



Testimony for 10/17/22 GBM, Agenda Item V.D

1 message

Tracy Monroe <tracymonroe50@gmail.com>

Tue, Nov 15, 2022 at 2:31 PM

To: testimony.boe@boe.hawaii.gov

Cc: "Teri.Ushijima@k12.hi.us" <Teri.Ushijima@k12.hi.us>, keith.hiyashi@k12.hi.us

Testimony for 10/17/22 GBM, Agenda Item V.D

Aloha Chair Voss, Vice Chair Barcarse, and Board Members,

My name is Tracy Monroe, and I am the Educational Specialist for Assessment for Learning at the Office of Curriculum and Instructional Design.

I want to express my strong support for the appointment of Dr. Teri Ushijima to the position of OCID Assistant Superintendent.

I have worked with Dr. Ushijima on large and urgent projects, including needs arising from COVID-related distance learning, planning, statewide communications about ESSER, and ongoing support for the four state strategies as part of the Effective Academic Practices Team. Dr. Ushijima has been approachable and collaborative at all times in this and other work.

I am looking forward to continuing the work of this office with Dr. Ushijima's leadership. Thank you for the opportunity to offer my support for her appointment.

Sincerely,
Tracy Monroe



Testimony for 10/17/2022 GBM, Agenda Item V.D

1 message

Rosanna Fukuda <rpfukuda@gmail.com>

Tue, Nov 15, 2022 at 2:37 PM

To: testimony.boe@boe.hawaii.gov

Cc: "Keith.Hayashi@k12.hi.us" <Keith.Hayashi@k12.hi.us>, "Teri.Ushijima@k12.hi.us" <Teri.Ushijima@k12.hi.us>

Aloha Chair Voss, Vice Chair Barcarse, and Board Members,

My name is Rosanna Fukuda and I am the Social Studies Educational Specialist at the Office of Curriculum and Instructional Design (OCID). I am submitting testimony as a private citizen. I am expressing my support for the appointment of Dr. Teri Ushijima as Assistant Superintendent of the Office of Curriculum and Instructional Design.

For the past two years, Dr. Ushijima has worked to solidify OCID priorities, yet encouraged innovation and divergent thinking to strategize ways OCID can best help our nearly 185,000 students. One of the ways Dr. Ushijima has demonstrated this is in the area of Social Studies and, more specifically, through her strong support of civic education.

Dr. Ushijima has shown her support through current initiatives such as participation in Kids Voting Hawaii and The High School Legislative Intern Program as well as through partnerships with entities like the Hawaii State Bar Association and The Judiciary History Center. These initiatives and partnerships encourage innovation and collaboration within the field.

The development of new social studies initiatives, including the Hawaii Schools of Democracy Pilot Project and the creation of additional place-based, culturally-relevant online courses and modules, have demonstrated Dr. Ushijima's commitment to innovative practices. The support of appointments to organizations such as The Commission to Promote and Advance Civic Education (PACE Commission) and the national CivXNow coalition have served to open new avenues to strengthen and further OCID and Department priorities.

Thank you for your consideration of this testimony in support of Dr. Teri Ushijima's appointment as Assistant Superintendent of the Office of Curriculum and Instructional Design.

Aloha,
Rosanna Fukuda



HAROLD K.L. CASTLE
FOUNDATION

November 15, 2022

To: Chairman Bruce Voss, Hawaii State Board of Education

From: Alex Harris, Vice President for Programs

Re: Action Item V.C Statement of Support for Camille Masutomi

I have known Camille Masutomi since 2011 and am honored to provide written testimony in support of her performance as chief of staff to the superintendent. I admire Camille's heart, her love for students and for the Department and its people. Camille's role when we first met was to advocate for two regions of the state that historically have had great challenges with public education, the Nanakuli Waianae and Ka'u, Kea'au, Pahoia complex areas.

In many ways, Camille remains an advocate at heart, troubleshooting a range of issues on an hourly basis, connecting outsiders to the right point of contact within the Department, pointedly reminding staff when work has languished or needs resolution. She believes the Department can and should do more for students and works harder than just about anyone else I know to help the organization live up to this expectation.

Superintendent Hayashi is fortunate to have Camille in this role. She extends his authority and brings a deep sense of aloha to all that she does.



HAROLD K.L. CASTLE
FOUNDATION

November 15, 2022

To: Chairman Bruce Voss, Hawaii State Board of Education

From: Alex Harris, Vice President for Programs

Re: Action Item V.D Statement of Support for Dr. Teri Ushijima

I have known Teri Ushijima since 2011 and am honored to provide written testimony in support of her move from acting to permanent Assistant Superintendent overseeing the Office of Curriculum, Instruction and Design. I first met Teri during her successful tenure as a complex area superintendent. Her former principals spoke highly of her leadership, noting her clear direction, ability to develop staff, and belief that all kids can learn to high standards. This experience provides her high credibility and latitude to lead a change effort from the state office.

Teri and I also worked closely together on a number of key leadership development projects during her time at the helm of the DOE's Leadership Institute, from strengthening the Vice Principal training program to extending coaching supports for new principals and improving the coaching skills of complex area superintendents. She deeply understands how to develop leaders and the role played by the state office, both of which are critical attributes to succeed at OCID.

During her time at the Leadership Institute, I found Teri to be highly energetic, a clear thinker, and an extremely hard worker. She drew heavily on her experience as a principal and complex area superintendent to inform system-level efforts and constantly welcomed new ideas. Most important is that she leads with a big heart for young people.

The Office of Curriculum, Instruction and Design is critically important for setting academic expectations of students, schools and communities. I can think of nobody better positioned in background, demeanor and belief than Teri to permanently lead this office forward.



HAROLD K.L. CASTLE
FOUNDATION

November 15, 2022

To: Chairman Bruce Voss, Hawaii State Board of Education

From: Alex Harris, Vice President for Programs

Re: Action Item V.F Statement of Support for Sean Bacon

I have known Sean Bacon since 2011 and am honored to provide written testimony in support of his move to permanent Assistant Superintendent overseeing the Office of Talent Management. I first met Sean while we worked together to strengthen the principal pipeline across the state of Hawaii. I watched him grow from a role focused on recruiting educational officers into the chief of staff that supported several assistant superintendents of human resources.

This preparation has given Sean deep credibility within both the state office he leads and across the principal ranks. His tenure as interim assistant superintendent for the past year and a half has been characterized by calm and steady leadership. This is no small feat given the broad range of challenging personnel issues with which this office is tasked.

Most recently, I have admired how Sean is helping to re-invigorate the work of the Leadership Institute. He brings a clear sense of teamwork, places capable people in key roles, and provides them with latitude and cover to make hard decisions. His determination to do what's best for students is clear. This is a challenging Office to lead and the Department is fortunate to Sean Bacon in the role.



Testimony GBM Action Item IV.F. Board Action on appointment of Assistant Superintendent of the Office of Talent Management

1 message

Jaycie Ige <jayciei@hawaii.edu>
To: testimony.boe@boe.hawaii.gov

Tue, Nov 15, 2022 at 6:20 PM

Aloha Board of Education Members,

I am submitting testimony to urge the members of the board to seriously and thoroughly examine Superintendent Hayashi's recommendation to elect Mr. Sean Bacon as the Assistant Superintendent of the Office of Talent Management (Position Number 60046).

One of the main responsibilities of the Assistant Superintendent of the Office of Talent Management are, "Recruitment, selection, and employment of certificated, classified, and casual employees of the public school system." It is no surprise to anyone listening to this testimony that Hawai'i has faced a decades long, severe teacher shortage that has negatively impacted the keiki and staff who are hard at work in our public schools. The HSTA has cited that nearly 60,000 keiki are not taught by a Hawai'i Qualified Teacher (HQT) each year and they have also shared that in the 2018–19 school year, Hawai'i classrooms had more than 1,000 emergency hire teachers and long term substitutes filling vacant positions.

As an elementary school teacher who works in a highly transient environment, I have observed that students taught by teachers who are not highly qualified, passionate teachers fall behind much more frequently than their peers, display more adverse behavior problems, and have overall more negative attitudes toward school. As a homegrown, Hawai'i teacher, it is disheartening to see how our keiki are struggling as a result of our Department of Education's failure to attract, secure, and retain highly qualified teachers.

Upon review of Mr. Bacon's resume, it appears that he has been associated with and held several roles within the Office of Talent Management since August 2011. I agree that as an employer filling a position, that familiarity and experience in a job is vital to one's success in that job. It seems as if Mr. Bacon has substantial experience within this department. However, I believe that the members of the board should consider the next person to fill this position to be someone who will *not* continue to "stick to the status quo" and continue doing the same thing that the Office of Talent Management has done for many years.

Our Department of Education, and this board, have failed repeatedly for decades to come up with innovative ideas on how to recruit new, highly qualified educators and this shortage will continue to grow. We must place a truly

dedicated leader in this position who is fully capable of implementing new, more effective ways of recruiting teachers, can persuade stakeholders to invest more into public education, and is willing to do what is necessary to secure a better experience for our keiki. Does Mr. Bacon possess these qualities? Is he able to implement innovative new ideas for teacher recruitment? Does he even want to make any changes to the Office of Talent Management? Please deeply consider if this individual is going to provide the dynamic leadership we need in this position as you make your final hiring decision.

Thank you for this opportunity to submit testimony.

Sincerely,

Ms. Jaycie (Ige) Martinez
5th Grade Teacher
Wheeler Elementary School

Testimony in support of Action item F: Board Action on appointment of Assistant Superintendent of the Office of Talent Management, Sean Bacon.

Aloha Chair Voss, Vice Chair Barcarse, and members of the Board of Education.

My name is Scott Fuji and I am writing in support of the nomination of Interim Assistant Superintendent Sean Bacon for the Assistant Superintendent of the Office of Talent Management. I have had the pleasure of working with Interim Assistant Superintendent Bacon in both his capacity as the Executive Assistant and his current role as Interim Assistant Superintendent for OTM.

In my professional interactions with Interim AS Bacon has always shown the utmost professionalism regardless of the difficulty or sensitivity of an issue. Whenever I had a question, concern, or issue that needed addressing, Interim AS Bacon was responsive, timely, and thorough in getting back to me. Interim AS Bacon showed an in-depth understanding of the many different HR and personnel issues that the DOE faces at all levels.

For these reasons, I support the nomination of Interim AS Sean Bacon for the position of Assistant Superintendent of OTM.

Mahalo,

Scott Fuji



Testimony

1 message

Mara Hanson <marachanson@gmail.com>
To: testimony.BOE@boe.hawaii.gov

Thu, Nov 17, 2022 at 3:55 AM

Aloha Chair Voss and Board Members,

I am writing as a concerned parent of a schol-aged child to comment on **Agenda Item VII.B** for the November 17, 2022 General Business Meeting, the quarterly update on DOE's repair, maintenance, and capital improvement work. I hope you will finally demand specific actions from the DOE's Administration and leadership regarding improvements to indoor air filtration and ventilation necessary for maintaining healthy spaces in which our students can learn.

What has the DOE done to improve indoor air quality in our public school classrooms? What proof have they presented that the step they have taken he been implemented equitably and systemically? What proof have they provided that the step they have taken have been effective? So far, the only properly performed study that the DOE has done into this issue has, in fact, shown that there were huge disparities in indoor air quality on our campuses and that any measures so far implemented were often insufficient or ineffective. While this issue was brought to light by the Sars-CoV-2 pandemic, which is still ongoing and still hospitalizing and even killing people (the Department of Health reported 5 deaths from COVID in Hawai'i during the week preceding November 9,) the pandemic is not the sole reason to pursue these improvements. There are many diseases that spread quickly in confined spaces with poorly ventilated and filtered air. We are currently in the midst of surges in Flu and RSV infections both locally and nationally. On October 14th, 2022 Jason Ubay of Hawaii Public Radio reported "More people are hospitalized across the state now than during the peaks of the Delta or Omicron COVID surges". ([As RSV cases rise, more people are hospitalized compared to COVID surges | Hawai'i Public Radio \(hawaiipublicradio.org\)](#)). More recently, as of November 11th, KHON was reporting testing for RSV was increasing and that the percentage of those tests coming back positive were increasing. Per their report last Friday, 1 in 4 tests were coming back positive. ([One in four test positive for RSV in Hawaii | KHON2](#)). Hawai'i has very limited pediatric hospital capacity, and most of it - including the state's **only** pediatric ICU - is on Oahu. This makes it even more critical to prevent the spread of infectious diseases among children in our state, especially those living on the neighbor islands where medical facilities are far more limited.

The DOE is obligated to our public school children to keep them as safe as possible while in their care, including from airborne infectious diseases. It is your duty, as the board tasked with oversight of DOE on behalf of the public, to insist that DOE Administration is following through on its obligations on this critical issue. Dropping off fans, CO2 monitors, and air purifiers in a few classrooms without follow-up to ensure the equipment is even ut to use or measuring its real-world effectiveness does not represent them meeting this obligation. Giving principals a list of air purifiers they can buy, without any expert assessment of what equipment is necessary and how it should be deployed, does not represent them meeting this obligation. Both are stark failures of the DOE to adequately safeguard the well-being of the children in their care. They are not providing healthy and safe places for our state's public school students to gather and learn, and this is resulting in a greater spread of respiratory diseases in our state. It is your responsibility, as a Board that represents the interests of the public, to press them to fulfill this obligation. Demand specific answers and actions that will be taken to adequately mitigate these health risks on campus Demand expert evaluations of our classrooms and proof that the mitigations already in place have been effective. And, if they have not been effective for all campuses ad all classrooms, demand effective mitigation strategies be implemented equitably as promptly as possible.

Mahalo!

Mara Hanson