

2025 HSTA-Retired Delegate Assembly Evaluation

The following results were based on 83 completed evaluation forms.

Question	Response choice	Tally	%	# of responses for this question
1. Assembly met expectations?				71
	Agree	48	67.6 %	
	Neutral	16	23.5 %	
	Disagree	7	9.8 %	
2. First time delegate?				78
	Yes	15	19.2 %	
	No	63	80.7 %	
3. Motivation to become a delegate?				n/a
	To be involved	52	n/a	Multiple
	Learn more about HSTA-Retired business	39	n/a	
	Get updates on HSTA-Retired	49	n/a	
	To network with other retirees.	42	n/a	
	Other – see comments	6	n/a	
4. Business sessions run efficiently?	See comments			76
	Agree	33	43.4 %	
	Neutral	23	30.2 %	
	Disagree	20	26.3 %	
5. How helpful was your District Caucus Meeting in preparing you for the Delegate Assembly?				82
	Helpful	64	78 %	
	Neutral	7	8.5 %	
	Not helpful	0	0 %	
	Did not attend – see comments	11	13.4 %	
6. How likely are you to recommend to another member to become a delegate to Delegate Assembly?				82
	Likely – see comment	75	91.4 %	
	Unlikely	7	8.5 %	

Narrative Questions

7. How the Delegate Assembly achieve its goals?

Agree

- Lively discussions – not everything just decided and rubber-stamped
- Yes; successfully discussed amendments and resolutions; The proposed agenda was completed in a reasonable time frame; addressed the business of the day – lots of info shared; completed agenda – addressed corporate purposes; followed agenda, presented information and answered questions; I have a better understanding of budget and HSTA-R operates; getting members involved, providing input; finished the proposals and NBIs; housekeeping as well as very substantive discussions; did all business on agenda; valued information on benefits of HSTA-R membership was helpful for me to share with friends; it allowed members to vote on items vs. being decided top down; good discussions; we were updated on HSTA-R standing, budget and needs; Robert's Rules followed; business achieved; people spoke their minds; had accessibility; I was impressed with how well the meeting progressed; Following the agenda and rules of running a meeting; [illegible...!] Well-planned; Teachers were present, engaged, and really looked into making sound decisions involving our organization. Wonderful to see! Mahalo ☺; Stayed on task; Achieved the proposals I was most interested in concerning all members; Staying on task and working through lunch; Amendments were passed; Goals of delegate interest and involvement were met. Very lively discussion and debate; Addressed proposals and raced through; Meeting dedicated volunteers who are dedicated to helping other teachers in retirement and supporting public education; If the goals were: adoption of the budget; passage of amendments, resolution, and NBIs; recognition of members(/districts); providing info on the organization's activities...then the goals were accomplished; I was able to hear differing viewpoints and was thus able to make an informed decisions when placing my vote (33)
- It was very informative (2)
- They made their various positions known and attempted to explain their rationales.
- I would like to thank Karolyn Mossman for being transparent and providing extended information to delegates. The goal was to provide a clear and understandable framework for this assembly.; the president did a good job holding the line and maintaining order (2); President was delightful and a wonderful mediator/emcee – I appreciated his `oli and introduction; Good leadership, cooperative assembly group
- There were many proposals that passed that I agree with.
- It was interesting to hear from the makers as to their rationale for the items they submitted. Some of the comments helped me understanding things better to the point where I changed my mind on them.
- There were good discussion on amendments, NBI and resolutions, WE ARE ONE BODY!; it was an opportunity for attendees to update themselves on current events w/in our retirement group (2)
- I learned a LOT! Did not realize what HSTA-R is really about. I thought it was just a community-service organization. I will pay more attention to the newsletter and make use of the calendar!

- It vented some steam!

Disagree or neutral

- Too rushed
- Did they achieve their goals? How would you know?; What were our goals? (2)
- Slowly!/Soooo long/yes, but meeting moved very slowly; Business items and amendments were discussed/passed. We learned a lot about survey results. (7)
- Disappointed, told newsletter contained input requests for budget, however, leadership survey of small #s reflected a smaller % reading (it); Similar sense w leadership survey and \$\$ for membership in budget.
- What was the goal?
- How are we promoting social welfare and civic benefits?
- I am not sure if they met the goals; the meeting was hard to follow. Some progress was made but a lot of room for improvement; no – stick to the agenda (2)
- OK, especially audit every five years!

8. What did you **not like about the Delegate Assembly?**

- Things went well in my view; nothing! 😊; I loved it! (3)

Timing

- lack of time-management; time use poor (3)
- Didn't follow the timeline; I did not get a packet prior to Delegate Assembly (but did get email re packet not being sent)
- People going up to the microphone to support or oppose a motion. Maybe we could have a person stationary at the microphone to assist delegates.
- Some speeches too long (2)
- Did not follow the agenda. Nothing referred the review of the survey. Missed our recess break.
- I realize things do not go as planned but explanations seemed to go on and on.
- Long speeches by individuals justifying what they have accomplished
- Long-winded – less is more; But testimony got our and great leadership prevailed.
- How protocol seemed unclear and people spoke out of turn.

Handouts/Visual presentations

- I did not like that the pages were not numbered and it was hard to follow along with the speaker since we had two packets.
- The information presented should be presented in large visual PowerPoint and repeated verbally to ensure understanding; use more of the screen – enlarge the PP; we were lost in the presentations (4)
- Confusion on (program) order – whole table confusion. Documents and items should have been in sync.
- Survey results – copies should be available since slides were not visible, etc. Allow questions? Results are not necessarily indicative due to small response sample (2); what happens next?; second survey needs to be better written

- It was hard to follow along when going thru amendments, etc. Would be better flowing along with a PowerPoint or displayed on overhead.
- I wish there was a way to avoid flipping back and forth between the packet handed out and the mailed materials. Perhaps two overheads (screens) as we were far from the screen.
- Arrgghh! Poor PowerPoint presentation! Wordie, can't read.

Discord

- Hostility from small group of delegates
- The disconnect (and seeming animosity) between factions of opposing views was disconcerting and discouraging
- Not everyone was on the same page, lacked understanding of "purpose" and needs of each district;
- Personal stories hindered business of the assembly
- Straight answers are not always given
- Speakers seemed to have come with their own agenda without looking at the big picture; because there is no time limit, discussion could take all day!
- Too much discussion was out of order or off-point (2);
- Negativism
- As a first time delegate it was a process to understand the "process." Protocols for speaking need clarification; did not like the speakers abruptly cut off.
- I felt that it seemed that our discussions were O`ahu District "against" neighbor islands.
- The complications and negative comments made by a board member. She should've given her reports and not include her interpretation of reports.
- One person is able to do monologues when others are shut down. Why pick on O`ahu and the lack of participation? How can HSTA-Retired encourage O`ahu's participation?
- Allegation directed toward individual(s) is not productive.
- District goals conflicting with another district's goals.
- The atmosphere of the state vs. O`ahu district.

Logistics

- some speakers need to learn how to use a mike;
- The mike for the delegates needs to be relocated. It is difficult to see a speaker because of the sun's glare!

Other

- Audit once a year compared to 5 years; Regarding the audit – more discussion is needed.
- One of our West Hawai`i delegate's ticket was not booked correctly, so she was unable to attend.
- Approve program
- Completed agenda
- You want volunteers to use their time and NOT show appreciation from HSTA-Retired. A lunch reimbursement does not even cover a short meeting; accusing O`ahu District of

not using meeting dates and discussion efficiently – you want people to volunteer and not even have a small lunch for them.

9. How do you think the Delegate Assembly could be improved?

Engagement

- Have the NEA delegates introduced for those who don't know
- More involvement (O`ahu!)
- Less talking during business
- Come with positive attitude
- Encourage new delegates to speak rather than shutting them down
- Have a group picture at the start of the assembly. 😊 Provide a mixer that all our members could participate in. I'd like to see our outer island member talking with O`ahu members;
- Better prepare us delegates through caucus. Remind delegates to bring materials sent earlier.
- Make a list of committees w/ membership and recognize en masse; add 15-30 minutes for networking
- Recruit more retired teachers with good new problems!
- More harmony – maybe some warm-up activities that integrate (delegates from different) districts instead of delegates staying the whole time with their district.
- Use QR code so we can access more info (2)
- Improve communication between the “top” and members, observed friction, need more “aloha” (O`ahu vs. outer island)
- Explain paperwork before caucus meetings and at assembly explain which papers we need to refer to.

Timing/Flow

- Allow more time – always a rush to end and get people to the airport; Maybe more time to organize the meeting (2)
- Set time limits on business items
- adhere to three minute rule; new rule – one (each) person gets only one chance to speak per topic
- Placing a time limit on how long one case speak (2-3 mins) would be helpful (10)
- Adhere to program and rules
- Better trained with parliamentary procedure; hire a parliamentarian (2)
- Have a parliamentarian to move the program along faster/keep delegates in order (2)
- Time on task. Honor itinerary and times. Airline flight times compromised delegates to miss last parts. Extend DA time another hour to end at 3:30, but keep the start at 9:00.
- Amount of items should be decreased if possible.
- Poor time management – stay with itinerary time line
- Try to keep to the proposed program schedule – we were still on III. New Business A. Financial Report at 11:20, which should have been completed by the 10:00 recess. (3)
- Time frame for agenda items resulted in delays. (2)

Handouts/Visual presentations

- Number the pages (12) and use different colors (2) to make finding the information easier; one booklet!; speakers not letting us know where to go for the info among the papers; handouts given should be color coded (2) or organized in a way to easily gain access to instead of us trying to decipher (sic) what forms to look at; too many papers confusing; tell us which packet or folder has the handout (2)
- Financial committee print info on different colored paper to follow easily
- Documents (need to be) better organized. Mailed dovetailing info packet at venue.
- Use larger fonts on PP survey presentation.
- Use a laser pointer if possible, e.g., on the budget

Logistics

- Provide videos to view for new delegates so they'll know what to expect at the assembly. I believe members will be more engaged and willing to participate.
- Turn up the heat; it's cold in the room; so damn cold in the room every year;_thanks for turning up the heat! (4)
- Pitcher of water at each table.
- District presidents should be cc-ed on all communications regarding logistics, delegates, info, housing, etc., so that when problems come up, they can act immediately and with all the information available.
- Remind speakers to speak into the microphone.
- If finances are limited, the meeting should take place at a less costly venue or via zoom.
- check batteries for microphone (2)

Other

- Thank you for all you do, Mr. President, but I think you were doing a bit too much: "running" from podium to laptop, counting votes, etc. (which took extra time, thus meeting ran longer than expected and we had to work during lunch). You need help! (heart-moji); Wish we had a consistent person to run the computer; it was a bit difficult for the presenters (2)
- Shirts not needed
- Reach out to O`ahu delegation/district members who authored several NBIs.
- All OK; Ok (2)

10. Additional comments

Positives

- Loved the land acknowledgement, fervent speech by HSTA speaker, excellent budget report and discussion, good to have the re-voting
- So grateful for all the support
- Thank you for a great delegate assembly; well organized (4)
- Mahalo to Jonathan and Karolyn for your patience and fortitude in addressing the issues, questions, and concerns; mahalo for all those who helped put this meeting together; wonderful to see so many retirees working for the organization; great job – all

who were involved with the planning; Thank you for your hard work/Good job/Mahalo – productive ☺; good idea, president's list of achievements for the year – a printed list would be even better (9)

- The food was tasty; the speakers were knowledgeable on the subject shared. Jonathan did a great job with the opening and running the meeting.
- People (board) worked hard to break down the NBI's and proposals. Did much better than last year, where I was completely lost – this year was much improved.
- Meeting new people; I enjoyed today very much.
- Comfortable atmosphere, food and refreshments were plentiful and tasty, van transportation appreciated
- Very productive
- Enjoyed food (13); same for venue (5); breakfast was excellent
- I respect the hard work it took/takes to operate the organization. If the membership's goals (top 3) are to monitor ERS & EUTF, and keep its membership, then that's where it should remain.
- Ex. Council and DA organizing committee (Elections) and staff did a lot of work to make this happen. Quirks and problems in audio-visual operations is because HSTA-R cannot hire professional staff to run the operations, we are all volunteers so mistakes will happen.
- O`ahu uses its money fairly; we aren't using it to party – we work hard getting members out through learning and educational activities.
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Negatives

- no page #s; inaccurate dates; different packets – new and mailed; not announced clearly; (clearly . . . [illegible] where it could be found);
- more bathroom breaks (2)
- Different “voices” not encouraged or heard; NI delegates air reservations should be made well after end of DA; priority should be on complete attendance of DA
- Although I expected various opinions, it is clear that the assembly is sectionalized (by district); Each (most) concerned about its own wants and needs.
- Too much personal feelings shared which should have not been shared – feelings were hurt – maybe board should have addressed problem w/O`ahu with O`ahu privately
- I knew the Treasur (sic) Committee worked hard on the Financial Report – thank you! But this was very confusing
- I realize that you cannot anticipate how many people will bring up questions, but for someone who is on a time constraint, it's hard to stay beyond the stated end time, but I feel that I have to.
- The assembly should be constructive comments. Destructive comments is not a part of this forum.
- I object to Carolyn's “speech” where she debated in opposition to amendments, NBIs.
- Presentation on budget was rambling especially Tom Aitken's portion. Carolyn used time to discuss two action items which should have been done when amendments and NBIs were up for discussion.

Suggestions

- Create a standing committee to determine and discuss the responses of your survey; List names of committee members on these committees looking for new member participation and have delegates sign up before they leave; food and refreshment choices were excellent – liked the local touch of ogo, haupia cake and laulau; green tea bags were scarce – other tea bags should have been offered; Logan Okita did a wonderful job representing and sharing HSTA perspectives; I enjoyed Keynote speaker – valuable info to share (2).
- Our district plans our yearly budget and we work tirelessly to adhere to it. We look for free or low cost venues and activities. We use our funds on our members whether they attend or all of our activities. The other districts need to learn how to budget and stay within their means rather than what they want.
- Some difficulty in housing for NI delegates at Honolulu Airport Hotel. Rooms were not up to standard expectations; room changes had to be made due to issues with the rooms that could not be handled by the hotel staff. Please do not use this hotel again.
- More color pictures in the newsletters; make videos like HGEA, IBEW.
- Delegates could be informed/reminded of delegate caucus meetings via email ahead of time. Several of us did not know about the O`ahu caucus meeting. Also, agenda with start and end times should be sent out via email or placed in the front of the papers in the packet that was sent out - it was buried in the thick handout labeled “Proposed 2025 HSTA-R DA standing rules.”
- At one point if items need to be cut, poll members on nitty gritty items, ask if needed and where money might be better spent. The calendar is obviously no longer needed and having people request is better. Many items that are not consumable can be eliminated since retired people try to downsize (and limit) acquiring.

Questions

- Was survey to all retirees or only HSTA-Retired? Should be to all retirees to find out why they did or did not join
- Are expenses in some districts higher due to location which may be a necessity?
- Just a question or two – how well attended was the O`ahu caucus?; did any other O`ahu delegates volunteer for membership or other state council members?
- If Stephen did a survey of HSTA-R members, why do we need to do a professional one that may ask the same questions. Also, was the company chosen to do the survey give a presentation a chance to present what they will do for HSTA-R? Were bids sent out to do this project? Will the executive committee get a chance to vote for the right company that fits its needs? \$27000 is a lot of money that can be used to create fun activities for the members which result in “free” word of mouth advertising to entice new members to join.

Comments from sections with multiple choice options

3. D – Other

- Support my district officers
- To express areas of interest

- I was encouraged by another member
- To show commitment to HSTA-Retired
- To fill a need
- I was elected

4. Agree/Neutral

- As best as it could
- Started a bit late, so ended later, but did well
- Great effort to move meeting along

Disagree

- Survey sharing caused setback in time; remainder of agenda was moved back, lunch and business session was pushed back

5. Did not attend

- Did not receive the mailed packet; didn't know there was one (district caucus).

6. Likely

- Very likely – brought 3 (other delegates) !