



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

January 10, 2017

TO: Board of Education

FROM: Lance A. Mizumoto  
Chairperson, Superintendent Search Investigative Committee

AGENDA ITEM: Investigative Committee (a permitted interaction group pursuant to Hawaii Revised Statutes, Section 92-2.5(b)(1)) investigating the Superintendent search: status report

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I. BACKGROUND

At its December 6, 2016 general business meeting, the Board of Education ("Board") was presented with the report of the investigative committee that was tasked with, among other things, investigating issues relating to a search for a Superintendent ("Search Process Committee"). At its December 20, 2016 general business meeting, the Board adopted the findings and recommendations in the Search Process Committee's report, including the general search process and timeline and the establishment of an investigative committee to conduct the search ("Search Committee"). The Board appointed me and Board Members Pat Bergin and Kenneth Uemura as members of the Superintendent Search Committee, with myself serving as chair.

The process proposed by the Search Process Committee and adopted by the Board includes an advisory group to be made up of individuals representing a number of stakeholder groups intended to advise the Search Committee regarding its recommendation of final candidates to the Board. The process also includes contracting a search firm to be funded by a grant from donors. The search firm will conduct a local and national search for candidates for the position of Superintendent and provide other supports in the search process, such as communication services.

II. STATUS REPORT

The Search Committee met on several times over the past couple of weeks to discuss the search process and appointment members to the advisory group.

The Search Committee discussed the process and importance of contracting with a search firm as soon as possible. The Search Committee submitted a grant application to the Harold K.L. Castle Foundation, the lead donor in coordinating the grant to the Board to hire a search firm.

The Search Committee finalized the stakeholder groups that constitute the advisory group (with the revisions described below) and has also confirmed that the following individuals will represent each group.

- Parents: Elizabeth “Liz” Sager, Hawaii State PTSA Vice President of Leadership
- Teachers: Sung Man Park, Washington Middle School teacher;
- School administrators: Bruce Naguwa, Kapolei Middle School principal;
- Community and nonprofits: Cheri Nakamura, Hui for Excellence in Education Director;
- Hawaiian education: Cheryl Ka‘uhane Lupenui, the leader project founder;
- Charter education: Dr. Meahilahila Kelling, Ke Kula ‘o Samuel M. Kamakau LPCS director;
- Early education: Dr. Robert “Bob” Peters, Early Learning Advisory Board Chair;
- Higher education: Dr. David Lassner, University of Hawaii President;
- Military: Dr. Kathleen Berg (Brigadier General, retired), Interstate Compact on Educational Opportunity for Military Children Hawaii State Council State Commissioner;
- Business: Barry Taniguchi, KTA Super Stores Chairman and CEO;
- English Learners: Dr. Patricia Halagao, University of Hawaii College of Education; and
- Special education: Susan Rocco, Special Education Advisory Council of Hawaii

The makeup of the advisory group is slightly different than what the Search Process Committee proposed. Not included from the original proposal are the student and classified/non-certificated staff member groups, both of whom the Search Committee determined could be better represented in a different way in the search process (explained later in this memorandum). Another notable change is that the community and nonprofit groups are now combined into a single group as the Search Committee felt that the two groups significantly overlap. Finally, the Search Committee added three more stakeholder groups: business and two groups representing high-needs students. The Search Committee determined that a business representative is necessary to provide organizational expertise and the perspective of workforce employers. Importantly, the Search Committee decided to add two high-needs groups to represent both English Learners and special education because one of the Board’s top priorities is to close the achievement gap for the State’s students who struggle the most.

In addition to the advisory group, a few other stakeholder groups will be involved in the search process: students, public employee unions, and lawmakers. However, unlike the advisory group—which is involved earlier in the process—these other groups will provide feedback to the Search Committee on candidates for Superintendent at later stages.

A small group of students, consisting of representatives from the Hawaii State Student Council and the Center for Tomorrow’s Leaders will provide feedback on candidates after some work has been done to narrow the field. Doing it in this manner honors student voice

while minimizing negative impacts on learning for any particular student; there was concern that advisory group duties would require taking a student out of the classroom and impacting learning. This structure avoids requiring a single student to miss significant class time participating in the advisory group, and allows more students to provide more intimate and meaningful feedback.

Later in the process, lawmakers (likely a few key legislators) and unions—chiefly the Hawaii State Teachers Association (“HSTA”) and the Hawaii Government Employees Association (“HGEA”)—will be given the opportunity to provide feedback on the finalists (approximately two to three candidates) in advance of the general public. The classified/non-certificated staff member group that the Search Process Committee originally proposed be included in the advisory group is now represented by HGEA at this point in the process. Furthermore, including the legislators with whom the next Superintendent will have the most contact can provide important insight as to how well finalists might work with lawmakers to improve public education.

The Search Committee will be communicating, through the Board’s website ([www.boe.hawaii.gov](http://www.boe.hawaii.gov)), more details on the search process.