

1 The legislature further finds that the current condition of
2 state-owned teacher housing mandates that units undergo
3 extensive repair and renovation, which will require a consistent
4 maintenance program and dedicated oversight and support
5 personnel when the program is transferred from the Hawaii
6 housing finance and development corporation to the department of
7 education.

8 The purpose of this part is to address shortages in teacher
9 housing by:

- 10 (1) Establishing a teacher housing allowance program to
11 provide housing assistance to teachers employed in
12 public schools in geographically isolated communities
13 and public schools plagued with hard-to-fill
14 vacancies; and
- 15 (2) Appropriating funds for the repair and maintenance of
16 existing teacher housing.

17 SECTION 3. Chapter 302A, Hawaii Revised Statutes, is
18 amended by adding a new section to be appropriately designated
19 and to read as follows:

20 "§302A- Teacher housing allowance program. (a) The
21 department shall establish a teacher housing allowance program



1 to provide housing allowances to teachers employed to teach at
2 public schools in the State.

3 (b) The amount of the housing allowance shall be equal to
4 the teacher's full-time equivalence multiplied by the difference
5 between the statewide median cost of housing minus the lesser of
6 either the cost of housing in the school district where the
7 teacher is employed or the cost of housing in the school
8 district in which the teacher resides. For purposes of this
9 subsection, the difference between the school district's cost of
10 housing and the statewide median cost of housing shall not
11 exceed fifty per cent of the median.

12 (c) The cost of the housing for each school district and
13 the statewide median cost of housing shall be determined every
14 four years based on a standard set of housing specifications and
15 on data reported for the most recent annual period for which
16 data are available. A nationally recognized entity that
17 collects statistically valid housing cost data for federal
18 government agencies and businesses shall be selected by the
19 superintendent, subject to approval by the board, to collect the
20 data. The department shall contract with the entity selected
21 under this subsection for this purpose.



1 (d) The department shall administer the teacher housing
2 allowance program and shall adopt rules pursuant to chapter 91
3 necessary for the program's implementation.

4 (e) For the purposes of this section, the "statewide
5 median cost of housing" means the cost at which there is an
6 equal number of districts with higher housing costs and with
7 lower housing costs."

8 SECTION 4. There is appropriated out of the general
9 revenues of the State of Hawaii the sum of \$ or so
10 much thereof as may be necessary for fiscal year 2009-2010 and
11 the same sum or so much thereof as may be necessary for fiscal
12 year 2010-2011 for the teacher housing allowance program
13 established under this part.

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

16 SECTION 5. There is appropriated out of the general
17 revenues of the State of Hawaii the sum of \$ or so
18 much thereof as may be necessary for fiscal year 2009-2010 and
19 the same sum or so much thereof as may be necessary for fiscal
20 year 2010-2011 for management of the teacher housing program and
21 for renovation, repair, and maintenance costs necessary to bring
22 existing units to acceptable levels of habitation.



1 that the five-year period may be shortened or extended at the
2 recommendation of the peer reviewer and with the concurrence of
3 the teacher.

4 (b) The Hawaii state teachers association shall develop
5 and administer standards for the peer reviewers to follow and
6 shall select the peer reviewers from retired department teachers
7 who held a valid teaching certificate or license at the date of
8 their retirement.

9 (c) New teachers who receive satisfactory peer reviews
10 under the standards established pursuant to subsection (b) may
11 receive step increases during their participation in the peer
12 review program, subject to negotiations pursuant to section
13 89-9."

14 SECTION 9. There is appropriated out of the general
15 revenues of the State of Hawaii the sum of \$ or so
16 much thereof as may be necessary for fiscal year 2009-2010 and
17 the same sum or so much thereof as may be necessary for fiscal
18 year 2010-2011 for the peer review program established pursuant
19 to section 302A- , Hawaii Revised Statutes.

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

22 **PART III**



1 SECTION 10. The legislature finds that attracting
2 experienced out-of-state teachers is one means of addressing the
3 teacher shortage in Hawaii. Under current department of
4 education bargaining unit contract and school code provisions, a
5 maximum of six years of prior teaching experience is allowable
6 for salary replacement credit for full-time teaching experience
7 in a recognized public or private school in the United States.

8 The purpose of this part is to provide an incentive for
9 experienced teachers to relocate to Hawaii by extending the
10 six-year cap to a maximum of ten years.

11 SECTION 11. (a) The department of education shall review
12 the procedures necessary and establish a timetable to amend the
13 provisions of bargaining unit 06 contract, article XVII(F), and
14 department of education school code 5200(A) compensation, to
15 increase from six years to ten years the number of years of
16 prior teaching experience allowable for salary placement credit
17 for full-time experience in a recognized public or private
18 school (K-12) in the United States (including territories,
19 possessions or Department of Defense Schools overseas); provided
20 that the ten-year cap shall apply to teachers:

21 (1) Entering the service of the department in hard-to-fill
22 vacancies in geographically isolated schools; and



1 (2) Holding national board certification.

2 (b) The department shall report to the legislature no
3 later than twenty days prior to the convening of the regular
4 session of 2010 on the procedures required and the timetable to
5 implement the amendments in subsection (a).

6 **PART IV**

7 SECTION 12. The legislature further finds that teacher
8 induction programs can cut teacher attrition in half and improve
9 teacher effectiveness. Research indicates that among beginning
10 teachers nationally, forty-one per cent who do not receive
11 induction support change schools or leave the profession
12 altogether after their first year, compared to only eighteen per
13 cent of teachers who participate in effective induction
14 programs. Additionally, for every one dollar invested in a
15 comprehensive teacher induction program, a return of \$1.66 is
16 realized after five years.

17 The purpose of this part is to establish and fund a Hawaii
18 beginning teacher induction center pilot program to assist in
19 the development and retention of highly-qualified teachers in
20 the State.

21 SECTION 13. (a) There is established a Hawaii beginning
22 teacher induction center pilot program within the department of



1 education to improve the retention of new teachers through
2 rigorous, in-depth assistance and support from highly-trained
3 mentors. Beginning teacher induction centers shall be
4 established in each school complex, beginning with those
5 complexes that currently have established professional
6 development schools. The department of education shall provide
7 staff as needed for the implementation of the project.

8 (b) The goal of the Hawaii beginning teacher induction
9 center pilot program shall be to:

- 10 (1) Provide an effective transition into the teaching
11 career for first-year and second-year teachers;
- 12 (2) Ensure that mentors provide intensive individualized
13 support and assistance to each of the participating
14 beginning teachers;
- 15 (3) Provide continuous program improvement through ongoing
16 research, development, and evaluation;
- 17 (4) Ensure professional success and retention of new
18 teachers; and
- 19 (5) Increase teacher retention rates to at least ninety
20 per cent.

21 (c) The Hawaii beginning teacher induction center pilot
22 program shall use mentors, selected on the basis of



1 understanding of standards, curriculum, assessment, and
2 literacy/mathematics education. To the extent possible, mentor
3 positions shall be filled by currently employed teachers and may
4 include retired principals and teachers on a full- or part-time
5 basis. Each mentor shall attend at least twelve full days of
6 mentor training at a mentor academy, which shall include
7 instruction on the assessment tools, coaching, observation
8 strategies, and analysis of student work. The mentors shall be
9 fully released from their classroom responsibilities during
10 participation in the program. Mentors shall tailor support to
11 the needs of each individual teacher, which may include:

- 12 (1) Classroom management;
- 13 (2) At least three formal classroom observations with
14 feedback cycles;
- 15 (3) Informal observations;
- 16 (4) Collection of student data;
- 17 (5) Lesson design;
- 18 (6) Demonstration lessons;
- 19 (7) Resource identification; and
- 20 (8) Interaction with colleagues, parents, and
21 administrators.



1 Each mentor shall conduct weekly one-on-one meetings with
2 each teacher they are assigned to mentor and attend weekly half-
3 day mentor forums providing continuing professional development
4 for mentors.

5 (d) The Hawaii beginning teacher induction center pilot
6 program may also include the following:

7 (1) A five-day summer institute for beginning teachers,
8 which includes planning for the upcoming school year,
9 familiarization with assessment tools, and a one-day
10 visit to a school to observe exemplary teachers in the
11 first days of school;

12 (2) Two days of release time for teachers to observe
13 exemplary veteran teachers and debrief; and

14 (3) At least three half-day trainings for school
15 administrators over the course of the school year to
16 learn how to support the program.

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

19 (1) The new teacher center formative assessment system to
20 assist teachers and mentors in collecting data that
21 includes classroom profiles, assessment logs,



1 individual learning plans, self-assessment summaries,
2 and analysis of student work;

3 (2) The Hawaii continuum of teacher development to allow
4 teachers to self-assess along four characteristics,
5 that is, emerging, applying, integrating, and
6 innovating, and to set goals at the beginning of the
7 year to be evaluated at the year's end;

8 (3) Data collection, including:

9 (A) Weekly teacher performance measures;

10 (B) Teacher certification and retention tracking;

11 (C) Professional development attendance rates;

12 (D) Student achievement, including benchmark

13 assessments in grades three to eight; and

14 (E) Teacher, mentor, and site administrator surveys;

15 and

16 (4) A final evaluation and written report to assess the
17 effectiveness of the program based on the teacher,
18 mentor, and site administrator surveys, professional
19 development attendance rates, student achievement
20 benchmarks, and teacher retention tracking.

21 (f) The department of education shall submit interim
22 reports on the Hawaii beginning teacher induction center pilot



1 program, including its status, outcomes, findings, and
2 recommendations to the legislature no later than twenty days
3 prior to the convening of each regular session from 2010 to
4 2012, and a final report to the legislature no later than twenty
5 days prior to the convening of the regular session of 2013.

6 SECTION 14. There is appropriated out of the general
7 revenues of the State of Hawaii the sum of \$ or so
8 much thereof as may be necessary for fiscal year 2009-2010 and
9 the same sum or so much thereof as may be necessary for fiscal
10 year 2010-2011 for the Hawaii beginning teacher induction center
11 pilot program established pursuant to this part.

12 The sums appropriated shall be expended by the department
13 of education for the purposes of this part.

14 **PART V**

15 SECTION 15. The legislature finds that to fully address
16 the teacher shortage in public schools, the State must take a
17 comprehensive approach to ensure that an adequate supply of new
18 teachers are being trained, and once trained and hired, efforts
19 are made to retain these teachers.

20 The purpose of this part is to require the dean of the
21 college of education at the University of Hawaii at Manoa to
22 develop a teacher shortage elimination plan.



1 SECTION 16. (a) The dean of the college of education at
2 the University of Hawaii at Manoa shall develop a teacher
3 shortage elimination plan, which shall include, but not be
4 limited to:

5 (1) A review of any previous plans developed within the
6 past six years to address the teacher shortage in
7 Hawaii, and the success or failure of the plans to
8 achieve reductions in teacher shortages;

9 (2) A review of current teacher shortages and projections
10 for teacher shortages statewide in the next five
11 years;

12 (3) Strategies for increasing the numbers of students
13 completing teacher education programs in the State;

14 (4) Incentives for staffing hard-to-fill vacancies; and

15 (5) Recommendations and incentives for increasing
16 retention rates of teachers in all content areas.

17 (b) The dean shall consult with the department of
18 education, the Hawaii state teachers association, individual
19 teachers and educational officers, and any others the dean may
20 deem appropriate.



1 (c) The dean shall report to the legislature no later than
 2 twenty days prior to the convening of the regular session of
 3 2010 on the status of the teacher shortage elimination plan.

PART VI

5 SECTION 17. New statutory material is underscored.

6 SECTION 18. This Act shall take effect on July 1, 2009.

7

INTRODUCED BY: Norman Sakamoto

Amid Y. by
Michelle N. Bolani

Q. Albi Elish

Will Eyo

Joshua

J

Trizanne Chun Oallana

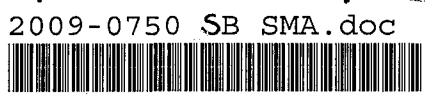
Mike Galbraith

Andrew J.

Guy L. Horn

Christi

2009-0750 SB SMA.doc



Report Title:

Teachers; Omnibus; Appropriations

Description:

Provides incentives for the recruitment and retention of public school teachers.

