

DAVID Y. IGE
GOVERNOR



KATHRYN S. MATAYOSHI
SUPERINTENDENT

STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 02/12/2016
Time: 02:00 PM
Location: 309
Committee: House Education

Department: Education

Person Testifying: Kathryn S. Matayoshi, Superintendent of Education

Title of Bill: HB 1228, HD1 RELATING TO TEACHER LEADERS.

Purpose of Bill: Requires the Department of Education to provide a bonus of \$2,500 to teachers who meet all of the requirements to add the teacher leader field to their existing teaching license. (HB1228 HD1)

Department's Position:

The Department of Education ("Department") supports HB 1228 provided that its passage does not replace or adversely impact the priorities indicated in the Department's budget as approved by the Board of Education.

The Department supports its teachers and encourages the attainment of teacher leader competencies.

DAVID Y. IGE
GOVERNOR



CATHERINE PAYNE
CHAIRPERSON

STATE OF HAWAII
STATE PUBLIC CHARTER SCHOOL COMMISSION
(‘AHA KULA HO‘ĀMANA)

<http://CharterCommission.Hawaii.Gov>
1111 Bishop Street, Suite 516, Honolulu, Hawaii 96813
Tel: (808) 586-3775 Fax: (808) 586-3776

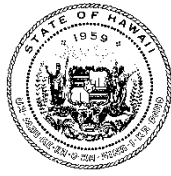
FOR: HB 1228 HD1 Relating to Teacher Leaders
DATE: Friday, February 12, 2016
TIME: 2:00 PM
COMMITTEE(S): House Committee on Education
ROOM: Conference Room 309
FROM: Tom Hutton, Executive Director
State Public Charter School Commission

Testimony in support of HB 1228 HD1:

Chair Takumi, Vice Chair Ohno, and members of the Committee:

The Commission deeply appreciates the support in this bill for our public school teachers and schools in supporting and funding teacher leaders. We respectfully request that the bill be amended to make educational assistants who are serving in public charter schools eligible for this important benefit as well. This would provide our public school teachers who teach in charter schools and become designated teacher leaders through the requirements of the Hawaii Teacher Standards Board with the same recognition and financial support as their colleagues serving in Department of Education schools. This is an issue of fundamental fairness to children attending charter schools and to charter schools that must remain competitive as to recruiting and retaining employees.

Thank you for the opportunity to provide this testimony.



STATE OF HAWAII
HAWAII TEACHER STANDARDS BOARD
650 IWILEI ROAD, SUITE 201
HONOLULU, HAWAII 96817

TESTIMONY BEFORE THE HOUSE
COMMITTEE ON EDUCATION

PERSON TESTIFYING: Lynn Hammonds, Executive Director

DATE: Friday, February 12, 2016

TIME: 2:00 PM

LOCATION: State Capitol Conference Room 309

TITLE OF BILL: HB1228, HD1 RELATING TO TEACHER LEADERS

PURPOSE OF BILL: Requires the Department of Education to provide a bonus of \$2,500 to teachers who meet all of the requirements to add the teacher leader field to their existing teaching license.

Chair Takumi, Vice Chair Ohno, and Members of the Committee:

The Hawaii Teacher Standards Board (HTSB) **strongly supports** HB1228, HD1 to award and recognize Hawaii's teacher leaders. These individuals serve the profession as mentor teachers, instructional coaches, and department chairs and have impact on their schools, complexes and communities. Their support of new teachers is often the difference in retention and departure from the profession.

Thank you for your support of education in offering this bill and for the opportunity to testify.



UNIVERSITY OF HAWAII SYSTEM

Legislative Testimony

Written Testimony Presented Before the
House Committee on Education
Friday, February 12, 2016 at 12:30 p.m.

by
Robert Bley-Vroman, Chancellor
and
Donald B. Young
Dean and Professor
College of Education
University of Hawai'i at Mānoa

HB 1228 HD1 – RELATING TO TEACHER LEADERS

Chair Takumi, Vice Chair Ohno, and Members of the Committee on Education.

The College of Education (COE) at the University of Hawai'i at Mānoa supports HB 1228 HD1, that will provide bonuses of \$2,500 to each teacher who completes the requirements to add-a-field of teacher leader to their existing license.

We believe the teacher leader endorsement is an effective vehicle to delegate leadership responsibilities and improve education at all levels while rewarding and retaining excellent teachers in the profession. The added financial incentive will encourage potential leaders to step up and contribute to improving their immediate context.

The College of Education already has in place graduate programs at master level that prepare teachers as leaders to meet the add-a-field licensing requirements. We will be pleased to partner with the Hawai'i Department of Education in taking this major step in improving outcomes for students.

Thank you for the opportunity to submit testimony.



1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819
Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: www.hsta.org

Corey Rosenlee
President
Justin Hughey
Vice President
Amy Perruso
Secretary-Treasurer
Wilbert Holck
Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON
EDUCATION

RE: HB 1228 HD1 - RELATING TO TEACHER LEADERS.

FRIDAY, FEBRUARY 12, 2016

COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Takumi and Members of the Committee:

The Hawaii State Teachers Association **supports HB 1228 HD1**, relating to teacher leaders, **with suggested amendments**.

Approximately 10 percent of the state's teachers switch schools, relocate, or leave the profession each year, with only 50 to 60 percent of current teachers having worked at their school for five years or more. Chronic teacher turnover forces the department of education to rely on emergency hires and long-term substitute teachers to fill vacancies. Teacher turnover is especially high and impacting on hard-to-staff, largely rural or impoverished, schools, where as few as 56 percent of teachers have obtained full state certification and bachelor's degree. Recruitment and retention is additionally worsened by Hawai'i's high cost of living. According to a WalletHub study, the islands ranked fifty-first out of fifty states and the District of Columbia for starting and median teacher salary adjusted for cost of living.

To recruit and retain effective educators, we must incentivize the teaching profession by recognizing educators who have demonstrated leadership within their schools. Not all educational leadership is administrative. In April of 2014, the Hawaii Teacher Standards Board (HTSB) recognized this by creating the licensing field of "teacher leader," which can be achieved by a teacher who has fulfilled a leadership role that supports teaching and learning for at least four semesters within the last five years, and who satisfies one of the following:

- Completes a preparation program in teacher leadership;

- Receives a license, certificate, or endorsement from another state as a teacher leader;
- Receives a passing score on the ETS Praxis Instructional Facilitator Assessment;
- Obtains an NBPT Certification (national board certification) in any field offered by the National Board for Professional Teaching Standards; or
- Has job-embedded experience verifying leadership expertise as identified by HTSB.

The first “teacher leader” license was awarded in 2014 to Jonathan Gillentine, a national board certified early childhood educator and winner of the 2012 Horace Mann Award from the National Education Association Foundation.

We believe that this measure may be improved, however, by **making the \$2,500 bonus established for teacher leaders permanent**, which can be achieved by amending page 1, line 5 to read: “...shall provide a bonus of \$2,500 **per year** to each teacher in the department...”. We note that a similar bonus for national board certified teachers is provided annually under §302A-706. We further request that the measure be **amended to provide an additional \$2,500 bonus for teacher leaders who teach at schools with high turnover rates or hard-to-fill schools** (schools most in need of teacher leaders to boost capacity and learning growth), again reflecting similar bonuses codified into state law for national board certified teachers.

Leadership is an essential skill to building successful schools and increasing student achievement. Thus, the Hawaii State Teachers Association asks your committee to **support** this bill, rewarding the valuable leadership skills our public school educators have harnessed.



COMPREND.IO

Testimony Presented Before the
Chair Takumi and Members of the Committee
February 12, 2016 at 2:00pm

By
Daniel Nash
Founder and COO
Comprendio

In Consideration of
HB1228 HD1

Chair Takumi and members of the Committees:

I **support HB 1228 HD1**, relating to teacher leaders, **with suggested amendments**. Chronic teacher turnover forces the department of education to rely on emergency hires and long-term substitute teachers to fill vacancies. Teacher turnover is especially high in Hawaii and impacting on hard-to-staff, largely rural or impoverished, schools, where as few as 56 percent of teachers have obtained full state certification and bachelor's degrees. Recruitment and retention is additionally worsened by Hawai'i's high cost of living. According to a WalletHub study, the islands ranked fifty-first out of fifty states and the District of Columbia for starting and median teacher salary adjusted for cost of living. This is unacceptable and causes us to lose many great teachers each year, as well as not attract enough people to become teachers. We should be encouraging them to not only become teachers, but to stay in the profession in our public schools, and commending them for their continued leadership roles that they take on to move our public education system forward.

We believe that this measure may be improved, however, by **making the \$2,500 bonus established for teacher leaders permanent** which can be achieved by amending page 1, line 5 to read: "...shall provide a bonus of \$2,500 **per year** to each teacher in the department...". We note that a similar bonus for national board certified teachers is provided annually under §302A-706. We further request that the measure be **amended to provide an additional \$2,500 bonus for teacher leaders who teach at schools with high turnover rates or hard-to-fill schools** (schools most in need of teacher leaders to boost capacity and learning growth), again reflecting similar bonuses codified into state law for national board certified teachers.

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to **support** this bill, rewarding the valuable leadership skills our public school educators have harnessed.

Thank you,

Thank you for the opportunity to provide testimony.

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 10, 2016 11:56 PM
To: EDNtestimony
Cc: dana.ishii@hsgfellow.org
Subject: Submitted testimony for HB1228 on Feb 12, 2016 14:00PM

HB1228

Submitted on: 2/10/2016

Testimony for EDN on Feb 12, 2016 14:00PM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Dana Ishii	Individual	Support	No

Comments: I write in strong support of HB1228 to provide a financial compensation for the development of the teacher leader credential. Education remains a central issue for campaigning and community rallying within the state. While much conversation exists on how to improve the outcomes for our students, rarely is action that can immediately impact the quality of the professional actually available. By creating a merit-based opportunity for teachers to advance in the profession, the legislature can take a strong stance on its support of our Hawaii school while also elevating the teacher-leader model of effective education systems. This bill would positively affect every district in the state of Hawaii and its benefits would be harvested for a generation. The education profession is often times negatively discussed in public discourse. In part, this occurs because a lack of upward achievement available within the teacher professional ranks. It is in the state's best interest to keep the most qualified, exciting, and high performing teachers in our local schools. Similar to the legislature's leadership on the National Board Certified Teacher bonus, this bill will enhance the quality of the profession and increase the outcomes for our students across the state. I strongly support this measure and appreciate the leadership of Representative Ohno in bringing it to the body. Dana Ishii Sunset Beach Elementary School

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

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From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 10, 2016 10:16 AM
To: EDNtestimony
Cc: justinbrownbass@gmail.com
Subject: Submitted testimony for HB1228 on Feb 12, 2016 14:00PM

HB1228

Submitted on: 2/10/2016

Testimony for EDN on Feb 12, 2016 14:00PM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Justin Brown	Individual	Comments Only	No

Comments: I also submitted testimony on the Teacher Leader Bill. Here is what I submitted: I write in strong support of HB1228 to provide a financial compensation for the development of the teacher leader credential. Education remains a central issue for campaigning and community rallying within the state. While much conversation exists on how to improve the outcomes for our students, rarely is action that can immediately impact the quality of the professional actually available. By creating a merit-based opportunity for teachers to advance in the profession, the legislature can take a strong stance on its support of our Hawaii school while also elevating the teacher-leader model of effective education systems. This bill would positively affect every district in the state of Hawaii and its benefits would be harvested for a generation. The education profession is often times negatively discussed in public discourse. In part, this occurs because a lack of upward achievement available within the teacher professional ranks. It is in the state's best interest to keep the most qualified, exciting, and high performing teachers in our local schools. Similar to the legislature's leadership on the National Board Certified Teacher bonus, this bill will enhance the quality of the profession and increase the outcomes for our students across the state. I strongly support this measure and appreciate the leadership of Representative Ohno in bringing it to the body. Justin Brown Career and Technical Education Coordinator Kealakehe High School

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From: mailinglist@capitol.hawaii.gov
Sent: Thursday, February 11, 2016 9:12 AM
To: EDNtestimony
Cc: lizzyfitz12@gmail.com
Subject: Submitted testimony for HB1228 on Feb 12, 2016 14:00PM

HB1228

Submitted on: 2/11/2016

Testimony for EDN on Feb 12, 2016 14:00PM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Elizabeth Fitzpatrick	Hope Street Group	Support	No

Comments: I write in strong support of HB1228 to provide a financial compensation for the development of the teacher leader credential. Education remains a central issue for campaigning and community rallying within the state. While much conversation exists on how to improve the outcomes for our students, rarely is action that can immediately impact the quality of the professional actually available. By creating a merit-based opportunity for teachers to advance in the profession, the legislature can take a strong stance on its support of our Hawaii school while also elevating the teacher-leader model of effective education systems. This bill would positively affect every district in the state of Hawaii and its benefits would be harvested for a generation. The education profession is often times negatively discussed in public discourse. In part, this occurs because a lack of upward achievement available within the teacher professional ranks. It is in the state's best interest to keep the most qualified, exciting, and high performing teachers in our local schools. Similar to the legislature's leadership on the National Board Certified Teacher bonus, this bill will enhance the quality of the profession and increase the outcomes for our students across the state. I strongly support this measure and appreciate the leadership of Representative Ohno in bringing it to the body.

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Chair Takumi and Members of the Committee:

I **support HB 1228 HD1**, relating to teacher leaders, **with suggested amendments**.

Chronic teacher turnover forces the department of education to rely on emergency hires and long-term substitute teachers to fill vacancies. Teacher turnover is especially high in Hawaii and impacting on hard-to-staff, largely rural or impoverished, schools, where as few as 56 percent of teachers have obtained full state certification and bachelor's degrees. Recruitment and retention is additionally worsened by Hawai'i's high cost of living. According to a WalletHub study, the islands ranked fifty-first out of fifty states and the District of Columbia for starting and median teacher salary adjusted for cost of living. This is unacceptable and causes us to lose many great teachers each year, as well as not attract enough people to become teachers. We should be encouraging them to not only become teachers, but to stay in the profession in our public schools, and commending them for their continued leadership roles that they take on to move our public education system forward.

We believe that this measure may be improved, however, by **making the \$2,500 bonus established for teacher leaders permanent** which can be achieved by amending page 1, line 5 to read: "...shall provide a bonus of \$2,500 **per year** to each teacher in the department...". We note that a similar bonus for national board certified teachers is provided annually under §302A-706. We further request that the measure be **amended to provide an additional \$2,500 bonus for teacher leaders who teach at schools with high turnover rates or hard-to-fill schools** (schools most in need of teacher leaders to boost capacity and learning growth), again reflecting similar bonuses codified into state law for national board certified teachers.

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Thank you,

Elizabeth Fitzpatrick
Pahoa Elementary
Hope Street Group State Fellow
lizzy.fitzpatrick@hsgfellow.org

Chair Takumi and Members of the Committee:

I **support HB 1228 HD1**, relating to teacher leaders, **with suggested amendments**.

Chronic teacher turnover forces the department of education to rely on emergency hires and long-term substitute teachers to fill vacancies. Teacher turnover is especially high in Hawaii and impacting on hard-to-staff, largely rural or impoverished, schools, where as few as 56 percent of teachers have obtained full state certification and bachelor's degrees. Recruitment and retention is additionally worsened by Hawaii's high cost of living. According to a WalletHub study, the islands ranked fifty-first out of fifty states and the District of Columbia for starting and median teacher salary adjusted for cost of living. This is unacceptable and causes us to lose many great teachers each year, as well as not attract enough people to become teachers. We should be encouraging them to not only become teachers, but to stay in the profession in our public schools, and commending them for their continued leadership roles that they take on to move our public education system forward.

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Thank you,

Lindsey Bailey

Manager, Values Diversity Culture

Teach For America, Hawai'i

500 Ala Moana Blvd. Suite 3-400

Honolulu, HI 96813

Office: 808.521.1371

Fax: 808.538.3793

Cell: 808.226.7405

LATE

Aloha,

I write in strong support of HB1228 to provide a financial compensation for the development of the teacher leader credential. Education remains a central issue for campaigning and community rallying within the state. While much conversation exists on how to improve the outcomes for our students, rarely is action that can immediately impact the quality of the professional actually available. By creating a merit-based opportunity for teachers to advance in the profession, the legislature can take a strong stance on its support of our Hawaii school while also elevating the teacher-leader model of effective education systems.

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I strongly support this measure and appreciate the leadership of Representative Ohno in bringing it to the body.

Tracy Monroe
Social Studies Teacher
Ilima Intermediate School