

MAR 09 2007

S.R. NO. 32

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## SENATE RESOLUTION

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REQUESTING THE DEPARTMENT OF EDUCATION TO REPORT ON THE  
RETENTION AND CHANGE IN ASSIGNMENT OF TEACHERS WITHIN THE  
DEPARTMENT OF EDUCATION.

1 WHEREAS, teachers employed by the Department of Education  
2 graduate from a variety of Hawaii-based and out-of-state teacher  
3 preparation programs; and  
4

5 WHEREAS, while many teachers may graduate, an important  
6 measure of the effectiveness of a teacher preparation program is  
7 how long they are employed as teachers within the Department of  
8 Education; and  
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10 WHEREAS, in order to better target resources to the most  
11 effective teacher preparation programs, policy makers need to  
12 know to what extent graduation from a specific higher education  
13 program correlates with persistence and retention within  
14 Department of Education schools; and  
15

16 WHEREAS, in 2000, the Hawaii Educational Policy Center  
17 issued a report with the following findings:  
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19 (1) Of all the respondents to the survey, six in ten gave  
20 a reason for leaving that had to do with teaching  
21 issues;  
22

23 (2) A substantial proportion of former teachers reported  
24 significant dissatisfaction with teaching. About four  
25 in ten of the survey respondents indicated that they  
26 left their positions because they were dissatisfied  
27 with teaching as a career, a much larger proportion  
28 than the eight per cent reported in national studies;  
29

30 (3) A substantial proportion of resigned teachers might be  
31 receptive to encouragement to stay in their Department  
32 of Education positions. Of the teachers who  
33 voluntarily resigned during the three years addressed  
34 in the survey, approximately four in ten are currently  
35 working in education and approximately one-half stated



1 that they plan to work in education during the next  
2 school year;

3  
4 (4) Younger teachers make up a substantial proportion of  
5 resigning teachers. The proportion of teachers  
6 thirty-nine years of age or younger who resigned,  
7 sixty-six per cent, is almost double the proportion of  
8 all other current Department of Education teacher age  
9 groups; and

10  
11 (5) Secondary-level teachers are leaving at a higher rate  
12 than elementary-level teachers; and  
13

14 WHEREAS, the findings of the Hawaii Educational Policy  
15 Center survey suggest that preparation and teaching  
16 environments, especially for newer teachers, are of critical  
17 importance in teacher satisfaction and retention; and  
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19 WHEREAS, the findings of the survey suggest that strategies  
20 to address the teacher resignation issue need to be incorporated  
21 into funding strategies; and  
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23 WHEREAS, an additional measure of an effective educational  
24 system is how often teachers are moving from one school,  
25 specialty, or grade level, which would affect teachers'  
26 likelihood of improving their effectiveness within a specialty  
27 or grade level; and  
28

29 WHEREAS, highly qualified teachers need the ability to  
30 effectively teach the curriculum and meet state standards in  
31 whatever grade level or specialty assignment they may receive;  
32 and  
33

34 WHEREAS, an important component to retention, delivery of  
35 the curriculum, and improvement are professional development  
36 programs such as the mentorship induction program, designed to  
37 assist teachers in newer schools or assignments; and  
38

39 WHEREAS, in the allocation of limited teacher preparation  
40 and mentorship resources, knowledge of the correlation of  
41 specific programs with stable and effective school faculties  
42 will facilitate the targeting of those resources to the most  
43 effective programs; and  
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1 WHEREAS, the annual teacher shortage of approximately 1,500  
2 teachers in Hawaii's Department of Education requires a short-  
3 term and long-term strategy to reduce this number and to reduce  
4 the number of new hires from outside the State that tend to  
5 leave the system after shorter periods of employment; and  
6

7 WHEREAS, an analysis of the effectiveness of teacher  
8 preparation programs and mentorship induction programs will  
9 provide better guidance as to how to target funds to maximize  
10 educational effectiveness in Hawaii's public schools; now,  
11 therefore,  
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13 BE IT RESOLVED by the Senate of the Twenty-fourth  
14 Legislature of the State of Hawaii, Regular Session of 2007,  
15 that the Department of Education is requested to prepare a  
16 report on the effectiveness of the current status of teacher  
17 preparation and mentoring induction programs; and  
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19 BE IT FURTHER RESOLVED that the report may utilize survey  
20 information as well as available data, and include information  
21 on the following:  
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- 23 (1) Data on the overall retention of teachers by years of  
24 service within the Department of Education system;  
25
- 26 (2) Specific data on the numbers and percentages of  
27 teachers that are transferring in and out of each  
28 school and analysis of factors contributing to such  
29 transfers;  
30
- 31 (3) Specific data on the average length of service within  
32 the Department of Education of teachers who graduated  
33 from University of Hawaii programs, other accredited  
34 teacher preparation programs within the State of  
35 Hawaii, and those who transfer into the State from  
36 other states, and analysis of the factors contributing  
37 to differing persistence rates;  
38
- 39 (4) Data and analysis on the relationship between the  
40 existence of a teacher mentoring induction program and  
41 the stability of teaching faculty at a school,  
42 including changes in assignments within the school;  
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- 1 (5) Data on what strategies, if any, have been developed  
2 and implemented in response to the 2000 Hawaii  
3 Educational Policy Center study, and the results of  
4 such strategies;  
5
- 6 (6) A report on the current funding strategies for both  
7 capacity building in the University of Hawaii campus  
8 teacher preparation programs and University of Hawaii  
9 and Department of Education mentorship induction  
10 programs that address these issues; and  
11
- 12 (7) A five-year strategic plan that addresses the  
13 targeting of future resources for capacity building  
14 within the University of Hawaii system and Department  
15 of Education mentorship induction programs and other  
16 strategies that will dramatically reduce the annual  
17 teacher shortage, as well as reduce the need to  
18 recruit teachers that are less likely to continue  
19 employment within the Department of Education beyond  
20 five years; and  
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22 BE IT FURTHER RESOLVED that the Department of Education is  
23 requested to submit its report and any findings and  
24 recommendations to the Legislature not later than twenty days  
25 prior to the convening of the 2008 Regular Session; and  
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27 BE IT FURTHER RESOLVED that certified copies of this  
28 Resolution be transmitted to the Chair of the Board of Education  
29 and the Superintendent of Education.  
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OFFERED BY: Norman Sakuma

