

House District 14, 15, 16  
(Island-wide initiative)

Senate District 8

THE TWENTY-SEVENTH LEGISLATURE  
APPLICATION FOR GRANTS AND SUBSIDIES  
CHAPTER 42F, HAWAII REVISED STATUTES

Log No:

For Legislature's Use Only

Type of Grant or Subsidy Request:

GRANT REQUEST – OPERATING

GRANT REQUEST – CAPITAL

"Grant" means an award of state funds by the legislature, by an appropriation to a specified recipient, to support the activities of the recipient and permit the community to benefit from those activities.

"Recipient" means any organization or person receiving a grant or subsidy.

STATE DEPARTMENT OR AGENCY RELATED TO THIS REQUEST (LEAVE BLANK IF UNKNOWN): \_\_\_\_\_

STATE PROGRAM I.D. NO. (LEAVE BLANK IF UNKNOWN): \_\_\_\_\_

1. APPLICANT INFORMATION:

Legal Name of Requesting Organization or Individual:  
Kaua'i Planning & Action Alliance

Db: Kaua'i Planning & Action Alliance (KPAA)

Street Address: 2959 Umi St., Suite 201, Lihue, HI 96766

Mailing Address: 2959 Umi St., Suite 201, Lihue, HI 96766

2. CONTACT PERSON FOR MATTERS INVOLVING THIS APPLICATION:

Name MARION PAUL

Title President & CEO

Phone # 808-632-2005

Fax # none

e-mail marion@kauainetwork.org

3. TYPE OF BUSINESS ENTITY:

- NON PROFIT CORPORATION INCORPORATED IN HAWAII
- FOR PROFIT CORPORATION INCORPORATED IN HAWAII
- LIMITED LIABILITY COMPANY
- SOLE PROPRIETORSHIP/INDIVIDUAL
- OTHER

6. DESCRIPTIVE TITLE OF APPLICANT'S REQUEST:

KEIKI TO CAREER KAUAI – IMPROVING STUDENT EDUCATION OUTCOMES, INCREASING EARLY LITERACY RATES; STRENGTHENING FAMILIES; INCREASING GRADUATION RATES; CONNECTING STUDENTS TO THE WORLD OF WORK AND BUILDING RESILIENCY FOR ALL OF KAUAI'S YOUNG PEOPLE, FROM BIRTH TO CAREER.

4. FEDERAL TAX ID #: \_\_\_\_\_

5. STATE TAX ID #: W22914636-01

7. AMOUNT OF STATE FUNDS REQUESTED:

FISCAL YEAR 2019: \$ 127,477

8. STATUS OF SERVICE DESCRIBED IN THIS REQUEST:

- NEW SERVICE (PRESENTLY DOES NOT EXIST)
- EXISTING SERVICE (PRESENTLY IN OPERATION)

SPECIFY THE AMOUNT BY SOURCES OF FUNDS AVAILABLE AT THE TIME OF THIS REQUEST:

STATE \$ 0

FEDERAL \$ 0

COUNTY \$ 0

PRIVATE/OTHER \$ 117,000

\_\_\_\_\_  
AUTHORIZED SIGNATURE

MARION PAUL, PRESIDENT & CEO  
NAME & TITLE

JAN 11, 2018  
DATE SIGNED

JAN 17 2018 *JP 3PM*

## Application for Grants

*If any item is not applicable to the request, the applicant should enter "not applicable".*

### I. Background and Summary

**This section shall clearly and concisely summarize and highlight the contents of the request in such a way as to provide the State Legislature with a broad understanding of the request. Please include the following:**

#### **Summary of This Grant Request:**

Kaua'i Planning & Action Alliance is seeking the State Legislature's support through a \$127,477 grant-in-aid to advance the Keiki to Career Kaua'i initiative, a community partnership to improve outcomes for Kaua'i youth. Funds will provide support for our early literacy project for elementary students; connection to employers, careers and STEM opportunities for high school students; strengthening families; publication of the 2019 Kaua'i Youth Report; and training and other activities to actively engage parents, schools, employers, youth, government, and community providers to improve education and social-emotional outcomes for every young person on Kaua'i.

#### **1. A brief description of the applicant's background**

**About KPAA:** The mission of Kaua'i Planning & Action Alliance, Inc. (KPAA) is "to bring together diverse groups for collaborative planning and action to find long-term solutions to the issues that matter." KPAA is a 501(c)(3) nonprofit organization established in 2003 and that received its nonprofit status in 2004.

Presently, KPAA organization includes a staff of three under the direction of President & CEO Marion Paul, the governance of a Board of Directors, and the involvement of dozens of volunteers who serve on committees that address community needs.

**The Keiki to Career Initiative:** In 2011, KPAA convened a cross-section of education, business, nonprofit and community leaders on Kaua'i to address our education challenges shared goals, a commitment to measuring our progress, and adapting strategies for success based on actual outcomes. With Kaua'i's small population (72,029 today), close family ties and the island tradition of our agencies working together, Kaua'i was well-positioned to launch an island-wide collaboration designed to improve the outcomes of our young people. From this convening, Keiki to Career Kaua'i was created in 2012. It is an initiative that could be replicated or adapted in other

communities throughout the state. KPAA coordinates the activities and supports this cross-sector initiative to support youth development and move the needle on education.

## 2. The goals and objectives related to the request

Keiki to Career's mission is for all of Kaua'i's young people to be *ready to learn and ready for life*. It is a long-term community commitment to produce the desired results. Keiki to Career partners identified five outcomes to ensure a young person's success along their lifelong learning and development:

1. Keiki (age 0-5) are ready for kindergarten
2. Students are academically successful, K-12
3. Students are ready for, and transition successfully to, post-secondary education and/or training
4. Young people are ready for the careers of their choosing
5. Students will be resilient, including being:
  - physically safe
  - emotionally and socially well
  - connected to families and communities
  - compassionate and self-directed.

From these outcomes, the community developed specific goals and strategies that K2C and its partners will implement to achieve them. The following project goals for this grant request are grounded in the community's work to date. The tasks to achieve each of these goals are included in Section II, Service Summary and Outcomes.

### **GOAL 1: IMPROVE EARLY LITERACY RATES ON KAUA'I, FROM 48% TO 60% IN 5 YEARS, THROUGH KEIKI TO CAREER'S EARLY LITERACY PROJECT**

*Rationale:* Reading on grade level by 3<sup>rd</sup> grade is a critical marker of a child's future success. Before 4<sup>th</sup> grade, keiki are learning how to read. In 4<sup>th</sup> grade, they use reading to learn all subjects. Students who cannot comprehend what they are reading by 3<sup>rd</sup> grade are four times less likely to graduate high school, and unlikely to succeed economically. Students from low income families have a 2,000-word vocabulary deficit when they enter kindergarten and learn new words at a slower pace. In 2016, Kaua'i had a combined literacy proficiency of 48%, meaning that more than half of our keiki are entering 4<sup>th</sup> grade with a critical deficiency that can hold them back for life. This not only impacts each child and their families, it also impacts Kaua'i's future workforce, economic development plans and our ability to build strong and resilient communities.

Kaua'i keiki also need to have a solid literacy foundation to be able to meet the State goal of 55% of adults having a college degree by 2025 and afterwards.

**GOAL 2: INCREASE KAUA'I HIGH SCHOOL GRADUATION RATES FROM 86% TO 90%; AND INCREASE KAUA'I STUDENTS WHO CONTINUE TO COLLEGE OR CAREER FROM 67% TO 72% BY 2022.** This will be done by creating significant career connections in schools and work-based learning opportunities on and off campus, for all 3 public high schools on Kaua'i: Kaua'i High School, Kapaa High School and Waimea High School.

**Rationale:** Learning about the world of work, either at the school site or at the workplace, is proven to increase a student's motivation to excel in regular coursework, complete high school and continue on to college or career. Kaua'i is proposing an island-wide systemic approach to create four years of progressively significant work-based learning (WBL) experiences, from freshmen to seniors. Opportunities created for students will include: work site visits, entrepreneurship, senior projects, distance learning, career mentors, career fairs, classroom speakers, STEM opportunities such as robotics and maker-spaces, and financial literacy, such as in-school banking, Reality Fair and Junior Achievement. Faculty opportunities to learn about the modern workplace and its new demands include site visits, job tours, externships and special trainings.

Given our rural nature and limited business resources on island, it makes sense for the Kaua'i complex area to work together to leverage and grow every work-based learning opportunity for students, while reducing unintended burdens on employers. WBL is a comprehensive approach to college and career preparation that requires respect, open communication, and commitment from both schools and employers. In that regard, our approach will be to simultaneously develop a system to effectively engage employers while strengthening the schools' WBL opportunities. In this way, the WBL system will rest on a solid foundation, and schools and employers will more easily connect and partner with each other.

**GOAL 3: MEASURE PROGRESS ON YOUTH OUTCOMES AND PUBLISH THE 2019 KAUA'I YOUTH REPORT TO SHARE RESULTS ISLAND-WIDE AND USE AS A BASIS OF STRATEGIC DECISION-MAKING.**

Rationale: It is important to measure progress toward Kaua'i youth outcomes, to determine which Keiki to Career strategies are working and which need to be adjusted for better results. Keiki to Career measures progress through 26 youth indicators, which were selected by the Keiki to Career Leadership Council, and agreed to by the K2C

working committees. The Kaua'i Youth Report is also used by our non-profit partners across the island to help them design their programs for maximum results.

### **3. The public purpose and need to be served**

Kaua'i is at a critical juncture. Our long-term economic success and quality of life depend on the knowledge, skills and aspirations of our young people. Yet too many young people on Kaua'i lack the readiness and support needed to succeed in school and in their careers. For example, the *2016 Kaua'i Youth Report*, published by Keiki to Career Kaua'i, shows that only 48% of students are proficient in reading by 3<sup>rd</sup> grade and only 25% of students are proficient in math in 10<sup>th</sup> grade. In addition, as our youth prepare to transition into career or college, only 35% score 19 or higher on the ACT, a test which is widely considered to be an indicator of future college success. We find that 67% of our high school graduates go on to 2 and 4-year college within 16 months of graduation; however, of these, many must take remedial courses or need additional help to perform well in college-level courses.

Keiki to Career Kaua'i is the first comprehensive initiative on the island designed to convene and unite parents, schools, businesses, government, community providers and youth with a shared agenda to address these critical issues and leverage our combined resources.

By intervening now, we can address these gaps and better prepare our young people for success in postsecondary education or training or in their jobs - all of which are needed to ensure Kaua'i's long-term economic prosperity.

### **4. Describe the target population to be served**

Keiki to Career Kaua'i's work serves *every young person on our island*, from birth to age 24 (approximately 24,500 children, youth and young adults) by improving educational opportunities, student support, strengthening the family, and engaging parents and the community. While there are shining stars among our young people, our research also clearly shows the need to improve the education opportunities in school, as well as the home and community support for many students.

In addition to the need for academic improvements listed in Section 3 above, the health and well-being of young people are also at risk. For example, of our Kaua'i young people:

- Less than half are physically active
- Kaua'i has the highest rate of teen pregnancies in the state
- Kaua'i ranks number 1 in the state for suicide attempts
- Fourteen of Kaua'i's 16 public schools qualify for Federal Title I funding
- Hunger is an issue in many homes, affecting the ability to learn in school.
- The high cost of housing is creating new homeless families, or families that live in overcrowded conditions that make learning more challenging.

**5. Describe the geographic coverage**

Keiki to Career's geographic scope is the island of Kaua'i, covering 554 square miles and three Department of Education school complexes. K2C further expands its reach by collaborating with similar projects throughout the state by providing information and examples of successful approaches that could be replicated in other communities. We are collaborating in learning communities with the Learning Coalition and Castle Foundation, to share our knowledge and help other islands. This outreach and assistance enables the project to have a broader impact on young people throughout the state.

**II. Service Summary and Outcomes**

**The Service Summary shall include a detailed discussion of the applicant's approach to the request. The applicant shall clearly and concisely specify the results, outcomes, and measures of effectiveness from this request. The applicant shall:**

**1. Describe the scope of work, tasks and responsibilities**

To achieve our mission, K2C involves five primary populations: 1) parents, 2) schools, 3) community, 4) business/employers and 5) youth. The K2C Leadership Council is comprised of recognized and well-respected organization and government leaders and guides this initiative (Attachment A). The Keiki to Career staff works with more than 40 diverse partners that support young people and their families, such as the Department of Education, Kaua'i Community College, Department of Health, County of Kaua'i, Kamehameha Schools, Child & Family Services, PATCH, Kaua'i Chamber of Commerce and Kaua'i Economic Development Board (Attachment B).

The scope of this grant application is implementation of three overarching goals, listed below, that will greatly advance Kaua'i's progress toward improving youth outcomes. Our staff of 3 and our community partners work collaboratively on these goals and tasks.

**GOAL 1: IMPROVE EARLY LITERACY RATES ON KAUA`I, FROM 48% TO 60% IN 5 YEARS, THROUGH KEIKI TO CAREER'S EARLY LITERACY PROJECT**

**TASKS:**

- 1.1 Continue progress on the Kekaha Elementary Early Literacy Project, started in 2017 as a pilot program to increase early reading proficiency from 42% to 60% by 2022.
- 1.2 Create multiple project activities to support keiki reading at home, in school and in the community. Activities will include programs like: Mother Read Father Read, Reach Out and Read, Reading Buddies, free community literacy events and free book distributions.
- 1.3 Enlist local community groups to participate as Keiki to Career partners in the activities, working collaboratively to improve reading outcomes for young people.
- 1.4 In 2019, add another low-performing elementary school (either Kapaa Elementary or Wilcox Elementary) to the early literacy project, using the same model and applying the learnings from Kekaha Elementary Early Literacy Project.
- 1.5 Measure literacy proficiency outcomes in the 2019 Kaua`i Youth Report

**GOAL 2: INCREASE ISLAND-WIDE HIGH SCHOOL GRADUATION RATES FROM 86% TO 90% BY 2022; AND INCREASE KAUA`I STUDENTS WHO CONTINUE TO COLLEGE OR CAREER FROM 67% TO 72% BY 2022.** This will be done by creating significant career connections in schools and work-based learning opportunities on and off campus, at the 3 public high schools on Kaua`i: Kaua`i High School, Kapaa High School and Waimea High School.

- 2.1 Design a menu of work-based learning opportunities for high school students to make their education relevant and meaningful.
- 2.2 Recruit island employers to provide experiences for students. Create collateral materials, website info and social media campaign.
- 2.3 Create and manage database of employers and student activities.
- 2.4 Match high school requests with employer opportunities.
- 2.5 Develop employer-based professional development opportunities for teachers and counselors.

2.6 Assess progress, publish annual report, and recommend any needed improvements for following year.

**GOAL 3: MEASURE PROGRESS ON YOUTH OUTCOMES AND PUBLISH THE 2019 KAUA'I YOUTH REPORT TO SHARE RESULTS AND USE AS A BASIS OF DECISION-MAKING.**

**TASKS:**

- 3.1 Research and analyze data on the 26 youth indicators.
- 3.2 Prepare and disseminate in print and web-based formats the *2019 Kaua'i Youth Report*.
- 3.3 Use the data to measure our progress and adjust activities as necessary to achieve our objectives.

**2. Provide a projected annual timeline for accomplishing the results or outcomes of the service**

Keiki to Career established the following timelines for our grant goals and objectives, as described above.

GRANT GOALS	GRANT TASKS	RESPONSIBILITY	TIMELINE
<b>GOAL 1: IMPROVE EARLY LITERACY RATES ON KAUA'I, FROM 48% TO 60% IN 5 YEARS, THROUGH KEIKI TO CAREER'S EARLY LITERACY PROJECT</b>	1.1 Continue the Kekaha Early Literacy Project, a pilot program to increase reading proficiency from 42% to 60% by 2022.	KPAA staff, K2C Leadership Council, K2C Kekaha Early Literacy Partners, K2C Birth to Grade 3 Committee	1.1 project continues all year (12 months)
	1.2 Create multiple activities to support reading at home, in school and in the community. Activities include programs like: Mother Read Father Read, Reach Out and Read, Reading Buddies, free community literacy events and free book distributions.		1.2 continues all year (12 months)
	1.3 Enlist local community groups to participate as project partners		1.3 continues all year (12 months)
	1.4 In 2019, review the		1.4 Beginning of 3 <sup>rd</sup> quarter



	<p>feasibility of adding another low-performing elementary school to the project, applying the learnings from Kekaha Elementary.</p> <p>1.5 Measure literacy proficiency outcomes in the 2019 Kaua'i Youth Report</p>		<p>1.5 When report is complete, 3<sup>rd</sup> or 4<sup>th</sup> quarter</p>
<p><b>GOAL 2: INCREASE KAUA'I HIGH SCHOOL GRADUATION RATES FROM 86% TO 90%; AND INCREASE KAUA'I STUDENTS WHO CONTINUE TO COLLEGE OR CAREER FROM 67% TO 72% BY 2022.</b></p>	<p>2.1 Design a menu of work-based learning opportunities.</p> <p>2.2. Recruit island employers to provide experiences for students; create materials, website pages and social media campaign.</p> <p>2.3 Create and manage database of employers and student activities.</p> <p>2.4 Match high school requests with employer opportunities.</p> <p>2.5 Develop opportunities for teachers and counselors.</p> <p>2.7 Assess progress, publish annual report, recommend improvements</p>	<p>Kaua'i Chamber of Commerce Kaua'i Economic Development Board Kaua'i Complex Area Superintendent KCC Chancellor K2C Leadership Council 3 HS Principals KPAA staff</p>	<p>2.1 1<sup>st</sup> quarter</p> <p>2.2 1<sup>st</sup> 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> quarter</p> <p>2.3 1<sup>st</sup> 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> quarter</p> <p>2.4 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> quarter</p> <p>2.5 As requested by schools, 3<sup>rd</sup> and 4<sup>th</sup> quarter</p>
<p><b>GOAL 3: MEASURE PROGRESS ON YOUTH OUTCOMES, PUBLISH THE 2019 KAUA'I YOUTH REPORT AND SHARE RESULTS</b></p>	<p>3.1 Research and analyze data on the 26 youth indicators.</p> <p>3.2 Prepare and disseminate in print and web-based formats the 2019 Kaua'i Youth Report.</p> <p>3.3 Use the data to measure our progress</p>	<p>KPAA staff K2C Leadership Council Data Committee Data Consultant</p>	<p>3.1 – 3.3 3<sup>rd</sup> and 4<sup>th</sup> quarter</p>

**3. Describe its quality assurance and evaluation plans for the request. Specify how the applicant plans to monitor, evaluate, and improve their results.**

Keiki to Career Kaua'i has a strong commitment to continuous quality improvement. We regularly measure and report on 26 youth indicators in our publication, the *Kaua'i Youth Report*. The *Kaua'i Youth Report* objectively measures our progress toward Keiki to Career's work on youth outcomes. The data in the report allow us to see what is working well, and make any needed adjustments to our strategies. The Leadership Council reviews the indicators and decides where to best focus our attention to make the maximum impact. For example, when the 2016 report was released and it was evident that certain schools were not making progress in early literacy, the council decided to launch the Kekaha Elementary Early Literacy project as a pilot program to take a fresh approach to raising literacy rates. The first report showing progress was released in October 2014, and a subsequent report was published in 2016.

**4. List the measure(s) of effectiveness that will be reported to the State agency through which grant funds are appropriated (the expending agency). The measure(s) will provide a standard and objective way for the State to assess the program's achievement or accomplishment. Please note that if the level of appropriation differs from the amount included in this application that the measure(s) of effectiveness will need to be updated and transmitted to the expending agency.**

The goals and tasks of this grant will be monitored throughout the year and assessed for both timely completion and effectiveness of strategies. Measures of effectiveness will include:

- a. Work completed in accordance with the goals and tasks outlined above.
- b. 3<sup>rd</sup> grade literacy scores at Kekaha Elementary continue to progress from 42% to higher student achievement, as measured by the Kaua'i Youth Report. By the end of FY 2019, our goal is for students to achieve 48% proficiency, although it might be higher or slightly less than that.
- c. Career connections: Establishment of a working system of businesses and other employers partnering with high schools, and actively implementing work-based learning opportunities for students at Kapaa, Kaua'i and Waimea High School.
- d. Island-wide high school students see growth in graduation rate from 86 to 88 by end of FY19; and an increase in college-going rate from 67% to 69% by end of FY 19.
- e. Publish 2019 *Keiki to Career Kaua'i Youth Report* with data on 26 specific measures of student success published and disseminated.

### III. Financial

#### Budget

1. **The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.**

Please see Budget Forms (Attachment C, D, E and F).

2. **The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2019.**

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$30,000	\$32,000	\$33,477	\$32,000	\$127,477

3. **The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2019.**

Keiki to Career Kaua'i is a public-private partnership. Our funding model combines both private and public funding to support operations and special projects, including the following funds to be sought for FY 2018-2019. Our budgeted expenses during this period are projected to be \$305,827:

State of Hawai'i, Grant-In-Aid	\$127,477
Castle Foundation (committed)	\$ 99,000
The Learning Coalition	\$ 20,000
Hawai'i Community Foundation	\$ 15,000
Elsie Wilcox Foundation	\$ 15,000
Bill Healey Foundation	\$ 10,000
Kamehameha Schools	\$ 10,000
Individual Contributions	<u>\$ 10,000</u>
<b>TOTAL</b>	<b>\$306,477</b>

4. **The applicant shall provide a listing of all state and federal tax credits it has been granted within the prior three years. Additionally, the applicant shall provide a listing of all state and federal tax credits they have applied for or anticipate applying for pertaining to any capital project, if applicable.**

Not applicable

- 5. The applicant shall provide a listing of all federal, state and county government contracts, grants, and grants in aid it has been granted within the prior 3 years and will be receiving for fiscal year 2019 for program funding.**

State Grant in Aid, FY 2016 \$110,882  
Cty. of Kaua'i Contract, FY 2016, County Tourism Plan, \$30,000  
State Grant in Aid FY 2019 (applying now): \$127,477

No federal grants have been received.  
Please see Government Contracts and Grants Form (Attachment G)

- 6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2017.**

\$128,328

#### **IV. Experience and Capability**

- 1. Necessary Skills and Experience. The applicant shall demonstrate that it has the necessary skills, abilities, knowledge of, and experience relating to the request. State your experience and appropriateness for providing the service proposed in this application. The applicant shall also provide a listing of verifiable experience of related projects or contracts for the most recent three years that are pertinent to the request.**

The Keiki to Career Leadership Council (Attachment A) is comprised of community leaders that have a wealth of subject matter expertise, career-specific skills in youth development, as well community influence. Among the members of the Leadership Council are: Bill Arakaki, Kaua'i Complex Area Superintendent; Helen Cox, Chancellor of Kaua'i Community College; Mason Chock, Kaua'i County Councilmember; Mark Perriello, President, Kaua'i Chamber of Commerce; and Janet Berreman, Kaua'i Health Officer, Department of Health; and Buffy Ofisa, Kaua'i District Manager, Kamehameha Schools.

Kaua'i Planning & Action Alliance (KPAA) has a 14-year history of providing successful collaborative projects that benefit the community. In the past 3 years, KPAA has:

- convened substance abuse professionals to prepare a county-wide substance abuse plan and working with agencies and nonprofits to implement the plan;
- facilitated development of a sustainable operations plan for Kaua'i County
- continued bi-annual publication of "*Measuring What Matters for Kaua'i: Community Indicators Report*", providing data, trends and guidance to decision-makers;
- Directed the Keiki to Career Kaua'i initiative, Leadership Council, Birth to Grade Three Focus Area and High School to Post-Secondary Focus Area;

- Convened partners, researched and published 2 Kaua'i Youth Reports, a compilation of 26 youth indicators to measure how our youth are doing: 2014, 2016;
- Convened partners, researched and published the 2017 Early Childhood Care and Education report, in partnership with community organizations working on Early Childhood Education;
- Established the Perinatal Professional Network, to reduce low birth-weight babies and prepare families for their newborn.
- Launched Share Family Meals campaign to strengthen families and support young people at home;
- Created and coordinated Keiki to Career Early Literacy Project to increase early reading scores across Kaua'i;
- Facilitated strategic plans for the Kaua'i Fire Department and Parks and Recreation;

KPAA is grateful for the receipt of a \$110,882 GIA grant in support of Keiki to Career in 2015. The 2015 grant laid the groundwork, built more community partnerships and engaged more community members in K2C activities. This 2018 grant application would build upon that foundational work and improve youth outcomes, especially in early literacy, ACT scores, graduation rates and continuing on to college and other post-secondary opportunities.

2. **Facilities. The applicant shall provide a description of its facilities and demonstrate its adequacy in relation to the request. If facilities are not presently available, describe plans to secure facilities.**

KPAA maintains an office to conduct its business, located at 2959 Umi Street, Suite 201 in Lihu'e, across from the historic County Building in the heart of Lihu'e. The 890 sq. ft. office meets the needs of guests, visitors and meeting attendees with a conference table that can comfortably accommodate 14 people. The space is ADA accessible and located at ground level with a handicapped parking stall adjacent to the office. The restroom is handicapped-accessible. The KPAA office is within short walking distance of a major bus line. Space needed for larger meetings and events is provided by K2C partners such as Kaua'i County, Department of Education and Kaua'i Community College.

## V. **Personnel: Project Organization and Staffing**

1. **Proposed Staffing, Staff Qualifications, Supervision and Training. The applicant shall describe the proposed staffing pattern and proposed service capacity appropriate for the viability of the request. The applicant shall provide the qualifications and experience of personnel for the request and shall describe its ability to supervise, train and provide administrative direction relative to the request.**

Keiki to Career Kaua'i is staffed by Marion Paul, President and CEO, with support from Jason Iloreta, part-time program coordinator, and a new FT position, Director of Career Connections, that we are currently hiring for and will be in place February 2018.

**Marion Paul, President and CEO**, has over 30 years of experience in government and non-profit sectors. Marion has an extensive policy and non-profit background, serving as executive director of the Equinox Center, executive director of Jobs for Colorado's Future, senior policy analyst in the Colorado Governor's Office, and as public affairs manager at the Denver Metro Chamber of Commerce. Her background includes work on developing regional cooperation, and assessing the cumulative impacts of multiple large projects to a local economy. Marion served as executive director of the San Diego Social Venture Partners, and as executive vice president of Junior Achievement of San Diego, where she was instrumental in creating the nationally recognized JA BizTown. Marion is active in the Kaua'i community, and is currently a board member of the Hanalei Bay Rotary, an advisory council member of Junior Achievement Kaua'i, and a member of Kaua'i Chamber of Commerce. Marion holds a BA in Political Science and a BS in Geology from the University of Illinois.

**Jason Iloreta, Program Coordinator (PT)**, joined the Keiki to Career staff in 2016 as a communication assistant, engaging parents and community in K2C activities. Jason is a true local boy, born and raised in Kapaa. He attended Gonzaga University in Spokane, Washington receiving his B.A. in Sociology in 2014. In addition to his role as program coordinator for Keiki to Career, he also serves as the program Assistant for Leadership Kaua'i and facilitates leadership courses for high school students. Jason is high involved within the special needs community on Kaua'i, serving as a coach for Special Olympics and a leader of Able Ministry, a local special needs ministry.

**Director of Career Connections (FT)**. This new position is fully funded and will be filled by March 1, 2018. Minimum qualifications for the position include: bachelor's degree (master's degree preferred); 5 years progressive experience with businesses; knowledge of and experience with the public education system.

- 2. Organization Chart.** The applicant shall illustrate the position of each staff and line of responsibility/supervision. If the request is part of a large, multi-purpose organization, include an organization chart that illustrates the placement of this request.

See organizational chart for Kaua'i Planning & Action Alliance (Attachment H)

- 3. Compensation.** The applicant shall provide the annual salaries paid by the applicant

**to the three highest paid officers, directors, or employees of the organization by position.**

Marion Paul, President & CEO (1.0 FTE)	\$67,500
Director of Career Connections (1.0 FTE)	\$60,000
Jason Iloreta, Program Coordinator (.45 FTE)	\$18,720

**VI. Other**

- 1. Litigation. The applicant shall disclose any pending litigation to which they are a party, including the disclosure of any outstanding judgement. If applicable, please explain.**

Not applicable.

- 2. Licensure or Accreditation. The applicant shall specify any special qualifications, including but not limited to licensure or accreditation that the applicant possesses relevant to this request.**

Not applicable.

- 3. Private Educational Institutions**

**The applicant shall specify whether the grant will be used to support or benefit a sectarian or non-sectarian private educational institution. Please see Article X, Section 1, of the State Constitution for the relevance of this question.**

Not Applicable

- 4. Future Sustainability Plan**

**The applicant shall provide a plan for sustaining after fiscal year 2018-19 the activity funded by the grant if the grant of this application is:**

- (1) Received by the applicant for fiscal year 2018-19, but**
- (2) Not received by the applicant thereafter.**

K2C is actively pursuing diversified funding sources for long-term sustainability. K2C staff is continually applying for foundation grants and corporate support and is in conversations with philanthropic individuals who have an interest in education and youth development issues. KPAA is also working to establish a long-term endowment.

The goal is to continue to create a broad base of community support for this important initiative so it is sustainable after this grant is complete.

**5. Certificate of Good Standing (If the Applicant is an Organization)**

**If the applicant is an organization, the applicant shall submit one (1) copy of a certificate of good standing from the Director of Commerce and Consumer Affairs that is dated no earlier than December 1, 2017.**

Please see Certificate of Good Standing (Attachment I)

**6. Declaration Statement**

**The applicant shall submit a declaration statement affirming its compliance with Section 42F-103, Hawaii Revised Statutes.**

Please see Attachment J

**7. Public Purpose**

**The applicant shall specify whether the grant will be used for a public purpose pursuant to 42F-102, Hawaii Revised Statutes.**

This grant will be used for a public purpose pursuant to 42F-102, Hawaii Revised Statutes.



# Keiki to Career Kaua'i

*Ready to Learn, Ready for Life*



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## KEIKI TO CAREER KAUA'I – LEADERSHIP COUNCIL

### CO-CHAIRS

Mr. Mark Hubbard, Board Chair  
*Kaua'i Planning & Action Alliance*

Mr. Tad Miura, President and Owner  
*Deja Vu Surf Hawai'i*

### MEMBERS

Mr. Bill Arakaki, Kaua'i Complex Area Superintendent  
*Hawai'i State Dept. of Education*

Ms. Bridget Arume, President  
*East Kaua'i Drug Prevention Education Team*

Ms. Janet Berreman, Kaua'i District Health Officer  
*Hawai'i Department of Health*

Ms. LaVerne Bishop, Executive Director, retired  
*Hale 'Opio Kaua'i, Inc.*

Ms. Nancy Budd, Former Hawai'i State Board of Education, Kaua'i Representative  
*Law Offices of Nancy J. Budd*

Mr. Mason Chock, Councilmember  
*Kaua'i County Councilmember*

Dr. Helen Cox, Chancellor  
*Kaua'i Community College*

Ms. Buffy Ofisa, Kaua'i Director  
*Kamehameha Schools*

Mr. Mark Periello, President  
*Kaua'i Chamber of Commerce*

Ms. Char Ravelo, Executive Director  
*Leadership Kaua'i*

Ms. JoAnn Yukimura, Councilmember  
*Kaua'i County Councilmember*

*Coordination services provided by:*

**KAUA'I PLANNING & ACTION ALLIANCE**

BRINGING PEOPLE TOGETHER TO CREATE A BETTER FUTURE FOR KAUA'I

# Keiki to Career Kaua`i

## Community Partners, 2017

AAUW Kaua`i Chapter	Kaua`i Economic Development Board
Big Brothers/Big Sisters Kaua`i Branch	Kaua`i High School
Boys & Girls Club of Hawai`i, Kaua`i Branch	Kaua`i Mayor's Office
Castle Foundation	Kaua`i Medical Clinic
Child & Family Service	Kaua`i Families First
Cooke Foundation	KMART
County of Kaua`i, Mayor's Office	Kekaha Elementary School
County of Kaua`i, Life's Choices	K.I.D.S. School
Cultivate Hawai`i LLC	Kupu A'e / Kaua`i Team Challenge
Deja Vu Surf Hawai`i	Law Office of N.J. Budd
Family Hui, Hawai`i	Leadership Kaua`i
Farm to Keiki	Na Lei Wili AHEC
G.N. Wilcox Foundation	Oceanit
Hale `Opio Kaua`i	Office of the Governor, Kaua`i Liaison
Hanalei Bay Rotary	Parenting Central Kaua`i
Hawai`i Children's Action Network	People Attentive to Children, Kaua`i (PATCH)
Hawai`i Community Foundation	Pacific Missile Range Facility
Hawai`i Department of Education	Queen Liliuokalani Children's Center
Hawai`i Department of Health	Rotary Club of Poipu
HMSA	Safeway
Junior Achievement Kaua`i	Storybook Theatre of Hawai`i
Kamehameha Schools	The Learning Coalition
Kapaa High School	Waimea High School
Kaua`i Aloha Foundation	Walmart
Kaua`i Chamber of Commerce	West Kaua`i Native Hawai`ian Homesteads Assoc.
Kaua`i Community College	West Kaua`i Business & Professional Association
Kaua`i County Council	Wilcox Medical Center
Kaua`i Family Magazine	

## BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2018 to June 30, 2019

Applicant: Kaua'i Planning &amp; Action Alliance

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Fed Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
<b>A. PERSONNEL COST</b>				
1. Salaries	63,105	0	0	89,355
2. Payroll Taxes & Assessments	11,990	0	0	16,977
3. Fringe Benefits	8,694	0	0	11,345
<b>TOTAL PERSONNEL COST</b>	<b>83,789</b>	<b>0</b>	<b>0</b>	<b>117,677</b>
<b>B. OTHER CURRENT EXPENSES</b>				
1. Airfare, Inter-Island	800	0	0	1,000
2. Insurance	0	0	0	2,400
3. Lease/Rental of Equipment	0	0	0	750
4. Lease/Rental of Space	6,000	0	0	6,000
5. Staff Training and Professional Dev	3,000	0	0	6,000
6. Supplies	750	0	0	750
7. Telecommunication	2,400	0	0	1,260
8. Utilities	0	0	0	0
9. Internet and website	1,250	0	0	1,250
10. Professional Services	5,000	0	0	0
11. Equipment Purchase	0	0	0	3,500
12. Advertising and Promotion	0	0	0	500
13. Meeting Expense	2,000	0	0	4,500
14. Printing	2,500	0	0	850
15. Program Materials	6,000	0	0	11,500
16. Mileage	2,400	0	0	2,400
17. Travel - other	0	0	0	1,800
18. Administrative Fee 10%	11,588	0	0	16,213
<b>TOTAL OTHER CURRENT EXPENSES</b>	<b>43,688</b>	<b>0</b>	<b>0</b>	<b>60,673</b>
<b>C. EQUIPMENT PURCHASES</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>D. MOTOR VEHICLE PURCHASES</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>E. CAPITAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL (A+B+C+D+E)</b>	<b>127,477</b>	<b>0</b>	<b>0</b>	<b>178,350</b>
<b>SOURCES OF FUNDING</b>		Budget Prepared By:		
(a) Total State Funds Requested	127,477	Marion Paul	808-632-2005	
(b) Total Federal Funds Requested	0			
(c) Total County Funds Requested	0			
(d) Total Private/Other Funds Requested	178,350	Signature of Authorized Officer	Date	
<b>TOTAL BUDGET</b>	<b>305,827</b>	Marion Paul, President & CEO		
		Name and Title (Please type or print)		

## BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2018 to June 30, 2019

Applicant: Kaua'i Action and Planning Alliance; Keiki to Career Initiative

*ATTACHMENT D*

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
President of Kaua'i Planning & Action Alliance	1	\$67,500.00	75.00%	\$ 50,625.00
Program Coordinator	0.45	\$24,960.00	50.00%	\$ 12,480.00
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
<b>TOTAL:</b>				63,105.00
<b>JUSTIFICATION/COMMENTS:</b>				

## BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2018 to June 30, 2019

ATTACHMENT E

Applicant: KAUA'I PLANNING & ACTION ALLIANCE

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
<b>NOT APPLICABLE</b>				
JUSTIFICATION/COMMENTS:				

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
<b>TOTAL:</b>				
JUSTIFICATION/COMMENTS:				

**BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS**

Period: July 1, 2018 to June 30, 2019

Applicant: KAUA'I PLANNING & ACTION ALLIANCE

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY: 2016-2017	FY: 2017-2018	FY: 2018-2019	FY: 2018-2019	FY: 2019-2020	FY: 2020-2021
PLANS	NOT APPLICABLE					
LAND ACQUISITION						
DESIGN						
CONSTRUCTION						
EQUIPMENT						
TOTAL:						
JUSTIFICATION/COMMENTS:						

GOVERNMENT CONTRACTS, GRANTS AND/OR GRANTS IN AID

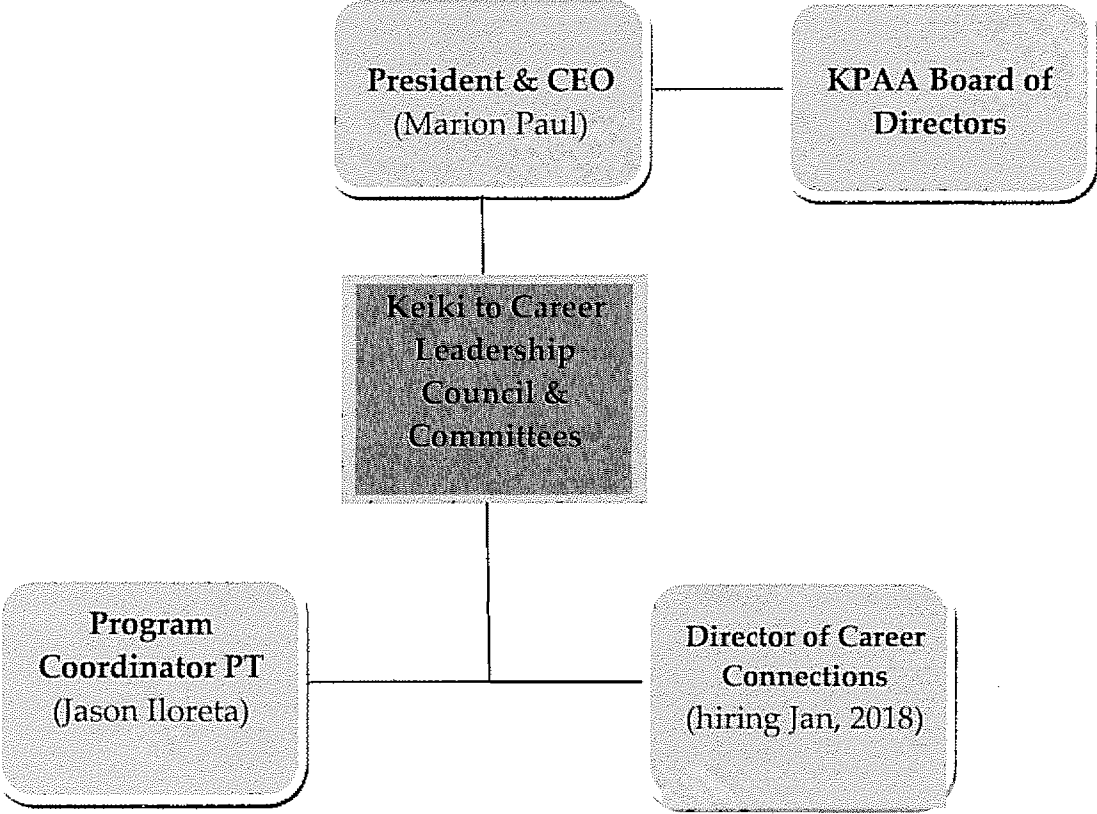
Applicant: KAUA`I PLANNING & ACTION ALLIANCE

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S. / State / Haw / Hon / Kau / Mau )	CONTRACT VALUE
1.	Kaua`i Tourism Strategic Plan Update Facilitation	August 2015-June 2016	Office of Economic Development	County of Kaua`i	\$30,000 <i>(approved)</i>
2.	Ho`okele Community Council Facilitation	July 2015-June 2016	Kaua`i Complex Area- Department of Education	State of Hawai`i	\$25,000 <i>(approved)</i>
3.	Keiki to Career Kaua`i	July 2015-June 2016	State Legislature	State of Hawai`i	\$110,882 <i>(approved)</i>
4.	Keiki to Career Kaua`i	July 2018-June 2019	State Legislature	State of Hawai`i	\$127,477 <i>(requesting in this application)</i>
5.					
6.					
7.					
8.					
9.					
10.					
				TOTAL	\$165,882 approved \$127,477 requested

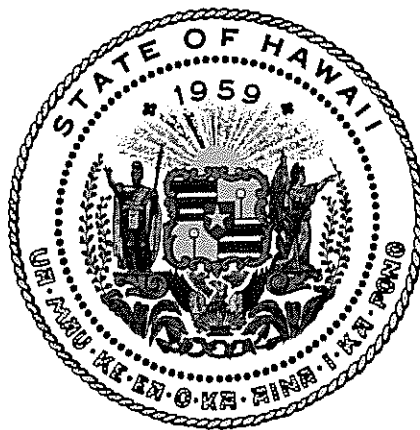


# KAUAI PLANNING & ACTION ALLIANCE

## Organizational Chart







Department of Commerce and Consumer Affairs

CERTIFICATE OF GOOD STANDING

I, the undersigned Director of Commerce and Consumer Affairs of the State of Hawaii, do hereby certify that

KAUA'I PLANNING & ACTION ALLIANCE, INC.

was incorporated under the laws of Hawaii on 08/11/2004 ; that it is an existing nonprofit corporation; and that, as far as the records of this Department reveal, has complied with all of the provisions of the Hawaii Nonprofit Corporations Act, regulating domestic nonprofit corporations.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the Department of Commerce and Consumer Affairs, at Honolulu, Hawaii.

Dated: January 10, 2018

Director of Commerce and Consumer Affairs



**DECLARATION STATEMENT OF  
APPLICANTS FOR GRANTS PURSUANT TO  
CHAPTER 42F, HAWAII REVISIED STATUTES**

The undersigned authorized representative of the applicant certifies the following:

- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide the services for which a grant is awarded;
  - b) Complies with all applicable federal and state laws prohibiting discrimination against any person on the basis of race, color, national origin, religion, creed, sex, age, sexual orientation, or disability;
  - c) Agrees not to use state funds for entertainment or lobbying activities; and
  - d) Allows the state agency to which funds for the grant were appropriated for expenditure, legislative committees and their staff, and the auditor full access to their records, reports, files, and other related documents and information for purposes of monitoring, measuring the effectiveness, and ensuring the proper expenditure of the grant.
- 2) If the applicant is an organization, the applicant meets the following requirements pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is incorporated under the laws of the State; and
  - b) Has bylaws or policies that describe the manner in which the activities or services for which a grant is awarded shall be conducted or provided.
- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is determined and designated to be a non-profit organization by the Internal Revenue Service; and
  - b) Has a governing board whose members have no material conflict of interest and serve without compensation.

Pursuant to Section 42F-103, Hawaii Revised Statutes, for grants used for the acquisition of land, when the organization discontinues the activities or services on the land acquired for which the grant was awarded and disposes of the land in fee simple or by lease, the organization shall negotiate with the expending agency for a lump sum or installment repayment to the State of the amount of the grant used for the acquisition of the land.

Further, the undersigned authorized representative certifies that this statement is true and correct to the best of the applicant's knowledge.

KAUAI PLANNING & ACTION ALLIANCE

(Typed Name of Individual or Organization)



(Signature)

JAN. 12, 2018

(Date)

MARION PAUL, PRESIDENT & CEO

(Typed Name)

(Title)