

JAN 23 2009

A BILL FOR AN ACT

RELATING TO EDUCATION.

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

1 SECTION 1. The legislature finds that retaining highly
2 qualified teachers in the public schools is critical to
3 achieving the State's educational goals. To this end, the
4 legislature supports initiatives and programs that combat the
5 high teacher attrition rates within the department of education
6 and endeavor to develop and retain quality teachers.

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



1 The purpose of this Act is to establish and fund a Hawaii
2 beginning teacher induction center pilot program to assist in
3 the development and retention of highly-qualified teachers in
4 the State.

5 SECTION 2. (a) There is established a Hawaii beginning
6 teacher induction center pilot program within the department of
7 education to improve the retention of new teachers through
8 rigorous, in-depth assistance and support from highly-trained
9 mentors. Beginning teacher induction centers shall be
10 established in each school complex, beginning with those
11 complexes that currently have established professional
12 development schools. The department of education shall provide
13 staff as needed for the implementation of the project.

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

- 16 (1) Provide an effective transition into the teaching
17 career for first-year and second-year teachers;
- 18 (2) Ensure that mentors provide intensive individualized
19 support and assistance to each of the participating
20 beginning teachers;
- 21 (3) Provide continuous program improvement through ongoing
22 research, development, and evaluation;



1 (4) Ensure professional success and retention of new
2 teachers; and

3 (5) Increase teacher retention rates to at least ninety
4 per cent.

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

- 18 (1) Classroom management;
- 19 (2) At least three formal classroom observations with
20 feedback cycles;
- 21 (3) Informal observations;
- 22 (4) Collection of student data;



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

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

10 (d) The Hawaii beginning teacher induction center pilot
11 program 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.

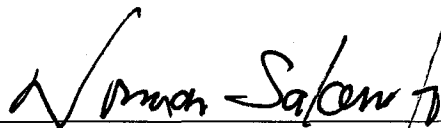
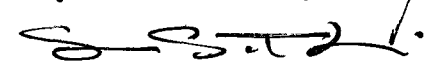

4 (f) The department of education shall submit interim
 5 reports on the Hawaii beginning teacher induction center pilot
 6 program, including its status, outcomes, findings, and
 7 recommendations to the legislature no later than twenty days
 8 prior to the convening of each regular session from 2010 to
 9 2012, and a final report to the legislature no later than twenty
 10 days prior to the convening of the regular session of 2013.

11 SECTION 3. There is appropriated out of the general
 12 revenues of the State of Hawaii the sum of \$ or so
 13 much thereof as may be necessary for fiscal year 2009-2010 and
 14 the same sum or so much thereof as may be necessary for fiscal
 15 year 2010-2011 for the Hawaii beginning teacher induction center
 16 pilot program established pursuant to this Act.

17 The sums appropriated shall be expended by the department
 18 of education for the purposes of this Act.

19 SECTION 4. This Act shall take effect on July 1, 2009.

20

INTRODUCED BY: Norman Sakuma




Report Title:

Education; Teacher Induction Center Pilot Program; Appropriation

Description:

Establishes and funds a Hawaii beginning teacher induction center pilot program to assist in the development and retention of highly qualified teachers in the State's public schools.

