Entry ID: 16624

General Business Meeting

Name

Jim Kelly

Organization

Hawaiian Electric

Position/Title

Vice President of Government and Community Relations and Corporate Relations

Agenda Item

XI. Action on end-of-year evaluation of, and potential compensation adjustment for, the Superintendent for 2025-2026 fiscal year

Position

Support

Written Testimony

Upload Written Testimony Here

- Supt.-Hayashi-Letter-of-Support_Hawaiian-Electric.pdf

November 2, 2026

Submitted via upload to: https://boe.hawaii.gov/submit-testimony/
Honorable Roy Takumi
Chairperson
Hawai‘i State Board of Education
P.O. Box 2360
Honolulu, Hawaii 96804

Re: Superintendent’s Employment Contract
Special Board Meeting, November 12, 2026 at 1:30 pm

Aloha Chair Takumi and Board Members,

My name is Jim Kelly, Vice President of Government and Community Relations and Corporate Relations at Hawaiian Electric. I appreciate the opportunity to provide testimony in strong support of Keith Hayashi and the continuation of his leadership as superintendent of the Hawai‘i State Department of Education.

The need for collaboration across public, private, and nonprofit sectors has never been more important. Our partnership with the Hawai‘i Department of Education demonstrates the value of strong, forward-looking leadership in addressing complex challenges while creating meaningful opportunities for students and communities.

Throughout the 2025 – 2026 school year, we have continued to appreciate Superintendent Hayashi’s collaborative, solutions-oriented, and innovative approach to leadership. He understands the importance of building strong relationships, bringing diverse stakeholders together, and translating shared priorities into meaningful action. Our positive experiences working with his leadership team, deputy superintendents, principals, and teachers reflect the collaborative culture he fosters throughout the public school system.

One important example is our ongoing collaboration to strengthen emergency preparedness, protect schools and surrounding communities, and ensure continuity of essential services during severe weather events and other emergencies. Hawaiian Electric has worked closely with Superintendent Hayashi and his team to coordinate protocols for Public Safety Power Shutoff (PSPS) events, which have resulted in precautionary power shutoffs in high-wildfire-risk areas. Our partnership has also been important in coordinating power restoration efforts following the recent Kona Low storms, as well as preparing for and responding to hurricanes and tropical storms that can threaten school facilities, disrupt

operations, and affect communities. These efforts require proactive planning, timely communication, and close coordination to prioritize the safety of students, school personnel, and surrounding communities while supporting the safe and timely restoration of power. Superintendent Hayashi's professionalism, responsiveness, and commitment to safety have been instrumental in facilitating this coordination.

Superintendent Hayashi has also helped facilitate opportunities for Hawaiian Electric employees to engage with students and teachers through career fairs and presentations for exposure to future careers in the energy industry. We view these investments in education as essential to developing the next generation of skilled professionals and community leaders who will help shape Hawai‘i's future. During the 2025–2026 school year, our employees connected with approximately 4,500 students on O‘ahu, sharing information about renewable energy, career opportunities, emergency preparedness, and energy efficiency. Through our partnership, we have also been able to provide teachers with educational resources to support classroom instruction and lesson planning.

I'm fortunate to have gotten to know Keith through a number of collaborations and Hawaiian Electric has valued our relationship for many years, dating to his tenure as principal of Waipahu High School. We appreciate Superintendent Hayashi's continued leadership and look forward to building on our shared accomplishments to benefit Hawai‘i's students, schools, and communities. Mahalo for the opportunity to share our support.

Sincerely,



Jim Kelly
Vice President of Government and Community Relations and Corporate Relations
Hawaiian Electric

Entry ID: 16625

General Business Meeting

Name

Wendy F. Hensel

Organization

University of Hawaii

Position/Title

President

Agenda Item

XI. Action on end-of-year evaluation of, and potential compensation adjustment for, the Superintendent for 2025-2026 fiscal year

Position

Support

Written Testimony

Upload Written Testimony Here

- UH-President-Wendy-F.-Hensel-Testimony-for-Item-XI.-11-06-2026.pdf

Wendy F. Hensel
President

UNIVERSITY of HAWAIʻI®
Ke Kulanui o Hawaiʻi

November 6, 2026

Board of Education
Hawaiʻi Department of Education
P.O. Box 2360
Honolulu, HI 96804

Dear Chair Takumi, Vice Chair Arakaki, and Members of the Board,

As a higher education partner dedicated to student success across Hawaiʻi, I strongly support Superintendent Keith Hayashi and the Board of Education's action to evaluate and align performance goals, ensuring our shared commitment to preparing globally competitive and locally committed graduates continues to thrive.

Superintendent Hayashi has been a vital collaborative partner during my tenure. We worked closely together in expanding our Direct2UH automatic admission initiative, which will now include all 10 UH campuses through a unified application platform, and in implementing a High School Navigator Program in 20 public high schools to support smooth transitions for graduates into higher education. In Spring 2026, we celebrated our joint outreach and first return numbers, resulting in a 12% increase in applications among high school seniors.

Additionally, our joint teacher preparation and "Grow Our Own" pathways have made significant strides. Through Act 141 collaboration, we are establishing systemwide 60+60 education transfer pathways and expanding regional teacher cohorts, including partnerships with high school Teacher Academies and UH Hilo's newly launched Bachelor of Arts in Education Studies program, to recruit, train, and retain qualified local educators.

Our collaboration with Hawaiʻi P-20 has strengthened the educational pipeline, including integrating HIDOE's new Personal Transition Plan (PTP) platform with UH advising infrastructure for SY2026–27. Superintendent Hayashi's commitment to cross-sector partnerships fosters continuous improvement, ensuring that all students in Hawaiʻi have the support and resources they need to thrive.

I am confident that Superintendent Hayashi's continued leadership will further advance educational excellence and equity in our state. I respectfully urge the Board to recognize these impactful outcomes with a strong evaluation rating and support the proposed compensation adjustment so that we may continue this vital work together. based on his demonstrated performance and collaborate success.

Mahalo for your consideration.

Wendy F. Hensel
President

2444 Dole Street, Bachman Hall
Honolulu, Hawaiʻi 96822
Telephone: (808) 956-8207
Fax: (808) 956-5286
An Equal Opportunity Institution

Entry ID: 16626

General Business Meeting

Name

Tyler Tokioka

Organization

island insurance

Position/Title

chairman

Agenda Item

XI. Action on end-of-year evaluation of, and potential compensation adjustment for, the Superintendent for 2025-2026 fiscal year

Position

Support

Written Testimony

Write Testimony

I feel Superintendent Hayashi has done an amazing job leading the DOE and is deserving of additional compensation over and above his normal annual salary.

Entry ID: 16627

General Business Meeting

Name

Helen Sanpei

Organization

Hawaii State Community School for Adults

Position/Title

Principal

Agenda Item

XI. Action on end-of-year evaluation of, and potential compensation adjustment for, the Superintendent for 2025-2026 fiscal year

Position

Support

Written Testimony

Upload Written Testimony Here

- BOE-General-Business-Mtg-XI-Action-on-End-of-Year-Evaluation-for-Supt-Hayashi.pdf

JOSH GREEN, M. D.
GOVERNOR

KEITH T. HAYASHI
SUPERINTENDENT

STATE OF HAWAI'I
DEPARTMENT OF EDUCATION
KA 'OIHANA HO'ONA'AUAO
P.O. BOX 2360
HONOLULU, HAWAI'I 96804

Hawaii State Community School for Adults
634 Pensacola St., Room 216
Honolulu, Hawaii 96814

Testimony for November 12, 2026
Board of Education General Business Meeting
XI. Action on end-of-year evaluation of, and potential compensation adjustment for, the Superintendent for 2025-26 fiscal year

Date:	November 12, 2026
Agenda Item:	Hawaii State Board of Education, General Business Meeting
Position:	In Strong Agreement of Superintendent Hayashi's Performance Exceeding Stated Expectations and Goals as Established by the Board of Education for 2025-26 Fiscal year.

We are writing in **strong support of Agenda Item XI: Action on end-of-year evaluation of, and potential compensation adjustment for, the Superintendent for 2025-2026 fiscal year.**

We believe that Superintendent Keith Hayashi's performance consistently exceeds the expectations and goals established by the Board of Education. We recognize the significant progress he continues to make in advancing these priorities through his focused leadership and ongoing commitment to achieving established objectives. His accomplishments are extensive and reflect not only his dedication to these strategic goals but also his ability to effectively manage the countless daily responsibilities and operational demands of the superintendency. His continued success in balancing these critical areas is commendable.

An exemplary demonstration of Superintendent Keith Hayashi's leadership is his continued commitment to supporting workforce development initiatives. His advocacy and support have been instrumental in strengthening the Hawaii State Community School for Adults (HSCSA), the Workforce Development Branch, and expansion of career preparation programs and pathways throughout the state. His leadership has also contributed to advancing collaborative efforts associated with the recently signed Hawaii Food Product and Innovation Network Memorandum of Understanding, fostering greater coordination and partnership among State of Hawaii Departments, agencies and stakeholders statewide. These efforts reflect his commitment to expanding opportunities, strengthening partnerships, and aligning educational initiatives with the workforce and economic development needs of Hawaii.

This initiative provides HSCSA with a valuable opportunity to broaden access to workforce training, career preparation, and relevant, industry-aligned curriculum for adult education students, K-12 schools, and other state agencies. These efforts are strengthened through strategic partnerships and collaboration with the Department of Business, Economic Development & Tourism; Department of Human Services; Department of Labor and Industrial Relations; Department of Public Safety and Corrections; as well as numerous other government agencies and community-based organizations. Collectively, these partnerships enhance coordination, expand educational and career pathways, and support workforce development opportunities for communities throughout Hawaii.

As Superintendent, Mr. Hayashi continues to demonstrate a strong commitment to ensuring that the populations we serve have access to the education, workforce preparation, and training necessary to secure meaningful employment and pursue career advancement. His leadership and support of these initiatives strengthen pathways to economic opportunity while helping ensure that Hawaii's students are equipped to meet the evolving demands of the workforce.

His exemplary leadership, encouragement, and support have also contributed to the development of HSCSA's statewide Career Foundations Financial Literacy Curriculum. This curriculum is now housed on the Department's Learning Management System (LMS), making it accessible to high school students statewide. This accomplishment directly aligns with Targeted Goal 2 of the Superintendent's Self-Assessment of Performance for Fiscal Year 2025–2026 and supports the Department's commitment to preparing students to graduate as globally competitive and locally committed individuals. In particular, the curriculum advances the Department's goal of equipping students with the financial literacy knowledge and skills necessary to develop sound financial plans and make informed decisions that support their future success.

For these reasons, we respectfully offer our **strong support for Superintendent Keith Hayashi's excellent end-of-year evaluation, with a positive potential compensation adjustment.**

Sincerely,

Helen H. Sanpei, Principal

Lance Iyo, Vice Principal Moanalua Campus

Kevin Ginoza, Vice Principal Waialua Campus

Michele Fukumoto, Vice Principal Farrington Campus

Chad Okinaka, Vice Principal Hilo and Kona Campus

Crystal Lei Pinzon, Vice Principal Kauai Campus

Matt Wong, Vice Principal Windward Campus

Mark Nakamura, Vice Principal McKinley Campus

Jonathan Sakurai, Vice Principal Waipahu Campus

Kurt Ginoza, Vice Principal Maui Campus

Entry ID: 16628

General Business Meeting

Name

Elizabeth Stanton

Organization

Hawaii Agricultural Foundation

Position/Title

Development Director

Agenda Item

XI. Action on end-of-year evaluation of, and potential compensation adjustment for, the Superintendent for 2025-2026 fiscal year

Position

Support

Written Testimony

Upload Written Testimony Here

- 11.7.26_Keith-Hayashi-testimony.pdf

Hawai‘i Agricultural Foundation
GROWING FOR GENERATIONS

2026 Board of Directors

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Tammy Holloway-Servedio
Keith Horita
Carina Ohara
Warren Watanabe
Robert Yee

November 7, 2026

Hawai‘i State Board of Education
General Business Meeting

RE: Agenda Item XI: TESTIMONY in Support of End-of-Year Evaluation of, and Potential Compensation Adjustment for, Superintendent Keith Hayashi for 2025 -2026 Fiscal Year

Dear Members of Hawai‘i State Board of Education:

Thank you for the opportunity to provide testimony in support of Superintendent Keith Hayashi's end-of-year evaluation, and potential compensation adjustment, for the 2025–2026 fiscal year. We, Denise Yamaguchi, Executive Director, and Elizabeth Stanton, Director of Development at the Hawai‘i Agricultural Foundation (HAF), have had the privilege of working with Superintendent Hayashi over the past several years.

HAF is a nonprofit organization that promotes agriculture and farming in Hawai‘i and works to strengthen our food security. Since 2014, we have partnered with HIDOE to provide a continuum of agricultural education programs from K–12 for Hawai‘i's public school students. Superintendent Hayashi has been actively and personally engaged with HAF's programs. He has served as a panelist at HAF's *EAT THINK DRINK* program and the *Nourishing Hawaii's Future Summit,* and attended HAF's *Young Entrepreneurs Marketplace* and the *Localicious® School Kitchen Cookoff*.

During the 2025 - 2026 school year, under his leadership, 271 teachers across 120 schools partnered with HAF to deliver agricultural education programs to more than 10,000 students statewide. Our collaboration has also included joint work on the Nourishing Hawaii's Future committee, designed to help schools integrate local agriculture into student meals—supporting the state's goal of 30% local food procurement by 2030.

Based on our experience working with Superintendent Hayashi, we value his professionalism, collaborative approach, and commitment to Hawai‘i's students. Should you need additional information, please contact us at (808) 927-9749.

Mahalo,

Denise Yamaguchi
Executive Director

Elizabeth Stanton
Development Director

3538 Waialae Avenue, Ste. 203, Honolulu, HI 96816 | PH (808) 927-9749
hawaiiagfoundation.org

Entry ID: 16629

General Business Meeting

Name

Aarika Riddle

Organization

Kristi Yamaguchi's Always Dream

Position/Title

Executive Director

Agenda Item

XI. Action on end-of-year evaluation of, and potential compensation adjustment for, the Superintendent for 2025-2026 fiscal year

Position

Support

Written Testimony

Upload Written Testimony Here

- Testimony-of-Support-Board-of-Education-11-12-26.pdf

Kristi Yamaguchi's
ALWAYS DREAM

Subject: Testimony
Name: Aarika Riddle, Executive Director of Kristi Yamaguchi's Always Dream
Meeting: Board of Education, General Business Meeting on November 12, 2026
Agenda Item: XI. Action on end-of-year evaluation of, and potential compensation adjustment for, the Superintendent for 2025–2026 fiscal year
Position: Support

November 8, 2026

Board of Education, General Business Meeting
testimony.boe@boe.hawaii.gov

Dear Board of Education Members,

On behalf of Kristi Yamaguchi's Always Dream, I am pleased to submit testimony in support of Superintendent Keith Hayashi's end-of-year evaluation and compensation adjustment. Always Dream is a 501(c)(3) nonprofit that has partnered with the Hawai'i State Department of Education since 2014. Our mission is to ensure children have access to high-quality books in the home environment and extensive family engagement support.

Our family engagement program, Always Reading, gives each participating Pre-K and Kindergarten student a digital tablet with a library of more than 40,000 children's titles, a data connection when needed, physical books, and the support of a family literacy Book Coach. Our Book Coaches partner with classroom teachers to strengthen the connection between school and home, helping caregivers make reading together a joyful daily habit.

Superintendent Hayashi has taken the time to understand our work and has been instrumental in helping us reach new communities across the state. He has provided guidance on the Complex Areas where our program can make the greatest difference, along with funding support that has allowed us to welcome more keiki and their 'ohana into Always Reading. When he first entered office as interim superintendent, we served 6 schools, 18 classrooms, and 580 individuals on one island. Today, we serve 26 schools and 107 Pre-K and K classrooms across four islands, and we expect to reach 3,500 individuals this year, a sixfold increase. We are well on our way to our 2027 goal of serving 4,000 individuals annually.

His leadership also shows up in person. Each year, Superintendent Hayashi makes it a priority to attend our Teacher Appreciation Pau Hana, where we celebrate current and incoming teachers and administrators that participate in the Always Reading program. They share best practices with one another and collectively celebrate all of the reading their families are doing at home. Superintendent Hayashi's presence, and his genuine appreciation for everything our teachers do,

including the ways they bring families into their children's learning, means a great deal to our educators and to our team.

We are grateful for Superintendent Hayashi's continued commitment to getting more families reading together at home, and we are confident that family engagement and early literacy will remain priorities for Hawai'i's students under his leadership. We respectfully encourage the Board to recognize his strong performance in this end-of-year evaluation and to support an appropriate compensation adjustment for the 2025–2026 fiscal year.

Sincerely,



Aarika Riddle
Executive Director
Kristi Yamaguchi's Always Dream

Entry ID: 16630

General Business Meeting

Name

Dean Matsukawa

Organization

Hawaii Department of Agriculture and Biosecurity

Position/Title

Chairperson

Agenda Item

XI. Action on end-of-year evaluation of, and potential compensation adjustment for, the Superintendent for 2025-2026 fiscal year

Position

Support

Written Testimony

Upload Written Testimony Here

- Hayashi-BOE-letter.pdf

JOSH GREEN, M.D.
Governor

SYLVIA LUKE
Lt. Governor

DEAN M. MATSUKAWA
Chairperson
Board of Agriculture & Biosecurity

Deputy to the Chairperson

State of Hawai'i
DEPARTMENT OF AGRICULTURE & BIOSECURITY
KA 'OIHANA MAHI'AI A KIA'I MEAOLA
1428 South King Street
Honolulu, Hawai'i 96814-2512
Phone: (808) 973-9560 FAX: (808) 973-9613

November 7, 2026

State of Hawaii Borad of Education,

RE: XI. Action on end-of-year evaluation of, and potential compensation adjustment for, the Superintendent for 2025-2026 fiscal year.

Aloha Chairperson Takumi,
Vice Chairperson Arakaki, and
Members of the Hawaii Board of Education

I am writing to express my strong support for Keith Hayashi and his performance as Superintendent of the Hawaii Department of Education (DOE). Mr. Hayashi is a strong, collaborative leader with a genuine passion for students and the education and well-being of Hawaii's keiki.

The collaborative efforts between the Department of Agriculture and Biosecurity (DAB) and the DOE, particularly in advancing farm to school initiatives and regional kitchen efforts, demonstrate the value of interdepartmental partnerships. This will provide students with fresher, more nutritious meals and help move Hawaii closer to achieving food security.

The innovative Academy High School in Waipahu provided students with hands learning while producing lettuce for some of the students' meals. Similarly, Kohala Middle School FFA Chapter students earned first place nationally for their Agriscience Fair Plant Systems projects, which focused on the cultural and scientific significance of Kalo plants.

These are excellent examples of how agriculture and education can work together to enrich student learning, strengthen connections to Hawaii's agriculture, and achieve meaningful outcomes.

Mr. Hayashi possesses institutional knowledge of Hawaii's educational system and a proven record of success as Superintendent and throughout his tenure with the Department of Education. His unwavering commitment to student success is undeniable, and this passion is passed on to his staff. He is a rare and exceptional leader who makes a meaningful difference as demonstrated by his performance this year.

I strongly support the increase in salary compensation and a favorable review of his performance.

Mahalo,

Dean M. Matsukawa
Chairperson, Board of Agriculture
and Biosecurity

Entry ID: 16631

General Business Meeting

Name

Ian Kitajima

Organization

Design Thinking Hawaii

Position/Title

Co-Founder / Tech Sherpa

Agenda Item

XI. Action on end-of-year evaluation of, and potential compensation adjustment for, the Superintendent for 2025-2026 fiscal year

Position

Support

Written Testimony

Upload Written Testimony Here

- Nov-2026-Keith-Hayashi-Testimony-Board-of-Education-Ian-Kitajima.pdf

November 8, 2026

Hawaiʻi State Board of Education
General Board Meeting

RE: Action on end-of-year evaluation of, and potential compensation adjustment for, the Superintendent for fiscal year 2025–2026

POSITION: SUPPORT

Aloha Chairperson Takumi and Members of the Board:

In September, I submitted testimony about more than 13 years of working with Superintendent Keith Hayashi. I want to be more concise this time and focus on what my experience tells me about his leadership.

When I first met Keith, I was at Oceanit and he was principal of Waipahu High School. I was bringing ideas from technology, business, and innovation that did not always fit neatly into education: Design Thinking, computer science for every student, agricultural technology, entrepreneurship, and now artificial intelligence. Some probably sounded crazy at the time.

Keith listened. Not just politely. He asked what an idea could mean for teachers and students, who else we should bring to the table, and how we might make it real. That willingness to consider possibilities before they became conventional has been a consistent part of his leadership.

With Design Thinking, we helped connect educators and students to business leaders who volunteered as mentors. Students gained opportunities to work on real problems. Teachers gained new partners. And Hawaiʻi's business community discovered that it, too, had a role in helping young people imagine and shape the future.

Later, working with Keith, Senator Michelle Kidani, Department educators, Oceanit, and others, we used Altino robotic cars from South Korea to make computer science approachable. The cars were never the point. The point was helping students learn how to break down problems, experiment, debug, and keep trying.

One student's journey has stayed with me. Zak Sakata was a student at Waipahu High when this work was taking shape. He later became a co-founder of Zilarent, a Hawaiʻi technology company. Shortly thereafter, Zilarent joined PICHTR's inaugural Hawaiʻi Wave Dual-Use Incubator, where I now serve as President and CEO. I encountered Zak

first as a student at Waipahu High, and later as an entrepreneur. I would never claim that one school program caused his success. But his journey shows the kind of long-term possibility created when we open more doors for young people.

That matters to this evaluation because the Board's own leadership standards include Visionary Leadership and Organizational Culture, and Communication and Community Relations. Based on firsthand experience, I believe Keith's openness to innovation and his ability to build partnerships across schools, industry, and community have exceeded what we should ordinarily expect from public education leadership.

I also recognize that the Board must evaluate the full record. The Superintendent's September 2026 self-assessment reports improved regular attendance, but it also acknowledges declines in academic growth in both language arts and mathematics. Those results matter. Supporting Keith's leadership does not mean overlooking areas where students need stronger outcomes.

The revised Vision of a Hawaiʻi Public High School Graduate, approved by the Board this year, looks toward students who are globally competitive and locally committed. To me, that is the bridge between my experience with Keith and the work ahead: academic success, yes, and also the curiosity, judgment, creativity, cultural grounding, and practical skills to shape Hawaiʻi's future.

I ask the Board to recognize the strength of Keith's leadership in a fair and favorable evaluation, to maintain clear expectations for academic improvement, and to apply its approved process to any compensation decision.

We do not know which student in a Hawaiʻi classroom today will be the founder, engineer, farmer, teacher, or community leader we will depend on ten years from now. For more than 13 years, I have watched Keith Hayashi help open doors so those possibilities can emerge.

Mahalo for the opportunity to testify.



Ian Kitajima
Co-Founders of Design Thinking Hawaiʻi

Entry ID: 16633

General Business Meeting

Name

Keith Matsumoto

Organization

Design Thinking Hawaii

Position/Title

Administrator & Co-Founder

Agenda Item

XI. Action on end-of-year evaluation of, and potential compensation adjustment for, the Superintendent for 2025-2026 fiscal year

Position

Support

Written Testimony

Upload Written Testimony Here

- Testimony-in-Support-of-Superintendent-Hayashi-Annual-Evaluation.pdf

Testimony for November 12, 2026, Board of Education, General Business Meeting

November 9, 2026

Hawai‘i State Board of Education

Position: In Strong Support for Agenda Item XI, Action on end-of-year evaluation of, and potential compensation adjustment for, the Superintendent for 2025-2026 fiscal year

Dear Chairperson Takumi, Vice-Chairperson Arakaki, and members of the Board of Education:

I am writing in support for Superintendent Keith Hayashi. It has been over 16 years since we brought the Stanford d.School's design thinking process to Hawai‘i. At that time, Keith Hayashi was the principal of Waipahu High School, and saw the transformational potential that the process could bring to the student, teachers, and staff at Waipahu. I saw first-hand his vision and leadership in transforming that school into an exemplar institution of secondary learning. In his current role, I believe that Mr. Hayashi continues to bring forth his vision and leadership to the whole public school system in Hawai‘i.

Design Thinking Hawai‘i has worked closely with the Hawai‘i Department of Education for the various initiatives. From computer science through little programmable cars, to small refrigerator-sized agricultural technologies, to entrepreneurship through design thinking + AI, Keith Hayashi has encouraged our team to challenge the norm and status quo to help bring out-of-the box thinking to education.

While this statement does not speak to the performance indicators that the Board will use to evaluate the superintendent, I hope this testimony will reflect well in your consideration of Keith Hayashi's performance. I know there are areas where more work must be accomplished to move the department forward in all areas from capital improvements, improvement in academic outcomes, to possible re-districting. The area for which I am most confident is Keith Hayashi's ability to lead with compassion, empathy, and respect for all.

I appreciate the opportunity to provide this testimony and encourage the Board of Education to continue the strong support of Superintendent Keith Hayashi. Please know that we will continue to work with the Hawai‘i Department of Education, Superintendent Hayashi, and all the staff for Hawaii's students and to ensure a strong future for Hawai‘i.

Sincerely,

Keith Matsumoto, DBA
Co-Founder & Administrator, Design Thinking Hawaii

Entry ID: 16635

General Business Meeting

Name

Edmund Aczon

Organization

Hawaii Carpenters Apprenticeship & Training Fund

Position/Title

Executive Director

Agenda Item

IV. Report of the Superintendent

Position

Support

Written Testimony

Upload Written Testimony Here

- Testimonial-KHayashi-10.30.26.pdf

HAWAII CARPENTERS APPRENTICESHIP & TRAINING FUND

October 30, 2026

Mr. Roy M. Takumi
Chairperson
Board of Education, State of Hawaii
P.O. Box 2360
Honolulu, HI 96804

Re: Testimony in Support for Compensation Adjustment for Superintendent Keith Hayashi Based on 2025-2026 Performance Evaluation

Aloha Chairperson and Members of the Board,

On behalf of the Hawaii Carpenters Apprenticeship & Training Fund (HCATF), I am submitting this testimony in strong support for a compensation adjustment for Superintendent Keith Hayashi based on his performance and leadership during 2025-2026.

Throughout his tenure, Superintendent Hayashi has demonstrated a steadfast commitment to ensuring that students graduate both globally competitive and locally committed. He understands that preparing them for success requires meaningful partnerships between education and industry, and he has consistently championed initiatives that connect classroom learning with real-world career opportunities.

One example of this commitment is the strong partnership between the Hawaii Department of Education and HCATF through the Career Connections program. Superintendent Hayashi has been an advocate for expanding career-connected learning opportunities at both the high school and middle school levels. He recognizes the value of industry-led training, work-based learning, and authentic jobsite experiences in helping students explore viable career pathways while developing the skills employers seek. Over the past year, Superintendent Hayashi has frequently highlighted Career Connections as a model for workforce development. He expressed strong support for programs that allow students to engage directly with industry professionals, experience hands-on learning, and gain exposure to registered apprenticeship pathways. His vision aligns closely with our shared goal of helping students discover careers that enable them to remain in Hawai‘i.

Superintendent Hayashi's dedication to student success and commitment to workforce readiness have created measurable benefits for students, schools, industry partners, and Hawai‘i's economy. For these reasons, I believe a compensation adjustment is well deserved and reflective of the exceptional value he continues to provide to our public education system and our community.

Mahalo for your consideration.

Edmund C. Aczon
Executive Director

Entry ID: 16636

General Business Meeting

Name

Michael Yadao

Organization

Stadium Authority

Position/Title

Executive Director

Agenda Item

XI. Action on end-of-year evaluation of, and potential compensation adjustment for, the Superintendent for 2025-2026 fiscal year

Position

Support

Written Testimony

Upload Written Testimony Here

- DOE-Superintendent_TESTIMONY_11_12_26.pdf

Josh Green, M.D.
Governor

Sylvia Luke
Lt. Governor

James Kunane Tokioka
DBEDT Director

Dane K. Wicker
DBEDT Deputy Director

Walter Thoemmes
Stadium Authority Chair

Michael R. Yadao
Stadium Authority Executive Director

Statement of
MICHAEL R. YADAO
Stadium Authority
Department of Business, Economic Development, and Tourism

Chair, Vice Chair, and Members of the Committee:

Superintendent Keith Hayashi has been an important and valued partner to the Stadium Authority and a strong member of our Board. His leadership, perspective and commitment to Hawaii's students have helped strengthen the Authority's work as we move forward with the development of the New Aloha Stadium Entertainment District (NASED).

One of the most meaningful areas of our partnership has been our work to connect NASED with the Department of Education and Hawaii's students. Superintendent Hayashi has supported the development and launch of *Al Oha*, our educational mascot and STEAM initiative designed to introduce students to the construction, engineering, sustainability and other career opportunities associated with NASED. His support has helped us move beyond simply building a new district and stadium and toward creating educational opportunities that allow students to see themselves as part of Hawaii's future.

The Superintendent and the Department of Education have also been strong partners in community initiatives, including school supply drives, student outreach and efforts to bring educational and community programs to the Hālawa area. We appreciate his willingness to collaborate and identify opportunities where the Stadium Authority, NASED and DOE can work together to directly benefit students and families.

Another important area of partnership has been our efforts to explore opportunities to bring high school graduations and other student-centered events back to the stadium. These events are deeply connected to the history and community legacy of Aloha Stadium, and Superintendent Hayashi understands the importance of preserving that connection while we plan for the future.

Overall, Superintendent Hayashi has demonstrated that he is not only focused on the educational system, but also on building meaningful partnerships throughout the community. His participation on the Stadium Authority Board has provided valuable insight as we develop NASED and consider how the project can serve future generations. He has been a collaborative, thoughtful and forward-looking partner, and we strongly value his leadership and continued partnership with the Aloha Stadium Authority.

Entry ID: 16637

General Business Meeting

Name

Kirk Smiley

Organization

DonorsChoose

Position/Title

Managing Director, Government Partnerships

Agenda Item

XI. Action on end-of-year evaluation of, and potential compensation adjustment for, the Superintendent for 2025-2026 fiscal year

Position

Support

Written Testimony

Upload Written Testimony Here

- Testimony-in-support-of-Superintendent-Keith-Hayashi-contract-extension-Fall-2026.pdf

Hawai‘i Board of Education,

The following is official testimony regarding the performance of Superintendent Keith Hayashi to be shared at the General Business Meeting on November 12, 2026.

For the last six school years, DonorsChoose has partnered with Superintendent Hayashi and the Hawai‘i Department of Education to support thousands of Hawai‘i public school students by providing classroom resources requested by the state’s teachers. The program has allowed teachers two opportunities to participate, once in the fall semester and once in the spring semester, by creating projects on the DonorsChoose website for specific educational materials that would most advance student learning and outcomes.

Under Superintendent Hayashi’s leadership, the program also supports first- and second-year teachers by providing them with opportunities to receive self-selected learning resources for their new classrooms. Superintendent Hayashi added this component after learning from a University of Michigan research study that teachers who receive resources through DonorsChoose are 22% less likely to leave the teaching profession. By providing targeted funding to the state’s newest teachers, the program can help these educators succeed in their classrooms, have a greater impact on student achievement, and increase their likelihood of continuing to teach in the state’s schools.

Throughout the program’s six incredibly successful years, **34,897 classroom resource projects were funded, benefiting 10,172 teachers across every public school in Hawai‘i.** These projects, funded by the Department, empowered teachers to obtain the classroom materials that would have the most impact for their students, truly giving voice to the front lines of public education in the state by listening to and understanding their needs. Teachers' projects ranged from STEM supplies (such as studying paleontology) to SEL and cultural learning experiences (like projects affirming Hawaiian, Ilokano, and Filipino culture and identity) to literacy supplies (like this project teaching students to read) and many more. Through this partnership, the DonorsChoose team vetted each teacher's request and ensured that the materials were shipped to the teacher's school as quickly as possible, while also keeping the school principal informed.

In addition to this remarkable impact, one of the most innovative aspects of our partnership with Superintendent Hayashi was the program's ability to leverage a private donor who matched all HIDOE funding to support teachers' projects. While DonorsChoose has run a similar program in nine other states, our partnership in Hawai‘i is the only one that includes this private matching component, supporting twice as many teachers and students as would be possible otherwise.

In addition, the partnership helps Hawai‘i teachers learn to use the DonorsChoose charitable website throughout the school year to meet even more of their classroom resource needs or desires and, in those cases, receive funding from the national community of 6.8 million DonorsChoose donors, corporate partners, and foundation supporters. Through Superintendent Hayashi's leadership, Hawai‘i teachers have leveraged the support of both individual education advocates in Hawai‘i and across the country, securing **$40 million in funded projects over the last six school years.**

We are grateful to Superintendent Hayashi for being a leader among state education leaders, showing an ever-increasing commitment to the state’s students and teachers, and working across multiple stakeholders and the community to empower Hawai‘i teachers while advancing student achievement.

With great appreciation,
Kirk Smiley
Managing Director, Government Partnerships
DonorsChoose

Entry ID: 16640

General Business Meeting

Name

Marlene Zeug

Organization

Pewa Project, LLC

Position/Title

Managing Director and Owner

Agenda Item

XI. Action on end-of-year evaluation of, and potential compensation adjustment for, the Superintendent for 2025-2026 fiscal year

Position

Support

Written Testimony

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- BOE-Testimony-_-Support-for-Superintendent-Keith-Hayashi-_-November-12-2026.pdf

November 12, 2026

To: Hawai‘i State Board of Education
Re: Support for Superintendent Keith T. Hayashi — 2025–2026 Performance Evaluation

Chair Takumi and Members of the Board:

I strongly support Superintendent Keith Hayashi as the Board evaluates his performance for the 2025–2026 fiscal year. As an education consultant and owner of Pewa Project, LLC, I work with the Hawai‘i State Department of Education and community partners statewide. From that vantage point, I have witnessed leadership that is both deeply committed to Hawai‘i’s students and willing to turn an ambitious vision into meaningful action.

Through my work coordinating Ho‘ākea Mauka to Makai, I have seen Superintendent Hayashi consistently champion a vision for graduates who are globally competitive and locally committed, and who carry aloha in their hearts. He understands that this vision must be lived, not merely stated. Ho‘ākea brings schools, state offices, and community practitioners together to create learning grounded in ‘āina, relationships, and the knowledge of Hawai‘i. Last school year, the initiative served more than 26,000 students and reached communities on every island. That scale, which is anticipated to grow again this year, reflects genuine demand from educators, schools, families, and students for learning experiences uniquely rooted in Hawai‘i.

Equally important is what this work has set in motion. Teachers are asking how these experiences can continue in classrooms, helping inform the Hawai‘i-Based Science Curriculum and its focus on coherent, classroom-ready learning. Interest in voyaging and maritime careers is opening opportunities for more intentional educational and career pathways through Oceans Academy. These initiatives have their own histories and contributors; Ho‘ākea has helped connect the people, questions, and possibilities surrounding them. In these conversations, Superintendent Hayashi has recognized and championed the potential, supporting a wider and deeper network of collaboration across schools, institutions, and community partners.

What distinguishes his leadership, in my experience, is not only his support for a successful initiative but his willingness to see what it reveals, bring people together, and invest in what might come next. The long-term results are still being built. Yet the expanded reach, stronger relationships, and emerging opportunities are tangible signs of momentum—and of leadership that makes room for others to contribute.

I can speak directly to his leadership in these areas, and I do so with conviction. Superintendent Hayashi is helping create the conditions for a public education system that draws strength from Hawai‘i itself while preparing students for the world. I urge the Board to recognize and affirm his leadership.

Mahalo for the opportunity to submit testimony.

Marlene Zeug
Owner, Pewa Project, LLC

Entry ID: 16642

General Business Meeting

Name

Lisa Kakazu

Organization

Hawaiian Electric

Agenda Item

XI. Action on end-of-year evaluation of, and potential compensation adjustment for, the Superintendent for 2025-2026 fiscal year

Position

Support

Written Testimony

Upload Written Testimony Here

- Supt.-Hayashi-Letter-of-Support_SSeu_SKimura.pdf

November 9, 2026

Submitted via upload to: https://boe.hawaii.gov/submit-testimony/
Honorable Roy Takumi
Chairperson
Hawai‘i State Board of Education
P.O. Box 2360
Honolulu, Hawaii 96804

Re: Superintendent’s Employment Contract
Special Board Meeting, November 12, 2026 at 1:30 pm

Aloha Chair Takumi and Board Members,

We are pleased to express our strong support for Keith Hayashi and the continuation of his leadership as Superintendent of the Hawai‘i State Department of Education.

The quality of leadership within our public education system has far-reaching implications for Hawai‘i’s future. Our schools do more than educate the next generation; they help shape the strength, resilience, and long-term prosperity of our communities. At a time when Hawai‘i faces increasingly complex challenges and important opportunities, from strengthening critical infrastructure and advancing our decarbonized energy transition to preparing our future workforce, the ability to build meaningful partnerships across public, private, and nonprofit sectors is essential. Superintendent Hayashi understands this responsibility and consistently demonstrates the collaborative, thoughtful, and forward-looking leadership needed to move our state forward.

Hawaiian Electric has had the privilege of working with Superintendent Hayashi and the Hawai‘i Department of Education over many years, including during his tenure as principal of Waipahu High School. Throughout this time, we have come to appreciate his ability to bring people together, build trust, listen to different perspectives, and translate shared priorities into meaningful outcomes. He approaches challenges with a solutions-oriented mindset and a clear understanding that lasting progress requires strong relationships, mutual accountability, and a commitment to serving Hawai‘i’s communities.

That leadership has been particularly evident in our collaboration to strengthen emergency preparedness and community resilience. Hawaiian Electric and the Department of Education have worked closely to coordinate protocols for Public Safety Power Shutoff (PSPS) events in high-wildfire-risk areas, support power restoration following the recent Kona Low storms, and prepare for hurricanes, tropical storms, and other emergencies that can affect school facilities and disrupt essential services. These circumstances demand proactive planning, sound judgment, timely communication, and close coordination among organizations with shared responsibilities for public safety. Superintendent Hayashi and his team have consistently demonstrated professionalism, responsiveness, and a deep appreciation for the importance of protecting students, educators, school facilities, and surrounding communities. Their partnership has helped strengthen our collective ability to prepare for and respond to emergencies while supporting the safe and timely restoration of essential services. This kind of collaboration is fundamental to building a more resilient Hawai‘i.

Equally important is Superintendent Hayashi's recognition that preparing students for success means connecting education to the opportunities and needs of Hawai‘i's evolving economy. Our partnership has helped create meaningful opportunities for Hawaiian Electric employees to engage directly with students and educators through career fairs, classroom presentations, and other educational activities. During the 2025–2026 school year, our employees connected with approximately 4,500 students on O‘ahu, sharing insights about renewable energy, energy efficiency, emergency preparedness, and the wide range of career pathways within the energy industry. We have also worked with the Department to make educational resources available to teachers to support classroom instruction and lesson planning.

These engagements represent more than career awareness. They help students see how the knowledge and skills they develop in school can translate into meaningful careers and opportunities to contribute to their communities. As Hawai‘i continues its transition to a decarbonized energy future, we will need a new generation of talented, skilled, and community-minded individuals to help lead that work. Strong partnerships between our schools and employers are essential to making those pathways visible and accessible. We appreciate Superintendent Hayashi's commitment to fostering these connections and recognizing the important role that community and industry partners can play in supporting student success.

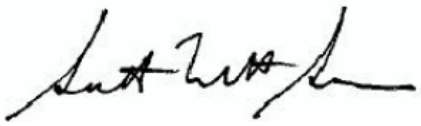
Our experience working with Superintendent Hayashi has reinforced our belief that effective educational leadership extends beyond the classroom. It requires a willingness to engage with the broader community, an appreciation for the interconnected challenges facing our state, and the ability to bring diverse partners together around a shared vision. He has demonstrated these qualities consistently, fostering an environment in which collaboration is encouraged, relationships are valued, and opportunities to make a meaningful difference are pursued.

Hawai‘i's future depends on strong public institutions and leaders who understand that progress is achieved through partnership, purpose, and a long-term commitment to our people. We believe Superintendent Hayashi has demonstrated these qualities through his leadership of the Department of Education, and we strongly support his continuation as superintendent.

We value our longstanding partnership with Superintendent Hayashi and the Hawai‘i Department of Education and look forward to continuing our work together to strengthen our communities, expand opportunities for Hawai‘i's students, and help build a safer and more resilient future for our state.

Mahalo for your consideration.

Sincerely,





Chief Executive Officer

President

Entry ID: 16644

General Business Meeting

Name

Pauline Sato

Organization

Mālama Learning Center

Position/Title

Executive Director

Agenda Item

XI. Action on end-of-year evaluation of, and potential compensation adjustment for, the Superintendent for 2025-2026 fiscal year

Position

Support

Written Testimony

Upload Written Testimony Here

- Testimony-to-Board-of-Education_Superintendents-Evaluation-and-Potential-Compensation-Adjustment_11.09.26.docx.pdf

Mālama Learning Center

Mālama Learning Center is a non-profit organization based in West O ahu. Our mission is to inspire communities to care for Hawai'i by perpetuating conservation, culture, and sustainability through education.

P.O. Box 1662
Honolulu, HI 96806

TESTIMONY IN SUPPORT OF
SUPERINTENDENT KEITH HAYASHI'S
EVALUATION AND POTENTIAL COMPENSATION ADJUSTMENT
FOR 2025-2026 FISCAL YEAR

Thursday, November 12 at 1:30pm
Board of Education
Queen Liliuokalani Bldg.
1390 Miller St., Room 404, Honolulu, Hawai'i

Aloha Chairperson Takumi and Members of the Board of Education:

On behalf of Mālama Learning Center, I am writing to express my unwavering support for Superintendent Keith Hayashi. His innovative leadership and steadfast commitment to ʻāina-based education have been transformative for our public school system. Superintendent Hayashi clearly recognizes that grounding students in real world problem solving—deeply rooted in cultural and traditional knowledge—is essential to shaping the future of our keiki and the long-term well-being of Hawaiʻi nei.

A clear testament to his visionary leadership is the extraordinary growth of the Hoʻākea Mauka to Makai: Navigating Our Future program. What began in 2023 as an idea to connect ocean activities through Hawaiʻi's unique voyaging canoes and bio-cultural conservation organizations has expanded exponentially under his stewardship. In SY2025–2026 alone, Hoʻākea reached over 26,000 students, 177 schools, 1,900 teachers, and 250 ʻāina and voyaging organizations statewide. I strongly support Superintendent Hayashi's self-assessment (as outlined in Exhibit B), particularly regarding **Target Goal 2**—preparing students to graduate globally competitive and locally committed—and **Professional Standards 1 and 4**, which emphasize visionary leadership and building strategic community partnerships, respectively.

Superintendent Hayashi and his leadership team have proven their ability to bridge the Department of Education with community organizations to deliver tangible and measurable outcomes for our schools and our future leaders. We look forward to continuing our partnership with the Department of Education to expand ʻāina-based learning so our land and sea thrive and our keiki graduate ready to contribute to their communities. I strongly encourage the Board to affirm its support for Superintendent Hayashi's continued leadership.

Mahalo for the opportunity to provide this testimony. Please contact me at pauline@malamalearningcenter.org with any questions.

Aloha,



Pauline M. Sato
Executive Director