



**Hawaii Education Association**

*Educators Shaping Hawaii's Future Today*

# Educator Connection

2024 Q4 Issue

**Save the Date: HEA Summit on January 8, 2025**

## Building the Future of Education in Hawaii

**T**he Hawaii Education Association (HEA) will kick off the new year with exciting, robust discussions on topics that are top of mind for all educators in our islands: teacher recruitment and retention.

The HEA Summit will be at the YWCA, Elizabeth Fuller Hall, 1040 Richards Street, in downtown Honolulu on Wednesday, January 8, 2025, from 9:30 am to 1:30 pm.

The summit is titled, "Building the Future of Education in Hawaii: Cultivating Tomorrow's Teachers, Empowering Today's Educators."

HEA has put together two great panels of experts (see page 4 for list of speakers), and has invited keynote speaker, **Carla Warren, Ed. D., NBCT**, Senior Partner with National Center for Grow Your Own, who will share what is trending nationally with teacher cultivation and how we can apply lessons learned for Hawaii.

She previously served as the Officer for the Division of Academic Support & Educator Development with the West Virginia Department of Education, leading multiple instructional and educator workforce initiatives. Dr. Warren developed

**Dr. Carla Warren will be the keynote speaker of the HEA Summit on Wednesday, January 8, 2025 9:30 am – 1:30 pm at the YWCA, Elizabeth Fuller Hall 1040 Richards Street, in downtown Honolulu. Visit HEA's website @ [hawaiieducationassociation.org](http://hawaiieducationassociation.org) to register for the summit today!**



West Virginia's Teacher Leader Framework to assist county school systems with codifying their teacher leadership practices. She has also been instrumental in designing and implementing the West Virginia Grow Your Own Teacher Pathway and securing Department of Labor funds to develop a teacher apprenticeship program in the state.

Join other educators, policymakers

and thought leaders as we explore ways to strengthen the teaching profession in Hawaii.

We will focus on how we can cultivate homegrown teachers by inspiring local high school students to become teachers, and develop strategies to retain and develop current teachers to become "master teachers" who inspire other teachers.

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# A Message from the President: Greetings from the School Zone!

**Aloha!**



As 2024 comes to close and we prepare to begin a new year, I would like to thank the HEA board, staff, and all our members for their support this past year. It's hard to believe another year has gone by already.

Your support has allowed HEA to continue its mission of promoting teaching as a profession. We have been able to provide scholarships to high school graduates who are majoring in education and support college graduates who are ready to begin their teaching career. We have also been able to provide financial support to educators who want to learn more about a subject so that they can share their knowledge with their students and other educators. They are model examples of life-long learning.

### Everything Counts

These efforts are helping to make a difference for Hawaii students. There are more than 200,000 students statewide in private, public, and charter schools across our islands. While these numbers are impressive, there is still a chronic shortage of teachers.

The Hawaii Department of Education is working to improve recruitment processes to address the shortage of educators and has been able to reduce the number of vacancies. However, retaining teachers is a continual challenge. The DOE reports that about half of new teachers leave the profession within their first five years on the job.

### Annual Educator Summit

The HEA will kick off the new year by tackling this challenging topic at the HEA Annual Educator Summit on Wednesday, Jan. 8, 2025, from 9:30 am to 1:30 pm. It will be held in Elizabeth Fuller Hall at the YWCA at 1040 Richards Street in downtown Honolulu.

We will have two groups of panelists for the summit to discuss current and future strategies to engage high school students who are interested in teaching and how we can support these aspiring teachers. Be sure to register early!

We hope it will be a robust community discussion as we will be inviting educators, policymakers, students and others to hear firsthand both the challenges and solutions to this issue. Be sure to mark your calendar!

Have a safe holiday season, and thank you in advance for your continuing to support our mission and provide ongoing support to make a difference in 2025 for Hawaii's educators and students!

Mahalo,

**Joan Kamila Lewis**  
BOARD PRESIDENT

## 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.

**Hawaii Education Association**  
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## In Memoriam (November 2023 - November 4, 2024)

Our hearts go out with deep sympathy to the families of HEA members who passed this past year.

Hisashi Aoki  
Kenji Arakaki  
Gladys A. Awai-Lennox  
Alexander J. Cadang  
Bernice H. K. Chang  
Frederick C. S. Chang  
Frances K. Char  
Harry Char  
Loretta S. K. Chee  
Ellen F. Chew  
Nora W. Chong  
Patsy I. Chun  
Nora K. Chung  
Helen Harman Coelho  
Linda Y. Dutcher  
Barbara L. Frissell  
Claire Y. K. Furukawa  
Sumie S. Hamamoto  
Michael S. Hamm  
Ruth K. Hase  
Jackie Hayashibara  
Edward T. Higa  
Janet Hirota  
Jacob K. Hueu  
Betty S. Ikeda  
Akinori Imai  
Stanley M. Ito  
Jean E. Iwamuro  
Margaret K. Kagihara  
Takashi Kajihara  
Ruth Y. Kaneda  
Alice T. Kaneko  
Emiko F. Katada  
Jean K. Kawamura  
Roy K. Kawamura  
Florence L. Keala  
Fusae Y. Kiyokawa  
Joyce H. Kobayakawa  
Sharie C. Koepffel  
Jane O. Komeiji  
Masao Kuniyoshi  
Annette C. Lam  
Emma K. S. Lau  
Robert B. Lee  
Sara P. S. K. Lee  
Sam Leong  
Lenora Leu  
Tai Hi Lim  
Betty K. H. Liu  
Gaylien L. Luke

Gerald J. McDowall  
Barbara N. Mende  
Walter Miklius  
Edward H. Misaki  
Thomas T. Mitsunaga  
Frances K. Miyazono  
Etsuko N. Mori  
Hiroko Murakami  
William M. Nagaishi  
Albert T. Nagata  
Alice M. Nagata  
Charlotte C. Nagoshi  
John H. Nakamura  
Ronald Nakata  
Koyumi Oda  
Hilda Ohama  
Francis K. Oshiro  
Kaoyo W. Otsuka  
Nobuko M. Oyakawa  
Sidney M. Rosen  
June M. Saito  
Sueno M. Sasano  
David Pohaikealoha Scott  
Ruby Shigeta  
Betty Z. Shimabukuro  
Ramona R. Souza  
Eugene S. Sunakoda  
Albert Y. Tamaribuchi  
Koki Tamashiro  
Aileen Y. Tanaka  
Tomie Y. Tanaka  
Mitsue Taniyama  
Roland K. Tatsuguchi  
Cynthia L. Tchou  
Setsuko T. Teramoto  
George K. Urabe  
Gladys M. Watanabe  
Charles K. Whitten  
Madeline C. Wong  
William D. Woodall  
Marie T. Yamashita  
Francine Yamate  
Allan M. Yap  
Edward N. Yoshida  
Arleen E. Yoshimura  
Etsuko Y. Yoshino  
Georgiana Yuen  
Mary K. Zarbaugh

## HEA Announces A New Grant and Scholarship

HEA is proud to announce a new grant and scholarship will be available in February 2025.

The HEA/HSTA-Retired Special Education Teaching grant in honor of Susan Hagiwara will support special education teachers. The HEA Carol H. Yoneshige Scholarship in memory of Faith C. Ai will be for second- and third-year college students majoring in education. Watch for more details!

Be sure to visit the HEA website on February 1, 2025 to learn more about HEA's other scholarships for high school students, continuing college students and in-service educators.

If you would like to make an online contribution to support HEA's scholarships, professional development courses, TAAC, and other programs, visit our website.

## Corrections

In our last newsletter, **Ernest Hamai** was inadvertently omitted from the list of HEA members in the Gold category.

In addition, a few of our HEA Silver members were listed in the Bronze category. Apologies for our oversight to the following members:

- **Marilyn Morikawa**
- **Genevieve Miyashita**
- **Jacqueline Yanagi**

Thank you to all of our members!



**Hawaii  
Education  
Association**

EDUCATORS SHAPING HAWAII'S FUTURE TODAY

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Honolulu, HI 96826

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## HEA Summit to Address Recruitment and Retention Challenges

**H**EA will tackle the most pressing challenges facing Hawaii teachers at the HEA Summit at the YWCA in downtown Honolulu on Wednesday, January 8, 2025, from 9:30 am to 1:30 pm.

**Dr. Lynn Hammonds**, HEA Program Manager, has assembled panels of experts on the subjects — Hawaii's own teachers and educators. The panel discussions will be moderated by HEA board members.

The collective experience of the panelists will provide lively discussions and inspire new solutions!

Visit HEA's website @ [hawaiieducationassociation.org](http://hawaiieducationassociation.org) to register for the summit today!

### Expert Panel 1:

#### Cultivating Hawaii's Future Educators: Inspiring High School Students to Become "Home Grown" Teachers

- Tammy Yoon, Teaching as a Profession Program Lead, Pearl City High School
- Jonathon Medeiros, TAAC Club Sponsor, Kauai High School
- Ammon Wilcken, Director of Teacher Education, BYU-H
- Dr. Phil Bossert, Executive Director, Hawaii Association of Independent Schools
- Dr. Makalapua Alencastre, Chair, Charter Commission
- Stephen Schatz, Executive Director, Hawaii P-20
- Dr. Mary Heller, Chair of Teacher Education, UH West Oahu
- Dr. Christina Keaulana, Assistant Professor in Teacher Preparation Program, Leeward Community College
- Osa Tui, Jr., President, Hawaii State Teachers Association
- Felicia Villalobos, Executive Director, Hawaii Teachers Standard Board
- Dr. Nathan Murata, Dean, UH Manoa College of Education
- Dr. Dale Fryxell, Dean, Chaminade University College of Education

### Expert Panel 2:

#### Empowering Educators: How Quality Professional Development Fosters Retention and the Growth of Master Teachers

- Joan Lewis, Instructional Coach, Kapolei High School
- RJ Rodriguez, Human Resources Officer, Hawaii Department of Education
- Meredith Maeda, Mentor / Coach, Professional Development and Educational Research Institute, New Principal Academy
- Dr. Amber Strong Makaiau, Director of Professional Development, Hanahaoli School
- Tracey Idica, Licensing Specialist, Hawaii Teachers Standard Board
- Ms. Diane Gibson, IPD Specialist, Hawaii State Teachers Association