Board of Education 11.12.26

Student Achievement Committee

I. Department of Education presentation on academic system coherence
   a. Presentation on school improvement cycle
   b. Academic coherence – moving together toward shared goals, integrated approach to improvement
   c. Interconnected parts of one system, shared language and processes
   d. Strengthening system-wide coherence to the framework
   e. Essential system conditions as foundation for school improvement and alignment around a shared purpose
   f. Discussion - none

II. Department of Education update on special education: Academic achievement, progress, growth, and strategies for continuous improvement
   a. Child find obligation- extends to all school age children in HI
      i. Identification rate has steadily increased while total student enrollment declined
      ii. Rate remains below national levels
   b. Inclusive Practices
   c. Attendance increasing among students with disabilities
   d. Academic achievement – proficiency unchanged
      i. Academic growth – narrowing rates between special needs and non-special needs students
   e. Special education levers, interconnected, multi-year effort to strengthen practices
      i. Professional development, translating into consistent classroom practices
   f. Focus on attendance, new resources
   g. Discussion –
      i. Federal funding cuts? – not anticipating any cuts to IDEA funding but federal funding does not increase yearly, reducing the purchasing power of that funding over time, also the state puts in a substantial amount of funding to supplement (ex. Differentials)
         1. Is staffing from IDEA office supportive with cuts to federal offices. They have not yet heard of cuts to TA providers that serve HIDOE
      ii. Concerned with Page 7 – SPED achievement is maintained but non-high needs student growth decreased in English and Math

iii. How does the teacher shortage in SPED affect the work, also differences in S-E status with SPED and non-high needs?
    1. How are special ed differentials working to fill the positions?
    2. Despite shortages, Department makes sure students get what they need
    3. Economic disadvantage is a factor but Department works hard to understand they barriers and shore up their support

h. BOE has requested presentations from many Departments in advance of the creation of their new Strategic Plan
    i. How can the BOE support?
    ii. Participating in the 40 By 40 Coalition for IDEA

III. Action on updated physical education content and performance standards

a. Not offered every year in middle or high school, updated standards look at the whole child, creating a culture where students don't hate PE and work with one another
b. Motion to approve standards passes

IV. Action on updated computer science content and performance standards ***material updated 11/9/26***

a. Uses Magic School as the learning platform
b. AI Wayfinders, other design thinking challenges using AI literacy to address community challenges
c. Motion to approve the standards
    i. Discussion:
        1. Takumi – NYC recently banned AI from the classroom because it is thought to disrupt learning (Dr. Sakurai)
            a. Research study of this case study will be very helpful for us to learn from
            b. Also looking at methods to learn critical thinking
            c. PISA provided early data showing with the right instruction it can increase student achievement
            d. Digital design team digesting all the latest thought and research
        2. Are our teachers up to speed on how to teach AI
            a. Offer an asynchronous course available for teachers
            b. AI rollout will be extensive, there will be early adopters and some that are hesitant, management issue, change leadership
        3. Ex from student representative – how are students using it?

a. Students using it to get out of doing homework
b. How are students being taught how to use it responsibly? Going down into the middle school.
c. Where is the line drawn, which grade for introduction?

4. Some states looking at Board policies for AI

ii. Motion passes

Human Resources Committee

I. Department of Education update on Lōkahi Human Resources Modernization

a. Complex project with significant risks and benefits
   i. Requires collaboration among multiple business units
   ii. Moving from legacy systems that are unsupported
   iii. Human capital management improvement
   iv. Ensure we are methodical and thoughtful moving forward because of the large impact of the project
   v. No one solution will take care of all HR needs, hoping for a solution which will integrate the systems
   vi. Looking for robust, modern solution for implementation and training
   vii. Getting the foundation right, discipline and transparency, working together with strong lines of communication across offices, executive level of authority for quick decision making
   viii. Building strong guardrails with the state for sustainability and oversight
   ix. Phased deliberate approach
   x. Doing separate procurement for implementation verification and validation processes (IV&V)
   xi. Minimizing customization will lower maintenance costs and lead to greater long term sustainability
   xii. Eyes wide open – realistic expectations grounded in the reality of what other school districts have experienced
   xiii. Department is investing the right people at the right time for success
b. Discussion
   i. Is there sufficient funding available?
      1. Will end up adjusting scope based on what comes from the RFP
         a. Ongoing discussions with procurement team about flexibility
   ii. How much is this going to cost?

1. 15-35 million
2. How is funding being set aside
    a. Created a reserve from ESSR funding – offset some current costs that year
    b. Potentially enough to cover the cost of the project
    c. Anticipating the RFP in June 2027, wont be under contract until the end of the year – might make supplemental funding request in the biennium year

iii. Project timeline – contract going through 2028
1. Two-year project timeline more realistic – 2030
2. Workforce challenges change between now and then?
3. What is the overall goal with regards to human capital?
    a. Reduce vacancies, retention?
    b. Metrics of the success of new processes will be HR indicators

iv. This project is just one part of the overall modernization projects
1. Others include cybersecurity, replacing outdated legacy hardware and software, upgrading telephony systems across schools, apps, always new applications that are needed
2. AS Peckinpaugh presented tech plan last fall

v. Finance modernization already happened – moved to the cloud
1. 2018-2021

vi. Looking at AI as well

II. Department of Education proposal to proceed with policy development relating to leadership competencies

a. Bob Davis – interim AS for Talent Management
b. Developed by the Leadership Institute and grounded in research
c. New Ends policy for defining effective educational leadership
d. Integrate new competencies into the entire lifecycle
e. Motion to approve drafting of new policies
    i. Discussion:
        1. Board did take up PIG to look at policies, will there be overlap?
        2. Will there be community stakeholder feedback?
            a. Already have had community meetings within the Department and the community, business sector partners,
            b. Next step will be the look for's and the measures
            c. Looking at leadership at all levels, including students

3. Implications for educational leadership programs at universities
    a. They have been involved in the discussions
    b. Will inform evaluations
4. Motion passes

General Business Meeting

I. Oral report of the Board Chairperson
    a. A. Update on Board self-assessment: Completed written survey, wrapping up oral interviews, will present results in December
    b. NASB annual conference – will start pilot to have regular reports from the Student Rep to the Board quarterly and potentially create a new Board policy
    c. Quarterly report of the Student Representative Micah going forward
    d. Recognition of former Student Representative Mia Nishiguchi
II. Revised community meeting schedule for the 2026-2027 fiscal year
III. Report of the Superintendent
    a. Updates on major construction projects
        i.
    b. Awards and recognitions for students, employees, and schools
IV. Executive session: Consultation with the Board's counsel on questions and issues pertaining to the Board's powers, duties, privileges, immunities, and liabilities concerning Orial v. DOE, et al., Civil No. 1CCV-25-0001337, and Wilhelm v. DOE, et al., Civil No. 1CCV-25-0001609, pursuant to paragraph 92-5(a)(4), Hawaii Revised Statutes
    [This portion of the meeting is a closed meeting under section 92-4 and paragraph 92-5(a)(4), Hawaii Revised Statutes.]
V. Action on findings and recommendations of investigative committee (a permitted interaction group pursuant to paragraph 92-2.5(b)(1), Hawaii Revised Statutes) investigation relating to nomination of individuals to serve as members of the State Public Charter School Commission: Erika Cravalho-Meyers and Kaleokalani Kuroda
    a. Motion passes
VI. Action on the election of committee member to the Student Achievement Committee for the 2026-2027 fiscal year
    a. Motion passes

VII. Action on designation of Board Members to an ad hoc committee (a permitted interaction group pursuant to paragraph 92-2.5(b)(2), Hawaii Revised Statutes) concerning the 2027 legislative session

a. Motion passes

VIII. Action on end-of-year evaluation of the State Librarian for 2025-2026 fiscal year

a. Accept self-assessment from Stacey Aldrich
b. Deliberated about each targeted goal from starting point of "meets" the benchmark
c. Overall meets targeted goals – cumulative rating of meets
d. Motion to approve passes

IX. Action on process to evaluate the State Librarian for 2026-2027 fiscal year performance

a. Motion passes

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

a. 5-8% increases year over year possible – trying to get to market midpoint for Superintendents nationally
    i. Challenges – combined performance and market equity together
    ii. Market equity matters for recruitment
    iii. Performance is separate
b. Superintendent's salary cap was removed
c. Motion to amend the evaluation process to round the ranking totals passes
d. Motion to approve the evaluation itself
    i. Starting at "meets" benchmark
    ii. Discussion – rating by goals
        1. Duties and Responsibilities – 3 (meets)
            a. Five professional standards
        2. Targeted Goal 1 – 1
        3. Targeted Goal 2 - 3
        4. Targeted Goal 3 - 3
        5. Targeted Goal 4 - 2
        6. Targeted Goal 5 - 2
        7. Targeted Goal 6 - 3
        8. Targeted Goal 7 - 3
        9. Targeted Goal 8 - 2
        10. Targeted Goal 9 - 2
        11. Targeted Goal 10 - 2
        12. Targeted Goal 11 – 3

iii. Overall rating – 2.35
iv. Cumulative rating – 2.675
v. Rating accepted, motion to approve passes
vi. Motion to adjust compensation using the method outlined in the process
    1. Motion passes to increase pay by 7%