
SENATE CONCURRENT RESOLUTION

REQUESTING THE DEPARTMENT OF EDUCATION TO DEVELOP A RECRUITMENT
AND RETENTION PROGRAM TO INCLUDE CREATING A TEACHER CADET
PROGRAM ADVISORY COUNCIL AND UNDERTAKE A STUDY TO REPORT ON
THE STATUS AND NEEDS OF EXISTING TEACHER HOUSING.

1 WHEREAS, for nearly two decades, the Hawaii Department of
2 Education has had to deal with a teacher shortage that is both a
3 manifestation of an inadequate pool of new hires in Hawaii and a
4 difficulty in retaining teachers once hired, especially in
5 geographically isolated schools and for positions in schools
6 with high turnover; and
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8 WHEREAS, the longstanding teacher shortage in Hawaii can be
9 best alleviated with homegrown talent who have grown up in and
10 live in Hawaii, are committed to teaching in Hawaii, understand
11 the students in Hawaii's schools, and are encouraged and
12 assisted in their quest to become teachers; and
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14 WHEREAS, the goal of the Hawaii Teacher Cadet Program is to
15 encourage and assist high achieving Hawaii high school students
16 to pursue careers in teaching; and
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18 WHEREAS, the Hawaii Department of Education must recruit
19 approximately 1500 teachers each year, a number which regularly
20 suffers a fifty per cent attrition rate within the first five
21 years after being hired; and
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23 WHEREAS, the Department of Education's new hires who
24 exhibit higher attrition rates come from the mainland United
25 States and come with recruiting costs that may include travel
26 and moving expenses; and
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28 WHEREAS, begun in the fall of 2004, the Hawaii Teacher
29 Cadet Program has developed a cadre of two hundred twenty-seven
30 students in twelve high schools pursuing a career path to become
31 future teachers; and



1 WHEREAS, the Hawaii Teacher Cadet Program has been
2 organized and staffed with volunteers through the Hawaii
3 Alliance for Future Teachers who are retired teachers; and
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5 WHEREAS, the Department of Education and the informal staff
6 of the Hawaii Teacher Cadet Program have plans to expand the
7 program to in excess of three hundred students in over twenty
8 high schools; and
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10 WHEREAS, the volunteer staff of the Hawaii Teacher Cadet
11 Program cannot adequately meet the needs of the programs
12 presently established and will have more difficulty as the
13 program expands; and
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15 WHEREAS, obtaining adequate funding for the Hawaii Teacher
16 Cadet Program has been a yearly issue and will be more so as the
17 program keeps expanding; and
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19 WHEREAS, investing in the Hawaii Teacher Cadet Program will
20 provide long-term results that will pay dividends in more
21 teachers who will be more committed to teaching in Hawaii's
22 schools; and
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24 WHEREAS, in addition to the issue of recruiting and
25 educating teachers locally, the issue of high housing costs in
26 Hawaii make it unlikely that teachers, especially beginning
27 teachers, are able to afford suitable housing; and
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29 WHEREAS, many new teachers are hired from the mainland and
30 are often placed in isolated or small communities where housing
31 shortages exist; and
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33 WHEREAS, the Department of Education and the Hawaii Public
34 Housing Authority has oversight of the one hundred twenty-three
35 units of the remaining teacher cottages; and
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37 WHEREAS, the Department of Education will be given sole
38 oversight of the teacher housing beginning July 1, 2008; and
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40 WHEREAS, a preliminary inspection of the teacher housing by
41 the Department of Education has discovered extensive levels of
42 disrepair and deterioration; now, therefore,
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1 BE IT RESOLVED by the Senate of the Twenty-fourth
2 Legislature of the State of Hawaii, Regular Session of 2007, the
3 House of Representatives concurring, that the Department of
4 Education is requested to establish advisory councils for the
5 Hawaii Teacher Cadet Program in each of its school districts;
6 and

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8 BE IT FURTHER RESOLVED that the advisory councils are
9 requested to:

- 10
11 (1) Be comprised of retired teachers and others with
12 expertise in teaching, teacher education, fundraising,
13 and career education;
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15 (2) Promote recruitment, selection, and training of high
16 school teachers to staff Hawaii Teacher Cadet Program
17 courses;
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19 (3) Assist the Hawaii Teacher Cadet Program to seek
20 funding sources; and
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22 (4) Provide advice to Hawaii Teacher Cadet Program staff
23 on program functions, organization, and funding; and
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25 BE IT FURTHER RESOLVED that the Department of Education is
26 requested to include an appropriation for the Hawaii Teacher
27 Cadet Program in its annual budget requests to the Legislature;
28 and
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30 BE IT FURTHER RESOLVED that the Department of Education is
31 requested to study the possibility of retired teachers teaching
32 Hawaii Teacher Cadet Program courses in the high schools that
33 have the program without having to be hired as full-time
34 teachers; and
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36 BE IT FURTHER RESOLVED that the Hawaii Public Housing
37 Authority is requested to provide an inventory of units, needed
38 furnishing and appliance upgrades or replacements, repair or
39 renovation needs, and estimated costs prior to relinquishing
40 oversight of the teacher housing to the Department of Education;
41 and
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43 BE IT FURTHER RESOLVED that the Department of Education is
44 requested to undertake a study and design a plan to repair,



1 renovate, and maintain existing teacher housing at livable
2 standards; and

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4 BE IT FURTHER RESOLVED that data in the study and plan
5 include the following:

- 6
7 (1) An inventory of teacher housing with the needs and
8 costs of each for repair, renovation, and maintenance,
9 including feedback from present tenants;
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11 (2) Recommendations for added present and future needs and
12 costs and a phasing-in plan, if necessary;
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14 (3) Data on the impact of housing on teacher recruitment
15 and retention;
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17 (4) Recommendations on other ways to use teacher housing
18 if found to have a positive effect on teacher
19 recruitment and retention; and
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21 (5) Data on the need to extend teacher housing options to
22 school personnel beyond teachers; and
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24 BE IT FURTHER RESOLVED that the Department of Education is
25 requested to submit reports on the establishment of advisory
26 councils for the Hawaii Teacher Cadet Program and on its study
27 and plan for increasing and improving teacher housing, including
28 any findings, recommendations, and proposed legislation, to the
29 Legislature not later than twenty days prior to the convening of
30 the Regular Session of 2008; and
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32 BE IT FURTHER RESOLVED that certified copies of this
33 Concurrent Resolution be transmitted to the Executive Director
34 and the Chair of the Hawaii Public Housing Authority, the Chair
35 of the Board of Education, the Superintendent of Education, and
36 the President of the Hawaii Alliance for Future Teachers.

