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11/18/2019 06:28 AM

To Testimony BOE/HIDOE@HIDOE
cc Cynthia.Covell@k12.hi.us
Subject Testimony: BOE HR 9/21/19 Agenda
Agenda Item IV.A.

Aloha Esteemed Members of the BOE Human Resources Committee,

This is my testimony regarding BOE HR 9/21/19 Agenda Item IV. A. - Semi-annual update on pending cases of Department of Education employees on Department Directed Leave ("DDL") or Leave Pending Investigation ("LPI")

The semi-annual update on DDL and LPI lacks some important data that should be able to answer these questions which could *prevent* these unfortunate incidents from occurring:

- Where are these unfortunate incidents occurring?
- What are these unfortunate incidents about?

I understand that for reasons of confidentiality certain details can't be put into a public report. But, I think the Board and the Department should receive a report which provides the above information so that they can formulate policy and put effective procedures in place to prevent these types of unfortunate incidents from happening.

For example, it would be helpful for the BOE to know if a particular type of problem keeps occurring so that it can adjust policies and administrative rules as needed to address what might be an ongoing issued caused by lack of clear policies. If there are more LPIs and DDLs occurring in one Complex Area, the Superintendent can look into what might be a systemic problem, lack of clear policy, training deficiency, or poor CAS oversight in the Complex Area, and take action. Likewise, if there are systemic or attitude problems at the LEA level, the CAS can take corrective action. This kind of data should be accumulated over a 3-5 year period to see trends.

In the last six months there were 13 cases resulting in resignation or retirement, and 5 returned to work. What if all 18 of these people were really good teachers that got harassed by vindictive principals with bogus accusations because they wanted to get rid of someone who bucked the status quo or get rid of someone so they can hire their friends or family? This happens all the time whether y'all choose to believe it or not. If that's the case, Hawaii lost 18 good teachers in the last 6 months, and created havoc for the employee and their students for months (years sometimes) prior the their leaving. We'll never know until the Superintendent's Office of Talent Management collates, analyzes and reports on LPI/DDL trends in both substance and location. Please don't look at the statistics and think, "Wow, only 118 people on DDL/LPI in the last six months." Instead, think, "Gosh, 118 of our employees, their families, and supporters are going through hell; what can I do to change this?" I imagine Hawaii has lost hundreds of good teachers in the past several years due to constructive discharge and unfairly being placed on DDL and LPI. We cannot afford to have these unfortunate events keep occurring. Better data which then drives positive change is needed.

Mahalo,

Vanessa Ott

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