

LATE TESTIMONY

Date of Hearing: January 30, 2008

Committee: Senate Education

Department: Education

Person Testifying: Patricia Hamamoto, Superintendent

Title: S.B. 2654, Relating to teachers

Purpose: To establish and appropriate funds for the teacher workforce strategic planning committee to address teacher workforce issues in the State.

Department's Position: The Department of Education (Department) supports S.B. 2654 which provides additional funds to research teacher retention and recruitment issues. However, the formation of a separate task force as proposed in S.B. 2654 may be unnecessary. Establishing an additional entity to research teacher retention and recruitment issues can already be provided through the formation of a committee by and within the Hawaii Educational Policy Center (HEPC) which, per its website, "Provides objective, data-based information in the form of policy briefs, reports, articles, and forums bearing on public and private education policy and practices at all levels. The target audiences for HEPC publications and events are educators, policymakers, and other education stakeholders in the State of Hawai'i."

While the Department supports additional resources to research teacher retention and recruitment issues, funding priority must be given to the Board of Education's supplemental operating budget requests before this measure.

Personal Testimony

Testimony Presented Before the
Senate Committee on Education

January 30, 2008, 1:15 pm, Room 225

by

Donald B. Young, Acting Dean
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University of Hawai'i at Mānoa

SB 2654: Relating to Teachers

Chair Sakamoto, Vice Chair Tokuda, and Members of the Committee:

My name is Donald Young and I am the acting dean for the College of Education. I support SB 2654, which establishes and appropriates funds for the teacher workforce strategic planning committee to address teacher workforce issues in the State.

The 2007 Hawai'i State Legislature passed Senate Concurrent Resolution 56 S.D. 1 *Requesting the Hawaii Educational Policy Center to Report on the Retention and Change in Assignment of Teachers within the Department of Education*. The resolution requested a report on the effectiveness and current status of teacher preparation and induction-mentoring programs. SCR 56 S.D. 1 also called for a five-year strategic plan that targets future resources for capacity building within the University of Hawai'i system and Department of Education induction-mentoring programs and other strategies to dramatically reduce the annual teacher shortage and recruit teachers that are more likely to continue employment within the Department of Education beyond five years.

The Hawai'i Educational Policy Center (HEPC) in its Interim Report to the Legislature responding to the requests of the 2007 SCR 56 S.D.1, concluded

Preliminary data indicate that by 2010-2011 school year, the number of new hires required in Hawai'i's public schools can be reduced from 1,600 annually to approximately 1,400; by the 2015-2016 school year the number can be reduced to approximately 800. Further reduction does not seem feasible because this is the approximate number of teachers who annually leave DOE employment due to retirements, health issues, and deaths.

However, the HEPC was unable to locate adequate or essential data on which to prepare a long range plan for teacher workforce development.

After reviewing the available data, HEPC reported the following recommendations, among others:

1. *A Teacher Work Force Strategic Plan as called for in SCR 56 S.D. 1 is premature in that there are not yet sufficient data collected annually and consistently from all stakeholders to create a well-articulated five-year plan. In addition, none of the various stakeholders or agencies involved in teacher recruitment, preparation, employment and support currently regard teacher workforce systems planning as one of their primary missions, nor is there consensus among the various stakeholders as to who should take the lead.*
2. *In order to bring focus to teacher workforce issues, the Legislature should require that a special Teacher Workforce Strategic Planning Committee be formed to create, adopt, adapt, track and evaluate the implementation of a Strategic Teacher Workforce Development Plan. The Planning Committee should seek annual and timely input from the Teacher Education Coordinating Committee (TECC), which includes representatives from the Department of Education, the Hawai'i Teacher Standards Board, and all major teacher preparation programs in Hawai'i.*

SB 2654 sets in motion the necessary conditions to develop a comprehensive strategic plan to address the goals of SCR 56 S.D.1. The University supports this effort, noting that the plan should be inclusive of Pre-Kindergarten through grade 12 teacher workforce development. Such planning and development falls within the P-20 Initiative, in which the University has been partner and leader. The University realizes the vital nature of developing a high quality teacher workforce and stands ready to step up to this challenge.

Thank you for the opportunity to testify today.