

ESSA COMMUNITY TOWN HALL MEETING at Kapolei High School: Input from Part 2

QUESTIONS	SUGGESTIONS
DESIGN IDEAS: SCHOOL/COMMUNITY EMPOWERMENT AND ENGAGEMENT	
Will disciplinary actions be strengthened to demonstrate accountability for one's actions?	Students to learn that they are not worth their grades/rank. Grades do not define them.
	Include more early childhood and sped preschool in all areas.
What is a trust-based system? How do we define "leadership" skill set for school leaders?	List types of PD emphasized for principals and leaders – make them accountable for what they get trained in.
	Like DOE being intentional in bringing in partnerships with other organizations and stakeholders, creating safe & welcoming environment for _____ to participate.
	As big as the DOE is, we are still part of a larger system. We need to part of a state vision. I'm frustrated being held accountable without power or authority.
How would "allow" schools to be more accountable in their decision making look like? Who would monitor? What would be parameters? How would/who would get parents involved? Will parents now be held accountable?	
John Hattie	Are you looking at . . .
How do we engage communities struggling with homelessness and drug abuse? How do effectively engage parents in their child's education? Parents who work two jobs? Parents who don't have time to be involved because they're struggling to live in Hawaii?	Assess criteria for participation of unethical teachers involved with the HSTA. More autonomy for administrators to rid their schools of teachers continually engaging in misconduct.
Are you looking at Na Hopeno A'o (Ha) standards? An "enrichment" of GLO's.	Highlight leadership – not in current vision.
"Global" learner outcomes aligned with state standardized tests?	
What is the structure of the school-based decision? Will all students have all needs met in school? What are the criterion used to determine if principals and teachers are a good match? What does addressing achievement gap and sped needs?	
Is it possible to have more translators what can help to communicate with ELL parents so they can understand what is going on with their students?	Creating parental dev courses that parents could attend to learn best way to help their children. Many parents want to be involved & don't know how?
	Build partnerships with bus companies and parents to change school start time to match research of how students need more sleep & function better later in the morning.

How is the community being involved? I only see it as within the school. What is the grip?	
How do we create empowered communities that support their public schools?	Bring the community in, let the schools, teachers, students & communities decide what type of schools they want, i.e., project-based, innovative, let the teachers teach, community-based schools.
	More integration of stakeholders, events, speakers, internships – show successful mentors.
	Kapolei Middle has curriculum nights, with free dinner, entertainment, brings in hundreds per event, covering Core subject areas.
	It's not that you grant me that feeling of empowerment, but through individualized and collective agency create an environment where I can gain that sense of empowerment.
If decentralize, who is LEA? AS & complex function like one but are not – Let CAS/Principal decide on federal \$\$.	Truly define SEA/LEA.
DESIGN IDEAS: INNOVATION	
Questions	Suggestions
	Autonomy not flexibility
N/A	Have students be proud of their achievements and victories, encourage to share ideas.
	Include more early childhood and sped preschool in all areas.
What does a diverse HS finish line look like?	Remove “less focus on tech”. Technology is effective for learning as long as it is used as a tool for collaboration – it's not good in itself but it is def. essential.
	Traditional knowledge incorporate into curriculum.
Where did standards-based grading go and how does the DOE address the difference between standards-based grading and the fact that colleges don't use standards based-grading?	In order for creativity and innovation to occur, college of education need to better prepare student teachers to better connect with students from various cultures.
Support pilot programs at the state level.	Don't allow principals to block teacher innovation – student input. Incorporate interdisciplinary planning PBL.
	C-3 Framework
How do we integrate innovation for low-performing schools which are “pressured” into focusing solely on reading and math?	
Why is personalization of learning not mentioned? How will professional development be addressed?	Include creating and facilitating an environment for personalized learning. Address building teacher capacity through personalized learning also.

What is the professional development going to look like that will allow students to become innovative without standardization?	Change 1 st bullet to “eliminate standardization” & create a new bullet for “creation of new instructional practice to promote for student innovation.”
How do you personalize learning for all students?	Personalization of student learning, teacher facilitation of learning, student choice & voice, technology enhanced.
Less focus on tech-integration? Why can't we have both?	Will we need transition time, because for years were not allowed innovation & raised teachers who follow recipes so do we know how to be innovative?
What about integration with industries?	
How do we support and encourage innovation in our public schools?	Let the teachers teach. Let the students guide us toward their passions. Provide schools, teachers, and students with the resources they need.
	Redesign classrooms. Pay teachers & hire correctly.
	End toxic testing, no innovation in toxic testing.
How will you move elementary teachers to be less generalist and more specialist?	Blended learning.
N/A	Have students be proud of their achievements and victories, encourage to share ideas.
Design Idea: Leadership	
Questions	Suggestions
What is the vision for the principal and student relationship? How will the principal be involved with student-learning?	Don't focus on just the leaders when everyone is an asset and should learn their own gifts.
	Have a leader who has a good understanding for early learning.
	Differentiate instructions and systems for teachers, school, admin, etc. Teachers are expected to meet every student need by differentiating. This is not modeled or done by the state, or admin. Every school, every teacher, every person has different needs. Different ways of learning styles etc. different levels of knowledge.
How can you make public school compulsory for decision makers? How will teacher leaders be developed further?	Offer PD or incentives for teachers who pursue leadership and advocacy.
Shouldn't leaders, principals have knowledge and experience in instruction?	All leaders have as experience school level/commitment for more than 7 years – actually taught!
	Being open to ideas
Where do parents fit in as part of the leadership? Community input?	Continue use of leadership team that has several people, perspective to lead the school. Early learning expertise is missing.
How will principals be supported to become instructional leaders?	

	I agree that principals should be educational leaders and a diff position provided to manage similar to CEO vs. CFO, etc. If feasible I'd like to see principals continue to teacher or return to classroom regularly so they can see if their vision is adequately supported.
Shouldn't instructional leader also commit to their teachers and staff?	Reward – "instructional" leader who is committed to their students, staff, and community.
Why does it take forever for schools to get the repairs they need to make their schools safe (i.e., crumbling walls, rusted railings, faculty plumbing)	Older schools requiring facilities upgrades and new buildings need to become a real priority before you start building new schools. Need to improve the effectiveness of supports, offered to principals with schools requiring major physical/electrical upgrades.
	Ensure principals do not block teacher leader innovation.
How realistic is it to implement?	
How many decision makers and principals are in favor of the last bullet?	
How realistic is it to send decision maker children to public schools	
How do you increase the sharing of best practices to grow our school leaders or teacher leaders?	HGEA to support Admin grand rounds
What if principal doesn't have vision?	
What type of leadership do we need for our public schools?	Flat leadership. Get rid of hierarchal madness. Let's work as a community. Not DOE or principal driven – teacher and student driven.
	Love the idea of distinction between "Management and leadership"
	Inspire training for teachers. Pro per reimbursed. Compete in national events.
	Is teachers are afforded the opportunity to attend programs, instead of paying out of pocket or a partial scholarship?
Who at complex to support principals? How does SRS/CAO support now? What if SRS/CAS was not a VP or principal?	Reduce CAS oversight, more tech assistance as they should better monitor and provide feedback to help principals improve. CAS signs off plans, etc. for compliance, not for content.
DESIGN IDEAS: TEACHER QUALITY	
Questions	Suggestions
How do you define "good match" and if not, then what?	Lack expectations of teachers, attend workshop and are expected to do what?
Where does compensation come in?	Compensation! If I'm waiting for my principal to empower me, then how will I ever gain a sense of empowerment? (Build individual & collective agencies in the department)

Please consider certain mainland or international college degrees in education? I know a Maui teacher with a PhD who received a very low salary.	To pay teachers a competitive salary to US mainland teachers, attracting more educators to the profession.
Consider the certification process.	Measure the process not the results – especially with remedial and special education. Have students, parents, and peers evaluate.
How do we recruit and retain great teachers?	Every teacher needs to be licensed! Help them with college expenses, pay off their loans. We need to pay our teachers more so they stay, and so they don't struggle.
How do you train teachers for innovation and creativity? Opposite of standardization is highly personalized teacher strategies?	Measure teacher growth over time. Student Centered Approach.
What is and how can “teachers who are trained and skilled in brain-based cognitive teaching” be measured?	Have some type of development possible for teachers to grow in their quality. Ensure teachers are able to do more with the help that is available.
How do we address individual teacher needs in their learning?	Systems should support personalized, competency based learning for teachers and administrators.
No present questions	Follow proposed decisions. Many schools still do NOT allow time for innovation and focus only on math and reading. If students are not given time to be innovative, how can they learn to be innovative?
How do we elevate the teaching profession? More rigorous qualifications? Will there be allotted time to collaborate with other faculty at the school, complexes, etc.	Reevaluate teacher preparation programs, i.e., TFA. Student assessment should not be attached with teacher evaluation. Admin. Needs support to help empower their teachers.
	<u>Tie specifics to key ideas</u> – currently they are not addressed. Higher pay vs. lowest in nation. Return to PEP-T teacher evaluation because teachers set own goals and had to include evidence of positive impact on students.
Why do ineffective teachers tend to hide behind their union and HSTA still support them (including those who are immoral)?	What supports are available for schools dealing with emotionally burned out teachers who do harm to students?
	Provide more opportunities for PD for teacher in preschools and early education.
Does “addressing conditions” mean more pay?	Change language to mean more pay.
	Include more early learning teacher opportunities for professional development!
Will teachers be working with the same students to develop stronger bonds throughout grade schools?	Acknowledge that teachers are learners as well and can also benefit by the students.
	Connect with our university education program.
DESIGN IDEAS: EQUITY AND EXCELLENCE	

Questions	Suggestions
Will disciplinary actions be strengthened to demonstrate accountability for one's actions?	Students to learn that they are not worth their grades/rank. Grades do not define them.
How is this addressing the key idea of "provide early learning opportunity?"	There needs to be an understanding of early childhood development, so that learning may spiral upwards.
To what does key point 2 "differentiate ability to meet needs" refer?	Add math to addressing achievement gap school based decision. Assessment upon parent request, otherwise sampling students. (Sampling is statistical valid) GE for faulty resources, i.e., industrial 3D printer GE for transgender students.
How do we incorporate all learning so students see a connection?	Project-based learning, non-traditional learning, access to online and/or traditional.
More art education-mandate? Changing graduation requirements? Can these things be achieved within current budget constraints? Can rural schools offer variety?	More project based-learning. Teachers in their silos making it difficult. Availability of eSchool to address inequity.
	Project-based learning. eCourses, more funding.
	Key ideas – provide more early learning opportunities also includes increasing access. Pre-K for all children.
	Personalize and focus PD on both school and individual need.
Is it reasonable to expect supervisors and subordinates to fairly and honestly evaluate each other? The working relationship may be compromised.	Require opportunities for subordinates to give anonymous and specific feedback to supervisors.
	Language that is inclusive of both official languages of the state and both educational pathways – Hawaiian and English. Access to Hawaiian immersion schools. Hawaiian offered in every DOE school.
What is meant by "quality" teaching? How would you assess it?	Please clarify what IEP in the proposed column means If it's the IEP that we do for SPED students, it is unreasonable for a teacher of 100+ students.
What is meant by "quality" teaching? Please clarify what is meant by IEP? IEP for all students? How would that look like?	Change to "innovative teaching level; may need to relook at Graduation Requirements and updating ACCN.
	To provide adequate support for SPED, ELL ask the teachers – ensure principals provide them.
Is it possible to meet these proposed decisions?	
Limitations?	
	If students are not given time to be innovative, how can they learn to be innovative?
How do we ensure teachers and principals are qualified and a good match in this NEW education environment?	Need to define teacher and principal competencies that align with the designed outcomes and schools of the future.

How will teachers and principals be evaluated on being a “good fit” for a school? We want them to be best option for the school.	Creating outdoor and indoor classrooms where students are able to engage with their peers.
What is “good match”? Achievement gap – concerned about low income students.	Attention to high needs? We already give attention to high needs, what about the students in the middle? They received least attention.
Why is more attention needed for high needs students? We need to teach and support all students.	Develop a partnership with the judicial system to add some support to issues like attendance, student behavior, and neglect. Emphasize fluency in a second language.
How can the community rally around proposing legislation that will fund our public schools? We need a funding stream dedicated to our public schools!	We need to raise our voices in the community to demand a new funding stream for our schools. They need resources , more teachers, building and maintenance, etc.
Why include NCLB language such as “eliminate the achievement gap”?	This section is just as strong without it.
	Examine the goals, begin with the end in mind, show tangible reasons for the curriculum.
Can we eliminate? NO nor should we pretend it possible.	End at “meets the needs of all students.”
Will EES phase out at the end of the current HSLA contract?	Bring back PEP-T? Get rid of EES, too time consuming, causes mental stress, anxiety.
Isn’t individualized PD in the current contract?	
	Reduce OCISS – they should do R & D not provide Pd. Complex can do PD. School coaches can do PD.
DESIGN IDEA: STUDENT EMPOWERMENT/STUDENT VOICE	
Questions	Suggestions
	Project-based also problem-based place-based.
Why didn’t HYPE exist back in 1999-2000 when I was studying to be a teacher?	The current UHWO and other Hawaii college campus. HYPE program is great!
You have to let teachers teach in order to empower students!	You’re addressed that in innovation.
	Allow students to assist in designing curriculum, project learning.
How do we empower our students and hear their voices?	Let our students lead the way, ask them, what do you want your schools to look like? What do you want to happen in your classrooms?
How will the student classrooms become “student-driven?”	.Finding projects that allow the students to better their school and community to gain a sense of voice and communication
Ow can elementary schools students be empowered for curriculum change?	On a HS level, student voice should be prominent; for elem/middle perhaps student feedback.
How can we adjust assessment to support project-based learning.	Look at practices of Essential Deeper Learning Schools – look at kids

	defend learning.
	In order to do this at secondary level; may need to relook at Graduation requirements and updating the ACCN.
How will we transition from where we are now to this?	
Student engagement in EES?	Maybe we can improve tripod survey language by lexile level make it developmentally appropriate. Change “failure learning” to “growth mindset”
	Continue to build on the key ideas
Will there be an increase in student life/extra-curricular activities?	Keep in mind of the comfort levels students have
DESIGN IDEA: BALANCED ASSESSMENTS FOR LEARNING	
Questions	Suggestions
How is testing high stakes now? Clarify.	Evidence Based practices versus research based.
How would GLOs be assessed?	
	Tripod should not be used, it is not part of any learning in the classroom. It is more hurtful than helpful.
	Measure with variety, compare student to his own growth with core, projects & innovation and creativity.
Why does this sound like TEACHERS don't know how to design & implement assessment? We using what you forced on us.	Stop the 1 st sentence at student learning. Does anyone understand that SBA takes weeks to complete?
How do we assess if our students are learning?	Authentic assessments, project-based learning, teacher created assessments for them to measure what their student needs are.
What does it mean to be an “authentic assessment.”	Multiple varieties of assessment, presentations, projects, papers, test, etc.
How could schools use “learning porfolios” as part of a balanced assessment?	
Motivation on formative assessment does not make sense.	Danger in educators to crate assessments.
	More focus on formative
How caold you make high-stake less high-stakes	More focus on formative , test to see areas for development, used to improve teaching.
How much of the high stakes testing should we scale back on?	More focus on formative assessments, less focus on “high stakes” testing.
	Including wording that de-emphasizes memorization. Increase opportunities for performance based assessment include opportunities for revision in key summative assessments.
	Revisit including ACT testing as opposed to chronic absenteeism as a

	STRIVE HI indicator for growth.
Noticed no summative assessment mentioned within? Isn't student reflection a form of formative assessment?	
How would authentic assessments be conducted feasibly, objectively while honor individualism, i.e., not standardized	Senior project is not appropriate for some students. Recommend equal opportunity to pursue but not a requirement.
	Assessment in language of instruction, Hawaiian Immersion (medium) – Hawaiian assessment, English medium – English assessment.
Why make testing less high stakes? It sends the message that what we are doing doesn't really matter. If you lower the stakes the motivation bullet is harder to _____.	Must use data to change/modify instruction.
	Assessment written by local educators. Teachers should have access to test questions. Project assessment.
An assessment meant only for college bound? Many great jobs don't require college.	Tests (standardized) are a form of mistrust that schools/teachers not doing their jobs. Are SEA type exams discriminatory? Doesn't value the culture that kids exist in. HSA was locally developed as all assessments should be. Students need buy-in to the tests they're taking.
How do we assess given Hawaii's diversity and cultural understanding? How many assessment does a student need? Does testing enhance their learning?	Tests and results should be current to the school year – formative. Students need to know how they are learning & what they need to learn.
Why can't parents who want individual student test results just "opt-in" with individual online testing?	Go with Sampling! It is a proven way to get the info.
Is it suggesting more testing than reading & math in SBA?	Trust teachers to assess students in other content areas, adopt NGSS.
	Earlier you suggested, teacher choice/input. By dictating project-based are you taking away some choice.
DESIGN IDEA: LEARNING ENVIRONMENT	
Questions	Suggestions
Culture trumps strategy! & everything else.	Cleaner schools needed. Focus on culture before academics if needed.
	Public preschools!
How is the heat-days school closures looking for summer – Fall 2016?	Hire local electricians, contractors to install box units for A/C or even community college students in the A/C trade.
	Use student apprentices in the design of new environment.
How do we provide quality learning environments?	Fund our schools. Let the teachers and students design the environments they want.
	Campuses share resources! Love it! (All state/district resource teachers should be based at a school and teach at least 1 class, if

	possible.)
	Creating an outdoor learning classroom that could be used by all subjects, ex. School garden, aquaponics, etc.
How do we transform traditional schools & classrooms? What support does that change require?	System wide “personalized” (ESSA defines it) learning environment for teachers.
“low-income” communities where parents work and cannot be involved, how do we support learning beyond classrooms?	
How can we reduce class sizes to promote learning environments that can address a learners needs?	
	Include “ahupua’a” and ocean as learning environment.
	A/C everywhere is a MUST.
What are the implications of Act 155 for HI?	
How will schools gain the funding and maintenance for these changes?	Have students gain the importance of service learning to develop kind and positive adults.
DESIGN IDEA: NETWORKED IMPROVEMENT COMMUNITY (NIC) A STATEWIDE LEARNING COMMUNITY	
Questions	Suggestions
	Require teachers to complete R & D. Professionalism!!
How is a world class education system defined?	
	More affordable PDE3 classes fostering this statewide learning community.
	Have monthly meetings and events that include networking with stakeholders.
How do we design a networked improvement community?	Bring the community in! Let the students lead, ask the experts, the teachers and students what they need. Use social media, ask the students in their classrooms and online.
Teachers as researchers of their own learning? Washington Intermediate.	
Aren't there existing entities that could better facilitate this?	Groups are already doing this, make DOE accountable in a partnership.
N/A	When making decisions, ask who benefits for the student's best interest.