

Objective

I would like to continue in my role for a second term as Chair of the Hawaii State Board of Education .

Experience

Chair, Hawaii State Board of Education	2019-2021
Appointed by Governor Ige to chair the State Board of Education; responsible for leading General Business Meetings and special meetings; responsible for leading education policy discussions; responsible for leading the oversight of the State Superintendent and the State Librarian; currently responsible for leading the search for a new Superintendent.	
Commissioner/Chair, State Public Charter School Commission	2012-2019
Appointed to the first commission for Hawaii's public charter schools; responsible for establishing school performance contracts, criteria for authorizing new schools, and criteria for closure.	
Educational Consultant for Ke Alaka'i Mau, LLC	2011-Present
Developed with a team of retired school administrators to support principals and teacher leaders in understanding and using the WASC accreditation process as a tool for school improvement and renewal.	
Mentor for College of Education's Ed.D. Cohort	2011-2014
Assisted with the development and implementation of the first Doctorate for professional practice at the University of Hawaii designed for current leaders in education.	
Principal of Governor Wallace Rider Farrington High School	1995-2010
Led a large urban high school through restructuring and curriculum reform.	
Principal of Olomana School	1986-1995
Led the special state school serving delinquent, incarcerated, and at-risk youth.	
Vice-Principal of Waianae High School	1984-1986
Helped to lead a large high school on the west side of Oahu serving a diverse community where a majority of families struggle with poverty and associated problems.	
Teacher at Nanakuli High and Intermediate School	1974-1984
Taught English to all grade levels; developed and taught a social studies class for academically gifted and talented students; served as student activities and curriculum coordinator for a school located on Hawaiian Homestead land serving a predominately native Hawaiian population.	

Education

Enrolled in Ph.D. Program: University of Hawaii, College of Education
M.Ed. in Educational Administration: University of Hawaii
National Endowment for the Humanities Fellowship
(University of Minnesota)
B.Ed. in Secondary English: University of Hawaii

Relevant Knowledge and Skills

Through my years as a teacher and public education leader I:

Have continued to learn and share research on school renewal and on student and adult learning;

Since my retirement I have participated in workshops and conferences and co-taught a graduate class at the University of Hawaii on adult learning. I am also able to share this knowledge with the principals and teacher leaders with whom I currently work.

Have developed and implemented a strategic planning process;

I refined my understanding of the strategic planning process during my last years at Farrington when I worked with staff, community, and a strategic planner to develop a long-term direction for the school. It was this plan that inspired the Department of Education to begin a transformation plan for the school's facilities that would support the education plan. The redevelopment of the school's buildings and grounds is currently underway.

Have experience in collaboratively developing budgets that are linked to strategic visions and plans;

I learned early in my work as a school leader that when everyone understands the budget and helps in identifying spending priorities that connect to our mission and vision, there are very few complaints about how we managed the funds. I believe in complete spending transparency and clear linkage to student success.

Understand Hawaii's unique statewide school district and how the related agencies connect to serve students and families;

I believe our single system has more advantages than disadvantages. My experiences at Olomana and Farrington built my depth of understanding through our partnerships with the Departments of Health, Labor, Housing, and Human Services. I worked with staff and community leaders to build connections with these public agencies and with many other private and non-profit groups that all want to work with our schools to support students.

Understand and am dedicated to embracing Hawaiian culture and values within our public education system;

Hawaii has been my home since I was 17 when my Navy family moved here from California. I have felt welcome as I moved through higher education and my career. I am sensitive to local culture and traditional practices and believe that the values of Hawaii are the values we must build into our leadership and instructional practices. These values reflect our aspiration for excellence with aloha.

Understand and have managed changes in organizations in response to new knowledge and/or new policies and legislation;

Managing changes that are both externally imposed and internally identified is a key role for a leader in any organization. I became much better as I grew as a leader and developed strategies for helping others to see how much of the work they perceived as new and different could be integrated into the work that we were already doing. I found that working with others to develop change strategies as part of our planning process also helped. Sometimes, when there is flexibility, the leader should say that the change must be postponed. I am good at thinking things through before we embark, so that challenges and potential pitfalls can be identified.

Understand the relationship between public charter schools and regular public schools and support the potential of charters to inspire innovation throughout the system;

My role as a commissioner for the public charter schools has deepened my understanding of the importance of quality charter schools that meet the unique needs of a specific community. As I have learned about innovative programs that are in place, I understand different ways of organizing schools and learning that reflect the unique needs of different communities. I know that there are many ideas that could be shared to benefit the larger system of public education. I also have a much better understanding of the needs and aspirations of our charter schools and believe that I can help build culture where ideas and support can be more easily shared.

Have worked collaboratively with state public employee unions to address concerns and reach resolutions;

By building positive relationships with union representatives and always being thoughtful and fair when making hard decisions, I have had few situations that could not be worked out in the best interest of all parties. I understand the importance of honoring contracts and following due process and have worked with other leadership staff in developing this understanding.

Communicate effectively with community groups and the media about issues related to education;

I am experienced in working with both print and television reporters. My approach is to share whatever is possible and never avoid providing a comment. I have found that my willingness to respond to uncomfortable and controversial issues fosters on-going relationships that can be helpful when I want to get the word out about issues that matter to the school or the system. I am also comfortable speaking before community groups and legislators.

Have experience in building positive relationships thorough non-confrontational conflict resolution;

Conflict is part of any organization that is moving forward. I embrace robust discussions about important issues and want those on my team to challenge my ideas and bring forth new ideas that might be better. I always work toward collaborative decisions that can be supported by everyone. I believe that one element in accomplishing this is being open with all information related to the decision.

Understand and work with federal laws impacting public education, including those related to special education, civil rights, the American Disabilities Act, Title IX, and Title I;

By understanding how these laws affect our students, employees and visitors to our school, I avoided having the majority of challenged situations move from the school to the courts. When we did go to court, we were able to prevail. I understand the importance of both compliance and understanding and work with staff to assure that we both understand and comply with laws.

Have experience in building positive relationships thorough non-confrontational conflict resolution;

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Have established and developed strong leadership teams and am committed to leadership development throughout the system.

I have been very fortunate in being supported throughout my work by strong teams of vice principals and teacher leaders. Finding the right individuals to hire that match the specific circumstance is one element in team success. However, coaching individuals who are not the best fit is also rewarding and has taught me about leadership development. I believe that leadership at all levels within the system is key to overall success. These are skills that I have intentionally developed over my years as an education leader. Just as we differentiate with our students, we need to bring professional learning to adults that will help them move forward from where they are. I have been effective as a mentor to the adults on my teams and they have become mentors to others. This is how we sustain organizations and systems.

Education and Community Service

Board Member, Farrington High School Public Service Academy	2020-Present
This board is comprised of community professionals, teachers, and students. It supports the academy's efforts toward national accreditation.	
Board Member, Ohana Computer	2019-Present
This small non-profit provides computer and technology skills to students and adults in schools, senior centers, and employment training.	
Board Member, Adult Friends for Youth	1996-Present
This organization works with youth gangs throughout Oahu to re-direct participants' behavior toward education and employment	
Board Member, Education Institute of Hawaii	2014-Present
This non-profit "think tank" was established to support public education leaders who are working to move decisions affecting students closer to those who work in schools.	
Member, Governor's ESSA Team	2016- Present
This team was appointed by Governor Ige to develop a blueprint for public education in Hawaii that incorporates the flexibility in the new federal law, "Every Student Succeeds Act".	
Board Member, College of Education Alumni Association	2010-2016
The association works to raise funds for undergraduate and graduate scholarships, recognizes professional excellence, and provides support through speaking, workshops, and mentorship.	

Member, Chaminade University-Education Advisory Council 2010-2014
The council advised the Dean concerning programs that were needed to support pre-service and graduate students.

Member, Hawaii Teacher Standards Board 1998-2007
During these first years of existence, the board established standards for teacher licensing and support for National Board Certification.

2019-2021
My current service on the Board is in my role as Chair of the State Board of Education.

Member, University of Hawaii-Community Partnership Group 2001-2005
The group was established by the university president to develop stronger connections among business, education, and university leaders.

Volunteer Counselor, Suicide and Crisis Center 1978-1995
The center provided 24-hour emergency phone counseling and outreach to individuals in a multitude of crisis situations.

Awards

Distinguished Alumna – College of Education, University of Hawaii at Manoa 2019
Presented by the College of Education alumni Association

Women’s Leadership Honoree 2011
Presented by the YWCA of Oahu

The Farrington Way Award 2007
Presented by the Farrington Alumni and Community Foundation

Excellence in School Leadership Semi Finalist 2006
Presented by the Island Insurance Foundation

Service to Hawaii’s Youth 2004
Presented by Adult Friends for Youth

Communication and Leadership 1997
Presented by Toastmasters International

National Educator Award 1995
Presented by the Milken Family Foundation

Hawaii Secondary Principal-of-the-Year 1991
Presented by the National Association of Secondary School Principals