



Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

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## Testimony

1 message

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**Ted Dintersmith** <tdintersmith@gmail.com>  
To: Testimony.BOE@boe.hawaii.gov

Fri, Mar 5, 2021 at 4:07 AM

*From:*

Ted Dintersmith  
Founder, What School Could Be  
National Advocate for Education  
Past (2018) Recipient of the National Education Association's "Friend of Education" Award

*Agenda Item:* Support for Hawai'i's Superintendent of Public Instruction Christina Kishimoto

I've spent the past decade of my life immersed in the world of education — producing films (the acclaimed Most Likely to Succeed), visiting schools in all fifty states and many countries, and writing books (education top-seller *What School Could Be*). In the past five years, I've made a dozen education-focused trips to the great state of Hawai'i, have visited schools on every island multiple times, and have supported education initiatives in Hawai'i with approximately \$400,000 of my own personal donations. While I'm not (yet!!) a resident of your remarkable state, I do think I have excellent perspective on progress in your education system, as well as the ability to contrast your progress to what's going on in forty-nine other U.S. states, and around the globe. And over the past several years, I've had an excellent opportunity to observe the contributions of your Superintendent of Public Instruction, Dr. Christina Kishimoto.

I would like to offer the strongest possible endorsement of the values and leadership of Dr. Kishimoto. She's brought a clear and compelling focus on core, important priorities — student voice, school redesign, teacher collaboration. She's worked tirelessly to understand what's going on in the field, and support innovation and advance in Hawai'i's schools. She's an inspiring leader, and is doing everything humanly possible to give Hawai'i's keiki the best possible learning opportunities and life outcomes. Honestly, you could search high and low around the globe for a more capable and transformational leader, and you won't find someone better able to serve your state and your families than Christina Kishimoto.

I'd add two observations.

First, the average tenure for chief state school officers in the U.S. is less than three years. Again and again, I see the damage done when this role becomes a revolving door. It's enormously challenging to bring real innovation and change to an education system, and the states that make great progress are the ones who recruit a great leader to the role, and stand by the leader as they advance education — often in ways that make some a bit uncomfortable. Look no further than the inspiring advances made in New Hampshire over an eight year period (2009-2016) with Commissioner Ginny Barry. You made a great choice when you selected Christina for this role, and the key to advancing education in Hawai'i is to continue to give her the support she deserves.

Second, the past twelve months have been, far and away, the most challenging ever for our educators in the field. It has been completely impossible to make choices that everyone embraces. That's not just something in Hawai'i, that's the case all across America. No matter what an education leader (principals, superintendents, state commissioners, school boards) prioritizes, many will be distressed, even angry. That's just endemic to dealing with a public health crisis and economic devastation. But that's what comes with a leadership role in a time of crisis. So I'm hopeful that this incredible State Board of Education (I know many of you personally, and deeply admire your contributions and wisdom) can help your state navigate this period of disruption without jeopardizing the amazing progress you're making, with much credit going to the leadership of Christina Kishimoto and the State of Hawai'i Board of Education.

As I give talks all around the world (now virtually), I point to Hawai'i as an example of inspiring progress in education — so transformational that people from all around the world need to visit and see for themselves. I'm deeply committed to my support of the great work you're doing there, and am so grateful to you for taking on the challenging mission of effecting real change in our education model. Change isn't easy, something I know first hand. But it's so important, and the futures of your keiki are in your hands. Thankfully, those are very capable hands, indeed.

As always, I'm happy to help in any way of interest. And thanks for the long hours and many sacrifices you're making on behalf of education, and congrats on emerging as a global leader.

Ted Dintersmith  
781-775-4094

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Ted Dintersmith  
Follow me on Twitter: @dintersmith  
Better yet, buy my book *What School Could Be*



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## Testimony

1 message

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**Josh Reppun** <josh@reppun.com>  
To: testimony.boe@boe.hawaii.gov

Thu, Mar 4, 2021 at 1:59 PM

Aloha Board of Education Members:

Joshua E. Reppun  
[WhatSchoolCouldBe.org](http://WhatSchoolCouldBe.org)  
Evangelist - Project Developer  
Founder - The What School Could Be in Hawai'i Podcast

Re: General Business - Superintendent's Contract 2021, March 4th Meeting

Since January, 2016 I have been working as a private citizen to advance conversations around Ted Dintersmith's film, *Most Likely to Succeed*, and his book, *What School Could Be*. I have worked with public, public charter and private school educators and education leaders. I have worked with non profits and businesses to develop conversations, and action, around a so-called 21st century education. Now I am doing this work as a member of Ted Dintersmith's team building [WhatSchoolCouldBe.org](http://WhatSchoolCouldBe.org), where Hawai'i educators are already stars.

Along the way I have become convinced that Dr. Christina Kishimoto is a once in a generation hire by you, the members of our Board of Education. Her vision for empowering educators and principals, for making specific promises to our kids in school, for what it means to graduate 21st century kids into the "age of acceleration" is exactly the vision Hawai'i needs in a superintendent.

This pandemic has been a challenge for everyone in Hawaii. Any specific criticisms of Dr. Kishimoto's handling of this crisis pale in comparison to the way she has moved around the state empowering educators and leaders to design and implement what school could be.

I urge the Board of Education to extend her contract. There is so much at stake.

Ted Dintersmith has stated on too many occasions to count that Hawai'i will be a model to the nation of innovation in education. If Dr. Kishimoto's contract is not extended, I feel manifesting Ted's idea will be so much harder.

Respectfully,

Joshua E. Reppun

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Producer and Host: [What School Could Be in Hawai'i Podcast](#)  
Producer and Co-Director: [The Innovation Playlist](#)  
Founder: Josh Reppun Productions and @MLTSinHawaii  
Website: [MLTSinHawaii.com](http://MLTSinHawaii.com)  
Mobile: (808) 342-0504  
Stay safe and healthy!



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**Human Resources IV. D.**

1 message

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**Debbie Anderson** <debbiea@hawaii.edu>  
To: Testimony.BOE@boe.hawaii.gov

Thu, Mar 4, 2021 at 10:54 AM

**D. Committee Action on recommendation concerning new Superintendent Employment Contract**

Given a lengthy number of concerns expressed about the Superintendent's contract extension, please consider letting this expire and enable better Department Leadership.

It's not too soon to discuss qualities preferred in a superintendent and the search process:

**Role Model for Code of Conduct.**

Employees, contractors, and volunteers shall maintain high standards of honesty, integrity, and impartiality, and avoid unethical behavior.

The Board of Education needs to be able to rely on reports from the Superintendent, without information being withheld.

**Tainted Money**

No external body to the State of Hawaii should be allowed to donate funds and then change or rescind such action to influence in an undue manner. For an almost \$2 billion budget, to have a \$50,000 donation give away taxpayer power is untenable.

**Role Experience**

A superintendent should have to meet similar criteria to Principals, which include a minimum of a couple of years of classroom experience. Preferably, should have also experience as an Educational Officer (Vice Principal, Principal).

**Local understanding**

Given the disconnect of external searches connected to organizations such as Eli Broad, please consider a preference for meeting the state residency provisions of section 78-1(b). We need an administrator who is sensitive to the needs of local communities, 'ohana and employees.

Mahalo for listening!



Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

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## Testimony IV.D Superintendent Employment Contract: Opposition

1 message

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**Warren Hyde** <whyde808@yahoo.com>

Thu, Mar 4, 2021 at 9:35 AM

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

Dear Human Resources Committee:

Thank you for this opportunity to provide testimony on agenda item IV.D Superintendent Employment Contract.

It has been over a decade now that Hawaii schools has had a leader that actually taught in a public school classroom and lead a public school as principal. It's time to discontinue this. Principals and teachers require strong, competent leadership. We need to discontinue fancy catch phrases, saying things we truly don't mean or don't know how to implement. The DOE is plagued with leaders at all levels that use catchy phrases only to not be able to expand when asked what it means. It took three years for people to understand "school design", you hear people saying "innovation" and not be able to tell you what it is and what it looks like. Let's get back to real learning.

We've lost over a year of learning. We will have the lowest performing people in the next few years because Christina Kishimoto is unable to lead and truly doesn't care for the people of Hawaii. While other states were able to have real teachers teach during the pandemic and not rely on Acellus. Shameful!

Weak leaders appoint weaker leaders around them.

It's time for a real educator, who is competent and not interested in political gain. Clean this DOE up.

Mahalo for this opportunity to testify.  
W. Hyde



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**Testimony IV.A**

1 message

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**Sly Clutch** <SlyClutch@mail.com>  
To: Testimony.BOE@boe.hawaii.gov


Thu, Mar 4, 2021 at 7:38 AM

Dear Honorable Board of Education Committee Members:

Opposition to Agenda item IV.A.


The culture in the DOE encourages sub-standard performance and again, the leaders in the DOE are making poor decisions. The Hana-Lahaina-Lanai-Molokai complex area is in dire need of a competent leader. For a couple decades, this complex area has been the "throw away" complex area with little to no expectations and sub-standard models. Take a look at their achievement.

Under Ms. Winkie's leadership the students at Princess Nahienaena has a steady decline in achievement.

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Looks like another "yes" person that will ignore the needs of children. Principals will have yet another complex area superintendent that will not care about children and will not know how to help Principals to improve their schools.

At the very least, students need to feel safe in their school to learn and staff need to feel safe to be effective. In her latest School Quality Survey, only 64.5% have positive responses and 66.7% of teachers, people that are on campus daily.

 Table Description automatically generated with medium confidence

Is this good enough?

Before a rubber stamp action is made, her appointment should be immediate, why shadow poor performance? The DOE teaches everyone what not to do, enough wasting money especially in a time where the budget is tight.

Me Ke Aloha Pumehana



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

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## Testimony - 3/4 Human Resources Committee Item D

1 message

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**Dan Kouchi** <dkouchi@upwhawaii.org>  
To: testimony.boe@boe.hawaii.gov

Wed, Mar 3, 2021 at 9:19 PM

Good Evening,

Please find attached late testimony from UPW expressing concerns about tomorrow morning's Human Resources Committee Meeting - Action Item D.

Thank you,  
Dan

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**Dan Kouchi**

Government Affairs Officer  
United Public Workers, AFSCME Local 646, AFL-CIO  
[1426 North School St](#)  
[Honolulu, HI 96817-1914](#)  
O: 808.847.2631 Ext. 236  
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### 2 attachments



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Action Item D\_TESTIMONY\_BOE HR Committee\_03.04.2021\_UPW.pdf  
149K



**STATE OF HAWAII  
BOARD OF EDUCATION**

**COMMITTEE ON HUMAN RESOURCES  
GENERAL BUSINESS MEETING**

Dwight Takeno, Chair  
Kaimana Barcarse, Vice Chair

Thursday, March 4, 2021, 11:00 AM  
Virtual Meeting

**Re: Testimony on Action Item D – Committee Action on Recommendation Concerning  
New Superintendent Employee Contract**

Chair Takeno, Vice Chair Barcarse, and Members of the BOE Human Resources Committee:

The United Public Workers, AFSCME Local 646, AFL-CIO (“UPW”) is the exclusive bargaining representative for approximately 14,000 public employees, which includes blue collar, non-supervisory employees in Bargaining Unit 1 and institutional, health, and correctional employees in Bargaining Unit 10, in the State of Hawaii and various counties. The UPW also represents 1,500 members in the private sector.

UPW **respectfully opposes** the Board from making a recommendation for a new contract for the current superintendent.

At last July’s BOE meeting, UPW joined HSTA and HGEA to provide joint testimony relating to the BOE’s discussion at the time about how to reopen our public schools as a result of the COVID-19 pandemic. As stated in the testimony, UPW, remains committed to ensuring that our schools can return to in-person learning in a manner that ensures the educational needs of our students as well as the health and safety of our students, their families, school employees, and the community at large. HSTA has recently announced that their Board of Directors voted unanimously to advocate that BOE not renew the superintendent’s contract and listed a number of reasons why. We are concerned that one of the reasons listed is “repeatedly failed to provide adequate and clear communication to HIDOE employees on a timely basis.” As we continue to work towards the framework and structure of our school systems in a post-COVID environment, clear and timely communication on procedures from the superintendent will be necessary to ensure the safety of everyone at our schools.

Thank you for the opportunity to provide testimony.

**UNITED PUBLIC WORKERS  
AFSCME Local 646, AFL-CIO**







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## Superintendent Christina Kishimoto's Renewal of Contract

1 message

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**ljab3@aol.com** <ljab3@aol.com>

Wed, Mar 3, 2021 at 6:57 PM

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

Aloha Board Members,

I am a US Army veteran and current DOE employee. I am a public school graduate from Hawaii and received a bachelor degree from University of Hawaii - Maui College. Higher education and education in general is a top priority for all children and adults if they choose college.

I have observed Dr. Kishimoto's handling of her position and always found her to be sincere, engaged in the public schools of Hawaii, professional and performing at a high level to educate our children. There are a few decisions that I did not agree with; however, all in all I find her to be one of the best superintendents in our history. She and her team of assistant superintendents have given rise the the Department in many areas, and from day one of the COVID lockdown until now, they have been superb. Dr. Kishimoto was open and public with her decisions and always kept the students' welfare and teachers' concerns first and at the forefront. She publicly shared challenges, garnered public input and continued to move the Department forward with its mission.

It's been a long haul with the COVID pandemic for all of Hawaii's people, and it would be shamelessly abrupt, without merit and problematic for the BOE to decide to end her tenure now.

She deserves a contract renewal so we can continue to move full circle, returning to educating our children, and celebrate.

Mahalo,

Lisa Jaber