

NOISE vs. VOICE & The HĀ FRAMEWORK

Reflect upon the connection between Noise vs. Voice and the HĀ Framework .

Add additional ideas under each column.

HĀ FRAMEWORK	NOISE	VOICE
BELONGING	• Build small circles of “go to” teachers to share your ideas. • Complain about the lack of parental and community involvement. •	• Solicit the ideas of all staff through a variety of methods. • Go into the community to participate in activities with the community and learn their needs. •
RESPONSIBILITY	• Make top-down demands on staff. • Ignore staff feedback and concerns. •	• Partner with staff to accomplish goals. • Actively seek feedback and help when needed. •
EXCELLENCE	• Force your new ideas and initiatives on others. • Others need to change to make school better. •	• Initiate new ideas together with staff. • Be open to change and new ways of thinking. •
ALOHA	• Communicate with frustration and annoyance. • Demanding and asking from the community. •	• Communicate with empathy and understanding. • Seek partnerships and ways to contribute to the community. •
TOTAL WELL-BEING	• Ask staff to do more regardless of their overall workload. • Focus only on staff tasks and output. •	• Together with staff prioritize realistic work expectations. • Develop actions to support staff mental health and reduce burn out. •
HAWAI’I	• Avoid using Hawaiian words. • Identify one token person to represent the Hawaiian Voice. •	• Ask staff and students to help you continually learn and use Hawaiian words. • Ensure that all staff know and appreciate the culture and stories of Hawaii. •