

SB810



# UNIVERSITY OF HAWAII SYSTEM

## Legislative Testimony

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Testimony presented before the  
Senate Committee on Education  
January 31, 2011 at 1:15 p.m.  
By MRC Greenwood  
President, University of Hawai'i

### SB 810: RELATING TO EDUCATION

Chair Tokuda, Vice Chair Kidani and members of the Senate Committee on Education:

Thank you very much for this opportunity to testify on Senate Bill 810 that requires the Department of Education to establish high school diploma requirements that aim to ensure college and career readiness.

The University of Hawai'i strongly supports this measure. The University has been an active partner with the Department of Education (DOE) in the American Diploma Project network as well as the early learning community in the P-3 Initiative to prepare students for college and career success. We were a strong supporter in 2008 when the Board of Education approved the Recognition Diploma, and in 2009 when the state submitted its successful Race to the Top application. These are continuing efforts to provide students with a sound foundation for success in citizenship and in careers or college.

The University's goals are well-aligned with the DOE's goals for K-12 education as represented in the DOE's Strategic Plan and the Race to the Top plan. Our coordinated efforts include the University's alignment of State of Hawai'i B Plus Scholarships with the requirements of the BOE Recognition Diploma. Additionally, University of Hawai'i (UH) and DOE faculty have been working to align curriculum between high schools and the college entry-level courses in two and four year colleges. English and teacher education faculty have contributed to the development of expository writing curriculum, and our math faculties have also collaborated. One outcome in math was that 1,500 of DOE's 2010 graduates received letters inviting them into UH's college level math courses on the basis of their high school Algebra 2 performance.

In February 2010 I announced the Hawai'i Graduation Initiative before the state legislature - our goal is to increase completion of college degrees by 25% by 2015. In March we joined 23 other states in the Complete College America Alliance that aims to increase the number of students who graduate from college with certificates and 2- and 4-year degrees.

Like the rest of the nation, Hawai'i urgently needs to produce an educated population to meet workforce needs and to keep competitive in an innovative and globally interconnected world. A Board of Education college and career ready diploma is a critical step toward that process, and it will give Hawai'i's students a firm basis as they prepare for gainful employment or college entry. We urge you to approve Senate Bill 810. Thank you for the opportunity to testify.



**STATE OF HAWAII  
BOARD OF EDUCATION**

PO BOX 2360  
HONOLULU, HI 96804

OFFICE OF THE STUDENT MEMBER

January 29, 2011

**TO:** Chair Tokuda,  
Honorable Members of the Senate Education Committee

**FROM:** Mark Dannog, Student Member  
Hawaii State Board of Education

**SUBJECT:** **TESTIMONY REGARDING SB NO. 0810**

The Hawaii State Board of Education strongly believes that all students should have the best education possible and remains committed to improving the quality thereof. The Board also firmly supports that all students be *college or career ready* by the end of their senior year. We are working diligently with the state Department of Education, to ensure that the necessary foundations and framework are in place to accomplish this task.

Currently, there are proposed amendments to Board Policy 4540, "*High School Graduation Requirements and Commencement Policy*", which increases the necessary credits required for graduation, and would ensure that all seniors are "college or career ready" upon graduation. The Department is still working on how they plan to implement the amendments, in order to ensure that efforts to reach the goal of preparing students for life after high school, are successful.

The Board remains committed to improving education quality and the welfare of the students in their schools, and while students are already taking the initiative to prepare themselves for post-high school life, I believe that the Board of Education will re-affirm it's commitment and investment in the students they serve, by taking the necessary steps to ensure that all students are able to compete and live in a global economy and society.

Accordingly therefore, on behalf of the students, I take no position on SB NO. 0810, but ask you to make the same commitment and investment in Hawai'i's children.



Monday, January 31, 2011, 1:15 PM  
State Capitol Room 225

Testimony of  
Tammi Chun  
Executive Director, Hawaii P-20 Partnerships for Education

To the Senate Education Committee  
Senator Jill Tokuda, Chair  
Senator Michelle Kidani, Vice Chair

SB810 Relating to Education

Chair Tokuda, Vice Chair Kidani, and members of the Committee:

SB810 directs the Department of Education to establish high school diploma requirements which prepare graduates for success in careers and college. Hawaii P-20 Partnerships for Education strongly supports the intent of this bill.

Hawaii P-20's goal is that by the year 2025, 55% of working age adults will have a 2- or 4-year college degree and for all working age adults to have the skills to earn a living wage job. In order to reach this goal, Hawaii P-20 supports policies that better prepare high school graduates for success in postsecondary education and training as well as entry-level jobs which provide advancement opportunities to living wage careers. In last year's successful Race to the Top application, the State of Hawaii—including the former Governor, Superintendent, Board of Education Chair, and other community partners—committed to expecting all students, beginning with the high school graduating class of 2018, to earn college and career ready diploma requirements. In fact, during our state's winning Race to the Top presentation to the U.S. Department of Education, Deputy Superintendent Ronn Nozoe identified college and career ready diploma as the "cornerstone of our education reform."

In July 2010, the Board of Education (BOE) Committee on Curriculum, Instruction and Student Support voted to recommend revision of Board Policy 4540 to upgrade graduation requirements so that all students would be expected to complete a rigorous high school curriculum that prepares them for careers and college. We anticipated that the BOE would review and act upon the recommendation in Fall 2010. Attached to my testimony are copies of 25 letters of support from community members submitted to the BOE for the Committee's

Hawaii P-20

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July meeting or for the October General Business Meeting at which we expected board action.

National and local studies reveal that the demand for academic skills in college and workplace are converging. Whether high school graduates choose employment, apprenticeship programs, college, or military service, very similar skills in mathematics and communication are required for success. Data about the need for college remediation and low pass rates on the ASVAB for military enlistment among Hawaii's recent high school graduates demonstrate the importance of preparing students for success beyond high school graduation.

Students themselves are interested in meeting the challenge. In the last 15 months, more than 8,000 8<sup>th</sup>, 9<sup>th</sup> and 10<sup>th</sup> graders have signed a pledge to "Step Up" to meeting diploma requirements for DOE's voluntary college and career ready diploma.

The public is supportive of higher graduation requirements. A national survey of voters in 2010 found that 86% support 'college and career ready' (high school diploma) requirements with 65% strongly supporting these requirements for all students. A 2010 survey by Ward Research found that many of Hawaii's residents supported requirements *even more rigorous* than the proposed revisions to Board Policy 4540: 68% supported high school graduation requirements which are the same as admissions requirements to four-year colleges whether the students plans to go to a four-year college.

High school diploma requirements are traditionally the purview of the Board of Education. We have encouraged the Board of Education to put the recommended revisions to Board Policy 4540 on the agenda at the next General Business Meeting. Thus, we hope that subsequent legislative action on this matter would become redundant. However, Hawaii P-20 appreciates the Senate Education Committee's willingness to advance this important agenda.

*Hawaii P-20 Partnerships for Education is a statewide partnership led by the Good Beginnings Alliance, the Hawaii State Department of Education, and the University of Hawaii System that is working to strengthen the education pipeline from early childhood through higher education so that all students achieve career and college success. P-20 partners share a sense of urgency about the need to improve Hawaii's educational outcomes in an increasingly global economy.*

*The goal of Hawaii P-20 is for 55% of Hawaii's working age adults to have a 2- or 4-year college degree by the year 2025. Hawaii P-20 seeks to achieve this by:*

- Having all children reading at grade level by third grade,*
- Strengthening the rigor of the high school curriculum,*
- Increasing student access and success in college, and*
- Facilitating program and policy development based upon research and data.*

Letters Submitted to the Board of Education in Support of BOE Action to Upgrade High School Graduation Requirements (Board Policy 4540)

1. Todd Bedford, President and CEO, Lifeline Fire & Security, Inc.
2. William Reeves and Deborah Berger, Founders, The Learning Coalition
3. Peter Crouch, Dean, University of Hawaii at Manoa College of Engineering
4. Col. Mike Davino, Director, U.S. Pacific Command Manpower, Personnel and Administration Directorate
5. Mark Fukunaga, Chairman and CEO, Servco Pacific, Inc.
6. Mark Fukunaga, Trustee, Fukunaga Scholarship Foundation
7. Wayne Kato, Chairman of the Board and Wayne Ishihara, President, Honolulu Japanese Chamber of Commerce
8. Gary Kai, Executive Director, Hawaii Business Roundtable
9. John Morton, Vice President for Community Colleges, University of Hawaii System
10. David Nakada, Executive Director, Boys and Girls Club of Hawaii
11. Tammi Oyadomari-Chun, Executive Director, Hawaii P-20 Partnerships for Education
12. Fred Paine, General Manager, Pearlridge Center
13. Clyde Sakamoto, Chancellor, University of Hawaii Maui College
14. Pono Shim, President and CEO, Enterprise Honolulu
15. Christine Sorensen, Dean, University of Hawaii at Manoa College of Education
16. Donn Takaki, President, Island Movers
17. Jim Tollefson, President and CEO, The Chamber of Commerce of Hawaii
18. Shanna Wilson, Student, Waianae High School
19. Stevette Santiago, Chair, Society of Human Resource Managers (SHRM) Hawaii's Workforce Readiness Committee
20. James Hardway, Executive Director, Workforce Development Council
21. Terrance George, Executive Director, Harold K.L. Castle Foundation
22. Ann Mahi, Principal, Roosevelt High School
23. Mark Dunkerley, President and CEO, Hawaiian Airlines
24. Howard Karr, Chair, University of Hawaii Board of Regents
25. M.R.C. Greenwood, President, University of Hawaii System



October 8, 2010

Garrett Toguchi  
Chairperson of the Board of Education  
Board of Education  
P.O. Box 2360  
Honolulu, HI 96804

Re: Board Policy 4540, High School Graduation Requirements and Commencement Policy

Dear Chair Toguchi,

Lifeline Fire & Security Inc., strongly supports the Board Policy 4540 proposal to increase the rigor of high school graduation requirements and adopt a career and college ready diploma beginning with the Class of 2018.

Lifeline is a locally owned and operated security systems company and the proud recipient of both the Kapolei Rotary Club's Employer of the Year Award and Honeywell's Community Service Award for 2009 in recognition of our work in the local communities and families we serve and protect. Our Lifeline ohana believes part of protecting our families and creating better lives is through improved education. With the "Step Up" proposal for a graduate to have a career and college ready diploma it will establish the individual to show confidence and commitment into the next chapter of their lives. Whether the individual chooses to go straight into the workforce or attend college they will have the essential knowledge to build character in whatever career they choose.

Our organization has worked closely with Hawai'i P-20 Partnerships for Education to help promote the "Step Up" Campaign within our company and extended networks. Lifeline will place links, and information on our website of the Step Up program to inform our customer base and community. We support the Step Up campaign's efforts to encourage students to pledge to earn the Board of Education "Step Up" Recognition Diploma which includes a more rigorous curriculum than the regular high school diploma, and has been designed to prepare students for success upon graduation, whether they choose to enroll in college or enter the workforce. We also feel it is imperative, however, that all graduating high school students have the skills and education necessary to stay competitive in the workforce and earn a living wage.

The "College and Career Ready Diploma" for Hawai'i's high school students will directly raise expectations in and outside our public school system and is the cornerstone of Hawai'i's common education agenda which was outlined in Hawai'i's successful Race to the Top proposal.

We believe that increasing the expectations for all students to graduate, beginning with the Class of 2018, is an important step in setting clear targets and improving educational outcomes for our state. We need to raise the bar and send a powerful message to our youth that we believe in them, that when faced with these challenges, they will rise to the expectations and finally, we are there to support them in this endeavor.

We strongly support Board Policy 4540 and the "College and Career Ready Diploma" not only to improve the educational system in Hawai'i, but also for the future of our youth and for the welfare of the state.

Thank you for the opportunity to express our support.

A handwritten signature in black ink, appearing to read "Todd Bedford".

Todd Bedford  
President and CEO  
Lifeline Fire & Security Inc.



October 5, 2010

Mr. Garrett Toguchi  
Chairperson  
Board of Education

RE: "Discussion/Recommendation for Board Action on Board Policy 4540, 'High School Graduation Requirements and Commencement Policy.'" *IN SUPPORT*

Dear Chairperson Toguchi and Members of the Board of Education,

The Learning Coalition strongly supports the career- and college-ready diploma and we urge the Board of Education to implement its requirements beginning with the class of 2018.

The Learning Coalition works closely with public school parents and parent-based organizations to raise expectations and encourage both parents and their children to ask more of themselves. This is extremely difficult to accomplish without a culture of high expectations emanating from within the system, lead by our Board of Education.

While there are numerous studies linking low expectations to low performance in public schools, in Hawaii one need only ask the teachers and principals of our struggling schools about the strength of this correlation. Currently, the lack of rigor within the system means that many "graduates" have insufficient skills to enter the workforce in all but a menial capacity or require remedial work to continue on to higher education.

With vision and leadership, the Board of Education can begin to change the culture of education and its importance in our community by leading the public schools, their students, and their families to demand more of themselves. The career- and college-ready diploma for Hawaii high school students will directly raise expectations in and outside of our public school system and is fully in keeping with the strong package of reforms outlined in Hawaii's Race To The Top plan. Our idyllic yet remote location makes it even more essential that Hawaii's public school system focus on instilling within our children a culture of excellence to meet the needs of both their and our future.

Thank you for your consideration.

Sincerely,

Handwritten signature of William Reeves in cursive.

Handwritten signature of Deborah Berger in cursive.

William Reeves and Deborah Berger  
Founders, The Learning Coalition





UNIVERSITY  
of HAWAII®  
MĀNOA

College of Engineering

PETER E. CROUCH  
DEAN

October 7, 2010

Mr. Garrett Toguchi, Chairperson  
State of Hawaii Board of Education  
P.O. Box 2360  
Honolulu, HI 96804

Re: Testimony in Strong Support of the Proposed Revision to Board Policy 4540: High School Graduation Requirements and Commencement Policy. General Business Meeting – October 7, 2010

Dear Chair Toguchi and Members of the Board of Education:

I am writing in strong support of the proposed revision to Board Policy 4540 which makes the voluntary requirements of the BOE Recognition Diploma expected for all students beginning with the Class of 2018. As Dean of the University of Hawai'i at Mānoa (UHM), College of Engineering, I am keenly aware of the critical need for this rigorous academic preparation. It is especially relevant for students interested in engineering, science and technology related jobs, which comprise a growing segment of employment opportunities in current and future markets.

The UHM College of Engineering is aggressively striving to position the State's only school of engineering. Our viable and relevant focus is to deliver a significant proportion of the State's engineering and construction sector workforce, and to play an important role in developing and retaining high technology enterprises and personnel in the State of Hawai'i. Our success depends on collaboration with major engineering and technology stakeholders as well as a strong pipeline of college-ready high school graduates. As such the College has a vested interest in STEM policies and education in Hawaii schools and strongly advocates the Hawaii State Department of Education programs that addresses the State's STEM educational and workforce needs.

The BOE Rigorous High School Diploma is a solid step toward addressing the need for stronger mathematics, science and writing skills at the pre-college level. Proper development of these skills requires considerable planning and preparation over a period of years. The Rigorous High School Diploma will provide a roadmap and foundation for all students to continue to higher education, or join the workforce directly and ultimately, to compete in any chosen field.

The College of Engineering clearly understands that a roadmap alone will not ensure success, and therefore continues to expand its support of K-12 STEM outreach through initiatives such as the High School Engineering Internship Program, FIRST Pre-Academy for Middle School Teachers, Engineering Expo, Robotics, and others.

We appreciate this opportunity to provide a letter in strong support of the proposed revision to the Board of Education Rigorous High School Diploma and look forward to our continued partnership and collaboration.

Sincerely,

A handwritten signature in cursive script that reads "P. Crouch".

Peter E. Crouch  
Dean

2540 Dole Street, Holmes Hall 240  
Honolulu, Hawai'i 96822  
Telephone: (808) 956-7727  
Fax: (808) 956-2291

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**SUBJECT: US Pacific Command Testimony in Support of the Revision to Board Policy 4540, General Business Meeting of the Hawaii Board of Education, 7 October 2010.**

**Board Chairperson Toguchi, Superintendent Matayoshi and Board Members,**

I am COL Mike Davino, Director of the US Pacific Command Manpower, Personnel and Administration Directorate. The education of the children of military members assigned to Hawaii falls within my purview. It is for this reason that I testify on behalf of military families and our military leaders in support of the revision of Board of Education Policy 4540, "High School Graduation Requirements and Commencement Policy." USPACOM strongly advocates for the new "College and Career Ready Diploma."

Maintaining a strong national defense requires workers who can do such diverse tasks as run a hospital, program a computer system, operate a nuclear reactor, command a tank or repair and maintain a helicopter. Over 500,000 military members are in science, engineering and technology jobs. The military understands the value of a highly educated workforce and prizes education not only for our service members but for our children.

The civilian world is very similar. Jobs that require at least some post-secondary education or equivalent skills make up more than 2/3rds of all new jobs according to the Educational Testing Service. Unskilled jobs are disappearing and demand for higher skills continues to rise.

High expectations are an essential ingredient in promoting student success. Nation-wide 42% of high school graduates are not prepared for college-level classes and 45% are not prepared to advance beyond entry-level jobs. If we expect more from our students, we will get more. The North Central Regional Educational Laboratory research indicates "schools that establish high expectations for all students – and provide the support necessary to achieve these expectations – have high rates of academic success."

In a 2005 study, "Rising to the challenge: Are High School Graduates Prepared for College and Work?" high school graduates who did not go to college indicated that 80% would have worked harder in school if more had been demanded of them. When asked, "Would you have taken more challenging courses in at least one area of study in high school, 62% of college students and 72% of students who did not go to college said, "Yes." Many states have made the decision to require all students to take Algebra II, for example. And it's working. Hawaii can be among them.

Having high expectations is not all there is to success. The commitment to implement a more challenging academic program must be accompanied by the commitment to develop support systems that provide help when needed to guarantee student achievement. This is an essential responsibility that must be built in from the start.

On behalf of military families, I urge the Board to adopt the Recognition Diploma as the official diploma of the Hawaii Public School System. This is not only a Race to the Top initiative, this is an investment in the future of Hawaii and the children you educate.



# SERVCO PACIFIC INC.

2050 Pukoloa Street • Bldg 800 • Honolulu, Hawaii 96818 • Telephone: (808) 544-1300 • Facsimile: (808) 623-8937 • www.servco.com

October 6, 2010

10 OCT-6 P3:38  
BOARD OF EDUCATION

Garrett Toguchi  
Chairperson of the Board of Education  
Board of Education  
P.O. Box 2360  
Honolulu, HI 96804

Re: Board Policy 4540, High School Graduation Requirements and Commencement Policy

Dear Chair Toguchi:

Servco Pacific Inc. strongly supports the Board Policy 4540 proposal to increase the rigor of high school graduation requirements and adopt a career and college ready diploma beginning with the Class of 2018.

Servco Pacific Inc. is a local company which has been doing business in Hawaii since 1919. Servco currently employs 924 employees in the state. It is our policy to seek the most highly qualified and motivated candidates for employment in our businesses, and it is for that reason that we support the raising of the bar for Hawaii's high school students.

Our organization has worked closely with Hawai'i P-20 Partnerships for Education to help promote the "Step Up" Campaign within our company and extended networks. The Diploma requires a more rigorous curriculum than the regular high school diploma, and has been designed to prepare students for success upon graduation, whether they choose to enroll in college or enter the workforce. We also feel it is imperative, however, that all graduating high school students have the skills and education necessary to stay competitive in the workforce and earn a living wage.

The "College and Career Ready Diploma" for Hawai'i's high school students will directly raise expectations in and outside our public school system and is the cornerstone of Hawai'i's common education agenda which was outlined in Hawai'i's successful Race to the Top proposal.

We believe that increasing the expectations for all students to graduate, beginning with the Class of 2018, is an important step in setting clear targets and improving educational outcomes for our state. We need to raise the bar and send a powerful message to our youth that we believe in them, that faced with these challenges, they will rise to the expectations and finally, we are there to support them in this endeavor.

We strongly support Board Policy 4540 and the "College and Career Ready Diploma" not only to improve the educational system in Hawai'i, but also for the future of our youth and for the welfare of the state.

Thank you for the opportunity to express our support.

Very truly yours,

Mark H. Fukunaga  
Chairman & CEO



October 1, 2010

Garrett Toguchi  
Chairperson of the Board of Education  
Board of Education  
P.O. Box 2360  
Honolulu, HI 96804

Re: Board Policy 4540, High School Graduation Requirements and Commencement Policy

Dear Chair Toguchi:

The Fukunaga Scholarship Foundation strongly supports the Board Policy 4540 proposal to increase the rigor of high school graduation requirements and adopt a career and college ready diploma beginning with the Class of 2018.

The Fukunaga Scholarship Foundation was founded by a Deed of Trust in 1950 for the purpose of providing funds to support Hawaii residents who are pursuing a degree in Business or a Business-related field. Every year, over \$160,000 is awarded to Hawaii students by the Foundation. The students that we support often bring their knowledge back to enrich the local economy. We are proud to have many local business executives among our alumni.

Our organization has worked closely with Hawai'i P-20 Partnerships for Education to help promote the "Step Up" Campaign within our company and extended networks. This year, we have made it a requirement that the students earn the "Step Up" Recognition Diploma in order to be eligible to receive a Fukunaga Scholarship. We support the "Step Up" campaign's efforts to encourage students to pledge to earn the Board of Education "Step Up" Recognition Diploma. The Diploma requires a more rigorous curriculum than the regular high school diploma, and has been designed to prepare students for success upon graduation, whether they choose to enroll in college or enter the workforce. We also feel it is imperative, however, that all graduating high school students have the skills and education necessary to stay competitive in the workforce and earn a living wage.

The "College and Career Ready Diploma" for Hawai'i's high school students will directly raise expectations in and outside our public school system and is the cornerstone of Hawai'i's common education agenda which was outlined in Hawai'i's successful Race to the Top proposal.

We believe that increasing the expectations for all students to graduate, beginning with the Class of 2018, is an important step in setting clear targets and improving educational outcomes for our state. We need to raise the bar and send a powerful message to our youth that we believe in them, that faced with these challenges, they will rise to the expectations and finally, we are there to support them in this endeavor.

We strongly support Board Policy 4540 and the "College and Career Ready Diploma" not only to improve the educational system in Hawai'i, but also for the future of our youth and for the welfare of the state.

Thank you for the opportunity to express our support.

Very truly yours,

Mark H. Fukunaga, Trustee

October 5, 2010

Mr. Garrett Toguchi  
Chairperson of the Board of Education  
Board of Education  
P.O. Box 2360  
Honolulu, HI 96804

Re: Board Policy 4540, High School Graduation Requirements and Commencement Policy

Dear Chair <sup>Garrett</sup> Toguchi:

The Honolulu Japanese Chamber of Commerce (HJCC) is in strong support of Board Policy 4540 which if passed, would increase the high school graduation requirements and adopt a career and college ready diploma beginning with the Class of 2018.

The HJCC was founded in 1900 and is one of Honolulu's major business organizations, representing a cross-section of the city's businesses, industries and professions. As members of the Chamber, businesses and government professional collectively seek solutions to Hawaii's community and business problems which can best be solved by group action.

Working to improve Hawaii's public school system is a high priority of our membership, evidenced by the results of our annual membership surveys. Member businesses have witnessed a steady decline in the quality of young people entering the workforce.

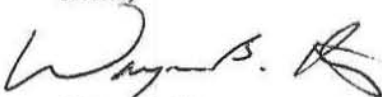
The HJCC has actively supported Hawaii's Race to the Top initiative and the "Step Up" Campaign as advocated by Hawaii's P-20 Partnerships for Education. We in business know that one of the best ways to motivate performance is to set higher goals. People will move mountains to achieve goals. Requiring one additional math and laboratory science course and a senior project are reasonable expectations for a college and career ready diploma.

The "College and Career Ready Diploma" for Hawai'i's high school students will directly raise expectations in and outside our public school system and is the cornerstone of Hawai'i's common education agenda which was outlined in Hawai'i's successful Race to the Top proposal.

We ask that you approve Board Policy 4540 and we believe it is an important step in setting clear targets and improving educational outcomes for our state. We need to raise the bar and send a powerful message to our youth that we believe in them, that faced with these challenges, they will rise to the expectations and finally, we are there to support them in this endeavor.

Thank you for this opportunity to express our support of this measure that affects Hawaii's future.

Aloha,



Wayne B. Kato  
Chairman of the Board



Wayne T. Ishihara  
President

cc: Governor Linda Lingle  
Superintendent Kathryn Matayoshi

2454 South Beretania Street, Suite 201  
Honolulu, Hawaii 96826

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\*10 OCT 12 P 2:12

September 30, 2010

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**Garrett Toguchi, Chairperson**  
Board of Education  
Hawaii Department of Education  
P.O. Box 2360  
Honolulu, HI 96804

**Subject:** Board of Education General Business Meeting of October 7, 2010  
Board Policy 4540, High School Graduation Requirements and  
Commencement Policy

Dear Chair Toguchi and Members of the Board:

I am writing on behalf of the Hawaii Business Roundtable to express strong support for the proposed adoption of Board Policy 4540 beginning with the Class of 2018. The adoption of the college and career ready diploma which will make the Board of Education's voluntary "Step Up" Recognition Diploma the expectation for all graduates, and the Department of Education's recommendation is fully supported by the Hawaii Business Roundtable.

The Roundtable has focused on public education since its inception. Its members have a vital stake in public education through its employees, their children and their families. It is also vital to our economy and community that we prepare our young people, to the best of their abilities, for their future roles in our community. We have supported Hawaii's winning effort in its Race to the Top application and note that one of the key elements raising graduation requirements.

A recent study by the Georgetown University Center on Education and the Workforce citing the growth in postsecondary education job requirements reinforces the need for the adoption of a college and career ready diploma. We see these higher standards as an important and necessary step in the continuing efforts to improve public education in Hawaii. We will continue to support the work of the Department of Education and the Hawaii P-20 Council to promote the more rigorous curriculum of the voluntary BOE "Step Up" Recognition Diploma but we look forward to the time when the college and college ready diploma becomes the standard expectation for all students.

HAWAII BUSINESS ROUNDTABLE

September 30, 2010

Page 2

We laud your efforts to raise the education standards for our children and will continue to support those efforts in the future.

Thank you.

Sincerely,

A handwritten signature in cursive script, appearing to read "Gary Kai". The signature is written in black ink and is positioned above the printed name and title.

Gary Kai  
Executive Director



**UNIVERSITY**  
*of HAWAII*  
SYSTEM

**John Morton**  
Vice President for Community Colleges

September 30, 2010

Mr. Garrett Toguchi  
Chair, Board of Education  
P.O. Box 2360  
Honolulu, HI 96804

RE: Board Policy 4540, High School Graduation Requirements and  
Commencement Policy

Dear Chair Toguchi:

I regret that I cannot be there in person to testify in favor of this proposed Board of Education action. Ironically, I am in Nashville attending a meeting convened by the Education Commission of the States to address the critical issue of remedial/developmental education within the community colleges.

While the need for remedial/developmental education among community colleges students has many dimensions, one of the critical success factors that has been identified for high school students is that K-12 systems and community colleges must align standards with expectations and then communicate early and often the importance of reaching those standards to prospective students. The proposed new graduation requirements do just that.

The State's P-20 Initiative has the goal of more students earning a post-secondary credential. This goal is not simply a hope but a recognition of the stark reality that 65% of the jobs in Hawai'i will require such a post-secondary credential by the year 2018. If we do not establish appropriate standards and then work together to help students reach those standards, we will be forcing students to either spend a year or more in preparatory work before they enter their post-secondary program of choice or we will be shutting the door on good jobs for too many Hawai'i residents.

I believe that we all understand that reaching the standards represented by the proposed graduation policy will require us to change the way we teach and the way we support students in their learning. But that is exactly what we need to do. In the same way that the standards raise the bar for students so they can make the transition to college or work, the standards raise the bar for the teachers, counselors, and others as well. The result will be a better prepared student with a strong background in communication skills, in mathematics, in science, and in learning that they will bring to their job or to their college experience.

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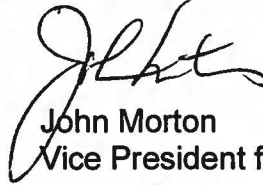
Page 2

Letter to Chair Garrett Toguchi

Board Policy 4540 High School Graduation Requirement & Commencement Policy  
September 30, 2010

We in the community colleges remain committed to working closely with you in helping students reach these proposed new graduation requirements and we urge their adoption by the Board of Education.

Sincerely,

A handwritten signature in black ink, appearing to read "John Morton", written in a cursive style.

John Morton  
Vice President for Community Colleges

October 1, 2010

Garrett Toguchi  
Chairperson of the Board of Education  
Board of Education  
P.O. Box 2360  
Honolulu, HI 96804

Re: Board Policy 4540, High School Graduation Requirements and Commencement Policy

Dear Chair Toguchi:

The Boys and Girls Club of Hawai'i strongly supports the Board Policy 4540 proposal to increase the rigor of high school graduation requirements and adopt a career and college ready diploma beginning with the Class of 2018.

Boys & Girls Club of Hawai'i (BGCH) is a non-profit organization dedicated to inspiring Hawai'i's youth to become responsible citizens. BGCH currently operates 9 sites on Oahu and Kauai, where BGCH members can access a multitude of programs and services. We strongly believe that every youth deserves the opportunity to an education that will prepare him/her for a successful future.

Our organization has worked closely with Hawai'i P-20 Partnerships for Education to help promote the "Step Up" Campaign within our organization. We have not only encouraged our kids to earn the Board of Education Step Up Diploma, but also offer the *Boys and Girls Club Youth Education Enrichment Scholarship* to a selected Boys and Girls Club member who graduates with this diploma starting with the Class of 2013. We want to support our students taking a more rigorous curriculum and feel that the more challenging classes students take, the more they learn and the more likely they will graduate on-time and go on to college.

The "College and Career Ready Diploma" for Hawai'i's high school students will directly raise expectations in and outside our public school system and is the cornerstone of Hawai'i's common education agenda which was outlined in Hawai'i's successful Race to the Top proposal.

We believe that increasing the expectations for all students to graduate, beginning with the Class of 2018, is an important step in setting clear targets and improving educational outcomes for our state. We need to raise the bar and send a powerful message to our youth that we believe in them, that faced with these challenges, they will rise to the expectations and finally, we are there to support them in this endeavor. This is the mission of our organization as well.

We strongly support Board Policy 4540 and the "College and Career Ready Diploma" not only to improve the educational system in Hawai'i, but also for the future of our youth and for the welfare of the state.

Thank you for the opportunity to express our support.

Sincerely,



David Nakada  
Executive Director



**Administrative Office**  
1523 Kalakaua Ave.  
Suite #202  
Honolulu HI 96826  
Tel 808-949-4203  
Fax 808-955-4496  
www.bgch.com

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**HAWAII P-20**  
Partnerships for Education  
*Spark. Transform. Excel.*

October 1, 2010

Garrett Toguchi  
Chairperson  
State of Hawaii Board of Education  
P.O. Box 2360  
Honolulu, HI 96804

Dear Chairman Toguchi:

I am writing in support of the Hawaii Department of Education's proposed revision of Board Policy 4540, particularly, the college and career ready diploma for the class of 2018 and beyond.

In March 2008, the Board of Education made a significant move to increase the rigor of the voluntary BOE Recognition Diploma beginning with the class of 2013. The rigorous BOE Recognition Diploma, promoted as the BOE "Step Up" Recognition Diploma, specifies courses that prepare graduates for college or success in careers leading to a living wage job. In the initial roll out of the Step Up campaign, more than 6,200 ninth and tenth graders (class of 2013 and 2014) pledged to "stay in school, to work hard, to stay out of trouble and to prepare for either a career or for college by earning the BOE Recognition Diploma" and 105 businesses and community organizations have pledged to support students' goal of career and college readiness.

Setting goals, especially those related to graduation, are critically important. Evidence from other states and districts demonstrates the positive impact of college and career ready graduation requirements. For example, in Texas, a "Recommended High School Program" (RHSP) has been available as a voluntary option for the last decade, but since the Class of 2008, all students have been automatically enrolled in the RHSP, their college and career ready diploma. During this time, Texas' graduation rates have remained stable while completion of the RHSP has increased:

<i>Graduation year</i>	<i>Graduation rate (including special education)</i>	<i>RHSP</i>
2006	80%	75%
2007	78%	78%
2008*	79%	81%

*\*Year that Recommended High School Program became expected of all students*

Locally, from 2006-2009, Hawaii's GEAR UP Scholars graduated, earned BOE Recognition

Hawaii P-20

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Diplomas, and enrolled in colleges at higher rates than their peers. The GEAR UP Scholars were students from high poverty schools who, as eighth graders, signed pledges to earn the BOE Recognition Diploma. Like their earlier counterparts, 47% of Class of 2009 GEAR UP Scholars earned BOE Recognition Diplomas compared with 33% of graduates statewide. A summary of Scholars results are enclosed with this testimony. Hawaii's GEAR UP program demonstrated the impact of students' setting goals on a voluntary basis without coordinated school or statewide reforms.

However, bolder steps than the voluntary BOE Recognition Diploma are needed to prepare students for success in careers and college and for citizenship in the 21<sup>st</sup> century as well as to meet Hawaii's workforce needs. A 2007 3 Point Consulting report on Hawaii employers' needs found that employees with a high school diploma must demonstrate strong basic mathematics and communications skills—much like those in the 4540 proposal—in order to advance to a living wage job. 3 Point concluded, "Expectations should be set such that meeting them gives students access to the best career path they might reasonably pursue without a college degree. Setting standards any lower shuts the door on good career opportunities as a matter of public policy."

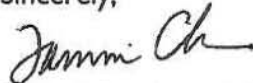
Likewise, a new report from Georgetown University's Center on Education and Workforce found that Hawaii has a high need for workers with education and training beyond high school. Given projected retirements and new jobs, Hawaii's need for an educated workforce in 2018 ranks 10<sup>th</sup> in the nation. Of all Hawaii jobs, 65% are expected to require postsecondary training in 2018. Nationally, 36% of jobs will require a high school diploma only or less, and those jobs are clustered toward the low end of the wage scale.

By adopting the college and career ready diploma as expectation for all Hawaii graduates, Hawaii would join 22 other states in increasing the rigor of graduation requirements for future graduating classes. Also, the college and career ready diploma is widely supported by the public. A national poll in May 2010 found that 86% of voters favor graduation requirements like those in DOE's 4540 recommendation. Furthermore, a Hawaii poll in May 2010 found that 68% of residents supported even more rigorous high school graduation requirements; they supported graduation requirements that are the same as admission requirements to four-year colleges whether students planned to go to a four-year college or not.

Hawaii P-20 fully supports the proposal for a college and career ready diploma. We are pleased to continue to work with DOE, the University of Hawaii and employers to ensure that colleges and employers recognize the rigorous high school diploma as preparing graduates for success in college and careers. We will also facilitate development of teacher training and other supports for school and student success in achieving career and college readiness. This collaboration and the recommended BOE action regarding Board Policy 4540 are critical components of achieving the state's goal of 55% of working age adults having a two- or four-year degree and 100% being career and college ready by 2025.

We look forward to our continued partnership with BOE and DOE in this matter.

Sincerely,



Tammi Oyadomari-Chun  
Executive Director

## Hawaii P-20 Partnerships for Education Results of the GEAR UP Scholars Program

Hawaii's GEAR UP Scholars Program included about 7,500 students from the high school graduating classes of 2006 through 2009. As 8<sup>th</sup> graders in high poverty schools, (50% or more of students eligible for Free and Reduced Lunch), GEAR UP Scholars signed a pledge to stay in school, study hard and prepare for college by earning the BOE Recognition Diploma. Four classes of GEAR UP Scholars graduated high school, and GEAR UP Scholars' outcome data demonstrate the consistent impact of the program design.

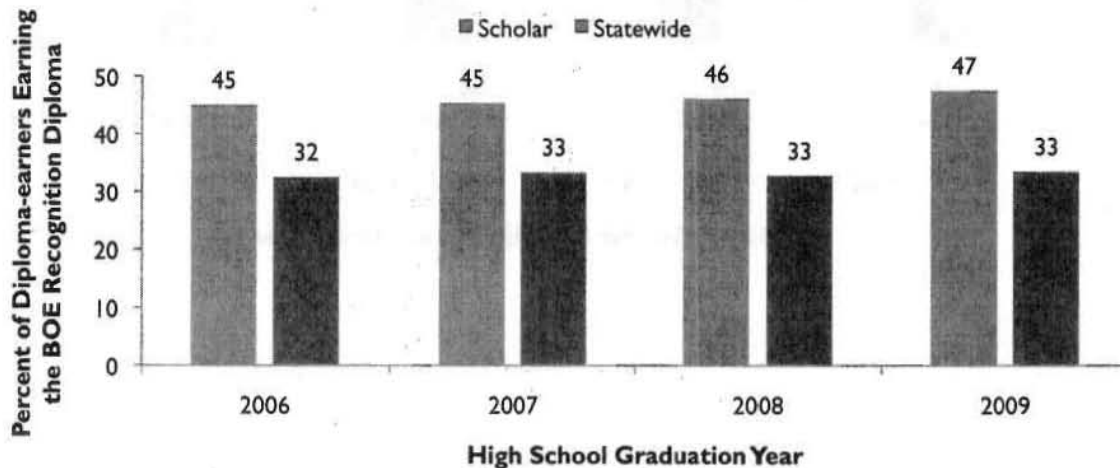
Every graduating class of GEAR UP Scholars earned the BOE Recognition Diploma at a rate higher than their peers (see Figure 1). Importantly, low-income GEAR UP Scholars earned Honors Diplomas at a significantly higher rate than students eligible for Free/Reduced Price Lunch statewide and even non-low income students statewide (see Figure 2).

GEAR UP Scholars also enrolled in higher education at higher rates than their non-participating peers (see Figure 3).

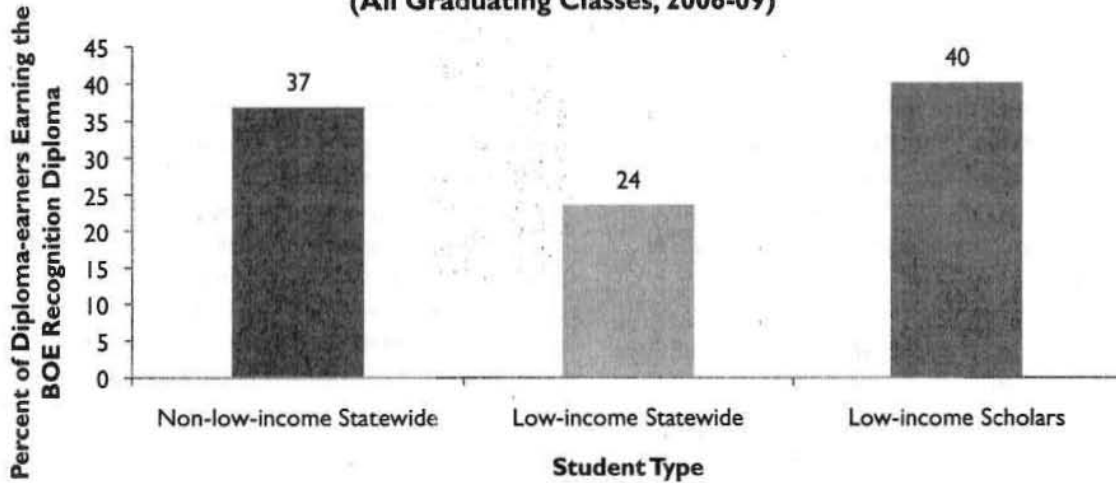
In addition to signing the student pledge, GEAR UP Scholars received additional services:

- GEAR UP provided Scholars with information about college preparation, application, and financing processes via direct mailing.
- Scholars were referred to career and college prep programs for which they were eligible (e.g., Upward Bound, Na Pua Noeau).
- Scholars were invited to regional college prep activities such as assistance to complete financial aid applications.
- Scholars who earned the BOE Recognition Diploma and demonstrated financial need were eligible to apply for a federally funded GEAR UP scholarship for college. The scholarship is administered through the Hawaii Community Foundation.
- At high schools in high poverty communities, Scholars participated in student clubs for Scholars "GEAR UP Hui."

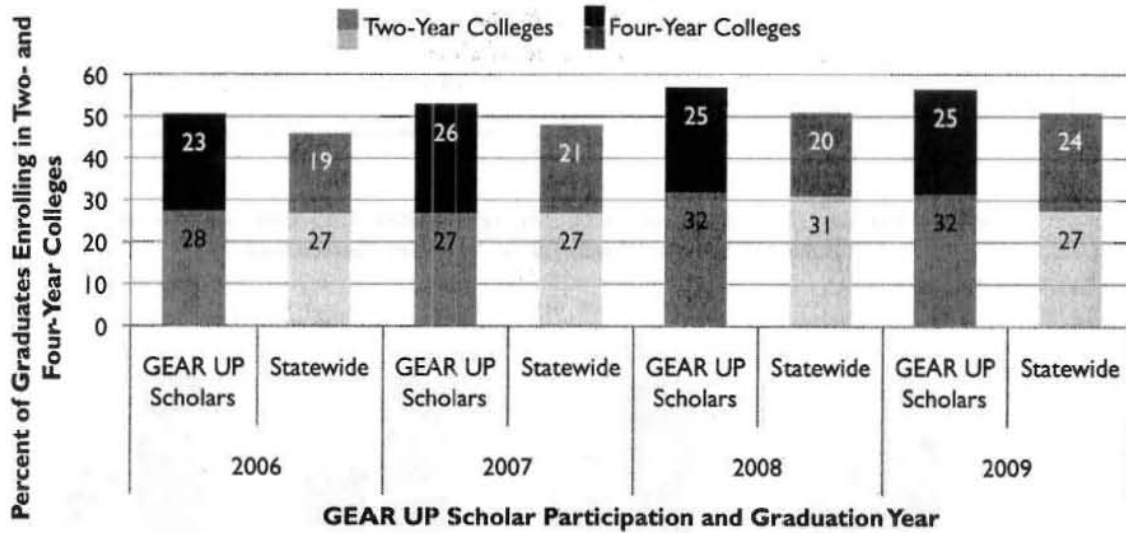
Figure 1: Percent of Diploma-earners Earning the BOE Recognition Diploma by GEAR UP Scholar Participation and Graduation Year



**Figure 2: Closing the Attainment Gap: Comparison of the Percent Non-low-income, Low-income, and Low-income GEAR UP Scholar Diploma-earners Earning the BOE Recognition Diploma (All Graduating Classes, 2006-09)**



**Figure 3: Percent of Graduates Enrolling in Two- and Four-Year Colleges by GEAR UP Scholar Participation and Graduation Year**





## PEARLRIDGE

October 4, 2010

Garrett Toguchi  
Chairperson of the Board of Education  
Board of Education  
P.O. Box 2360  
Honolulu, HI 96804

Re: Board Policy 4540, High School Graduation Requirements and Commencement Policy

Dear Chair Toguchi,

We are writing this letter today to demonstrate Pearlridge Center's unrelenting support of the Board Policy 4540 proposal to increase the rigor of high school graduation requirements and adopt a career and college ready diploma beginning with the Class of 2018.


Our organization has worked closely with Hawai'i P-20 Partnerships for Education to help promote the "Step Up" Campaign within our company and extended networks. We support the campaign's efforts to encourage students in a pledge to earn the Board of Education "Step Up" Recognition Diploma which includes a more rigorous curriculum than the regular high school diploma, and has been designed to prepare students for success upon graduation, whether they choose to enroll in college or enter the workforce. We also feel it is imperative, however, that all graduating high school students have the skills and education necessary to stay competitive in the workforce and earn a living wage.

We believe that increasing the expectations for all students to graduate, beginning with the Class of 2018, is an important step in improving educational outcomes for our state and preparing our students for a more successful future. We need to raise the bar and send a powerful message to our youth that we believe in their ability to strive for excellence and reach higher, more challenging goals.

Board Policy 4540 and the "College and Career Ready Diploma" will not only improve the educational system in Hawai'i, but also the future of our youth and the welfare of the state.

Thank you for the opportunity to express our support.

Sincerely,



Fred Paine  
General Manager  
Pearlridge Center



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**MAUI COLLEGE**

October 4, 2010

Mr. Garrett Toguchi, Chair  
Board of Education  
P.O. Box 2360  
Honolulu, HI 96804

Dear Chair Toguchi:

This letter supports the proposed Board of Education action (Board Policy 4540, High School Graduation Requirements and Commencement Policy) to strengthen high school student readiness for college and increasingly demanding workforce expectations. As the University of Hawai'i Maui College moves toward preparing our graduates for more complicated and technical expectations in a more competitive global, national and state economy, each of the proposed improvements under consideration will address the growing recognition that our DOE and UH System students must recognize and face. The dramatic economic and employment shifts occurring in most countries, states, and communities pose new realities and uncertainties.

Given these obvious developments, UHMC established industry and sector partnerships with health, high tech, public safety, social services and other partners locally and with energy and culinary and visitor industry partners globally. Through our international institutional relationships and an acceptance of our global economic environment, UHMC accepts the acceleration of our global connections and understands the need for our students and graduates to meet technical, scientific and service standards of global clients and employers. We visualize your students as our graduates who will be better prepared to adapt to these new realities and dynamic changes through the raising expectations of student performance through the proposed DOE changes. Our students from the DOE and UHMC and other parts of our UH System must confront the competitive challenges ahead. If our graduate-developed and provided services, products and innovations are to meet international standards, our competencies and levels of mastery must be raised at both DOE and UHMC levels.

We see our partnership with the DOE through the P-20, Hi-Pass and other past initiatives as core to our joint success with students who begin with you and continue with us. At UHMC, we have valued the long-standing and important connections between the DOE and UH in Maui County. I would, therefore, add my support for the adoption of these new expectations and requirements.



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Mr. Garrett Toguchi, Chair  
October 4, 2010  
Page 2

We look forward to fulfilling the promise of our students' future through collaboratively elevating their performance. It begins with our common expectation that they can and will perform. Thank you for the opportunity to join you in this effort.

Sincerely,



Clyde M. Sakamoto, EdD  
Chancellor

October 6, 2010

Garrett Toguchi  
Chairperson  
Hawaii State Board of Education  
P.O. Box 2360  
Honolulu, HI 96804

Re: Support for revision to Board Policy 4540

Dear Chairman Toguchi and Members of the Board,

I am writing on behalf of the Board of Enterprise Honolulu in support of the proposed revisions to Board Policy 4540 that will raise the curriculum rigor for Hawaii students beginning with the class of 2018. The revisions to make the voluntary requirements of the BOE Recognition Diploma expected for all students is an important one since it helps elevate the quality of education and prepares students for future career and college choices.

As an economic development organization, we focus on supporting a prosperous, diversified economy in Hawaii for current and future generations. We envision a prosperous community that has achieved energy and food independence, a community with a strong hi-tech industry that provides high-quality, high-paying jobs to our citizens, and a community that supports a healthy, sustainable visitor industry. Our public school system plays a vital role in that vision. The quality of public education in Hawaii directly affects our economy, culture and communities. Continuing to support our children in higher education standards is a key component to a prosperous, competitive and innovative economy. As such, Enterprise Honolulu supports the continuing efforts of raising the level of our public education.

Implementing the revisions to Board Policy 4540 is an initiative to increase the quality of education for our keiki, an initiative that Enterprise Honolulu fully supports.

Mahalo for your consideration,



Pono Shim  
President and Chief Executive Officer

Testimony in Support of the American Diploma Project  
Board Policy 4540

By

Christine Sorensen, Dean,  
College of Education, UH-Mānoa  
October 6, 2010

As Dean of the College of Education at UH-Mānoa, I am writing in support of the American Diploma Project (ADP) implementation in Hawai'i. We believe there is strength in joining a coalition other states committed to developing rigorous curriculum and improved alignment between high school expectations and college and workforce expectations. In Hawai'i, the ADP curriculum should be a part of all students' curriculum to indicate they have taken a rigorous high school program targeted to providing a strong academic foundation for success in careers and college.

The ADP curriculum reflects a focus on providing students with a more comprehensive liberal arts curriculum that includes attention to higher level mathematics, laboratory science and writing. Our belief in a rigorous and relevant liberal arts curriculum is reflected in the programs we have established over many years in the University Laboratory School, where competencies in these areas, as well as in music and arts, are at the core. Using a curriculum very similar to that suggested by ADP has resulted in high performance of our graduates and success in entering both the workplace and postsecondary institutions. We believe all students should have the opportunity to take a similarly rigorous and relevant program of study.

As the Board ponders this action, we encourage members to consider the totality of the commitment necessary to implement the ADP curriculum. Support will be needed for teachers in the form of both professional development as well as access to appropriate instructional materials and laboratory facilities. In some areas of the state, innovative ways for students to meet the standards must be explored, which may include distance alternatives or performance-based credit.

With our years of experience at the Curriculum Research & Development Group (CRDG) and the University Laboratory School (ULS), we are ready to support the Department of Education in its implementation plan. We can work with teachers on using

field-based science laboratories, an option that Hawai'i's rich ecosystems make possible. We can assist schools with planning portable and permanent laboratories. We have expertise in developing online learning modules to support instruction. And we have extensive experience with providing appropriate teacher professional development in all core areas, including mathematics and science.

We thank the Board for this opportunity to testify and encourage you to support the ADP initiative.

c: BOE - Board Policy 4540 10-06-10



September 29, 2010

Garrett Toguchi  
Chairperson of the Board of Education  
Board of Education  
P.O. Box 2360  
Honolulu, HI 96804

Re: Board Policy 4540, High School Graduation Requirements and Commencement Policy

Dear Chair Toguchi,

Island Movers, Inc. strongly supports the Board Policy 4540 proposal to increase the rigor of high school graduation requirements and adopt a career and college ready diploma beginning with the Class of 2018.

Island Movers, Inc. is one of Hawaii's largest diversified transportation services company. By adopting Board Policy 4540, in relation to our business, we believe it will better prepare students to transition into the working environment. Increasing credits in mathematics, English and Science will assist with their ability **to calculate rates and charges, communicate with customers, and analyze spatial movement of objects.**

Our organization has worked closely with Hawai'i P-20 Partnerships for Education to help promote the "Step Up" Campaign within our company and extended networks. As the Step Up program better prepares the work force of tomorrow, as a possible employer, we support the Step Up campaign's efforts to encourage students to pledge to earn the Board of Education "Step Up" Recognition Diploma which includes a more rigorous curriculum than the regular high school diploma, and has been designed to prepare students for success upon graduation, whether they choose to enroll in college or enter the workforce. We also feel it is imperative, however, that all graduating high school students have the skills and education necessary to stay competitive in the workforce and earn a living wage.

The "College and Career Ready Diploma" for Hawaii's high school students will directly raise expectations in and outside our public school system and is the cornerstone of Hawaii's common education agenda which was outlined in Hawaii's successful Race to the Top proposal.

We believe that increasing the expectations for all students to graduate, beginning with the Class of 2018, is an important step in setting clear targets and improving educational outcomes for our state. We need to raise the bar and send a powerful message to our youth that we believe in them, that faced with these challenges, they will rise to the expectations and finally, we are there to support them in this endeavor.

We strongly support Board Policy 4540 and the "College and Career Ready Diploma" not only to improve the educational system in Hawai'i, but also for the future of our youth and for the welfare of the state.

Thank you for the opportunity to express our support.

Sincerely,

*Donn Takaki*

Donn Takaki  
President



October 4, 2010

Mr. Garrett Toguchi  
Chairperson of the Board of Education  
Board of Education  
P.O. Box 2360  
Honolulu, HI 96804

Re: Board Policy 4540, High School Graduation Requirements and Commencement Policy

Dear Chair Toguchi:

The Chamber of Commerce of Hawaii supports the Board Policy 4540 proposal to increase the rigor of high school graduation requirements and adopt a career and college ready diploma beginning with the Class of 2018.

The Chamber is the largest business organization in Hawaii, representing more than 1,000 businesses. Approximately 80% of our members are small businesses with less than 20 employees. As the "Voice of Business" in Hawaii, the organization works on behalf of its members, which employ more than 200,000 individuals, to improve the state's economic climate and to foster positive action on issues of common concern.

Our organization has worked closely with Hawai'i P-20 Partnerships for Education to help promote the "Step Up" Campaign within our company and extended networks. We support the Step Up campaign's efforts to encourage students to pledge to earn the Board of Education "Step Up" Recognition Diploma which includes a more rigorous curriculum than the regular high school diploma. We also feel it is imperative that all graduating high school students have the skills and education necessary to stay competitive.

Also, the Chamber is a strong supporter of the Hawaii State Department of Education's Senior Project Program. It has entered into a private-public partnership with the State's Department of Education in helping to provide mentors from the business community to high school seniors, so that they are better prepared and ready to enter a highly competitive and challenging work force.

To remain competitive, businesses need employees who are prepared to address the quickly altering demands of the 21<sup>st</sup> century workplace. By working with public schools to support this need, students and families win greater access to local jobs, schools win greater support from the business community members, and the business community wins better prepared entry-level workers. Therefore, investment in our students' education is integral to the success of Hawaii's business, economy, and the quality of life.

The "College and Career Ready Diploma" for Hawai'i's high school students will directly raise expectations in and outside our public school system and is the cornerstone of Hawai'i's common education agenda which was outlined in Hawai'i's successful Race to the Top proposal.

We believe that increasing the expectations for all students to graduate, beginning with the Class of 2018, is an important step in setting clear targets and improving educational outcomes for our state. We need to raise the bar and send a powerful message to our youth that we believe in them, that faced with these challenges, they will rise to the expectations and finally, we are there to support them in this endeavor.

We ask, however, that you provide an exemption for the Health Services Pathway and allow students to use this curriculum to qualify for graduation. Besides this request, we support Board Policy 4540 and the "College and Career Ready Diploma" not only to improve the educational system in Hawai'i, but also for the future of our youth and for the welfare of the state.

Thank you for the opportunity to express our support.

Sincerely,

A handwritten signature in black ink, appearing to read "Jim Tollefson", written over a faint circular stamp.

Jim Tollefson  
President and CEO

October,04,2010

Garrett Toguchi  
Chairperson of the Board of Education  
Board of Education  
P.O. Box 2360  
Honolulu, HI 96804

Re: Board Policy 4540, High School Graduation Requirements and Commencement Policy

Dear Chair Toguchi,

I strongly support the Board Policy 4540 proposal to increase the rigor of high school graduation requirements and adopt a career and college ready diploma beginning with the Class of 2018.

I am a ninth grader at Waianae High School. Last year, I pledged a commitment to earn the revised Board of Education "Step Up" Recognition Diploma as part of the Step Up Campaign. I believe that this diploma will help better prepare me for a successful future and give me more choices after high school.

When I graduate I would like to be in a medical field and become a doctor or nurse and I know that by studying hard in high school and earning the BOE Step Up Recognition Diploma I will be closer to reaching my goal.

I believe that if higher expectations are placed upon the youth of Hawai'i it will give us the opportunity to meet challenges and rise to the occasion. Every high school student deserves to have the education that will provide him/her with the necessary skills for life after graduation.

I strongly urge the Board of Education to vote in favor of Board Policy 4540 and the "College and Career Ready Diploma" so that we can all have the opportunity for a brighter future.

Thank you for your consideration.

Aloha,  
Shanna Wilson



Hawaii State Public Library System  
<br>

<b>Input to Board members:</b>
<input type="checkbox"/> Verbal Testimony <input checked="" type="checkbox"/> Written Testimony
Please submit this testimony to the next meeting of (select one):
<input type="checkbox"/> Committee on Administrative Services
<input type="checkbox"/> Committee on Budget & Fiscal Accountability
<input checked="" type="checkbox"/> Committee on Curriculum, Instruction & Student Support
<input type="checkbox"/> Committee on External Affairs
<input type="checkbox"/> Committee on Legislation, Public Charter Schools & Public Libraries
<input type="checkbox"/> General Business Meeting
<input type="checkbox"/> Special Meeting
<input type="checkbox"/> Ad Hoc Committee Meeting

<b>First Name:</b> Stevette	<b>Last Name:</b> Santiago
<b>Organization:</b> SHRM Hawaii and HawaiiUSA FCU	
<b>City:</b> Honolulu	<b>E-mail Address:</b> _____
<b>Phone:</b> _____	<b>Zip:</b> 96817

**Subject:**  
**Support of Board Policy 4540**  
Dear Board of Education Members,

As a member of the Speakers Bureau for the P-20 Group, Chair of SHRM Hawaii's Workforce Readiness Committee, Parent Volunteer for Nuuanu Elementary's SCBM Council, and head of the Human Resources area for HawaiiUSA FCU, I have spent the last 20+ years helping various organizations with their human resources staffing and talent management needs. I submit testimony today not only because of the positions I have held in the community, but as a parent of 3 boys who currently attend high, middle, and elementary schools.

I have often shared with legislators that Human Resources professionals are the best quality control testers of the products that come out of the school systems. After all, we acquire the students from our schools to work in our workplaces. We can provide first hand details of where the gaps are in terms of student preparedness and meeting customer demand. Depending on the school, it is my experience that some students are well prepared and many are not. Not only do they lack the technical and communication skills, but they lack the leadership abilities we need. Those who do not possess any post high school education, find several years into their entry level job, and a marriage and few kids later, they cannot make ends meet.

Because of what I have seen, I strongly support this effort. Failing to make a decision will only delay our students success and place unnecessary hardship on employers to make up for the deficit. This deficit may be in various forms. Perhaps they have to reduce their service standards because of the talent level they have and risk losing business, or perhaps they may experience more costly inefficiencies because it takes much longer to train new hires, or perhaps they might see an increase in workplace theft because employees are struggling financially, and/or perhaps they have to struggle and find funding for training in order to meet customer demand. While we may not be able to control the economy and global competition, we can control the development of the best and brightest workforce.

I commend the BOE and hope this policy moves forward. Making a college level type diploma should never be left up to a 8th or 9th grader. It should be something we decide as a state. I also encourage the BOE to educate the parents so everyone is in alignment and they understand the importance of a post-high school education. It is good not only for our state, but enables our kids to go on to college and ultimately gives them choices to earn a living wage. It is also good for business!

LINDA LINGLE  
GOVERNOR



GREGG YAMANAKA  
CHAIRPERSON  
JAMES P. HARDWAY  
EXECUTIVE DIRECTOR

**STATE OF HAWAII  
WORKFORCE DEVELOPMENT COUNCIL**

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July 12, 2010

To: Dr. Lei Ahu Isa, Chair  
And members of Board of Education Committee on Curriculum, Instruction and Student Support

Date: July 13, 2010

Time: 3:00 p.m.

Place: Queen Liliuokalani Building, 1390 Miller Street, Room 404

From: James Hardway, Executive Director  
Workforce Development Council

**Testimony in Strong Support for Proposed Board Policy 4540-“College and Career Ready Diploma”**

The State of Hawaii Workforce Development Council (“WDC”) is a strong advocate and partner in the efforts to design and adopt a *mandatory career and college ready diploma* for all public High Schools students.

The WDC is a private-sector led body, responsible for advising the Governor and Legislature on preparing Hawaii’s workforce development infrastructure to support economic development and employment opportunities for all. The WDC is also the Statewide Workforce Investment Board for purposes of the federal Workforce Investment Act (“WIA”) of 1998. The WDC assists the Governor and Legislature in developing and updating comprehensive five-year strategic workforce investment plans and oversees workforce investment activities in the state.

The WDC is in strong support of the proposal to establish higher standards of Hawaii public school graduates through action on Board Policy 4540. The WDC believes that adopting more stringent requirements and expectations for high school graduates will improve their readiness for college, trade schools, and their general readiness to join the workforce.

Further, the move to higher standards should reduce the failure rate of Hawaii’s public high school graduates who wish to enter the state’s community college system, but are unable to pass the math and english competency exams. This unfortunate situation results in dissuading

Dr. Lei Ahu Isa, Chair

July 12, 2010

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graduates from attending college or requires them to take remedial math and english courses during their first year of college. By preparing students to attend college before enrolling, the overall education experience for students will be improved.

The WDC strongly encourages the Board of Education to consider and support the "College and Career Ready Diploma" not only to improve the educational system in Hawaii, but to also further the workforce development goals of the State of Hawaii.

Thank you for this opportunity to comment.

To BOE Chair and Committee Members

RE: BOE Policy 4540, High School Graduation Requirements.

As a principal striving to create an school culture and environment that promotes college and career readiness, I feel that it is important to set these goals at the Board Policy level. The recommendations to BOE policy 4540 to align what students will need to move to postsecondary education and career requirements is just the first step. Roosevelt High School has already included expository writing as skills that we imbed throughout the student's English classes from grade 9 -12 resulting in a Senior Research Paper that is required from each student in grade 12. If the Expository writing course becomes a requirement, we would appreciate a proficiency equivalent to college entrance that would allow principals to give students the .5 credit upon passing the assessment during their junior year. Those who do not meet proficiency would have to take the expository writing course during their senior year.

The three credits of sciences, Biology, Chemistry and Physics are already offered at our school in this sequence for 9th, 10th and 11th grade students. Also offered are AP courses and Honors level that are open to all students. Students who complete these requirements may also take elective sciences such as Agriscience, Marine Science, Human Physiology, AP Environmental Sciences, AP Chemistry, AP Physics.

We have also discuss the importance of taking a 4th year of math during the student's Senior year as this is critical in ensuring that they have the ability to apply mathematical thinking and problem solving. We do not want to have students only taking higher math as a 4th credit but integrated math through their academies such as IET, Health, Building and Construction, Arts and Communication, Media and Technology.

We ask that the Board also work to align the new graduation requirements with entrance requirements for the university systems in Hawaii as well as across the US to give our Hawaii graduates the best opportunity to succeed as them move on beyond high school.

In saying that, it is also important to be sure that there is a State of Hawaii Diploma for students who may meet minimum requirements for graduation. This would enable the students with special challenges, inclusive of special education, adult education and others to opt for this diploma rather than a certificate of completion. Choices and options for parents and students are critical in this effort to take the majority to a higher level of expectations and still honor the time and effort of those who may not, through no fault of their own, meet the requirements of the College and Career Ready Diploma.

We have currently 32% free and reduced lunch students and have been able to achieve a 73% college going rate. Our HSA reading rate is 83% for all students and 46% for math. We had a graduation class of 300 students, 14 valedictorians, 97 honor graduates, 130 Senior Project completer students and 8 of 20 special education students who will be attending college ( 2 to a 4 year college and 6 to community college). There is much work for us to do, but if we set high

expectations for students, the changes needed to meet the recommended requirements by the class of 2018 are one that can be accomplished.

Needless to say, this change to the graduation requirements will take support from state and district leadership. Professional development, pedagogy and a change in educational culture that asks the question at each level, "Are our students ready for learning at the next level of schooling (elementary to middle, middle to high, and high school to college and career)?" I ask that you support setting these high expectations for our students in order to ensure that they have a chance in the global world they will be entering and to create a system of support and strong leadership to get us all there.

Sincerely,

*Ann Mahi*

Principal  
Roosevelt High School  
1120 Nehoa Street  
Honolulu, Hawaii 96822  
808-587-4600 ext. 233 Voice  
808-587-4637 Fax

Home of the Mighty Rough Riders





Mark B. Dunkerley  
President and CEO

July 13, 2010

Dr. Lei Ahu Isa  
Chairperson, Committee on Curriculum, Instruction and Student Support  
State of Hawaii Board of Education  
P.O. Box 2360  
Honolulu, HI 96804

Re: Board Policy 4540: High School Graduation Requirements and Commencement Policy

Dear Chairperson Ahu Isa:

I am writing in support of the proposed amendments to Board Policy 4540, to implement a college and career ready diploma and increase the rigor of our public high schools' graduation requirements beginning with the class of 2018.

Hawaiian Airlines has been a strong supporter of adopting a more rigorous curriculum to better prepare Hawaii's students for success after high school. We have worked closely with Hawaii P-20 Partnerships for Education and used our internal communications platforms to help promote the "Step Up" campaign within our company and our extended networks. Hawaiian supports the vision of the "Step Up" campaign that encourages students and their parents to pledge their commitment towards earning the current Board of Education Recognition Diploma. To date, the Step Up campaign has acquired over 5,800 pledge forms from eighth and ninth graders statewide. However, more work is needed to ensure that all of Hawaii's students have the skills and education necessary to stay competitive in the workforce and earn a living wage.

Hawaiian Airlines is the nation's highest-ranked carrier for service quality and performance in 2009 in the 20<sup>th</sup> annual Airline Quality Rating study, having earned that distinction in three of the past four years. Our company has also led all U.S. carriers in on-time performance for each of the past six years (2004-2009) and has been an industry leader in fewest misplaced bags during that same period. Consumer surveys by Condé Nast Traveler, Travel + Leisure and Zagat have all ranked Hawaiian the top domestic airline serving Hawaii.

Much of our accomplishments, awards and recognitions can be attributed to our highly skilled and dedicated staff of over 3,800 employees. We are proud to have the best employees in the business, and in order to maintain our level of high quality service, we need to ensure that our future employees have access to a high quality education. The proposed college and career ready diploma will give Hawaii's students the type of investigative, critical thinking and communication skills we look for as an employer.

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Implementing a more rigorous curriculum is an important step towards ensuring not only the success of Hawaii's students, but also the success of Hawaii's businesses and local economy. Hawaiian Airlines remains committed to improving educational outcomes in Hawaii and fully supports the proposal to increase the rigor of the high school diploma.

Thank you for the opportunity to express our support.

Sincerely,



Mark B. Dunkerley  
President and Chief Executive Officer



# UNIVERSITY OF HAWAII

## BOARD OF REGENTS

July 9, 2010

Dr. Lei Ahu Isa, Chairperson  
Committee on Curriculum, Instruction and Student Support  
Hawai'i Board of Education  
P.O. Box 2360  
Honolulu, HI 96804

**RE: Discussion/Recommendation for Board Action on Board Policy 4540,  
High School Graduation Requirements and Commencement Policy**

Dear Dr. Ahu Isa:

I am writing in support of the proposal before the Board of Education (BOE) to adopt the requirements of the new BOE College and College Ready Diploma for students beginning with the Class of 2018. I urge the members of the BOE Committee on Curriculum, Instruction and Student Support to recommend the approval of these diploma requirements.

In March 2008, the Board of Regents of the University of Hawai'i supported the BOE's adoption of the Recognition Diploma which increased the rigor of the BOE diploma and was voluntary for students. The Regents at that time considered research, presented by the Hawai'i P-20 Initiative, that supported the value of the Recognition Diploma. The Board of Regents then approved amendments to University policies regarding B Plus Scholarships in anticipation of the increased rigor of the Recognition Diploma.

Our efforts at the University level are intended to complement and reinforce your efforts in the high schools and provide real, tangible incentives for students to choose a rigorous course of study. Our shared goal is to better prepare students for future success. Thus, we at the University fully support and pledge to collaborate with you on efforts such as this proposal.

Thank you for the opportunity to express our support.

Sincerely,

A handwritten signature in black ink, appearing to read "Howard H. Karr".

Howard H. Karr, Chair  
University of Hawai'i  
Board of Regents





UNIVERSITY  
of HAWAII®  
SYSTEM

M.R.C. Greenwood, Ph.D.  
President

July 9, 2010

Dr. Lei Ahu Isa, Chairperson  
Committee on Curriculum, Instruction and Student Support  
Board of Education  
P.O. Box 2360  
Honolulu, HI 96804

RE: Discussion/Recommendation for Board Action on Board Policy 4540,  
High School Graduation Requirements and Commencement Policy

Dear Dr. Ahu Isa:

As President of the ten campuses of the University of Hawai'i System, I support the proposal to make the voluntary Board of Education (BOE) *Step Up* Recognition Diploma the requirement for a new BOE College and College Ready Diploma for students beginning with the Class of 2018. I urge the members of the BOE Committee on Curriculum, Instruction and Student Support to support the approval of the new diploma requirements.

We are well aware of the challenges facing our students today, and appreciate the efforts among educators, community members, and stakeholders to ensure that every child in Hawai'i receives a quality education. Toward this end, the University has been an active partner with the Department of Education (DOE) in Hawai'i's participation in the American Diploma Project network which aims to prepare students for college and career readiness. We were a strong supporter in 2008 when the BOE approved the Recognition Diploma, and support your continuing efforts to provide students with a sound foundation for success in citizenship and in careers or college.

In addition, through projects such as the Math Summit, co-sponsored by Hawai'i P-20, the DOE, and the University of Hawai'i (UH) System offices, teachers, faculty, and administrators collaborated to identify high school exit and college entry requirements in order to more closely clarify college readiness. The University of Hawai'i Board of Regents acted to align the requirements of the State of Hawai'i B-Plus Scholarship for DOE graduates attending the UH with the requirements of the BOE Recognition Diploma.

We urge the members of the Board of Education to approve this important proposal to adopt the requirements of the new College and Career Ready Diploma. This diploma will indicate to both colleges and employers that Hawai'i high school graduates have completed a high school program that provides a strong foundation for their future.

Thank you for the opportunity to provide a statement of support on this matter.

Sincerely,

A handwritten signature in black ink that reads "MRC Greenwood".

M.R.C. Greenwood

2444 Dole Street, Bachman Hall  
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