



A Guide for Participants

If you love the lāhui, if you love kuleana,
if you love 'āina, if you love 'ōlelo, if you
love working collaboratively and can play
well with others, this is for you

KANAEOKANA.NET/HANDBOOK

PUKANA 'ELUA
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We take what we do very seriously but don't take ourselves too seriously. So seriously, here is some really small text that's usually reserved for the legal mumbo-jumbo kine stuff that people don't like to read. Our hope is that by keeping things light people will want to read this and engage. We apologize if any of this offends you. If it does, please let us know and we'll ask Bertram to fix it.

kanaeokana.net

*Developed under the direction of Kanaeokana
Production by Kealaiwikuamo'o
Illustrations by Hana Yoshihata*

8 7 6 5 4 3 2

E kii i ka waa!
E kii i ka waa!
I ko Kupunawahine,
Ia Hoanuiikamapu,
Ia Hoanuiwaalau,
Ia Hoanuiwiliwiliwaa,
Ia Hoanuihoonohowaa,
Mauka waa i Kalanaku,
He waa ia ko Heiwale
Hoahu ka luahine i keia waa,
E kii, e kii, e kii ka waa,
E kii ka waa Kaimu a Kainalu,
A Halekou, a Halekanaka,
E kii i ka waa!
E kii i ka waa!
I ko Kupunawahine,
Ia Hoanuiikamapu,
Ia Hoanuiwaalau,
Ia Hoanuiwiliwiliwaa,
Ia Hoanuihoonohowaa,
Mauka waa i Kalanaku,
He waa ia ko Heiwale
Hoahu ka luahine i keia waa,
E kii, e kii, e kii ka waa,
E kii ka waa Kaimu a Kainalu,
A Halekou,
a Halekanaka...



Dedicated to the generations of our lāhui,
past, present, and future

Aloha mai, e ke hoa ʻē!

Pehea? Mahalo nui for checking out this handbook. We want Kanaeokana to be clear, transparent, and efficient so that all participants can better engage in it! So in this guide you'll find the answers to some basic questions:

- What is Kanaeokana?
- How does Kanaeokana work?
- How do I participate?

Additionally we'll be sharing a little bit about Kealaiwikuamo'o, the department dedicated to supporting the participants and work of Kanaeokana.

Because Kanaeokana grows and changes, this is a living document that will grow and change with us. That means we want to hear from you! So please note your comments and ideas to let us know how we can make both Kanaeokana and this handbook better in terms of content and explanation but even how to make it more welcoming and inclusive.

You can always access the most up-to-date version of this handbook at kanaeokana.net/handbook.

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What is Kanaeokana?

1

What is Kanaeokana?

The 30-second elevator pitch

People often ask what Kanaeokana is, and if we don't want to give them a twenty-minute presentation with slides and flashing lights, this is what we might tell them:

Kanaeokana is a network of over 70 Hawaiian language, culture, and 'āina-based organizations and schools (preschool through university level) collaborating to develop and sustain a Hawaiian education system that will nurture the next generations of aloha 'āina leaders.

What does Kanaeokana mean?

(Or who is Kana and what is he doing with that net?)

- Kanaeokana refers to the nae, or net, of Kana, a powerful kupua who could grow to extraordinary size. He was a hero in various mo'olelo, including one in which he succeeded at rescuing his mother Hina from the fortress at Hā'upu, Moloka'i.
- Nae were the fine-meshed nets that served as the foundations to which 'uo, feather bundles, were attached in making 'ahu'ula that were fashioned with great expertise and dedication spanning multiple generations.

- Nae were created from the bast of the endemic olonā plant, one of the strongest natural fibers known to man.
- Nae also refers to the distinct fine-meshed fishing net, reflective of a Hawaiian propensity to design specialized tools allowing users to excel in fulfilling a specific kuleana (as opposed to using generic tools that merely suffice).
- In these senses, Kanaeokana is a name whose primary meanings suggest extraordinary strength, endurance, focus, and excellence.
- So we imagine Kana using his net to connect us, strengthen our efforts, and allow our efforts to grow and positively impact as many people as his boundless form can embrace.



Ki'i 1-2

A finely meshed net backing that took a very long time to make. It took even longer with all the featherwork.

What are Kanaeokana’s vision, mission, and strategic goals? (Or what do I tell people if I give them the elevator pitch and they keep saying, “Hana hou! Hana hou!”)

Being around Hawaiian educators means that we’re surrounded by overachievers, so sometimes the 30-second answer isn’t enough. If you have a really engaged audience that is hounding you for more, here are the overachiever answers, ei nei, which were written by other overachievers like you.¹

Vision

A strengthened lāhui that grows and sustains future generations of aloha ‘āina² leaders.

Mission³

To collaboratively develop and strengthen a Native Hawaiian

1 Overachievers like to overachieve by using footnotes to add in even more information to their overachieving answers. Nah, actually, we just wanted to make it clear to everyone what we mean when we say certain things.

2 We understand aloha ‘āina to involve a deeply rooted connection and commitment to the physical and spiritual health of our lands, seas, and skies; an unwavering dedication to the well-being of our lāhui, and a devotion to protect and support our cultural practices that take place within the embrace of our ‘āina.

3 This is a living document meant to guide and enable the evolving mission, vision, and goals of Kanaeokana.

education system⁴—built on a strong ‘ōlelo Hawai‘i and ‘ike Hawai‘i⁵ foundation.

Strategic Goals

- To convene network members dedicated to supporting ‘ōlelo Hawai‘i, Hawaiian culture, and ‘āina-based education to forward Kanaeokana efforts.⁶
- To assert educational sovereignty in the process of strengthening our lāhui.
- To honor and demonstrate the diversity among participating organizations, fostering mutual trust, respect, and pilina among all members.
- To prioritize renormalization of ‘ōlelo Hawai‘i in all sectors of society.
- To generate and advocate for Kanaeokana policy positions.
- To develop and share educational resources (curriculum, instruction, and assessment), ideas, approaches, and strategies through a centralized, virtual waihona.
- To ensure multi-generational continuity and synergy in the evolving work of Kanaeokana.

4 This system would be comprised of diverse entities that include autonomous sub-systems or individual kula. The cohesion of this system would rest on a common commitment to the shared work described in the mission, vision, and goals of Kanaeokana.

5 The term “‘ike Hawai‘i” includes Hawaiian culturally rooted insights, perspectives, intuition, knowledge, skills, perceptions, sensory inputs, extra-sensory understandings, emotions, instincts, awareness, etc.

6 Following decisions arrived at on July 6, 2017, such focused efforts include, but are not limited to: 1) Ho‘okuluma ‘ōlelo Hawai‘i, 2) Hālau ‘Ōiwi: Engaging ‘ohana and community, 3) Recruiting and retaining Hawaiian culture-based educators, 4) Hālauololo: Building kula resources and sustainability, 5) Advocacy, and 6) Kōmike Ho‘olōkahi: Inter-kula engagement.



Ki'i 1-3
'A'ole o kana mai ka nae o Kana!

Nu'ukia

He 'ano'ano nei 'ōnaehana e kupu ai a kawowo a lau a mu'o a 'ao a liko a pua nā ulu koa hou o kēia mua aku e alaka'i ana ma ia mea ko'iko'i 'o ke aloha 'āina.

Ala Nu'ukia

E kūmaumaua kākou a ho'omohala 'ia a ho'oikaika 'ia ho'i he 'ōnaehana ho'ona'auao 'ōiwi i mea e ho'oikaika ai i ka lāhui. 'O kā kākou 'ōlelo a me ko kākou 'ike ka 'āina e ulu ai nei 'ōnaehana.

Pahu hopu

- E alu pū nā lālā ma ke 'ano he 'aha makakū e hua ai nā makemake o Kanaeokana.
- E kū ma ke ea ho'ona'auao no ka pono o ka lāhui.
- E aloha aku aloha mai i ka lau o nā lālā o nei hui.
- E lū aku i nā hua o kā kākou 'ōlelo ma kahi kapa a kahi kapa o ka 'āina.
- E ho'oulu a paipai i nā ke'ehina kulekele a Kanaeokana i ho'oholo ai.
- E ho'olau i nā kumuwaiwai ho'ona'auao, nā mana'o ho'ūlu, a me nā ka'akālai mai i nā kekahi waihona pūnaewe.
- E mālama i ko kākou ēwe, iō kīkilo aku a i nā mamo, ma nei hana a kākou ma Kanaeokana.

When and how did Kanaeokana get started?

Kanaeokana began in a time of darkness: ‘O ke au i kahuli wela ka honua . . . ‘O ke au i kahuli lole ka lani . . . Alright, Kanaeokana isn’t actually that old, but participants like you, e ke hoa, have been organically collaborating for decades.

In June of 2016, Kealaiwikuamo’o, a department in Kamehameha Schools’ Kūamahi (Community Education) Division, was told, “Hark! Goest thee to yon community and talk to a wide array of kula and hui involved in Hawaiian education.” And they asked us to consider whether we wanted to work together more formally as a network.

We talked about a metaphor of a forest and how each of our kula and hui are individually distinct but symbiotically connected and supportive of one another—as with the kupukupu, hāpu’u, ‘ōhi’a, ‘ie’ie, ‘ēkaha, koa, pūkiawe, pāpala kēpau... (though nobody wanted to be the pilopilo).

Coming out of that conversation, our response to the question of organizing as a network: ‘Ae!

After the blood oaths were sworn and everyone learned the special hula step only done in this hālau, the goals and work of the group were directed and forwarded by Kanaeokana’s participants (that means you) with backbone support from Kealaiwikuamo’o (they’re kinda like our staff).



Ki'i 1-4 The work we do didn't start with us, but with our ancestors.

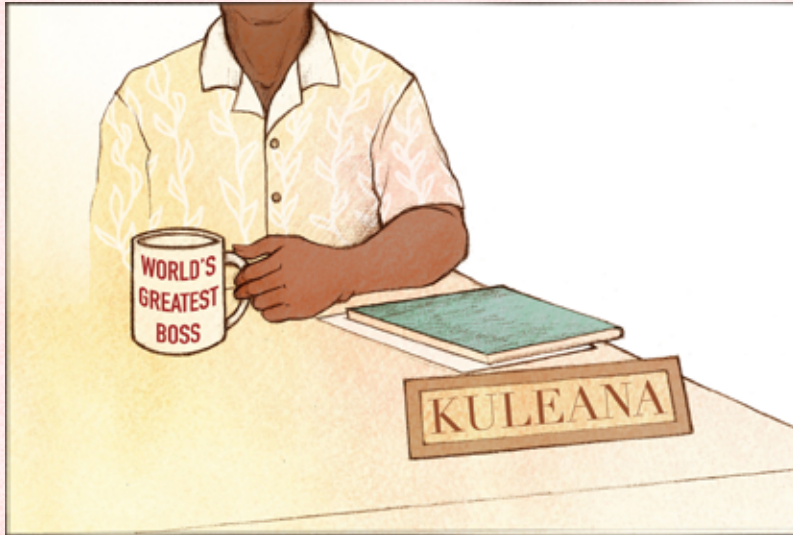
How does Kanaeokana Work?

Who's in charge here? Who's da boss?

Kuleana is da boss! And it's a bossy boss. It makes all of us work and never gives us any time off! But we've come to accept this boss. Kuleana can ignite our passions, fill us with joy, and even make us weep when we triumph and see our dreams coming to fruition. We love our kuleana—that shared sense of devotion and aloha to our lāhui and 'āina that drives us to work collectively to further our progress in nurturing the next generations of aloha 'āina leaders. We are accountable to our kuleana, not some person sitting behind a desk down on Bishop, Rice, Main, Aupuni, or the one street on Moloka'i. Which means that Kanaeokana isn't a hierarchial top-down organization. Here the participants work side-by-side, for da boss, Kuleana.

If everything is functioning well, how should it work?

It's sorta like that time when it was your third birthday and you had cake and ice cream and you wanted more ice cream to go with your cake because you got excited and ate your ice cream first and then didn't have enough ice cream for your cake and you started to cry because your mom said you couldn't have any more ice cream but then your cousin Bertram (a.k.a. Bruddah Boy) who is kind of a pest surprised you and plopped his ice cream right on your cake and said, "Here have mine."



How does Kanaeokana work?

2

Or maybe it's like that part of the pā'ina when Auntie Babes cranked up your favorite song and got everybody clapping to it and prodded you to show them the new moves you were practicing for months and months when you thought nobody was looking when you were going for it in front of that big living room window that acted like a mirror at night. Shmall kine scary, but super fun when all the cousins jumped in to try it out too.

That's how Kanaeokana should work, but maybe with less crying and prodding. A high-functioning Kanaeokana is a cake-and-ice-cream and everybody-trying-out-new-dance-moves kind of thing, so a major goal is for us to be able to...

- Share what we can
- Jump up to offer some new moves that work
- Join in and learn from one another
- Empower and support one another
- Harness our collective wisdom, talents, and intellect
- Be innovative
- Be intuitive
- Be creative
- Ideate
- Enact our kuleana—to get engaged in work that matches our own and our kula's/hui's experiences, expertise, and passions
- Apply our efforts effectively to take action and make progress
- Share back to our organizations, communities, and 'ohana the work of Kanaeokana
- Engage together to create collective impact



Ki'i 2-1 "Here. Have mine."



Ki'i 2-2 Dance like nobody is watching! ... even though sometimes they are.

**How might someone describe the 'ano and lawena of Kanaeokana?
(Or how you goin' ack?!)**

So it looks like you're getting pretty comfortable around here, taking it easy, putting your feet up, kicking back... You know what that means: Pop Quiz! You have 30 seconds to answer each question, and your time starts...now!



Ki'i 2-3 He just brought out the xerox copied tests. You know he means business.

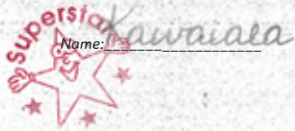
Name: BERTRAM Date: _____ Period: _____

As our work together as Kanaeokana has evolved, we've come to identify some basic styles of operating that we highly value. Aloha is the foundation of all of our interactions with each other, but what does that actually mean? Answer the questions on the following pages to find out.

QUESTION 1: Circle all the ways we can interact with each other that display aloha:

- a. actively listen to each other
- b. just show up for the food
- c. engage in haka moa contests to solve debates
- d. create a safe and welcoming work space
- e. address difficult topics kindly and respectfully
- f. see who can shout the loudest in meetings
- g. be tough on ideas but kind on people
- h. throw drinks in people's faces if we disagree with them
- i. talk incessantly about how great you are and not listen to what others have to offer
- j. stand on the table, flap our arms and yell, "I can fly!"
- k. truly engage with each other's ideas





Name: _____

Date: _____

Period: _____

QUESTION 2: Draw a line to match the beginning of the sentence in Column A with the ending of the options in Column B. Answers may be used more than once.

Column A

Column B

a. The main stakeholder we work in service of is _____.

b. It's not what's best for one person, kula, or hui, but what's best for _____.

c. If we work together as kākou instead of 'o au, 'o 'oe, etc., the winner is _____.

d. When we advance the vision of Kanaeokana to nurture the next generations of aloha 'āina leaders, we are creating more strength for _____.

1. the lahui

Answers: a-->1, d-->1, e-->1, g-->1, k-->1

Name: _____

Date: _____

Period: _____

QUESTION 3: Fill in the blanks

We foster creativity and innovation, and welcome _____ ideas.

- a. narrow-minded
- b. YouTube famous
- c. foreign film
- d. out of the box
- e. get-rich-quick

We think failure is not failure if you _____.

- a. blame someone else
- b. run away before anyone sees
- c. learn from our mistakes to propel future success
- d. are still a good dancer
- e. mumble a lot when explaining the failure

We step up when kuleana is for us, but when we realize that others in Kanaeokana are better-suited for a certain kuleana, we _____.

- a. don't say anything and hope the feeling passes
- b. give them the support they need as they run with that kuleana
- c. shame them until they run away
- d. feed them so much that they forget what we were talking about

As members of Kanaeokana, our hands are _____.

- a. clammy
- b. overly large
- c. adorned with jewelry
- d. ready to work and share
- e. creased and lined like the Ko'olau

We _____ having set milestones and measures we can use to measure our progress.

- a. hate
- b. loathe
- c. measure
- d. welcome
- e. can't stand

Answers: d, c, b, d, d, p

Name: _____

Date: _____

Period: _____

QUESTION 4: Read the scenario below. Draw a very detailed happy face spider by the answer(s) that fit with our values and a sad face spider by the ones that don't.

Scenario 1:

You are at a baby lū'au chatting with Ha'i Hikaua as you are waiting by the wok for the fried kole to be done. She tells you about the innovative 'ōlelo Hawai'i renormalization work that her hui is trying to get off the ground, and you think that it is a really groundbreaking idea that would really benefit the lāhui if it were to succeed. So you contact the members of your kōmike and suggest that Kanaeokana:

- Take over their project and make pretend we did all the work
- Stay out of their way if they don't want our help
- If they so desire, see how Kanaeokana can support and add to their efforts
- Ensure that we do not impede or step on their kuleana

Name: Jonah

Date: _____




Period: _____



QUESTION 5: Read the scenario below. The drawings might have been too complicated for the last question so just put a smiley face by the answer(s) that fit with our values and a sad face by the ones that don't.

Scenario 2:

You're at a \$10,000 a plate dinner fundraiser. (Who knows how you got there, maybe you snuck in or your cousin Bertram who gave you his ice cream earlier and who is actually the heir to a billion-dollar sock puppet business got you a ticket.) Anyways, you're at this fancy dinner, and who else happens to be there but 'Onamiliona Kanakawaiwai sitting on a gold throne atop a platinum chariot drawn by a team of peacocks bred to be the size of horses. 'Onamiliona has grown tired of donating money to his regular charities and sees your Kanaeokana t-shirt. (Who knows why you're in a t-shirt at this fancy shindig, but we're not going to critique your fashion choices.) He rolls up on his golden throne on his platinum chariot, and his peacocks are snorting and eyeing you suspiciously like they want to eat you, but he leans over and asks you, "What is your shirt about?" What do you do?

- Seize the opportunity to answer questions about Kanaeokana as best you can 
- Put him in contact with someone who can answer his questions 
- Wink at him and say that all donation checks should be made out to "Cash" 
- Refer to him as "My good and gracious lord" and offer to be the kahu for his peacocks

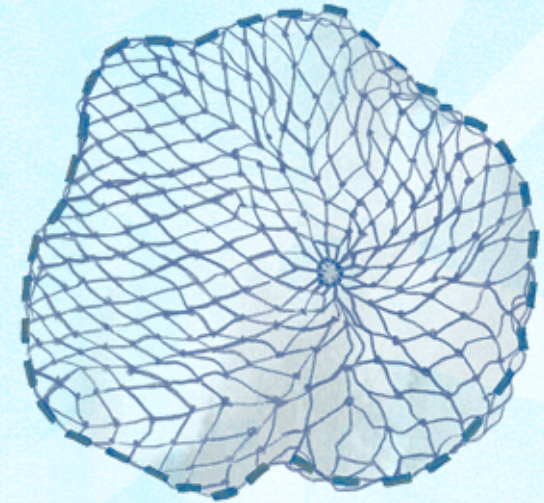
Aloha 'Āina Impact Indicators

Ah, so you want to know how we are going to assess our success for growing the next generations of aloha 'āina leaders? We have them right here somewhere... Clank! Bonk! Crash! ...hmm, not there... Knock knock! Boom! ...maybe under all these stickers and t-shirts? Oh wait! That's right! They're more actually in our na'au than down on paper at the moment, but we're working on making these indicators concrete and measurable.

Ensuring that the pilina between our haumāna, 'ohana, and kaiaulu is founded on aloha 'āina is one of the main priorities for Kanaeokana. It is a key part of our mission and vision and one of the most important tools we can give to future generations to address the problems that will face them. So one of the things that we, as in kākou, are trying to figure out is how to hold ourselves accountable to such aspirations, whether as a network or as individual schools and organizations.

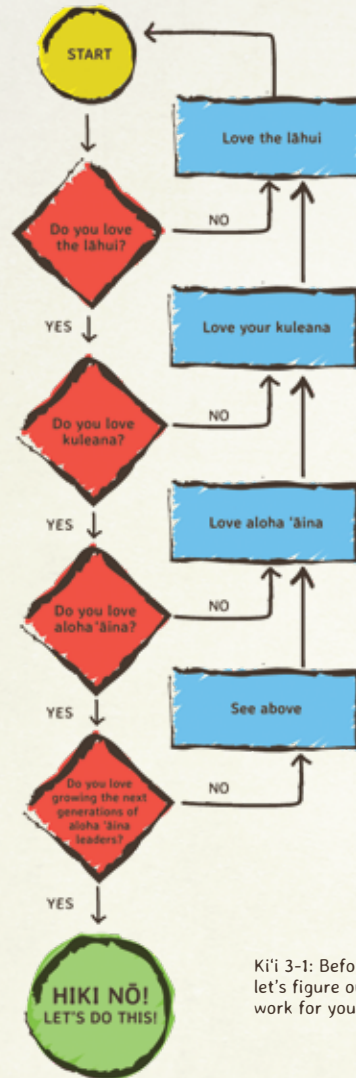
Looking back at all of our own personal journeys with aloha 'āina, we know that it can be a long and difficult road. But with all of our experiences to guide us, we will surely be able to identify which markers can show us that we have successfully implemented the structural and systemic supports that will prepare the soil from which aloha 'āina leaders will naturally grow.

The only true measure of success for Kanaeokana, its organizations, collaborations, and activities, is the aloha 'āina that we see in the next generations. It's an ambitious goal, but vital, and we're up to the challenge.



How do I participate?

3



Ki'i 3-1: Before moving ahead, let's figure out if this is going to work for you.

How do kula or hui become participants in Kanaeokana?

Alright, all you have to do is pay the Secretary your \$2 in advance, and then you will receive: an oracle, a kauwila wand, a ball of olonā cordage, a fish, a single root of kalo lauloa, and a white uniform. Then you go to the Iku Hai...wait, wait. Who messed up my notes? Gonzo, was that you?! Always making hana keko. Sorry, that was for the Hale Nauā.

Kanaeokana is much simpler, though who wouldn't want some kalo lauloa, right? Maybe we can add that to Kanaeokana too. Any takers? Kōmike Ho'okele? Anyway, getting back to the topic at hand, here's how Hawaiian educational entities can become Kanaeokana participants:

Any current Kanaeokana participant can suggest to the Kōmike Ho'okele that it invite a new kula or hui to participate in Kanaeokana. If the Kōmike Ho'okele does so, the new kula or hui representative might engage directly in the 'Aha Kūkā and any project ideas of interest. But just like in hālau hula, if you bring someone in, you are responsible for making sure they know how fo' ack.

Where do I go now that I'm here?

Now that you have a general idea on how participants behave and how things should work, you might be wondering to yourself, "okay, now what do I do?" We're glad you asked! In short, here are several ways you can get right into things:

The 'Aha Kūkā: The 'Aha Kūkā takes place a couple times each year. It's an in-person plenary session where all Kanaeokana participants share and learn from each other. We encourage you to check it out.

Explore past sessions at www.kanaeokana.net/kahua

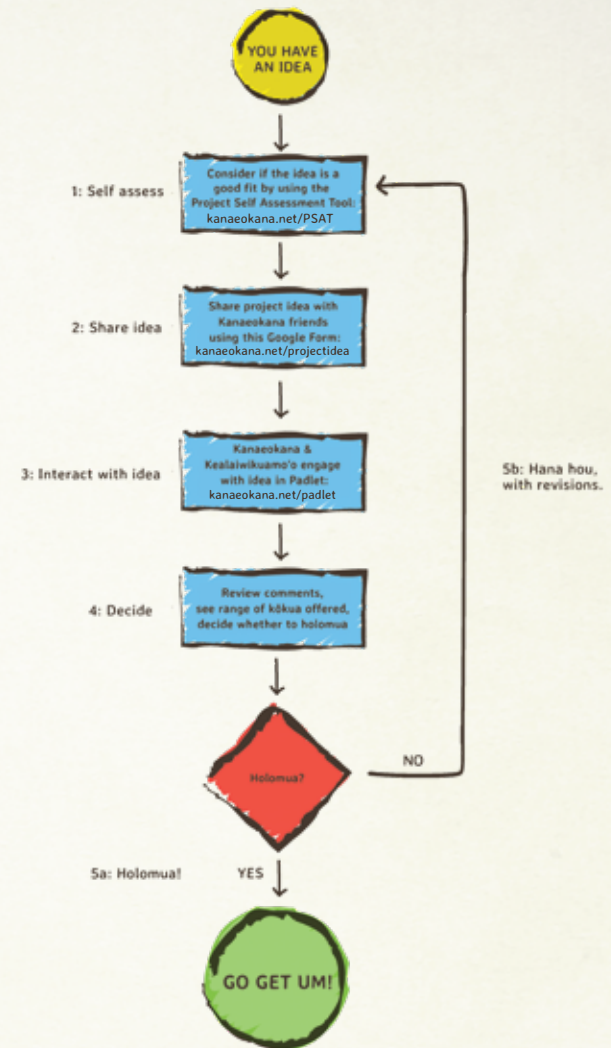
Bring to life ideas: Do you have an idea that aligns with the nu'ukia and ala nu'ukia of Kanaeokana? Do you want to hear other people's ideas? Bring those ideas to life, find kōkua, kāko'o other folx. There's an easy 5-step process to get ideas off the ground and running. Anyone can initiate it. (see ki'i 3-2)

Self-assess an idea at kanaeokana.net/PSAT

The Kōmike Ho'okele: From time-to-time you may want to talk to someone on the Kanaeokana steering committee, get something into an 'aha kūkā agenda, or just hang out with cool people. That's where Kanaeokana's 13-person steering committee comes in. The Kōmike Ho'okele is here to help ensure that Kanaeokana runs smoothly and efficiently.

Find out more about past projects at projects.kanaeokana.net

HOW DO I PARTICIPATE?



Ki'i 3-2: Kanaeokana is project based. No hierarchy here. Have an idea? Find friends and run with it!

'Aha Kūkā

Kōmike Ho'okele

What are the groups within Kanaeokana? And how do they feed and nourish the lāhui?

'Aha Kūkā a.k.a. the big buggah with all the participants

Ingredients:

1 big bunch errybody

Steps:

- Strengthen and build relationships and connections with old and new friends. How awesome is it to be in the same room with all these other lāhui education leaders!? Enjoy the time!
- Increase awareness of what's happening within parts of and across all of Kanaeokana to improve collaboration, synergy, and cohesion
- Ask questions and get answers so you can know what's up, share that with others, and know how you and your kula/hui can engage in what's happening
- Address big questions or issues that kōmike feel they need to pose to the larger group. Often these will involve big strategic directions being considered.
- Engage collective 'ike
- Develop collective understanding, synergy, cohesion, and group consensus
- Harness collective mana

Kōmike Ho'okele a.k.a. āa bulls!

Ingredients:

13 hand-picked, heirloom members nominated and confirmed by the Kanaeokana 'Aha Kūkā

Steps:

- Guide Kanaeokana functions, roles, and processes so it can be an efficient and effective network
- Ensure Kanaeokana accountability
- Develop an assessment of population-level impact indicators related to Kanaeokana's vision to grow and sustain the next generations of aloha 'āina leaders
- Create an annual report on Kanaeokana progress
- Develop and facilitate 'Aha Kūkā meeting agendas
- Ensure coordination and synergy among kōmike ho'okō, including multi-kōmike efforts. Help to bridge and support the work of each kōmike ho'okō
- Identify areas of overlap and possible collaboration among kōmike ho'okō. Coordinate collaboration among kōmike ho'okō, as appropriate
- Identify possible outliers or work that may need to be more tightly aligned to the Kanaeokana vision and mission, and help to connect such work to other efforts
- Lead Kanaeokana-wide efforts that may arise (i.e., efforts that are not led by a given kōmike ho'okō)

- Determine whether a given matter **should** be **addressed** by one or more **kōmike ho'okō**, the **Kōmike Ho'okele**, or the **'Aha Kūkā** for **discussion** and **decision** making (or perhaps even by **Kealauwikuamo'o staff**)
- **Guide and develop Kanaeokana communications:** For internal Kanaeokana **needs** to **support** group **synergy** and **cohesion**; For external **audiences** to **forward** Kanaeokana **goals**.
- **Develop and implement processes** to **engage** and **onboard** new participants



Ki'i 3-3: Bugga is 'ono... So is the work. And we need errybody to make this work.

Kuleana of individuals (representing kula or hui) as participants in Kanaeokana

We're going to walk the fine line of high fashion and lowly scrub by asking you to wear different hats at the same time. It looks weird, but what's a little public embarrassment in the name of the lāhui? We have two main hats that you would wear if you choose to jump into the work of Kanaeokana: kāko'o and alaka'i.

Project Kāko'o

The kāko'o hat is well-worn, maybe a little sweat-stained around the brim, got a little bit of lo'i mud on it, but she go! It's not like the sword in the stone, where only The One can pull it out. The kāko'o hat is one-size-fits-all, and its magical mystical mana will allow you to:

- Kōkua directly - jump in to do the work
- Kōkua indirectly - encourage others from your kula or hui to join in
- Participate in the discussions in person and online on Slack. Share your insights, experiences, ideas, concerns
- Enjoy your old friends, make new friends, strengthen and build relationships with other participants
- Share aloha and play nicely
- Soak up the opportunity to learn from one another
- Share what Kanaeokana is doing with your colleagues in your hui or organization!

Project Alaka'i

The alaka'i hat, on the other hand, is made of the finest materials, threaded with the finest beaten gold, imbued with downy feathers of angel wings and the scent of pīkake. Alright, fine, the two hats are pretty much the same; Aunty Mabel jes wen Bedazzle this buggah so look mo' nice. But really, we are able to shift roles when necessary, and wear whichever hat is suitable for the work. Just take a look at all the fine powers the Aunty-Mabel-Bedazzled alaka'i hat gives you:

- Lead project efforts
- Recruit project kāko'o
- Coordinate with Kōmike Ho'okele or the appropriate Kanaeokana friends to ensure cohesion with other work in progress.
- Work with Kealaiwikuamo'o staff (where applicable) to keep project moving forward
- Serve as the project spokesperson and head cheerleader
- Work with Kealaiwikuamo'o staff to record and share project progress and outcomes
- Share what Kanaeokana is doing with your colleagues in your hui or organization!



Ki'i 3-5: A really fancy, futuristic, 'āina, language, and culture-based, hive-minded, lāhui-enriching machine.

How do I stay in touch with what's going on?

When Kanaeokana is really humming along, it is like a well-oiled machine. A really fancy, futuristic, 'āina, language, and culture-based, hive-minded, lāhui-enriching machine. Even when we forget to oil some of the parts, there is a lot going on, and all of it is exciting!

So how do you stay connected to what's going on in all of the different aweawe of Kanaeokana? We have four tools that will keep you plugged into the matrix.

- **Slack (kanaeokana.slack.com)** is a suite of collaboration tools for your phone and computer that includes direct messaging, file-sharing, a powerful search function, and screen-sharing. It's faster and more robust than email and very easy to integrate into your current workflow. And it's free!
- **The Papa Hō'ike, or Project Dashboard, (projects.kanaeokana.net)** is your one-stop shop for information on which projects are in motion, their status, who is involved, and how/why individual projects align with Kanaeokana's goals. Easy to see at-a-glance, unless you have tryphobia (yes, it's a real thing), in which case, all the circles might freak you out.
- **Kanaeokana.net (www.kanaeokana.net)** is where you can get the big-picture overview of who we are and what we stand for. It is also the centralized location that will link you to all of the Kanaeokana-related mana'o you might need, everything from work-group calendars to the Waihona, to all of our social media videos.

- **Facebook (www.facebook.com/Kanaeokana)** is our main channel for interaction with the public-at-large. That is where we share out about the inspirational work that Kanaeokana members are carrying out and lay an educational foundation in the kaiaulu to help create a more informed and supportive "audience" for all that we're trying to accomplish.

How do I talk about Kanaeokana and share out all the great stuff that's happening?

There are a lot of exciting things happening here in Kanaeokana, and our spokesperson is really amazing, so if you want to get the word out about what's going on, talk to them. How do you contact them? Just look in the mirror! Each of you is a spokesperson on behalf of Kanaeokana.

Not only can your words spread the news about what we are up to, they can attract other like-minded people to join in on the work of Kanaeokana as well. As we know, however, our words are ko'iko'i, so we just wanted to talk about the four key messages that we use in all of our communications with the public. These messages are all things that we know and say already, but just written in this handy, concise manner. We share these 4 key messages not to dictate what you can say, but to provide an effective foundation that may be helpful for your communications.

Four Key Messages

1. Meaningful, cutting-edge, engaging learning is occurring in 'ōlelo Hawai'i, Hawaiian culture, and 'āina-based kula and programs.
2. Hawaiian culture, worldview, and practices are
 - Ancestrally rooted
 - Relevant in our modern context
 - Future-minded
 - Focused on collective community well-being, both local and global.
3. Students nurtured in such contexts strengthen the long-term well-being of communities, Hawai'i, and our planet.
4. Hawaiian approaches to education are
 - Valuable for all students in Hawai'i and beyond
 - A solution to systemic problems in education

Now that you know the four key messages, get out there and wow them, spokesperson. Your public is waiting for you!

How do we deal with the reality that Kanaeokana participants all have full-time (non-Kanaeokana) jobs?

Overachievers like you always wear more than one hat (okay, we know we asked you to do that earlier so it's our fault that you're getting critiqued for your fashion choices, but no one really wears more than one hat at a time, right?) and often have more than one job (though Hawai'i is so expensive to live that even regular- and under-achievers have more than one job). You're all used to doing a million things at the same time, but here at Kanaeokana, we'd love for you to have some semblance of a normal life.

So what do we do to help ensure that you can see your keiki or your ipo and not be a frazzled, grumpy, drooling mess? Our first bit of advice to help you have less work is for all of us to try not to make unnecessary work for other people. Essentially: don't be *That Guy*. You know, *That Guy* who makes everyone stop the work that they are doing in the meeting to catch him up on what he missed. *That Guy* makes everyone have to spend more time in meetings, which makes *That Guy* an unpopular guy. If we miss meetings, we just jump back in and go with the flow. We check out the meeting notes and project dashboard, or ask Kealaiwikuamo'o staff or other members of the kōmike to catch us up before the meeting.

Another thing to do is to make sure we learn to say, "a'ole" when we don't have the capacity to do something, even if we think it is valuable work. We know most of you overachievers don't really use

that word when it comes to hand, but we want to make sure that we only ‘auamo kuleana that we know we can fulfill, so we’re going to practice: ‘A’ole. Just sound it out. Take it slow, take a deep breath, and just sound it out: ‘AAAAA’OOOOLLLEEEEEE. Alright, that wasn’t too bad. Not super good either, but we hope you’ll get better with practice.

Another way that we can make the workload lighter is to get more hands in to help out. ‘A’ohe hana nui ke alu ‘ia, ‘eā? But we just have to make sure we don’t invite those friends who only come for the food and when it’s time to clean up, they’re like, “Oh, we get another party for go to.” We like the ones who show up early with one sweatband for their head, one stool for sit on, their own knife to cut the onion for the lomi, and one bag of boiled peanuts for share with everybody while they’re working. Okay, maybe that’s a little specific, but you get the idea.

The truth of the matter though is that we just have to be honest with ourselves about what we can handle. If you have the capacity to work on three committees and do Skype meetings for several hours a day with people on other islands, that’s great. If you only have the capacity to come to the ‘Aha Kūkā meetings (the big Kanaeokana meetings that all participants gather at), that’s great too. What we value is being able to strengthen our relationships with you in those meetings and to have your wisdom and expertise help guide discussions in the ‘Aha Kūkā.

The last and most important piece of advice we have to offer you is this: lean on Kealaiwikuamo’o staff to help out. It’s their full-time jobs to do so and they seem to like the work. Most of them anyway. Keep an eye on the long-haired one. He always looks like he’s plotting something. But seriously, let them know how they can be most helpful. They’re already jumping in where they can, but you are the one who knows what Kanaeokana needs from the inside.



Ki'i 3-6: Honestly, some of us are still trying to figure out how to say 'AAAA'OOOOLLLEEE.



How does Kealaiwikuamo‘o
support Kanaeokana?

4

How does Kealaiwikuamo'o support Kanaeokana?

Remember how busy you are? Actually, you probably never forget. You probably weren't even able to sit down and read this whole thing in one sitting. That's how it goes though: the good people are always busy! But we have been busy trying to keep you from being so busy. In fact, we made sure there's an entire department dedicated to supporting you: Kealaiwikuamo'o!

Though they strive to be supple and flexible like all good kuamo'o, these are some of the specific things that they do to support all of us:

- Provide backbone support to Kanaeokana
 - Meeting coordination, agenda drafting, facilitation assistance, and notetaking
 - Project management and tracking
 - "Heavy lifting" to move forward the work defined as necessary by Kanaeokana
 - Communication strategies and tactics, production, and broadcasting for internal and external audiences
- Provide similar backbone support (as Ho'olako Like, a program within Kealaiwikuamo'o) to 17 Hawaiian focused charter schools comprising a significant subgroup within Kanaeokana

- Develop and disseminate educational materials tailored to the needs of Kanaeokana
 - Products produced by Kamehameha Publishing (a program within Kealaiwikuamo'o)
 - Virtual waihona framework development and coordination
- Communication and reporting
- Manage resources provided by Kamehameha Schools to support Kanaeokana

What does Kealaiwikuamo'o mean? And how is this name emblematic of its role?

Ke ala (the path) of the Iwikuamo'o (trusted chiefly attendant and counselor) is an aspirational name (meaning they trying, tita, they trying!) that this KS department of Kūamahi (Community Education) has taken on. This department hopes to follow along the path of a trusted iwikuamo'o in service to Kanaeokana.

Iwikuamo'o refers to our backbones, and both iwi and mo'o refer to mountain ridges as well, so it gives a sense of strength and solidity. Furthermore, a kuamo'o can be a path or a custom. Iwikuamo'o were also highly trusted kahu, stewards, and counselors for the ali'i. These kinds of meanings led people of the kingdom era to use iwikuamo'o as a term of admiration for staunch po'e aloha 'āina who fought for our lāhui in the legislature and public sphere.

Iwikuamo'o is also the name for one of four primary star lines used by our contemporary navigators to make their way across the vast Moananuiākea. Iwikuamo'o is a name whose primary meanings refer to strength, connectivity, trust, and navigating new paths. They are here to do whatever they can to clear these paths for us, so lean on them whenever you feel it is appropriate and they will do their best to act as kuamo'o to help prop you up.

How can Kanaeokana participants get Kealaiwikuamo'o support?

Kealaiwikuamo'o staff are directly involved in the work of the 'Aha Kūkā, the various project ideas, and the Kōmike Ho'okele, so the support needed doesn't need to be requested by any special process and will naturally be addressed as part and parcel of the planned and implemented work. If specific kula or hui would like to request support, though, please contact Kealaiwikuamo'o through their boss lede (Director, Kealaiwikuamo'o, Kūamahi - Community Education, CE&R, Kamehameha Schools, ea lā ea lā ea...), Kēhaunani Abad (keabad@ksbe.edu).

How can participants access funds available through Kealaiwikuamo'o for Kanaeokana work?

Kamehameha Schools provides Kealaiwikuamo'o modest funds to support the needs of Kanaeokana kōmike projects--initiatives, activities, events, etc. If your project requires funding, talk with the

kōmike connected to your project to see if funding is available and to initiate a discussion about kōmike funding priorities.

Kamehameha Schools also provides Kealaiwikuamo'o a modest budget to reimburse kula or hui, within set guidelines, for travel costs and or the cost of substitutes needed to enable participants to engage in Kanaeokana work (please see the details at kanaeokana.net/reimbursement).



Even overachievers run out of energy sometimes, so if this guide is just too much for you to read right now, browse through the glossary to find short entries on some of the vital (and maybe not-so-vital) bits of information that you need to know about Kanaeokana.

Glossary

'Aha Kūkā—The large Kanaeokana meetings kākou that take place 2-3 times a year (formerly known as the “Plenary” meetings, which was a junk name, and nobody knew what “Plenary” meant, so yeah...we think this is much better).

Alaka'i—Lead. One of two roles of Kanaeokana participants (see also Kāko'o).

Alternates—You were chosen because you are super cool. But we know that you are so cool that you are wanted everywhere and you get busy. In the event you can't make a meeting or need to take a step back, we highly encourage you to suggest an alternate that you're comfortable with that can pick things up for you and your organization.

Aloha 'Āina—We understand aloha 'āina to involve a deeply rooted connection and commitment to the physical and spiritual health of our lands, seas, and skies; an unwavering dedication to the well-being of our lāhui, and a devotion to protect and support our cultural practices that take place within the embrace of our 'āina.

Bertram—The annoying cousin who sometimes goes by the name “Bruddah Boy” or “Brutus” and who has some awesome connections to people like 'Onamiliona.

consider.it—(see kanaeokana.consider.it)

Hierarchy/Hierarchical—A method and structure that works really well for organizations like the military. Here at Kanaeokana, we do not operate this way. We are accountable to our kuleana, and work gets done with all of us pitching in where we can with backbone support coming from Kealaiwikuamo'o.

Ho'olako Like (HLD)—A program within Kealaiwikuamo'o that helps to support and facilitate collaboration involving 17 Hawaiian focused charter schools. The original “network support” team.

Kamehameha Publishing—A program within Kealaiwikuamo'o that creates learning resources for the lāhui.

Kana—An epic hero. Try ask Manaiakalani Kalua to explain next time you see him.

Kāko'o—Support. One of two roles of Kanaeokana participants (see also Alaka'i).

Kamehameha Schools—The entity that provides support to Kanaeokana but isn't leading it. KS plays a unique dual role in Kanaeokana. Separate from the KS campuses and preschools who are participants, KS also provides backbone support for Kanaeokana through the Kealaiwikuamo'o Department.

Kanaeokana—A network of over 50 Hawaiian language, culture, and 'āina-based schools and organizations (preschool through university level) collaborating to develop and grow a Hawaiian education system that will nurture the next generations of aloha 'āina leaders.

kanaeokana.net—Ones and zeros displayed in a way that makes sense to people who want to know what Kanaeokana is and does, conveniently available on the world wide web.

kanaeokana.net/projects—aka projects.kanaeokana.net. A place to see what Kanaeokana is up to from a really, really, really high-level (see also tryphobia).

kanaeokana.consider.it—An awesome technological tool that provides a space to debate and discuss issues and/or ideas (see consider.it).

Kealaiwikuamo'o—A department within Kūamahi, Community Engagement and Resources, Kamehameha Schools that helps to support the 50+ schools and

organizations participating in Kanaeokana.

Key Messages—A distilled version of how we talk about the collective work we do for the lāhui in four quick sound bites.

Kōmike—A group of people committed to a particular area of focus. Currently there are seven kōmike in Kanaeokana. Kōmike participants are free to come and go as able.

Kōmike Ho'okele—The steering committee of Kanaeokana, voted in by the 'aha kūkā.

Kuleana—Our boss! Here within Kanaeokana, we are accountable to our kuleana. In the absence of a hierarchial structure, it's how we get our work done for our lāhui.

Most Important Thing You Can Do as a Kanaeokana Participant—Share what you are up to with people you think might like what kind of Kanaeokana things you are doing because they might not only like what you are doing but might also want to help out in some way.

Nae—Net.

Network Engagement (NE)—A program within Kealaiwikuamo'o that builds the capacity of the lāhui in the areas of tech and mo'olelo. NE's other function is to support the communication, PR, tech, and storytelling needs of Kanaeokana.

Network Facilitation (NF)—A program within Kealaiwikuamo'o that helps to facilitate kōmike work and keep it on track (see also Manuwai Peters and Makana Garma).

Padlet—Interact and engage with project ideas at <http://kanaeokana.net/padlet>.

Project Dashboard—Keep up with all the Kanaeokana projects going on at <http://projects.kanaeokana.net>.

Project Self Assessment Tool (PSAT)—Not a test. More like a guide to see how your idea aligns with the nu'ukia and ala nu'ukia of Kanaeokana. <http://kanaeokana.net/PSAT>

Reimbursements—Kamehameha Schools provides Kealaiwikuamo'o a modest budget

to reimburse kula or hui, within set guidelines, for travel costs and/or the cost of substitutes needed to enable participants to engage in Kanaeokana work (please see the details at kanaeokana.net/reimbursement). If you have any questions, reach out to Kori Ili (koili@ksbe.edu) or Piliialoha Wong (kawong@ksbe.edu).

Share an idea—After you self-assess with the PSAT, share a project idea with Kanaeokana friends by using this simple form. <http://kanaeokana.net/shareidea>.

Slack—A technological solution made just for this kind of geographically-spread-out-all-ovah-da-place work. Chat one-to-one or in groups. Communicate and coordinate with your kōmike, hui, or smaller project team. Keep track of conversations. Share files easily. It integrates with services you already use (i.e. Google Drive, Dropbox, etc.) Accessible anywhere: on your phone, on your computer, in the shower (not recommended). Download the app or point any web browser to kanaeokana.slack.com. Need help? Ask Kalani Bright (kabright@ksbe.edu, Kalani Bright on Slack).

Spokesperson—That's you! Everyone can talk about Kanaeokana and its work. In fact, we hope that you will. That's how the nae gets bigger and bigger and bigger. If you need help with talking points, check out the "4 key messages" section in this handbook.

Staying Updated—If you don't want to be That Guy sucking up all the air and holding up meetings, here are several ways to stay updated on what's happening with Kanaeokana: kanaeokana.slack.com; projects.kanaeokana.net; kanaeokana.net; facebook.com/kanaeokana; talk to Kēhau (she doesn't sleep), Manuwai (rawr), or Makana (walks on water) before you come to a meeting.

Trypophobia—A fear oooooof holes ooooooooo shapes (i.e. circles). Is this really a thing? o(o_0)o.

Appendix A - Kanaeokana Policy Positions

From time to time, Kanaeokana will leverage its power as a collective to take policy stands on issues vital to our lāhui. As you all know from your work in the community, these stances often depend on time or context, but the following four points are the general pillars of Kanaeokana's stances. Just as with the rest of this document, however, these are always subject to change depending on the will of our members.

1. **Support:** Strengthening Hawaiian language, 'āina, and culture-based education.
 - Teacher recruitment and retention
 - Adequate funding, especially for facilities
 - Holistic, culture-based assessments of school and student success
2. **Support:** Kanaeokana member organizations' legislative priorities
3. **Support:** Actions that improve Hawai'i's natural and cultural vitality and sustainability
 - E.g., Increased support for 'ōlelo Hawai'i use in all sectors of society
4. **Oppose:** Actions that harm Hawai'i's natural and cultural vitality and sustainability
 - E.g., TMT on Mauna Kea

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