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The Twenty-Fifth Legislature, State of Hawaii
Hawaii State Senate
Committee on Education & Housing
And
Committee on Labor
Testimony by
Hawaii Government Employees Association
March 15, 2010

LATE

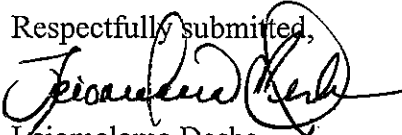
S.C.R. 105 – REQUESTING THE IMPLEMENTATION OF TWELVE-MONTH
PRINCIPAL PERFORMANCE CONTRACTS BY THE 2011-2012 SCHOOL YEAR

The Hawaii Government Employees' Association, AFSCME Local 152, AFL-CIO provides the following comments.

In part, Act 51, SLH 2004 required the convening of a working group to create a plan for performance contracts for principals to be implemented beginning in SY 2006-2007. The Performance Contract Work Group was established in 2004 and their report was submitted to the legislature in 2005. The department subsequently submitted its initial proposal for a performance contract to HGEA in January 2006. The parties were diligent in their efforts to negotiate the performance contract for principals; however in December 2006, the department determined that it would implement a pilot performance contract in North Central District in January 2007. Their timeline indicated that the pilot would be evaluated in June 2008 and year II (January 2009-June 2010) was targeted for a statewide field test. Funding issues precluded the pilot from continuing and as noted in the Summary Report Assessment Development for the Hawaii Principals' Performance Contract, the total Principals' Performance Contract has not undergone an operational pilot. While the department's efforts were well intended, principals involved in the pilot do not believe that they piloted a performance contract.

Moving forward, the evaluation of principal effectiveness is embedded in the Federal Government's requirements for the Race to the Top Grant. The criteria required by the Federal Government are in alignment with the criteria discussed in the workgroup and also in negotiations. We are prepared once again to engage in negotiations with the department but we note that the State of Hawaii's application designates SY 2011-12 for field testing of the principal performance evaluation and SY 2012-2013 for statewide implementation.

Thank you for the opportunity to provide our testimony.

Respectfully submitted,

Leiomalama Desha
Executive Assistant

Date: 03/15/2010

Committee: Senate Education and Housing

Department: Education

Person Testifying: Kathryn Matayoshi, Interim Superintendent of Education

Title of Resolution: SCR 105 REQUESTING THE IMPLEMENTATION OF TWELVE-MONTH PRINCIPAL PERFORMANCE CONTRACTS BY THE 2011-2012 SCHOOL YEAR.

Purpose of Resolution: Requesting the implementation of twelve-month principal performance contracts by the 2011-2012 school year.

Department's Position: While the Department initiated efforts to fulfill the requirements of Act 51 as it pertained to principal performance contracts, including salary schedules and other terms and conditions of employment, those efforts were discontinued due to significant cuts to the Department's budget. The requests in this resolution would further complicate the Department's reform efforts as outlined in its Race to the Top application. The Department believes that the reforms outlined in its Race to the Top application creates systemic integrity, transparency, and accountability that the intent of Act 51 sought to establish. Hawaii's Race to the Top application addresses the evaluation of an administrator's effectiveness in improving student growth and achievement, principal compensation and other accountability measures. Due to the integration of new data systems and other measures of student achievement, the time frame for which these reforms can be implemented will not meet the deadline as stated in the resolution.