



STATE OF HAWAII
Executive Office on Early Learning
2759 South King Street, Room C6
HONOLULU, HAWAII 96826

March 30, 2024

TO: The Honorable Senator Michelle N. Kidani, Chair
The Honorable Senator Donna Mercado Kim, Vice Chair
Senate Committee on Education

FROM: Yuuko Arikawa-Cross, Director
Executive Office on Early Learning

SUBJECT: Measure: G.M. No. 590 – SUBMITTING FOR CONSIDERATION AND CONFIRMATION TO THE EARLY LEARNING BOARD, GUBERNATORIAL NOMINEE, STEPHANIE SHIPTON, FOR A TERM TO EXPIRE 6-30-2027.
Hearing Date: Wednesday, April 3, 2024
Time: 3:01 pm
Location: Conference Room 229

EXECUTIVE OFFICE ON EARLY LEARNING'S POSITION: Support

Aloha, I am Yuuko Arikawa-Cross, Director of the Executive Office on Early Learning (EOEL). EOEL supports the nomination and confirmation of Stephanie Shipton to the Early Learning Board (ELB).

EOEL is statutorily responsible for the development and administration of the State's early learning system, which shall ensure a spectrum of high-quality early learning opportunities for children from prenatal care until the time they enter kindergarten, with priority given to underserved or at-risk children.

The ELB was established as a governing board through Act 202, Session Laws of Hawai'i (SLH), Regular Session 2017, and is responsible for directing the EOEL on how best to meet the developmental and educational needs of children from prenatal care to entry into kindergarten; providing recommendations to the EOEL on improving the quality, availability, and coordination of early learning programs; promoting collaboration across agencies and stakeholders serving young children; and appointing and evaluating the EOEL director on an annual basis.

Ms. Shipton has been nominated for an appointment to the ELB under Hawai'i Revised Statutes (HRS) § 302L-1.6. Presently, Ms. Shipton serves as a consultant at Morning Dew Consulting located in Hawai'i and has extensive experience in leading initiatives that resulted in positive benefits for the health, safety, and well-being of children and families across the State. Ms. Shipton satisfies the requirements of HRS § 302L-1.65, which provides, in relevant part, that the ELB nominees shall demonstrate integrity, civic virtue, and high ethical standards and be willing to hold fellow members to the same; commit to being a conscientious and attentive board member; have an understanding of best practices in early learning governance or be willing to be trained in best practices in early learning governance; and have a clear understanding of the board's role in developing and protecting a clear, long-term strategic vision for early learning. As demonstrated by her resume offered in support of her nomination, Ms. Shipton served in various roles in Hawai'i and Washington D.C. and her experiences indicate a valuable ability to function among diverse colleagues as a member of an effective team and provides substantial support of her deep and abiding interest in early learning and the support of families and children across Hawai'i.

Her experience will add great value to the ELB. Thank you for your consideration of Ms. Shipton's nomination and for the opportunity to testify in support.

Stephanie Shipton

PROFESSIONAL EXPERIENCE

Founder

Morning Dew Farm, Waialua and Kāneʻohe, HI 04/2022 – Present

- Principal consultant providing vision and strategy development, facilitation and session design, and coaching services.
- Building a 5 acre family farm and community gathering space in Waialua.

Director of Regional Initiatives/Director of Strategic Initiatives

Teach For America Hawai'i, Honolulu, HI, 09/2016 – 05/2023

- As Director of Regional Initiatives: created and executed vision and strategies for developing policy leaders and social impact entrepreneurs. Launched the Social Impact Incubator Program with Hub Coworking Hawai'i – an incubator program for local, early stage, social impact entrepreneurs. Raised over \$100,000 for 4 cohorts of programming for over 20 ventures. Designed and led cohort based learning opportunities on leadership integrating the Aloha Response and education policy in partnership with OEDB and HIDOE's Office of Hawaiian Education. Created and managed fellowship opportunities for teachers to embed with local partners. Raised over \$50,000 to pilot paid fellowships for high school students. Served on the organizational leadership teams to develop the annual budget and organizational structure; set organizational vision and priorities; and support strong staff culture. Led teams focused on launching pilots, managing staff culture, and impacting systems change.
- As Director of Strategic Initiatives: created and launched a three year strategy to engage high school students in leadership development and social justice programming. Engaged with over 300 students across 3 years. Provided chief of staff support to the Executive Director, including strategic planning and organizational management. Served on organizational leadership teams to develop the annual budget, priorities, organizational culture, performance management, and ongoing process monitoring. Led creation of first regional talent philosophy. Led teams focused on policy strategy development and increasing recruitment of local and Native Hawaiian teachers.

Co-Founder

Education Incubator, Honolulu, HI, 10/2015 - 06/2018

- Co-created and managed the Moonshot Lab Hawai'i program. Launched year 1 prototype with 5 schools, 200 students, and 30 educators. Students generated 12 prototype solutions to tackle challenges in their communities (awareness and support for restoring native endangered plants; Ala Wai Canal clean up; cultural grounding in a hotel restaurant; and furthering the education mission of Hōkūle'a).
- Co-led and facilitated the development of Hawaii Green Growth's Aloha + Challenge green workforce and education goals.
- Developed and managed all business operations, from startup phase, including establishing organization mission, vision, values; human resources policies and processes; and fundraising strategy (raised nearly \$500,000 in year one operating funds). Participated in the third cohort of Hawai'i Investment Ready.

EDUCATION

B.A., Political Science
The George Washington University

M.P.S., Political Management
The George Washington University

Publications

"State Strategies for Awarding Credit to Support Student Learning," National Governors Association Center for Best Practices. Available at: <http://goo.gl/Fun5Eh>

"Realizing the Potential: How Governors Can Lead Effective Implementation of the Common Core State Standards," National Governors Association Center for Best Practices. Available at: <http://goo.gl/U6Nzur>

"Data-Driven Leadership and Reform: A Profile of Chicago Public Schools," Alliance for Excellent Education. Available upon request.

"Sustaining Whole School Reform: A Profile of Granger High School," Alliance for Excellent Education. Available upon request.

Portfolio Manager/Institutional Analyst/Acting Director of Policy, Innovation, Planning, and Evaluation
Hawaii State Department of Education, Honolulu, HI, 04/2012 – 07/2016

- As Acting Director: created and led the 12 person Office of Policy, Innovation, Planning, and Evaluation. Included creating office mission and vision and staff recruitment, hiring, performance management. Led policy and innovation strategies ranging from federal liaison to providing legislative support and testimony and strategic communications efforts.
- As Institutional Analyst: managed year-long Board of Education policy audit and revision process; developed Hawaii's Every Student Succeeds Act (ESSA) implementation plan; and conceptualized and managed the Access Learning Pilot Project (\$10 million, 2 year pilot to integrate tech and a culture of innovation in 8 schools across the state. Program evaluation data here: <http://goo.gl/FMrkfj>). Led the Future Ready Learning Initiative – a program based on the Access Learning pilot (impacted 50 schools and 400 teachers).
- As Portfolio Manager: managed implementation and strategic planning for 3/5 Race to the Top assurance areas, composed of 14/17 projects in the grant. Included managing 10 project managers from 3 offices. These projects were the first to be removed from "high risk" status by the US Department of Education. Co-authored the state's successful applications for federal flexibility from ESEA and co-created the statewide school accountability system (Strive HI Performance System).
- In all roles: represented the department on national working groups, including Achieve, Inc.'s Competency Based Education Workgroup; US Department of Education's Race to the Top Sustainability Workgroup; and as an advisory member for the US Department of Education, Council of Chief State School Officers, and National Science Foundation Common Core Math Implementation Project.

Education Policy Analyst

National Governors Association Center for Best Practices, Washington, DC, 01/2010 – 04/2012

- Managed development of the Common Core State Standards, including a large scale communications strategy; building and maintaining partnerships with external stakeholders; serving as a public ambassador; and general project management.
- Led the division's work on adolescent literacy, school choice, and use of time/competency-based education policies. This included managing a federal charter schools grant of over \$150,000 to provide technical assistance for 5 governors' offices on strategies to support high quality charter school policies. This project led to large-scale revisions in charter school laws and regulations in Hawai'i and Delaware.
- Researched and wrote policy publications for governors and their staff, including technical assistance memos, legislative language, policy briefs, and governors' guides.
- Represented NGA at external workgroups, such as the Afterschool Technical Assistance Collaborative, the Illustrative Math Project, the Math Common Core Coalition, and a coalition of organizations on the Common Core State Standards for ELA.

Policy Program Assistant

The Alliance for Excellent Education, Washington, DC, 04/2008 – 12/2009

- Served as executive assistant to the Vice President of Federal Advocacy and Policy Development.
- Provided research and policy analysis to inform publications such as state data reports, case studies, and briefs.
- Executed policy team meetings, public events, and Capitol Hill briefings.

OTHER EXPERIENCE

Investigations Intern

Senate Committee on Health, Education, Labor, and Pensions; Washington, DC, 01/2008-05/2008

- Conducted research and document review for committee report, hearings, legislation, and press releases. Specifically, reviewed evidence and documentation pertaining to investigations on the Crandall Canyon Mine cave-in; OSHA compliance and violations; and abuses by for-profit student loan companies.
- Researched policy initiatives, assisted in the execution of hearings, executive sessions, press conferences, and other events on behalf of Senator Ted Kennedy.

Volunteer Coordinator and Classroom Assistant

Jumpstart; Washington, DC, 05/2007 – 05/2008

- Designed, planned, and implemented 3 citywide volunteer events, including the construction of a parent resource center and library at a DC public school in Anacostia.
- Fundraised \$6,000 and coordinated a team of over 50 volunteers to create the parent resource center and library.
- Recruited, managed, and tracked engagement of over 100 volunteers.
- Served as a full time classroom assistant in a preschool classroom, serving students from low-income and minority families.
- Received training and professional development in early childhood theory and practice, language and literacy development, leadership skills, and family communication.

RECOGNITION, COMMUNITY GROUPS, & BOARD PARTICIPATION

Current Membership

- Women's Fund of Hawai'i, Board of Directors, Board Secretary
- Omidyar Fellows, Cohort VI
- Organization of Women Leaders

Past Participation and Awards

Elemental Exceerator EcosySTEM Cabinet; Waipahu High School Teacher Academy Advisory Board; Volunteer, Kāne'ohe Elementary School; Hope Street Group Hawai'i Advisory Board; James Campbell High School Public and Human Services Academy Advisory Board; Illustrative Math Project Advisory Board Member; Hands On DC, executive committee member, volunteer co-chair; Phi Sigma Pi, Honors Fraternity, alumni; AmeriCorps, alumni; NGA Circle of Stars Award, recipient; GWU Dr. Martin Luther King Jr Award, finalist.

REFERENCES

Steve Schatz

Executive Director, Hawai'i P-20
[REDACTED]

Jill Baldemor

Executive Director, Teach For America Hawai'i
[REDACTED]

Mahina Paishon Duarte

Co-Founder, Ka Waiwai Collective
[REDACTED]

Alex Harris

Vice President of Programs, Harold K.L. Castle Foundation
[REDACTED]

The Honorable Michelle N. Kidani
Senate Committee on Education, Chair
Hawai'i State Capitol, Room 214
Honolulu, Hawai'i 96813

Re: Testimony in support of GM590

Aloha Chair Kidani, Vice-Chair Kim, and Members of the Senate Education Committee:

Thank you for your time and consideration of my nomination to serve on the Early Learning Board.

A strong early learning ecosystem that inspires young people and empowers communities is critically important for the future of our state.

This belief is born from my own experience growing up in a single parent household. I had the opportunity to attend quality daycares and public preschools; places where I learned and built friendships that last to this day. For my own young children, I am eternally grateful for the access we have had to a range of high quality early learning programs and providers. My kiddos have explored Hawaiian culture and values alongside their A, B, C's through the Parent Participation Program at Keiki o Ka 'Āina. They have learned to mālama 'āina and deepen their relationship to our community through programs at Papahana Kuaola. They've made lifelong friends through our participation in Healthy Mothers Healthy Babies' Piko Pals program and birthing classes at Best Birth Hawai'i and Castle Hospital. They continue their learning at a preschool on the Windward side, with my oldest in her second year and my son joining in the Fall.

But it's not just my experience as a daughter and mother of a 2 and 4 year old that brings me to this work. I have built a career in education policy, systems change, and program implementation. A career that began as a classroom assistant in a small pre-k classroom in Washington DC through the Jumpstart Americorps program. I am able to hold diverse system perspectives, make connections, and simultaneously dive into details - all important skills for a board member who must understand the complexities of expanding early learning access and quality while balancing accountability to and eye for the broader education system. I truly believe that transformational change requires a broad and diverse coalition of people with empathy, who are grounded in place. In addition to my strengths and experiences, I believe that my orientation to leading through Aloha, compassion, and connection will contribute to a strong board culture that fosters empowerment, nimbleness, and creativity. I commit to operating from a place of possibility and curiosity; to coming to the work ready to engage, listen, connect, and explore. To be clear, governance and accountability are core to the work of the ELB and, this work, the work of quality early learning in Hawai'i, is not just professional, it's personal.

I am interested in the opportunities ahead for this new board. The opportunity to set clear strategic vision and direction for early learning (prenatal - age 5), coupled with easily accessible data on the progress and challenges as we expand early learning opportunities statewide. The opportunity to build a strong board structure that maximizes our ability to advise, direct, and provide recommendations to EOEL on how to improve the quality, availability, and coordination of early learning programs in Hawai'i. All of this includes training on best practices for strong board governance for board members and staff. It means understanding the current state of the work AND putting in place a board committee structure and meeting cadence that enables us to serve effectively.

In the 12 years I have been in Hawai'i, I have learned invaluable lessons about myself, this place, and what it means to work alongside communities and other stakeholders. Should I be recommended by this Committee

and confirmed by the Senate, I commit to bringing my passion for educational equity; an open mind to diverse perspectives, experiences, and contexts; and an orientation to possibility and curiosity.

Thank you again for your consideration.

Stephanie Shipton

JOSH GREEN, M.D.
GOVERNOR



KEITH HAYASHI
SUPERINTENDENT

STATE OF HAWAII
DEPARTMENT OF EDUCATION
Kāneʻohe Elementary School
45-495 Kamehameha Highway
Kaneohe, HI 96744
Phone 808-305-0000 • Fax 808-235-9185

Date: 04/02/2024

Time: 10:00 AM

Location: CR 229

Committee: Senate Committee on Education

Department: Education

Person Testifying: Derek Minakami, NBCT, Principal of Kāneʻohe Elementary School

Title of Bill: 590 GM Submitting for consideration and confirmation to the Early Learning Board, Gubernatorial Nominee, STEPHANIE SHIPTON, for a term to expire 06-30-2027.

Position: SUPPORT

Aloha Senator Kidani and Senate Education Committee,

I am writing to express my strong support for Stephanie Shipton's appointment to the State Early Learning Board.

Stephanie's ability to approach complex issues with a systems thinking mindset allows her to analyze challenges comprehensively and develop innovative solutions that address root causes. This is evidenced by her work at Teach For America Hawai'i and the Hawai'i State Department of Education; roles where she was tasked with creating new programs and finding ways to continually improve.

Moreover, Stephanie's collaborative nature is a hallmark of her leadership style. She excels in bringing together diverse stakeholders to work towards common goals. Her orientation to collaboration ensures that all voices are heard and valued in the decision-making process.

Stephanie's unwavering commitment to equity and inclusion further underscores her suitability for the State Early Learning Board. She recognizes the importance of ensuring that every child and family has access to high-quality early learning opportunities, irrespective of their background or circumstances.

In conclusion, Stephanie Shipton's combination of skills, including systems thinking and collaborative orientation, uniquely qualify her to serve on the State Early Learning Board. I urge you to appoint her to this critical position, confident that she will make significant contributions to advancing early childhood education in Hawaii.

Mahalo for your consideration of this request.

GM-590

Submitted on: 4/3/2024 9:14:11 AM

Testimony for EDU on 4/3/2024 3:01:00 PM

Submitted By	Organization	Testifier Position	Testify
Scott Nishimoto	Individual	Support	Written Testimony Only

Comments:

Scott Nishimoto

Associate Director

Ceeds of Peace

4/3/24

Senator Michele Kidani

Senate Committee on Education

Hawaii State Senate

Dear Senator Kidani and Senate Education Committee,

I am writing to express my strong support for Stephanie Shipton's appointment to the State Early Learning Board. I have had the opportunity to work with Stephanie in a variety of capacities. She served as a mentor in Ceeds of Peace's Girls Talk Back Program, where she volunteered her time to guide a group of high school girls through their journeys as peacebuilders, changemakers, and organizers. I've also had the privilege to work with Stephanie in her role on the board for the Women's Fund of Hawaii, where she has driven philanthropic efforts to women-serving organizations across our state.

Stephanie's ability to approach complex issues with a systems thinking mindset allows her to analyze challenges comprehensively and develop innovative solutions that address root

causes. This is evidenced by her work at Teach For America Hawai‘i and the Hawai‘i State Department of Education; roles where she was tasked with creating new programs and finding ways to continually improve.

Moreover, Stephanie's collaborative nature is a hallmark of her leadership style. She excels in bringing together diverse stakeholders to work towards common goals. Her orientation to collaboration ensures that all voices are heard and valued in the decision-making process.

Stephanie's unwavering commitment to equity and inclusion further underscores her suitability for the State Early Learning Board. She recognizes the importance of ensuring that every child and family has access to high-quality early learning opportunities, irrespective of their background or circumstances.

In conclusion, Stephanie Shipton's combination of skills, including systems thinking and collaborative orientation, uniquely qualify her to serve on the State Early Learning Board. I urge you to appoint her to this critical position, confident that she will make significant contributions to advancing early childhood education in Hawaii.

Thank you for considering Stephanie's candidacy.

Sincerely,

Scott Nishimoto

GM-590

Submitted on: 3/30/2024 4:25:06 PM

Testimony for EDU on 4/3/2024 3:01:00 PM

Submitted By	Organization	Testifier Position	Testify
Debby Ng	Individual	Support	Written Testimony Only

Comments:

Debby Ng

3-30-24

Senator Michele Kidani

Senate Committee on Education

Hawaii State Senate

Dear Senator Kidani and Senate Education Committee,

I am writing to express my strong support for Stephanie Shipton's appointment to the State Early Learning Board.

Stephanie's ability to approach complex issues with a systems thinking mindset allows her to analyze challenges comprehensively and develop innovative solutions that address root causes. This is evidenced by her work at Teach For America Hawai'i and the Hawai'i State Department of Education; roles where she was tasked with creating new programs and finding ways to continually improve.

Moreover, Stephanie's collaborative nature is a hallmark of her leadership style. She excels in bringing together diverse stakeholders to work towards common goals. Her orientation to collaboration ensures that all voices are heard and valued in the decision-making process.

Stephanie's unwavering commitment to equity and inclusion further underscores her suitability for the State Early Learning Board. She recognizes the importance of ensuring that every child and family has access to high-quality early learning opportunities, irrespective of their background or circumstances.

In conclusion, Stephanie Shipton's combination of skills, including systems thinking and collaborative orientation, uniquely qualify her to serve on the State Early Learning Board. I urge you to appoint her to this critical position, confident that she will make significant contributions to advancing early childhood education in Hawaii.

Thank you for considering Stephanie's candidacy.

Sincerely,

Debby Ng

GM-590

Submitted on: 4/1/2024 9:51:01 AM

Testimony for EDU on 4/3/2024 3:01:00 PM

Submitted By	Organization	Testifier Position	Testify
Nicole A Velasco	Individual	Support	Written Testimony Only

Comments:

Writing in full SUPPORT of Ms. Shipton for the Early Learning Board.

April 1, 2024

Senator Michele Kidani Senate Committee on Education Hawaii State Senate

Dear Senator Kidani and Esteemed Members of the Senate Education Committee,

As a devoted mother and staunch advocate for education, I am writing to wholeheartedly endorse Stephanie Shipton's appointment to the State Early Learning Board, emphasizing her invaluable contributions as an esteemed educator.

Stephanie's tenure as an educator at Teach For America Hawai'i and her impactful role within the Hawai'i State Department of Education highlight her profound understanding of educational dynamics. Her expertise enables her to dissect intricate challenges with a keen eye and devise innovative solutions that target the crux of the issue.

Moreover, Stephanie's leadership prowess is distinguished by her collaborative approach, a hallmark of effective educational stewardship. Her adeptness in fostering synergy among diverse stakeholders ensures inclusivity in decision-making processes, amplifying voices from all corners of our community.

Stephanie's unyielding dedication to equity and inclusivity resonates deeply with the ethos of the State Early Learning Board. She champions the cause of providing equitable access to high-quality early learning opportunities for every child and family, regardless of socio-economic background or circumstance.

In essence, Stephanie Shipton's rich tapestry of educational acumen, coupled with her collaborative leadership style, renders her an exemplary candidate for the State Early Learning Board. I implore you to entrust her with this pivotal responsibility, confident in her ability to spearhead transformative change in early childhood education throughout Hawaii.

Thank you for your consideration of Stephanie's candidacy.

Warm regards,

A handwritten signature in cursive script that reads "Katrina-Ann Oliveira". The ink is dark and the handwriting is fluid and legible.

Katrina-Ann Oliveira

GM-590

Submitted on: 4/2/2024 2:54:23 PM

Testimony for EDU on 4/3/2024 3:01:00 PM

Submitted By	Organization	Testifier Position	Testify
Ben Trevino	Individual	Support	Written Testimony Only

Comments:

I enthusiastically support Stephanie Shipton's confirmation to the Early Learning Board. Her expertise in the area as an educator, an innovator, a parent, and as a community member will no doubt deliver excellent service to the board and their critical role within our community.

GM-590

Submitted on: 4/3/2024 6:44:05 AM

Testimony for EDU on 4/3/2024 3:01:00 PM

Submitted By	Organization	Testifier Position	Testify
Faylene Mahina Duarte	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Kidani, Vice Chair Mercado Kim and Members of the Senate Committee on Education:

Ms. Shipton has been nominated for an appointment to the ELB under Hawai'i Revised Statutes (HRS) § 302L-1.6. Presently, Ms. Shipton serves as a consultant at Morning Dew Consulting located in Hawai'i and has extensive experience in leading initiatives that resulted in positive benefits for the health, safety, and well-being of children and families across the State. Ms. Shipton satisfies the requirements of HRS § 302L-1.65, which provides, in relevant part, that the ELB nominees shall demonstrate integrity, civic virtue, and high ethical standards and be willing to hold fellow members to the same; commit to being a conscientious and attentive board member; have an understanding of best practices in early learning governance or be willing to be trained in best practices in early learning governance; and have a clear understanding of the board's role in developing and protecting a clear, long-term strategic vision for early learning. As demonstrated by her resume offered in support of her nomination, Ms. Shipton served in various roles in Hawai'i and Washington D.C. and her experiences indicate a valuable ability to function among diverse colleagues as a member of an effective team and provides substantial support of her deep and abiding interest in early learning and the support of families and children across Hawai'i.

I know Ms. Shipton to be a systems thinker who also values Hawai'i's unique cultural context. She will undoubtedly champion local based approaches that are data driven and is cognizant of best practice.

Thank you for your favorable decision of Stephanie Shipton's nomination.

Mahalo,

Mahina Paishon, Educator