

HCBE Teacher Recruitment and Retention PROJECT SKETCH

Purpose: This Project Sketch sets a project on a firm foundation. The sketch provides clarity for project participants on key matters, including: title/name of project, participants and the organizations they represent, a description of the project, envisioned milestones of the completed project, and resources/support needed for project success.

PROJECT IDENTIFICATION	
Project Title	Project Lead Facilitators
HCBE Teacher Recruitment and Retention	Leinani Makekau-Whittaker (KS)
Project Work Group	
Names	Organization
- Makalapua Alencastre (kaawa@hawaii.edu) - Hau'oli Motta (jomotta@ksbe.edu) - Makala Pa'akaula (mpaakaula@pueo.k12.hi.us) - Ka'ano'i Walk (kawalk@ksbe.edu) - Jeanine Fujimori (jefujimo@ksbe.edu) - Allyson Tamura (allyson@kalo.org) - Kaleimakamae Ka'auwai - Hedy Sullivan - Anna Winslow (- Joe Frasier (joe@kalo.org) - Keoni Bunag (keoni@halaukumana.org)	- UHHilo Kahuawaiola - KS Hawai'i - Pū'ōhala - KS Kūamahi - KS - Ho'olaukoa - Kanu O Ka 'Aina - Kawaikini - KANAKA - Kamaile - KALO - Halau Ku Mana
Project Meetings (supported by KS Kealaiwikuamo'o)	
Date, Time	Location
- February 16, 2017 - April 12, 2017 - May 31, 2017	- Pū'ōhala - Hale 'Olelo ma Hilo - TBD

PROJECT OVERVIEW		
High-level Description of Context: What has occurred (background)? What is the present situation? Why is there a need to do something like this?		
Background	Present	Need
	Teachers are not appropriately prepared to effectively teach Native Hawaiian learners.	
What will this project accomplish?		
To recruit and retain sufficient number of highly effective teachers for Native Hawaiian learners in various HCBE educational contexts (culture-based charter, traditional DOE, KS campus, and Hawaiian Immersion etc)		
Where are people at related to assessment / ideas of success measures? 2-3 sentences		
Where are the intersections? 2-3 sentences		

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PROJECT MILESTONES & RESOURCES THROUGH FY17-18

What will be accomplished by FY1718, with Kealaiwikuamo'o dedicated support? And when will these be accomplished?

Milestone	Month/Year Reached
Working group to develop a shared definition of a highly effective teacher for a range of Native Hawaiian learners.	February 2017
Literature Review - to see what's done, the national, international (indigenous) trends, what we can adapt for our needs assessment	February 2017 (Each member submit at least one article with an annotated bibliography)
Identify what kind of data, who will be included in the survey, demographic needs)	
Draft a needs assessment survey to get baseline data around teacher recruitment and retention.	June 2017
Identify consultant process to do the interviews	
Develop an implementation plan for the needs assessment.	August 2017
Implement the plan	March 2018
Data Synthesized	July 2018

KEALAIWIKUAMO'O LIMAHANA ROLES

What are the various kuleana that 3 dedicated project support staff might best address to support the work of this project area?

Kuleana of Kealaiwikuamo'o limahana

Immediate request:

- Send out Doodle to working to determine next working group meeting.
- Send out meeting notes
- Create a google drive to upload documents to read

OTHER RESOURCES TO BE REQUESTED

Support/resources

-

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PROJECT IDENTIFICATION		
Project Title/Name	Project Lead Facilitators	
HCBE Teacher Recruitment and Retention (PK-12)	Kealaiwikuamo'o staff	
Project Work Group		
Name	Organization/Community	
Kathy Wurdeman	KS - Ho'olaukoa	
Terry Kelly	KS - Preschool	
Holua Stender	KS - VP of KS Education	
Makalapua Alencastre	UHH Kahuawaiola	
Alice Kawakami	Mālama Honua Charter School (volunteer)	
Kaleimakamae Kaauwai	Po'o Kula – Kawaikini Charter School	
Leinani Makekau-Whittaker	KS – Ho'okalo Like	
Allyson Tamura	Elem Po'o Kula – Kanu o Ka 'Āina	
	Alaka'i	

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PROJECT OVERVIEW

Context: What has occurred (background)? What is the present situation? Why is there a need to do something like this?

Background:

National research available around teacher recruitment and retention. Not much information available in Hawai'i.

Present:

Post secondary education institution inadequate in providing teacher education programs for Hawaiian Language and Hawaiian Culture Based Schools.

Need:

Although there are post secondary education institutions and opportunities, - not able to meet demand of the amount of teachers needed, and still inadequately preparing teachers to serve Native Hawaiian learners.

Project Description: *What will this project accomplish?*

Description (2-3 sentences max.):

Complete a Needs Assessment to determine area of focus or priority: Needs Assessment to assess employment needs, why some leave the profession, why those who stay – stay, etc...

PROJECT OUTCOMES

Task / Accomplishment	Impact
▪ Literature research and review	▪ See what's done, the national trends, what we can adapt for our needs assessment
▪ Develop a methodology for our needs assessment	▪
▪ Implement and analyze needs assessment	▪

MILESTONES FOR THROUGH FY1718

What will be accomplished by FY1718, with Kealaiwikuamo'o dedicated support? And when will these be accomplished?

Support/Resources

▪	▪
▪	▪
▪	▪

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SUPPORT/RESOURCES NEEDED

What support/resources are needed?

Support/Resources

- | | |
|----------------------------------|-------------------------------|
| ▪ Kōkua with literature review | ▪ Collecting related research |
| ▪ Support building a methodology | ▪ |
| ▪ | ▪ |

KS COMMUNITY INVESTMENT TO BE REQUESTED

What types of activities will be requested to financial support will be requested?

Support/Resources

- | |
|-------------------------|
| ▪ Activity: |
| ▪ Estimated \$ request: |
| ▪ Activity: |
| ▪ Estimated \$ request: |
| ▪ Activity: |
| ▪ Estimated \$ request: |

NEXT MEETINGS (To be supported by KS/Kealaiwikuamo'o)

- 1) DATE: _____
TIME: _____
PLACE: TBD
- 2) DATE: _____
TIME: _____
PLACE: TBD
- 3) DATE: _____
TIME: _____
PLACE: TBD

NEXT MEETING

DATE: _____
TIME: _____
PLACE: _____