



Company Profile

KCAA Preschools of Hawaii Demonstrates Workplace Excellence

KCAA Preschools was selected for this feature by SHRM Hawaii as a participant in the 2007 – 2008 Workplace Excellence Program

KCAA Preschools of Hawaii was selected as one of forty companies to participate in an innovative workforce development program conducted by The Society for Human Resource Management Hawaii Chapter. The program, called "Workplace Excellence" involved surveying company employees on metrics including alignment to company goals, capabilities to perform the job and engagement. Many of the companies then participated in training targeted to the areas in which their company had scored "red," or needing improvement.

Though the results remained confidential to each company, in KCAA's case it quickly became apparent that they scored "green" in all categories, the highest rating!



"We believe in constant assessment, support and training as a way to help ensure that our teachers and administrators stay at the top of their game," says Christina Cox, President and CEO. As the survey reviewers noted, "You are leading a team of truly exceptional people...scores like these are not achieved by luck. They are a matter of hard work, dedication and commitment to excellence...keep doing what you are doing!"

KCAA's teacher turnover rate has dropped from 30% in 2004 to 12% in 2007 as a direct result of focused efforts to improve the work environment for employees.



More than 100 years ago, KCAA Preschools led the effort to establish early childhood education in Hawaii and established Hawaii's first teacher training program. That spirit of leadership and innovation continues today, as KCAA (originally referred to as Free Kindergarten and Children's Aid Association) is forging new teacher training and curriculum development programs made possible with funding from local trusts and foundations.

Two years ago KCAA implemented a nationally recognized, research-based, age-appropriate curriculum for all seven preschools. The Creative Curriculum® is a comprehensive program that helps teachers plan a program with explicit guidance about what to teach, how to teach and why. It includes an online component that helps teachers identify groups of students within their class with common needs and develop targeted lesson planning ideas. Reports generated by the program also allow KCAA to track children's progress over time.

KCAA Preschools is taking teaching excellence to the next level by establishing a "virtual" training institute that addresses Hawaii's critical need for qualified early education teachers, partnering with local universities to provide both KCAA and non-KCAA employees with online college courses that assist staff in furthering their education, while providing entry-level staff with courses that enable them to become teacher-qualified, all while continuing to work full time.

