**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