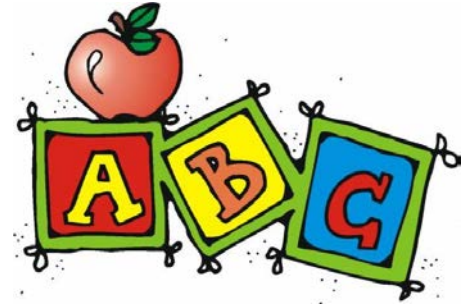


# GM707



Measure Title: Submitting for consideration and confirmation to the Board of Education, Gubernatorial Nominee, JAMES WILLIAMS for a term to expire 6-30-2017.

Report Title: Board of Education

Current Referral: EDU



GOV. MSG. NO. 707

EXECUTIVE CHAMBERS  
HONOLULU

NEIL ABERCROMBIE  
GOVERNOR

March 28, 2014

The Honorable Donna Mercado Kim, Senate President  
and Members of the Senate  
Twenty-Seventh State Legislature  
State Capitol, Room 409  
Honolulu, HI 96813

Dear Senate President Kim and Members of the Senate,

In accordance with the provisions of Article V, Section 6, of the Hawaii State Constitution, I have the honor to submit herewith for your consideration and confirmation, the following nomination to the **Board of Education**:

BOARD OF EDUCATION

TERM TO EXPIRE

James Williams

6/30/2017

Sincerely,

NEIL ABERCROMBIE  
Governor, State of Hawaii

Senate Committee on Education  
Senator Jill Tokuda, Chair  
Senator Michelle Kidani, Vice-Chair

GM 707

Hearing: April 9, 2014; 1:15 p.m.; Rm. 414

Written Statement by Nominee Jim Williams

1. *Having served an inaugural term on the board, what made you decide to re-apply?*

**Response:** Governor Abercrombie asked me to continue to serve on the Board and I agreed. While the Board has made solid progress by adopting our strategic plan, there is still unfinished business in implementing the plan and in monitoring achievement of the objectives set forth in the plan. I believe I can continue to contribute to the success of the Board.

2. *What do you feel has been your most significant contribution to the Board since you were confirmed in 2011?*

**Response:** When the Board was appointed and organized, Chair Horner asked that I chair the Board's Human Resources Committee. In that role, I provided leadership in development of the Goal 2 section (Staff Success) of the strategic plan; drafting Board policies 2055, 5100, and 5200 on performance, evaluation and pay; and adopting and implementing a comprehensive evaluation process for the Superintendent of Education and State Librarian. In addition, to my HR role, I worked with Chair Horner in shepherding the implementation of the new charter school law including the start up of the new Charter School Commission.

3. *What priorities do you feel are critical that the Board take up during the course of the year next term? What role do you see yourself playing in addressing these issues?*

**Response:** As noted above, the Board has adopted a comprehensive strategic plan. During the next three (3) years it will be important for the Board to monitor the degree to which the objectives of the plan are achieved based on the metrics built into the plan. Achievement of the objectives of Goal 2 (Staff Success) of the strategic plan will require focus on leadership development and bringing the educator effectiveness system to fruition. As long as my colleagues want me to serve as Human Resources Committee Chair, my role will be to provide leadership in working with the Department on the above human resource related issues.

Outside of Goal 2 issues, there are two other priorities that I think need particular attention. In the area of student achievement, I would like the Board and the

Department to give more attention to developing proficiency based advancement of students based on achievement of standards. In the area of finance, I would like to see greater focus on leveraging unique and valuable properties for the benefit of all our students statewide. My role in pursuing these issues will be one of being a constant voice as a Board member in keeping these issues in the forefront.

4. *How do you feel individual members, and the Board as a whole, can improve stakeholder and community engagement in the formation of education policy?*

**Response:** I think our Board has done a pretty good job of listening to stakeholders and community organizations as we worked on policy issues. Testimony is solicited at the beginning of each meeting (Board and committees). When issues of considerable interest have arisen, individuals and community groups have presented extensive input. Community meetings have been held on all islands. One possibility for improving stakeholder and community engagement would be to be proactive in sending out questionnaire's and/or surveys prior to taking up policy issues. This could be done either by individual members or by the Board as a whole.

5. *What is the role of the Board in addressing capacity issues at all levels within the Department and taking appropriate action to maintain both productivity and morale?*

**Response:** In many respects, productivity (high performance) and morale are two sides of the same coin. Productivity/performance requires clear direction, such as through policy making and strategic planning. Likewise, employee morale depends on knowing what the system expects in terms of goals and performance. In addition to direction, a high performing system needs to provide adequate resources. Without the needed resources, goals are just dreams and employees lose faith and become frustrated. High performance requires data and feedback, and to be translated into high morale that feedback must be communicated with sincere appreciation. I believe these are the areas the Board needs to stress as we push for improved performance. In the immediate future, I think our Board needs to aggressively pursue the necessary resources to support our employees who have proven they can achieve improved student performance. We also need to be sure that our professionals (teachers and principals) are freed from routine, clerical functions and tasks, so that they can focus their efforts on their core function—improving student achievement.

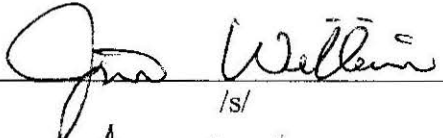
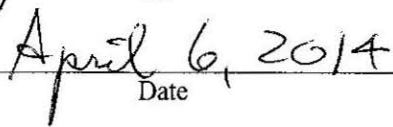
6. *What do you feel have been your most significant lesson(s) learned during your first tenure on the Board? How will this guide you in a second term?*

**Response:** I have been reminded that with an organization of the size and complexity of the Department of Education there will be considerable lag time between the adoption of policy decisions and full understanding and implementation of those decisions throughout the Department. In my second term, I think this realization will

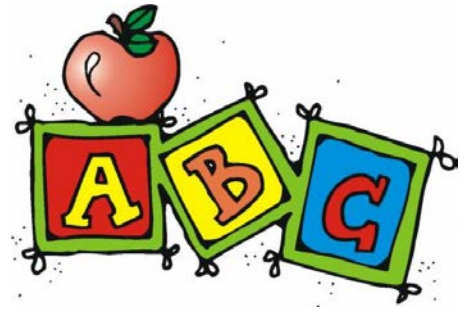
push me to seek more information during policy formation regarding the resources needed and implementation timeframe for proposed shifts in policy.

7. *Can you foresee any possible conflicts of interests that could arise during your service on the Board? How would you overcome any possible conflicts of interest?*

**Response:** The Board is responsible for oversight of the Charter Schools Commission and to handle appeals of certain Commission decisions; and I have been associated with Voyager Public Charter School since its inception. Although I resigned from the Voyager Local School Board upon my appointment to the Board of Education, I would not participate in any decisions directly and specifically relating to Voyager. I do not anticipate any other conflicts, and none have occurred during my first term; however, if a potential conflict arises I will disclose it and seek advice from the Attorney General and/or the Ethics Commission of whether a conflict exists and how to address it.

  
\_\_\_\_\_  
/s/  
  
\_\_\_\_\_  
Date

GM707



TESTIMONY



STATE OF HAWAII  
BOARD OF EDUCATION  
P.O. BOX 2360  
HONOLULU, HAWAII 96804

**Senate Committee on Education**  
Senator Jill N. Tokuda, Chairperson  
Senator Michelle N. Kidani, Vice Chairperson

Wednesday, April 9, 2014  
1:15 p.m.  
Hawai'i State Capitol, Room 414

**Testimony of Brian De Lima, Vice Chairperson**

**GM 707 Confirmation of James D. Williams to the State of Hawai'i Board of Education**

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

On behalf of the Board of Education, I am pleased to fully support the confirmation of James Williams to the State of Hawai'i Board of Education (the "**Board**").

Jim has been a major contributor to the Board's strategic direction. He serves as the chairperson of the Human Resource Committee. Through this role, Jim has accomplished a great deal in working with the Department of Education (the "**Department**") to develop the strategic plan measures related to Goal 2 of the strategic plan focused on staff support. He has also been a driving force in accountability working closely with the Superintendent of Education and the State Librarian to develop meaningful evaluations of their performance. Jim also serves on the Board policy audit working group. The goal of the policy audit is to do a comprehensive review of all Board policies in order to reduce redundancy and increase effectiveness and alignment with the Board and Department's newly approved strategic plan.

Additionally, Jim was instrumental in the implementation of the new 2012 charter school law that created a system aimed at increasing the accountability and performance of the charter schools.

Jim is truly committed to improving the public education system in Hawai'i. The skills Jim brings from his decade-long work as a teacher on Molokai, founder of a Hawai'i charter school, and administrative leadership roles with the Hawai'i State Teachers Association and the Hawaii Employer-Union Health Benefits Trust Fund has served the Board and the larger community well.

The appointed school board has accomplished much in the last three years including implementing the first ever joint (Board and Department) strategic plan. The plan is important because it aligns goals and ensures efficient and effective use of state funds. The appointed school board has also implemented an audit plan which has identified areas of high risk in the Department and has taken steps to mitigate areas of concern. The appointed Board has worked well with the Department but remained steadfast in its oversight responsibilities.

Jim is truly an asset to this Board and we respectfully support his confirmation.

AN AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY EMPLOYER

841 Bishop St., Suite 301  
Honolulu, Hawaii 96813



Telephone: 808 926-1530  
Contact@HEECoalition.org

Senate Committee on Education  
Senator Jill Tokuda, Chair  
Senator Michelle Kidani, Vice Chair

April 9, 2014

This testimony is in support for GM, consideration and confirmation to the Board of Education, Gubernatorial Nominee, JAMES WILLIAMS, for a term to expire 6-30-2017.

Dear Chair Tokuda, Vice Chair Kidani and Committee Members:

The Hui for Excellence in Education (HE'E) is a diverse coalition of over 40 parent and community organizations dedicated to improving student achievement by increasing family and community engagement and partnerships in our schools. Our member list is attached.

One of HE'E Coalition's priorities is influencing policy that affects public education. Therefore, the Coalition staff attends Board of Education Student Achievement Committee meetings on a regular basis. Mr. Williams is a member of this committee. HE'E appreciates Mr. Williams' active and constructive contribution to this committee. Mr. Williams brings important background and experiences to the board. A former teacher on Molokai, Mr. Williams brings his experience and perspective to the discussion, and is always advocating for the students. Additionally, he has served on a Charter School Board and as Interim President of the Hawaii State Teachers Association. These experiences make him a very well rounded Board of Education member with understanding of the both the classroom and personnel issues that are critical to the success of the Department of Education. He is a dedicated and passionate member and his presence on the board strengthens their ability to create robust and relevant policies.

We strongly encourage this Committee to reappoint Mr. Williams. We look forward to continuing our work with him and the Board of Education.

Thank you for the opportunity to testify and for your consideration. The support of this Governor's Message represents 75% consensus or more of our voting membership.

Sincerely,

Cheri Nakamura  
HE'E Coalition Director



HE'E Member List

Academy 21

After-School All-Stars Hawaii

Alliance for Place Based Learning

\*Castle Complex Community Council

Center for Civic Education

Coalition for Children with Special Needs

\*DOE Windward District

\*Faith Action for Community Equity

Fresh Leadership LLC

Girl Scouts Hawaii

\*Good Beginnings Alliance

Harold K.L. Castle Foundation

\*Hawaii Appleseed Center for Law and Economic Justice

Hawai'i Athletic League of Scholars

\*Hawai'i Charter School Network

\*Hawai'i Nutrition and Physical Activity Coalition

\*Hawaii State PTSA

Hawai'i State Student Council

Hawai'i State Teachers Association

Hawai'i P-20

Hawai'i 3Rs

Head Start Collaboration Office

It's All About Kids

\*INPEACE

Joint Venture Education Forum

Junior Achievement of Hawaii

Kamehameha Schools

Kanu Hawai'i

Keiki to Career Kaua'i

Kupu A'e

\*Leaders for the Next Generation

Learning First

McREL's Pacific Center for Changing the Odds

Our Public School

\*Pacific Resources for Education and Learning

\*Parents and Children Together

\*Parents for Public Schools Hawai'i

Punahou School PUEO Program

Teach for America

The Learning Coalition

US PACOM

University of Hawai'i College of Education

YMCA of Honolulu

Voting Members (\*)

TO: Senator Jill N. Tokuda, Chair  
and Members of the Senate Committee on Education  
FROM: Byrde Cestare, Executive Director, Friends of the Library of Hawai'i  
SUBJECT: **Governor's Message 707**  
**Nomination of James Williams to the**  
**Hawai'i State Board of Education**  
DATE: April 7, 2014

Friends of the Library of Hawai'i supports Gubernatorial Nominee, James Williams, to the Hawai'i State Board of Education for an additional term to expire 6-30-2017.

Mr. Williams has been a lifelong proponent of public education and the way it can transform lives. He has worked tirelessly to effect positive change in the public education system and to encourage schools to meet the needs of the communities they serve. Mr. Williams' work with charter schools has been transformative and set a course for others to follow.

Mr. Williams values the critical role public libraries play in the lives of Hawai'i's citizens and in the continuum of education. He works to ensure that, in concert with public education, a strong public library system provides free resources to all citizens throughout the state, helping and encouraging them to engage in literacy endeavors, both educational and recreational.

For his strong support of public education, through public schools and public libraries, we support the appointment of James Williams to another three-year term on the Hawai'i State Board of Education.

# Radcliffe & Associates, LLC

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222 South Vineyard Street, Suite 401, Honolulu, HI 96813-2453 Phone (808) 524-4459 Fax (808) 599-4340

April 7, 2014

Senator Jill Tokuda, Chair  
Senator Michelle N. Kidani, Vice Chair  
Committee on Education  
Hawaii State Capitol, Room 414

**RE: GM707** Submitting for consideration and confirmation to the Board of Education, Gubernatorial Nominee, JAMES WILLIAMS, for a term to expire 6-30-2017.

Dear Chair Tokuda, Vice Chair Kidani and Members of the Committee:

I have had the privilege of knowing and working with Jim Williams for the past 38 years. First, when he was a Molokai school teacher and I was Executive Director of the HSTA, and later when he was member of the HSTA Board of Directors, Chair of the Negotiating Committee for HSTA, and then as an officer and as President of HSTA.

When I won a sabbatical leave as HSTA Executive Director, I asked the Board to name Jim as my interim successor, which they did. He served brilliantly. Later, he was brought back as Executive Director, so he has the distinction of having served in that capacity twice.

He was also Vice President of both the Hawaii Dental Service and Royal State Insurance Company. And, until his retirement, he served multiple terms with distinction, as the Chief Administrator of the Employer-Union Health Fund Trust. In that capacity, he repeatedly was awarded the highest evaluation ratings by the Board.

As a member of the appointed Board of Education, he has continued to serve with great distinction.

Jim is, simply put, one of the finest, most outstanding, public servants the Hawaii has ever had, and I commend the Governor for asking him to serve a second term.

It is with the greatest confidence that I join with many others in asking that you please confirm him to a second term.

Thank you for the opportunity to submit written comments.

Sincerely,

John H. Radcliffe

Personal Written Testimony  
presented before the  
Senate Committee on Education  
Wednesday, April 9, 2014, 1:15 pm, Room 414  
by  
Donald B. Young

RE: GM 707 Nomination of James Williams to the Board of Education

Chair Tokuda, Vice Chair Kidani, and Members of the Committee on Education

My name is Donald Young. I am currently Dean of the College of Education at the University of Hawai'i at Mānoa. Today I am providing personal testimony, not in my official capacity as Dean or representing the University of Hawai'i, in support of the nomination of Mr. James Williams for the Hawai'i State Board of Education.

I have known Mr. Williams for many years. He is an experienced educator and has served admirably on the Board of Education. Mr. Williams also serves on the College of Education Advisory Council, a group of diverse stakeholders external to the College who help guide the programs and policies of the College and help connect the College with community priorities. Mr. Williams has been a strong supporter of the College of Education with the realization that improvements in P-12 student learning require the concurrent improvements in higher education. Achieving both goals requires communication and collaboration supporting a partnership between P-12 and higher education. Mr. Williams is among the leaders who understand such synergy and he has helped guide the improvements in P-20 education.

I have known Mr. Williams to be diligent in examining education policy and inclusive in listening to diverse opinions, yet having the commitment and courage to implement policies that focus on student learning. I believe Mr. Williams has demonstrated his leadership by serving on the Board of Education with distinction. Appointing him for another term on the Board will better ensure consistency and support for policy implementation that has resulted in the recent good news regarding student learning in our State.

I fully support this nomination and urge your committee to confirm Mr. James Williams as a State of Hawai'i Board of Education member.

Thank you for the opportunity to submit testimony.