

## Application Submittal Checklist

*The following items are required for submittal of the grant application. Please verify and check off that the items have been included in the application packet.*

- 1) Hawaii Compliance Express Certificate (If the Applicant is an Organization)
- 2) Declaration Statement
- 3) Verify that grant shall be used for a public purpose
- 4) Background and Summary
- 5) Service Summary and Outcomes
- 6) Budget
  - a) Budget request by source of funds ([Link](#))
  - b) Personnel salaries and wages ([Link](#))
  - c) Equipment and motor vehicles ([Link](#))
  - d) Capital project details ([Link](#))
  - e) Government contracts, grants, and grants in aid ([Link](#))
- 7) Experience and Capability
- 8) Personnel: Project Organization and Staffing



MICHAEL LYNCH, BOARD CHAIRPERSON

1/18/2024

AUTHORIZED SIGNATURE

PRINT NAME AND TITLE

DATE

**THE THIRTIETH LEGISLATURE  
APPLICATION FOR GRANTS  
CHAPTER 42F, HAWAII REVISED STATUTES**

Type of Grant Request:

Operating                       Capital

Legal Name of Requesting Organization or Individual: Db  
EOA Pacific Inc

Amount of State Funds Requested: \$ 213,030

Brief Description of Request (Please attach word document to back of page if extra space is needed):

EOA Pacific Inc is the Hawaii affiliate organization of Educators of America Inc. We are seeking to provide Project-based Learning and other pedagogical support to teachers in the counties of Kauai, Honolulu, and Maui. We are also seeking to build upon the work that began in Hawaii County during fiscal year 2023-2024 through a grant from Hawaii County to Educators of America Inc.

Amount of Other Funds Available:

State: \$ 0

Federal: \$ 0

County: \$ 0

Private/Other: \$ 0

Total amount of State Grants Received in the Past 5 Fiscal Years:

\$ 0

Unrestricted Assets:

\$ 0

New Service (Presently Does Not Exist):  Existing Service (Presently in Operation):

Type of Business Entity:

- 501(C)(3) Non Profit Corporation  
 Other Non Profit  
 Other

Mailing Address:

74-5577 Palani Road #356

City: State: Zip:

Kailua-Kona HI 96745

Contact Person for Matters Involving this Application

Michael Lynch

Name:  
Michael Lynch

Title:  
Board Chairperson

Email:  
mlynch@eoapacific.org

Phone:  
808-747-4233

Federal Tax ID#:

[REDACTED]

State Tax ID#

[REDACTED]



Authorized Signature

Michael Lynch, Board Chairperson

Name and Title

1/18/2024

Date Signed



STATE OF HAWAII  
STATE PROCUREMENT OFFICE

**CERTIFICATE OF VENDOR COMPLIANCE**

This document presents the compliance status of the vendor identified below on the issue date with respect to certificates required from the Hawaii Department of Taxation (DOTAX), the Internal Revenue Service, the Hawaii Department of Labor and Industrial Relations (DLIR), and the Hawaii Department of Commerce and Consumer Affairs (DCCA).

**Vendor Name:** EOA PACIFIC INC.

**Issue Date:** 01/18/2024

**Status:** **Compliant**

Hawaii Tax#:

New Hawaii Tax#:

FEIN/SSN#:

XX-XXX8065

UI#:

No record

DCCA FILE#:

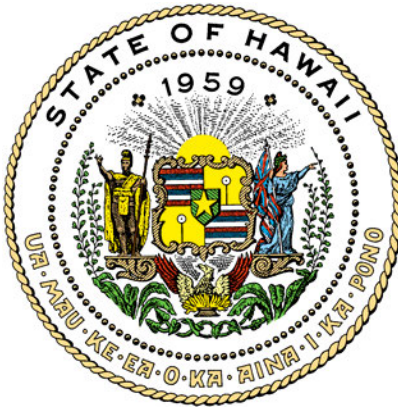
325127

Status of Compliance for this Vendor on issue date:

Form	Department(s)	Status
A-6	Hawaii Department of Taxation	Compliant
8821	Internal Revenue Service	Compliant
COGS	Hawaii Department of Commerce & Consumer Affairs	Exempt
LIR27	Hawaii Department of Labor & Industrial Relations	Compliant

**Status Legend:**

Status	Description
Exempt	The entity is exempt from this requirement
Compliant	The entity is compliant with this requirement or the entity is in agreement with agency and actively working towards compliance
Pending	A status determination has not yet been made
Submitted	The entity has applied for the certificate but it is awaiting approval
Not Compliant	The entity is not in compliance with the requirement and should contact the issuing agency for more information



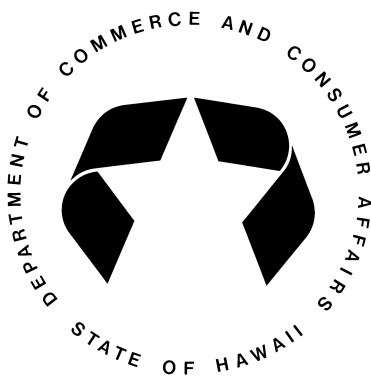
## Department of Commerce and Consumer Affairs

### CERTIFICATE OF GOOD STANDING

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

EOA PACIFIC INC.

was incorporated under the laws of Hawaii on 03/22/2023 ; 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 18, 2024

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, Hawai'i 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, Hawai'i 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; and
- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F-103, Hawai'i 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.
- 4) The use of grant-in-aid funding complies with all provisions of the Constitution of the State of Hawaii (for example, pursuant to Article X, section 1, of the Constitution, the State cannot provide "... public funds ... for the support or benefit of any sectarian or nonsectarian private educational institution...").

Pursuant to Section 42F-103, Hawai'i 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.

EOA Pacific Inc  
(Typed Name of Individual or Organization)  
Michael Lynch 1/18/2024  
(Signature) (Date)

Michael Lynch Board Chairperson  
(Typed Name) (Title)

EOA Pacific, Inc.

74-5577 Palani Road #356  
Kailua-Kona, HI 96745  
808-755-4470  
aloha@educatorsusa.org



January 11, 2024

RE: Public Purpose

To Whom it may Concern:

EOA Pacific Inc confirms that this grant will be used for a public purpose pursuant to Section 42F-102, Hawaii Revised Statutes.

Warm regards,

A handwritten signature in black ink that reads "Michael Lynch" with a long horizontal flourish extending to the right.

Michael Lynch, Ed.M.  
Board Chairperson

## Application for Grants

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

### **I. Certification – Please attach immediately after cover page**

#### **1. Hawaii Compliance Express Certificate (If the Applicant is an Organization)**

If the applicant is an organization, the applicant shall submit one (1) copy of a Hawaii Compliance Express Certificate from the Comptroller of the Department of Accounting and General Services that is dated no earlier than December 1, 2023.

Please see attached.

#### **2. Declaration Statement**

The applicant shall submit a declaration statement affirming its compliance with [Section 42F-103, Hawaii Revised Statutes](#).

Please see attached.

#### **3. Public Purpose**

The applicant shall specify whether the grant will be used for a public purpose pursuant to [Section 42F-102, Hawaii Revised Statutes](#).

Please see attached.

## **II. 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:

1. A brief description of the applicant's background;

EOA Pacific Inc is a 501(c)(3) public charity and was formed as the Hawaii affiliate of Educators of America Inc (EOA) in March of 2023. Our mission is to advance Educators of America's programming in the Hawaiian Islands and other Pacific Islands. Educators of America Inc was formed in 2015 with the mission to connect teachers with the tools and training they need to increase student achievement. Since October of 2021, Educators of America has operated its Educator Professional Development and Building Cultural Bridges programming in the County of Hawaii. Through EOA Pacific Inc we seek to further our nonprofit and public purpose to the other counties in Hawaii.

2. The goals and objectives related to the request;

### **Goal 1: Establishment of EOA Programming:**

- **Teacher Outreach:**
  - Implement a targeted outreach initiative to engage a minimum of 30 teachers within each county (Maui, Honolulu, and Kauai) through our established professional network.
  - Utilize diverse communication channels, including but not limited to emails, social media platforms, and direct personal contacts, to ensure comprehensive engagement.
- **Professional Development Workshops:**
  - Organize and execute a total of 4 Professional Development workshops strategically distributed across Maui, Honolulu, and Kauai Counties.
  - Tailor workshop content to specifically address the identified needs and challenges surfaced during the outreach phase.

### **Goal 2: Advancement of Project-Based Learning (PBL) Understanding in Hawaii County:**

- **Delivery of Advanced PBL Workshops:**
  - Develop and conduct 2 Advanced PBL Workshops exclusively within Hawaii County.
  - Integrate advanced PBL strategies, real-world case studies, and practical applications to deepen educators' understanding and proficiency.
- **Teacher Engagement Goals:**
  - Aim to actively involve a minimum of 60 teachers in Hawaii County through participation in the Advanced PBL Workshops.
  - Employ targeted marketing strategies and outreach efforts to maximize participation and overall impact.



**Goal 3: Improvement of Teacher Retention Statewide:**

- **Workshop Participation Targets:**
  - Attract a minimum of 150 teachers from across the state to participate in the workshops.
  - Implement a robust registration system and execute a comprehensive promotional campaign to ensure broad and equitable participation.
- **Delivery of Meaningful Pedagogical Development:**
  - Design and deliver workshops that transcend superficial content, providing teachers with profound pedagogical insights and strategies.
  - Cultivate a supportive professional community by actively encouraging collaboration and networking among participating teachers.

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

The Hawaii Department of Education (DOE) has observed a discernible increase in public school teacher turnover during the 2021-2022 school year, marked by 920 resignations and 310 retirements.<sup>1</sup> This trend, characterized by a higher rate of resignations than retirements, poses a potential threat to student achievement due to larger class sizes and an influx of less experienced teachers into classrooms. Recognizing the imperative to address this challenge, EOA Pacific Inc proposes a solution centered on providing high-quality professional development, mentoring, and coaching for Hawaii's teachers. Recent research underscores the significance of professional development and collaborative opportunities in enhancing teacher retention and job satisfaction.<sup>2</sup> The public purpose and need to be addressed by EOA Pacific Inc with this proposal is to address the teacher turnover increases by providing high quality professional development, mentoring, and coaching to Hawaii's teachers. By sustaining investment in high-quality professional development and leveraging the expertise of proven partners, the Hawaii DOE can elevate teacher morale, contributing to a more stable and effective educational environment for all learners.<sup>2,3,4</sup>

While the Hawaii DOE has made commendable strides in addressing teacher retention through innovative compensation programs, particularly those tailored to incentivize teaching in rural areas and high-need specialties, an opportunity exists to

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<sup>1</sup> Hawaii State Department of Education. "Employment Report: School Year 2021-2022." <https://www.hawaiipublicschools.org>. Hawaii State Department of Education. Accessed January 17, 2024. <https://www.hawaiipublicschools.org/Reports/EmploymentReport2021-22.pdf>.

<sup>2</sup> Podolsky, Anne. "Solving the Teacher Shortage: How to Attract and Retain Excellent Educators.," n.d. <https://eric.ed.gov/?id=ED606767>, pg. 3

<sup>3</sup> Krasnoff, Basha. "What the Research Says About: Class Size, Professional Development, and Recruitment, Induction, and Retention of Highly Qualified Teachers: A Compendium of the Evidence on Title II, Part A, Program-Funded Strategies." *Institute of Education Sciences*. Portland, OR, United States of America: Northwest Comprehensive Center. Accessed January 17, 2024. <https://files.eric.ed.gov/fulltext/ED558138.pdf>.

<sup>4</sup> Leahy, Sarah. "A Survey of Selected Teachers Opinions to the Effects of Class Size on Student Achievement among Middle School Students.," n.d. <https://eric.ed.gov/?id=ED494718>, pg. 41-45

further fortify teacher retention and job satisfaction.<sup>5</sup> By continuing to invest in high-quality professional development and leveraging experienced partners, the Hawaii DOE can bolster teacher morale and retention, contributing to a more stable and effective educational environment for all learners.

In summary, this proposal endeavors to confront the challenges posed by the recent surge in teacher turnover by providing targeted and impactful professional development opportunities, thereby reinforcing the Hawaii DOE's commitment to fostering a resilient and contented teaching workforce.

4. Describe the target population to be served;

Middle, Intermediate, and High school teachers within the state, thereby the number of students they serve, mostly low socio-economic status (SES), high need communities within each county of Hawaii.

5. Describe the geographic coverage.

This proposal is designed to serve teachers and students in Kauai, Honolulu, Maui, and Hawaii Counties.

### **III. 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;

- **Outreach to Schools in All Counties of Hawaii:**

- Develop and implement a comprehensive outreach plan to schools in Kauai, Honolulu, Maui, and Hawaii Counties leveraging relationships with partner organizations and existing schools in our service.
- Coordinate and conduct in-person visits, including travel to counties of Maui, Honolulu, Kauai, and Hawaii as needed.
- Establish effective communication channels to disseminate information about workshops and gather feedback from educators.

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<sup>5</sup> Hull, Robert and Hawaii State Board of Education. "Building Capacity for Effective Leadership and Governance Through Strategic Planning." *Hawaii State Board of Education*. National Association of State Boards of Education, September 15, 2022. Accessed January 17, 2024. [https://boe.hawaii.gov/Meetings/Notices/Meeting%20Material%20Library/HI%2009.15.2022\\_FINAL\\_wSupplemental.pdf](https://boe.hawaii.gov/Meetings/Notices/Meeting%20Material%20Library/HI%2009.15.2022_FINAL_wSupplemental.pdf).

- **Design, Schedule, Conduct & Evaluate Workshops:**
  - Collaborate with local and national educational experts to align their materials and content with the needs of teachers and educational goals in the State of Hawaii.
  - Customize foundational content to provide a detailed workshop schedule, considering each county's unique requirements.
  - Facilitate (6) workshops, ensuring a dynamic and engaging learning environment.
  - Implement a robust evaluation system to gather feedback from participants, allowing for continuous improvement.
  
- **Report Data to Hawaii State Agencies:**
  - Collect and organize quantitative and qualitative data from workshops, including feedback, attendance records, and outcomes.
  - Prepare comprehensive reports detailing the impact of the workshops on teacher professional development.
  - Ensure timely submission of reports in alignment with grant reporting requirements.
  - Implement an efficient attendance tracking system for each workshop session.
  - Keep a detailed record of the number of workshops conducted on each island, including specific information on workshop topics, duration, and participant feedback for each island.
  - Highlight the diversity of participants in terms of grade levels, subjects, and geographical locations.

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

**July 2024**

- Notice of Award
- Begin customization of content for schools in Hawaii, Kauai, Honolulu, and Maui Counties
- Develop a comprehensive outreach plan
- Establish effective communication channels and begin disseminating information about the upcoming workshops
- Develop evaluation strategy and survey

**August 2024**

- Begin outreach to schools in Hawaii, Kauai, Honolulu, and Maui Counties
- Engage with current client schools in Hawaii County to schedule Advanced PBL workshops
- Implement comprehensive outreach plan
- Begin alignment of national expert content to needs of schools in Hawaii

**September 2024**

- Continue outreach to schools in Hawaii, Kauai, Honolulu, and Maui Counties
- Complete content alignment prior to first workshop

**October 2024**

- Continue outreach to schools in Hawaii, Kauai, Honolulu, and Maui Counties
- Conduct workshops with engaging facilitation and embedded evaluation system to allow for continuous improvement

**November 2024**

- Conduct Advanced PBL workshop in Hawaii County with engaging facilitation and embedded evaluation system to allow for continuous improvement

**December 2024**

- Conduct workshops with engaging facilitation and embedded evaluation system to allow for continuous improvement.
- Completion of at least 3 workshops in the stated counties before the end of 2024
- Submit mid grant report in alignment with grant reporting requirements to State of Hawaii

**January 2025**

- Continue outreach to schools in Hawaii, Kauai, Honolulu, and Maui Counties
- Conduct workshops with engaging facilitation and embedded evaluation system to allow for continuous improvement

**February 2025**

- Continue outreach to schools in Hawaii, Kauai, Honolulu, and Maui Counties
- Conduct workshops with engaging facilitation and embedded evaluation system to allow for continuous improvement.

**March 2025**

- Continue outreach to schools in Hawaii, Kauai, Honolulu, and Maui Counties
- Conduct workshops with engaging facilitation and embedded evaluation system to allow for continuous improvement

**April 2025**

- Continue outreach to schools in Hawaii, Kauai, Honolulu, and Maui Counties

- Conduct Advanced PBL workshop in Hawaii County with engaging facilitation and embedded evaluation system to allow for continuous improvement

**May 2025**

- Continue outreach to schools in Hawaii, Kauai, Honolulu, and Maui Counties
- Conduct workshops with engaging facilitation and embedded evaluation system to allow for continuous improvement, completing a total of 6 workshops throughout the stated counties

**June 2025**

- Final reporting to State of Hawaii

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

To ensure robust quality assurance and effectively assess the impact of our program, we employ a meticulously crafted pre/post-test developed by our dedicated research department. This methodical approach to monitoring, reporting, and evaluating program impact is intentionally integrated into the fabric of program activities. The initial evaluation phase involves gauging participants' baseline comprehension of the workshop's subject matter at the program's commencement. Subsequently, upon the conclusion of the workshop, attendees are tasked with completing a post-test. This post-test serves as a crucial tool for measuring the degree to which our predefined outcomes have been achieved. A noteworthy aspect of this evaluation process is its seamless integration into the workshop content. This strategic embedding ensures that the data gathered can be swiftly leveraged for immediate program enhancement and informed decision-making in subsequent iterations. This iterative feedback loop positions us to continually refine and elevate the effectiveness of our program, aligning with our commitment to delivering impactful and adaptive professional development experiences. All evaluations encompass a comprehensive assessment that incorporates a minimum of one outcome measure in each of the three critical domains: Affective, Cognitive, and Behavioral. These domains encompass evaluations of changes in participants' feelings, thoughts or beliefs, and behaviors, respectively. This holistic approach ensures a thorough and nuanced understanding of the program's impact across diverse dimensions, contributing to a more nuanced and insightful evaluation of the outcomes.

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.

- EOA Pacific Inc will ensure that at least 75% of workshop attendees show increased knowledge (cognitive) of the workshop relevant content / pedagogy by month 12 using a pre/post survey with all participating teachers.
- EOA Pacific Inc will ensure that at least 75% of participating teachers will feel more prepared (affective) to implement workshop content in their classrooms on a regular basis by month 12 measured using a pre/post survey with all participating teachers.
- EOA Pacific Inc will ensure that at least 60% of participating teachers will advocate for and model practices gained from workshop (behavioral) within their school community by month 12 using a pre/post survey with all participating teachers.

#### **IV. Financial**

##### **Budget**

1. The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.
  - a. Budget request by source of funds ([Link](#))
  - b. Personnel salaries and wages ([Link](#))
  - c. Equipment and motor vehicles ([Link](#))
  - d. Capital project details ([Link](#))
  - e. Government contracts, grants, and grants in aid ([Link](#))

Please see attached documents.

2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2025.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
53,257.50	53,257.50	53,257.50	53,257.50	213,030

3. The applicant shall provide a listing of all other sources of funding that they are seeking for the fiscal year 2025.

EOA Pacific Inc is not seeking other funding sources for fiscal year 2025.

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 three years

and will be receiving for fiscal year 2025 for program funding.

Not Applicable.

6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2023.

EOA Pacific Inc does not have any unrestricted assets available as of 12/31/2023.

## **V. 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.

EOA Pacific Inc serves as the Hawaii affiliate of Educators of America Inc., a national nonprofit organization that has been providing professional services to schools since 2015 through its faculty team. EOA Pacific Inc operates without employees or overhead, and its volunteer board members execute their mission by issuing contracts and providing oversight to all activities related to grant-funded work.

The national organization, Educators of America Inc, has completed projects and contracts for the following organizations over the last 3 years:

- County of Hawaii, Hawaii
- Barstow Unified School District, California
- West Side 202 School District, Idaho
- High Tech Los Angeles High School, California
- Houston Independent School District, Texas
- Fresno Unified School District, California
- Erie 2 – Chautauqua – Cattaraugus Board of Cooperative Education Services, New York
- New York State Department of Education, New York
- Heritage Charter Academies, New York

## **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.

EOA Pacific Inc and Educators of America Inc are fully remote operations with team members working from a home office and/or on site at partner schools.

## **VI. 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.

**Mike Lynch, Executive Director** – Mike is a co-founder of Educators of America and currently serves its people and mission as the Executive Director. Mike began his education career in 2008 as a School Counselor in Buffalo, NY. After counseling for 7 years, Mike wanted to do more to help students by sharing his passion for continuous improvement and service excellence with teachers. Today, Mike facilitates workshops in Project-Based Learning and will serve as the primary point of contact for this proposal.

**Justin Potter, Program Manager** - Justin is a dynamic and dedicated Program Manager with a proven track record of spearheading transformative professional development initiatives across diverse cultural landscapes. With a passion for building communities, fostering growth, and an insatiable curiosity for new experiences, Justin has become a driving force in the field of education and professional enhancement. Justin's journey in professional development has been marked by a commitment to excellence and a keen understanding of the globalized nature of education.

Having facilitated programs not only across the United States but also in Namibia and the Marshall Islands, he has honed his ability to connect with individuals from various backgrounds, fostering a culture of learning that transcends borders. A true adventurer at heart, Justin approaches each new project with enthusiasm and a genuine eagerness to experience new things. Whether it's navigating the intricacies of a local education system or immersing himself in a new cultural setting, Justin's open-minded approach adds a unique and valuable dimension to his work.



**Eric Rowe, National Facilitation Team** - As the former Head of Schools at Alabama Aerospace & Aviation High School, Eric Rowe brings over 28 years of educational experience, with a dedicated focus on equity, diversity, and liberation. Possessing a Principal K-12 certification and two master's degrees in secondary education and educational leadership and administration, he is driven by a passion for developing programs that provide rigorous, joyful, and personalized learning experiences for students, families, and community partners.

Eric has a proven track record of facilitating communities of practice, coaching educators, and collaborating with charter school networks to ensure both academic success and the implementation of pro-Black policies. Notably, he co-founded and served as the former co-president of the Denver School Leaders Association, playing a pivotal role in Colorado's first union advocating for principals and assistant principals. Eric Rowe navigates the world as a Black man, partner, father, educator, and equity designer. He firmly believes that teaching is both an art and a science, recognizing its paramount importance as a calling to utilize his gifts in the service of others.

**Ceinwen Bushey, National Facilitation Team** - With over 11 years devoted to shaping young minds in the field of public education, Ceinwen Bushey is a seasoned teacher with a rich tapestry of international experience. Drawing from her years in dual-language education in Guatemala and Colombia, and outdoor education in Costa Rica, she brings a global perspective to her pedagogical approach. Ceinwen's dedication to fostering immersive and engaging learning environments is evident in her enthusiastic commitment to project-based learning methodologies.

Ceinwen's teaching philosophy is rooted in the belief that education should be a transformative and inclusive experience. She advocates for project-based learning as a cornerstone, fostering an environment where students actively engage in real-world challenges, promoting critical thinking and collaboration. Through an equity lens, she strives to create a classroom that acknowledges and values diverse perspectives, ensuring every student feels seen and heard. By centering her approach on student needs and interests, she aims to empower them as active participants in their learning journey, fostering a sense of ownership and intrinsic motivation. This student-centered approach not only cultivates a passion for learning but also equips students with the skills and confidence needed for success in an ever-evolving world.

Ceinwen holds a Bachelor's in Spanish Language and Literature from the University of Washington and a Master's Degree in Teaching from Seattle University. Beyond the classroom, she enjoys exploring the great outdoors on foot and skis, spending time with her dog, and traveling abroad.

**Huston Mgbemena, National Facilitation Team** - Huston Mgbemena is the proud founder and school leader of the Lenora Butler Rolla School of Social Entrepreneurship and Innovation in the Historic Southside community of Fort Worth. A product of Alief ISD in Alief, Texas, an urban suburb of Houston, Huston's upbringing in a community undergoing demographic shifts profoundly shaped his perspective. As an educator and nonprofit practitioner for 14 years, he is dedicated to serving underserved black and

brown communities.

Huston's educational philosophy is rooted in restoration and innovation, emphasizing creative and conceptual learning experiences. He is a project-based learning expert who recognizes the transformative power of practical applications. For instance, he highlights the impact of teaching the Pythagorean Theorem through designing model houses, which later transition into actual homes for those in need through partnerships with organizations like Habitat for Humanity.

What sets Huston apart is his disruptive vision for education and community development. He sees schools not just as educational institutions but as conduits for providing resources and funding to address racially motivated socioeconomic disparities. His goal is to empower scholars as innovators, project designers, and community managers, providing them with world-class development to support and transform their communities in real-time. Despite the audacity of his vision, Huston believes in the feasibility of creating innovative cities of the future, emphasizing the importance of authentic relationships and shared visions in achieving these goals, one project at a time.

**Kathleen Murdock, National Facilitation Team** - Kathleen Murdock, Ed.S., is a certified education leader with over 13 years of experience in early childhood and elementary education. Currently pursuing a doctoral degree at National University, she holds an Educational Specialist degree in School Leadership, a Master of Arts in Reading, Language, and Literacy, and a Bachelor of Arts in Early Childhood Education/ESOL. In her role as an independent Professional Education Learning Consultant, Kathleen provides dynamic professional learning experiences that holistically support teachers and enhance their instructional practices. With digital fluency and effective facilitation skills, she empowers educators to excel.

As the former Director of Teacher Engagement, Kathleen led the development of a project-based learning pathway for STEM/STEAM teaching. She collaborated across functions, supporting over 75 teachers in adopting instructional best practices. Her achievements include building a coaching team that delivered customized coaching experiences. Throughout her career, Kathleen has consistently advocated for meaningful and equitable learning experiences. From her roles as a reading specialist, RTI/MTSS School Level Coordinator, to a classroom teacher, she demonstrates a steadfast commitment to supporting teachers and fostering transformative education.

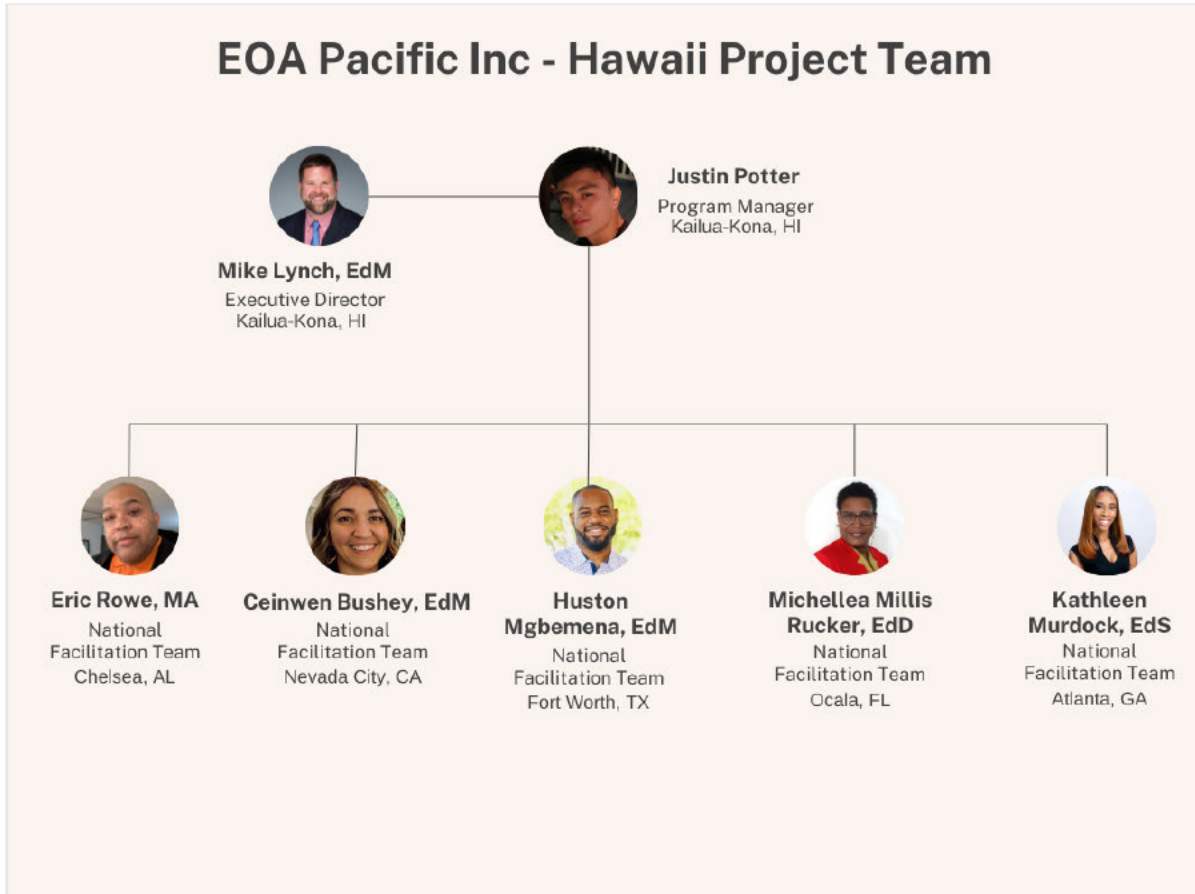
**Michellea Millis Rucker, National Facilitation Team** - Michellea "Redbird" Millis Rucker is an expert in transformational leadership coaching, facilitation, leadership development, and thought partnership (consulting). As a scholar-activist, her coaching stance and philosophy lean into leader identity aligned with beliefs, behaviors, and ways of being. She has over 21 years of experience in education, 10 years in non-profit administration, and 10 years as an edupreneur. She is an experienced Instructional,

Leadership Diversity, Equity, and Inclusion Coach. She is an ICF ACC specializing in transformational leadership, performance coaching, and diversity equity and inclusion certified (DEIC).

She has a BA Degree in Organizational Management, MS in Managerial Leadership, Harvard Graduate School of Education Alumni with a focus on Leadership and Data and completing another Master's in Educational Leadership and Ed.D. Doctoral Candidate in Leadership (anticipated graduation date 2024). Recently, she was featured in the September 2020 edition of the Excelligent Magazine as a Global Education Influencer. She is a certified LEGO® SERIOUSPLAY® Methods Facilitator.

## 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.



### **3. Compensation**

The applicant shall provide an annual salary range paid by the applicant to the three highest paid officers, directors, or employees of the organization by position title, not employee name.

EOA Pacific Inc does not have any paid officers, directors, or employees.

## **VII. 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.

No pending or prior litigation.

### **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.

National Facilitator Team has appropriate teaching / administrative credentials within their home state.

### **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.

No portion of this grant will support or benefit a sectarian or non-sectarian private educational institution.

### **4. Future Sustainability Plan**

The applicant shall provide a plan for sustaining after fiscal year 2024-25 the activity funded by the grant if the grant of this application is:

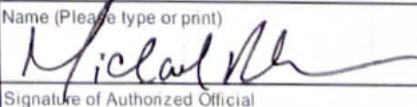
- (a) Received by the applicant for fiscal year 2024-25, but
- (b) Not received by the applicant thereafter.

EOA Pacific Inc will offer continuous coaching for participants served by one of the workshops outlined in this proposal. EOA Pacific Inc adopts Educators of America's training approach and methods by employing a "gradual release" or "train the trainer" model so that the work of advancing and supporting the workshop content can be continued and sustained by local champions at each workshop site.

## BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2024 to June 30, 2025

Applicant: EOA Pacific Inc

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
<b>A. PERSONNEL COST</b>				
1. Salaries				
2. Payroll Taxes & Assessments				
3. Fringe Benefits				
<b>TOTAL PERSONNEL COST</b>				
<b>B. OTHER CURRENT EXPENSES</b>				
1. Airfare, Inter-Island	2,400			
2. Insurance				
3. Lease/Rental of Equipment				
4. Lease/Rental of Space				
5. Staff Training				
6. Supplies				
7. Telecommunication				
8. Utilities				
9. Contract labor	168,000			
10. Airfare, Continental US	9,000			
11. Lodging, other counties	18,000			
12. Transportation, rental car	4,830			
13. M&IE	10,800			
14				
15				
16				
17				
18				
19				
20				
<b>TOTAL OTHER CURRENT EXPENSES</b>	<b>213,030</b>			
<b>C. EQUIPMENT PURCHASES</b>				
<b>D. MOTOR VEHICLE PURCHASES</b>				
<b>E. CAPITAL</b>				
<b>TOTAL (A+B+C+D+E)</b>	<b>213,030</b>			
<b>SOURCES OF FUNDING</b>		Budget Prepared By:		
(a) Total State Funds Requested	213,030	Justin Potter	808-747-4233	
(b) Total Federal Funds Requested		Name (Please type or print)	Phone	
(c) Total County Funds Requested			1/18/2024	
(d) Total Private/Other Funds Requested		Signature of Authorized Official	Date	
<b>TOTAL BUDGET</b>	<b>213,030</b>	Michael Lynch, Board Chairperson		
		Name and Title (Please type or print)		



## BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2024 to June 30, 2025

Applicant: EOA Pacific Inc

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
<b>TOTAL:</b>				<b>0</b>

JUSTIFICATION/COMMENTS: No equipment will be needed or purchased with this request.

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
<b>TOTAL:</b>				<b>0</b>

JUSTIFICATION/COMMENTS: No motor vehicles will be purchased or needed for this request.





**GOVERNMENT CONTRACTS, GRANTS, AND /OR GRANTS IN AID**

Applicant: EOA Pacific Inc

Contracts Total: -

1	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
13					
14					
15					
16					
17					
18					
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20					
21					
22					
23					
24					
25					
26					
27					
28					
29					
30		10			Application for Grants