



H·E·R·E

**Hawai'i Educational
Resource Experts**

HIDOE Approved Provider

Your Hawai'i-based Partner for Comprehensive
and Targeted School Improvement Services



HIDOE School Improvement Services

Hawai'i Educational Resource Experts (H.E.R.E.) is a Hawai'i-based organization that has been supporting local schools since 1999. Our mission is to develop long-term relationships with schools to help Hawai'i students succeed through a holistic approach of personalized and targeted interventions.

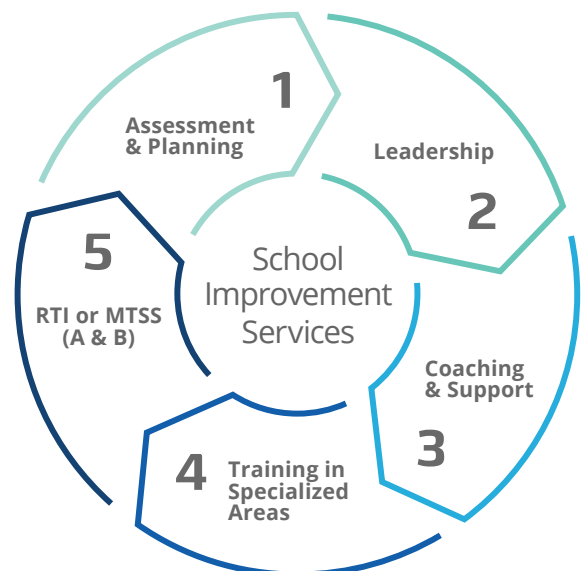
How We Work

Your partnership with H.E.R.E. will begin with an initial consultation followed by a personalized implementation plan for your school. This includes professional development with consultants who understand the local culture, and ongoing in-state support staff who work in your time zone.

HIDOE PRIORITIES for School Improvement

We are committed to helping schools build their internal capacity to sustain student achievement progress. We will help you implement a data-driven approach to facilitate systemic changes in school culture, organization, and management.

HIDOE priorities addressed: **1.** Needs Assessment and Planning **2.** Training in Leadership **3.** Training in Coaching and Support for Complex Area Personnel, Charter Commission Personnel, School Level Coaches, and Teachers **4.** Training in Specialized Areas. Particularly: a) Students in Poverty, b) English Language Learners, and c) Special Education students; and **5.** Developing an effective Response to Intervention (RTI) Academic (A) and Social-Emotional Learning (B) system or Multi-Tiered System of Supports (MTSS)





PRIORITY #1: Needs Assessment and Planning

Our one-of-a-kind assessment survey provides actionable insights that act as the starting point for school improvement. Our comprehensive approach to helping schools includes professional development and support, best practice sharing, conferences, and networking.

Stakeholder data and feedback from students, parents, teachers, administrators, and support staff are collected and analyzed in the following nine areas:

Areas Included:

1. Student Focus and Support
2. School Organization and Culture
3. Challenging Standards and Curriculum
4. Active Teaching and Learning
5. Technology and Integration
6. Professional Community
7. Leadership and Education Vitality
8. School, Family, and Community Partnerships
9. Indicators of Success

Non-Invasive Reform

Our approach to school improvement is non-invasive and non-threatening. Our team provides continuous guidance and support to schools as they move through the reform process. Our program is designed to be a collaborative effort toward school improvement, encompassing the entire learning community.

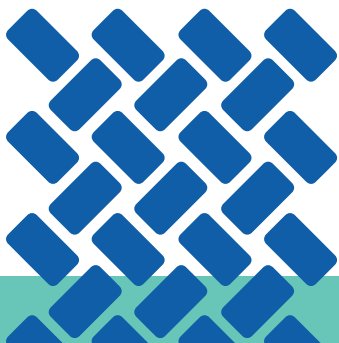
Personalized Services

Our team is comprised of nationally recognized educators who work to identify a school's key academic and instructional strengths and weaknesses. This enables us to help school leaders create and implement a school-wide action plan for improvement with measurable achievement goals.

Success for All Students

Our focus is on improving schools and creating an environment where all students can succeed. We have refined our program over the last 20 years to implement the most successful strategies and the real-world experiences of educators. We provide schools a "Blueprint for Excellence" that guides them to improved performance and academic gains.

By leveraging our network of regional workshops and national conferences, our team provides a structure for continuous improvement and a means to celebrate and reward success.





HIDOE School Improvement Services

PRIORITY #2: Training in Leadership

Our unique and highly successful leadership training is conducted by an NASSP National Principal of the Year. She has led school transformation at all grade levels and has extensive secondary school experience. Notably, our executive coaching model has been successful in supporting principals and administrative teams to improve student learning in low-performing, high-poverty schools. It is designed to help school and complex area administrators implement systems to improve instruction and student learning.

Due to the personalized nature of our leadership coaching, this service will only be offered to a limited number of schools (up to four schools in the same complex area, or two schools in separate complex areas). Schools and complex areas contracting our Training in Leadership services will be prioritized by the date they submit their purchase order worksheet.

Our leadership coaching support services are designed to partner and work closely with school administrators and leadership teams to

build capacity, with school improvement as the primary goal. We assist school administrators with building and implementing systems to support continuous improvement. Our leadership coaching, professional development, and support services will focus on:

- Using Data (longitudinal, summative, formative, anecdotal, vertical, and horizontal)
- Managing Time (student day, master schedule, instructional time, and administrative time)
- Restorative Practices (social-emotional and behavioral support)
- Standards and Curriculum from a leadership perspective
- Supporting high-yield instructional practices

Our process begins with an assessment, data review, and two-day onsite training prior to the start of the school year. A targeted Academic Plan will be implemented throughout the year with monthly coaching sessions targeting systems development for school improvement.

PRIORITY #3: Training in Coaching and Support for Complex Area Personnel, Charter Commission Personnel, School Level Coaches, and Teachers

We offer the flexibility of two approaches to personalized and highly effective coaching support services. The first is conducted by an NASSP National Principal of the Year and the second is conducted by our team of expert educators. Both have led school transformation at all grade levels and have extensive experience in primary and secondary schools.

Utilizing a school staff's expertise in collaboration with school and complex area leadership, equity and excellence will be the lens to focus on the innovation needed to help each individual school succeed.

Please note that due to the personalized nature of our coaching support, these services will only be offered to a limited number of schools each year.



I. H.E.R.E.'s first approach to address HIDOE School Improvement Priority #3, led by an NASSP Principal of the Year:

- Participants will be trained in Student-Centered Coaching.
- Administrators will be trained in utilizing systems to gather data and provide strengths-based feedback.
- Coaching protocols will be used to develop effective instructional systems.
- Professional Development will focus on utilizing a proven framework to ensure a focus on CCSS and high-yield instructional strategies. A standards-based instructional protocol will be introduced to ensure standards are the focus of instruction. Assessment management systems will be used to track standards mastery.
- High-yield instructional strategies will be reinforced and supported with fidelity, incorporating an evidence-based instructional system for all leaders, coaches, and instructional staff.
- Participants will learn how to use standards-based formative and summative assessments to track standards mastery. Participants will be coached on providing effective feedback to students, identifying students for intervention, and using data to inform instructional practices.



II. H.E.R.E.'s second approach to coaching support services is intended for school leadership and focuses on creating strategic plans to support equitable instruction in Literacy, Mathematics, and Social-Emotional Learning. Our school specialists will collaborate with school leadership and assist in selecting content to align with the needs of their school.

To meet the various needs of Hawai'i schools we have designed three levels of partnership support. The **Level 1 Partnership** is a thought partnership with the leadership team and includes reviewing current practices and creating a strategic plan through co-learning and coaching. **The Level 2 Partnership** begins by devising a strategic plan to meet your school's needs. We then provide professional development on student cognition including the strategies that are most impactful to students. This instruction is offered to both your school leadership team and educators. **The Level 3 Partnership** includes all the benefits of the Level 2 Partnership plus virtual office hours to support teachers and instructional coaches.

Workshop Examples

- **SOCIAL-EMOTIONAL LEARNING TOPICS**
Science of Gratitude, Educator Wellbeing, SEL in the Classroom, Emotions Coaching, Reflecting on Current Practices
- **LITERACY TOPICS**
How the Brain Learns to Read, Foundational Literacy, Literacy Across the Curriculum, Equitable Access to Curriculum for Struggling Learners
- **MATH TOPICS**
Science of Mathematics, Mindset and its Impact on Mathematics, Mathematical Practices, Mathematical Discussions, Conceptual vs Abstract Mathematics



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PRIORITY #4: Training in Specialized Areas and Developing an Effective Response to Intervention (RTI) Social-Emotional Learning System (SEL) or Multi-tiered System of Supports (MTSS)

Our support services are aligned with the six value strengths of HA-BREATH: Belongingness (B), Responsibility (R), Excellence (E), Aloha (A), Total Well-Being (T), and Hawai'i (H). Our team provides service and learning opportunities that will allow faculty and staff to demonstrate and model Na Hopena A'o - HA. The specific focus of this support service will be on developing the Social-Emotional Learning (SEL) of students.

To help your school address HIDOE Priority 4, H.E.R.E. offers the following support services package:

1. A pre-visitation analysis of the school climate via an online survey (faculty, staff, administration, parents, students);
2. A follow-up pre-visitation consultation on results and proposed support plan (virtual);
3. Initial in-school site visit and evaluation;
4. In-person professional development (see below) for the faculty, staff, and parents which can include the following workshops:
 - a. Leadership for cultivating an emotionally healthy school;
 - b. Cultivating emotional intelligence: the five habits of emotion coaching;
 - c. Use of social-emotional learning materials in the classroom;
 - d. Use of social-emotional learning as part of a multi-tiered intervention process; and,
 - e. Cultivating emotional intelligence: what your child needs (for parents)
5. Program Support Materials/Curriculum;
6. 60-minute virtual monthly check-ins with administration;
7. Mid-year school climate analysis;
8. End of school year climate survey via an online survey (faculty, staff, administration, parents, students); and,
9. End of school year summary report.

Professional Development and Support:

The focus of our professional development workshops will be on SEL. Specifically, workshops will investigate the role of administrators, teachers, school staff, and parents in cultivating student emotional intelligence. A key element of our professional development is its focus on the relationship between improving students' emotional intelligence and strengthening their overall well-being (T: Ua ola loko I ke aloha).

To accommodate the needs of individual schools, our professional development workshops are flexible and are offered in various formats.



Program Support Materials:

H.E.R.E. will provide SEL materials during our professional development workshops. They will be used to provide social, emotional, and academic learning tools to your educators to support students in developing self-regulation and SEL skills through character exploration and development in a student-friendly manner (A: E 'opu ali'i).

The pedagogy and tools provided are designed to build upon one another and are customizable based on district/school data and the specific needs of students. All tools are literacy-based and easily implemented in any classroom. Resources include flexible lesson plans and extra online resources that are appropriate for all instructional tiers — whole group, small group, or individual instruction (R: Ma ka hana ka 'ike, ma ka 'imi ka loa'a).

The focus of all program supports is to bring social-emotional competencies full circle from regulating one's own emotions to positively contributing to others through civic engagement providing students with a comprehensive SEL experience for life-changing results (R: Ma ka hana ka 'ike, ma ka 'imi ka loa'a).

The learning outcomes for this initiative also include B: He pili wehena 'ole and E: 'A'ohe 'ulu e loa'a i ka pokole o ka lou. They include:

- A self-awareness of emotions, character strengths, and corresponding behaviors;
- An awareness of others' emotions and character strengths based on corresponding behaviors;
- Development of simple strategies that increase one's resilience, coping, and perseverance;
- Empowerment to apply understanding to self and form meaningful and healthy relationships;
- Application of social-emotional learning to positive academic practices, habits, and behaviors;
- Empowerment to use their learning to increase positive decision-making skills; and,
- Provision of supportive materials for whole family growth and research-supported curriculum, aligned with literacy standards that engage students and challenge academic growth.

PRIORITY #5: Training in Specialized Areas and Developing an Effective Response to Intervention (RTI) Academic or Multi-tiered System of Supports (MTSS)

Hawai'i Educational Resource Experts believes that every school has its own strengths and needs. At H.E.R.E., we partner with publishers who are experts in specific educational supports to realize the success of teachers and students of Hawai'i.

Our goal is to provide schools with tools that allow for personalized instruction for every student, incorporating unique study plans that are prescriptive, adaptive, and automatically assigned.

Reading Solutions

Our reading solutions assess your students to determine their areas of need and provide personalized instruction, improving their oral fluency, silent fluency, vocabulary, and confidence. We support student agency and choice by offering an extensive library of ebooks, allowing them to experience the true joy of reading with appropriate scaffolds when needed. Moreover, teachers can also upload content they have curated or created, have it Lexiled, allowing for teacher-directed readings and supporting facilitated group discussions.



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Writing Solutions

Our innovative writing tools are built on quality content and intelligent technology to strengthen writing skills and increase student confidence. Students receive instant feedback, empowering them to engage in a self-paced formative process. Our writing frames allow students to break academic writing down into its constituent parts. Student collaboration and peer review activities encourage opportunities for social interaction and motivation.

Math Solutions

Our resources help students gain a strong foundation in underlying principles and become better equipped to take on basic and advanced subjects. Going far beyond rote math drills and practice tests, our special instructional solutions support teachers by providing skill-specific resources to accelerate the core of learning and produce confident, more capable students.

Assessment Management

Our digital assessment management system supports curriculum mapping, assessment creation/administration, and data analysis. All of the features are aimed at helping teachers and administrators use data to improve student outcomes while also improving their own instructional practice through team-based collaboration.

Social-Emotional Learning

Fostering social-emotional well-being is a key component in improving conditions for learning. Using literacy as the vehicle, our platform allows students the ability to learn how to communicate, resolve conflict, interact with others, and manage emotional responses. We provide resources beyond the classroom, involving parents and community stakeholders to support character development of our students.



High School Intervention and College Readiness

Using fully-adaptive technology, our personalized learning software generates a supplemental curriculum for high school English Language Arts and Math classes that has been shown to dramatically improve student learning outcomes, including state test scores.

CTE and Life Skills

In order to supply the most comprehensive career education, job preparation, and life skills programs for all learners, including those with special needs and at risk, we provide a dynamic curriculum with a blended/hybrid approach to support hands-on learning and remote learning.

Teacher Staffing Solutions

We make it easier for districts to connect their students with the certified teachers they deserve by removing unnecessary barriers between students and teachers through our live-streaming virtual classroom, enabling young learners to receive a more equitable education.

