

**Agenda Item VIII.A, Board Action on Superintendent’s evaluation for 2018-2019 School Year:
questions and respondents to ascertain community perceptions of the successes and
challenges of Hawaii’s public educational system**

General Business Meeting

March 7, 2019

Pursuant to the Board of Education’s (“Board”) superintendent evaluation process,¹ the Board and Superintendent solicit feedback from internal and external stakeholders to help promote leader effectiveness and professional growth, focus on the future, and set clear expectations for the coming school year. More specifically, the intent of the stakeholder feedback component is to ask internal and external stakeholders for input that will:

1. Inform the Board and Superintendent of the community’s perceptions of the public education system’s successes and areas in need of improvement;
2. Lead to appropriate professional development and improvements to interpersonal and administrative methods for the Superintendent; and
3. Provide valuable insight into the priorities of the community to inform goal setting for the next school year.

It is not *the* evaluation. Instead, the evaluation uses stakeholder feedback as a data point that the Board and Superintendent reflect on and use to co-create leadership development and action plans to improve and address concerns. The stakeholder feedback is not just a learning opportunity for the Superintendent, but the Board as well, and the co-creation of the leadership development and action plans is another opportunity for the Board and Superintendent to discuss roles, responsibilities, and expectations.

The stakeholder feedback component works as follows:

1. The Superintendent designs the questions and selects the evaluation respondents from a variety of stakeholders who give fair representation to all groups. The Board reviews and approves the questions and selected respondents.
2. The Board’s staff distributes surveys with the approved questions to the selected respondents then collects and summarizes the anonymous responses for the Superintendent.
3. The Superintendent analyzes the data, creates and presents a report to the Board, and proposes leadership development and action plans to improve on successes and address concerns.
4. The Board reviews the proposed leadership development and action plans and has a discussion with the Superintendent before adopting them.
5. The Board summarizes the feedback and the leadership development and action plans in the evaluation summary narrative document with the rest of the evaluation summary.

The Superintendent may also identify individuals for one-on-one, in-person stakeholder engagement opportunities to exchange feedback for a continuous learning benefit. The Superintendent may report

¹ More information about the superintendent evaluation can be found here:
[http://boe.hawaii.gov/About/Pages/Superintendent-Evaluation-\(2018-2019\).aspx](http://boe.hawaii.gov/About/Pages/Superintendent-Evaluation-(2018-2019).aspx).

any in-person feedback to the Board orally or in writing and may incorporate it into the leadership development and action plans.

In accordance with the evaluation process, the Superintendent proposes the list of survey questions and respondents at the Board's first March general business meeting for Board approval. Superintendent Christina M. Kishimoto's proposed questions and respondents are attached as **Exhibit A**.

Exhibit A

**Superintendent Christina M. Kishimoto's proposed list of survey questions and respondents for the
School Year 2018-2019 superintendent evaluation**

Superintendent Evaluation: Stakeholder Feedback Questions

Superintendent Christina M. Kishimoto proposes that the following questions be distributed to the identified internal and external stakeholders to inform the Board of Education and Superintendent of the community's perceptions as to the successes and challenges of Hawaii's public education system, help the Superintendent develop and improve future performance, and build an understanding of the educational priorities of stakeholders.

Category 1: Public Education System's Successes and Areas in Need of Improvement

1. How has the strategic implementation plan focus on school design, student voice, and teacher collaboration informed quality practice and expectations for the public education system? (*open-ended question*)
2. My overall perception of public education in Hawaii improved over the last year. (*strongly disagree to strongly agree 1-5 scale*)
3. I believe there is a clear strategic direction for the public education system. (*strongly disagree to strongly agree 1-5 scale*)

Category 2: Superintendent's Interpersonal and Administrative Methods to Improve

1. Has the Superintendent effectively engaged with your community? (*yes/no*) If yes, in what ways?
2. How can the Superintendent further develop her community engagement strategies? (*open-ended*)
3. Is the Superintendent's vision, direction, and approach for innovation in public education audible in public discourse and becoming visible/tangible at the school, complex, and state levels? (*yes/no*) If yes, in what ways have you experienced it?

Category 3: Priorities for Public Education

1. As the Superintendent engages the community in the development of the next ten-year Strategic Plan, i.e. 2020-2030, what are your top three strategic priorities for the school system in the next ten years? (*open-ended*)
2. The Superintendent has articulated a vision of seamless connection between the school system and students' access to competitive college and career opportunities in Hawaii. What do you believe is the greatest area of opportunity? What is the greatest area of need that must be solved in order to provide this seamlessness? (*open-ended*)

Superintendent Evaluation: Stakeholder Feedback Respondents

Superintendent Christina M. Kishimoto proposes that the following individuals serve as respondents for the superintendent evaluation stakeholder feedback component. The respondents represent a broad spectrum of internal and external stakeholder groups that can provide meaningful and constructive feedback. Each individual identified represents his or her organization or stakeholder group.

Internal Department of Education Respondents

Respondent's Name	Position	Stakeholder Group
David Texeira	Student Rep – Kauai High, BOE, State Student Council	Student Leaders
Lindsay Ball	Complex Area Supt, Hana-Lahainaluna-Lanai-Molokai	Leadership, Hana-Lahainaluna-Lanai-Molokai
Matthew Ho	Complex Area Supt, Castle-Kahuku	Leadership, Oahu
Rochelle Mahoe	Complex Area Supt, Farrington-Kaiser-Kalani	First Year CAS
Mathieu Williams	Teacher, Kealakehe Interm.	Teachers
Beth Shimmelfennig	Director, Civil Rights Compliance	Compliance, Equity
Helen Sanpei	Principal, McKinley Community School for Adults	Adult Education
Michelle DeBusca	Principal, Ala Wai Elementary	Elementary Principal
Sharon Beck	Principal, Ka'u High & Pahala El	PK-12 Principal
Keith Hayashi	Principal, Waipahu High	High School Principal

External Education Community Respondents

Respondent's Name	Organization	Stakeholder Group
Bernadette Howard	State Career & Technical Ed.	Career/Technical Education
Chief Susan Ballard	Honolulu Police Department	Emergency and Safety
Dr. Nathan Murata	College of Education & TECC	Teacher Recruitment & Retention Collaborative
Alex Harris	Castle Foundation	Foundation Partner
Jack Wong	Kamehameha Schools	PK-12 Education Partner
Alan Oshima	Hawaiian Electric	Business Leader
Kristen Brummel, NBCT	Hope Street Group	Teacher Policy & Advocacy Group
Sione Thompson	Public Charter School Commission	Public Education Partner
Gary Kai	Hawaii Business Roundtable	Business Leader Convener
Dr. Lynn Babington	Chaminade University	Higher Education - Private