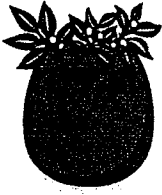


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Category: Operational



Ka'Umeke Kā'eo
Hawaiian Immersion Public Charter School

I N K E A U K A H A

HAWAIIAN LANGUAGE POLICY

Approved

Ka Umeke Kaeo Local School Board

Date 7.12.06 *sl*

Purpose

The Hawaiian Language is a critical component of Ka 'Umeke Kā'eo (K'UK). It is part of our foundation and how we use, honor, and support the Hawaiian Language affects our success as a program.

K'UK recognizes that not everyone who cares about the Hawaiian Language and our school has Hawaiian Language fluency. K'UK also recognizes that we often need skill sets that cannot be provided by people with Hawaiian Language fluency.

K'UK also recognizes that Hawaiian Language acquisition and excellence is a journey that takes many years. Therefore, what is important to us is that those committed to the school (student, staff, and 'ohana) be progressing on that path. It is not so much where you are, but that are ARE traveling forward.

This Hawaiian Language Policy is enacted in order to guide administration and the school on how to honor and recognize the importance of the Hawaiian Language to everything we do as an organization.

Procedures

1. All staff must be committed to improving their Hawaiian Language skills, no matter what level they are currently at.
2. All staff who cannot readily converse in Hawaiian must participate in school-sponsored Hawaiian Language courses and/or support programs. They must formally demonstrate their Hawaiian Language improvement until such time that they can readily converse using only Hawaiian.
3. All staff must consciously and actively use the Hawaiian Language skills they possess, especially when interacting with students.
4. All students will be expected to converse in Hawaiian with any adult that can speak Hawaiian. Students who do not speak Hawaiian when appropriate will be reminded to do so.
5. When hiring new staff, Hawaiian Language skills must be an important criteria in the selection process. When two applicants are identical in qualifications, the person with the stronger Hawaiian Language skill will be offered the position first.

6. Whenever possible, Hawaiian Language speakers will be recruited for Local School Board seats. Local School Board members will be provided opportunities at school expense to improve their language skills.