
A BILL FOR AN ACT

RELATING TO TEACHERS.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 **PART I**

2 SECTION 1. The legislature finds that Hawaii has
3 experienced a severe teacher shortage and rampant turnover in
4 its public schools for the past decade. Each year, the State
5 hires approximately one thousand six hundred new teachers to
6 fill vacant positions statewide. However, once hired,
7 approximately fifty per cent of these newly hired teachers leave
8 the system within five years. The Hawaii educational policy
9 center reports that a primary concern of those leaving is
10 dissatisfaction with an overall lack of professional support for
11 new teachers. Additionally, the Hawaii State Teachers
12 Association reports that, based on a survey of its members,
13 approximately one-third of teachers will leave the profession
14 after only three years with forty-six per cent leaving within
15 five years.

16 The legislature further finds that the loss of teachers
17 costs the department of education approximately \$4,000,000 per



1 year. This estimation, however, may be a conservative estimate
2 with more fully comprehensive estimates totaling closer to
3 \$29,000,000 per year.

4 The purpose of this measure is to address the ongoing
5 teacher shortage problem in the State through various programs,
6 incentives, appropriations, and changes to the current law
7 relating to teachers. Specifically, this measure:

- 8 (1) Appropriates funds for public school teachers and
9 teacher candidates to take PRAXIS preparatory courses,
10 tutorials, or programs to become highly qualified
11 under the No Child Left Behind Act;
- 12 (2) Provides teachers with full service credit for prior
13 teaching experience up to a maximum of ten years when
14 determining the classification of a teacher hired to
15 teach in a hard-to-fill school or other shortage area
16 as determined department of education;
- 17 (3) Provides local private school or out-of-state national
18 board certified teachers with full credit for the
19 teacher's total number of years of teaching
20 experience;
- 21 (4) Provides teachers hired for the 2004-2005 school year
22 through the 2007-2008 school year full service credit



- 1 for prior teaching experience up to a maximum of ten
2 years when determining the classification of a teacher
3 hired to teach in a hard-to-fill school or other
4 shortage area as determined department of education;
- 5 (5) Establishes and appropriates funds for the teacher
6 workforce strategic planning committee to address
7 teacher workforce issues in the State;
- 8 (6) Appropriates funds to establish professional
9 development schools within Hawaii public schools to
10 train preservice teachers;
- 11 (7) Appropriates funds to complex areas for academic
12 coaches, professional development, and the retention
13 of teachers;
- 14 (8) Establishes the teacher housing allowance program to
15 provide housing assistance to teachers employed in
16 schools in geographically isolated areas or hard-to-
17 fill positions within the State. Appropriates funds
18 for the program, repair and maintenance of existing
19 teacher housing; and requires the department of
20 education to report to the Legislature on alternative
21 teacher housing incentives;



- 1 (9) Appropriates funds for the Hawaii teacher cadet
2 program to address the teacher shortage;
- 3 (10) Appropriates funds for a Hawaii beginning teacher
4 induction pilot program within the department of
5 education; and
- 6 (11) Authorizes and funds sixteen additional positions at
7 the University of Hawaii, West Oahu campus for teacher
8 education.

9 **PART II**

10 SECTION 2. The legislature finds that the Hawaii
11 educational policy center has reported that, based on
12 preliminary data, by the 2010-2011 school year, the number of
13 new hires required in Hawaii public schools can be reduced from
14 one thousand six hundred to approximately one thousand four
15 hundred. By the 2015-2016 school year, the number can be
16 reduced to approximately eight hundred new hires. In order to
17 accomplish the foregoing reductions, the State must support
18 efforts to assist in-service teachers in passing PRAXIS
19 examinations to become licensed.

20 The purpose of this part is to appropriate funds to assist
21 public school teachers and teacher candidates participating in
22 preparatory courses, tutorials, or programs for the PRAXIS



1 examinations to become highly qualified under the No Child Left
2 Behind Act.

3 SECTION 3. There is appropriated out of the general
4 revenues of the State of Hawaii the sum of \$100,000 or so much
5 thereof as may be necessary for fiscal year 2008-2009 to assist
6 public school teachers participating in preparatory courses,
7 tutorials, or programs for the PRAXIS examinations to become
8 highly qualified under the No Child Left Behind Act.

9 The sum appropriated shall be expended by the department of
10 education for the purposes of this part.

11 **PART III**

12 SECTION 4. Section 302A-618, Hawaii Revised Statutes, is
13 amended by amending subsection (a) to read as follows:

14 "(a) The designation of any teacher to any given class
15 shall be determined by the department in accordance with
16 licensing requirements[-]; provided that, for purposes of
17 classifying teachers:

18 (1) Any teacher hired to teach in a hard-to-fill school or
19 other shortage area as determined by the department
20 shall be provided full service credit equal to the
21 teacher's total number of years of teaching
22 experience; provided that the service credit provided



1 shall not exceed ten years; provided further that any
2 teacher hired to teach in a hard-to-fill school or
3 other shortage area as determined by the department
4 between January 1, 2004 and June 30, 2008 shall not
5 receive retroactive pay related to the provision of
6 full service credit allowed under this paragraph; and
7 (2) A national board certified teacher shall be provided
8 full service credit equal to the teacher's total
9 number of years teaching experience."

10 **PART IV**

11 SECTION 5. The legislature finds that in 2007, the
12 legislature adopted Senate Concurrent Resolution No. 56, S.D. 1,
13 which requested the Hawaii educational policy center to report
14 on the retention and change in assignment of teachers within the
15 department of education. Pursuant to its study, the Hawaii
16 educational policy center made several findings and
17 recommendations to the legislature, including that the
18 information necessary to develop a teacher workforce strategic
19 plan, as requested in the resolution, is currently unavailable
20 because sufficient data has not been collected annually and
21 consistently from all stakeholders.



1 The legislature further finds that the Hawaii educational
2 policy center recommended that the legislature convene a teacher
3 workforce strategic planning committee to develop, adopt, adapt,
4 track, and evaluate the implementation of a strategic teacher
5 workforce development plan for the State.

6 The purpose of this part is to establish the teacher
7 workforce strategic planning committee and provide funding
8 therefor.

9 SECTION 6. (a) There is established the teacher workforce
10 strategic planning committee within the University of Hawaii.
11 The teacher education coordinating committee shall provide
12 administrative, technical, and clerical support to the
13 committee.

14 (b) The teacher workforce strategic planning committee
15 shall consist of nine members, without regard to section 26-34,
16 Hawaii Revised Statutes, as follows:

- 17 (1) The superintendent of education or the
18 superintendent's designee;
- 19 (2) The chair of the Hawaii teacher standards board, or
20 the chair's designee;
- 21 (3) One representative from the University of Hawaii at
22 Manoa college of education;



- 1 (4) One representative from the University of Hawaii at
2 Hilo education department;
- 3 (5) One representative from the University of Hawaii, West
4 Oahu campus, division of social services;
- 5 (6) One representative from Brigham Young University
6 Hawaii school of education;
- 7 (7) One representative from Hawaii Pacific University
8 teacher education program;
- 9 (8) One representative from Chaminade University education
10 division; and
- 11 (9) One representative from the University of Phoenix
12 Hawaii campus college of education.
- 13 (c) The members of the teacher workforce strategic
14 planning committee shall select a chair from among the members.
15 A majority of the members shall constitute a quorum. The
16 members shall not receive compensation for their services but
17 shall be reimbursed for necessary expenses, including travel
18 expenses, incurred in the performance of their duties under this
19 Act. Any member of the task force shall be immune from civil
20 liability, as provided for under section 26-35.5, Hawaii Revised
21 Statutes.



1 (d) The teacher workforce strategic planning committee
2 shall:

3 (1) Develop, adopt, adapt, track, and evaluate the
4 implementation of a strategic teacher workforce
5 development plan;

6 (2) Conduct research on the teacher workforce pipeline;

7 (3) Develop an affordable, easily implemented, multi-
8 agency teacher data system to identify and track
9 teacher candidates through the educational,
10 employment, and professional development pipeline.
11 The system should collect timely and ongoing data to
12 assist policymakers in making decisions and in
13 identifying important trends or patterns that inform
14 and improve targeted teacher recruitment, hiring,
15 retention, professional support and development, and
16 premature retirement or departure rates. The system
17 should also contemplate the need for the transfer of
18 appropriate data, with protocols to protect individual
19 privacy; and

20 (4) Conduct research on the development and implementation
21 of detailed entrance and exit surveys from
22 institutions of higher education that match student



1 and employee dispositions and experiences with the
2 size, type, and culture of the school to which they
3 were assigned. Research should also focus on why
4 teachers decide to enter the workforce, reasons for
5 transferring from school to school, and factors
6 influencing teachers to leave teaching.

7 (e) The teacher workforce strategic planning committee may
8 contract with a qualified agency to conduct research or assist
9 the committee in the preparation of the report or execution of
10 its responsibilities.

11 (f) The teacher workforce strategic planning committee
12 shall submit its findings and recommendations, including
13 proposed legislation, if necessary, to the legislature no later
14 than twenty days prior to the convening of the regular session
15 of 2009.

16 SECTION 7. There is appropriated out of the general
17 revenues of the State of Hawaii the sum of \$25,000 or so much
18 thereof as may be necessary for fiscal year 2008-2009 for the
19 teacher workforce strategic planning committee established
20 pursuant to this part.

21 The sum appropriated shall be expended by the University of
22 Hawaii college of education for the purposes of this part.



1 **PART V**

2 SECTION 8. The legislature finds that, pursuant to Act
3 313, Session Laws of Hawaii 2001, the legislature supported and
4 funded the establishment and support of professional development
5 schools in Hawaii. Professional development schools, wherein a
6 public school enters into formal agreements with teacher
7 education programs that address standards-based education and
8 teacher preparation, equip teachers with the resources and
9 skills necessary to ensure that all students attain their full
10 potential. An important component of professional development
11 schools is mentoring and induction, which is only part of a
12 holistic approach focused on a specific school or an entire
13 complex. Professional development schools are based on shared
14 decision-making between all parties to improve student learning.
15 Professional development schools have proven successful in: (1)
16 helping hard-to-fill schools grow their own future teachers; (2)
17 better preparing teacher candidates to teach; (3) positively
18 impacting preschool through grade twelve student achievement;
19 and (4) improving teacher retention.

20 The purpose of this part is to appropriate funds for the
21 establishment of professional development schools in public
22 schools in the State.



1 SECTION 9. There is appropriated out of the general
2 revenues of the State of Hawaii the sum of \$300,000 or so much
3 thereof as may be necessary for fiscal year 2008-2009 for the
4 establishment of four professional development schools in Hawaii
5 public schools; provided that:

6 (1) The department of education shall allocate funds to
7 professional development schools by means of
8 competitive grants subject to the availability of
9 resources;

10 (2) A grant application shall include a description of how
11 the professional development school will meet the
12 professional development school standards of the
13 National Council for the Accreditation of Teacher
14 Education and the department's six images of success:

- 15 (A) Standards-based learning;
16 (B) Professionalism and the capacity of the system;
17 (C) Quality of student support;
18 (D) Coordinated teamwork;
19 (E) Responsiveness of the system; and
20 (F) Focused and sustained action;

21 (3) Five per cent of the funds appropriated for the
22 establishment and continued development of



1 professional development schools shall be set aside
2 for program administration, including an annual
3 professional development school conference;

4 (4) Grants may be awarded for up to five years at a time
5 and may be renewable; and

6 (5) Professional development schools shall present annual
7 reports to the department and shall present findings
8 at the annual professional development schools
9 conference.

10 For the purposes of this part, "professional development
11 schools" means those public schools, consortia of schools, or
12 departments within schools that have entered into formal
13 agreements with state-approved teacher education programs to
14 address standards-based education, teacher preparation, and
15 professional development.

16 The sum appropriated shall be expended by the department of
17 education for the purposes of this part.

18 **PART VI**

19 SECTION 10. The legislature finds that the board of
20 education, in 2002, approved the superintendent's proposal to
21 establish complex areas, headed by complex area superintendents
22 and comprised of two or more school complexes. Each school



1 complex consists of a high school and the intermediate or middle
2 and elementary schools that feed into it. The establishment of
3 complex areas allows each administrator to focus on the needs of
4 the supporting schools and school complexes to provide better
5 supervision and support.

6 The legislature believes that the establishment of complex
7 areas provides the opportunity for the more efficient management
8 of schools and school complexes contained therein. The
9 allocation of resources within a complex area could also prove
10 highly cost-effective. More autonomy in the management of
11 complex areas can yield beneficial results for the students,
12 staff, and administrators. For these reasons, greater
13 discretion for the allocation of resources should lie with the
14 complex area superintendents.

15 The purpose of this part is to provide funding to the
16 complex areas for academic coaches and programs or initiatives
17 for professional development or increased teacher retention.

18 SECTION 11. There is appropriated out of the general
19 revenues of the State of Hawaii the sum of \$ or so
20 much thereof as may be necessary for fiscal year 2008-2009 for
21 the fifteen school complex areas; provided that the funds shall
22 be provided on a per pupil basis, which shall be in addition to



1 the allocation provided according to the weighted student
2 formula; provided further that the funds appropriated shall be
3 allocated to provide for the following:

- 4 (1) Academic coaches for school programs including but not
5 limited to robotics, speech and debate, and science
6 clubs; provided that the department of education shall
7 establish and provide funding at three different
8 levels, based upon the total number of students
9 participating in the club or activity and the total
10 number of hands-on hours the coach spends with the
11 students;
- 12 (2) Programs or initiatives for professional development
13 for teachers; and
- 14 (3) Programs or initiatives to increase teacher retention.

15 The sum appropriated shall be expended by the department of
16 education for the purposes of this part.

17 **PART VII**

18 SECTION 12. The legislature finds that with an overall
19 shortage of teachers and other educational staff members,
20 including administrators and related service professionals, many
21 schools are hard-pressed to keep staff from accepting positions
22 in other schools or leaving the profession altogether. The cost



1 and availability of housing can greatly impact the recruitment
2 and retention of teachers, especially in geographically isolated
3 communities and in schools plagued with hard-to-fill vacancies.
4 In addition, the high cost of housing in Hawaii creates added
5 economic stress on younger teachers who are among those most
6 likely to leave the profession. The legislature further finds
7 that there is a critical need to provide housing assistance for
8 the recruitment and retention of teachers in hard-to-fill
9 positions and geographically isolated public schools, as
10 determined by the department of education.

11 The legislature is also aware that the current condition of
12 state-owned teacher housing mandates that units undergo
13 extensive repair and renovation, and will require a consistent
14 maintenance program and dedicated oversight and support
15 personnel when the program is transferred from the Hawaii
16 housing finance and development corporation to the department of
17 education.

18 The purpose of this Act is to establish a teacher housing
19 allowance program to provide housing assistance to teachers
20 employed in public schools in geographically isolated
21 communities and public schools plagued with hard-to-fill
22 vacancies. This Act also appropriates funds for the repair and



1 maintenance of existing teacher housing and requires the
2 department of education to report to the legislature on
3 alternative programs or options for addressing the teacher
4 housing needs in the State.

5 SECTION 13. Chapter 302A, Hawaii Revised Statutes, is
6 amended by adding a new section to be appropriately designated
7 and to read as follows:

8 "§302A- Teacher housing allowance program. (a) The
9 department shall establish a teacher housing allowance program
10 to provide housing allowances to teachers employed to teach at
11 public schools in the State.

12 (b) The amount of the housing allowance shall be equal to
13 the teacher's full-time equivalence multiplied by the difference
14 between the statewide median cost of housing minus the lesser of
15 either the cost of housing in the school district where the
16 teacher is employed or the cost of housing in the school
17 district in which the teacher resides. For purposes of this
18 section, the difference between the school district's cost of
19 housing and the statewide median shall not exceed fifty per cent
20 of the median.

21 (c) The cost of the housing for each school district and
22 the statewide median shall be determined every four years based



1 on a standard set of housing specifications and on data reported
2 for the most recent annual period for which data are available.
3 A nationally recognized entity that collects statistically valid
4 housing cost data for federal government agencies and businesses
5 shall be selected by the superintendent, subject to approval by
6 the board, to collect the data. The department shall contract
7 with the entity selected under this subsection for this purpose.
8 For the purposes of this section, the "statewide median cost of
9 housing" means the cost at which there is an equal number of
10 districts with higher housing costs and with lower housing
11 costs.

12 (d) The department shall administer the teacher housing
13 allowance program and shall adopt rules pursuant to chapter 91
14 necessary for the program's implementation."

15 SECTION 14. There is appropriated out of the general
16 revenues of the State of Hawaii the sum of \$ or so
17 much thereof as may be necessary for fiscal year 2008-2009 for
18 the teacher housing allowance program established under this
19 Act.

20 The sum appropriated shall be expended by the department of
21 education for the purposes of this Act.



1 SECTION 15. There is appropriated out of the general
2 revenues of the State of Hawaii the sum of \$ or so
3 much thereof as may be necessary for fiscal year 2008-2009 to
4 the department of education for management of the teacher
5 housing program and for renovation, repair, and maintenance
6 costs necessary to bring existing units to acceptable levels of
7 condition.

8 The sum appropriated shall be expended by the department of
9 education for the purposes of this Act.

10 SECTION 16. The department of education shall report to
11 the legislature on various programs and options, including
12 information on the costs, feasibility, and benefits of each
13 program or option for addressing the teacher housing needs
14 within the State, no later than twenty days prior to the
15 convening of the regular session of 2009. The programs or
16 options examined shall include but not be limited to a second
17 mortgage loan program or other home loan guarantee programs.

18 **PART VIII**

19 SECTION 17. The legislature finds that Hawaii continues to
20 have a critical shortage of trained teachers for the public
21 school system. In order to address the teacher shortage,
22 members of the Hawaii alliance for future teachers initiated the



1 teacher cadet program, which began in the 2004-2005 school year
2 with participation of five public high schools: Farrington,
3 Kaimuki, Campbell, Kapolei, and Kahuku high schools. By the
4 2006-2007 school year, the number of participating schools had
5 increased to twelve schools.

6 For three years, the Hawaii alliance for future teachers,
7 in partnership with the department of education, implemented a
8 course called explorations in education in some public schools
9 in Hawaii. The goal of the Hawaii alliance for future teachers
10 is to home-grow our own teachers by introducing high school
11 students to the world of teaching. In three years, the number
12 of participating schools has increased from five to twelve
13 schools and approximately two hundred students, mostly seniors,
14 have completed the course.

15 Members of the first cohort group are presently into their
16 junior year in college. A database system has been installed to
17 track all of the students who have gone through the teacher
18 cadet program. The best and brightest students have been
19 recruited to go through a rigorous course that addresses
20 standards in the teaching profession.

21 The content of the course includes learning styles, self-
22 assessment, developmental stages of learning, governance in



1 schools, the history of education in the United States and
2 Hawaii, and realities of the teaching profession, including
3 salaries. An important component of the explorations course,
4 renamed teacher education in 2006, is the field experience where
5 students actually experience teaching and work with teachers and
6 students on a regular basis. The feedback from students and
7 mentor teachers has been overwhelmingly positive in terms of
8 gains made by the students in the classrooms as well as the
9 enriching experience for high school students who are seriously
10 considering teaching as a career.

11 The purpose of this part is to appropriate funds to the
12 Hawaii teacher cadet program to address the teacher shortage in
13 Hawaii and provide for the expeditious release of funding by
14 removing matching requirements for appropriations made to the
15 Hawaii teacher cadet program.

16 SECTION 18. Section 302A-401.5, Hawaii Revised Statutes,
17 is amended to read as follows:

18 "[+]§302A-401.5[+] **Hawaii teacher cadet program fund.** (a)

19 There is established the Hawaii teacher cadet program fund as a
20 separate fund of the Hawaii alliance for future teachers, a
21 Hawaii nonprofit organization. Moneys received from the state,
22 county, or federal government, private contributions of cash or



1 other property, and the income and capital gains earned by the
2 fund shall constitute its assets.

3 (b) The Hawaii alliance for future teachers shall expend
4 moneys from the fund in the form of either grants to
5 organizations or contracts with private vendors to provide
6 programs for students who possess a high level of academic
7 achievement and the personality traits found in good teachers to
8 consider teaching as a career in accordance with this section.

9 (c) The fund may receive contributions, grants,
10 endowments, or gifts in cash or otherwise from all sources,
11 including corporations or other businesses, foundations,
12 government, individuals, and other interested parties. The
13 legislature intends that public and private sectors review and
14 investigate all potential funding sources. The State may
15 appropriate moneys to the fund.

16 (d) The Hawaii alliance for future teachers shall appoint
17 the members of the Hawaii teacher cadet program advisory board,
18 which shall be responsible for:

- 19 (1) Soliciting and otherwise raising funds for the fund;
20 (2) Establishing criteria for the expenditure of funds;
21 (3) Reviewing grant proposals using criteria established
22 by Hawaii alliance for future teachers; and



1 (4) Making recommendations for grants and other specific
2 expenditures.

3 Members of the advisory board shall be stakeholders in Hawaii's
4 public educational system, including students, parents, alumni,
5 principals, community and business leaders, and representatives
6 from the department of education and the department of
7 accounting and general services, who shall be represented on the
8 advisory board.

9 (e) In managing the moneys in the fund, the Hawaii
10 alliance for future teachers shall exercise ordinary business
11 care and prudence given the facts and circumstances prevailing
12 at the time of action or decision. In doing so, the Hawaii
13 alliance for future teachers shall consider its long- and short-
14 term needs in carrying out its purposes, its present and
15 anticipated financial requirements, expected total return on its
16 investments, price trends, and general economic conditions.

17 (f) There may be an endowment component of the fund, and
18 the Hawaii alliance for future teachers may accumulate net
19 income and add the same to the principal.

20 (g) The use of any state moneys may be restricted by the
21 legislation appropriating these moneys to the fund.



1 (h) The Hawaii alliance for future teachers may expend
2 principal from the fund for the purposes of the fund.

3 (i) Any organization submitting a proposal to the Hawaii
4 alliance for future teachers for moneys shall meet the following
5 standards at the time of application:

6 (1) Be a for-profit organization duly registered under the
7 laws of the State, or be a nonprofit organization
8 determined by the Internal Revenue Service to be
9 exempt from the federal income tax, or be an agency of
10 the State or a county;

11 (2) In the case of a nonprofit organization, have a
12 governing board whose members have no material
13 conflict of interest and serve without compensation;

14 (3) In the case of an applicant that is not a state or
15 county government agency, have bylaws or policies that
16 describe the manner in which business is conducted and
17 policies that relate to the management of a potential
18 situation involving a conflict of interest;

19 (4) Have experience with the project or in the program
20 area for which the proposal is being made; and



1 (5) Be licensed and accredited, as applicable, in
2 accordance with the requirements of federal, state,
3 and county governments.

4 (j) All proposals submitted to the Hawaii alliance for
5 future teachers for moneys shall be approved by the department
6 for consistency in meeting standards for public schools.

7 (k) Organizations or agencies to which moneys are awarded
8 shall agree to comply with the following conditions before
9 receiving the award:

10 (1) Use persons qualified to engage in the activity to be
11 funded;

12 (2) Comply with the applicable federal, state, and county
13 laws; and

14 (3) Comply with any other requirements prescribed by the
15 Hawaii alliance for future teachers to ensure
16 adherence by the recipient of the award with
17 applicable federal, state, and county laws and with
18 the purposes of this section.

19 (l) Chapter 103D shall not apply to organizations or
20 agencies that apply for grants or contracts under this section;
21 provided that the Hawaii alliance for future teachers shall be



1 held accountable for the use of the funds under a contract with
2 the department.

3 (m) Any contract awarded by the Hawaii alliance for future
4 teachers shall be made with as much competition as is practical
5 to execute its purposes.

6 (n) The fund shall be audited annually by an independent
7 auditor. The results of each annual audit shall be submitted to
8 the department not later than thirty days from the date the
9 Hawaii alliance for future teachers receives the audit results.
10 In addition, the Hawaii alliance for future teachers shall
11 retain for a period of three years and permit the department,
12 state legislators, and the auditor, or their duly authorized
13 representatives, to inspect and have access to any documents,
14 papers, books, records and other evidence that is pertinent to
15 the fund.

16 (o) The fund shall not be placed in the state treasury,
17 and the State shall not administer the fund, nor shall the State
18 be liable for the operation or solvency of the fund of the
19 Hawaii alliance for future teachers.

20 ~~[(p) For every dollar of state moneys granted by the fund~~
21 ~~to the project, there shall be a minimum of \$1 in value matched~~
22 ~~by the Hawaii alliance for future teachers in cash, or the fair~~



1 ~~market value of in-kind donations, real property, or any other~~
2 ~~item of value from federal, state, or county governments,~~
3 ~~private entities, community based organizations, non-profit~~
4 ~~organizations, or individuals.~~

5 ~~(q)~~ (p) The ~~[superintendent of education]~~ Hawaii alliance
6 for future teachers shall submit an annual report of the
7 progress of the Hawaii teacher cadet program fund no later than
8 twenty days prior to the convening of each regular session of
9 the legislature."

10 SECTION 19. There is appropriated out of the general
11 revenues of the State of Hawaii the sum of \$176,000 or so much
12 thereof as may be necessary for fiscal year 2008-2009 to the
13 Hawaii teacher cadet program fund.

14 SECTION 20. There is appropriated out of the Hawaii
15 teacher cadet program fund the sum of \$176,000 or so much
16 thereof as may be necessary for fiscal year 2008-2009 for the
17 operations of the Hawaii teacher cadet program, including
18 recruiting additional schools for the teacher education course,
19 training of teachers, supporting teachers, mentoring of
20 students, tracking of students for the Hawaii teacher cadet
21 program, and revising and updating the Hawaii teacher education
22 curriculum.



1 education to help improve the retention of new teachers through
2 rigorous, in-depth assistance and support from highly-trained
3 mentors. The department of education shall provide staff as
4 needed for the implementation of the project.

5 (b) The goals of the Hawaii beginning teacher induction
6 pilot program shall be to:

- 7 (1) Provide an effective transition into the teaching
8 career for six hundred first-year and second-year
9 teachers;
- 10 (2) Improve the educational performance of pupils through
11 improved training, information, and assistance for six
12 hundred new teachers;
- 13 (3) Ensure professional success and retention of six
14 hundred new teachers;
- 15 (4) Ensure that fifty mentors provide intensive
16 individualized support and assistance to each of the
17 six hundred participating beginning teachers;
- 18 (5) Ensure that an individual induction plan is in place
19 for each of the six hundred beginning teachers and is
20 based on an ongoing assessment of the development of
21 the beginning teachers;



1 (6) Ensure continuous program improvement through ongoing
2 research, development, and evaluation; and

3 (7) Increase teacher retention to ninety per cent.

4 (c) The Hawaii beginning teacher induction pilot program
5 shall use mentors, selected on the basis of understanding of
6 standards, curriculum, assessment, and literacy/mathematics
7 education. There shall be at least sixty full-time equivalent
8 mentor positions to support six hundred beginning teachers. To
9 the extent possible, mentor positions shall be filled by
10 currently employed teachers and may include retired principals
11 and teachers on a full or part-time basis. Each mentor shall
12 attend at least twelve full days of mentor training at a mentor
13 academy, which shall include instruction on the assessment
14 tools, coaching, observation strategies, and analysis of student
15 work. The mentors shall be fully released from their classroom
16 responsibilities during participation in the program. Mentors
17 shall tailor support to the needs of each individual teacher,
18 which may include:

19 (1) Classroom management;

20 (2) At least three formal classroom observations with
21 feedback cycles;

22 (3) Informal observations;



- 1 (4) Collection of student data;
- 2 (5) Lesson design;
- 3 (6) Demonstration lessons;
- 4 (7) Resource identification; and
- 5 (8) Interaction with colleagues, parents, and
- 6 administrators.

7 Each mentor shall conduct weekly one-on-one meetings with
8 each teacher and attend weekly half-day mentor forums providing
9 continuing professional development for mentors.

10 (d) The Hawaii beginning teacher induction pilot program
11 may also include the following:

- 12 (1) A five-day summer institute for beginning teachers,
13 which includes planning for the upcoming school year,
14 familiarization with assessment tools, and a one-day
15 visit to a school to observe exemplary teachers in the
16 first days of school;
- 17 (2) Two days of release time for teachers to observe
18 exemplary veteran teachers and debrief; and
- 19 (3) At least three half-day trainings for school
20 administrators over the course of the school year to
21 learn how to support the program.



1 (e) The department of education shall provide for program
2 assessment that shall consist of the following:

3 (1) The New Teacher Center Formative Assessment System to
4 assist teachers and mentors in collecting data that
5 includes classroom profiles, assessment logs,
6 individual learning plans, self-assessment summaries,
7 and analysis of student work;

8 (2) The Hawaii Continuum of Teacher Development to allow
9 teachers to self-assess along four characteristics,
10 that is, emerging, applying, integrating, and
11 innovating, and to set goals at the beginning of the
12 year to be evaluated at the year's end;

13 (3) Data collection, including:

14 (A) Weekly teacher performance measures;

15 (B) Teacher certification and retention tracking;

16 (C) Professional development attendance rates;

17 (D) Student achievement, including benchmark
18 assessments in grades three to eight; and

19 (E) Teacher, mentor, and site administrator surveys;
20 and

21 (4) A final evaluation and written report to assess the
22 effectiveness of the program based on the teacher,



1 mentor, and site administrator surveys, professional
2 development attendance rates, student achievement
3 benchmarks, and teacher retention tracking.

4 (f) The department of education shall submit interim
5 reports on the Hawaii beginning teacher induction pilot program,
6 including its status, outcomes, findings, and recommendations to
7 the legislature no later than twenty days prior to the convening
8 each regular session from 2009 to 2011, and a final report to
9 the legislature no later than twenty days prior to the convening
10 of the regular session of 2012.

11 SECTION 23. There is appropriated out of the general
12 revenues of the State of Hawaii the sum of \$300,000 or so much
13 thereof as may be necessary for fiscal year 2008-2009 for the
14 Hawaii beginning teacher induction pilot program established
15 pursuant to this part.

16 The sum appropriated shall be expended by the department of
17 education for the purposes of this part.

18 **PART X**

19 SECTION 24. The legislature finds that there is a
20 significant need to graduate more highly qualified middle-level
21 and secondary school teachers in Hawaii. Over one thousand
22 classroom teachers in Hawaii currently do not meet the "highly



1 qualified" criteria for licensure, especially in the core
2 subject areas of the middle-level and secondary. The University
3 of Hawaii, West Oahu campus is prepared to assist the State in
4 preparing middle-level and secondary teachers to help close the
5 gap of one thousand, six hundred teachers that presently exists
6 in the State of Hawaii.

7 In keeping with the University of Hawaii West Oahu mission,
8 the middle-level and secondary programs will make an extra
9 effort to recruit Native Hawaiian and Filipino teacher
10 candidates to become highly qualified teachers, so that they can
11 return to their communities in Central and Leeward Oahu and the
12 Waianae Coast to prepare middle-level and secondary students to
13 be successful students and citizens.

14 The purpose of this part is to establish and fund
15 additional teacher education positions at the University of
16 Hawaii West Oahu.

17 SECTION 25. There is appropriated out of the general
18 revenues of the State of Hawaii the sum of \$1,120,000 or so much
19 thereof as may be necessary for fiscal year 2008-2009 for
20 sixteen full-time equivalent (16.00 FTE) permanent teaching
21 positions at the University of Hawaii, West Oahu campus for



1 teacher education; provided that the positions shall be
2 established as follows:

3 (1) Middle-level:

4 (A) English- two full-time equivalent (2.0 FTE)
5 positions;

6 (B) Mathematics- two full-time equivalent (2.0 FTE)
7 positions;

8 (C) Science- two full-time equivalent (2.0 FTE)
9 positions; and

10 (D) Social studies- two full-time equivalent (2.0
11 FTE) positions; and

12 (2) Secondary:

13 (A) English- two full-time equivalent (2.0 FTE)
14 positions;

15 (B) Mathematics- two full-time equivalent (2.0 FTE)
16 positions;

17 (C) Science- two full-time equivalent (2.0 FTE)
18 positions; and

19 (D) Social studies- two full-time equivalent (2.0
20 FTE) positions.

21 The sum appropriated shall be expended by the University of
22 Hawaii for the purposes of this part.



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PART XI

SECTION 26. Statutory material to be repealed is bracketed and stricken. New statutory material is underscored.

SECTION 27. This Act shall take effect on July 1, 2008; provided that;

- (1) Section 6 shall be repealed on June 30, 2009;
- (2) Sections 4, 13, and 18 shall be effective upon approval.



Report Title:

Teacher Shortage; Omnibus; Appropriation

Description:

Addresses the teacher shortage problem in the State through various initiatives. Appropriates funds to address the problem.
(SD1)

