

Design Idea: EMPOWERMENT

Our Hawaii public schools will design and establish a trust-based system to move decision making and resources to those closest to students and their learning.

Input from post it notes and chart papers:

Building TRUST among stakeholders relationships
Get rid of "dead weight" (teachers, administrators, staff) who don't care about the students
The greatest reward for creating an Innovative [?] environment is intrinsic. We will create a culture that will build upon itself when we are innovative and creative
Unions must be involved in this process
Give back to the community
Engage more PARENTS. We pay taxes <u>and</u> we vote.
Rubric at all levels for all roles -- student, teacher, admin, parents/citizens & workforce
Schools should be a moral & ethical member of the community
Inclusion and transparency of systems
Better use of data and communication •readily available •user friendly
Audit DOE's financials. Where is the money going?
Need to decentralize DOE & push all those extraneous administrators back into the classroom.
Need for a community based involvement -- empowerment/challenge -- want to give the power and to also challenge [sic]
All groups need to have an open & working relationship at the table. Open communication is necessary for all parties to feel empowered to contribute.
Windward District -- Castle Complex has a C4 [?] committee consisting of SCC members from each feeder school, community and business members and classified & certificated representatives. We all meet monthly and share/contribute to better Castle Complex!
Change the question of "how can we better define the role of students. . ." to how can we better <u>communicate</u> , connect with our students, parents, teachers, principals. . ." The relationship is important. <u>Our connection</u> is important. Kiana@Coalescence Project
Stay on focus. Start w/why.
System: Meeting protocols (like Adaptive Schools)
Ensure all voices get heard
Value different perspectives w/out judgements
Develop a school culture that promotes <u>safe</u> & <u>trustful</u> communication
More town hall mtgs.
Engage all stakeholders
Meet w/kids to define. . .
Persistence when sending out surveys
Create a feedback loop based on town hall discussions/forums or surveys.
Establish multiple ways to measure community engagement & trust in schools
Implement "SCBM" to address community empowerment and engagement. It had its good points! <u>Communication</u> is key to understanding/defining roles. <u>Trust</u> is fundamental to allowing decentralization to occur in schools
DOE needs to have a <u>vision</u> of school empowerment. Then principals/teachers need to be taught how to do it. Need to start process now since it will be ongoing
Community needs to feel that neighborhood school is their school.
Empower parents too-- through parent education program (parental involvement activities on school level)
Defining trust

Create a safe place for all to feel free to speak up.
Can we have more town halls?
BOE meetings need to be after 3pm
At BOE meetings can we have feedback in response to our testimony?
More town halls and surveys at the town halls to collect ideas, concerns, <u>solutions</u> from <u>all</u> stakeholders!
Provide venues for the community supports and to allow organizations in the community to support the schools.
Foster ways for the school to communicate better w/in the community to use [??] better [??]
Allow school administrators flexibility & accountability for programs within their community
Early learning needs to be included in all design ideas
Model family/school partnerships in delivering training with family members as co-trainers
Funds from medical marijuana go to school fund
If a school has identified that it needs a pre-school program, can additional funds be provided to the school for this? Or could we bring back JK program?
Develop stronger alumni foundations, like McKinley
How do we create a school culture that builds true trust & collaboration with parents & students?
The role of school staff needs to be redefined to have school staff assume a larger and more supportive role?
Develop a school based system that includes the development of a more personalized individual career plan for <u>every</u> student, that is updated quarterly. Revisit/improve the PTP-- more to make it dynamic & real
Revisit the credit requirements --redesign o make the requirements meaningful. Personalize to need of indiv. Students.
Empowerment includes fostering self-directed learners.
Schools are unique with unique needs.
Implement the Board's Family & Community Engagement/Partnerships policy with fidelity
Include the whole community in the process
Include the larger community (organizations, clubs [?], etc.) outside the "school community."
Principals need to get to know their community Pittsburg model Principals each create own community advisory group
What works is a complex wide council like Castle
More collaboration and time at all levels
We need clearer definition of empowerment
What can we do as a school and DOE to have parent involvement including immigrant parents?
Anyone can be engaged. It is different from being invested in something. Schools, students, and the community should have a greater involvement in deciding rules or allocations in decision making.
Have stakeholders attend SCC mtgs. & get supports (our former principal did not hold meetings in 2+ years)
Allow student voice along with teacher voice and work collaboratively with admin.
Make the schoolwide system an R&D Center, encouraging/facilitating teacher/leader exchange through online & face to face exchange
Encourage teachers to attend community council meetings
Teacher externships need more community involvement
Facebook as a positive
Consider having a solid marketing plan for initiatives so everyone gets the same message -- consistent messaging!
Shift more resources and control of resources to the school communities
Get the bureaucracy out of the way of community involvement!
How do we change the DOE & Legislature from behaving in a "plantation" mentality to a "republic" mentality?
Give school options of defining how to implement GLOs.
The "single state assessment" should be a <u>menu</u> of authentic demonstrations of learning.

Give SCC real power because the SCC is more stable -- today when the principal leaves everything changes. Have to confront the turnover of teachers and administrators.
Current SEC is minimal [sic]
SCCs allow for empowerment and engagement but it is not properly implemented. Need principal leadership who can provide safe environment
Community -- include all stakeholders including neighbors
Community should be expanded to private non-profit sectors & others; volunteers important to DOE activities; state should provide resources but allow schools more decision-making authority
Community resources needed
Do all my people have what they need to be successful? . . .At all levels of student, teacher, administrator, community Equity in resources, support, & flexibility
Teachers are the ones closest to students and their learning and need to be trusted and empowered by their admin as professionals
Poll teachers, parents on their needs as a direct line of communication btw BOE/DOE and parents teachers
Schools need [?] to leverage SCC more Review SCC process Need training for SCC people
Teachers need to be trusted by Admin
Yes, more decision-making power to principals. Allow them to be creative & innovative leaders.
Less mandates & top down decisions from state to principals
More teacher empowerment by trusting them to have some flexibility of curriculum choice if they can show student growth & achievement
Always include parent voices
Total transparency
Feedback w/o retaliation
Anonymous polling system for community input
Remove/eliminate fear from principals so they may feel empowered and this would cultivate an empowerment environment for teachers, students, parents.
To encourage parent engagement and empowerment, be aware of present schedules (eg., work) and schedule school events to maximize attendance
Allow students & teachers to participate in off campus learning experiences in work place
Empowerment as not something assigned but rather offered (?)
Build integrated community Create groups of kids to explore ideas & solve "problems" together, allowing them to learn from each other as well as other groups. Teachers are there to mentor, encourage
Making different times for parent/school mtgs/workshops. Appropriate to school demographic/culture (i.e. Saturdays, daytimes, & evenings)
When hearing & asking for parent opinion/voice, <u>implement</u> subject. [sic] Show trust & value of parent voice & participation.
Support principal Empowerment -making decisions & having support
Scared to fail; teach how to recover from failure and that failure is good
Get parents to SCC mtgs & ask what they value in education.
Sufficient time for dialogue on issues.
Practice <u>trust</u> to make empowerment work.
State curricula were chosen under a flawed process basic requirement was robust tech resources (based on Gov. Abercrombie's 1-1 initiative) many curricula were eliminated fr consideration
State HS math curricula is DOE-created, DOE-mandated very flawed, incomplete, work in progress Revisit entire process , give schools more flexibility give schools guidance IMET process
Schools need to freedom to be more responsive to the needs of their communities: curriculum and goals aligned to local context
Need to evaluate principal/vice principal
Who can help? Schools need to "partner"/sponsor with community (i.e., military, business, other schools, church)
Use of tech text opinion Give parents/community feedback on ideas implemented

School empowerment will work if system and school leaders are effective, trained, and committed – not into command and control
Community center at school to engage parents coffee pupus food stamp community info center
Give teachers & administration flexibility to operate their school
How do we get families with children who are not in the DOE option ???? As community members? [unable to decipher handwriting]
Mini boards: K-12 complex reps from each school: parent, teacher, admin, community members ohana event in the eve. Insert a mtg. in-between or at the end.
What research is there to support the shift of school empowerment as a success strategy?
If school empowerment is the "new" direction, how will accountability shift?
Reform Hawaii public education organization so it is more horizontal than vertical and so that the individual schools are much more independent when making educational decisions. jk1492@gmail.com
The administrations at the state and complex levels should be changed so that they are mainly responsible for supporting the individual schools rather than managing them. The goal shouldn't be to establish policies but to develop an organization tat can change policies faster than society is changing. jk1492@gmail.com
Creating ties with the community for mentorships (ex. Hospitals, colleges, etc.) in projects
BUILD relationships w/students; more authoritarian than authoritative ->creates respect between two parties
Abolish Open House and create an open School Day Parents receive pay for skipping (?) work to attend school <u>all day</u>
We have so much untapped talent-- what will it take for academic success to child who lives in poverty- - [sic]
Establish a <u>trust-based</u> system with common goals/mission within and without the DOE system. (At all levels from based to top)
Involve, include & differentiate for needs & strengths of neighbor island schools & complexes.
Parents need training & support programs to help their keikis learn & how to be supportive of teacher's work as well. DOH & DOE - OTR/L
Provide classes to parents on what their kids are learning
Help parent meet & network w/other parents
We need to be patient & respectful of each other. People feel they'll be judged if they make mistakes. Teach that failing is a part of learning.
To define the community roles, we must first inform everyone of their role & what is expected out of them to help <u>EVERY</u> student succeeds. [sic]
Encourage more parents to participate in Summits of this sort.
Educate parents as well in these new developments for the 21st century
A lot of questions about empowerment from students, legislators. What does this look like?
There is a lot of miscommunication in the department that I think causes a lot of monetary and funding issues. Lets not tell schools what they need, lets ask them and work with them. Can't make promises you can't keep. They teach us that all the time.
How do we cultivate a community/state/country that values education and educators?
Provide more school level control in hiring/movement of staff/faculty
Empower teachers so school is teacher-driven
What is the role of unions in school empowerment, innovation, & excellence?
Make parent participation mandatory. Parents should be just as involved.