and always an innovator, and will promote and support innovation in all the schools.

Importantly, and as a measure of the man, Keith Hayashi has never publicly attacked or undermined other superintendents, the Hawaii Board of Education or the Hawaii Department of Education (DOE). He never would. At the same time, and as a gentleman, he is fearless at appropriately sharing his concerns directly with involved individuals or organizations. Mr. Hayashi is apolitical and again keeps his focus on working effectively and collaboratively with teachers, staff and the unions. As an empathic leader, Mr. Hayashi also genuinely cares about people, the course and success of the schools, DOE, and most especially Hawaii's public school students. His focus is always on what is best for students and what should be the best academic, social, cultural, and emotional outcomes for every student. At the same time, If he were asked, Mr. Hayashi would state he is most truly beholden to the children of Hawaii's public schools. He treats everyone with respect, will take leadership risks and can achieve if given the chance.

As a leader, Mr. Hayashi is incredibly industrious, honorable, ethical, and passionate about learning. He is not a speaker like President Kennedy, but when he does say something, people listen because what Keith Hayashi says is worth hearing, and remembering. There is no hyperbole, no deflection, and no politics. Most of all, Mr. Hayashi is the kind of educational leader people in the schools and community will like, respect and follow. We know Keith well because each of us has worked for him or with him.

Names/Positions:

Ruby Hiraishi Former Windward District Superintendent
Lea Albert Former CAS Castle & Kahuku Complex Area
Francine Fernandez Former CAS Kaiser and Farrington Complex Area
Estelle Wong Former CAS Kaimuki and Kalani Complex Area
Geraldine Ichimura Former Administrator Student Support Branch
Glenn Minami Former District Technology Coordinator
Ellen Schroeder Student Services Coordinator/Olomana School
Raymond Sugai Former Principal Pearl Ridge Elementary School
Kathy Nagaji Former English Teacher Moanalua Middle School
Judy Kaya Former Curriculum Coordinator Salt Lake Elementary

Name: [REDACTED] (testifying in personal capacity)

For: General Business Meeting (Full Board) on May 19, 2022

Agenda: Item III.A. Board Action on findings and recommendations of Investigative Committee (a permitted interaction group pursuant to Hawaii Revised Statutes, Section 92-2.5(b)(1)) investigating issues relating to search for a superintendent: selection of superintendent

Date: May 19, 2022

Position: Support

Aloha Chairperson Payne and members of the Hawaii Board of Education (BOE). I also want to recognize my good friends and mentors on the BOE, Lynn Fallin and Lyla Berg. Mahalo for the opportunity to testify. My name is [REDACTED] and I am testifying in my personal capacity. I am the former Director of Hawaii Department of Human Services (DHS). I served DHS for 21 years in various leadership positions from September 1999-August 2020.

I am testifying in strong support of Mr. Keith Hayashi, one of the finalists for the Superintendent of Hawaii Department of Education (DOE) position. I have known Keith for the last 22 years in personal and professional capacity. We worked on and discussed many critical issues, including but not limited to, A+, Pre-Plus, Head Start, Child Care, Early Learning, Temporary Assistance for Needy Families (TANF), Supplemental Nutrition Assistance Program (SNAP), Free and Reduced Lunch Program (FRLP), food assistance during the disasters/pandemic, child abuse and neglect, and strategic partnership with DHS to serve low-income children who are attending public schools. Our personal and professional friendship grew stronger when Keith was serving as the interim state superintendent in 2017, while I was serving as the Director of Human Services. We not only parked next to each other at the Punchbowl parking garage, we also worked in the Queen Liliuokalani Building (LB), headquarter of DOE and DHS. We spoke about common DOE/DHS issues in the parking garage, while walking to LB and visiting each other's offices. It allowed us to have a better understanding of each other's policies and processes and changes needed to make a difference in the lives of struggling families and children.

Keith's 32-year career with the Department spans the school, complex area, and state level. He has led Waipahu High School as principal since 2009, a position for which he has received numerous awards, including Hawaii High School Principal of the Year and the collegiate Shirley B. Gordon Award of Distinction. He is credited with pioneering the Early College program in Hawai'i public schools and earned the distinction for Waipahu High as the state's first nationally recognized wall-to-wall academy model school.

Keith began his education career at Lehua Elementary as a teacher and went on to serve as a district resource teacher in Leeward O'ahu. He also served as a vice principal and principal at

the elementary, middle, and high school levels before becoming Pearl City-Waipahu Complex Area Superintendent. At the state level, he served as interim deputy state superintendent and as interim state superintendent in 2017. Keith earned his bachelor's degree in elementary education from the University of Hawaii at Manoa. He also holds two Master of Education degrees in curriculum and instruction, and educational administration from UH Manoa.

Based on the aforementioned information, I truly believe that Keith:

1. Demonstrates commitment to developing a culturally responsive, internationally competitive, student-centered education curriculum and instructional program for all students and families.
2. Exhibits an understanding of complex organizations and how to produce successful change management and educational reform.
3. Demonstrates understanding of the structure, roles, and responsibilities of the Department's state, complex area, and school-level system of education.
4. Has demonstrated ability to make large-scale positive impacts for students and a history of establishing effective processes and organizational systems to achieve desired outcomes.
5. Is cognizant of national and international trends, best practices, policies, and research on ensuring student success.
6. Has a record of excellent decision making based on a thorough understanding of the issues and of incorporating multiple stakeholder voices in the process.
7. Has demonstrated a deep understanding of Hawaii's history, culture, and values, including the key role that Kaiaupuni education plays, and has incorporated this understanding in leadership decisions, actions, and style.
8. Has credibility and builds positive relationships with all stakeholders.
9. Demonstrates a commitment to lifelong learning as a reflective and self-aware leader.
10. Demonstrated the ability to fully understand a diverse and unique education system.
11. Demonstrated ability to hire and manage competent people in key positions, including finance and budget, facilities, human resources, and information technology.

Throughout my interactions with Keith as a Principal of Waipahu High School, Pearl City-Waipahu Complex Area Superintendent, interim deputy state superintendent, and as interim state superintendent, I found Keith to be a person who possesses Aloha Spirit, integrity, character, moral values, empathy, great resolve, and commitment to making a difference. Keith is an excellent educator and a leader who has proven it at all levels. Keith is uniquely qualified for the job. We all should rally around our local boy and afford him the opportunity to serve as our next Superintendent of Hawaii DOE.

Mahalo nui loa for allowing me to testify.

TESTIMONY

Special Meeting re: the Selection of the Next Superintendent May 19, 2022

Dear Chairperson Payne and the Members of the Hawaii State Board of Education:

My name is Amy Stone Murai and **I support the nomination of Darrel Galera** for the position of Superintendent of Schools. I am a Moanalua parent who, as a member of the school council, had the privilege of participating in Mr. Galera's selection as Principal of Moanalua High School. Mr. Galera's visionary thinking, learning-focused orientation, and creativity were exemplified by his presentation to the Principal Search Committee in 2000. When asked what his vision for MoHS would be if hired, he responded with "A Vision." Using the voice of an imaginary MoHS Valedictorian from the Class of 2004, he set forth a blueprint for what would follow. He was selected and it did follow. A new school vision was adopted, "Moanalua High School is a learning community where, in the spirit of the Menehune [the school mascot], everyone works in partnership to strive for excellence."

My subsequent 13 years on the council reinforced the wisdom and blessing of our choice. Mr. Galera recognized student and faculty achievements publicly and on a regular basis. He helped establish a partnership with a local military unit to increase awareness of the unique needs of military families, and to strengthen relationships with the military community. He openly shared information and data-based plans for school improvement. One hundred percent of classroom teachers had access to computers connected to the school LAN within months of Mr. Galera becoming principal, up from only 40% in July of 2000.

There is no question that Darrel Galera excels as an entrepreneur, as an organizer, and as an instructional leader. He has a gift for taking piles of data, breaking it down, and putting it back together in a way that allows even a novice to understand the very complex issues facing education today. He meets or exceeds all standards of educational leadership excellence and has shared his skills widely.

Our school system has been severely impacted by teacher shortages and the Covid pandemic. Relief money is slow to reach our classrooms. Our children are behind. There is no one-size-fits all solution. We need a Superintendent who:

- understands the unique needs and challenges of our multiethnic, multicultural island state;
- can evaluate issues from macro and micro viewpoints;
- seeks solutions that make sense and are doable; and
- has proven ability to create a safe environment that encourages exploration, innovation, and optimizes learning and growth for all stakeholders.

Darrel Galera is a humble, soft-spoken powerhouse with a make-no-excuses attitude. He has shown himself to be trustworthy and accountable and is the most experienced of the candidates. Mr. Galera has a "Blueprint" for the DOE. With his proven track record of striving for excellence, delivering on his promises, and making his vision a reality, he is the best choice to be our next Superintendent. Thank you for this opportunity to testify.



Testimony in Support of Keith Hayashi's Appointment as HIDOE Supt

1 message

Sally Nhomi <snhomi@gmail.com>
To: testimony.boe@boe.hawaii.gov

Sun, May 15, 2022 at 7:22 PM

TESTIMONY IN SUPPORT OF THE APPOINTMENT OF KEITH HAYASHI AS HAWAII STATE DEPARTMENT OF EDUCATION SUPERINTENDENT

Aloha,

This independent testimony is in support of the appointment of **Keith Hayashi** as the next superintendent of the Hawai'i Department of Education (HIDOE).

I write as a graduate of Hawai'i public schools (K-12) with a doctorate in Education from the University of Oxford and over 25 years of experience working alongside classroom teachers, counselors, parent-community-network-coordinators, principals, complex area superintendents, and the administrative teams of five past HIDOE superintendents.

I've never previously weighed in on the selection of a HIDOE superintendent, but am compelled to do so this time, because Mr. Hayashi is an exceptional educator and leader with the vision, ability, and commitment to transform our public schools system.

I believe Mr. Hayashi is extraordinarily qualified to be a superintendent for the following reasons:

- **Deep love and respect for all learners.** In the decade I've known and followed Mr. Hayashi's work, students, a source of continuous inspiration, have always guided all that he does and talks about. *"Come, you gotta see what some students just made...!"* *"I learned from a student, today..."* Because he's always ready to listen, students share with him both their biggest dreams and most dire needs for help. Young people recognize that Mr. Hayashi genuinely cares – something which can't be faked. It's always apparent that he will do all he can for both the highest of achievers as well as for those who are struggling through difficult circumstances.
- **A "rockstar leader."** I've never met a principal who was so tuned to the gifts and biggest dreams of so many teachers. Whenever he walked around Waipahu High School (WHS), I'd see students and teachers rush over to talk with him, so I started calling him "rockstar principal." Rockstars always ensure that everyone in the band has a turn in the limelight and gets listened to. So, as Mr. Hayashi shined the light on his teachers and backed their passion projects, science teacher Mike Sana won a Milken award, and local business backers helped lift Waipahu's five trade academies into national models.
- **A visionary who delivers world-class "wins," and inspires the wider community to dream bigger.** As a judo master, Mr. Hayashi has coached Olympians and officiated at Olympic events. He exudes confidence and joy in leading teams to perform at their best and to continually aspire, ever higher. After entering WHS with an aim for every student to experience "real world" opportunities beyond campus boundaries, within his first year, Waipahu had a strong "college and career prep culture," and within less than a decade, construction of an Integrated Academy facility was underway. Another "can't be faked" trait that private sector leaders recognize in Mr. Hayashi: he's a visionary who delivers tangible "wins" consistently on time, and within budget. He's a trail blazer that other leaders believe in and will back new ventures with.
- **Proven ability to steer through complex challenges.** In the face of many uncertainties and community divisions caused by the ongoing pandemic, Mr. Hayashi led statewide schools to re-open for in-person learning in Fall 2021, with unwavering commitment to learners' best interests, while ensuring the safety of educators and the wider community. He is a seasoned HIDOE leader who is decisive, communicative, and able to keep schools moving forward and "on track," reliably.

There is simply no other candidate who is as qualified, and well-suited for the job. Please appoint Keith Hayashi as our next superintendent. I know he will uplift our public schools, and in so doing, our larger community and many future generations of Hawai'i!

Mahalo for the opportunity to submit my testimony.

Sincerely,

Sally Nhomi, D.Phil. (Ph.D.)



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

Superintendent

1 message

John Honjo <honjojm@gmail.com>
To: testimony.boe@boe.hawaii.gov

Mon, May 16, 2022 at 5:57 AM

Dear Board of Education,

I would like to express my support for Darrell Galera to be the next superintendent for Hawaii public schools. I was a sixth grade teacher at Aiea Elementary when Darrell Galera was principal there (I am now retired).

He unified a fractured staff.

He brought discipline to the campus. The peacefulness during his tenure has never been replicated there.

He brought technology to every classroom.

He secured the campus with alarms and wire screens stopping seemingly weekly break ins.

He gave the staff a feeling of worthiness.

He was loved and respected by all.

He had a clear vision which he communicated to us. He always did his homework. He gave the AES community a chance to succeed.

He supported teachers to use their strengths.

When he arrived at AES he did ask teachers what they thought he needed to do.

He listened.

He is persuasive.

Thank you for letting me share.

Sincerely,
John Honjo



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

In support of Keith Hayashi for HDOE Superintendent

1 message

Naomim <nmatsuzaki@hawaii.rr.com>

Mon, May 16, 2022 at 6:54 AM

To: testimony.boe@boe.hawaii.gov

During Interim Superintendent Hayashi's short tenure in this office, he has proven to be responsive and keenly aware of what is needed to move schools forward. He clearly understands the importance of the role of the school principals in caring for and making a difference for students. He has quickly acted to support principals with timely communication, and professional development to care for their well being and to promote instructional leadership. He shows his appreciation of his principals by recognizing their models of excellence and has shared his forward planning to continue to be partners with professional groups like the Hawaii Elementary and Middle Schools Administrators Association (HEMSAA) and Hawaii Association of Secondary School Administrators (HASSA) in promoting excellence in school leadership and thereby meeting the many challenges ahead. A proven leader is what is needed and we look forward to great things ahead with him as our Superintendent.

Sincerely and respectfully,

Naomi Matsuzaki

Retired principal and Executive Director for HEMSAA

Naomi Matsuzaki



STATE OF HAWAII
DEPARTMENT OF EDUCATION
McKINLEY COMMUNITY SCHOOL FOR ADULTS

634 PENSACOLA STREET, ROOM 216
HONOLULU, HAWAII 96814

Telephone: (808) 594-0540 FAX: (808) 594-0544

May 16, 2022

Testimony in Support of Keith Hayashi's Appointment as Superintendent

Date: Special Meeting on May 19, 2022
Agenda Item: Board Action on Findings and Recommendations of Investigative Committee
Description: A Permitted Interaction Group Pursuant to Hawaii Revised States, Section 92-2.5b (1) Investigating Issues Relating to Search for a Superintendent: selection of Superintendent

It is an honor and a pleasure to support Keith Hayashi's appointment as Hawaii's Department of Education Superintendent. My name is Helen Sanpei and I currently serve as principal of McKinley Community School for Adults as well as having past experiences serving as an educational officer at elementary schools, a middle school, and high schools. Joining me in support of Keith Hayashi is former Leeward District Superintendent, Amy Maeda.

We have known Keith Hayashi for more than two decades to include time he served as a Leeward District Resource Teacher under our supervision as Leeward District and Deputy Superintendent respectively. Since then, we have followed the professional career and many times crossing paths, with this amazing educational leader.

Keith Hayashi possesses the necessary qualities to successfully serve as our next Superintendent of schools. His strong leadership and team building skills has earned him the reputation as someone who listens to and respects other voices and opinions. Keith is a person of high integrity and has always put students first. The many awards and recognition for Waipahu High School is an authentic tribute to his success as an educational leader of that community. The required competencies for his proven success can be utilized to serve successfully as our next Superintendent.

As a member of the Department of Education's "field" administrators, we believe we are in dire need of a dynamic leader from our ranks who could combine his qualifications and extensive expertise in Hawaii school leadership to serve as our next Superintendent and I highly recommend Keith Hayashi to serve in this position. Thank you for this opportunity to testify.

Sincerely,

A handwritten signature in black ink, appearing to read "Helen H. Sanpei".

Helen H. Sanpei, Principal

A handwritten signature in black ink, appearing to read "Amy T. Maeda".

Amy T. Maeda, Leeward District Superintendent, Retired



Testimony in SUPPORT of Keith Hayashi (Hawaii State DOE Superintendent)

1 message

Derek Mukai <dmukai@cpe-hawaii.com>

Mon, May 16, 2022 at 8:04 AM

To: "testimony.boe@boe.hawaii.gov" <testimony.boe@boe.hawaii.gov>

Cc: Derek Mukai <dmukai@cpe-hawaii.com>

To Whom It May Concern,

I am a Principal with Community Planning and Engineering, Inc., a private civil engineering and construction management company. As an engineer, I have served as the President on several professional engineering organizations, and currently chair the Waipahu High School Academy of Engineering (AOE). I am also Board member on the Waipahu High School Academy of industrial and Engineering Technology, and a member of the Chamber of Commerce Engineering Sector Partnership and Department of Education Architecture/Engineering Pathway Advisory Council. I am a proud Waipahu High School alumni and graduate of the University of Hawaii College of Engineering.

I have known Keith Hayashi for 50 years as our mothers were co-workers and very close friends. Keith has always been a person of integrity who is unafraid to think outside the box. During my ten years on the AOE Board, I have seen firsthand how inspirational Keith is with students, and more importantly his faculty who all "bought in" to his vision and programs. Keith is a natural born leader and pioneer and has the innate ability to carefully think through each new challenge and find the right people to implement it. I have seen this time and time again, just look how many "firsts" Keith has started at Waipahu High School and you will end up being a fan just like me. Legislators have also had high praise for Keith as a person and leader. His experience as the Complex Area Superintendent and time already spent as the interim Superintendent of the Hawaii State DOE, twice over, makes Keith the best candidate for this position. Many of his programs serve as the gold standard for other DOE schools and his Early College program continues to provide opportunities for students to earn their college degree and high school diploma concurrently. No task is impossible for Keith and he will accomplish it with class and dignity. Keith is the type of candidate that only comes around once in a lifetime, a local boy with the qualifications and passion for educating the keiki of Hawaii. I have no doubt Keith will take our educational system to new heights!

I appreciate the opportunity to provide testimony and **STRONGLY SUPPORT** Keith Hayashi as the next DOE Superintendent.

Respectfully submitted,

Derek K. Mukai, P.E., CCM

Principal

Community Planning and Engineering, Inc.

1286 Queen Emma Street

Honolulu, HI 96813

Direct: (808) 369-2753

Cell: (808) 864-3955

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dmukai@cpe-hawaii.com

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testimony/letter re BOE special meeting on May 19, 2022 at 8:45 a.m., item III. A.

1 message

Lynn Otaguro <lmutaguro@yahoo.com>

Mon, May 16, 2022 at 8:40 AM

To: "testimony.boe@boe.hawaii.gov" <testimony.boe@boe.hawaii.gov>

Cc: Catherine Payne <catherine.payne@boe.hawaii.gov>, Bruce Voss <bruce.voss@boe.hawaii.gov>, Kenneth Uemura <kenneth.uemura@boe.hawaii.gov>, Kaimana Barcarse <kaimana.barcarse@boe.hawaii.gov>, Lynn Fallin <lynn.fallin@boe.hawaii.gov>, Kili Namauu <kili.namauu@boe.hawaii.gov>, Shanty Asher <shanty.asher@boe.hawaii.gov>, "bill.arakaki@boe.hawaii.gov" <bill.arakaki@boe.hawaii.gov>, "lauren.moriarty@boe.hawaii.gov" <lauren.moriarty@boe.hawaii.gov>

May 16, 2022

Board of Education
State of Hawaii

Regarding May 19, 2022 BOE Special Meeting at 8:45 a.m., Item III. A. Board Action on findings and recommendations of Investigative Committee investigation issues relating to search for a superintendent: selection of superintendent

Honorable Chair Payne and members of the Board:

As this Board moves forward with choosing our new superintendent, I ask that you consider the following.

In ordinary times, we ask a lot of our school superintendent. At this moment, we ask for more. While many in our community are eager to move on, it is likely that COVID-19 issues will persist in terms of health and safety and addressing our students' academic needs. There also is a need to heal.

In the past two years, we have heard from parents and teachers who were worried about health and safety protocols in schools, and did not feel safe. There were parents who asked for learning options for their children and were told to home school. There were disruptions to instruction and learning caused when faculty, staff, and students were sick or exposed to COVID-19. There was confusion as contingency plans regarding the operation of our schools were not communicated or shared with families, school staff, or the community.

Furthermore, as we saw from the testimony on masking at this Board's last meeting, misinformation and division exists within our communities. Additionally, parents of different points of view, not just those testifying at the last meeting, express feelings of not being heard and wonder whether reaching out makes any difference at all.

Looking to the future, it is hard to predict when a new variant will cause another surge, and as our rising case counts indicate, our state and our schools still struggle to deal with infection and transmission. In order for our schools to succeed, or even function, these issues must be addressed.

It is important to know how our new superintendent will deal with the issues of COVID-19:

- Will they continue to have a system where much of the decision-making regarding the implementation of health and safety protocols is left to the school or complex area level? What changes, if any, would they make, and how might it help our schools and families?
- What plans do they have to address issues long term, such as improvements to facilities and ventilation? What plans do they have to protect against transmission in the short term?
- To what extent will different stakeholder groups be included in making decisions or be informed of decisions, such as the school contingency plans?

How will our new superintendent communicate with and respond to concerns raised by families, staff, and community members?

- To address COVID-19 issues, what support, such as training, funding, and personnel, will be given to schools? What support will be provided to families to help them stay healthy, deal with infection, and help their children academically?
- What plans or accommodations will be made for families or teachers who continue to have concerns about infection and transmission?

These are just some of the questions our superintendent will need to address so that our schools can best serve our students and their communities at this time. While they are important, however, they also point to some even more fundamental questions for our superintendent:

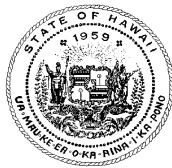
- What does the superintendent see as our schools' mission and the superintendent's role in pursuing that mission? (As provided in earlier Board training, a strong sense of mission, values, and priorities would guide decisions.)
- How does the superintendent view their relationships with others in the school community (administration, staff, teachers, students, parents), with the larger community, and with the Board?
- What importance does the superintendent place on belonging and inclusion in the school community? What might this value look like in practice (what actions might they take)? How might they share information and receive and consider input? How will they handle dissent or those who disagree with them?
- How will the superintendent work with stakeholders (administration, staff, teachers, students, parents, community) and the Board?

It is critical that the new superintendent be proficient in many areas. To lead, however, there must be a sense that the superintendent has a commitment and heart for all people in our schools and communities. It's this value that will bring people together to work for the schools we hope for.

Thank you for the work that already has gone into this process and this final step. Thank you for your consideration.

Sincerely,
Lynn Otaguro

David Y. Ige
GOVERNOR



Keith T. Hayashi
INTERIM SUPERINTENDENT

STATE OF HAWAII
WAIPAHU HIGH SCHOOL
LEEWARD DISTRICT
DEPARTMENT OF EDUCATION
94-1211 FARRINGTON HIGHWAY
WAIPAHU, HAWAII 96797
PHONE (808) 307-9555
FAX (808) 675-0257

May 16, 2022

State of Hawaii Board of Education,

I am writing this letter to show my support for Keith Hayashi to be our next Hawaii Department of Education Superintendent. I have served the DOE and Waipahu HS for the past 35 years as a teacher, administrator, and registrar. I have seen firsthand the amazing changes that has taken place here at Waipahu High School ever since Mr. Hayashi took over as our principal.

I can remember the first day he stepped onto campus as our principal and walked the entire campus peeking into classrooms to try and get an idea of the learning that was taking place. He immediately gained the respect of both staff and students. His vision was shared with everyone and there was an immediate sense of excitement on campus. We all kind on knew that something exciting was about to take place. He sent groups of people to "model schools" and they in turn shared their experiences. He was able to get people to buy into his vision. Soon we were on our way to becoming one of the top academy schools in the country.

For Mr. Hayashi, students are always the top priority when making school related decisions. The opportunities that he has created for ALL students have increased dramatically since he took over. Our special education programs have earned national recognition and is the first in the nation to earn a national certification from the National Career Academy Coalition. Last year our English Learner's program garnered over 300 Seal of Biliteracy designations. No other school in the state comes close to that number. We also have the nation's only College National Honor Society with nearly 200 members. The lists of accomplishments go on and on and they can all be attributed to Mr. Hayashi's leadership yet he will never take credit for it and will instead give all of the credit to his staff and amazing students.

When I first took over the job as the registrar, there were so many students that were accepting geographic exceptions to go elsewhere. People were afraid to come here because of the negative stereotypes associated with Waipahu. In the last few years the trend has reversed. We have students applying from as far away as Hawaii Kai. Private school students are leaving their schools to attend here. It has been an amazing transformation. Again, it is all because of Mr. Hayashi. There is not another person I know that could have done what he has done over the past 12 or so years. I truly believe he can do the same for all of the public schools in Hawaii.

We have been truly blessed to have Mr. Keith Hayashi as our principal. Our Alumni are so proud of what the school has become. Our students are proud to be Marauders. We will be sad to lose him as our leader but he is by far the best person to take our public education system to the next level and even further as he did for Waipahu High School. Please make him our next Hawaii DOE Superintendent!

Respectfully,

Steve Miyashiro
Registrar, Waipahu High School



Testimony for May 19 meeting -Selection of Superintendent - Support for Keith Hayashi

1 message

Kathleen Stanley <katestanley1234@gmail.com>
To: testimony.boe@boe.hawaii.gov

Mon, May 16, 2022 at 12:16 PM

Kathleen (Kate) Stanley
General Business Meeting
Superintendent Selection
Support the selection of Keith Hayashi as Superintendent

Chair Payne and Members of the Board of Education

I am Kate Stanley testifying in support of selecting Keith Hayashi as the next Superintendent for the Hawaii State Department of Education.

In September of 2021 Interim Superintendent Hayashi called me to ask if I would help him at the DOE with Legislative matters including the DOE administration bills and budget.

I agreed to work part-time through the end of the 2022 Legislative Session. The Session ended on May 5 and I am no longer employed by the DOE.

The Interim Superintendent faced many challenges related to COVID as well as learning the Legislative process and successfully guiding the bills and budget.

In working with the Interim Superintendent Hayashi I found the following:

a willingness to engage with Legislators individually and at hearings

a willingness to learn in detail the legislative process

a willingness to engage and lead his team

and a positive spirit that made the uncertain days bearable.

An important part of the Superintendent's responsibilities include positive and successful relationships with Legislators.

During this past session Interim Superintendent Hayashi enlarged and deepened his relationships with Lawmakers: Leadership, Committee Chairs and members. He learned more about the Legislative process, he conducted himself with firmness, respect and grace. He was successful in seeing administration bills and budget passed by the Legislature.

In the years ahead the Department will need a skillful person who can successfully work with the State Legislature.

You will have the person if you select Keith Hayashi as Superintendent.



testimony

1 message

Laurie Luczak <laurie.luczak@k12.hi.us>
To: testimony.boe@boe.hawaii.gov

Mon, May 16, 2022 at 12:34 PM

General Business Meeting

Agenda Item III

Comment:

At the end of my first year as a teacher, I was asked to plan on moving to Administration at some point. I was encouraged to continue teaching for numerous years in order to develop an understanding of the teacher mindset, be able to identify needs of students and families, and understand how staff actions support student growth and achievement. That was wise advice. I know that Administrators who haven't been a teacher have different experiences in leading their school, or even as they serve as VPs. It is not only about buy-in, but it really is about being able to lead through understanding and empathy.

Education is my second career and I've never regretted the move. And neither have I regretted the advice provided to me to teach before leading outside of the classroom. Not only has the experience helped me to cover a class when needed, but it helps me to collaborate with faculty and staff to develop curricular, instructional, and assessment plans that make sense for students, faculty, staff, and families.

My hope is that our next Superintendent has school-level experience (teacher and administrator) and experience beyond the school. The role of Superintendent is to galvanize our troops and lead with integrity, modeling perseverance, determination, and kindness. After the past few years, we all want to be understood, encouraged, and remain hopeful. Our next Superintendent needs to have been a former educator.

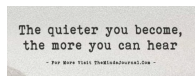
The Superintendent communicates with a wide range of people in schools, across the state, nationally, and internationally regarding our aspirations for our students. So having experience in and beyond the field of education is also important as education is really about collaboration and problem solving between the public and private sector and between departments. Our next Superintendent needs to have experience beyond the school level, it would be helpful if there is private sector experience too.

The HDOE is tasked with responding to all community challenges and needs. We need a Superintendent who has demonstrated flexibility in problem solving, is creative, and collaborative, and is asset-minded.

Thank you for your service. You have a tough decision to make. I wish you all well.

Mahalo,

Laurie Luczak, Principal
Stevenson Middle School



Learner - Connectedness - Intellection - Positivity - Achiever - Strategic

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HAWAI'I LODGING & TOURISM
A S S O C I A T I O N

Testimony of
Mufi Hannemann
President & CEO
Hawai'i Lodging & Tourism Association

Board of Education
Special Meeting
May 19, 2022

Chair Payne and members of the Board, mahalo for the opportunity to submit testimony on behalf of the Hawai'i Lodging & Tourism Association, the state's oldest and largest private sector visitor industry organization.

The Hawai'i Lodging & Tourism Association—nearly 700 members strong, representing more than 50,000 hotel rooms and nearly 40,000 lodging workers—strongly supports Interim Superintendent Keith Hayashi's candidacy to serve as the next superintendent of the State of Hawai'i's Department of Education. We have had the pleasure of working closely with Mr. Hayashi in his current role as well as in his capacity as the principal of Waipahu High School, and we are confident that he is well-suited for the position and the right person for the job.

Mr. Hayashi is a product of our state's educational system, and his credentials include decades of experience both as an educator and as an administrator. As Waipahu High School's top administrator, he transformed the Leeward O'ahu school into a prominent institution that has an excellent reputation for preparing its students for both higher education and the workforce. Currently, Waipahu is the only national model academy high school in the state with seven pathways from which students can choose. Moreover, Waipahu High School also established the state's first Early College program under Mr. Hayashi's leadership. Through this program, high achieving students can take college courses and gain college credits while still high school. To date, several thousand students have received college credit and roughly 50 have managed to attain their associate's degree while still in high school.

For his efforts, Mr. Hayashi has been recognized by numerous educational organizations and has received prestigious awards including the Phi Theta Kappa Honor Society's first-ever Shirley B. Gordon Award of Distinction and the Masayuki Tokioka Excellence in School Leadership Award. He has also been named Hawai'i High School Principal of the Year and the Hawai'i Association of Career & Technical Education's Administrator of the Year.

Throughout his career, Mr. Hayashi has proven himself to be an exemplary school administrator. As interim superintendent, he has ably led the State's public school system through an unprecedented pandemic that closed schools, forced students to distance learn, and changed the way we think about education. He has been a steady presence in this capacity and has

consistently demonstrated that he is prepared for and up to the task of navigating the various requirements of the position.

From an HLTA standpoint, it has been an absolute pleasure to work with Mr. Hayashi and Waipahu High School students through their participation in the Visitor Industry Charity Walk. Waipahu High School students, faculty, and staff have been consistent supporters of this signature HLTA charity event for years—both as participants and as volunteers. As of late, Mr. Hayashi has been working closely with myself and tourism industry leaders on a workforce development initiative that would provide internships, training, and certification to local public high school students and recent graduates who are interested in working in the hospitality industry. He has been invaluable to these efforts and has demonstrated his commitment to Hawai‘i’s students and why he is clearly the right candidate for the position. He is unquestionably the best leader—now more than ever—for this key position of our state’s public school system.

For these reasons, HLTA strongly supports Interim Superintendent Keith Hayashi candidacy for Department of Education Superintendent.

Mahalo for the opportunity to provide this testimony.

Dear Members of the Hawaii State Board of Education,

I am writing to provide testimony in support of Keith Hayashi's appointment as Superintendent of Hawaii's Public Schools. In my opinion, Keith is the most qualified candidate for the position. In reviewing the requirements for the position, much of it is supported by the degrees, positions, responsibilities, and numerous other accolades and achievements laid out in his resume. My testimony is to further solidify what has been already presented on paper.

I've known Keith Hayashi since 2009 when he became the principal at Waipahu HS. My husband had just graduated from college and got a teaching position at Waipahu the year before. Being the person that Keith is, he's very connected to everyone that works for him and has a true heart for everyone involved. He found out through my husband that I was a CPA and he had reached out to me in 2015 to see if I would help him achieve his vision of obtaining a non-profit arm to the school. From that conversation, Friends of Waipahu High School, a 501(c)(3) public charity, was born.

As Waipahu High School's principal, Keith transformed the school into a wealth of opportunity for the students that were fortunate enough to be eligible to attend Waipahu High School. That's right, "eligible." Students need to attend public schools within their residential district. Back in the day, who would've thought to try and get a GE to attend Waipahu High School. However, as word of Keith's achievements spread, students from all over the island applied for Geographic Exemptions to be a part of Keith's vision. Keith had a vision, actually, many visions and he pursued them to fruition. People may dream and have visions all the time, but can they make it happen? Keith is a doer. If he thinks of something that would benefit to the students, it is going to happen. The leadership position as principal combined with the visions of success for the students mixed in with the passion and perseverance to make it happen led to Waipahu being the first in the State to accomplish things others would never even think about attempting. Waipahu is Keith's showcase of things he can do when given the leadership reigns.

As a student of Waipahu, you are part of a village that includes the following:

- Early College courses for free that enable you to gain college credits while attending public high school (first in the State). Participants in the Early College program have the potential to graduate high school and receive an Associate's Degree at the same time.
- A team of teachers and faculty committed and passionate about seeing the students succeed. This may sound cliché, but I've worked with the staff, and they are truly passionate about the students. I say this to show how Keith's passion for student success has also filtered into the mindset of all those who work under him.
- A well-known and sought-after culinary program that provides a hand on experience for the students through the Marauder Café that is open to the public to make reservations and enjoy a meal at.
- Nationally accredited career academies for students to choose from (first in the State). I was humbled to be a part of the Academy of Natural Resources certification process.
- A real on campus Hawaii USA credit union run by students and managed by Hawaii USA employees. Anyone can go and perform transactions as they would with a teller at a normal branch. Its look and feel is similar to that of the branches located in supermarkets.
- An opportunity to receive local and national business and industry certifications that can be used in the real world and in future careers of the students. As an example, imagine having the

opportunity in high school to achieve a Medical Assistant certification, something that others normally pay thousands of dollars to a special school to obtain.

The list goes on and on. I'm not aware of another place that offers students those same opportunities all in one setting. That's just a partial listing.

There are also works in progress that started before Keith became the Interim Superintendent. Those are:

- First Academic Health Center on campus...a real place designed to support people in the Waipahu community with their health needs...run by students. This is in a partnership with Hawaii Pacific Health.
- First Research Observatory on campus. This is a first in the country.

Keith has blazed a trail of firsts in the *State* as principal of Waipahu High School. Imagine the firsts in the *Country* that he can create as Superintendent of Hawaii's Public Schools.

Being part of the Board of Friends of Waipahu High School, I can say that we are working to obtain additional grants and funding to continue to support the programs that Keith started at Waipahu. His local roots and deep connections with Hawaii and its community and culture have helped connect our foundation with other members of the community that share Keith's visions and desire to ensure the successes of what he's started. Keith is a local boy with local roots. The culture in Hawaii has deep roots that have always favored support of local leaders. Keith is that leader. His personality allows him to connect with local people and his drive and desire to see Hawaii succeed enables him to also connect with mainland institutions to create greater opportunities for local students. Other leaders might just do the job of overseeing the schools and making sure things are functioning properly and react to things that may arise through the process. Keith, on the other hand, will not only oversee the public school system, but he is also constantly working to figure out new opportunities for the keiki of Hawaii. Hawaii would get more bang for their buck by selecting Keith as the Superintendent. He works tirelessly day and night. I've worked with him in the past and we've had late night 10 pm / 11 pm conversations because that was the only available timeslot he had left in his day, but I was willing to persevere, because he was.

One last note on COVID and mask wearing. I realize there is a lot of emotion out there with people protesting Keith's decision to continue to wear masks in school. I don't have a particular preference on this matter, and I respect those that want to wear masks and those that don't want to wear masks. The people of the State are obviously divided on this issue, but COVID is here to stay, and we need to deal with it. There will always be people on both sides of the issue. Although I hope that one day, we will all be at peace with it, my greater hope is that Keith's accomplishments and abilities are not clouded by whether or not you need to wear a mask to school.

I'm hopeful that the Board will be able to see the asset that Keith is. Let's capitalize on Keith. Give him the reigns and watch the transformation unfold.

Very truly yours,

Jessica Enos
Friends of Waipahu High School, Board Member

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

May 16, 2022

Attention: Chairperson

SUBJECT: TESTIMONY in **support of Mr. Keith Hayashi** for the position of Superintendent of Education. Submission for the Investigative Committee Meeting (May 5, 2022) and Full Board Meeting (May 19, 2022).

AGENDA ITEM: "V.G. Board Action on findings and recommendations of Investigative Committee investigating issues relating to search for a Superintendent.

From: Cary S, Miyashiro, President, Quad D Solutions LLC.

To: Members of BOE Investigative Committee

I **strongly support** Interim Superintendent Keith Hayashi for the permanent position of Superintendent of Education. I've had the opportunity to work with Superintendent Hayashi for nearly 20 years and have always known him to place the best interest of the student first. He believes in student led education and have allowed students to determine their choice and defend their positions.

Superintendent Hayashi's educational vision as a Complex Area Superintendent and as Principal at Waipahu High School was to address the needs of all students. Mr. Hayashi went wall to wall academies at Waipahu High School and every student belonged to an academy. He advocated for and supported Career Academies/Career Pathways through Hawaii Academies with other high schools statewide. At Waipahu High, he provided opportunities for students to take college courses and number of their students received the Associate of Arts Degree a week before their high school diploma from Leeward Community College.

Superintendent Hayashi championed a K-12 Continuum within the Waipahu Complex and scaffolded learning from the elementary, middle, and high school within various academies. He hired an Early College Director, Dr. Mark Silliman that visited elementary schools and introduced college to K-1 students. Fifth and Sixth grade teachers were encouraged to prepare students for college. Exiting 8th grade students were given college placement tests enabling passing students to take college classes in 9th grade at Waipahu High.

Under his leadership Waipahu High developed an Academy of Engineering through the National Academy Foundation. He negotiated for qualifying graduates to be enrolled in the College of Engineering at UH-Manoa as juniors. He has also advocated for a Design Thinking Academy which is not a stand-alone academy but involves all Academies at Waipahu High.

At Waipahu High, Superintendent Hayashi has developed international relations in which qualifying students can participate in a world conference in Jeju Island, Korea. Students at the conference from all parts of the world discuss four world problem issues. It was exciting to hear how different nations face the same concerns and students came together to seek solutions. `

Students from Korea have visited Waipahu High School to learn about America.

Through his strong business and community partnerships he sought funding and started an Early College program and paid for the student's tuition. This opened doors for many students and their families as large number of these students are from immigrant and economically disadvantaged families. He also piloted a Criminal Justice and Law Career Pathway partnering with the FBI, HPD, Weed and Seed and Leeward CC. This program helped increase the graduation rate from about 50% over 10 years ago to 86% today. Before COVID in 2019 his graduating seniors received over \$32 million in academic scholarships.

Superintendent Hayashi sits on the National Career Academies Coalition Operating Board which certifies Career Academies across the country. He attracted talent and hired Dr. Arnold Laanui as Director of Extensions, recently appointed as President & CEO of Damien Memorial Schools to work with career academies and increase the college going rate. Superintendent Hayashi is well versed on Career Academies and can integrate the state's workforce readiness strategies with the Hawaii Department of Education (HIDOE).

His experience working with the High Need Population (Special Education, Immigrant and Economically Disadvantaged) will be invaluable to move the HIDOE to the next level. At Waipahu High School has about 70% of the enrollment are High Needs. Most of his career has been in a Title I environment working with troubled youth and the many issues facing these communities. He continues to build a working relationship with Micronesian community organizations addressing concerns with this emerging population.

In summary, Interim Superintendent Keith Hayashi is best positioned to meet the unique challenges in this complicated statewide, collective bargain education system. He has relationships and support from other principals and staff as well as the unions, businesses, and community sectors to make a systematic and intentional difference in Hawaii's educational system. His leadership will focus on addressing the needs of ALL students.

Thank you for allowing my testimony.

Respectfully Submitted,
Mr. Cary S. Miyashiro, President
Quad D Solutions



HAWAI'I COMMUNITY FOUNDATION

TO: Hawai'i State Board of Education
Board Members

FROM: Micah A. Kāne, Chief Executive Officer & President – Hawai'i Community Foundation

RE: Testimony in Support of Keith Hayashi's appointment as Superintendent

Meeting: General Business Meeting May 19, 2022

Thank you for the opportunity to provide my strong support the appointment of Keith Hayashi as Superintendent of Education. Mr. Hayashi has developed the core competencies of Superintendent through his 32-year career in Hawai'i's Department of Education. His time as Waipahu High School principal garnered awards for excellence and innovation as he helped to develop the first early college program in the State. Since Mr. Hayashi's appointment as acting Superintendent in August 2021, he has helped to lead the safe return to in-person learning across all public schools. He has successfully managed changes and implemented new guidance for schools on the Covid-19 pandemic.

Mr. Hayashi has the ability to influence student success at multiple levels--at the classroom level and the administrative level. His long tenure within the Department serving in different education roles will be an asset as Hawai'i's top education executive. During his tenure he has built excellent relationships with stakeholders including teachers, staff, and families. Mr. Hayashi has shown over and over his commitment to supporting Hawai'i's diverse learners across the education system. In my role with the Hawaii Community Foundation, I note that in my discussions with many throughout our community – both within and outside of education - I have never before felt this much support for one potential candidate. That's not a coincidence and that's not an accident. It is because of who Keith is and what he has done in his career.

Thank you for this opportunity to testify in support of Keith Hayashi's appointment.

Hawaii Board of Education
1390 Miller Street, Fourth Floor
Honolulu, Hawaii 96813

May 19, 2022

Special Meeting, May 19, 2022: [Board Action on findings and recommendations of Investigative Committee \(a permitted interaction group pursuant to Hawaii Revised Statutes, Section 92-2.5\(b\)\(1\)\) investigating issues relating to search for a superintendent: selection of superintendent](#)

Position: Testimony in strong support of Keith T. Hayashi as Hawaii Superintendent of Education

Dear Board Members-

My name is Rodney Luke and I recently retired with over 30 years of dedicated service from the Hawaii State Department of Education (Department). Throughout my tenure with the Department, I have served in multiple capacities within the tri-level system, as a classroom teacher, district resource teacher, school administrator, Complex Area Superintendent, and Assistant Superintendent.

It is with great pleasure and honor that I strongly recommend Mr. Keith T. Hayashi as the Hawaii State Superintendent of Education. Throughout Mr. Hayashi's illustrious career, he has served at each of the tri-level of the Department, which gives him the ability to understand the unique needs of our island state, our schools, and our students. In his role as the Interim Superintendent for the Department, Mr. Hayashi has proven himself to be an effective chief executive officer. His ability to strategically implement a systemic approach to the only statewide public school system enables the Department to work cohesively for the sake of our students and schools. The Department includes both the State Education Agency and Local Education Agency, which adds another layer of complexity that Mr. Hayashi has been able to navigate with professionalism and teamwork, despite the differences of the regions within the State.

Mr. Hayashi exhibits all of the outlined leadership competencies. In particular, he has effectively built strong, collaborative relationships both within the Department as well as with the community at large - a list that includes the Department personnel, Hawaii legislators, business and community organizations, and international partners. Such relationships will be crucial for meeting the needs of every single student today and for the foreseeable future; all of which would be lost without Mr. Hayashi.

Of similar importance is his decisiveness, as shown throughout the ongoing COVID-19 pandemic. Despite the constant state of uncertainty and turbulence, Mr. Hayashi's leadership

has provided a clear trajectory for schools to follow, which further exemplifies his ability to make difficult, yet necessary, decisions in the midst of adversity.

With the rapid change in Hawaii's educational landscape and the connection to national and international competitiveness, our public school system needs a visionary leader, such as Mr. Hayashi, to guide and navigate the Department. His vision includes broader goals of success and increased opportunities for our students, which in turn will benefit and strengthen our global society.

It is without hesitation, that I strongly recommend Keith T. Hayashi to be the permanent state Superintendent for the Hawaii State Department of Education.

Sincerely-
Rodney Luke

Dear Superintendent Selection Committee:

IN RE: Keith Hayashi

As a **Visionary, Innovative, Dedicated, Compassionate** administrator, leader, and parent, Keith Hayashi's innovative, collaborative efforts, and methodology will be the impetus that will create changes in our Hawaii educational system and provide all of Hawaii's schools a place in our Excellence in Education, Hawaii's Department of Education.

Keith Hayashi exemplifies leadership qualities that have impacted students, faculty, staff, businesses, communities all crucial components in his commitment to building competent, educated workforces and leaders in Hawaii and nationally. As an administrator, business and community leader, Keith made decisions that changed the image, attitude, and acceptance of Hawaii's schools as a center for decision-making, critical thinking, and perspective on the cultural and educational aspects crucial for students' success.

Keith's leadership and visionary skills are qualities recognized by entrepreneurs, legislators, and community leaders who requested that he be a part of a team in envisioning opportunities for Hawaii's infrastructure and economy. His wealth of knowledge in the development of new opportunities for schools and communities enhances his opportunities to share and provide resources available to schools and communities. His creativeness, leadership skills, and total support of ideas has generated total commitment and enthusiasm from his staff, students, legislators, business and community leaders. He is our Pied Piper who embraces providing educational opportunities for all. We believe, respect, and trust that Keith will take us to the next level during his tenure as our next Superintendent of Education.

In 2008, Keith was instrumental in coordinating the Hawaii Academies, an affiliation for statewide initiatives that addressed strategies and processes in improving and accelerating students' test scores and enhancing college and career readiness opportunities. Administrators and staff members from 24 high schools have shared innovative ideas and strategies at monthly sessions in an effort to promote collaboration and support to all high schools.

The National Career Academy Coalition has designated Hawaii as the host city for the 2024 Pacific Rim NCAC Conference based on the significant certified Model Academies in Hawaii which saw the first wave at Waipahu High School. As a Principal and a Board of Director for the National Career Academy Coalition (NCAC), Keith hosted the NCAC Insight/Onsite on the Waipahu High School campus for Hawaii and mainland educators, principals, business partners, community leaders, legislators, and international school district administrators from 2016-2019, pausing for COVID, and continuing in 2023. Academies reviewed by the National review team as an accreditation process and were identified as Model Academies shared successful and innovative articulated programs and served as model sites.

As a former teacher, consultant, business leader, I have witnessed dramatic changes in the perception of a Waipahu graduate. When I started my teaching career, no parent or community leader considered Waipahu High School as an academic school or a school of choice. Drugs, gangs, violence ran rampant throughout the campus and community. Waipahu was identified by the FBI as having the highest incidences of student felony. Waipahu High School, under the leadership and commitment of Keith Hayashi, changed that perception. Waipahu has evolved into a nationally recognized high school with exceptional academic standards and achievements.

Beyond the four walls of academia, business partners and Advisory Board members were involved with exploratory and experiential learning experiences for students and externships for teachers. Design Thinking served as a strategy in engaging students in critical thinking and decision-making skills. The National Career Academy Coalition National Standards of Practice approved by 15 educational and professional national organizations served as accelerated standards for Hawaii's students. Waipahu High School was the first high school to be recognized as the Wall-to-Wall Model Academy School that achieved national recognition for its students, teachers, staff, parents, business and community leaders who were involved in one of the six nationally endorsed career academies on the Waipahu campus.

Imagine schools filled with exploratory and innovative ideas that utilizes and replicates cutting edge international and national business standards. Waipahu's specialized center will incorporate design-thinking strategies, state-of-the-art equipment, mastery of industry certifications. Keith envisioned innovative programs as students, business partners, and business entities develop and implement and share their experiences as a community outreach program: Oyster and shrimp hatchery utilizing industry-based data analysis as it impacts Hawaii's ecosystem and environmental resources by the Academy of Natural Resources students; vertical growing systems utilizing artificial intelligence by the Academy of Natural Resources students as it affects sustainability in food growing processes; a campus medical clinic operated by the Academy of Health & Science students and supported by professional medical personnel in providing learning environments and medical assistance to the disadvantaged and students on campus.

Homeless issues have impacted Hawaii's schools and communities. It took a "village" to address and mitigate the homeless situation as homeless camps have bordered the peripheral of the high school campus in the hale koa bushes and adjacent to Pearl Harbor. Keith was cognizant of the students' and parents' plight. Band Aid, clean clothes, healthy meals, a place to study became silent issues faced by the homeless. Keith made health, safety, and sanitation decisions to accommodate their needs. As one walks through the halls, there is little evidence of the crisis across the fence. Homeless students are on campus as the accommodations made by Keith and other staff provided equal opportunities for all students. They were clean, respectful, and appreciative of the school-community's support. One of Keith's homeless success story: A student "had a dream" in pursuing a career in the field of media. She and her family lived in an abandoned bus in the hale koa area behind of the school campus. Keith and his staff discussed strategies that would accommodate her family and other homeless students' needs. One could not believe that this young lady graduated with high honors and pursued post-secondary in the field of broadcast production at the University of Hawaii. She completed her high school journey as an academy student, graduated from the University of Hawaii, and is presently employed professionally at a recognized Honolulu TV station. Keith's compassion and concern for the less fortunate students have been quietly acknowledged through their successes. The young lady has been requested to serve as the keynote speaker reflecting her journey and the impact of the education she has received at the NCAC Atlanta, Georgia conference in November.

Sincerely,

/s/:Jean Miyahira, Educator
Board of Director, National Career Academy Coalition
Board of Director, HawaiiUSA Federal Credit Union
National Milken Educator
Peer Navigator, Kaiser Medical Hospital, Oncology Department



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

Testimony for Agenda Item III.A. - BOE May 19, 2022 Special Meeting

1 message

Miles Ino <milesino@gmail.com>
To: testimony.boe@boe.hawaii.gov

Tue, May 17, 2022 at 9:46 AM

Testimony for Agenda Item III.A. - Board Action on findings and recommendations of Investigative Committee

Aloha Chair Payne, Vice Chair Uemura and members of the Board of Education:

My name is Miles Ino, and I am testifying in strong support of Keith Hayashi's selection as the new State Superintendent of Education.

I have had the good fortune to have been acquainted with Mr. Hayashi for over a decade. When I first met Mr. Hayashi, I found him to be a friendly, approachable guy with a good sense of humor. As I got to know him better, he proved to be knowledgeable about many community and educational issues. I have always admired his level-headed responses and ability to quickly identify issues and address them in a thoughtful and logical manner. Mr. Hayashi has also impressed me with his pride in Waipahu High School and, most importantly, its students. At Waipahu, Mr. Hayashi has marshalled department, industry, and community resources to help students achieve success in advanced placement studies, industry certifications, and real-world experience. The successes at Waipahu High School give me great confidence that public education can and will meet the daunting challenge of preparing our children for new and fulfilling careers in the sciences, healthcare, and academia.

Mr. Hayashi is the embodiment of the vision, knowledge, and hands-on experience necessary for the position of superintendent. I humbly ask for your consideration of Keith Hayashi to be our next State Superintendent of Education.

Mahalo for the opportunity to submit testimony.

Miles Ino



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

Testimony May 19, 2022 Special Meeting (8:45 a.m.)

1 message

Janelle Ragusa <ragusajanelle@yahoo.com>

Tue, May 17, 2022 at 10:02 AM

To: "testimony.boe@boe.hawaii.gov" <testimony.boe@boe.hawaii.gov>

Mrs. Janelle Ragusa

- **May 19, 2022 Special Meeting (8:45 a.m.)**

OPPOSE continuation of Hiyashi as Superintendent as he has not represented or even listened to the overwhelming evidence and testimony from the parents.

Also, we are quite concerned with his connection to the Biotechnology and DNA sequencing program at Lawrence Livermore National Laboratory in regards to the same type of technology being found in the most recent CV-19 injections.



17 May 2022

Hawaii State Board of Education
P.O. Box 2360
Honolulu, Hawaii 96804
Sent Via: testimony.boe@boe.hawaii.gov

Subject: **TESTIMONY in Support of Mr. Keith Hayashi**
Special Meeting on 19 May 2022; Agenda Item: III.A Board Action on findings and recommendations of Investigative Committee (a permitted interaction group pursuant to Hawaii Revised Statutes, Section 92-2.5(b)(1)) investigating issues relating to search for a superintendent: selection of superintendent.

Dear Members of the Board:

Thank you for the opportunity to submit testimony in support of Mr. Keith Hayashi for the position of Superintendent of the State of Hawaii Department of Education.

I view Hawaii as being very fortunate to have had Mr. Hayashi, as an innovative education leader, to lead the Department as its Interim Superintendent. The challenges that our schools faced during the COVID pandemic required a leader who possessed leadership experience and knowledge. He has acknowledged what it will take to improve student learning by providing crucial academic and emotional support to staff, families, and students. I believe that positive changes will occur within our public school system with Mr. Hayashi's continuation of his good work as the Superintendent.

Mr. Hayashi has institutional knowledge of having served as a Principal, Deputy Superintendent and Interim Superintendent. His educational leadership acumen and his passion for student success is undeniable. Additionally, his understanding of local culture and values are essential insights that our Superintendent of Education needs.

When Mr. Hayashi was the principal at Waipahu High, he led his team to adopt design thinking that resulted in a stellar academic program and high performing students. His workforce development programs inspired students to reach higher. The programs and results have been noticeable by local businesses and employers.

I believe that Mr. Hayashi has earned the position of the Superintendent of Education and is the best person for this important position.

Sincerely,

SSFM INTERNATIONAL, INC.

Michael P. Matsumoto, P.E., FACEC
President/CEO



Written Testimony in Support of Mr Keith Hayashi School

1 message

Freeman Cheung <freeman.cheung@k12.hi.us>
To: Testimony.BOE@boe.hawaii.gov

Tue, May 17, 2022 at 10:44 AM

To: Board of Education

Fr: Freeman Cheung (Waipahu High School Secondary Teacher)

Re: Written Testimony in Support of Mr Keith Hayashi

Date: 5.17.2022

My name is Freeman Cheung, I am currently a Career Technical Education Coordinator at Waipahu High School. I have known Keith Hayashi for over 15 years, first as my vice principal and then as my principal, mentor and friend.

Under Mr Hayashi's leadership, we have seen Waipahu High School grow and flourish into the nationally recognized academy school it is today.

Keith has demonstrated success in collaboratively building, nurturing, and empowering his staff in sustaining an organizational culture which supports and serves all students to find their passion(s) and provides all possible resources and opportunities to help them achieve their goals and prepare them for their future. He has also led us to develop a climate that fosters innovative continuous improvement that promotes collaboration, trust, and high expectations.

I believe that Mr Hayashi has demonstrated within a short few months that he will be an awesome permanent Superintendent for our state. Keith is a visionary and innovative leader and also someone with a deep understanding and appreciation for the culture of Hawaii and what is important to the people here. Because he has served in multiple roles in the education system, he understands from all stakeholders in Education, the issues and challenges we face and thus could make bold and transformative decisions that will be best for our students and the educational system in our State that everyone could be proud of.

I wholeheartedly support Mr Keith Hayashi as our next Superintendent of Education for the State of Hawaii.

Sincerely
freeman cheung
CTE Coordinator
Waipahu High School
Ph.(808) 307-9590

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David Ige
GOVERNOR



Keith Hayashi
INTERIM

STATE OF HAWAII
WAIPAHU HIGH SCHOOL
LEEWARD DISTRICT
DEPARTMENT OF EDUCATION
94-1211 FARRINGTON HIGHWAY
WAIPAHU, HAWAII 96797
PHONE (808) 307-9555
FAX (808) 675-0257

April 18, 2022

To: Hawaii Board of Education

RE: Support for Keith Hayashi as Hawaii Department of Education Superintendent

Dear Sir/Madam,

I am writing this letter of support for Keith Hayashi as Superintendent of the Hawaii Department of Education. During my past 8 years of working with Mr. Hayashi, he has displayed himself to be a humble, supportive, and caring principal. His passion for education goes beyond what any other principal I've experienced would demonstrate. Whenever Waipahu High School received some type of recognition, he will always bring it back to giving credit to the teachers and students. He is so humble that he will never take credit for his successes at the school. He is a true leader and would go beyond measures to get what is needed to make Waipahu High School the "first" in everything.

Mr. Hayashi has experienced being in the classroom as an elementary school teacher, being the complex area superintendent, principal of one of the leading schools in Hawaii, and now as Interim Superintendent. His experiences and determination qualify him for the position of the new Hawaii Department of Education Superintendent.

Mr. Hayashi is a person of high integrity. He would always put the students first. In all my years working with him, he never once told me what to do. Instead, he would ask "what are your thoughts?" or "what do you think is best for our students?". It was the same for the faculty as well. He made sure everyone had the opportunity to voice their opinion, whether it be at a faculty meeting or at a personal level. He always had an open-door policy.

I have also been able to see Mr. Hayashi's leadership skills outside of school. Our daughters used to dance together for Drill Team Hawaii and he served as the Booster Board President for several years. He carried out the same leadership skills as he did in school. Everything was in the best interest of the girls.

I highly support Mr. Hayashi as being our next Hawaii School Superintendent. He has a strong track record of success and is a proven educational leader. His character and dedication to Hawaii public schools will lead us in the right direction.

Sincerely,

A handwritten signature in black ink, appearing to read "Lori Chun", with a long horizontal flourish extending to the right.

Lori Chun
Waipahu High School
Resource Teacher (Data & Assessment)



**STATE OF HAWAII
DEPARTMENT OF EDUCATION
WAIPAHU HIGH SCHOOL**
94-1211 Farrington Highway
Waipahu, Hawaii 96797

April 19, 2022

State of Hawaii Board of Education,

This letter is written in support of Mr. Keith Hayashi, Hawaii Department of Education Interim State Superintendent. He is the best candidate for our next DOE Superintendent because of his vision and his ability to effectively lead all stakeholders in our education community.

Mr. Hayashi genuinely cares for our keiki and their families. He believes that all students should have an equal opportunity to be successful and has adopted innovative ways to implement this vision. I know this because I have worked with him not only as a teacher at Waipahu High School but also as a Leeward District Resource Teacher when Mr. Hayashi was the Complex Area Superintendent. I've seen his passion at work as Waipahu High became the first National Career Academy Coalition wall-to-wall academy school in the state and has since continued to be nationally certified. Our motto of "My Voice, My Choice, My Future" allows students to find their passion in their academy of choice and where their learning is relevant and they are successful.

Mr. Hayashi continues to have a positive impact on our students as Interim Superintendent. He came in at a very challenging time, not only leading us but also having to fight this pandemic. Again, he kept keiki and all employees at the heart of his decision making, keeping us safe at all times through various situations. I feel that we are fortunate to have Mr. Hayashi as our Interim Superintendent because of this fact.

Mr. Hayashi brings with him a strong foundation as he has served the education community in many roles. He is able to see the big picture from all angles. He understands our system well and is able to build on it. Mr. Hayashi is the epitome of a "public servant" not only as a teacher and administrator but also as Leeward District Complex Area Superintendent in which he brought innovation to the schools. He understands our system well and will continue to move education forward. He cares. He always keeps our best interest at the forefront of decisions. He leads with curricular and instructional knowledge, with compassion and empathy, and with vision. There is no better person for the job of Hawaii Department of Education State Superintendent.

Respectfully,
Joyce Bajet
WHS Teacher



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

RE: Advocacy of Keith T. Hayashi to Serve as Hawaii's Superintendent of Education (Agenda Item IIIA)

1 message

Wina Ababa <wina.ababa@k12.hi.us>
To: Testimony.BOE@boe.hawaii.gov

Tue, May 17, 2022 at 10:51 AM

Aloha Board of Education Members:

It is with great pleasure that I am writing a testimony in support of Mr. Keith T. Hayashi as HIDOE's next Superintendent. My name is Wina Ababa and I am a public educator who has worked with Mr. Hayashi during 2009-2020 when he served as Waipahu High School's principal. Within that time frame, I have been fortunate to witness and experience Mr. Hayashi's dedication towards our students, staff, and community.

As many of you already know, Mr. Hayashi has been essential in elevating the educational and real world experiences for students at Waipahu High School. His ability to recognize potential in a person, idea, and/or program (e.g., Early College, college and career academies, design thinking method, 3-1-1 plan) in conjunction with his skillset of inspiring and empowering others to surpass their highest potential is what makes him an exemplary leader. With each DOE position he's held, Mr. Hayashi has not been afraid to lead by example, ask/answer difficult questions, think outside of the box, tap into the strengths of others to accomplish goals, or encourage stakeholders to grow beyond their comfort zone. Most importantly, his actions strongly communicate how much he cares about the success and well-being of our keiki, teachers, families, and communities.

As members of HIDOE continue to navigate the challenges incurred from the pandemic, it is imperative that we have a leader like Mr. Keith T. Hayashi as our superintendent.

Thank you for your support,

Wina Ababa

School Improvement Resource Teacher

Waipahu High School

This is a staff email account managed by Hawaii Department Of Education School District. This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error please notify the sender.

Support: Keith Hayashi

To the Board of Education,

I am writing to support Mr. Keith Hayashi in becoming the State Superintendent of Education. It is evident that he is qualified to take on this important role. Within his many years working within the Hawaii State Department of Education, he has a strong depth of knowledge and experience. Mr. Hayashi displays strong leadership skills with visions and a passion for education.

Mr. Hayashi considers what is best for the students, teachers/staff, parents/guardians, and the community. He always strives for students' success by providing opportunities for students that are beyond a classroom setting, such as hands-on and real-life experiences. We need someone who knows the education system and will use their great knowledge to fulfill the role. I highly recommend Mr. Keith Hayashi as the State Superintendent of Education.

Support: Keith Hayashi

To the Board of Education,

I am writing to support Mr. Keith Hayashi in becoming the State Superintendent of Education. It is evident that he is qualified to take on this important role. Within his many years working within the Hawaii State Department of Education, he has a strong depth of knowledge and experience. Mr. Hayashi displays strong leadership skills with visions and a passion for education.

Mr. Hayashi considers what is best for the students, teachers/staff, parents/guardians, and the community. He always strives for students' success by providing opportunities for students that are beyond a classroom setting, such as hands-on and real-life experiences. We need someone who knows the education system and will use their great knowledge to fulfill the role. I highly recommend Mr. Keith Hayashi as the State Superintendent of Education.

May 17, 2022

Hawaii State Board of Education
P.O. Box 2360
Honolulu, Hawaii 96804

Aloha members of the Hawai'i State Board of Education,

My name is Mc Erl Dave Andres, a proud 2016 graduate of Waipahu High School, and I am writing this letter on behalf of myself in support of Interim Superintendent Keith Hayashi's application as the Superintendent for the Hawai'i Department of Education.

As a leader, Mr. Hayashi is a visionary, student-centered, and authentic. I attended Waipahu High School from 2012-2016 and in those four short years, I learned so much from and about Mr. Hayashi. As principal, he led the complete change of Waipahu High School's image and continued his work in advocating for what is best for ALL Marauders. From speaking with older alumni within my family, they share their amazement of how much our Alma Mater has changed for the good, and it ends with, "it is because of the principal Mr. Hayashi." From the formation of well-structured and nationally recognized Career Academies to the life-transforming Early College program, his vision of a national model high school in the middle of the Pacific Ocean came to life. That is because he leads with students in mind.

I was a part of Student Council/Government for all four years in high school serving as a member and later as Student Body President. While being part of Waipahu High School's student leadership program, I witnessed first-hand the very first thing Mr. Hayashi does before making any decision: consulting the students. He sat down with us and asked us questions that would later help shape the decision his administration was about to make. He encouraged us to seek the opinions and hear the voices of our peers and to report back to him. That speaks volume about his characteristics as a leader and as a person. I admired his willingness to listen to ALL students and to this day, am inspired to lead just like him as my university's Student Body Vice President, and in the many committees I am a part of at work and in school.

However, I think what I admire most about Mr. Hayashi is his authenticity and spirit as a leader. He leads by example and gives his 100% to all things and all people. He serves first before he is served and will never turn down a conversation or even an energizer with the student leaders. I have seen him speak to various dignitaries then pick up a camera to snap a picture of the students around him. I have seen him sit down with students to engage in conversation and listened to their concerns. But as one of his former student leaders, I have seen him go beyond listening because I have seen him take those conversations and concerns to rooms where changes can be enacted to ensure that our Marauders succeed and seize the day.

I have no doubt in my mind that Mr. Keith Hayashi will be a great superintendent and an even greater role model to ALL students of Hawai'i. He has inspired me to lead with passion and authenticity, to listen then advocate and act, and to be a servant leader. As Interim Superintendent during a worldwide pandemic, the state witnessed his great leadership navigating the unknown, transparency over the ever-changing guidelines, and ensured that students were in the middle of the decision-making processes. And I know for certain that if he is chosen to serve as the next Superintendent of the State of Hawai'i's Department of Education, he will continue to be a student-centered leader.

Thank you for your time and for this opportunity.

Best Regards,

Mc Erl Dave Andres, M.Ed.
Waipahu High School Class of 2016

May 17, 2022

Hawaii State Board of Education
P.O. Box 2360
Honolulu, Hawaii 96804

Subject: Testimony in support of Keith Hayashi for Superintendent
Special Meeting on May 19, 2022

III.A Board Action on findings and recommendations of Investigative Committee (a
permitted interaction group pursuant to HRS § 92-2.5(b)(1)) investigating issues
relating to search for a superintendent: selection of superintendent

Dear Members of the Board of Education,

Thank you for the opportunity to submit testimony in support of Keith Hayashi for the position of
Superintendent of the State of Hawaii Department of Education.

Mr. Hayashi brings institutional knowledge of Hawaii's educational system and a proven record
of success to the position of Superintendent having served as a Principal, Deputy
Superintendent and Interim Superintendent throughout his tenure in the Department of
Education. His educational leadership acumen runs deep and his passion for student success is
undeniable. Additionally, his understanding of local culture and values are essential insights that
a Superintendent of Education in our state needs.

I believe that Mr. Hayashi has proven he is the best candidate for the position of Superintendent
and deserves the opportunity to continue advancing our State's educational system.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ranelle Ho'.

Ranelle Ho, C.G.A., CCM, ENV SP
SSFM International
Manager, Principal

May 17, 2022

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

Subject: Testimony in support of Keith Hayashi for Superintendent
Special Meeting on May 19, 2022

III.A Board Action on findings and recommendations of Investigative Committee (a permitted interaction group pursuant to HRS § 92-2.5(b)(1)) investigating issues relating to search for a superintendent: selection of superintendent

Dear Chairwoman Payne,

Thank you for the opportunity to submit testimony in support of Keith Hayashi for the position of Superintendent of the State of Hawaii Department of Education.

The need for quality education is critical to Hawaii's future and is crucial to Hawaii's culture, values and economy. Hawaii needs an innovative, experienced and knowledgeable leader in education and Mr. Hayashi has demonstrated these qualities in leading the State's educational system as interim superintendent during the unprecedented challenge that our schools faced during the COVID pandemic. Having served as a Principal, Deputy Superintendent and Interim Superintendent throughout his tenure in the Department of Education Mr. Hayashi has demonstrated his educational leadership acumen, institutional knowledge of Hawaii's educational system and a proven record of success. Additionally, his understanding of local culture and values are essential insights that a Superintendent of Education in our state needs.

As principal at Waipahu High School, Mr. Hayashi led his team to adopt design thinking that resulted in a stellar academic program and high performing students. His workforce development programs inspired students to reach higher and prepared them to be productive members of the State's economy. Mr. Hayashi also recognized and acknowledged that providing academic and emotional support to staff, families and students was necessary to improve student learning.

I believe that Mr. Hayashi has proven he is the best candidate for the position of Superintendent of Education and deserves the opportunity to continue advancing our State's educational system.

Sincerely,

A handwritten signature in black ink, appearing to read 'Scott W. Hayashi', with a stylized, flowing script.

Scott W. Hayashi
VP Technical Operations
SSFM International, Inc.



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

TESTIMONY (BOE MAY 19)

1 message

JnKC Wilt <jnkcpaperless@gmail.com>
To: testimony.boe@boe.hawaii.gov

Tue, May 17, 2022 at 11:39 AM

Aloha,
I'm writing to request two things.

-That you NOT elect Keith Hayashi to superintendent.
I have written him about my special needs kids and I've never heard a reply. He has been a ghost of a superintendent. We ask questions to our principals who haven't been informed of things. The parents have to dig for answers for basic things. Communication between parents, schools, DOE, BOE have been horrible. The next superintendent needs to listen to the schools, listen to the parents and respond. Keith has done an excellent job showing you that he is not adequate for this position.

-Secondly, you put this choice of superintendent back into the hands of the people. With education constantly changing. Rules, regulations constantly changing. I want a say in my children's education. The fact is parents used to have a choice who they elected and it's been taken away.

Our schools are failing. They are the lowest in the nation. Parents are asking to be involved! Let us! And it starts here. I implore you on behalf of my 5 children. Please pick a superintendent today who cares about the kids, schools and listens (and responds) to the parents!

Mahalo,
KC Wilt



testimony

1 message

Mary Boland <mboland@ucera.org>
To: testimony.boe@boe.hawaii.gov

Tue, May 17, 2022 at 11:49 AM

BOE Special Meeting on May 19, 2022

agenda item: III.A Board Action on findings and recommendations of Investigative Committee (a permitted interaction group pursuant to Hawaii Revised Statutes, Section 92-2.5(b)(1)) investigating issues relating to search for a superintendent: selection of superintendent

Chair Payne and Members,

I am pleased to provide my highest recommendation for Keith Hayashi for appointment to the position of Superintendent of the Hawaii State Department of Education.

Mr Hayashi is an experienced education leader having served the DOE in a variety of positions throughout his career. Prior to his appointment as Interim Superintendent, he was recognized for his strategic leadership as principal of Waipahu High School. During his tenure, the school made dramatic advances in student achievement, career readiness, and connection to the broader state and national community. His achievements are well documented in his CV and board application.

I met Mr. Hayashi in 2015 when he volunteered his school to be one of the first sites for the Hawaii Keiki: Healthy and Ready to Learn Program and want to share this experience as an exemplar of his courage and leadership. Keith recognized that students who are chronically absent or come to school with physical and emotional health issues are unable to maximize the learning opportunities available to them in even the best school. Keith welcomed the opportunity to provide direct health services on the school campus through his work with this program and the Nancy Atmospera-Walch School of Nursing at UH Manoa. Today, WHS is one of the busiest program sites in the state as students, families, and teachers use and refer to the on site APRN (nurse practitioner). As a result, the health of the whole school community is addressed and recognized as key to student and school success. Both undergraduate and graduate UH Manoa nursing students are onsite at WHS for clinical learning, including WHS graduates who serve as inspiration for WHS students. His focus on career readiness for college and vocational programs sets him apart from many educators.

Keith demonstrates cultural humility in all his efforts to place student success first. He is able to build consensus among diverse internal and external stakeholders as people find him approachable and open to understanding the range of perspectives contributing to an issue that requires decision making. He is well respected by colleagues and external DOE stakeholders and known for his humble yet firm persistence to take efforts from concept to reality. He has credibility and positive relationships throughout the state including with business and other private organizations.

His experience both as WHS principal and DOE superintendent demonstrate his ability to make large-scale impact leading complex public organizations as he understands the critically important roles of schools, state office, and the state superintendent role in creating student success. He recruits and retains competent people in key positions to build high functioning teams.

In summary, Keith is a longtime Hawaii educator who understands the nuances of local issues while aligning DOE efforts with national trends, policies, and research to ensure student success. He has demonstrated his capacity to lead large diverse organizations to achieve student, school and community success. I believe that he is an outstanding candidate and will be an exceptional Superintendent.

Thank you for the opportunity to submit testimony.
Mary

Mary G. Boland, DrPH, RN, FAAN
Dean Emerita
Nancy Atmospera-Walch School of Nursing
University of Hawaii at Manoa
mboland@ucera.org

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May 17, 2022

Hawaii State Board of Education
P.O. Box 2360
Honolulu, Hawaii 96804

Subject: Testimony in support of Keith Hayashi for Superintendent
Special Meeting on May 19, 2022

III.A Board Action on findings and recommendations of Investigative Committee (a permitted interaction group pursuant to HRS § 92-2.5(b)(1)) investigating issues relating to search for a superintendent: selection of superintendent

Dear Members of the Board of Education,

Thank you for the opportunity to submit testimony in support of Keith Hayashi for the position of Superintendent of the State of Hawaii Department of Education.

Mr. Hayashi brings institutional knowledge of Hawaii's educational system and a proven record of success to the position of Superintendent having served as a Principal, Deputy Superintendent and Interim Superintendent throughout his tenure in the Department of Education. His educational leadership acumen runs deep and his passion for student success is undeniable. Additionally, his understanding of local culture and values are essential insights that a Superintendent of Education in our state needs.

I believe that Mr. Hayashi has proven he is the best candidate for the position of Superintendent and deserves the opportunity to continue advancing our State's educational system.

Sincerely,

A handwritten signature in cursive script that reads "Martha C. King".

Martha C. King
Manager, Structural Engineering Group
SSFM International



May 19, 2022 Testimony in Support of Keith Hayashi as Superintendent - Agenda item III. A

1 message

Cesceli Nakamura <cesceli.nakamura@k12.hi.us>
To: testimony.boe@boe.hawaii.gov

Tue, May 17, 2022 at 11:59 AM

Dear Board of Education Members,

I am writing to express my support for Keith Hayashi as the next Hawaii DOE Superintendent. Mr. Hayashi's visionary thinking, desire to learn new best practices, shared leadership skills, and understanding of our Hawaii educational system - strengths and areas of need make him an outstanding candidate for this important position.

I am a teacher at Waipahu High School with 28 years of service and have worked with Mr. Hayashi for 15+ years where he served as my WHS vice principal, complex area feeder school principal, complex area superintendent, and finally WHS principal. As a WHS school improvement resource teacher responsible for WASC Accreditation coordination and Career Academy development, I collaborated closely with him and our leadership team to refine our school's vision/mission, review schoolwide data, create and execute academic action/financial plans, innovate new courses/programs/internships/early college opportunities, gather support from state/private agencies for grant funding, and strengthen/refine/grow our college and career academy system. It is through these experiences I have witnessed Mr. Hayashi's passion for education, shared leadership style, and genuine concern and caring for people - especially students, their families and educators.

Our WHS motto of *My Voice, My Choice, My Future*, inspired by Mr. Hayashi and our leadership team empowers students to share their voice, select courses/opportunities aligned to their career pathway of interest, and prepare for their future. In order for students to have these amazing opportunities at Waipahu High School, Mr. Hayashi's shared leadership style encouraged teachers like me to be leaders who seek out best practices, innovate new ideas and gather community/business support to plan and carry out the ideas. We often had innovation sessions with him, students, the admin team and business/community partners where we would "design think" ideas to strengthen or improve our current school system and if other DOE/state/private agencies could support implementation of those ideas, Mr. Hayashi would personally work with them to build shared understanding of our DOE needs and how everyone could work together to benefit. His visionary thinking and relationship skills allows him to see "connections" between individual efforts and how they can fit together to maximize a positive outcome.

Because of all of the relationships Mr. Hayashi has established over his years of service, he is well respected in both the education and business community because he remains a caring, "humble" leader - always willing to listen, learn, empower others, and advocate for students. I highly recommend Keith Hayashi to be selected as our next DOE Superintendent. He is ready and willing to serve in this important position and understands the needs of our DOE system on many levels. His involvement in school, state, country, and international education/business leadership teams and constant research for best practices to create a meaningful education experience will benefit not just one school, but an entire school system. We will all miss him as our WHS principal, and will fully support his requests and expectations as our next DOE Superintendent.

Sincerely,

Cesceli Nakamura

School Improvement Resource Teacher - English Department Head, AP Lit & Comp Teacher, Academy of Arts & Communication Support, Academic Review Team, UH Manoa MEDT Liaison

Waipahu High School

[94-1211 Farrington Hwy.](#)

[Waipahu, HI 96797](#)

Phone: 808-307-9588

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

Testimony regarding Action Item III.A for May 19, 2022 BOE Meeting: Selection of Superintendent

2 messages

Derek Bishop <derekbishop@hushmail.com>
To: "testimony.boe" <testimony.boe@boe.hawaii.gov>

Tue, May 17, 2022 at 10:43 AM

Subject Line: Testimony regarding Action Item III.A for May 19, 2022 BOE Meeting: Selection of Superintendent

Dear Hawaii State Board of Education,

My name is Derek Bishop. I am a 32-year special education teacher veteran at Paaulo Elementary and Intermediate School on the Big Island. This is my Testimony regarding "Action Item III.A: Selection of Superintendent."

I am against any candidate that supports mandatory masking for students, and mandatory COVID vaccinations for staff and students, including student athletes. All such safety measures must be optional based on informed family, student, and DOE staff consent.

I believe all these health measures, when enforced, require individually specific medical diagnoses that each individual person is a public health threat. The masks, when required to be worn, become a medical device. To require such a device, when neither medical diagnosis nor court order are present is illegal and violates the Americans With Disability Act, among other laws.

Thus far, Interim Superintendent Hayashi has shown unwavering support for masking and the for-profit mRNA gene therapy injections that have not been shown to reduce spread or prevent infection, if the questionable PCR test case results can be believed, which is doubtful given the exceptional number of false positives due to the 30+ high cycle thresholds used.

I am not familiar with the backgrounds of Darrel Galera and Caprice Young. Please inquire as to where these candidates stand on COVID school attendance and employment policies. Perhaps one of them is open to the ideas of health freedom, personal responsibility, and the idea that health starts with diet and lifestyle choices rather than toxic pharmaceutical injections.

I think you in advance for your diligent attention to this matter.

Mahalo,

Derek Bishop

Derek Bishop <derekbishop@hushmail.com>
To: "testimony.boe" <testimony.boe@boe.hawaii.gov>

Tue, May 17, 2022 at 12:05 PM

I have updated my testimony submitted an hour ago:

Subject Line: Testimony regarding Action Item III.A for May 19, 2022 BOE Meeting: Selection of Superintendent

Dear Hawaii State Board of Education,

My name is Derek Bishop. I am a 32-year special education teacher veteran at Paaui Elementary and Intermediate School on the Big Island. This is my Testimony regarding "Action Item III.A: Selection of Superintendent."

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For more information, please research the following sources:

<https://thehighwire.com>

<http://unmaskourkeiki.org>

<https://childrenshealthdefense.org>

<https://physiciansforinformedconsent.org>

<https://physiciansforinformedconsent.org/wp-content/uploads/2021/08/PIC-COVID-19-Disease-Information-Statement-DIS-August-2021.pdf>

<https://physiciansforinformedconsent.org/COVID-19-Vaccine-Mandates.pdf>

<https://thefinancialguys.com/2021/09/13/face-masks-ineffective-against-covid-virus-studies/>

<https://brownstone.org/articles/more-than-150-comparative-studies-and-articles-on-mask-ineffectiveness-and-harms/>

I think you in advance for your diligent attention to this matter.

Mahalo,

Derek Bishop

[Quoted text hidden]

TESTIMONY BEFORE THE STATE OF HAWAII BOARD OF EDUCATION

WEDNESDAY, May 17, 2022, Testimony for the Thursday, May 19, 2022 BOE Meeting

TESTIMONY IN SUPPORT OF MR. KEITH HAYASHI AS THE PERMANENT SUPERINTENDENT OF HAWAII DEPARTMENT OF EDUCATION

MARK SILLIMAN, DIRECTOR MCINERNY FOUNDATION EARLY COLLEGE PROGRAM AT WAIPAHU HIGH SCHOOL

Aloha Chair Payne and board members,

I remember in the fall 2013 semester when Mr. Hayashi invited board members of the McInerny Foundation Distribution Committee to Waipahu High School for a tour of the campus. This was an opportunity to showcase the hard work and amazing accomplishments of our student and their various projects in the Career Academies, as well as the development of the first Early College Program in the State of Hawaii. The Distribution Committee was so impressed with Mr. Hayashi's leadership that they invited Mr. Hayashi to submit a grant to help fund the Early College High School Initiative (ECESI).

Since that historic moment, the McInerny Foundation has continuously supported nine years of sustained funding that totals more than \$2.65 million and which has led to exponential growth and access to higher education for lower-income, under-represented, English Language Learners, and first-generation college students. What began as a very humble University of Hawaii, West Oahu Psychology 100 class of 30 students, evolved to become 648 unduplicated Early College students (1,265 duplicated headcount) in School Year (SY) 2019, or 24.2% of the entire 2,682 students at Waipahu High School.

With such resounding success and leadership on the part of Mr. Hayashi, the data clearly shows evidence that there has been a total transformation at Waipahu High School with respect to nurturing a career and college-going culture. Whereas, prior to Mr. Hayashi's success in establishing wall-to-wall, Career Academies at Waipahu High School (certified by National Career Academy Coalition), Waipahu High School was widely regarded as a troubled school, plagued with truancy, high dropout rate, and gang-related violence. Waipahu High School has risen to become recognized an exemplary school both statewide and nationally.

From a national perspective, Waipahu High School has been recognized by numerous dignitaries, researchers, and organizations. For example, on March 31, 2014, I recall hearing U.S. Department of Education Sec. Arne Duncan say that among all his travels and visits to countless high schools nationwide, Waipahu High School stands out as one of the premier high schools in the nation. Another example includes the National Repository of Online Classes (NROC / EdReady) who profiled Waipahu High School in their publications as a model of success and the first to pilot EdReady - an online

learning platform that helps promote remediation in English and math and which has subsequently been adopted statewide by the UH Community College System as their college placement examination. A third example illustrating national recognition was evident when the American Institute for Research (AIR) conducted a laudable case study of the Waipahu High Early College Program. (AIR is a nonprofit, nonpartisan behavioral and social science research, evaluation, assessment, and technical assistance organization based in Washington, D.C that was contracted by the University of Hawaii, P-20 Partnership for Education.) A fourth example is illustrated when Waipahu High School applied for, and was granted the opportunity to be, the first collegiate Phi Theta Kappa (PTK) Honor Society on a high school campus, and where 86 Early College high school students were inducted on November 15, 2018.

Subsequent to that historic induction ceremony that was attended by Gov. Ige and many distinguished senators and representatives, Waipahu High School students went on to cultivate more than 180 College Honor Society members with one of our students being the first high schooler in the 103-history of PTK to be elected as Vice President of Division IV and where she oversaw all PTK Chapters in 13 states in SY 2021. In SY 2022, a second Waipahu High School student was elected as president of Phi Theta Kappa International overseeing more than 3.5 million members and nearly 1,300 chapters in 10 countries throughout the world. These opportunities would never have happened if Mr. Hayashi, who became the first high school principal to be recognized by Phi Theta Kappa International with the Shirley B. Gordon Award of Distinction, had not encouraged and supported the high school's application to establish a PTK Chapter. Mr. Hayashi recognized that the life-time membership fee of \$70 might be a financial barrier for our Title I students to work hard and achieve the requisite 3.5 GPA and accrual of 12 college credits; and so, Mr. Hayashi worked with the Waipahu Community Foundation to help remove the financial barrier to high achievement with a grant that covered their membership fees. Moreover, in SY 2022, Waipahu High School anticipates that 32 Early College "Olympians" will graduate from Leeward Community College with a two-year Associate degree; thereby helping to meet the statewide 25 by 55 goal – Hawaii's goal to have 55% of adults earn a college degree by 2025.

These types of extraordinary opportunities abound at Waipahu High School because of Mr. Hayashi's extraordinary vision and leadership. Since Waipahu High School's Early College humble beginnings in the summer of 2012, there are now more than 36 public high schools throughout the State of Hawaii engaged in building Early College programs and capacity to address the issues of equity related to access to higher education. Mr. Hayashi has also been very supportive of the development and expansion of the Early College 3.0 initiative – an initiative designed to share unused Early College seats with rural and underserved DOE schools across Neighbor Islands so that these underserved students can also have the opportunity to graduate with a two-year degree.

In closing, it has been an honor and privilege working with Mr. Hayashi for nearly a decade. And whereas, in my early days at Waipahu High School I used to say, "Mr. Hayashi is one of the best leaders I have ever worked for, including my years of administrative experience at Columbia University and as the former chancellor at Leeward community college." I can now say unequivocally, "Mr.

Hayashi is ***the*** best leader I have ever worked for.” I have found Mr. Hayashi to be an exemplary “servant leader,” because within the 10 years that I have worked with him, I have never seen him make any decision but what that decision placed “students first!”

I offer my enthusiastic and highest recommendation with regard to his desire to be a champion advocate for all of Hawaii’s keiki, as he has so aptly demonstrated throughout his entire professional career in the Hawaii Department of Education.

May 17, 2022

Hawaii State Board of Education
P.O. Box 2360
Honolulu, Hawaii 96804

Subject: Testimony in support of Keith Hayashi for Superintendent
Special Meeting on May 19, 2022
Item III.A - Board Action on findings and recommendations of Investigative Committee
(a permitted interaction group pursuant to HRS § 92-2.5(b)(1)) investigating
issues relating to search for a superintendent: selection of superintendent

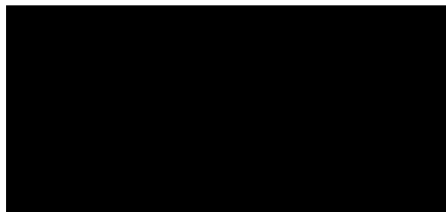
Dear Board of Education Members,

Thank you for the opportunity to submit testimony in support of Keith Hayashi for the position of Superintendent of the State of Hawaii Department of Education.

Mr. Hayashi has the local knowledge of Hawaii's educational system and a proven record of success to the position of Superintendent having served as a Principal, Deputy Superintendent and Interim Superintendent throughout his tenure in the Department of Education. His understanding of local culture and values are essential insights that a Superintendent of Education in our state needs.

I believe that Mr. Hayashi has proven he is the best candidate for the position of Superintendent and deserves the opportunity to continue advancing our State's educational system.

Sincerely,



May 17, 2022

Hawaii State Board of Education
P.O. Box 2360
Honolulu, Hawaii 96804

Subject: Testimony in support of Keith Hayashi for Superintendent
Special Meeting on May 19, 2022
Item III.A - Board Action on findings and recommendations of Investigative Committee
(a permitted interaction group pursuant to HRS § 92-2.5(b)(1)) investigating
issues relating to search for a superintendent: selection of superintendent

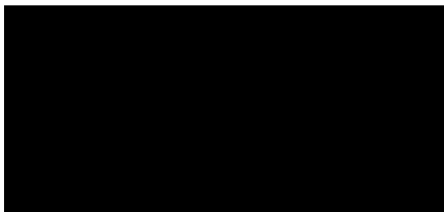
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Sincerely,





May 17, 2022

Hawaii State Board of Education
P.O. Box 2360
Honolulu, Hawaii 96804

Subject: Testimony in Support of Keith Hayashi for Superintendent
Special Meeting on May 19, 2022
Agenda Item III.A

Board Action on findings and recommendations of Investigative Committee (a permitted interaction group pursuant to HRS § 92-2.5(b)(1)) investigating issues relating to search for a superintendent: selection of superintendent

Dear Members of the Board of Education,

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Mr. Hayashi brings institutional knowledge of Hawaii's educational system and a proven record of success to the position of Superintendent having served as a Principal, Deputy Superintendent and Interim Superintendent throughout his tenure in the Department of Education. His educational leadership acumen runs deep and his passion for student success is undeniable. Additionally, his understanding of local culture and values are essential insights that a Superintendent of Education in our state needs.

I believe that Mr. Hayashi has proven he is the best candidate for the position of Superintendent and deserves the opportunity to continue advancing our State's educational system.

Sincerely,

A handwritten signature in black ink, appearing to read "Donald J. Clifford". The signature is stylized with a large, looping "D" and "C".

Donald J. Clifford
Group Manager

TESTIMONY BEFORE THE
HAWAII BOARD OF EDUCATION

May 19, 2022

III. A. Board Action on findings and recommendations of Investigative Committee (a permitted interaction group pursuant to Hawaii Revised Statutes, Section 92-2.5(b)(1)) investigating issues relating to search for a superintendent: selection of superintendent

To Chair Payne and Board Members:

I am asking the BOE to oppose the candidacy of Dr. Caprice Young for Superintendent of Hawai'i's schools.

Our country is in the midst of a grand debate about the purpose of public schools. One side of the debate is led by people like former U.S. Secretary of Education Betsy DeVos, who wish to turn our public education system into a competition, where public, private, and charter schools compete for students under a voucher model of education funding. This is a failed model, to which Dr. Young unfortunately subscribes.

In an interview with ALECTV, a conservative political organization, Dr. Young was asked about her support for vouchers. She answered in the affirmative and further stated, "We'd agree with the fundamental principle that parents and students should have the choice where they should go to school." See the following link for more: <https://www.youtube.com/watch?v=5xDNd5vbJZc>. Furthermore, in 2003, the Wall Street Journal reported that Dr. Young, then CEO of the California Charter Schools Association, said that charter schools "offer the best path to meaningful reform of public education" (11/03/2003).

In a conversation about the most important qualities for a superintendent, a board member once told me that we need someone who can bring people together and be a collaborator. I firmly believe that Dr. Young, from the beginning of her term, would do the opposite. A strong supporter of vouchers and the dismantling of public schools through charterization, her appointment would show a complete loss of faith in Hawai'i's public school administrators, teachers, schools, and students.

The expansion of unaccountable charter schools and the promotion of vouchers undercuts the basic tenet of public education by turning our learning system into a consumer product. This neglects what research shows will improve educational outcomes: namely, equality, not commercialism.

I had the opportunity to visit Finland's top performing education system a few years ago. I hoped to find some sort of magic elixir that I could take back to Hawai'i, but I was

surprised to find that Finland's educational institutions were just normal schools. When I returned to Hawai'i, I contemplated what I had seen and wondered if the Finland hype valid. Then I learned a key difference between Finland's education system and some of its Nordic peers. Sweden, for example, tried to implement a competitive model for schools, which significantly diminished the quality of its educational offerings and learning outcomes. Finland, on the other hand, promotes equity. All schools have quality teachers, small class sizes, and well-resourced classrooms. And it succeeds.

A Slate Magazine article comparing school systems in Finland and Sweden stated, "Advocates for choice-based solutions should take a look at what's happened to schools in Sweden, where parents and educators would be thrilled to trade their country's steep drop in PISA scores over the past 10 years for America's middling but consistent results. What's caused the recent crisis in Swedish education? Researchers and policy analysts are increasingly pointing the finger at many of the choice-oriented reforms that are being championed as the way forward for American schools...The apparent failure of the Swedish schooling experiment is a lesson in the inability of markets to solve problems where it's hard to compare the educational 'product' that's offered, and the outcomes you *can* observe are subject to manipulation. It's also a reminder that the cold, hard calculations of markets aren't necessarily suited to the realm of education."

Hawai'i has consistently ranked first in the nation when it comes to equitable funding of our schools. Our problem has been how to increase funding, which, with the BOE's support, we have taken great strides to achieve, such as by establishing teacher shortage differentials and obtaining revenue to resolve salary compression. We must continue this effort by schools by investing in research-based solutions that advance our commitment to educational equity. What Dr. Young is selling will undermine that commitment to the detriment of teachers, staff, and, ultimately, our keiki.

Again, I ask the board not to select Dr. Caprice Young to be our next Superintendent.

Thank you,
Corey Rosenlee
Campbell High School Teacher

Thursday, May 19, 2022 at 8:45 AM
Queen Lilioukalani Building, Room 404

Board of Education

To: Catherine Payne, Chair
Kenneth Uemura, Vice Chair

From: Ray Vara
President & CEO

**Re: Keith Hayashi, Superintendent of Education
Testimony in Support**

My name is Ray Vara and I am the President and CEO of Hawai'i Pacific Health. Hawai'i Pacific Health (HPH) is a not-for-profit health care system comprised of its four medical centers – Kapi'olani, Pali Momi, Straub and Wilcox - and over 70 locations statewide with a mission of creating a healthier Hawai'i.

I am writing in SUPPORT of KEITH HAYASHI to serve as the Superintendent of Education. Mr. Hayashi has served as Interim Superintendent for nearly a year since May 2021. During his tenure as Interim Superintendent, Mr. Hayashi has effectively dealt with numerous challenges, including the impact of the pandemic on Hawai'i's school system at a time when the Delta and Omicron variants created surges that disrupted school operations. He also faced issues involving shortages of substitute teachers and bus drivers and increasing absenteeism among students especially those living in remote areas of the state. In response to those challenges, Mr. Hayashi implemented innovative strategies such as allowing noninstructional staff to fill in at classrooms, reaching out to the hospitality worker union to see if they could provide school staff and allowing those with a high school diploma to serve as substitute teachers. He has demonstrated the ability to move the DOE forward, showing a sensitivity and understanding of Hawai'i's culture and the needs of our students.

HPH has worked closely with Mr. Hayashi since the time he was the principal at Waipahu High School to develop the medical certification program in high schools. The certification program provides job ready skills to high school students seeking certification in medical professions such as nurse aides and medical assistants, and is now available throughout a number of DOE high schools across the state. Under Mr. Hayashi's guidance, the medical certification program has been impactful in providing high school students a pathway to begin a career in health care and develop marketable skills upon graduating from high school.

Mr. Hayashi has shown that he is committed to the educational needs of Hawai'i's students while at the same time being fully cognizant of the employment trends and developments of the future to ensure that workforce needs are met.

HPH respectfully urges the Board of Education to select Mr. Hayashi as the next Superintendent of Education. Having served as the DOE's interim superintendent, Mr. Hayashi has a complete understanding of the needs and challenges facing the DOE and is prepared to address them and to work with the schools and communities in providing Hawai'i's keiki with the best education possible.

Thank you for the opportunity to testify.



Testimony

1 message

Justine Jumalon <jumalon.justine@gmail.com>
To: testimony.boe@boe.hawaii.gov

Tue, May 17, 2022 at 1:06 PM

Justine Jumalon
Waipahu High School Alumna
BOE May 19, 2022 Special Meeting
III.A. Board Action on findings and recommendations of Investigative Committee - investigating issues relating to search for a superintendent
Support for Keith Hayashi as permanent superintendent

Aloha kakou,

As a former student of Waipahu High School, I was very fortunate to have been under Keith Hayashi's administration. Keith Hayashi did a tremendous job at building Waipahu to the award-winning, stereotype defying high school it is now. I am so grateful to have experienced the many college and career ready opportunities that Hayashi provided our school. I enjoyed my learning environment so much that I chose to pursue a degree in Elementary Education.

Keith Hayashi's work at Waipahu led me to discover my underlying passion for teaching. Now, I will be starting my career off as a 4th grade elementary teacher. Ultimately, my goal is to serve the state of Hawai'i's Department of Education and make a long lasting impact, similar to Keith Hayashi. Hayashi has left big shoes to fill, inspiring so many students like me to one day follow in his steps.

I am uncertain of what my future in the field of education may look like, but if there is one thing I am certain of, it is my confidence that Keith Hayashi will do the job and he will do it exceptionally well.

Mahalo nui loa for your time and consideration.



**STATE OF HAWAII
DEPARTMENT OF EDUCATION
WAIPAHU HIGH SCHOOL**
94-1211 Farrington Highway
Waipahu, Hawaii 96797

May 17, 2022

Hawaii State Board of Education
PO Box 2360
Honolulu, HI 96804

State of Hawaii Board of Education,

This letter is written on behalf of the Principals and Vice-Principals from the Leeward District in support of Mr. Keith Hayashi, Interim State Superintendent of the Hawaii Department of Education. In the months that Mr. Hayashi has served as Interim Superintendent, he has demonstrated the knowledge, patience, and professionalism to effectively lead the field in providing the best public education possible for the students in the State of Hawaii.

Performing at the highest levels under the direction of the current Hawaii State Board of Education and inheriting an entire staff (Assistant Superintendents and Complex Area Superintendents) from his predecessor without the ability to make his own changes, Interim Superintendent Hayashi has still managed to significantly move the Department during these very difficult times.

Yes, Covid-19 has changed the way we do business and the Hawaii Department of Education, under Interim Superintendent Hayashi's leadership, has met the challenge of the pandemic by actively engaging in conversation with our school communities to better understand what education is all about and how to best prepare our students for the future.

We believe that too much time and resources has been wasted on a National Search. We have learned from the previous administration that the success of this department deserves a quality leader that is familiar with the inner workings of our Hawaii State Department of Education. During Mr. Hayashi's tenure as Waipahu High School's Principal, Mr. Hayashi was recognized as a visionary and innovative leader who transformed his school into a Nationally Recognized School that serves as a model and blueprint for other principals to follow. It is obvious to all educational officers in the Leeward District that Mr. Keith Hayashi has the qualifications and the perfect mindset to effectively represent our voices as the next State Superintendent. Therefore, it is without hesitation that principals and vice-principals in the Leeward District support the appointment of Mr. Keith Hayashi as the permanent Superintendent of the Hawaii State Department of Education.

Respectfully,
Leeward District Public School Principals, Vice-Principals and Athletic Directors

Pearl City/Waipahu Complex

Hanh Nguyen – August Ahrens Elementary Principal
Jed Kutaka – August Ahrens Elementary Vice Principal
Ronie Martinez – August Ahrens Elementary Vice Principal
Michael Sugano – August Ahrens Elementary Vice Principal
Amy Martinson – Highlands Intermediate Principal
Stacy Kawamura – Honowai Elementary Principal
Carl Matsumoto – Honowai Elementary Vice Principal
Alika Ahu – Kaleiopuu Elementary Principal
Michael Leslie – Kaleiopuu Elementary Vice Principal
Marty Sepkowski – Kaleiopuu Elementary Vice Principal
Stacie Kunihihi – Kanoelani Elementary Principal
Neil Blomberg – Kanoelani Elementary Vice Principal
Lisa Tominaga – Kanoelani Elementary Vice Principal
Lance Tanouye - Lehua Elementary Principal
Bryan Loo - Manana Elementary Principal
Garrett Arakawa – Momilani Elementary Principal
Tara Sesepasara-Williams – Momilani Elementary Vice Principal
Gavin Tsue – Palisades Elementary Principal
Jan Kanaeholo – Palisades Elementary Vice Principal
James Suster - Pearl City Elementary Principal
Zachary Sheets – Pearl City Highlands Elementary Principal
Amanda Saroni – Pearl City Highlands Elementary Vice Principal
Joseph Halfmann – Pearl City High Principal
Denise Canon – Pearl City High Assistant Principal
Aaron Chung – Pearl City High Assistant Principal
Shanell Kagamida – Pearl City High Assistant Principal
Herman Leong – Pearl City High Assistant Principal
Michael Sana – Pearl City High Assistant Principal
Liane Sataraka – Pearl City High Assistant Principal
Reid Shigemasa - Pearl City High Athletic Director
Troy Takazono – Waiau Elementary Principal
Kim Koga – Waiau Elementary Vice Principal
Sheldon Oshio – Waialeale Elementary Principal
Aaron Tominaga – Waipahu Elementary Principal
Kai Kuboyama - Waipahu Elementary Vice Principal
Tara Soleta – Waipahu Elementary Vice Principal
Pat Anbe - Waipahu Community Schools for Adults Principal
Meryl Matsumura – Waipahu High Principal
Daryl Agena – Waipahu High Assistant Principal
Gary Chun – Waipahu High Assistant Principal
Eunice Fukunaga – Waipahu High Assistant Principal
Elizabeth Higashi – Waipahu High Assistant Principal
Kel Hirohata – Waipahu High Assistant Principal
Matthew Mitsuyuki – Waipahu High Assistant Principal
Brandy Yagi – Waipahu High Assistant Principal
Stacie Nii – Waipahu High Athletic Director
Alvan Fukuhara – Waipahu Intermediate Principal

Gary Fujii – Waipahu Intermediate Vice Principal
Roslyn Kanae – Waipahu Intermediate Vice Principal
Lisa Ynigues – Waipahu Intermediate Vice Principal
Jody Agpalsa – District Educational Specialist
Anne Kim – District Educational Specialist
Greg Uchishiba – District Educational Specialist
Matthew Kravich - Pearl City/Waipahu School Renewal Specialist

Campbell/Kapolei Complex

Sandy Calio - Barbers Point Elementary Principal
Stanley Tamashiro – Ewa Elementary Principal
James Aronica – Ewa Elementary Vice Principal
Bryan Honda – Ewa Elementary Vice Principal
Jennifer Tasaka – Ewa Elementary Vice Principal
Shayne Greenland - Ewa Beach Elementary Principal
Kim Sanders – Ewa Makai Middle Principal
Gary Yasui - Holomua Elementary Principal
Todd Fujimori - Honouliuli Middle Principal
Cherise Akimoto - Honouliuli Middle Vice Principal
Christopher Bonilla – Ilima Intermediate Principal
Jon Henry Lee – James Campbell High Principal
Anela Pia - Kaimiloa Elementary Principal
Cindy Otsu – Kapolei Elementary Principal
Wesley Shinkawa – Kapolei High Principal
Traciann Dolim – Kapolei High Assistant Principal
Kandiss Nahulu-Mahelona – Kapolei High Assistant Principal
Leslie Toy – Kapolei High Assistant Principal
Darren Camello – Kapolei High Athletic Director
Richard Fajardo – Kapolei Middle Principal
Deborah Ostovich – Kapolei Middle Vice Principal
Poe Sua’ava – Kapolei Middle Vice Principal
Bryan Rankie – Ho’okele Elementary Principal
Melinda Pamatigan – Ho’okele Elementary Vice Principal
Tammi Umeno – Ho’okele Elementary Vice Principal
Raechelle Fabrao – Makakilo Elementary Principal
Neil Battad - Mauka Lani Elementary Principal
Nicole Manninen – Mauka Lani Elementary Vice Principal
Corey Barton – Pohakea Elementary Principal

Nanakuli/Waianae Complex

Randall Miura – Leihoku Elementary Principal
Suzie Lee - Maili Elementary Principal
Shannelle Hanashiro – Maili Elementary Vice Principal
Wade Araki - Makaha Elementary Principal
Lisa Higa – Nanakuli Elementary Principal
Jessica Matsik – Nanakuli Elementary Vice Principal
Darin Pilialoha – Nanakuli High and Intermediate Principal
Kainoa Hopfe – Nanakuli High and Intermediate Vice Principal

Lauren Kamikawa - Nanakuli High and Intermediate Vice Principal
Jerri-Lee Keiki - Nanakuli High and Intermediate Vice Principal
Andrew Moody – Nanakuli High and Intermediate Athletic Director
Ray Pikelny-Cook – Waianae High Principal
Ryan Oshita – Waianae High Vice Principal
Norine Matanane – Waianae High Vice Principal
Marites Kaji – Waianae High Vice Principal
Michael Kurose – Waianae High Vice Principal
Rebecca Gebreyesus – Waianae High Vice Principal
Hayley Spears – Waianae High Vice Principal

May 17, 2022

Board of Education
1390 Miller St.
Honolulu, HI 96813
Email: testimony.boe@boe.hawaii.gov

Attn: Support Keith Hayashi's Appointment as Superintendent – Board Meeting May 19, 2022

Board Action on findings and recommendations of Investigative Committee (a permitted interaction group pursuant to Hawaii Revised Statutes, Section 92-2.5(b)(1)) investigating issues related to search for a superintendent: Selection of superintendent

Dear BOE Search Committee Members,

I would like to submit my written testimony in support of Keith Hayashi's appointment as the next superintendent for Hawaii's Department of Education. As a dedicated and committed educator for over 30 years, Keith has demonstrated a passion for students, support for faculty and colleagues, and a genuine respect for culture, community, and family. Evidence of his work can be found at all levels including elementary, secondary, complex areas, state-level positions, and finally interim superintendent which is his second appointment. With these experiences he understands the complexities of managing a large state-level educational system, its structure, role, and its impact locally, nationally, and internationally.

As an avid consumer of research and innovation, Keith is cognizant of national trends, best practices, and policies that may have an impact on Hawaii's school system, and partners with institutions of higher education to garner cutting edge information and resources. His ability to harness the efforts of local institutions is testament in his ability to work closely with community stakeholders in order to foster positive relationships, and develop student success. As an example, Keith was instrumental in developing academies at Waipahu High School as a means to align students' interest, education, and passion with possible workforce outcomes. His academies have garnered national recognition and many within the Waipahu High School "ōhana" have valued Keith vision, leadership style, and professionalism. Keith has also demonstrated a keen sense for shared governance and have worked closely with all unions.

Keith knows and values building relationships, provides leadership opportunities to others, and appoints or hires competent professionals to carry out complex tasks. I know that Keith has the capability and skills set to lead the Hawaii Department of Education as its permanent superintendent. Should you have any questions please feel free to contact me.

Sincerely,



Nathan M. Murata, Ph.D.
Dean, College of Education
PO Box 11134
Honolulu, Hawaii 96828



Testimony

1 message

Bev Valentino <bevvalentino@gmail.com>

Tue, May 17, 2022 at 2:42 PM

To: "testimony.boe@boe.hawaii.gov" <testimony.boe@boe.hawaii.gov>

Name: Beverly Valentino, Grandparent

Meeting: 5/19/22 State of Hawaii Board of Education Special Meeting

Agenda Item: II. "Public Testimony on Board of Education ("Board") Agenda Items

Position:

Darrel Galera *should be* appointed as Superintendent based on his 40 years of educational and educational leadership experience in Hawaii, his inclusion of parents and business and community leaders as essential members of a high performance educational team and his willingness to not be fearful of questioning the way things have always be done, but without controversial activism or the desire to transform our current educational system.

Keith Hayashi *should not* be appointed as Superintendent since during his interim position he displayed his intentional and public adversarial relationship with parents and community members by refusing to respond to their inquiries or respectfully meet with them for transparent discussions. He has alienated and angered the most important stakeholders in the education of our children, their parents.

Caprice Young *should not* be appointed as Superintendent due to her lack of teaching experience and after researching her professional development and employment history, recognizing her long and active history of involvement with organizations and programs focusing and advocating for liberal activism and on transformational missions. We want our children educated, not indoctrinated. It's concerning she is even one of the final three individuals under consideration for Superintendent.

Respectfully submitted,
Beverly Valentino

--

Mahalo,

Beverly Valentino



STATE OF HAWAII
DEPARTMENT OF EDUCATION
WAIPAHU HIGH SCHOOL
94-1211 Farrington Highway
Waipahu, Hawaii 96797

May 17, 2022

Dear State of Hawai'i Board of Education,

I am writing this letter in support of Keith Hayashi as the Hawai'i Superintendent of Education. I have been teaching in the Hawai'i Department of Education since 1986 and have worked under many Superintendents and Principals throughout my career. Keith has been my Principal for the past 11 years at Waipahu High School. While I have enjoyed working with the others principals and respected what they did as administrators for the school, Keith Hayashi stood out in a many ways.

Keith is a humble leader and believes in building leadership amongst his people. Often when great leaders leave their organizations, there is confusion and uncertainty. When Mr. Hayashi announced he was applying for interim Superintendent, understandably many were left a bit apprehensive of a WHS leadership change, but in the back of our minds, we knew we would be okay. Keith had been nurturing the administrators under him, allowing them to grow by making decisions for their academies, while he provided guidance and support, even if things didn't go quite as planned.

Not only did Keith mentor his administrators into leaders, but he encouraged his staff to lead as well. Whenever someone went to him with an idea that would benefit the students, Mr. Hayashi always said "go for it", which would quickly be followed by "what do you need to make it happen?". Many new initiatives were spawned under his leadership because if it was good of kids, we knew we always had his support, guidance, and encouragement.

In addition to his leadership skills, Keith is great at building relationships. He brought so many business partners to our school because everyone wanted to work with him. Industry people trusted him, believed in him and were always willing to support him (and the school) in whatever way possible. Keith is someone who makes people feel that they are important and cared about because to him they are important and cared about.

In our school, Keith portrayed the "proud papa" persona to the students. Whenever the students were recognized for something, Keith was so proud of them! He often could be heard sharing the great work of our students with anyone he met throughout the halls. He also had a bulletin board made outside of his office to post the accomplishments of students and teachers alike.

Having Keith Hayashi leave Waipahu High School permanently is bittersweet. We will miss our greatest cheerleader, leader, and friend but at the same time we know that ALL Hawai'i keiki deserve someone who believes in them and will do whatever it takes to help them succeed until they all can say "I am on my way to sharing 'my voice', making 'my choice', and building 'my future'.

Thank you for your consideration of Keith Hayashi as the next State of Hawai'i Superintendent of Education. If selected, he will not disappoint the State of Hawai'i.

Sincerely,

Gail Izumigawa
Waipahu High School
Teacher



**STATE OF HAWAII
DEPARTMENT OF EDUCATION
WAIPAHU HIGH SCHOOL**
94-1211 Farrington Highway
Waipahu, Hawaii 96797

May 17, 2022

Hawaii State Board of Education
PO Box 2360
Honolulu, HI 96804

To Chairperson Payne and the Hawaii State Board of Education Members,

It was school year 2002-03, after 8 years of teaching in the classroom, I started my new position as a Student Services Coordinator at Waipahu Elementary School. Two months later, Mr. Keith Hayashi was named our new school principal. I had no clue who he was. Little did I know that Mr. Hayashi's leadership would impact not only the learning and achievement at our school, but he would also change my future as an educator. In a span of 20 years, I have had the honor to know Mr. Hayashi as an educator, a mentor and a leader with a remarkable vision for public education. He is the reason I am where I am today in my career, and the reason for his hundreds of successful students who are now contributing citizens of their communities. I am Meryl Matsumura, Interim Principal at Waipahu High School and I am writing in support of Mr. Keith Hayashi as Hawaii's next Department of Education Superintendent.

Mr. Hayashi brings nearly 30 years of knowledge and experience from ALL levels of the educational system . . . an elementary school teacher, a district resource teacher, an intermediate and high school assistant principal, an elementary and high school principal, a complex area superintendent, interim deputy superintendent, and interim superintendent. Very few individuals possess that breadth of experience and expertise. At every level of our DOE system served, Mr. Hayashi brought and enacted on a vision of what student success looks like for ALL students. When it meant equitable learning opportunity for all students, he dared to take an untraditional approach to education. He believed change was necessary, took the risk, and brought stakeholders (parents, community, businesses, industry, higher education leaders) to collaboratively make it happen. As a result, students across the state are now the benefactors of his innovative thinking and are being prepared with knowledge, skills and experiences for college and/or career as they leave high school.

One word to describe Mr. Hayashi is "passionate". He has been passionate about the education for Hawaii's students throughout his career. Day in and day out, he thinks about what can be done for each student. He is a creator and innovator of today's education. From what has been accomplished just at Waipahu High School, especially with the career academies and the early college program, it's evident that we are on the right path in leading our schools and students. Students across schools are now being afforded learning opportunities they never thought they would experience from elementary school to high school. Along with their academics, students are participating in hands-on learning, career internships, field experiences, competitions (state, national and international), early college courses, just to name a

few. These experiences are tailored to individual student's interests and gives them the confidence and realization of their capabilities to succeed beyond high school.

Not only has his leadership developed students into leaders, but he has also mentored many teachers into leaders. I have been fortunate enough to have had the opportunity to work with Mr. Hayashi over many years. It has given me the experience to understand, partake in, and witness the vision he had for our students, families and community come to life. I have learned from example what it takes to be an exemplary leader – passionate, creative, innovative, supportive, a compassionate listener, and courageous, to name a few.

I am a true believer of Mr. Hayashi's ideas and can attest to their successes. As interim superintendent, he has made statewide decisions on what is academically, socially and emotionally best for our students, while supporting the Department's adults with their well-being and professional growth. It is without doubt he is still the ideal person to lead Hawaii's schools. I fully support Mr. Keith Hayashi's application for Superintendent of Hawaii's Department of Education.

Thank you for your time and consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Meryl Matsumura", with a long horizontal flourish extending to the right.

Meryl Matsumura
Interim Principal
Waipahu High School



Testimony for Action Item III.A

1 message

Omer Gokce <omergokce@gmail.com>

Tue, May 17, 2022 at 4:40 PM

To: testimony.boe@boe.hawaii.gov

Aloha Chair Payne and Board Members,

I would like to provide testimony for Action Item III.A.

I am a special education math teacher and care coordinator at Kalani High School. I had the privilege of working with Dr. Caprice Young before.

In my years working with her, she championed high expectations for our students while sustaining a nurturing work environment for our teachers and administrators. She was innovative, followed research very closely and had connections with education leaders all over the U.S. She was also supportive for all of us, employees.

She is the right candidate for the superintendent position. She has the right vision for Hawaii and the experience/skills to lead our schools to provide the best education for our keiki.

Mahalo for your consideration and hard work,

Omer "Andy" Gokce
Special Education Teacher / Care Coordinator
Kalani High School
(808) 953-9906



david.miyashiro@hawaiikidscan.org
hawaiikidscan.org

David Miyashiro
Executive Director

May 19, 2022

Hawaii State Board of Education
Special Meeting
Catherine Payne, Chairperson
Kenneth Uemura, Vice Chairperson

Aloha Chair Payne, Vice Chair Uemura, and Members of the Board,

Founded in 2017, HawaiiKidsCAN is a local nonprofit organization committed to ensuring that Hawaii has an excellent and equitable education system that reflects the true voices of our communities and, in turn, has a transformational impact on our children and our state. We strongly believe that all students should have access to excellent educational opportunities, regardless of family income levels and circumstances.

HawaiiKidsCAN would like to offer comments for Action Item A) Board Action on findings and recommendations of Investigative Committee (a permitted interaction group pursuant to Hawaii Revised Statutes, Section 92-2.5(b)(1)) investigating issues relating to search for a superintendent: selection of superintendent.

The stakes for this selection are extremely high, and we strongly believe that the superintendent must be able to address the following priorities:

- **Learning loss:** The sharp decline of student achievement data is irrefutable and alarming, and the superintendent must leverage all of the state, federal, and community resources available to get kids back on track. The status quo simply won't cut it, and we expect to see the DOE to go all-in on tutoring, extended school hours, summer school, and holistic supports to truly accelerate learning. We've repeatedly pointed to models in states like Tennessee that have created powerful models to leverage clear expectations, high quality, state-level capacity, and local flexibility to deliver thousands of hours of high-dosage tutoring. Necessarily, schools will need to effectively address complex issues like student mental health and absenteeism.

- **New strategic plan:** The COVID-19 pandemic halted the official approval of the 2030 Promise Plan, so the DOE and BOE have been operating without a larger strategic plan for two years. Rather than simply take up the 2030 Promise Plan, the new superintendent should incorporate lessons coming out of the pandemic. We also hope they are willing to reckon with the fact that many of the metrics in the 2017-2020 strategic plan were not met, and students were struggling far before the pandemic.
- **Stronger collaboration:** One reason for a strong strategic plan is to serve as a northstar for the BOE, DOE, legislature, schools, and community organizations. Given the challenges exacerbated by the pandemic, we greatly need a common framework we can rally around. The superintendent will then use the plan to engage the legislature to build buy-in and fund key elements of the plan. It has been disappointing to see the increasingly contentious relationship between partners during these times when we need to find compromise and common understanding.
- **Innovation that prepares students for 2022 and beyond:** We firmly believe that the disruption of the pandemic has presented the opportunity for our school system to operate differently moving forward. This includes stronger connections with families and community outside of the classroom, a focus on computer science and future-oriented, flexible scheduling and staffing the selectively utilizes distance learning to expand equity and access, and candid discussions on how we can better prepare teachers and build a school leadership bench. We hope the new superintendent will firmly reject the idea of “doing things because that’s how we’ve always done them” and embrace transformative and bold ideas.

In addition to these priorities, we had additional questions and notes regarding each of the candidates.

Darrel Galera

- As someone who has been outspoken in support of school empowerment, does Mr. Galera believe this approach has been successful? Our experience is that this model has often buckled under the strain of the pandemic, and that empowerment has been interpreted as abandonment by school leaders, with too many significant decisions pushed down to overburdened administrators and teachers.
- Mr. Galera’s success during his time as principal of Moanalua High School is impressive. Given that the school serves a lower percentage of English learner and economically disadvantaged students than the statewide average, how does

he see adapting the model of success so that it is applicable to all schools across our diverse communities?

- We agree that the concept Mr. Galera suggested about implementing “a new Hawaii High School Diploma” needs more detail. How does his vision differ from what is currently being offered through student transition plans, STEM capstone projects, and career academy capstone courses? Is Mr. Galera interested in a more comprehensive redesign of the diploma around a competency model?
- As a key leader in the creation of Hawaii’s Blueprint for Public Education, what does Mr. Galera see as its main successes so far?

Keith Hayashi

- It is understandable that assuming the interim superintendent role shortly before the start of the 2021-2022 school year, during a time when the Delta variant was surging, presented a challenging set of circumstances for Mr. Hayashi. Reflecting back on this time and his tenure more broadly, is there anything he would do differently? Are there any decisions he regrets?
- Mr. Hayashi has been effective in utilizing community partnerships during his time as principal of Waipahu High School. What is his vision for building on this experience to dramatically expand community partnerships with the broader school system? How would he support other school leaders, particularly inexperienced leaders, to develop stronger partnerships?
- Given his extensive experience in the DOE, does Mr. Hayashi plan to specifically broaden his perspective by investing time with public charter schools, independent schools, and other school districts?
- Given his perspective as a principal through the duration of the 2017-2020 strategic plan, what does Mr. Hayashi think the primary reasons are that the DOE failed to meet many of the metrics in the plan? How can he avoid similar problems with the new strategic plan?

Caprice Young

- How does Ms. Young plan on building trust and credibility with key stakeholders like the legislature? How does she plan to overcome any bias or preconceptions based on the idea she is an outsider?
- Given the shared global challenge of the pandemic, what would Ms. Young say the DOE did better than other districts and where did they fall short?
- Hawaii has long struggled with a “brain drain” of local talent and a teacher shortage. How would Ms. Young reverse these trends?

- In her experience, what does Ms. Young see as the right balance of top-down leadership and local empowerment?

Mahalo for your consideration,

David Miyashiro
Founding Executive Director
HawaiiKidsCAN



Subject: Testimony

Meeting: Special Meeting on May 19, 2022

Agenda Item: III.A Board Action on findings and recommendations of Investigative Committee (a permitted interaction group pursuant to Hawaii Revised Statutes, Section 92-2.5(b)(1)) investigating issues relating to search for a superintendent: selection of superintendent

Position: Support

May 17, 2022

Hawai'i State Board of Education

testimony.boe@boe.hawaii.gov

Dear Hawai'i State Board of Education,

On behalf of Kristi Yamaguchi's Always Dream, we are pleased to provide testimony in support of candidate Keith Hayashi as Superintendent. Always Dream is a 501(c)(3) nonprofit organization that has been partnered with the Hawai'i Department of Education since 2014. Our mission is to ensure children from low-income households have access to high-quality books in the home environment and family engagement support.

We met Mr. Hayashi in October 2021, early into his service as Interim Superintendent. It was clear from our first conversation that Mr. Hayashi's 30+ years of experience working within the Department at varying levels is a tremendous value add for Hawai'i students. Having a leader who came from and dedicated his entire career to Hawai'i public education ensures that they will have a deep understanding of Hawai'i culture and values embedded into their vision for the Department.

Mr. Hayashi has helped Always Dream think about ways to better serve students and families in Hawai'i and expand beyond the island of O'ahu. He understands the importance of introducing best practices in early literacy and that family involvement in reading is a critical component to ensuring students become proficient readers as they progress through their academic career. Thanks to introductions made by Mr. Hayashi and his team, we are thrilled to bring our early literacy and family engagement program beyond our current school partners on O'ahu to three Moloka'i elementary schools and a school in Hilo next academic year.

We strongly support Mr. Hayashi's candidacy for Superintendent. He brings a wealth of experience, innovative approaches, and credibility to the Department. We hope to partner with him in the role of Superintendent to instill a love of reading and active family engagement for the benefit of Hawai'i's keiki.

Sincerely,

Kristi Yamaguchi
Always Dream Founder

Aarika Riddle
Always Dream Executive Director

May 17, 2022

To: Chairperson Payne and Board of Education Members

From: Nadine Villarmia
Student Services Coordinator-Waipahu High School

Meeting: May 19, 2022 Special Meeting

Agenda Item: Board Action on findings and recommendations of Investigative Committee (a permitted interaction group pursuant to Hawaii Revised Statutes, Section 92-2.5(b)(1)) investigating issues relating to search for a superintendent: selection of superintendent

Subject: Testimony supporting Keith Hayashi, Superintendent of Education

I am writing this letter in support of Mr. Keith Hayashi to be selected as the next Superintendent for the State of Hawaii. I have known Mr. Hayashi for more than 20 years since he first served as a Vice Principal at Waipahu High School. He has served as an Elementary school teacher, the Principal at Waipahu Elementary School, the Pearl City-Waipahu Complex Area Superintendent and as our outstanding Principal at Waipahu High School. Mr. Hayashi was also willing to serve as our interim Superintendent in the State's most challenging time in dealing with a pandemic. Serving in all of the different levels in the public school system has given him unique experiences, both good and bad, which have helped him develop in to the leader he is today.

Over the years, I have seen how Mr. Hayashi's innovative thinking has transformed Waipahu High School in to one of the top high schools in the State. His vision and beliefs in education have created many unimagined opportunities and experiences for everyone. Design Thinking, Early College courses, Career Academies, and numerous internships are just some of the initiatives created by Mr. Hayashi.

Mr. Hayashi is caring, compassionate, and hard working. Although he has many accomplishments and accolades, Mr. Hayashi still remains humble. He is never about himself but more about the students and staff. Mr. Hayashi doesn't expect respect but earns the respect of others by working with them and not against them. I believe that these are some of the reasons Mr. Hayashi has been able to develop relationships with stakeholders at every level; schools, post-secondary schools, industry and the community.

Mr. Hayashi has been committed to the public school system his entire life and I believe that he is the leader Hawaii needs. He is always looking for new opportunities for students and will try his best to get each student to succeed. If the growth and success seen at Waipahu High School can reach each public school in the State, we will see students succeed far beyond their expectations. Mr. Hayashi has shown a willingness to lead and will use his past experiences to move our State to the forefront of education.

Mr. Hayashi has what it takes and will be an excellent selection for the State of Hawaii's next Superintendent.



STATE OF HAWAII
DEPARTMENT OF EDUCATION
WAIMEA HIGH SCHOOL
9770 TSUCHIYA ROAD
PO BOX 339
WAIMEA, HAWAII 96796
PHONE: (808) 338-6800 FAX: (808) 338-6807

May 17, 2022

Aloha Honorable Board of Education Members,

It gives me great pleasure to write this letter of support for the appointment of Interim Superintendent Keith Hayashi as Superintendent for the HIDOE.

When I review the 11 desired competencies for the Superintendent, I believe without a doubt that Mr. Hayashi has consistently demonstrated his ability to excel in each over the course of his career. Over the years, I have had the privilege of working closely with Mr. Hayashi in different capacities but his leadership in driving the career academies movement in our high schools is a prime example of his understanding of complex organizations and producing successful change and educational reform. It's hard work to enact change within a system like the HIDOE. However through Mr. Hayashi's patient leadership and constantly holding before us the vision of what a high school graduate could and should look like, we have seen positive change in schools across the state, even through the pandemic. He graciously opened up his school to other high schools across the state and shared his systems, staffing and educational philosophy; he paid for consultants to train all schools and school leaders in the national standards of practice for career academies and showed us how to create effective organizational systems and leverage those to become nationally recognized model academy schools. Through his leadership and recognition at the national level, Mr. Hayashi has opened doors for all Hawaii public high schools.

Over the last year as Interim Superintendent, Mr. Hayashi continuously demonstrated his deep understanding of Hawaii's history, culture, and values through his leadership style. He often reached out to secondary principals to ask for their input and comments via Secondary Principals or Hawaii Academies meetings. Jumping into the role of Interim Superintendent last summer was reassuring because he has credibility and positive relationships with the field. Of course, it also made him a huge public target but I admire the fact that he did it anyway because he knew it was important to the rest of us to have someone in the position who understood the structure, role and responsibilities of the HIDOE's tri-level system of education and could lead us through this time of constant change.

Without a doubt, I believe Mr. Hayashi has the capacity and competencies needed to lead our Department and I hope you support his appointment.

With much aloha,

A handwritten signature in purple ink, reading "Mahina Anguay".

T

Mahina Anguay
Principal, Waimea High School



Testimony

1 message

B. Kulbis <brett.kulbis@use.startmail.com>
To: testimony.boe@boe.hawaii.gov

Tue, May 17, 2022 at 5:42 PM

Brett Kulbis (Chair of the Honolulu County Republican Party but testifying as concerned citizen)

BoE Meeting May 19, 2022

Agenda Item: Board Action on findings and recommendations of Investigative Committee (a permitted interaction group pursuant to Hawaii Revised Statutes, Section 92-2.5(b)(1)) investigating issues relating to search for a superintendent: process for Board interview of finalists

I STRONGLY OPPOSE all three nominees for Superintendent of the Department of Education

Aloha Board of Education,

Mr. Hayashi is the wrong person for the job of Superintendent:

- It's obvious he has an agenda that is centered around the innocuous term "Social Emotional Learning (SEL)," which is antithetical to the roll of Superintendent.
- His decision to keep our children masked, despite the overwhelming evidence that it is harmful to them clearly shows his lack of concern for our children's mental and physical well-being.
- His support for HB-1697 (Relating to Sexual Health Education) and HB-2125 (Relating to Official School Business), clearly shows his disdain for parental rights.
- His support of the HSTA's Social Justice Summit, which is based on feelings and not biology, and is a gateway to indoctrinating and confusing our children while again showing disdain for parental rights.

Mr. Galera is the wrong person for the job of Superintendent:

- He's been absent from the school environment for nine years since retiring in 2013.
- He has tenuous connection to the current administration since he was selected as the Chairperson for the Governor's Every Student Succeeds Act Task Force in April 2016 and was appointed to the Hawaii State Board of Education in October 2016.

Ms. Caprice Young is the wrong person for the job of superintendent:

- While she put many Hawaiian words in her resume, that doesn't negate the fact that she has limited knowledge of our culture and values.
- Her work with the Los Angeles school district is not a plus, but a negative.
- Her work with Learn4Life is marred by numerous accusations of Learn4Life's mismanagement and failure to perform per contracts leading to a court order to shutdown two of Learn4Life charter schools.

I strongly encourage the Board of Education to reject all three candidates and direct the Investigative Committee to reconvene and submit three other candidates. It's important you get this right the first time!

v/r

Brett Kulbis

BOE Special Meeting, May 19, 2022, 8:45 am
**TESTIMONY IN SUPPORT OF MR. KEITH HAYASHI
FOR HAWAII SUPERINTENDENT OF EDUCATION**

To Chairperson Payne and Hawaii State Board of Education Members,

He saw a traditional comprehensive high school with high discipline problems, poor attendance, and low achievement. Then, through intentional action, he changed the school culture that would impact the lives of thousands of youngsters and their families. With the collaboration of parents, students, business, industry, higher education institutions, he transformed the school into wall-to-wall college and career academies that focused on student passion and his/her contribution as an informed citizen. In 2011, the innovative Early College where participating students earn both high school and college-level credit at the same time was established. Today, this initiative has grown to be an offering in more than 36 high schools throughout the state of Hawaii.

This is an example of the bold thinking of Mr. Keith Hayashi when he served as principal of Waipahu High School (WHS). It is indicative of a visionary who believes in public education and who will search for novel ways to ensure Hawaii keiki are provided quality education and equitable opportunities.

The leadership actions cited above clearly reveals Mr. Hayashi's change theory. First, his vision starts with students. In the early years at Waipahu High, it wasn't unusual to see Mr. Hayashi at the bus stop across the school talking with WHS students who had decided not to attend school. He learned through his conversations that sadly WHS was not relevant to these students---it did not offer courses these students were interested in learning. At that point he vowed to use student passion and interests to lure students back to school and keep them in school. (The average daily attendance rate for the past three years at WHS has been around 94%).

Another factor in Mr. Hayashi's change theory is promoting the ideal so other people will own the vision. This meant listening to hundreds of people share their perspective, allowing others to contribute their knowledge/talents, and building numerous partnerships. It also meant working toward shifting mindsets of parents letting go of their "I make a good living laboring, my kid can do the same;" educators who doubted "can students earn an associate degrees in high school," and community people who wondered "can WHS students successfully perform college-level or industry-certified level courses." Working with and involving people are keys to Mr. Hayashi's change theory.

Underlying all of these factors of Mr. Hayashi's theory is a systems-thinking approach---the importance of large-scale, sustained change through understanding the interconnectedness of the tri-level system---state, complex area, and school/community. Mr. Hayashi's change theory started at WHS and he used the relationship of the three levels to expand the opportunity of dual credit/early college throughout the Hawaii educational system (public, private, charter).

First-hand experience and knowledge of small-scale/large scale change and the process of obtaining expected synergies between the parts of an educational system are critical to the work of the new school superintendent. As a colleague and former principal during his tenure as Complex Area Superintendent, I have no doubt that Mr. Keith Hayashi will bring these skills and knowledge to the position and help DOE build its capacity to change and achieve greater effectiveness and sensitivity in educating Hawaii's youth.

Mahalo for your consideration.
Carmielita A. Minami, PhD
Lecturer, University of Hawaii at Manoa



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

superintendent

1 message

Sharon Dumas <shrndumas@gmail.com>
To: testimony.boe@boe.hawaii.gov

Tue, May 17, 2022 at 7:10 PM

I would like to recommend Darrel Galera for the next superintendent. I taught under him for several summers in an experimental program called ECELL. He knows how to think outside the box and use innovative techniques both in administration and in the classroom. He encourages teachers and students to emphasize higher level thinking skills while working to meet all DOE standards. Rather than maintaining status quo, he uses all his energy and vim to look forward to the next level and strives to push forward to higher and higher standards. Thank you for considering this recommendation.

Sharon Dumas
retired DOE teacher

--

Baruch Ha Shem
Aloha ke Akua
Que Dos os Bendiga
Puji Tuhan
אלוהים יברך אותך



Board of Education

Catherine Payne, Chairperson

Kenneth Uemura, Vice Chairperson

Members

Thursday, May 19, 2022, 8:45 a.m.

RE: Agenda Item III.A. Board Action on findings and recommendations of Investigative Committee (a permitted interaction group pursuant to Hawaii Revised Statutes, Section 92-2.5(b)(1)) investigating issues relating to search for a superintendent: selection of superintendent

Dear Chair Payne, Vice Chair Uemura, and members,

Mahalo for the opportunity to testify on the issues relating to the selection of a superintendent.

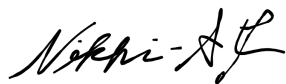
Ma'i Movement Hawai'i respectfully offers testimony in support of Keith Hayashi as he seeks the position of Superintendent. In this past legislative session, we drafted, led, and advocated for the passage of bill SB2821, requiring the Department of Education and State Public Charter School Commission to make menstrual products for free to all students on all campuses, and also makes appropriations. Under Mr. Hayashi's direction, we were able to work productively with the Department of Education and legislators to ensure passage of SB2821 and appropriation of \$2 million in the state budget to fund the mandate. It would not have been possible without his support and understanding of the issue from his experience as a longtime Principal and now, Interim Superintendent.

Furthermore, upon passage of the bill, Mr. Hayashi directed all schools to implement the policy immediately, even as the academic year was coming to a close and before it being signed into law by the Governor. His actions not only demonstrates the Department's priority to protect the safety and health of our students, but signals that Mr. Hayashi as Superintendent would ensure the success of the implementation of the bill without delay. We appreciate his continued support and deep commitment to the students of Hawai'i to promote common goals in public health, basic equity, education equity, and gender equality.

Ma'i Movement Hawai'i is a locally grown organization committed to addressing menstrual inequity and ending period poverty, or the inability to buy and access menstrual products, due to factors including but not limited to financial constraints, lack of education, societal shame or stigma, and inadequate access to a clean facilities to maintain proper hygiene. We provide statewide support through direct services and programs, gender inclusive and locally inspired education, and advocate for systemic change in our communities and government.

We welcome you to contact us with any additional questions you may have. Mahalo for your leadership and service to Hawai'i!

Mahalo nui loa,

A handwritten signature in black ink, appearing to read "Nikki-Ann Yee". The signature is fluid and cursive, with a large, stylized initial "N" and "A".

Nikki-Ann Yee, Co-Founder
Ma'i Movement Hawai'i



Testimony

1 message

Dean Brandon Snelling <dean_brandon.snelling@k12.hi.us>
To: testimony.boe@boe.hawaii.gov

Tue, May 17, 2022 at 9:33 PM

Name: Dean Snelling, Teacher
Kohala High School

Meeting: Special Meeting, May 19, 2022

Position: Support for Superintendent candidate Keith Hayashi

Dear BOE Chairperson Catherine Payne, Vice Chairperson Kenneth Uemura, and Board Members:

My name is Dean Snelling and I am submitting testimony to support the appointment of Keith Hayashi for the position of Hawaii Superintendent of Education. I have been a teacher for the Hawaii Department of Education for eight years and the fact that I anticipate a long career in education is due largely to Keith's belief in me. His central mission was always to put students first and at the center of all decisions. I saw this manifested in his decisions as a principal at Waipahu High School. He built and sustained a school consisting of nationally certified academies; not for the acclaim but to ensure that students graduating from Waipahu High School were equipped with the knowledge and skills to lead successful lives. This was an enormous undertaking as a principal, but his efforts have not stopped at Waipahu High School. He has supported high schools throughout the state through his connections with national organizations, community partners, and funding sources to ensure equitable access to all students. Personally, because of Keith's guidance and belief in me, I was able to pay it forward and use the skills I learned at Waipahu High School to bring the academy model to North Kohala.

Keith Hayashi is a doer and whose actions align strongly with his convictions and beliefs. He is a great leader who understands the importance of teamwork and the importance of recognizing the work of others. In the short time that he has served as Interim Superintendent, Keith has demonstrated his commitment to be a Superintendent of all schools. Despite the difficulties of assuming leadership in the most challenging times, he has been clear about his vision and mission for all students. He has proven his resilience to handle the worst in people that has been brought about by the stress of the pandemic. If given the opportunity to be the next Superintendent, Keith will lead the Department of Education to a new level.

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May 17, 2022

Hawaii State Board of Education
P.O. Box 2360
Honolulu, Hawaii 96804

Subject: Testimony in support of Keith Hayashi for Superintendent
Special Meeting on May 19, 2022

III.A Board Action on findings and recommendations of Investigative Committee (a
permitted interaction group pursuant to HRS § 92-2.5(b)(1)) investigating issues
relating to search for a superintendent: selection of superintendent

Dear Members of the Board of Education,

Thank you for the opportunity to submit testimony in support of Keith Hayashi for the position of
Superintendent of the State of Hawaii Department of Education.

Mr. Hayashi brings institutional knowledge of Hawaii's educational system and a proven record
of success to the position of Superintendent having served as a Principal, Deputy
Superintendent and Interim Superintendent throughout his tenure in the Department of
Education. His educational leadership acumen runs deep and his passion for student success is
undeniable. Additionally, his understanding of local culture and values are essential insights that
a Superintendent of Education in our state needs.

I believe that Mr. Hayashi has proven he is the best candidate for the position of Superintendent
and deserves the opportunity to continue advancing our State's educational system.

Sincerely,

A handwritten signature in black ink that reads "Corey Matsuoka". The signature is stylized with a large, looped 'C' and a cursive 'M'.

Corey Matsuoka

cmatsuoka@ssfm.com

May 17, 2022

Hawaii State Board of Education
P.O. Box 2360
Honolulu, Hawaii 96804

Subject: Testimony in support of Keith Hayashi for Superintendent
Special Meeting on May 19, 2022

III.A Board Action on findings and recommendations of Investigative Committee (a permitted interaction group pursuant to HRS § 92-2.5(b)(1)) investigating issues relating to search for a superintendent: selection of superintendent

Dear Members of the Board of Education,

Thank you for the opportunity to submit testimony in support of Keith Hayashi for the position of Superintendent of the State of Hawaii Department of Education.

Mr. Hayashi brings institutional knowledge of Hawaii's educational system and a proven record of success to the position of Superintendent having served as a Principal, Deputy Superintendent and Interim Superintendent throughout his tenure in the Department of Education. His educational leadership acumen runs deep and his passion for student success is undeniable. Additionally, his understanding of local culture and values are essential insights that a Superintendent of Education in our state needs.

I believe that Mr. Hayashi has proven he is the best candidate for the position of Superintendent and deserves the opportunity to continue advancing our State's educational system.

Sincerely,

A handwritten signature in black ink that reads "Corey Matsuoka". The signature is stylized with a large, looped 'C' and a cursive 'M'.

Corey Matsuoka

cmatsuoka@ssfm.com



Testimony

1 message

Jacqueline Meggs <jacqueline.meggs@k12.hi.us>
To: testimony.boe@boe.hawaii.gov

Tue, May 17, 2022 at 9:49 PM

Name: Jackie Meggs, Teacher
Kohala High School

Meeting: Special Meeting, May 19, 2022

Position: support for Superintendent candidate Keith Hayashi

Dear BOE Chairperson Catherine Payne, Chairperson Kenneth Uemura, and Board Members,

My name is Jackie Meggs and I am writing to strongly support the appointment of Keith Hayashi for the position of Hawaii Superintendent of Education. For the last 8 years Keith Hayashi has held many roles in my teaching career. I was a teacher at Waipahu High School while he was principal for 5 years, including my student teaching years. While at the school, he was both professional and motivating with his ability to encourage teachers to do their personal best at their jobs by setting a good example. He was a prominent positive role model in my life both personally and professionally. I believe he is an admirable leader because he takes the time to get to know his staff, even at a school as large as Waipahu High. When I moved to Kohala two years ago, I was in an accident that resulted in a severe traumatic brain injury. Upon hearing this, he reached out to support me as a colleague and mentor.

If Keith Hayashi is provided the opportunity to become the superintendent, I have the utmost confidence he is the most qualified applicant to continue to lead the state out of the pandemic and into a brighter future. With his dedication to teachers like me, students, and the community, he will continue to encourage future teacher leaders to strive for the best, just as he did for me. I believe in his unique ability to address difficult situations, assess fairly all sides of a problem, analyze possible outcomes, and make decisions that promote the education of our youth. He is a leader I can confidently stand behind as a principal, community member, and future superintendent.

Thank you so much for your time and thoughtful consideration,
Jackie Meggs

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May 17, 2022

Hawaii State Board of Education
P.O. Box 2360
Honolulu, Hawaii 96804

RE: Testimony in support of the appointment of Keith Hayashi as Superintendent of the Hawaii State Board of Education

Dear Members of the Hawaii State Board of Education:

Please accept this letter in support of the appointment of Keith Hayashi as Superintendent of the Hawaii State Board of Education.

Keith is someone who has character and integrity and someone we can trust. Above all, as a community partner and as a leader, these traits count more than anything else.

He is a person with the tenacity to transform people, ideas and institutional rigidity. Keith is a big thinker that works at the core of things rather than at the fringes and is capable of networking to help create large-scale positive outcomes.

We need someone like Keith Hayashi to guide Hawaii's children to take control of their own learning now and in the future and help Hawaii see itself as having America's best in public education.

Sincerely,

Duane Kurisu



Testimony regarding Action Item III.A for May 19, 2022 BOE Meeting: Selection of Superintendent

1 message

Kelly E Duell, MA, NBCT <mauitechgirl@gmail.com>
To: testimony.boe@boe.hawaii.gov

Tue, May 17, 2022 at 9:57 PM

Dear Hawaii State Board of Education,

I am a teacher on Hawaii Island. This is my Testimony regarding "Action Item III.A: Selection of Superintendent."

I am against interim superintendent Keith Hayashi being selected for the position as he has proven his inability to lead effectively and has cost the public an excessive amount of money from workers compensation claims, EEOC complaints, lawsuits, and so forth, all due to his neglect to do what is pono.

Any candidate that supports mandatory masking for students, and mandatory COVID vaccinations for staff and students, including student athletes should NOT be hired. All such safety measures must be optional based on informed family, student, and DOE staff consent.

These health measures, when enforced, require individually specific medical diagnoses that the person in question poses a public health threat. The masks, when required to be worn, become a medical device. To require such a device, when neither medical diagnosis nor court order are present, is illegal and violates the Americans With Disability Act, among other laws. Masks have been found to be ineffective and do not stop transmission. Evidence proved that the Covid vaccine does not stop one from transmitting it nor catching it and those vaccinated are now at a higher risk for getting Covid and other illness.

Thus far, Interim Superintendent Hayashi has shown unwavering support for masking and the for-profit mRNA gene therapy injections that have not been shown to reduce spread or prevent infection, if the questionable PCR test case results can be believed, which is doubtful given the exceptional number of false positives due to the 30+ high cycle thresholds used.

Hayashi is a personal friend of the governor thus it is similar to nepotism and he should be excluded from being eligible for the position.

Hayashi has created a division between management and employers by denying all exemption requests, which breaks the United States Constitution. He has threatened termination to all employees who fail to comply with his demands and exercise their Constitutional rights. He has even denied worker's compensation claims when employees have been injured by following his mandates.

Hayashi has lied to the People, press, and employees. He claims he answers every email, which is a complete lie as I personally have sent him at least half a dozen and I have NEVER received a reply. I served him three times with legal documents and yet he ignores them. He claimed that the State Human Resources department dictated that all new DOE employees are required to be vaccinated or get a DOE exemption. When speaking to this department, they stated they do NOT have authority to make such a policy and they cannot dictate policy for the DOE, yet Hayashi stated he was only following their orders-straight out lie! He is untrustworthy!

There are so many items that could be stated about how unfit and unqualified Hayashi is for the position but I will refrain from writing ten pages of testimony.

I think you in advance for your diligent attention to this matter.

Mahalo,
Kelly E Duell, MA, NBCT



Testimony Regarding Action Item III.A for May 19, 2022 BOE Meeting: Selection of Superintendent

1 message

Nathan Patry <n_patry@hotmail.com>

Tue, May 17, 2022 at 10:17 PM

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

Dear Hawaii State Board of Education,

My name is Nathan Patry. I am a parent, and an elementary teacher in Lahaina on Maui. This is my testimony regarding "Action Item III.A: Selection of Superintendent."

I am against any and all candidates that support mandatory masking for students, and mandatory COVID injections for staff and students, including student athletes. All such measures must be optional based on informed consent by the student, the students' family, and DOE staff. There are civil rights and protections under the Constitution of the United States that are infringed upon by such broad mandates. Therefore, any candidate that would support such mandates, does not understand the basics of the Constitution and is not fit to lead an agency as large and complex as the Hawaii Department of Education.

In particular, the current Interim Superintendent, has demonstrated his inability to face the challenge head-on without infringing on the rights and beliefs of countless Hawaiian students, families, and staff. He has run and hid in the DOE offices to avoid answering to parents and citizens that would seek to discuss this with him. This was a scheduled appointment that he ran from. He even went so far as to call the police. Not leadership potential.... Not by a long shot...

Please also ask any candidate that supports mandatory masking how that policy promotes the Department-wide framework of Nā Hopena A'o (HĀ)? Where does Breath and Total Well-Being fit into the mandate policy? Social and emotional development is restricted by such a policy. Respiratory and cognitive health are severely diminished in low-oxygen/high carbon-dioxide environments. Adverse mental health effects will continue to be observed for years to come. And for what end? And inflicted on the least at-risk population - children. It can't be about the Kupuna. They are all around the community at sporting events, at COSTCO, at Wal-Mart, at Safeway, the beach, working, etc. and surrounded by/talking to/being assisted by unmasked people. I'm struggling to follow the logic in this.

I've attached links to research to back-up my claims:

<https://brownstone.org/articles/more-than-150-comparative-studies-and-articles-on-mask-ineffectiveness-and-harms/>

<https://thefinancialguys.com/2021/09/13/face-masks-ineffective-against-covid-virus-studies/>

Therefore, I reiterate that I oppose any candidate who would/ has been in support of mandatory masking or injections of students and/or staff.

Sincerely,

Nathan C Patry

Parent

Teacher

Environmental Scientist

Member of my community



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

Subject: Testimony for 5/19/2022 Board Meeting

1 message

Joe Halfmann <joseph.halfmann@k12.hi.us>
To: testimony.boe@boe.hawaii.gov

Tue, May 17, 2022 at 10:17 PM

My name is Joseph Halfmann and I am the Principal of Pearl City High School.

I am submitting testimony in support of the Board of Education selecting Keith Hayashi as Superintendent for the Board of Education.

Keith Hayashi is the right person for superintendent in such a time as this. Although one of the other candidates also has school-level leadership experience (which is an essential quality of any candidate), Mr. Hayashi has led both Waipahu High School and the Department of Education *during* the COVID-19 pandemic. He understands the unique challenges that have arisen over the past two years. His leadership demonstrated the required courage that it will take to help get the Department of Education back on track and stronger than ever. Keith understands the needs at the school level, but also how to encourage principals and school communities with high expectations for student results.

Nearly all the school principals I work with also support Keith Hayashi for Superintendent. This strong support from school leaders is indicative of Keith's collaborative approach and the trust that he garners with his colleagues. This support and trust will also help Superintendent Hayashi move quickly to implement a new strategic plan to see real change as soon as possible.

We have no time to lose. The department has been operating without a strategic plan for many years now. Choosing Superintendent Hayashi sends a clear message that the Board of Education is ready to move forward quickly and decisively.

Respectfully Submitted,

Joseph Halfmann

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

Testimony 5/19/22

1 message

Erin Lamay <erinlamay75@gmail.com>
To: testimony.boe@boe.hawaii.gov

Tue, May 17, 2022 at 10:51 PM

Keith Hayashi should not be the Superintendent for the DOE.

Mr. Hayashi not only ignores parents and citizens, he has refused to follow up with the HSTA about school level issues in regards to substitute shortages and other concerns. This has been reported by the Honolulu Star Advertiser and other news outlets.

Keith Hayashi pushes off his responsibilities to other DOE employees so he does not have to "deal with it". He does not seem to be committed to this job, even as a interim superintendent.

He seems to lack the desire and is unmotivated. He works for the public and that's what he sign up to do. He has frustrated parents and citizens with his lack of communication and refusal to communicate. He ignores phones calls, emails, and refuses to work in partnership with parents. Principals, Department of Heath, Complex Superintendents, even Catherine Payne has referred all questions and concerns in regards to school level issues to Keith Hayashi and has the habit of not responding to emails or phones calls, which in return frustrates parents. Does Keith Hayashi even exist? Does he have an office? Where is he? He is a reflection of the entire district and is not setting a good example. Please consider another candidate for this position. Hawaii schools, children, and employees deserve better.



**STATE OF HAWAII
DEPARTMENT OF EDUCATION**

Waipahu High School
94-1211 Farrington Hwy
Waipahu, HI 96797

May 17, 2022

Special Meeting, May 19, 2022

Agenda Item: IIIA. Board Action on findings and recommendations of Investigative Committee (a permitted interaction group pursuant to Hawaii Revised Statutes, Section 92-2.5(b)(1)) investigating issues relating to search for superintendent: selection of superintendent

Hawaii State Board of Education
PO Box 2360
Honolulu, HI 96804

To State of Hawaii Board of Education,

I am submitting this letter of support of Interim Superintendent Keith Hayashi to be selected as our next Hawaii Department of Education Superintendent. I have seen Mr. Hayashi's commitment towards public education, visionary thinking, and excellent leadership skills and these qualities are what our next Superintendent needs in order to advance Hawaii's public schools. From his experience as a classroom teacher, administrator, coach, mentor, and serving as interim Superintendent, he will bring a wealth of knowledge and expertise to the role of Superintendent.

I've had the privilege of working at Waipahu High School for 14 years, where Mr. Hayashi served as Principal. As a visionary leader that improved outcomes for Waipahu High School students, I believe that he has the vision to do the same for all of Hawaii's students. Our future Superintendent must be able to develop a strong vision for the future of public education and also demonstrate competency in executing their vision successfully. At Waipahu High School, I've witnessed Mr. Hayashi develop an innovative vision for our school community and successfully partnering with our stakeholders to work collaboratively to bring that vision to life. He possesses tremendous excitement around helping students discover their passions and providing meaningful opportunities.

At Waipahu High School, Mr. Hayashi motivated our staff to develop programs and curriculum around creating authentic industry experiences and hands-on learning opportunities for our students through our academies. He encouraged our staff to connect with industry partners who brought authenticity, relevance, and rigor into our classrooms. Waipahu High School was able to innovate and evolve due to Mr. Hayashi's ability to both motivate our staff and provide us with the support needed to successfully implement our visions.

Hawaii needs a Superintendent who will continuously remain engaged in our school communities and stakeholders. Mr. Hayashi always made time to talk to our students, staff, and parents—listening and learning their stories. He emphasized the importance of getting the community

AN AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY EMPLOYER

involved to create a safer and healthier school environment. Mr. Hayashi understood the challenges and barriers our students faced when considering higher education and he advocated for early college to be taught on our campus by college professors, maintaining the rigor of college course expectations and eliminating the barrier for commute.

Additionally, Mr. Hayashi is skilled at nurturing and supporting leaders within a school community. As our school Principal, Mr. Hayashi provided the guidance and resources our staff needed to successfully develop and implement innovative programs. At our school, he has nurtured hundreds of students to become leaders and many teachers to become school leaders. Starting as a teacher at Waipahu High School, he gave me the opportunity to become an Assistant Principal where I have remained in order to hone my skills as a school leader to become a future principal. I am confident, that as our future Superintendent, Mr. Hayashi will continue to provide the support and resources that school's need to serve their communities.

I fully support Mr. Hayashi being our next Hawaii School Superintendent. I believe that Mr. Hayashi's has the mindset, skillset, passion and heart that Hawaii's public schools needs. Thank you for your time and consideration.

Respectfully,



Elizabeth Higashi
Assistant Principal
Waipahu High School

May 17, 2022

Honorable Members of the Hawaii Board of Education,

Please accept my letter in support of Mr. Keith Hayashi for the position of Hawaii's next State Superintendent.

Currently, I am employed as the Complex Area Business Manager (CABM) of the Kauai Complex Area. I feel it is very beneficial for the next State Superintendent to be familiar with the current structure of Hawaii's Department of Education (DOE) and be knowledgeable of the many challenges at our Hawaii public schools. He or she needs to be aware of the challenges at our Hawaii public schools and be able to relate to what Hawaii public schools are faced with daily. The next Superintendent will also need to be familiar with the structure at the Complex Area to support us and how the Complex Area can better support their schools. Having a Superintendent who came up from the school level to the complex area to the state office will help make the flow of information and decisions at the state level a lot more efficient and responsive to school needs.

Although, I don't know Mr. Hayashi personally his name is very familiar throughout the department and very well respected throughout the DOE because of his many accomplishments as a Principal and Complex Area Superintendent (CAS). Coming recently from a very large high school, Mr. Hayashi will be able to relate to the many challenges at our Hawaii public schools and is familiar with what our Hawaii public schools are faced with day to day. As a former CAS, he is aware of the operations at the Complex Area and will have insight on how a decision at the Complex Area will affect our schools. His experiences at all levels of the Hawaii DOE will enlighten future decisions and allow him to reflect on the past to make things better at the school level. Mr. Hayashi has been in the Hawaii DOE for many years and seen the value of a supportive, informed system and one that has had its challenges. With all this knowledge and background, Mr. Higashi will be able to find a way to improve the challenges in all areas that our Hawaii public schools face.

As a current employee of the Hawaii DOE, I truly believe as Superintendent, Mr. Hayashi will connect with our various stakeholders and they will be responsive knowing our Superintendent taught in a Hawaii public school, was an administrator of a Hawaii public school, and oversaw a Complex Area. I believe that Mr. Hayashi has the experience and knowledge to see the kind of support necessary to help our Hawaii public schools achieve their goals and guide the Complex Area to better support their schools.

Please accept my letter in support of Mr. Hayashi to be appointed to be the next State Superintendent.

Sincerely,
Gail Nakaahiki
Complex Area Business Manager



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

Testimony in support of Keith Hayashi for Superintendent

1 message

Stacey Miyamoto <smiyamoto@ssfm.com>

Wed, May 18, 2022 at 5:05 AM

To: "testimony.boe@boe.hawaii.gov" <testimony.boe@boe.hawaii.gov>

Subject: Testimony in support of Keith Hayashi for Superintendent

Special Meeting on May 19, 2022

III.A Board Action on findings and recommendations of Investigative Committee (a permitted interaction group pursuant to HRS § 92-2.5(b)(1)) investigating issues relating to search for a superintendent: selection of superintendent

Thank you for the opportunity to submit testimony in **SUPPORT** of Keith Hayashi for the position of Superintendent of the State of Hawaii Department of Education.

Mr. Hayashi brings institutional knowledge of Hawaii's educational system and a proven record of success to the position of Superintendent having served as a Principal, Deputy Superintendent and Interim Superintendent throughout his career in the department. He knows what and how things need to be done here in Hawaii. He is also open to consulting with others to gain advice and insight into how other states are accomplishing great things AND applying it to ours. While at Waipahu High, I know that Mr. Hayashi was a vital part of helping build engineering into the school. He helped spearhead the involvement of students in learning and building tiny homes. That is just one of the many ways I know he will continue to walk the walk we need in Hawaii. The kids are our future and he gets it.

He is the best candidate for the position of Superintendent and deserves the opportunity to continue advancing our State's educational system.

Thank you

Stacey

Stacey D. Miyamoto, PMP, ENV SP | Senior Principal



Innovate | Adapt | Sustain

501 Sumner Street, Suite 620 | Honolulu, Hawaii 96817

T 808.531.1308 | D 808.356.1275 | M 808.497.5583 | F 855.329.7736

smiyamoto@ssfm.com | www.ssfm.com

SSFM Receives Three APA, Hawai'i Chapter Awards

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May 17, 2022

To: Board of Education

From: JoAnn Facuri, Technology Coordinator

Subject: Testimony supporting Keith Hayashi for Superintendent

Meeting: Special Meeting on Thursday, May 19, 2022

Agenda Item: III. A. Board Action on findings and recommendations of Investigative Committee (a permitted interaction group pursuant to Hawaii Revised Statutes, Section 92-2.5(b)(1)) investigating issues relating to search for a superintendent: selection of superintendent

We need Keith Hayashi to be the next Superintendent of Hawaii Department of Education. We need a contemporary Superintendent who will stand up and make the best decisions for our students. We also need a Superintendent that motivates and innovates to take Education in Hawaii to the next level. Keith Hayashi is all of that and more.

I first met Mr. Hayashi when he was the Pearl City - Waipahu Complex Area Superintendent and I was a resource teacher. His enthusiasm and encouragement to innovate and create change brought out the best in all the resource teachers. Mr. Hayashi knew that technology was exciting but, that it was just a means to spark students to be self-directed learners, critical thinkers, and effective communicators. Mr. Hayashi partnered with Apple in order to bring his vision to fruition with Video Podcasting. Teaching Podcasting in 2005 was a huge learning curve, but everyone pushed on to produce an Annual Technology Showcase so that students could share their knowledge through technology.

In 2010, I became one of the technology coordinators at Waipahu High School. As principal, Mr. Hayashi coordinated a field trip around the Waipahu Community. It was mainly for new teachers but also open to all staff. He knew the importance of understanding where students are coming from. Understanding culture goes both ways so Mr. Hayashi had guest speakers talk with staff about the Micronesian culture. He challenged all of us to put that one star fish back in the water to make a difference.

There are so many stories to tell about Mr. Hayashi and what he has done for the staff, students and community of Waipahu. He has changed the perception of Waipahu High School. It was unprecedented that people would try to get a Geographic Exception to attend Waipahu High School. While attending a function someone who I did not know said that she wanted her daughter to go Waipahu High. I asked what grade was her daughter in and was flabbergasted to find that her daughter was only in the 3rd grade. This mother was planning now, on how she would get her daughter into Waipahu High School.

What is always important to Mr. Hayashi is the students and providing opportunities that challenges them. Politics aside, please choose Keith Hayashi for the next Superintendent for he has the right mind and right heart to lead the Hawaii Department of Education.



Testimony superintendent

1 message

Jessica Caiazzo <jfcaiazzo@gmail.com>
To: testimony.boe@boe.hawaii.gov

Wed, May 18, 2022 at 6:02 AM

Aloha,

My name is Jessica and I'm writing today to submit testimony in reference to the superintendent position. I want to state for the record the Governor should not have the power to appoint this position or for the board for that matter. The people should elect 3 candidates and the power then should be granted to the board of education and the Governor. Unfortunately that is not the case currently. The selected top 3 is like picking the lesser of evils as we know the corruption runs deep. It is unfortunate we could not see the resumes, or candidates for this position who in fact did apply before getting to the final three. On this note I know many will speak on how Keith Hayashi is unqualified, I will as well but speak on my story.

I have read, re-read the job description of superintendent so many times. I did this originally to understand the role and power that Keith Hayashi has and has displayed. I hope you all take the time to read over it very carefully and evaluate the lack of performance of Keith Hayashi as an interim superintendent. This is a important role for the school system. Managing 1.6 billion dollars, and watching at the last board meeting how Hayashi couldn't even do simple division was alarming. Then listening to him as he could not stay on topic, be prepared, and answer questions himself he struggled. This was the first time I saw him engage the group for all to see. This was a disgusting display of leadership. The lack of communication, transparency, accountability, is horrifying.

I have called, emailed, all to be ignored to the interim superintendent. I am not a unique case. I'm one of MANY. I have had to then come and rally at the DOE, all to get ignored AGAIN. I then come into the building all to have doors shut on me, windows covered, and again no one can help me just get an appointment. The first board meeting open to the public I attended. I then went downstairs again and surprise surprise Keith Hayashi was present. He agreed to a meeting. This meeting came with "rules," which included to come alone and I could not record. He said it would be him and a notetaker. I observed these rules and show up to what I thought was a school. This building was completely locked down. There were cops, sheriffs, ATVs, and DOE security. This was 16 MEN. I did not come alone, I brought an arbiter. I sat in a car for 40mins waiting to get this 30minute meeting. I collected in 3 days hundreds of emails that were ignored and planned

to hand deliver it. To give a voice to the voiceless. That didn't happen. I was told he cancelled the meeting since I brought an arbiter and that we needed to leave, or threatened with arrest. My heart sank. What kind of leadership is this? What kind of man is so cowardly that he had 16 men meet one female and why cancel? It's been weeks and still I call and email and receive nothing. No follow-up and no understanding as to why, tax payers dollars wasted on security and to "protect" this man.

I go to the next board meeting, as masks were on the agenda. I brought the stack of unanswered emails, Keith Hayashi was present and sitting in the front. I waited and waited till my name was called. I shared my story and did my best to follow thru and deliver these emails. He refused to take them, yet again. Then he relocated and left the stack, then he LEFT the meeting leaving that stack. I'm so grateful that a board of education security took the stack. Is this was leadership looks like? Is this who we want as superintendent? NO!

I kindly ask the Board and the Governor to choose a candidate that is for the people, who listens, who responds in a timely manner, who cares. Only a heartless man could do what he has done. We need someone with heart, who loves their job (not just the 240k salary which he also wants to keep a secret). May 17th a picture was posted on IG, the handle @hawaiistuco it was scene there and by MANY that Keith Hayashi and two young women are maskless!! In a crowd of masks while our children are still being muzzled. This is NOT ok, this not appropriate, and also needs to be exposed.

If I were to spend the time on breaking down every single part of the job description and how Keith Hayashi has failed would take me all day. In the mean time I will actually respond to emails and the parents, children, and grandparents who message me for help. I will not let them be ignored and neither should you. On this note I request a meeting, in person , or a legitimate town hall. We will not be silent!

On this note I wish to select Darrel M. Galera, or the best thing to do is give the people a vote and allow us to see all who applied. Mahalo nui.

-Jessica "Priya" Caiazzo

Sent from my iPhone



Support for Mr. Keith Hayashi

1 message

Kalowena Komeiji <kalowena@gmail.com>
To: testimony.boe@boe.hawaii.gov

Wed, May 18, 2022 at 7:16 AM

Ms. Catherine Payne, Chair
Hawaii Board of Education

Honorable Chairwoman Payne and BOE Members:

I am submitting this email as supporting testimony for the selection of KEITH HAYASHI as Hawaii's next superintendent of education.

The Board of Education is obligated to recruit and select the best possible candidate for this important post. At the same time, the vetting process should also be fair and thoughtful and not skewed toward political favoritism. Mr. Hayashi's credentials as a loyal DOE employee for over three decades is evidence that he is currently the best candidate of the three for the job.

Having previous DOE experience seems desirable. However, the pandemic changed everything forever. What we knew and did before the pandemic is no longer relevant in dealing with the circumstances we're seeing today (and will see in the years ahead). Therefore, the candidate we need is someone who has current and firsthand experience from the ground in dealing with the pandemic. That candidate is clearly Keith Hayashi.

Being in the game and being on the sideline are two different perspectives. For this reason, switching captains while the voyage is already underway does not seem prudent in the current scenario. The learning curve for the candidates other than Mr. Hayashi will be a tad steep. We cannot afford to waste any further time in transitioning to the new normal and getting our students' performances back up to par.

If the BOE is unsure of Mr. Hayashi's abilities, may I suggest a simple and reasonable solution? Give Mr. Hayashi a short-term contract (i.e., 2-3 years rather than five years) with a clear end date that allows him to finish the department's transition from pandemic to post-pandemic. At the end of the contract period, the BOE and Mr. Hayashi can then re-assess how successful (or unsuccessful) he has been in leading the department out of the current crisis and whether or not he deserves to have a new contract or contract extension. This will also give the BOE time to plan for a future replacement. By removing the encumbrances that accompany the interim title, it will be easier to hold Mr. Hayashi accountable so long as he has the full authority to hire and fire employees who are not doing their jobs and/or who are undermining the efforts of the superintendent.

Thank you for your consideration.

Sincerely yours,
Kalowena Komeiji

*In the blink of an eye, everything can change.
Forgive often. Love with all your heart.
You may not have that chance again.*



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

Testimony, Special Meeting

1 message

Cassie Winston <cwinston5@live.com>

Wed, May 18, 2022 at 7:19 AM

To: "testimony.boe@boe.hawaii.gov" <testimony.boe@boe.hawaii.gov>

Aloha,

I am writing this on behalf of my children, nieces, nephews, and the children of Hawaii. As we know, the children are the building blocks of our society. I believe safety, equality, ethics, and morals are all important aspects of an education. As a parent I have become very concerned with the learning environment our students are being provided. I have made numerous phone calls to DOE & BOE, the lack of unity between the two is beyond displeasing. The only thing that has been made clear to me, is the total lack of communication, boundaries, accountability, transparency, and morals in these departments. They lack answers and knowledge, even teachers and principals don't know how to enforce these policies put in place by Keith Hayashi.

That being said I am writing to say that Keith Hayashi is absolutely unqualified for the position of superintendent. HIDOE has one of the largest departments in the country, with over 300 schools, and 42,000 employees. We the people demand that the the superintendent is an elected position, rather than selected. We demand a superintendent who is reachable, willing to listen, and accountable. I don't know when or why hawaii's superintendent started being selected, but this strategy is no longer effective for the parents and children of this state. Especially being that this is one of the highest paid positions in the HIDOE.

In closing, I would like to add that IF Keith Hayashi is selected again as superintendent; I WILL be pulling my children out of HIDOE schools.

Sincerely, CW



Testimony

1 message

Melissa Goo <honukahiki@gmail.com>

Wed, May 18, 2022 at 7:35 AM

To: testimony.boe@boe.hawaii.gov

Cc: Melissa Goo <honukahiki@gmail.com>, Melissa Goo <melissa.goo@k12.hi.us>

Name: Melissa Goo, Principal, Mokulele Elementary School

Meeting: May 19, 2022, Special Meeting

Agenda Item: Board Action on findings and recommendations of Investigative Committee (a permitted interaction group pursuant to Hawaii Revised Statutes, Section 92-2.5(b)(1)) investigating issues relating to search for a superintendent: selection of superintendent

Position: Support of Darrel Galera for Superintendent

Dear Chairperson Payne and the Members of the Hawai'i State Board of Education,

Aloha, my name is Melissa Goo, and I am honored to be the Principal of Mokulele Elementary School. I am testifying in support of candidate Darrel Galera as the next Superintendent of the Hawai'i Department of Education (DOE).

My knowledge of Mr. Galera in his positions with the DOE extends back 18 years. When I was hired as a new science teacher, Mr. Galera was the Principal of Moanalua High School (MoHS). As I gained experience over time, I served as a member and then Chair of the MoHS School Community Council, Science Department Chair, and Data Team Leader. I later supported him, and the Governor's Every Student Succeeds Act (ESSA) Team in the production of the Hawai'i Blueprint for Public Education. Mr. Galera recommended me for the first cohort of the Hawai'i Certification Institute of School Leaders (HICISL), the preparation program for becoming a school administrator. As a Vice Principal and Principal, I have continued to seek Mr. Galera's advice and guidance to increase the success of the schools I work with. Mr. Galera is not only knowledgeable about Hawai'i education, but he is also the most generous, humble, morally grounded, self-aware, inspirational, innovative, and trustworthy person I have had the privilege to work with.

I could write pages of testimony in Mr. Galera's favor. However, in the interest of brevity, I will address the only critique mentioned in the summary of his interview. The search committee summarized that "while Mr. Galera spoke of the need for transformation, innovation, and a culture of excellence, and provided the concept of redesigning the high school diploma to focus on demonstration of student success, he could have provided more details on the implementation of these concepts." Mr. Galera is a leader of consistency. His leadership style has never wavered from being collaborative, positive, and collegial in all of the positions I have known him. Details about how he will lead as superintendent, the priorities, and the goals that will be accomplished are clearly outlined in the Blueprint for Public Education. He will achieve the goals of increasing student and staff success, the same way he moved MoHS to be the most respected and desired public high school in the state. He listened to all stakeholders, determined the priority goals, and supported the right people in the correct positions to implement the actions to achieve those goals. With a laser-like focus on the vision, he brings people together to work collaboratively for the organization's success. From the state to the student level, he will empower people to lead the DOE to excellence.

I will offer one example of how Mr. Galera empowers those around him. As a science teacher at MoHS, I taught all levels of science courses, from remedial to Advanced Placement (AP). With a thorough understanding of the subject matter and some research on the history of science education and contemporary pedagogy, another teacher and I proposed that the course offerings be flipped from the traditional order of Biology, Chemistry, and Physics to a more supportive Physics, Chemistry, Biology order. The complexity of

such a change was enormous, as was the commitment of resources. Mr. Galera listened to the evidence, analyzed the pros and cons, and decided based on what was best for students. He not only supported the science department's efforts for the school, but he also defended the decision to the DOE, parents, and community. As a result, MoHS increased the number of successful AP students and scores on the End of Course Exam for Biology. Mr. Galera's skills and priorities as a leader made it feasible for teachers to approach him with an idea and then execute it with the confidence that he would support us to succeed.

There is no question that Mr. Galera will bring the Department and the students of Hawai'i to unimagined levels of success and learning using his philosophy of trust, collaboration, and distributed leadership. With total confidence, I support him for the position of DOE Superintendent.

Thank you for your time and considering my testimony as you make this critically important decision.

Respectfully,

Melissa Goo, Principal



Testimony to the Hawai'i Board of Education 051822.pdf

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TESTIMONY for the Special Meeting to Select the New Superintendent on Thursday, 5/19 @ 8:45

1 message

Lee Curran <dfcurran@gmail.com>
To: testimony.boe@boe.hawaii.gov

Wed, May 18, 2022 at 8:02 AM

Aloha BOE Board Members,

My name is Lee Curran and I am a former educator both in the HIDOE and in private school settings. I left the DOE at the end of the 2020/2021 school year for many reasons including frustration of how our school system functions and the many ways we are failing to best serve our students.

I am submitting testimony in support of **Caprice Young** as the new HIDOE Superintendent. The other two candidates, although well qualified, represent the status quo. I believe Ms. Young gives our DOE the best opportunity to go in new directions and implement student centered innovative programs.

I have experienced the echo chamber effect here on Oahu and believe that someone like Ms. Young with a distinctly different background in educational settings will most benefit our students. After reading through the resumes and answers to questions for all the candidates, she stands out.

Pre-pandemic, I attended a gathering sponsored by the ACLU with representation from the HIDOE. Information was presented about the atrociously high rates of suspension at our schools. Of particular interest for me, was the high rate of suspension for students receiving special education services. Our schools reflect the wider criminal legal system in the state with regard to student behavior. I believe that Ms. Young offers a path forward that is not purely punitive in nature but solution based, grounded in holistic, multi-pronged approaches for student well being.

Please seriously consider Caprice Young for the position of Superintendent.

Respectfully, Lee Curran



Testimony - State Superinitendent

1 message

Brent Mizutani <b.mizutani@gmail.com>
To: testimony.boe@boe.hawaii.gov

Wed, May 18, 2022 at 8:17 AM

May 18, 2022

Honorable Members of the Hawaii Board of Education,

Please accept my letter in support of Mr. Keith Hayashi for the position of Hawaii's next State Superintendent.

Mr. Hayashi has demonstrated a high level of involvement with all facets in our education environment. As a former, Classroom Teacher, District Resource Teacher, Principal, Complex Area Superintendent, and Interim State Superintendent, Mr. Hayashi is unique to have sat in the seats at all of these positions; these experiences provide him with the context that is necessary to support a system as complex as the Hawaii Department of Education (DOE). Many people get lost in the inner workings of the system, however, with his intimate knowledge of the expectations at each level, Mr. Hayashi will be able to navigate through the DOE structure to better equip schools and their employees to support all students and help them to excel.

As the current Interim Superintendent, Mr. Hayashi can hit the road running to support all levels of the DOE if selected. Mr. Hayashi is very aware of the challenges that the DOE currently face and has the working knowledge to mitigate the challenges because of his current relationships with personnel in each complex and at many schools. The next State Superintendent will need to be able to reach out to many role groups to gather thoughts, feedback and receive honest opinions of his thoughts and initiatives; his current role will allow him to do that in a very efficient way. Unless the next State Superintendent can ask and receive honest feedback from the field, many initiatives will go on deaf ears.

A strong, working relationship and confidence from the field is necessary to improve the culture of the DOE. The field yearns for an individual that they feel understands what they are facing and that confidence is greatly needed in our schools. Mr. Hayashi will be able to fulfill that need.

Mr. Hayashi was recognized for Waipahu High School's many successes, however, he did not want to stop there; Mr. Hayashi's passion to continually grow and allow the greater good benefit from his knowledge, experience and vision has encouraged him to support more schools and students as the next State Superintendent. Please accept my letter in support of Mr. Hayashi to be appointed to be the next State Superintendent.

Sincerely,
Brent Mizutani
Retired Complex Area Educational Officer



May 19, 2022
Special Meeting

Dear Chair Payne and Members of the Board,

As a member of the Superintendent Search Advisory Group, we would like to thank the BOE and the National Association of State Boards of Education (NASBE) for using a clear process and allowing us to participate. While the final decision will be the BOE's, we would like to provide comment on what we hope to see in the next superintendent.

The Hawai'i DOE, the 12th largest school district in the nation, is a large and complex system made up of myriad often isolated silos and sub-systems with essential functions and responsibilities. These include the creation of a strategic plan with clear goals for elementary, middle, and high schools, the transparent allocation of the budget, workforce readiness, social-emotional learning, family and community engagement, and high-needs students. However, these are only *parts* of the whole system of DOE. These parts are all inter-connected, and work in one area will influence other areas.

The superintendent, therefore, needs to be a "systems thinker," who can understand the entire system, identify where outdated traditions and red tape frustrate best practices and innovation, and bring coherence to consistent, data driven definitions of success.

We would like particular attention to be placed on the following areas:

1. Improve clarity and transparency regarding the DOE's budget and the ESSER funds at the school, complex, and state.

The ESSER funds need to be distributed to the schools as soon as possible.

We need clarity on what the funds are being spent on and the confidence that the funds are making an impact, especially for our high-needs students.

2. Better address learning loss and Hawai'i's persistent achievement gap.
3. Improve communication between the DOE and the BOE, the various levels of the system, the students, staff, teachers, parents, and the community.

We hope that the BOE considers these points in its selection process. Thank you for this opportunity to testify.

Sincerely,

Cheri Nakamura
HE'E Coalition Director

HE'E Coalition Members and Participants

Academy 21
Alliance for Place Based Learning
American Civil Liberties Union
Atherton YMCA
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
* Youth Service Hawai'i

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



Testimony 5/19/22

1 message

Alisa Hamasaki <alisa.hamasaki@k12.hi.us>
To: Testimony BOE <testimony.boe@boe.hawaii.gov>

Wed, May 18, 2022 at 8:31 AM

Alisa Hamasaki
DOE Teacher
May 19, 2022 Special Meeting
Superintendent Finalist Interviews
Oppose/Comment

My comment is as follows: Keith Hayashi should not be the Superintendent for Hawaii's DOE for countless reasons but here are a few.

1. He does not listen to, make time for, meet with teachers, parents, and or community members. I have emailed and left messages on numerous occasions and have not received any response. He does not listen or care for our children and our state's education system.
2. Keith Hayashi made a very discriminatory decision on April 1, 2022 that all new hires must be vaccinated. When this decision was made, Keith did not consider all of the veteran teachers that fall under P.T.T. or part time teacher category. They are required to fill out paperwork each year, and are "rehired" with a new hire form.
3. Hawaii already has a huge teacher shortage and with the decision Hayashi has made, this will be a huge detriment to our education system.
4. Keith Hayashi's resume includes all the buzzwords "student-centered, social prosperity, focused on equity, academic achievement, social and emotional support, and grounded in Na Hopena A'o" but he has not demonstrated or took these into consideration when making the decisions that he has been making in regards to vaccines, masks, school shutdowns, class quarantines, decisions based on DOH, weekly testing, high school graduations, school events, school field trips, the list goes on.
5. Keith Hayashi and the other candidates are being appointed and not elected by the parent, teachers, administrators of public schools. How is this right?
6. Keith Hayashi should not be the superintendent because he doesn't do his job as the interim superintendent, so how does that show he is qualified to be the superintendent? The superintendent or interim superintendent should not be allowed to get a pay raise (decided at the last board meeting) when the teachers did not even get a pay raise.

This superintendent position should be reevaluated and should not continue in this manner. This is why Hawaii's Education system is one of the lowest in the United States. Hawaii DOE and BOE does not make decisions based on students and our community, you all base it on money and the other politicians, government, and lies. If you want something to improve, then we have to do something about it and do something different. Our education system is not getting better and it's because of the decisions that are being made at this level that makes it hard for teachers to do their job and for students to learn and grow into an exemplary citizen. This testimony will probably fall on deaf ears as my mask-choice testimony but I still do have hope, I do have passion for my students that I teach every day and the students that I have had in the 14 years. I ask that you open your heart and your ears to all the testimonies that you receive and start making changes that will make a difference for our keiki.

Thank you

This is a staff email account managed by Hawaii Department Of Education School District. This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error please notify the sender.



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

Testimony

1 message

John Heideman <JHeideman@mendoco.com>
To: "testimony.boe@boe.hawaii.gov" <testimony.boe@boe.hawaii.gov>
Cc: John Heideman <JHeideman@mendoco.com>

Wed, May 18, 2022 at 8:32 AM

Aloha Board of Education Members,

RE: May 19, 2022 Special Meeting Written Testimony

My name is John Heideman. My children were homeschooled this year due to the failure of Keith Hayashi in creating policy for the State of Hawaii DOE that protected children from valueless ideology that has no place in any educational curriculum. Mr. Hayashi failed to create policy that protects children from physical and mental abuse – choosing instead to accept federal funding to implement policy that is criminal instead of protecting our children and DOE employees. Policies implemented by OSHA, by the FAA, by State government workers unions, by public contractors, by private employers (the list goes on). These policies have all been deemed unconstitutional by Federal courts – yet Mr. Hayashi continues to abuse our children and the employees of the DOE with mask mandates. He has been both unresponsive to parental concerns and combatant with advocates for our children, using taxpayer funds to intimidate those who question his motives and control access. Mr. Hayashi has proven time and time again that he is unfit to be in a leadership position, especially when it comes to our precious ones. He has caused our little ones to sin, by believing the lies he has been paid to propagandize.

Luke 17:1-2 And he said to his disciples, "Temptations to sin are sure to come, but woe to the ones through whom they come! It would be better for him if a millstone were hung around his neck and he were cast into the sea than that he should cause one of these little ones to sin.

Mark 9:43-44 If your hand does wrong, cut it off. Better to live forever with one hand than be thrown into the unquenchable fires of hell with two.

Dear Board of Education Members, It's time for Keith Hayashi to go, for the sake of your own conscience.

I pray for you, Keith. There is little time left to repent.

**Testimony**

1 message

Fern Mossman <fern.mossman@gmail.com>
To: testimony.boe@boe.hawaii.gov

Wed, May 18, 2022 at

Dear Board Members,

Please select Darrell Galera for Hawaii Superintendent. He has the best track record with teachers and students. His resume is evidence to that. Additionally, please do not select Caprice Young; evidence of her poor record and conflict of interest is attached in this email. Please let us use our local talent and keep control of education here in Hawaii.

Please select Darrell Galera Hawaii State School Superintendent

Testimony from Fern Mossman regarding:

Action Items

- A. Board Action on findings and recommendations of Investigative Committee (a permitted interaction group pursuant to Hawaii Revised Statutes, Section 92-2.5(b)(1)) investigating issues relating to search for a superintendent: selection of superintendent**

Finalists:

Darrell Galera

Keith Hayashi

Caprice Young

to:

**STATE OF HAWAII
BOARD OF EDUCATION
SPECIAL MEETING**

Members: Bill Arakaki, Shanty Asher, Kaimana Barcarse, Lynn Fallin, Lauren Moriarty, Kili Namau'u, Bruce Voss, Kenneth Uemura

NOTICE OF MEETING

Thursday, May 19, 2022
8:45 a.m.

Public Meeting Location
Queen Liliuokalani Building
1390 Miller Street, Room 404
Honolulu, Hawaii 96813

Dr. Caprice Young is the President of the Education Growth Group. Raised in a host foster family, she identifies with and has committed her life to supporting students whose needs exceed the scope of traditional public schools. Dr. Young left IBM in 1999 to serve as a member and president of the elected Los Angeles school board. Beginning in 2003, she served as the founding CEO of the California Charter Schools Association. Since 2008, she has provided executive leadership to a range of education, philanthropy, and business organizations undergoing major transformation. She is a recipient of the Coro Crystal Eagle for Excellence in Public Service, the California State University Los Angeles Educator of the Year in 2016, and a member of the national Charter Schools Hall of Fame. Dr. Young serves on the boards of several nonprofit organizations, including the Fordham Foundation and the Texas First Education Foundation. Education: Ed.D. UCLA; M.P.A. and B.A. Yale University.

<https://llac.org/team/caprice-young/>

Dr. Young is an experienced executive with proven C-suite level leadership and board governance. She provides strategic counsel and leadership to Lifelong Learning's education partners including Learn4Life, FLEX, and Mission Academy schools. She also serves as the founding superintendent of Stanza International Academy and as previously as the national superintendent for Learn4Life.

She serves on the boards of several organizations, including the Fordham Foundation, the Larta Institute, ALC Schools, and Olivela.com. And is the former president of the Los Angeles Unified School District Board of Education (1999-2003). Education: Ed.D. UCLA; M.P.A. USC; and B.A. Yale University.

[Fordham Foundation is a Fordham Institute related organization](#)

[Fordham Foundation--Influence for Hire:](#)

<https://www.nonpartisaneducation.org/Review/Articles/v14n6.htm>

[Fordham Institute Misleads Public on Impact of Charter Schools](#)

<https://networkforpubliceducation.org/fordham-institute-attempts-to-mislead-the-public-regarding-the-impact-of-charter-schools-on-public-school-districts/>

Caprice Young's resume lists- **Pahara Institute/Aspen Global Leaders Network 2016**

<https://www.aspeninstitute.org/programs/aspens-global-leadership-network/>

The Aspen Global Leadership Network is a growing, worldwide community of entrepreneurial leaders from business, government and the nonprofit sector — **currently more than 3,000 Fellow over 60 countries** — who share a commitment to enlightened leadership and to using their extraordinary creativity, energy and resources to tackle the foremost societal challenges of our time

Who funds the Aspen Institute?

Here's just a few of some of the familiar left leaning names/organizations that provide funding:

Bill and Melinda Gates, Carnegie Foundation, Robert Wood Johnson, NoVo Foundation (private foundation operated by **Peter Buffett, son of investor and left-of-center philanthropist Warren Buffett, and Peter's wife Jennifer**. Warren provided the initial donation of 350,000 shares of Berkshire Hathaway valued at \$1,000,000,000). Warren Buffet is CEO of Berkshire Hathaway. The Joyce Foundation is also a funder.

What does the Joyce Foundation do?

<https://www.joycefdn.org>

We invest in evidence-informed public policies and strategies to advance racial equity and economic mobility for the next generation in Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin.

What does Pahara Institute do?

<https://www.causeiq.com/organizations/pahara-institute,455141625/>

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Reply

Reply all

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 **Caprice Young.pdf**
229K

Dr. Caprice Young is the President of the Education Growth Group. Raised in a host foster family, she identifies with and has committed her life to supporting students whose needs exceed the scope of traditional public schools. Dr. Young left IBM in 1999 to serve as a member and president of the elected Los Angeles school board. Beginning in 2003, she served as the founding CEO of the California Charter Schools Association. Since 2008, she has provided executive leadership to a range of education, philanthropy, and business organizations undergoing major transformations. She is a recipient of the Coro Crystal Eagle for Excellence in Public Service, the California State University Los Angeles Educator of the Year in 2016, and a member of the national Charter School Hall of Fame. Dr. Young serves on the boards of several nonprofit organizations, including the Fordham Foundation and the Texas First Education Foundation. Education: Ed.D. UCLA; M.P.A. USC; and B.A. Yale University.

<https://llac.org/team/caprice-young/>

Dr. Young is an experienced executive with proven C-suite level leadership and board governance. She provides strategic counsel and leadership to Lifelong Learning's education partners including Learn4Life, FLEX, and Mission Academy schools. She also serves as the founding superintendent of Stanza International Academy and as previously as the national superintendent of Learn4Life.

She serves on the boards of several organizations, including the Fordham Foundation, the Larta Institute, ALC Schools, and Olivela.com. And is the former president of the Los Angeles Unified School District Board of Education (1999-2003). Education: Ed.D. UCLA; M.P.A. USC; and B.A. Yale University.

Fordham Foundation is a Fordham Institute related organization

Fordham Foundation--Influence for Hire:

<https://www.nonpartisaneducation.org/Review/Articles/v14n6.htm>

Fordham Institute Misleads Public on Impact of Charter Schools

<https://networkforpubliceducation.org/fordham-institute-attempts-to-mislead-the-public-regarding-the-impact-of-charter-schools-on-public-school-districts/>

Caprice Young's resume lists- **Pahara Institute/Aspen Global Leaders Network 2016**

<https://www.aspeninstitute.org/programs/aspen-global-leadership-network/>

The Aspen **Global** Leadership Network is a growing, worldwide community of entrepreneurial leaders from business, government and the nonprofit sector — [currently more than 3,000 Fellows from over 60 countries](#) — who share a commitment to enlightened leadership and to using their extraordinary creativity, energy and resources **to tackle the foremost societal challenges of our times.**

Who funds the Aspen Institute?

Here's just a few of some of the familiar left leaning names/organizations that provide funding:

Bill and Melinda Gates, Carnegie Foundation, Robert Wood Johnson, NoVo Foundation (private foundation operated by **Peter Buffett, son of investor and left-of-center philanthropist Warren Buffett, and Peter's wife Jennifer.** Warren provided the initial donation of 350,000 shares of Berkshire Hathaway valued at \$1,000,000,000). Warren Buffet is CEO of Berkshire Hathaway. The Joyce Foundation is also a funder.

What does the Joyce Foundation do?

<https://www.joycefdn.org>

We invest in evidence-informed public policies and **strategies to advance racial equity** and economic mobility for the next generation in Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin.

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ReplyReply allForward

From: Concerned Teacher and Parent
Meeting: May 19, 2022 Special Meeting
Position: Comment

Aloha Board of Education Members, I am writing to submit personal testimony against putting Interim Keith Hayashi in position of Superintendent of Hawaii DOE Schools. First and foremost, he is not interested in listening to his constituents. I currently have two children in the DOE school system and will have three enrolled next year. If things stay the same way they have been, I'll need to pull all three of my children out of the DOE. Also, I've been teaching in the DOE for the last 16 years. I have tried to reach out to Mr. Hayashi both as a teacher and a parent, and he has not gotten back to me or made time for me, or in fact, for many of us who have brought up concerns to him. There is no "Ha" in Hayashi. He claims in his resume and notes that he supports the objectives of Nā Hopena Ao, yet he ignores the fact that it takes BREATH or HĀ to be at the center of all things, and he continues to require kids to mask up everyday. He says he supports students' voice and choice, yet he forces my students and my two children to mask up everyday. He supports discrimination saying all new hires must be vaccinated. He is hurting the future of athletes that don't trust these vaccinations and non-FDA approved tests. Despite these horrible decisions and directives, I still believe that the main reason he should not be selected as Superintendent is because he hides from his constituents and is not open to conversation or discussion regarding important topics.

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Written Testimony

While all finalists have a variety of strengths, only one can lead the Department of Education. The ability to study the organization and use efficiency and effectiveness as a North Star, takes courage.

I think you can agree that remaining at the status quo with slow and steady progress is not the direction leading our school system to success and to overcome the learning loss for all students. Holding steady could've been a good thing if the results of the pandemic hadn't affected learning loss to the extent that it did. Although the Department had presented many strategies to address learning loss, the data was not supporting enough of a positive effect. As to the different strategies, we do not know what worked and what didn't.

Chronic Absenteeism is still an issue that needs some profound wisdom to change the course of our missing students. There are other indicators that the plan did not work as designed. This leaves us to summer school as the panacea for attacking learning loss. The Department offered many options to the Complexes and Schools to use to address learning loss during the school year, but the data that has been presented does not show the positive effect that was expected.

The data that was being collected in Quarters 1 and 2 did not indicate that overall success was occurring. I do not doubt that some schools fared well. The school's individual data will be the only indicator, for them, if their learning loss gap was decreased and a large percentage of students are ready for the next grade. We will be able to look at Quarters 3 and 4, to see how our strategies affected learning loss. It is only until then and doing a deep dive with the Tri-Level staff that an understanding of the next step can occur.

Currently the next step is Summer School. Summer school is expected to accelerate learning for students 2 or more grades behind. A plan for students one grade level behind is not on the agenda. The status quo is passing them to the next grade regardless of their outcomes from Summer School. This paradigm reflects a mindset of "I don't know what to do, let the next teacher figure it out." Recovery for students that did not complete all the requirements to graduate, is the largest use of summer school. This is another paradigm that must shift. The time to begin is now.

How is the State Public School System going to provide an education system for ALL students to progress through K-12 on track and ready to graduate with their class? What is missing? What needs to change? How will the system be able to change? The Department cannot use funding as an excuse this year or for following years. The case was pleaded with the Governor and Legislature successfully. The use of the funds will either make us or break us.

An accounting to the public of all Federal funding expenditures needs to be transparent. Presentations by the Department to the Board of Education can no longer be last minute requiring an expedited decision due to time constraints put on the Department. This happens time and time again and is irresponsible and disrespectful. This is a result of poor planning by the Department. The Board of Education should never have their feet held to the fire to make a decision that affects every student in Hawaii.

There has been a tendency to put the students second to the Department Operations. That is backwards thinking. The only need for operations is to support our students. If your job or position does not directly affect student learning, then you are an indirect expense that needs to be justified.

It would be remiss not to have strong strategies for the SY 2022-2023. Designing ways to remove obstacles to spending Federal funds needs to be ready before the next school year begins. As Financial Plans are already being put together, execution cannot begin until obstacles are removed. It is imperative that funding decisions need to be at the school level with a cursory review by the Complex. Complex Superintendents need to trust decisions being made at the school level just as principals need to trust decisions being made by the staff. If, as has been the mantra, funding is the issue, the Department can no longer hide behind that excuse and expect the public to be quiet.