

**Date:** 02/11/2014  
**Time:** 08:45 AM  
**Location:** Conference Room 309  
**Committee:** House Labor & Public  
Employment

**Department:** Education

**Person Testifying:** Kathryn S. Matayoshi, Superintendent of Education

**Title of Bill:** HB 2597, HD1 RELATING TO TEACHERS.

**Purpose of Bill:** Authorizes under the Teacher National Board Certification Incentive Program an additional \$5,000 per year bonus for teachers who maintain current national board certification and teach at a school in a priority or Superintendent's zone.

**Department's Position:**

The Department of Education strongly supports HB 2597, H.D. 1. The bill now aligns and is consistent with the current method to evaluate school performance (Strive HI Performance System).

Thank you for your consideration of our testimony and the opportunity to testify.



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## TESTIMONY FOR HOUSE BILL 2597, HOUSE DRAFT 1, RELATING TO TEACHERS

House Committee on Education  
Hon. Mark M. Nakashima Chair  
Hon. Kyle T. Yamashita, Vice Chair

Tuesday, February 11, 2014, 8:45 AM  
State Capitol, Conference Room 309

Honorable Chair Nakashima and committee members:

I am Kris Coffield, representing IMUAlliance, a nonpartisan political advocacy organization that currently boasts over 175 local members. On behalf of our members, we offer this testimony in support of House Bill 2597, relating to teachers.

This bill amends HRS §302A-706 to authorize, under the Teacher National Board Certification Incentive Program, an additional \$5,000 per-year bonus for teachers who maintain national board certification and teach at a school in a Focus, Priority, Superintendent's Zone. Focus, Priority, and Superintendent's Zone schools are those falling in the two lowest-performing categories under the Department of Education's Strive HI Performance System, in which schools earn points based on achievement, growth, readiness, and achievement gap metrics. Focus schools, which comprise approximately 10 percent of underperforming schools, face low achievement, low graduation rates, or large intraschool achievement gaps. Priority schools demonstrate *persistently* low achievement or graduation rates, or are participating in the School Improvement Grants Program. Superintendent's Zone schools are a subset of Priority schools showing a persistent inability to meet performance goals *over time*. Together these schools account for the bottom 15 percent of Hawaii's schools with regard to academic achievement. Each of these schools manage teacher recruitment and retention problems owing to chronic resource shortages, demographic inequalities, and achievement disparities. Without the guarantee of quality instruction, any progress made by these schools could be jeopardized. It is, therefore, incumbent upon policymakers to take steps to ensure

that students in such schools are taught by highly motivated, highly qualified, and highly compensated professionals, as this measure seeks to incentivize through the enactment of extra pay. Importantly, the bonus outlined in §302A-706 has the added and intended benefit of enticing effective teachers to practice their profession in substandard classroom environments, which are often located outside of the Honolulu District or in rural communities.

Mahalo for the opportunity to testify in support of this bill.

Sincerely,  
Kris Coffield  
*Legislative Director*

**yamashita1**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Saturday, February 08, 2014 12:10 PM  
**To:** LABtestimony  
**Cc:** mendezj@hawaii.edu  
**Subject:** \*Submitted testimony for HB2597 on Feb 11, 2014 08:45AM\*

**HB2597**

Submitted on: 2/8/2014

Testimony for LAB on Feb 11, 2014 08:45AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Javier Mendez-Alvarez	Individual	Support	No

Comments:

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