



# UNIVERSITY OF HAWAII SYSTEM

## Legislative Testimony

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Testimony for the  
House Committee on Finance  
Monday, April 2, 2012 at 3:00pm  
By Linda K. Johnsrud

LATE

Executive Vice President for Academic Affairs/Provost, University of Hawai'i

### SB2789 SD2 HD1 - RELATING TO EDUCATION

Dear Chair Oshiro, Vice Chair Lee and Members of the Committee on Finance:

I am writing in support of SB2789 SD2 HD1 which provides the Hawai'i Department of Education the directive, means and flexibility to improve teacher and principal effectiveness so that Hawaii's youth can achieve future success.

The University of Hawai'i educates the majority of Hawaii's teachers, preparing them to be educators who impact the lives of our keiki, Hawaii's future. However, upon receipt of their degree, the graduates still have much to learn from their professional practice, and we hope to have instilled in them a culture of life-long learning. As with all professions, it is important that educators receive effective evaluation and feedback so that they learn and grow in their profession.

This bill is essential to clarify and reinforce the authority of the Hawai'i DOE to implement an evaluation system for teachers and principals and improve outcomes for our students. This is not about punishing our hard-working teachers; it is about having an effective evaluation tool that can measure progress and provide feedback so that teaching can continually improve. Student outcomes as a factor will be included, but it will include professional practice as well. We are especially pleased that the evaluation system will include feedback from current teachers and principals who are involved in the pilot program.

Having a strong evaluation system can only improve student outcomes, which are absolutely critical to the future of our state. Our youth need to be prepared for college or a living-wage job, and improving educator effectiveness is a key element to achieving those outcomes.

Thank you for this opportunity to submit testimony.

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**LATE TESTIMONY**

**SB2789 SD2, HD1  
RELATING TO EDUCATION  
House Committee on Finance**

April 2, 2012

3:00 p.m.

Room 308

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The Office of Hawaiian Affairs offers the following comment on SB2789 SD2 HD1.

Section 3(a)(10)(A) states that students' academic achievement shall be based on the educator's contribution to student academic learning and growth. How exactly will that "contribution" be measured? The causal link this section attempts to codify is complex and untested. Should the committee approve this measure, it must also consider funding a massive and long-term study to validate the causality of educator "contribution" to student academic learning. The committee should also include additional funds for the department to create this very complex evaluation. If done correctly and professionally, the State of Hawai'i might be the first state to demonstrate educator contribution to student achievement.

Mahalo for this opportunity to provide comment.

## FINTestimony

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Monday, April 02, 2012 11:30 AM  
**To:** FINTestimony  
**Cc:** mitch@castlefoundation.org  
**Subject:** Testimony for SB2789 on 4/2/2012 3:00:00 PM

**LATE TESTIMONY**

Testimony for FIN 4/2/2012 3:00:00 PM SB2789

Conference room: 308  
Testifier position: Support  
Testifier will be present: No  
Submitted by: H. Mitchell D'Olier  
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Submitted on: 4/2/2012

**Comments:**

This bill will clarify the authority of the Hawaii DOE to implement an evaluation system for educators and improve outcomes for our students. It will allow the public to have assurances about the rigor of the DOE's performance management system and educators' evaluations based on effectiveness. In my occupation, professionals are evaluated based on diligence, hard work, team play and business success, with data as a component. Performance evaluation is essential to developing better staff members and professional workers.

Although this writer hopes these matters can be achieved through collective bargaining, this legislation is needed to protect the Race to the Top grant.

I believe improved student outcomes are critical to the future of our state, and improving educator effectiveness is a key element to achieving those outcomes.