

# HAWAII'S STORY

Community of  
Practice

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Leading  
by  
Convening

SEAC  
August 2025



# Leading by Convening

*A leadership approach to complex issues*

## **Emphasizes**

- Bringing together diverse stakeholders

## **Shift**

- Shift from traditional, top-down leadership to a more collaborative and inclusive model

# Habits of Interaction in Leading by Convening

*Core behaviors & practices that enable authentic engagement*

## **Coalescing**

- Coalescing around issues

## **Ensuring**

- Ensuring relevant participation

## **Doing**

- Doing the work together

# Tools & Techniques for Leading by Convening

**Authentic  
Engagement**

**Coalescing  
Around  
Issues**

**Ensuring  
Relevant  
Participation**

**Doing the  
work  
together**

**Measuring  
Progress**



# Authentic Engagement

<https://ncsi.wested.org/wp-content/uploads/2017/11/Hybrid-Top-down-and-Bottom-up.pdf>

# Coalescing Around Issues

Four Simple Questions:

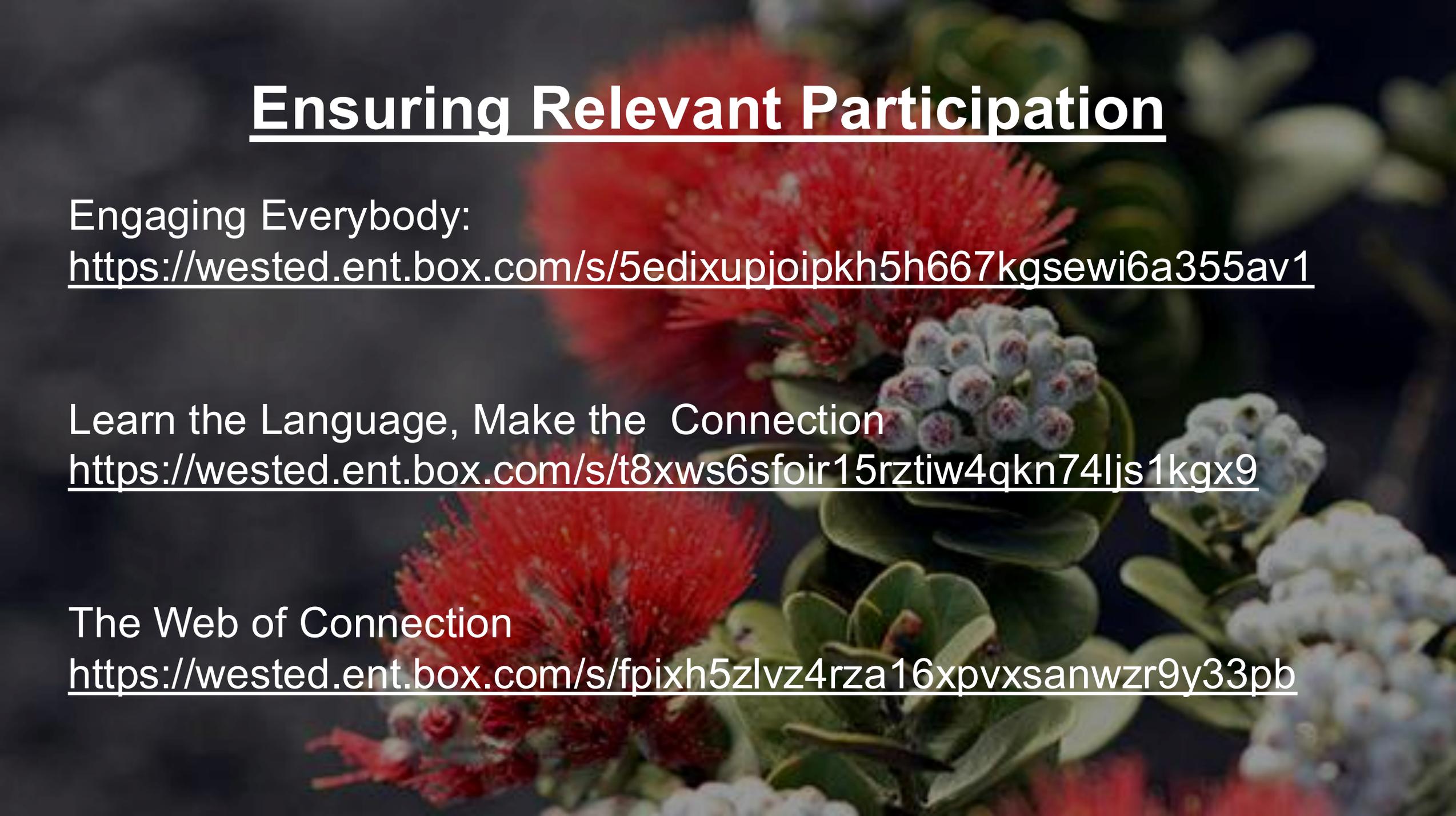
<https://ncsi.wested.org/wp-content/uploads/2018/10/module2-FourSimpleQuestions.pdf>

How People Are: <https://ncsi.wested.org/wp-content/uploads/2018/10/module2-HowPeopleAre.pdf>

Meet the Stakeholders: <https://ncsi.wested.org/wp-content/uploads/2018/10/module2-MeetTheStakeholders.pdf>

Seeds of Trust: <https://ncsi.wested.org/wp-content/uploads/2018/10/module2-SeedsOfTrust.pdf>

# Ensuring Relevant Participation



Engaging Everybody:

<https://wested.ent.box.com/s/5edixupjoipkh5h667kgsewi6a355av1>

Learn the Language, Make the Connection

<https://wested.ent.box.com/s/t8xws6sfoir15rztiv4qkn74ljs1kgx9>

The Web of Connection

<https://wested.ent.box.com/s/fpixh5zlvz4rza16xpvxsanwzr9y33pb>

# Doing the Work Together



Building Engagement:

<https://wested.ent.box.com/s/ntgg7fcmb1a1pfwd3e2iddqhkicy0f4s>

# Measuring Progress



Measuring Progress:

<https://wested.ent.box.com/s/oxanriafq4b7ynjmmc2ru8qjdr3m63br>

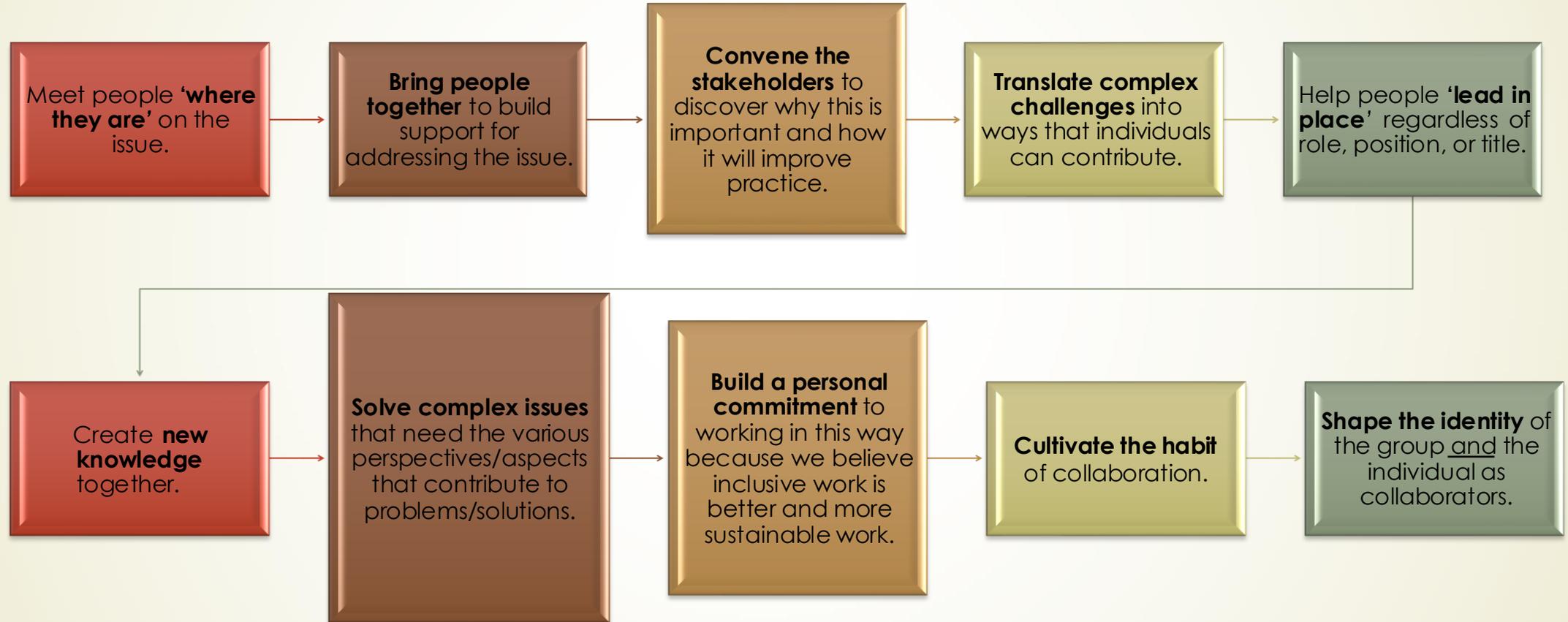
# Convening is a 'New Discipline'!

Convening is:

- More than a meeting
- More than facilitation

It is the beginning of a relationship focused on ***practice change***

# Convening means we.....



# Review of buckets for SY 24-25



DATE	SPEAKER	PRESENTATION	BUCKET TYPE	NOTES
9/13/2024	MEETING CANCELLED	MEETING CANCELLED	MEETING CANCELLED	
10/18/24	L. Morimoto, B. White & C. Matthews	Transition	Secondary Transition	
	B.White & C. D'Agord	Suspension Data	Discipline	
11/8/2024	S. Vannatta	Attendance	Chronic Absenteeism	
12/13/2024	L. Morimoto	SPP/APR Indicator 14 Post-School Outcomes	Secondary Transition	
1/10/2025	J. Caffrey & M. Oshiro	Alternatives to Suspension	Discipline	
2/14/2025	No bucket item discussions	No bucket item discussions	No bucket item discussions	
3/14/2025	Kailua HS Staff	Work-base learning: Kailua HS Surf Academy	Secondary Transition	
4/11/2025	B. White	Discipline Data – deep dive	Discipline	
	J. Caffrey	Alternatives to Suspension	Discipline	
*****			<b>Family Co-training Staffing &amp; Personnel Barriers</b>	<b>Buckets not addressed</b>

DATE	SPEAKER	PRESENTATION	BUCKET TYPE	NOTES
8/2/2024	H. Kaniho, B. White	OSEP Determination	Other	
	S. Vannatta, S. Wood	LBC - Setting Buckets	Other	
11/8/2024	L. Morimoto, B. White	Timely Evaluations for SPED Eligibility	Other	
	T. Moniz	Feedback from HI Statewide Alt Assessments Stakeholder Mtg	Other	
12/13/2024	P. Dong	SPP/APR Indicator 7 – Preschool Outcomes	Other	
1/10/2025	H. Kaniho	Leading by Convening around SPED Preschool Services	Other	
2/14/2025	K. Kakesako	Leg Priorities and Budget SY 25-26	Other	
	D. Merced	IDEA Training	Other	
3/14/2025	S. Rocco	SEAC Leg Committee Update	Other	
	V. Chinen	Update of the actions of the Preschool Interagency Workgroup	Other	



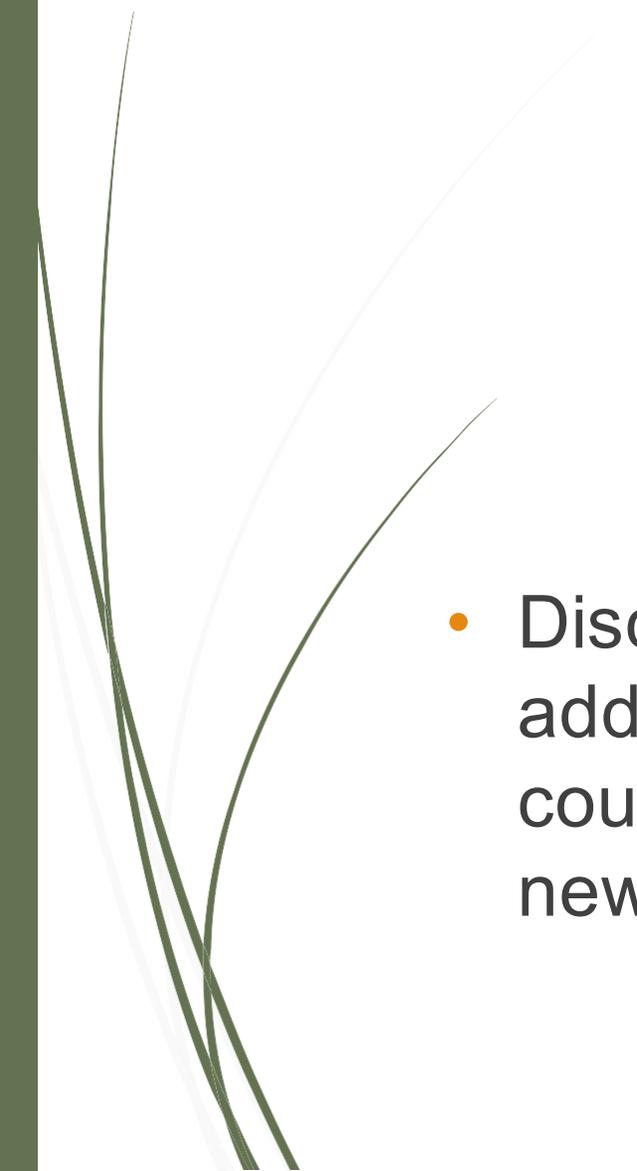
Activity No. 1: Brainstorm and Engage with your neighbor

Zoom:

Choose a breakout room

Discuss topics

Choose a spokes person

- Discuss with your neighbor what topics you'd like to add in our 2025-26 buckets. Think about topics that could be added to the proposed buckets OR add a new bucket. ( 5 minutes)
- 



## Activity No. 2: Share your topics

- Share your topics as a group. (15 minutes)
- 



## Activity No. 3: Coalesce around Priorities

- Each SEAC member will be given 5 sticky dots.
  - **Note:** *You may use your dots all on 1 topic or spread throughout the various topics.*
- Use your dots to prioritize and vote on the topics you'd like to work on in the 2025-26 SY
- Once complete, discuss opportunities to fold priorities together
- Identify top priorities for SY 2025-26



# Proposed buckets from SY 25-26

