

NĀ LAU LAMA PROFESSIONAL DEVELOPMENT

PRELIMINARY WORKING GROUP FINDINGS

BACKGROUND

The Nā Lau Lama Professional Development working group brought together committed community volunteers who possessed a wealth of experience in professional development and teacher education. To assist teachers and administrators to grow and develop as culturally-grounded educators, the working group recognized the need to create new types of professional development opportunities based on Hawaiian pedagogy, teaching methods, practices and learning styles. In developing their recommendations, the group considered how each recommendation aligned with the four core ideologies of Hawaiian culture-based education (outlined on the following page).

Each of these ideologies is critical to the development of new teachers as well as those continuing their professional development. These are imbedded within a conceptual framework that encourages students and teachers to experience learning through a holistic process. They are particularly necessary however for those educators who teach Hawaiian haumāna and who wish to help each of the keiki in their care reach their full potential. In order for Hawai'i's public education system to enhance the use of cultural ways of thinking and doing, it is recommended that the DOE encourage teachers and students to apply these four ideologies in all school settings.

Complete chapters may be found in the forthcoming Nā Lau Lama Community Report. Your feedback is welcome at nalaulama@gmail.com.



SUCCESSFUL PRACTICES

Know your school community - the place and the people within it.

Each school - and the teachers, students and staff - is part of a specific community located in a unique place. Learn about your community - the history, cultural sites and special places, traditions and protocol *and* the critical needs and sharp problems. This knowledge encourages you to see your communities as precious gifts.

Build relationships.

Aloha is key. Relationships should always be built on aloha - goodwill, mutual respect and an acknowledgement of each other's skills and talents. Tap the resources of others and share your own knowledge about what works best in the classroom.

Teach, learn and live in culturally-respectful ways.

This means being responsible, truthful and careful in words and actions. All people who live in a community can mālama the 'āina and each other. This requires being sensitive to the subtle protocols of manner and tone practiced by local cultural practitioners and other members of the Hawaiian community.

Actively seek opportunities to develop your skills in Hawaiian culture-based education.

There are a wealth of professional development opportunities sponsored by various community and state providers. You can even use some credited classes for reclassification to a higher pay scale. Be resourceful in seeking out these opportunities.

FOUR CORE IDEOLOGIES OF HAWAIIAN CULTURE-BASED EDUCATION

E nānā ka maka, ho'olohe ka pepeiao, pa'a ka waha
Observe with the eye, listen with the ears, keep the mouth closed

Ho'olohe

To hear - Fostering connection and developing a relationship with the concept to be learned. Listening, observing, reflecting, discussing, building self-discipline, spiritual-emotional & sensory experience.

'O ke kahua ma mua, ma hope ke kūkulu
The foundation first, then the building

Ho'opili

To mentor/have a relationship - Providing direct instruction, the transfer of knowledge, content and skills from teacher to student.

Ma ka hana ke 'ike
Knowledge is gained through work

Ho'ohana

To work - Practicing of new knowledge. Developing proficiency through practice, tinkering, experimenting, repetition and hands-on experience with the new learning.

'Ike i ke au nui me ke au iki
Knows the big currents and the little currents

Ho'opuka

To graduate - Demonstrating proficiency of new knowledge through application in projects, products, demonstrations, service or performance.

-Keiki Kawai'ae'a