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## **FOR IMMEDIATE RELEASE**

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### **Public school principals initiate and develop new evaluation system – key element to achieve Race to the Top goals**

HONOLULU – The Hawaii Government Employees Association (HGEA) and state Department of Education (DOE) have reached an agreement to implement a new multi-tiered evaluation system for public school principals.

A committee of 16 HGEA Unit 6 principals representing a variety of levels and districts statewide initiated and developed the Comprehensive Evaluation System for School Administrators (CESSA), which focuses on supporting and equipping every school leader with the necessary instructional leadership practices to build effective schools. The purpose and intent of this evaluation program is to support the professional growth and development of principals in their leadership practice.

HGEA and the committee spent months working in collaboration with the DOE to finalize the evaluation system, which creates a set of standardized metrics and also factors in the differences in each of the schools.

“The CESSA is an extraordinary accomplishment,” said HGEA Unit 6 President Francine Honda, CESSA committee member and Kailua High School principal. “Principals helped to initiate and create an evaluation system that recognizes the unique needs of the school community, the complexities of school improvement and an annual and cumulative five-year evaluation process.”

“HGEA commends these school leaders who, despite their extremely busy schedules, came together to develop a comprehensive evaluation system for public school principals,” said HGEA Executive Director Randy Perreira. “Their passion and dedication to develop this model clearly demonstrates that our principals remain committed to ensure that our children get the best education we can offer. Their efforts are further proof that collaboration between employee stakeholders and education leaders is the best method to achieve our goals for greater student achievement.”

(more)

**CESSA Committee Members**

**Bert Carter**, Kaewai Elementary School

**John Costales, Jr.**, Kalama Intermediate School (Maui)

**Patricia Dang**, Kapalama Elementary School

**Darrel Galera**, Moanalua High School\*

**Michael Harano**, Washington Middle School

**Debra Hatada**, Kaimiloa Elementary School

**Francine Honda**, Kailua High School

**Kelcy Koga**, Waiakea High School (Hawaii Island)

**Karen Liu**, King Kaumualii Elementary School (Kauai)

**Meredith Maeda**, Castle High School

**Naomi Matsuzaki**, Kahaluu Elementary School

**Bruce Naguwa**, Kapolei Middle School

**Steve Nakasato**, Mililani Ike Elementary

**Fred Rose**, Eleele Elementary School (Kauai)

**Nelson Shigeta**, Waianae High School

**Michael Tokioka**, Aiea High School (retired)

*\*Currently Education Specialist, Professional Development & Educational Research Institute*

For more information about CESSA, visit the DOE's special CESSA website link found on its homepage at [www.hawaiidoe.org](http://www.hawaiidoe.org).

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**About HGEA** – HGEA was founded in 1934 to ensure fair and equitable representation for government employees. HGEA is the largest labor union in Hawaii, with more than 42,000 members. HGEA represents state and county employees in seven bargaining units. HGEA also serves a large associate membership composed primarily of retirees, other state and county employees and officials, and federal and private sector employees.