

## **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