



HAWAII STATE PUBLIC CHARTER SCHOOLS
TITLE I SCHOOLWIDE PLAN
SY 2017-2018, 2018-2019, 2019-2020

Prepared in collaboration with the Hawaii State Public Charter School Commission

School: Kanuikapono
School Address: 4333 Kukuihale Road
School Phone Number: (808) 823-9160
School Website: www.kanuikapono.com

Submitted by Ipo Torio-Ka`uhane

Principal's Signature: **Signature Date:**

A handwritten signature in black ink, appearing to read "Ipo Torio-Ka'uhane".

Approved by Puna Kalama Dawson

Local School Board Chair's Signature: **Signature Date:**

Acknowledged by Charter School Commission's Executive Director

Executive Director's Signature: **Signature Date:**

Received by HIDOE – School Transformation Branch

STB Director's Signature: **Signature Date:**

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Where are we now?

List your school's prioritized needs as identified in one or more of the following needs assessments:

- Comprehensive Needs Assessment (Title I Schools)
- WASC Self Study
 - WASC Category B: Standards Based Student Learning: Curriculum, instruction
 - WASC Category C: Standards Based Student Learning: Instruction
 - WASC Category D: Standards Based Student Learning: Assessment and Accountability
- International Baccalaureate (IB) Authorization
- Other

Then, based on the analysis you performed in the CNA, list the contributing or root causes as well as a citation for what page of the CNA contains more information on the listed need.

Needs	Contributing or Root Cause(s)	Pg. # in CNA
ʻIke Hawaiʻi Program Development (K-12)	Need for culturally relevant curriculum and assessment development and teacher training programs	
Secondary Program Refinement and Strengthening	Need for rigorous and innovative project and place-based curriculum and teacher training	
Student Support Services	Increasing high needs population	
Facilities	Inadequate	

Addressing Equity: Sub-Group Identification

In order to address equity, list the targeted sub group(s) and their identified needs. **Specific enabling activities listed in the academic plan should address identified sub group(s) and their needs.

- At-risk Students - require comprehensive student services (ie. counseling, RtI, Sped Education)
- Secondary Students - require a restroom facility
- High School Students - require a more classrooms
- Unlicensed Teachers - require teacher training program, coaching, and teacher certification
- Teacher Leaders - require leadership and administrative training
- Educational Assistants - require RtI training

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ORGANIZE: Identify your Leadership Team Accountable Leads.	
Name and Title of Team Accountable Lead	Responsible for implementation of the school's strategies and initiatives
1. Ipo Torio	1. Facilitates Development
2. Kathryn Smith	2. Student Support Services
3. Annie Torio	3. 'Ike Hawaii Program Development
4. Lois Ann Ell	4. Secondary Program Refinement and Strengthening

Goal 1: Student Success. All students demonstrate they are on a path toward success in college, career and citizenship.

- Objective 1: Empowered** - All students are empowered in their learning to set and achieve their aspirations for the future.
- Objective 2: Whole Child** - All students are safe, healthy, and supported in school, so that they can engage fully in high-quality educational opportunities.
- Objective 3: Well Rounded** - All students are offered and engage in rigorous, well rounded education so that students are prepared to be successful in their post-high school goals.
- Objective 4: Prepared and Resilient** - All students transition successfully throughout their educational experiences.

Outcome: By the end of three years,	Rationale: Explain the link to your CNA / Underlying Cause(s)
To have a K-12 Curriculum Guide of the school's blueprint	Lack of Hawaiian focused curriculum and assessment tools
To have a nutritious school food program	Inadequate funding

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To have adequate student support services in place	The school does not have the appropriate staffing in place to support growth or development of existing or new services. This a funding issue.

Desired Outcomes	Strategies & Actions	School Year(s) of Activity	Relevant Interim Measures	Accountable Lead(s)	Funding Sources
<i>Based on Strategic Plan Student Success Indicators</i>	<i>How will you achieve your goal? What resources will you leverage?</i>	<i>When will this occur?</i>	<i>How will you know if you are on track to meet your goal? How will you monitor progress?</i>	<i>Who will be leading?</i>	<i>Check applicable boxes to indicate source of funds.</i>
Individualized teacher training program for Ike Hawaii resource teachers	The Executive Director along with the School Improvement Specialist from KS, and Consultants will design and implement year 2 of the school’s teacher training program	2017-2018	Monthly PD, observation, and teacher consultancies, mid/end of year reporting, EOY teacher portfolio defense.	Kathryn Smith	PP \$ Title I \$ Title II \$ Other \$ N/A
Interdisciplinary culture and aina based projects developed and piloted for each grade cluster	Develop planning tools for school wide use Bi-monthly teacher collaboration	2017-2018	Month sharing, quarterly posting, EOY teacher portfolio defense Teachers will implement curriculum, meet weekly for collaboration on interdisciplinary projects, professional development with a set agenda	TAL Teachers, EA’s	PP \$ Title I \$ Title II \$ Other \$ N/A

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Goal 2: Staff Success. Kanuikapono has a high-performing culture where employees have the training, support and professional development to contribute effectively to student success.

- ❑ **Objective 1: Focused Professional Development** – *Develop and grow employees to support student success and continuous improvement.*
- ❑ **Objective 2: Timely Recruitment and Placement** – *Timely recruitment and placement of applicants to better serve all students to address achievement gaps and attain equity.*
- ❑ **Objective 3: Expanded Professional Pipeline-** *Expand well-qualified applicant pools for all Hawaii educator positions and expand the number of candidates who are prepared to support student success objectives.*

Outcome: By the end of three years,	Rationale: Explain the link to your CNA / Underlying Cause(s)
`Ike Hawai`i teachers demonstrate a masters rating in their `Ike Hawai`i content areas and proficiency in all teacher domains	Cultural resource teachers lack the teacher mindset and skills that fosters great teaching, with training and ongoing coaching they can become effective teachers
All grade level and core content teachers that have been teaching at Kanuikapono for 3 years or more are licensed in their teaching area.	Inexperienced and non-certified teachers struggle with meeting roles and responsibilities.
All support staff demonstrate proficiency in RtI and `Ike Hawai`i foundational knowledge	A high percentage of students require RtI, support staff must be able to effectively serve student needs and further the school’s `Ike Hawai`i program goals.
A Dean of Students and Dean of Curriculum and Instruction is in place	The school has an executive director and no other administrative leadership staff. Two added administrative leadership positions will ensure increased student and staff success as well continuous school improvement.

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Desired Outcomes	Strategies & Actions	School Year(s) of Activity	Relevant Interim Measures	Accountable Lead(s)	Funding Sources
<i>Based on Strategic Plan Staff Success Indicators</i>	<i>How will you achieve your goal? What resources will you leverage?</i>	<i>When will this occur?</i>	<i>How will you know if you are on track to meet your goal? How will you monitor progress?</i>	<i>Who will be leading?</i>	<i>Check applicable boxes to indicate source of funds.</i>
Develop leadership, administrative, and management capacity to further the schools program goals and facilities needs.	<p>Restructure the Administrative Leadership and Organizational Chart to increase effectiveness, communication, transparency, and staff performance and accountability.</p> <p>TAL and `Ike Hawai`i teacher to attend cultural instructional professional development (Papakumakwalu)</p> <p>Executive team members to attend the distributed leadership institute with High Tech High</p>	2017-2018 2018-2019 2019-2020	<p>Quarterly Leadership Meetings</p> <p>Monthly leadership PLC</p> <p>Monthly teacher/support staff PLC</p> <p>Faculty and Staff EOY of Hō`ike</p>	Kathryn Smith	PP \$ Title I \$ Title II \$ Other \$ N/A
Clear chain of command and articulation of performance expectations and consequences.	2017-2018	2017-2018 2018-2019 2019-2020	Quarterly performance check-in with personnel and lead teacher.	Kathryn Smith	PP \$ Title I \$ Title II \$ Other \$ N/A

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Distributed leadership is an effective model	2018-2019	2018-2019	<p>Gather and analyze student data in Fall and Sprint.</p> <p>Conduct stakeholder satisfaction surveys.</p>	Ipo Torio	PP \$ Title I Title II \$ Other \$ N/A
100% faculty and staff satisfaction and retention	2019-202	2019-2020	<p>Establish pre-employment process and communication protocols flow chart (inquiry, application, interview questions, interviews, teach sample lessons etc., students interviews)</p> <p>Establish on-boarding process (offer, Contract, handbook, orientation, materials, HR paperwork)</p> <p>Design a teacher retention program (Mentor program for 1st year teachers and on-going check ins, notice of rehiring by first DOE posting,)</p>	Ipo Torio Kathryn Smith TAL	PP \$ Title I \$ Title II \$ Other \$ N/A

Goal 3: Successful Systems of Support. The system and culture of Kanuikapono works to effectively organize financial, human, and community resources in support of student success.

- ❑ **Objective 1: Innovation** – Foster innovation and scaling of effective instructional and operational practices to meet and exceed our educational goals.
- ❑ **Objective 2: Adequate and Expanded Resources**– Secure adequate resources to support school and community-based plans for student success.
- ❑ **Objective 3: Efficient and Transparent Supports**- Increase efficiency and transparency of instructional and operational supports to promote student learning and help schools while stewarding public education resources.

Outcome: By the end of three years,	Rationale: Explain the link to your CNA / Underlying Cause(s)
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Organizational Restructuring and Transition Plan is completed	Operational success requires leadership, administration, and management capacity development
Adequate staffing and training is in place	Due to the nature of small charter schools and limited funding leadership and admin roles are underfunded. The Executive Director is the only full-time educational, instructional, and school administrator. Existing staff can assume more responsibility with adequate training. A Dean of Students and Dean of Curriculum and Instruction is needed to support the strengthening and growth of the school
Adequate resources are secured and appropriately allocated	Goals and objectives of this plan will not be met without allocations in the budget to provide additional staffing and needed professional development
Student comprehensive support system is in place	Goals and objectives of this plan will not be met without allocations in the budget to provide additional staffing and needed professional development

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Desired Outcomes	Strategies & Actions	School Year(s) of Activity	Relevant Interim Measures	Accountable Lead(s)	Funding Sources
<i>Based on Strategic Plan Successful Systems of Support Indicators</i>	How will you achieve your goal? <i>What resources</i> will you leverage?	When will this occur?	<i>How will you know if you are on track to meet your goal? How will you monitor progress?</i>	Who will be leading?	<i>Check applicable boxes to indicate source of funds.</i>
The school and non-profit completes its organizational restructuring plan	Work with both the school and non-profit board to streamline and leverage resources.	2017-2018 2018-2019			PP \$ Title I \$ Title II \$ Other \$ N/A
The school has started the phase 3 of its facilities plan - Eastside Multi-Purpose Community Center	Work with Kauai legislative team, KS, OHA, Weinberg, DHHL, HPCSN, and HCF to acquire support, resources, and funding to design and construct an multi-purpose community center that includes classroom for innovative program, cafeteria, bakery, gym, lockers, and music and film studio.	2017-2018 2018-2019 2019-2020			PP \$ Title I \$ Title II \$ Other \$ N/A