

Keys Points:

- I. Go back and understand learning versus teaching
- II. Adjust teacher based on the classroom
- III. How to treat our current student population in Hawaii
 - A. i.e. SPED and their IEPs
 - B. Changing their environment based on individual populations
- IV. Climate control versus Command control
 - A. Student centered
 - B. BOE/DOE need to create a climate for learning
 - C. Teachers understood what was best for their classroom
- V. These messages are inherent in all organization not just in education
- VI. Finding commonality and best practices to move ahead
 - A. End the criticism and focus on moving ahead
- VII. Focus on school culture that strives
 - A. Compliance was not look upon instead focus on arts, social emotional learning
 - B. Key components focusing on students helped to create the learning environment
- VIII. Schools are human - we shouldn't run the schools like a business
 - A. Talking about how to get back leaders versus managers
- IX. Servant leadership
- X. Three characteristics
 - A. Individual teaching and learning - every single students
 - B. High status of the teaching profession
 1. Turn the thinking of disrespect
 - C. Devolvement of responsibility to the schools
 1. Take away from the leadership of the schools
 - a) Too much on their plate
- XI. What about the teacher drop-out rate
 - A. Teachers are diverse and creative as well
 1. Have acceptance of the individual teacher as well
- XII. Water flourishes a plant
 - A. Organic systems thrive in the right system
 1. Good policies/leadership to support the ground (teacher performance)
 2. Current focus on reading, math
 3. What about the soft skills?
 - a) Arts, nurturing
 - B. Rather than being conformist let's acknowledge differences in our youths as well
 1. Well-rounded curriculum, learning experiences
- XIII. Build trust and relationships
 - A. Support teachers that are willing to move forward and be creative and innovative
 - B. And not just teachers, but all educators to move forward
- XIV. We are here to understand and listen
- XV. Yes, we do need results, scores, but we also need to be aware of the changes that we are going to deal with

- XVI. At times environments create a system where great teachers move away from the areas where they are needed
- XVII. Support excellent Professional Development
- XVIII. Drop out rate
 - A. In early childhood education does have a high drop out rate
- XIX. Idea of the cost of investing
 - A. Funds should be focused on the school needs
 - B. Don't consider it as a cost, but more as an investment