



# Kapi'olani Community College

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## CONTINUOUS IMPROVEMENT REPORT

**‘Aha Kalāualani**

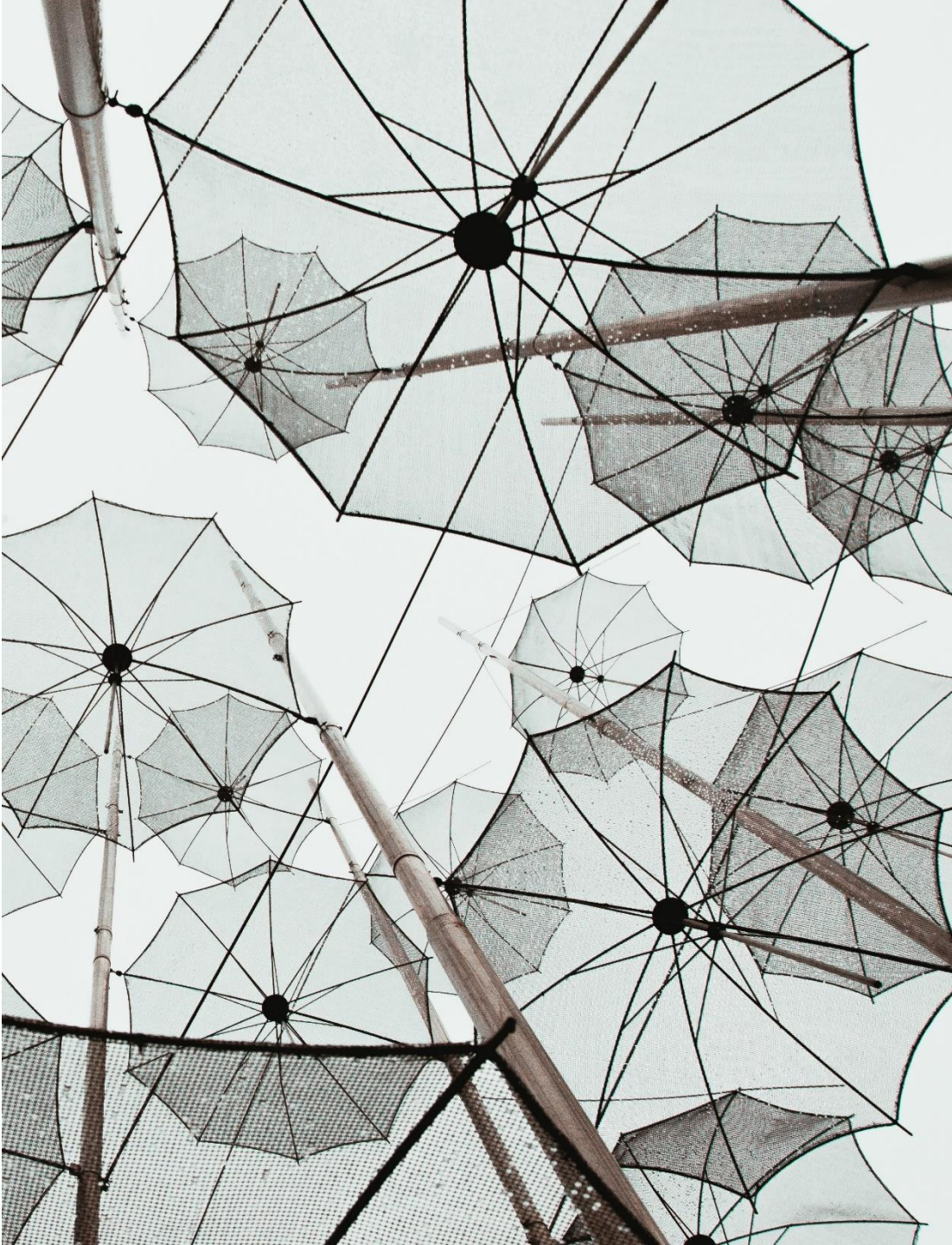
**2018-2019 Academic Year**

**What successes does your data reflect?**

In comparing the internal and external surveys, it seems that externally ‘Aha Kalāualani is perceived as a council that educates the college, is open to input before decisions are made, represents Native Hawaiians, and keeps others well-informed of its actions. ‘Aha Kalāualani has been effective about increasing inclusiveness -- sharing professional development opportunities and campus-wide invites to culturally-centered activities.

**What goals emerge from the data?**

We need to improve internal relationships with our own members and find ways to motivate and encourage general council membership to participate.

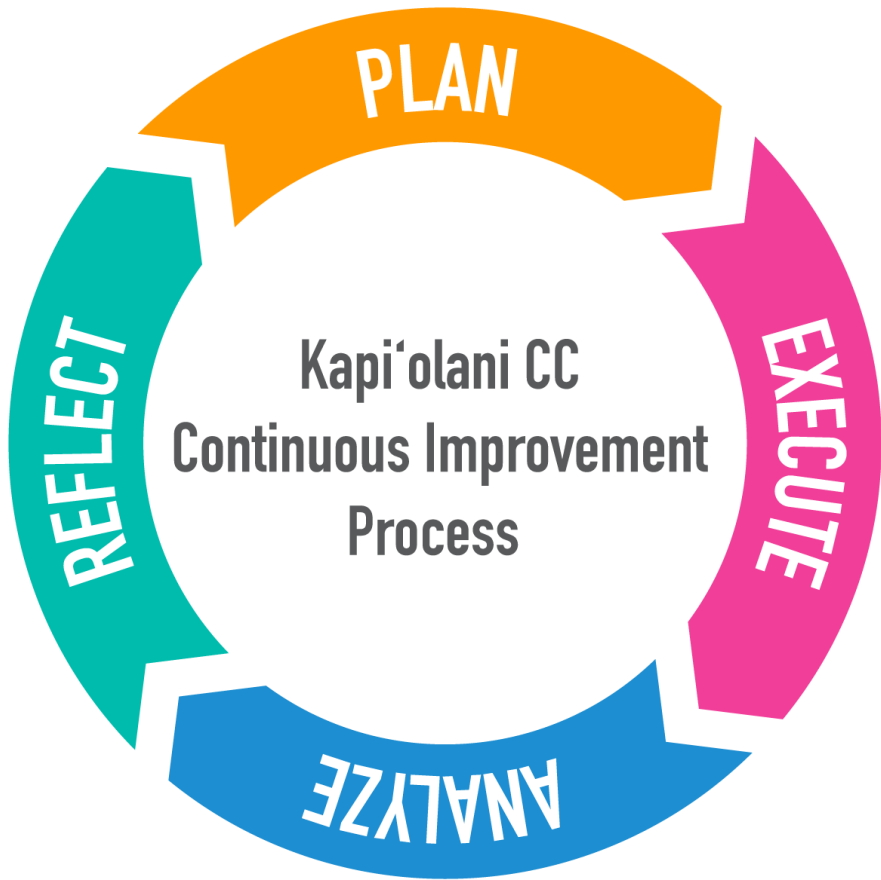


UNIVERSITY of HAWAII®

**KAPI'OLANI**  
COMMUNITY COLLEGE

# 'Aha Kalāualani Internal Survey (17 Respondents)

data contact: [karapw@hawaii.edu](mailto:karapw@hawaii.edu) | April 16, 2019



# What do you notice? What do you wonder?

## **Analyze and reflect.**

The Accreditation Work Group will guide you through discussions in fall to dive into the goal planning phase.

## **Engage in data-informed conversations.**

What stands out? Which elements from the survey can you use to form your initial goals?

## **Be objective.**

Understand *what* is happening before moving to the *why*. Ask questions. Share what you notice and what you wonder about the survey responses with one another.

# Q1. Please indicate the frequency of each scenario:

The council worked effectively towards fulfilling its purpose and responsibilities.

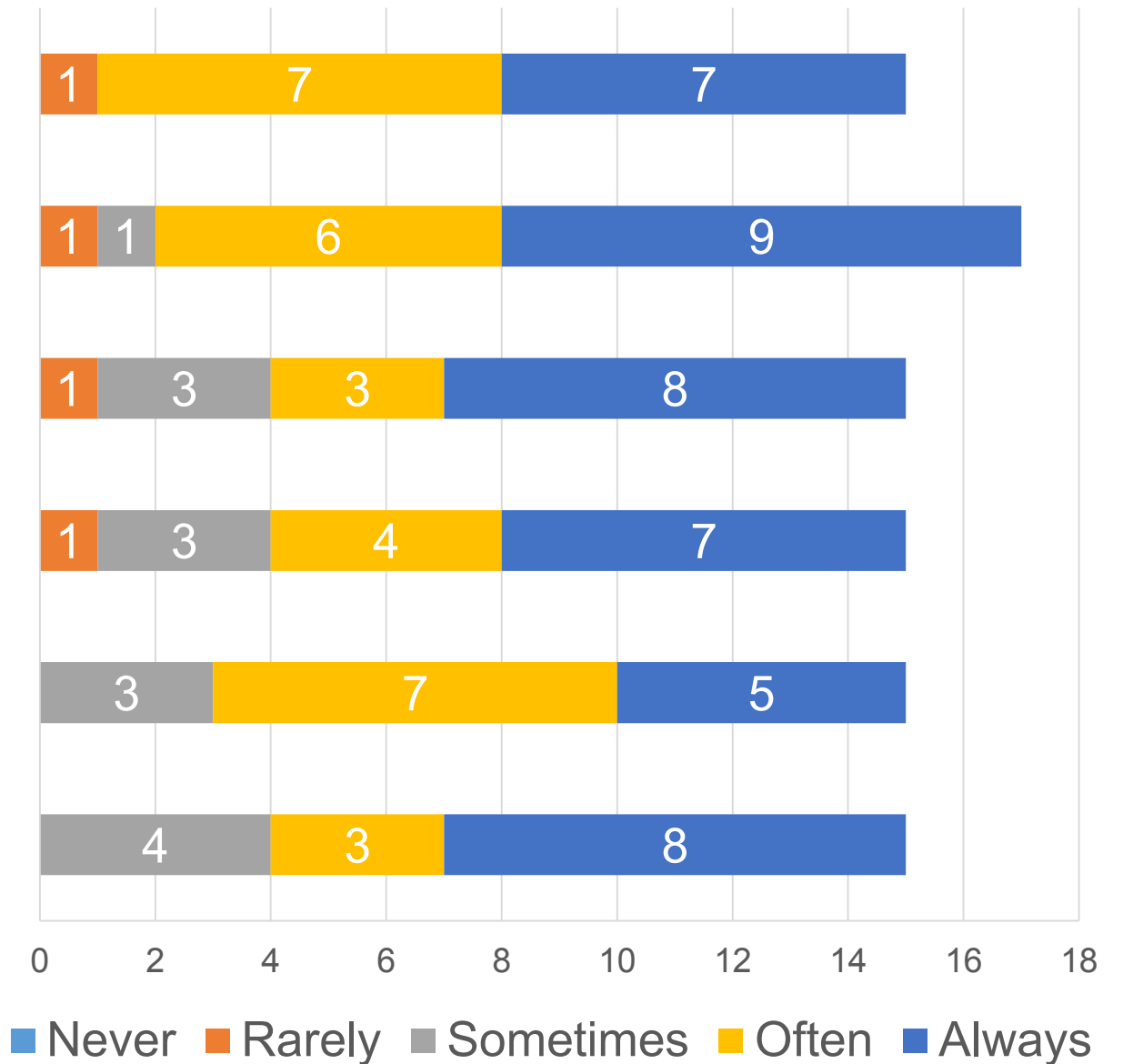
My participation in this organization was important and valuable to the campus.

Members had equal opportunity to participate.

Members had adequate information to make informed recommendations.

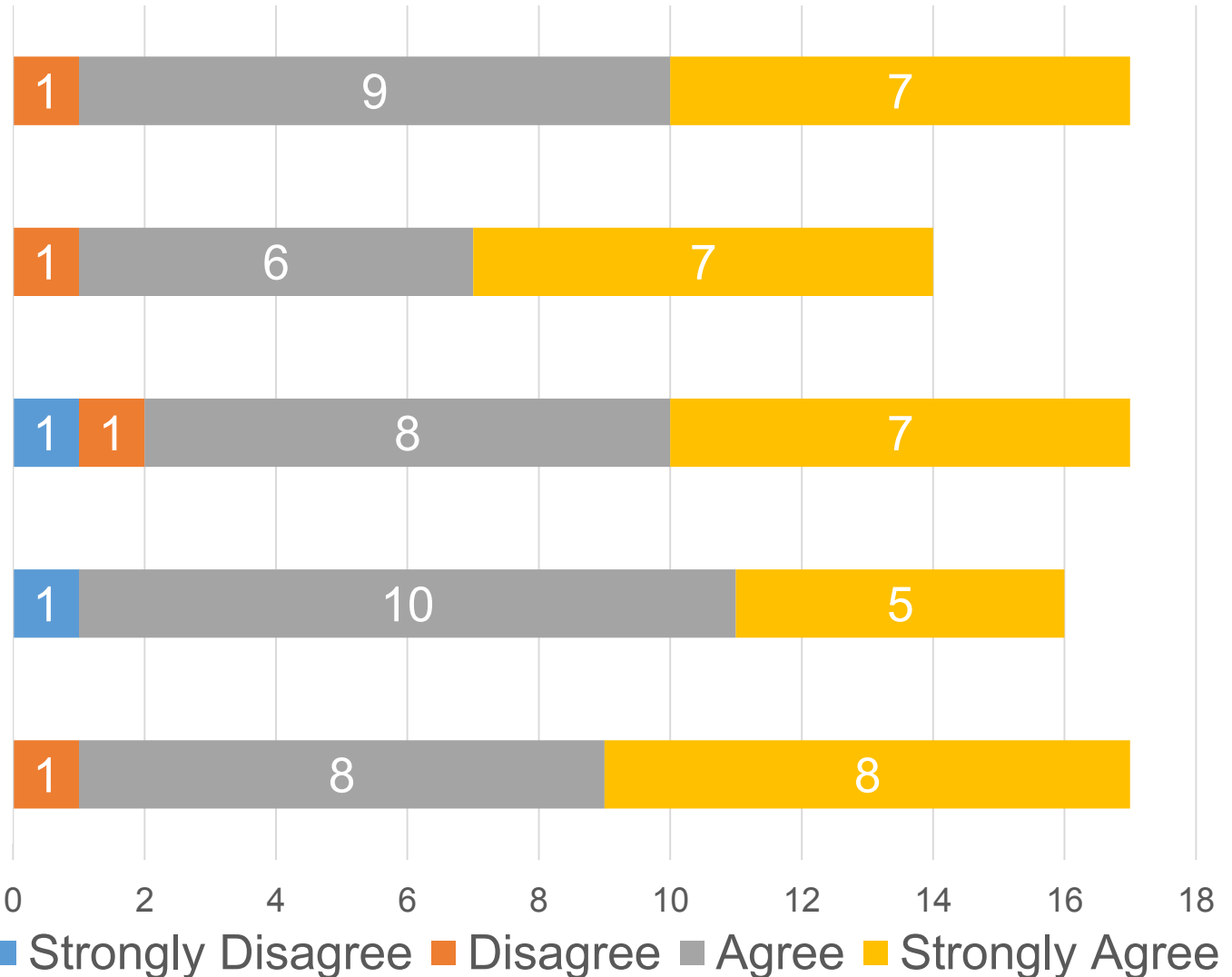
Meetings were efficient.

Follow-up (action) items and person responsible were clearly communicated.



## Q2. Please indicate your agreement with each item:

'Aha Kalāualani educates college administration, faculty and staff about issues important to Native Hawaiians.



I understand the role of 'Aha Kalāualani on campus.

There are opportunities for me to provide input to 'Aha Kalāualani before they make decisions that affect me.

'Aha Kalāualani effectively represents me at Kapi 'olani Community College in Native Hawaiian matters.

'Aha Kalāualani keeps me well informed of its actions.

### Q3. As a member, please share areas where 'Aha Kalāualani is excelling.

There is a body on campus to fulfill the goal of creating an indigenous serving institution.

Keeping Admin on course for Hwn Issues

Nā Hanana Hō'aho, Nā Leka Ho'ohui a me ka Ne`papa Luau hui

Efficiency. Innovative ideas. genuine desire to do well. Much more inclusive of others than before.

We have lots of opportunities for professional development.

Trying to get more people involved and educated in areas important to Native Hawaiian employees of the campus (faculty and all staff). Ensuring KCC adheres to important Hawaiian values in KCC's decision making process.

Maybe council assessment of major tasks and candid open conversations about what was advocated for and how it could be done better and as importantly, acknowledging what was done well. The challenge for all of us is to push what the council has vowed to do and stretch ourselves outside of our own bias, it's ok to disagree as individuals when it comes to campus and community issues, however we must strongly push as a council for all that the council and Queen Kapiolani stand for. In this way we can create a safe space in the council to support all the outlooks of the individuals while letting our documents be the star compass for decisions made by the council. The olelo we uphold within these documents are part of each and every one of us because they are words developed by our ancestors they are principles that malama us, as well as empower us to do this work. In the spirit of being guided by the Hawaiian words we have chosen, let us also advocate for each other to have the balance we need to care for ourselves, our ohana, and our work. Everyone works so hard.

'Aha Kalāualani is excelling in Native Hawaiian professional development. Members have an abundance amount of opportunities to learn about Hawaiian culture and the issues that Native Hawaiians face within the institution. Workshops, guest speakers, protocol, events and professional development put on by Kalāualani is accessible to the campus.

'Aha Kalāualani always puts Native Hawaiian issues at the forefront; and is always working toward supporting the college in moving toward a model indigenous-serving institution.

## Q4: As a member, please share areas where 'Aha Kalāualani can improve.

There are conflicting levels of communication. A lot regarding campus input, like for CAC processes etc. There is a lack of communication about processes of the Kalaualani actions itself. If you don't attend the 1 meeting a semester, you will be lost. The Core makes lots of decisions, which are not clearly communicated. The overlapping roles of Kalaualani and Title III are unclear, which is problematic. This causes conflicts of interest for funding use and confusion for both the campus at large and students. The role of Title III should have clear boundaries separating them from Kalaualani.

Leverage T3 money completely out of hands of Vice Chancellor and OFIE.

Ho'onui i ka kūkākūkā a me ka mālie ma o ka ho'onui'ana i nā ala o nā leka uila, nā lele a me nā pukapalapala. Hiki paha i ka ho'ohana'ana i nā'ilikala pilikino a i'ole e kūkulu i kahi paia o ka'ikea w / nā ki'i o "' Aha "ai'ole nā hui e pili ana i ke ki'i o Queen Kapi`olani ma ka hale waihona puke'o Lama, a i hā'awi'ia paha i nā leka kāleka / kāleka ho'omana'o i nā lālā 'ike pono i ka "mākou" e no'ono'o nei iā lākou, a ma hope, makemake wau e'ike hou aku i ka "'Aha" i ka ho'olālā'ana i ka papahana a i'ole kahi papahana no nā haumāna hō'ai'ē a i'ole nā haumāna hana'ole i hiki ke lilo i kekahi HAW100 ai'ole Me Ke Aloha ( ke kōkua i nā haumāna) e ho'omaopopo i nā koina (Valu) Hawai'i e alaka'i nei i kā mākou Kulanui a me nā mea a pau e "hana" ai mākou i ke kūkulu'ana i kahi kaiāulu College collegial ikaika ma ka mālama'ana i ka mana'o o ka Mō'i Wahine Kapi`olani, akā'o ko mākou mau kūpuna a me kēia mau lā nā lāhui Hawai'i maoli. Improving communication and transparency by expanding the traditional means of emails, flyers and bulletins. Perhaps the use of social media or developing a wall of recognition w/photos of the "' Aha" or association next to the portrait of Queen Kapi`olani in Lama Library, or specially made postcards/reminder cards delivered to the members to make them feel that "we" really care about them, and finally, I would like to see more outreach from the "'Aha" in developing curriculum or a program for credit or noncredit students that could be part of an existing HAW100 or Me Ke Aloha (noncredit) that helps students understand the Hawaiian Values that guides our College and everything that we "should be" doing in building a strong collegial College community in carrying on the spirit of our beloved Moi Wahine Kapi`olani, but also our ancestors and modern day native Hawaiian people.

'Aha Kalāualani can work toward increasing its inclusiveness.

## Q4 Continued: Areas where 'Aha Kalāualani can improve.

Some interpersonal relationships can affect the work of the council. planning could be more transparent. it can be difficult to make happen, but the general council members need to be more involved.

We could do more with support for our Native Hawaiian Programs. I actually don't understand all that is done by the Council, but I would like to better understand Title III and would like it to be more transparent so that all could benefit from it.

Challenges that I see are difficult is getting more Hawaiian staff involved in events. Don't know how to answer that...but the little events that continue do allow that. So, maybe personally going out to departments that are not participating much to see if there are any Hawaiians in those departments and reaching out to ensure they know about this very important council.

Maybe council assessment of major tasks and candid open conversations about what was advocated for and how it could be done better and as importantly, acknowledging what was done well.

The challenge for all of us is to push what the council has vowed to do and stretch ourselves outside of our own bias, it's ok to disagree as individuals when it comes to campus and community issues, however we must strongly push as a council for all that the council and Queen Kapiolani stand for.

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Continuous member and non-member engagement and attendance at General meetings.

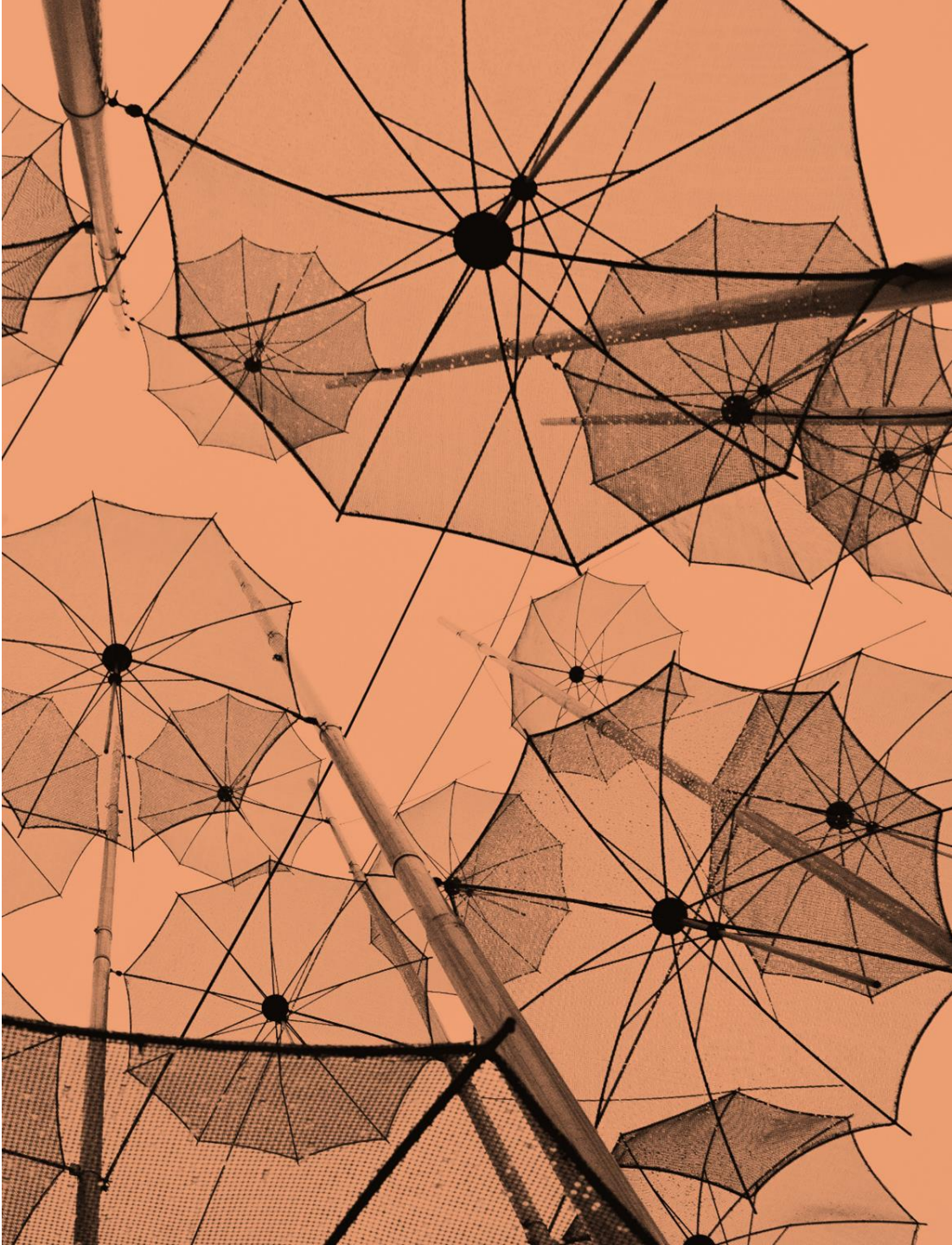
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The thoughts, feelings, and ideas shared in each survey will inform decisions moving forward.

*Mahalo to all who shared their voice.*

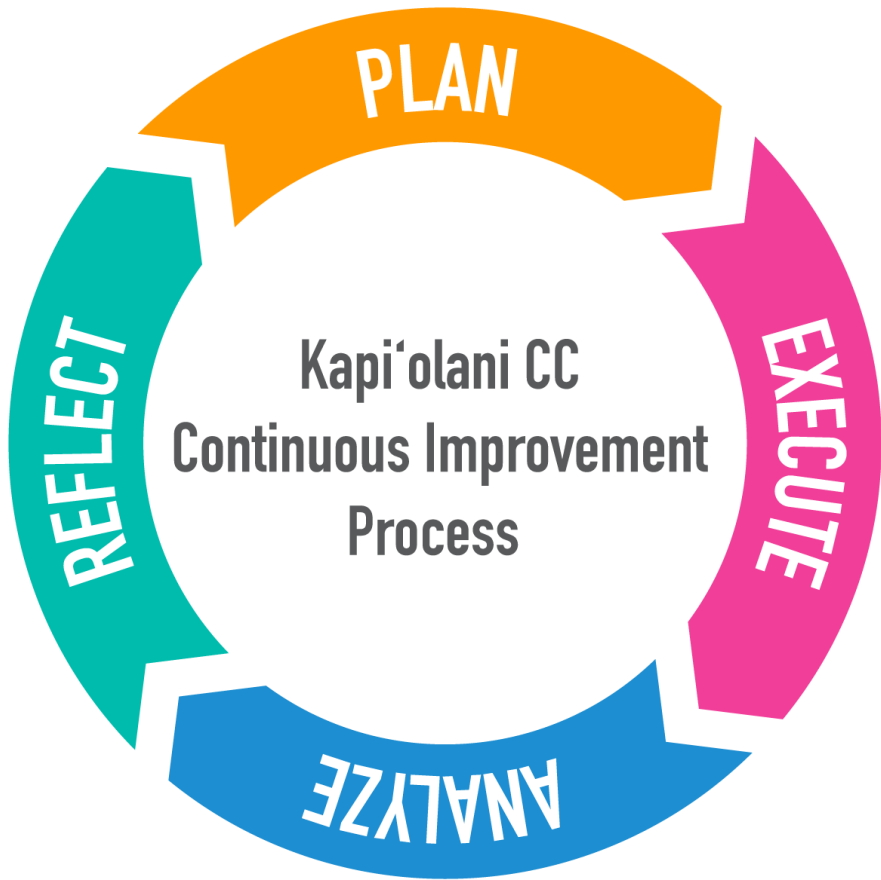




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# 'Aha Kalāualani External Survey (14 Respondents)

data contact: [karapw@hawaii.edu](mailto:karapw@hawaii.edu) | April 16, 2019



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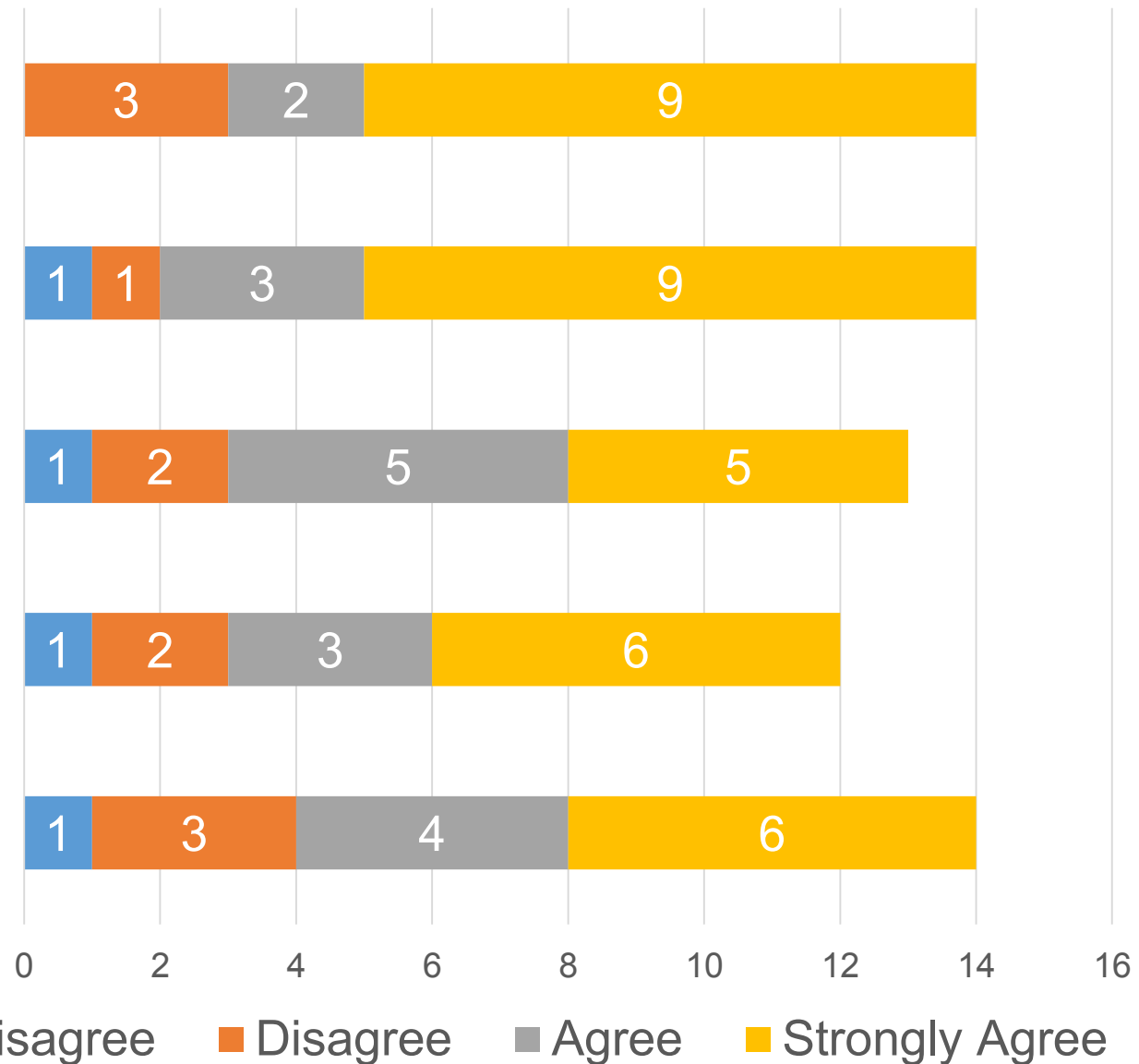
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