



Scholarships Available in February 2023

HEA Scholarships

- High School Seniors entering college.
- Graduating TAAC Club or Education Pathway high school seniors.
- Continuing college students pursuing a career in education.
- Active educators who wish to continue their education while in service or pursuing Professional Development opportunities.
- HEA Student Teacher Scholarships (sponsored by Helen MacKay).
- Hiroshi & Barbara Kim Yamashita HEA Scholarship for undergraduates majoring in education.

HEA/HSTA-R Scholarship

- HSTA member
- Active educator with baccalaureate degree pursuing education related Program of Study.

To obtain application forms, please visit our website at www.hawaiieducationassociation.org during February 2023 or call our office at 808-949-6657.

How Are We Going to Solve It?

Joan Lee Husted

Our schools nationwide are in a whole lot of trouble. From low test scores, book banning, teacher and other school staff shortages, hot schools and soon to be cold schools, etc. The list is endless. Fortunately, most of these problems have not yet arrived on Hawaii's shores though undoubtedly some of them will, so we should be prepared.

What we currently face are staff shortages, low test scores and hot schools. Hopefully, the new governor will continue David Ige's commitment to install air conditioning in our schools. It never made any sense to me that decision makers were sitting in their air-conditioned offices deciding that air conditioning is not necessary in our students' classrooms. I would challenge all government offices to turn off their air conditioning when schools are in session. I bet they will change their minds about not air-conditioning schools.

Now what are we going to do to end staff shortages? The one thing that we are not going to do is lower our standards. It is going to take more than pay raises to keep teachers in the classroom and education aides collaborating with them. We know that pay is important but it is not the only thing. Let us look at some of the other issues that impact the shortages.

Workload and teacher control are at the top of my list. Better paid teachers with an unmanageable workload will only frustrate them. I never met a teacher who was happy because they could not reach every student. Having thirty-five students or more in a classroom multiplied by six periods can drive them nuts. What also drives teachers nuts is the lack of control they have over their classrooms and workloads.

Teachers complain that their teaching is often criticized by superiors who have no knowledge of the subject. My favorite story involves a kindergarten teacher who was scolded by her supervisor because her students were not sitting quietly in their chairs all day. He taught high school social studies when he was in the classroom. Teachers appreciate administrators who keep the school running smoothly. They appreciate administrators who allow them to use their knowledge and skills in their classrooms. They also appreciate administrators who are willing to help when a teacher needs it without being judgmental.

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Our Vision

To affirm the professionalism of
Hawaii's educators.

Our Mission

To strengthen excellence
in education:

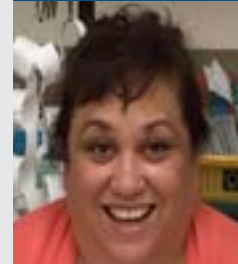
- Advocate teaching as a profession.
- Support pre-service and in-service educators.
- Advance professional learning for effective teaching.

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A Message from the President: Greetings HEA Members, and welcome to Makahiki season!



During this time of year, Native Hawaiian protocols dictate that we set aside conflicts and daily challenges to focus on a season of peace, reflection and to celebrate the work of the year by enjoying the harvests of that work.

In that spirit, I would like to share about an event I had the honor to experience, and my reflection on what that means for all of us who support the mission and vision of the Hawai'i Education Association.

Along with our Executive Director, Laurie Togami, I had the privilege of representing HEA at the Historic Hawai'i Foundation's 48th Annual Preservation Honor Awards. The Hawaii Education Association was recognized for our Centennial Celebration with notable entities like the Hawai'i Library Association, Wai'oli Tea Room, Konawaena High School, Hawai'i Theatre Center Pu'unēnē School, among others.

Our organization was formed before statehood, providing support, a voice, and professional development opportunities for educators long before other educational organizations were in existence. In those 100 years, we have helped educators organize, develop beloved writing programs for our students, and create and support a pipeline from high school to the teaching profession. In short, HEA has served as an educated and experienced elder in our education community.

This would never have been possible without you. Your membership is part of a legacy that lives on through our shared good work. As we look forward to our next 100 years, we will continue working to be of help to our educators and our educational institutions so that they may continue to thrive. Your ongoing membership and support will go a long way in helping us maintain our current programs and scholarships. As importantly, your good word will help us expand our endeavors as we move forward to our next centennial.

While we may be looking towards the time of year where we are rushing and running, I hope you find time to also enjoy the Makahiki spirit. May you experience peace, have opportunities to reflect, but most of all, may you enjoy your own personal "harvests" for the year.

With deep aloha and gratitude,

Joan Kamila Lewis
BOARD PRESIDENT

(Continued from page 1) - How Are We Going to Solve It?

Why is it that we entrust the minds of our most valued assets, our children to teachers, but we do not think it is important to trust teachers to use their skills appropriately and to be willing to ask for help, when necessary, without fear of being judged a bad teacher.

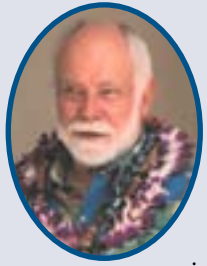
What really must happen is to empower teachers to run the school, their classrooms, their offices, or their libraries under the guidance of a confident administrator. What is empowerment anyway? You hear the term all the time. It is authorizing faculty members to make the necessary decisions to do their jobs. With it comes the responsibility for the decision.

All public schools should have Association Policy Committees (APC) which were not intended to be grievance committees, but teacher decision committees. Now is the time to revive them as policy committees. I am not familiar with what is available in the private schools, but certainly private school educators are entitled to be empowered as well.

To get started the APC should meet with the faculty and begin the planning. There will be some naysayers who will not want to take the responsibility that empowerment requires. There will be others who will hesitate because they will wonder whether it just adds to their already heavy workload. But the bottom line is that I believe most professionals want control of their professional lives.

It is going to take money, lots of it but there is no other choice. If we want every student to succeed to the level they are capable of, if we want to end the shortage of teachers and EAs, if we want professionals to feel empowered and respected - it is up to us to decide. The community has decided that football is important and transit is important. Let us convince them that our students are important.

Hawaii Education Association is saddened by the loss of two former members who generously volunteered their invaluable time, knowledge and passion for education to the Hawaii Education Association, in particular the HEA Educational Programs Committee and its former HEA Creative Writing Festival.



James Harstad (April 3, 1940 to July 19, 2022)

Jim’s teaching career began in Washington state, but he later moved to Hawaii and had a long career teaching at the University Laboratory School where he created an integrated English program in journal writing, grammar and reading aloud. Jim joined the Hawaii Education Association in 1987 and served as a Board of Trustee member from 1989 to 1991. From 1995 to 2010, he played an instrumental role in the success of HEA’s Creative Writing Festival which showcased the work of hundreds of Hawaii’s aspiring young writers. He dedicated countless hours training and prepping judges during workshops, as well as publishing an annual book with all of the winners’ entries. Jim was brilliantly creative, but always humble and kind. He led by example and was always willing to freely help others. Without question, Jim made an indelible mark on those with whom he worked, from Board and Committee members to staff and association members. Whether it was his genuine care for others or dedication, professionalism, meticulous attention to detail, and leadership, Jim was truly one-of-a-kind and will be sincerely missed.



Margaret Fuchino (May 3, 1937 to August 1, 2022)

Former Educational Programs Committee members, and HEA board and staff were also deeply saddened to hear about the passing of Margaret Fuchino. Margaret had a long teaching career in Hawaii with her retirement taking place in 1992 as a teacher at Waimea Elementary & Intermediate school. Margaret, a former resident of Hilo, was a dedicated and valued member of the HEA Statewide Educational Programs Committee for 21 years and a member on HEA’s Membership Committee for 5 years. Margaret’s devotion and valuable support of HEA’s Creative Writing Festival program was truly appreciated. Every year, she would fly over to Oahu and spend the day to personally help at the event. Her warm smile and care for the students were sincerely heartfelt. Margaret will always be remembered and truly missed.

Deepest sympathy and condolences to the Harstad and Fuchino families.



In Memoriam

Agustin, Jessie J
 Alip, Francisco
 Aoki, Sadao H
 Asahi, Tamiko T
 Asato, Setsuko H
 Chee, Carol Aym
 Chock, Martha
 Chu, Deborah
 Chun, Jean H
 Clark, William B
 Derasin, William
 Derby, Jon W
 Echiverri, Lily C
 El Swaify, Samir A
 Engelhardt, Douglas G
 Fuchino, Margaret H
 Fujiwara, Jane M
 Gallagher, Ruth A
 Ginoza, Janet K

Guillory, Richard J
 Gurian, Jay P
 Hamakawa, Kiyoshi
 Hankinson, Carol V
 Harada, Merle R
 Harstad, James R
 Hayashi, Clara C
 Hayashi, Edwin T
 Henriques, Eugene
 Higa, Jeane E
 Hiranaka, Mae E
 Hirata, Kaoru
 Hirata, Mae K I
 Horii, Paul
 Horio, Lily Y
 Hoshide, Mabel T
 Ikeda, Nobuaki
 Inouye, Chieko S
 Ishizu, Toyoko K
 Iwane, John Y
 Jenkins, Betty K

Johnson, Lenore S
 Johnson, Nellie S
 Johnson, Rodney W
 Jones, Rollin C
 Kaneko, Larry H
 Kaneoka, Ada
 Kato, James H
 Kawamoto, Bernice F
 Keeler, Dorothy S
 Kondo, Midori
 Kono, Henry
 Koseki, Jane N
 Kotoshirodo, Jeanne
 Kuriyama, Evelyn H
 Kuwada, Gordon Y
 Kuwada, Hajime
 Lau, Beatrice W
 Maeda, Lillian S
 Maeda, Richard K
 Maeshiro, Eileen M
 Maeshiro, Melvin M
 Manabe, Mary K

Miyahira, Toyoko J
 Morikawa, Stanley T
 Motobu, Chiemi I
 Muraoka, Yaeko O
 Nabeta, Nora
 Naito, Alice L
 Nakamura, Lillian M
 Nakamura, Roy M
 Ng, Sumiko M
 Nohara, Janet K
 Numata, June Y
 Obata, John K
 Oishi, Darrell M
 Okamura, Miyoko I
 Okino, Pearl M
 Oshima, Stanley Y
 Ostermeyer, Lala H
 Peel, Frederic
 Pratt, Lucille M
 Rayner, Martin D
 Richman, Eugene
 Shimabukuro, Betty Y

Smith, Nancy H
 Sugita, Marie M
 Taketa, Fujio
 Tanaka, Helen S
 Tanaka, Stella S
 Taura, Jane H
 Tinnel, Jeanette I
 Tominaga, Lillian O
 Tsuzaki, Ann C
 Uchimura, Patsy H
 Umeda, Karen K
 Uyeda, Katherine H
 Wall, Brendan
 Watanabe, Herbert S
 Yamamoto, Sueko I
 Yamamoto, Tadashi
 Ostermeyer, Lilla H
 Yeh, Yeong-Her
 Yonamine, Patsy S
 Yoshida, Elizabeth C
 Yoshishige, Hiroko
 You, Ayako Y



**Hawaii
Education
Association**

EDUCATORS SHAPING HAWAII'S FUTURE TODAY

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Stay Tuned For Upcoming Events

On January 3, 2023, the HEA will convene a Leadership Summit to bring together Hawaii thought leaders at the Richards Street YWCA in downtown Honolulu to discuss the status of education and educators in our state. The main focus will be the well-being of educators in a post-Covid world.

Early in the 2021-2022 school year, educators around the state were already reporting the challenges in balancing new work formats, concerns over student learning, and their own work-life balance. The HEA decided to focus on resources to support these educators, and the summit will be the first event in a series across the state. The Leadership Summit will feature a report on the national landscape, as well as a panel of accomplished Hawaii educators to share the reality of what teachers and administrators need to be supported here at home. HEA's own Joan Lewis and Jonathon Medeiros will participate in the panel, representing actively practicing teachers from Oahu and the Neighbor Islands. Attendees will share their own perspectives and brainstorm solutions in their own organizations going forward.

Four face to face workshops for educators will occur in March and April of 2023, focusing on specific resources available to teachers, administrators, and higher education faculty to support their own well-being, and in extension, that of the keiki and families they serve.

It's that time of the year!

Annual Contribution Fundraising Campaign Drive

HEA needs your help to reach our goal of \$28,000. Your contributions are invaluable and help to grow and strengthen the Association's work as a 501(c)(3), helping to improve the educational future of Hawaii. Some of the current HEA programs that your donation will help are:

- Scholarships
- TAAC (Teaching As A Career)
- Leadership Summit and Educator Community of Care Workshops



No gift is too small. Please note that all contributions to HEA are fully tax deductible.

Visit hawaiieducationassociation.org/giving or scan the QR code



*The HEA Board of Directors
and Staff
wish all Association Members a
Happy Holiday Season!*

