

HB1228 HD2

Measure Title: RELATING TO TEACHER LEADERS.

Report Title: Teacher Leaders; Incentive; Appropriation (\$)

Description: Requires the Department of Education to provide a bonus to teachers who meet all of the requirements to add the teacher leader field to their existing teaching license. Appropriates funds. (HB1228 HD2)

Companion:

Package: None

Current Referral: EDU, WAM

Introducer(s): OHNO, BROWER, HASHEM, ICHIYAMA, ING, JOHANSON, KEOHOKALOLE, C. LEE, LOWEN, SAY, TAKUMI, WOODSON, Evans, Nishimoto, San Buenaventura



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

Date: 03/21/2016
Time: 01:15 PM
Location: 229
Committee: Senate Education

Department: Education

Person Testifying: Kathryn S. Matayoshi, Superintendent of Education

Title of Bill: HB 1228, HD2 RELATING TO TEACHER LEADERS.

Purpose of Bill: Requires the Department of Education to provide a bonus to teachers who meet all of the requirements to add the teacher leader field to their existing teaching license. Appropriates funds. (HB1228 HD2)

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 the teacher leader competencies. However, if passed, this bill would result in the need for significant additional funding for the Department.

There are currently 1,658 teachers who perform functions that make them potentially eligible for teacher leader licensure and the proposed incentive. These teachers serve as department or grade level chairs, mentors, curriculum content specialists, data coaches and others. Therefore, there would be a potential annual cost for the incentive in an amount to be determined.

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

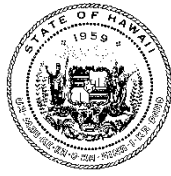
FOR: HB 1228 HD2 Relating to Teacher Leaders
DATE: Monday, March 21, 2016
TIME: 1:15 PM
COMMITTEE(S): Senate Committee on Education
ROOM: Conference Room 229
FROM: Yvonne Lau, Acting Executive Director
State Public Charter School Commission

Testimony in support of HB 1228 HD2:

Chair Kidani, Vice Chair Harimoto, 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 public charter school teachers 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 SENATE
COMMITTEE ON EDUCATION

PERSON TESTIFYING: Lynn Hammonds, Executive Director

DATE: Monday, March 21, 2016

TIME: 1:15 PM

LOCATION: State Capitol Conference Room 229

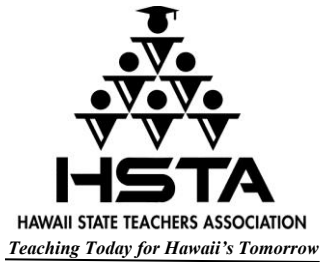
TITLE OF BILL: HB1228, HD2 RELATING TO TEACHER LEADERS

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 Kidani, Vice Chair Harimoto, and Members of the Committee:

The Hawaii Teacher Standards Board (HTSB) **strongly supports** HB1228, HD2 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. This incentive could also serve to attract talented individuals to the workforce at a time when recruitment is challenging.

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



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 SENATE COMMITTEE ON
EDUCATION

RE: HB 1228, HD2 - RELATING TO TEACHER LEADERS.

MONDAY, MARCH 21, 2016

COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Kidani and Members of the Committee:

The Hawaii State Teachers Association **supports HB 1228, HD2**, relating to teacher leaders.

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.

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.

From: [Amy Perruso](#)
To: [EDU Testimony](#)
Subject: Teacher Leaders HB 1228 HD2
Date: Friday, March 18, 2016 10:32:55 PM

Chair Kidani and Members of the Committee:

I strongly support HB 1228 HD2, relating to teacher leaders.

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.

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, and encouraging the valuable leadership skills our public school educators have harnessed.

Sincerely,

Amy Perruso

From: Brittney_Kanetake/MOANAE/HIDOE@notes.k12.hi.us
To: [EDU Testimony](#)
Subject: Testimony in support of HB1228 HD2
Date: Saturday, March 19, 2016 11:09:48 AM

I strongly support HB 1228 HD2, relating to teacher leaders.

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.

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Thank you,
Brittney Kanetake
Moanalua Elementary School

From: mailinglist@capitol.hawaii.gov
To: [EDU Testimony](#)
Cc: dlewer21@gmail.com
Subject: Submitted testimony for HB1228 on Mar 21, 2016 13:15PM
Date: Saturday, March 19, 2016 5:32:14 PM

HB1228

Submitted on: 3/19/2016

Testimony for EDU on Mar 21, 2016 13:15PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
daniel lewer	Individual	Support	No

Comments: Chair Kidani and Members of the Committee: I strongly support HB 1228 HD2, relating to teacher leaders. Our state needs to prioritize education and rewarding high performing and hard working teachers will ensure that these educators stay in the classroom and in the profession. 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. 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, and encouraging the valuable leadership skills our public school educators have harnessed. Sincerely, Daniel Lewer Honoka'a High School Teacher

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.

Do not reply to this email. This inbox is not monitored. For assistance please email webmaster@capitol.hawaii.gov

From: [Elise Tamashiro/MOANAE/HIDOE@notes.k12.hi.us](mailto:Elise_Tamashiro/MOANAE/HIDOE@notes.k12.hi.us)
To: [EDU Testimony](#)
Subject: Testimony in support of HB1228 HD2
Date: Saturday, March 19, 2016 5:26:09 PM

Chair Kidani and Members of the Committee:

I strongly support HB 1228 HD2, relating to teacher leaders.

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.

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, and encouraging the valuable leadership skills our public school educators have harnessed.

Thank you,

Elise Tamashiro

Moanalua Elementary School

elise_tamashiro@notes.k12.hi.us

From: Freddie_Perez/PUUKUKUI/HIDOF@notes.k12.hi.us
To: [EDU Testimony](#)
Subject: Testimony in support of HB1228 HD2
Date: Saturday, March 19, 2016 9:10:56 AM

Chair Kidani and Members of the Committee:

I strongly support HB 1228 HD2, relating to teacher leaders.

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.

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Sincerely,

Freddie Perez

Pu'ukukui Elementary

freddie_perez@notes.k12.hi.us

From: [Geneva Castro Lichtenstein](#)
To: [EDU Testimony](#)
Subject: HB1228 HD2
Date: Sunday, March 20, 2016 5:30:59 PM

Chair Kidani and Members of the Committee:

I strongly support HB 1228 HD2, relating to teacher leaders.

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.

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Thank you,
Geneva I. Castro Lichtenstein
Kualapuu Public Charter School

From: jamie.takamura
To: [EDU Testimony](#)
Subject: testimony in favor of HB1228 hd2
Date: Saturday, March 19, 2016 3:10:02 PM

Chair Kidani and Members of the Committee:

I **strongly support HB 1228 HD2**, relating to teacher leaders.

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.

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Thank you,

Jamie Takamura

Red Hill Elementary School

Jamietak@hotmail.com

Sent from my iPhone

From: Joanne_Rosen/MOANAE/HIDOE@notes.k12.hi.us
To: [EDU Testimony](#)
Subject: Testimony in support of HB1228 HD2
Date: Saturday, March 19, 2016 10:30:15 AM

Chair Kidani and Members of the Committee:

I strongly support HB 1228 HD2, relating to teacher leaders.

I am currently serving as a teacher leader in my school., and have served in various capacities as a teacher leader throughout my years of service. Each position is necessary, very time consuming, and labor intensive. Teacher leader positions are for the most part, voluntary, and the same teachers often end up serving in those positions time and time again. We do it because we care so strongly about our students and school, but often feel as if we're burning out. Supporting this bill would be a huge boost to our morale. It is so important to recognize and value the teacher leaders' time and effort that goes into moving our schools forward.

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.

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Thank you,

Joanne Rosen

Moanalua Elementary School

joanne_rosen@notes.k12.hi.us

From: [Jonathan Gillentine](#)
To: [EDU Testimony](#)
Subject: Testimony in support of HB1228 HD2
Date: Friday, March 18, 2016 6:54:14 PM

Chair Kidani and Members of the Committee:

I strongly support HB 1228 HD2, relating to teacher leaders.

Teacher leaders work to bring equity and opportunity to students. They voice the difficult conversations in which others are reluctant to engage. They are creative, persistent and take risks to bring the very best teaching to their students. Teacher leadership is vital for innovations that result in significant achievement for our children. I ask your committee to support this bill, since it will reward and encourage the invaluable leadership skills that our public school teacher leaders leverage every day.

I offer full disclosure: it was my honor to be recognized as the first licensed teacher leader in Hawaii. I pursued licensure to express my continued commitment to the keiki of Hawaii and the teaching profession.

Thank you for the opportunity to offer testimony. I applaud you all for your work to elevate teaching and learning.

Aloha pumehana, Jonathan

Jonathan Gillentine, PhD, NBCT

Early Learning Mentor

Executive Office on Early Learning

Jonathan_Gillentine@hawaiidoe.org

From: Joseph_Boll/MOANAE/HIDOE@notes.k12.hi.us
To: [EDU Testimony](#)
Subject: Testimony in support of HB1228 HD2
Date: Saturday, March 19, 2016 5:13:13 PM

Chair Kidani and Members of the Committee:

I strongly support HB 1228 HD2, relating to teacher leaders.

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.

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Thank you,

Joseph Boll

Moanalua Elementary School

Email: joseph_boll@notes.k12.hi.us

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From: [Justin Brown](#)
To: [EDU Testimony](#)
Subject: Testimony in Support of HB1228 HD2
Date: Sunday, March 20, 2016 1:48:12 PM

Chair Kidani and Members of the Committee:

I write in strong support of HB1228 HD2 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 and Lowen and the House Leadership in bringing it to the body. I encourage the Senate to pass the measure without delay.

Justin Brown

Career and Technical Education Coordinator

Kealakehe High School

--

Justin Brown

Kealakehe HS CTE and Robotics Coordinator

If you want to build a ship, don't drum up people to collect wood and don't assign them tasks and work, but rather teach them to long for the endless immensity of the sea.

Antoine de Saint-Exupery

From: barrk003@hawaii.rr.com
To: [EDU Testimony](#)
Subject: Teacher Leader bill, HB1228 HD2,
Date: Saturday, March 19, 2016 11:54:05 AM

Chair Kidani and Members of the Committee:

I strongly support HB 1228 HD2, relating to teacher leaders.

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.

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, and encouraging the valuable leadership skills our public school educators have harnessed.

Many of us mature teacher leaders will be retiring soon. Many millennials dream to be teacher, but the reality of living comfortably in Hawaii on a teacher's salary kills that dream. We need to be able to attract these bright, young minds to such an important profession. Our keiki are our future...Don't you agree that they deserve the best education from the most qualified educators?

Thank you,

Kathleen S. Barr
Kihei Elementary School
kathy_barr@notes.k12.hi.us

From: [Kayleen Pieper](#)
To: [EDU Testimony](#)
Subject: Testimony is support of HB 1228
Date: Sunday, March 20, 2016 5:37:00 AM

Chair Kidani and Members of the Committee:

I strongly support HB 1228 HD2, relating to teacher leaders.

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.

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Thank you,

Kayleen Pieper
Pa'ia Elementary School

Kayleenelen@gmail.com

From: [Kellee Kelly](#)
To: [EDU Testimony](#)
Subject: Testimony in strong support of HB1228 HD2
Date: Friday, March 18, 2016 5:13:23 PM

Chair Kidani and Members of the Committee:

I strongly support HB 1228 HD2, relating to teacher leaders.

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.

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Thank you,
Kellee Kelly
Kea'au Elementary
raineskc@yahoo.com

From: [K. Raina Whiting](#)
To: [EDU Testimony](#)
Subject: Testimony in strong support of HB1228
Date: Saturday, March 19, 2016 7:47:58 AM

Chair Kidani and Members of the Committee:

I strongly support HB 1228 HD2, relating to teacher leaders.

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.

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Sincerely,
K. Raina Whiting
Kindergarten Teacher

From: [Kristen Brummel](#)
To: [EDU Testimony](#)
Subject: Testimony in support of HB1228 HD2
Date: Sunday, March 20, 2016 6:01:01 AM

Chair Kidani and Members of the Committee:

I **strongly support HB 1228 HD2**, relating to teacher leaders.

After 12 years as a classroom teacher in the DOE and 3 years as a mentor in the Kaimuki-McKinley-Roosevelt complex, *I know the work of our teachers*. I see teachers every day who not only support their students, but lead our profession by collaborating with and supporting the teachers around them. These teachers are raising the bar for our profession, and their work needs to be recognized.

I was on the planning committee for Oahu's recent ECET2.HI. ECET2 stands for Elevating and Celebrating Teachers and Teaching, and we brought together 80 teacher leaders from across the state (all islands represented) for a day and a half of learning, collaborating, and celebrating our profession and the work that we do every day. Teachers came away with new knowledge and innovative strategies to implement in their classrooms, ideas for community partnerships and how to grow as teacher leaders, and fresh perspectives on how to tackle issues they currently face in their schools. The feedback on the ECET2.HI experience from our teacher leaders was tremendous.

They are ignited, and I can't wait to see how their energy will continue to spread and elevate our profession as well as the teacher collaboration and student learning in each of our schools.

Let's do this together. Let's recognize that *teacher leaders* are real and that the work that they do is invaluable for our profession and for the growth of our keiki.

I strongly support this measure and appreciate your consideration.

Kristen Brummel

Kaimuki-McKinley-Roosevelt Induction and Mentoring Coordinator/Resource
Teacher

2011 Hawaii State Teacher of the Year

2014 Hawaii Hope Street Group Fellow

KMR Induction and Mentoring Coordinator

From: [Lissa Bastedo-Penner/KAMIII/HIDOE@notes.k12.hi.us](mailto:Lissa_Bastedo-Penner/KAMIII/HIDOE@notes.k12.hi.us)
To: [EDU Testimony](#)
Subject: Testimony in support of HB1228 HD2
Date: Sunday, March 20, 2016 1:05:16 PM

Chair Kidani and Members of the Committee:

I **strongly support HB 1228 HD2**, relating to teacher leaders.

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 Wallet Hub 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.

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, and

encouraging the valuable leadership skills our public school educators have harnessed.

Testimony: My name is Lissa Bastedo-Penner and I am a National Board Certified Teacher since 2013. I have served on several committees as a teacher leader over the last five years. My most recent experience is being on the ILT (Instructional Learning Team) committee since August 2014 to May 2016 which is 4 semesters. I will be on this team for my third year during the 2016-17 school year. The ILT committee has helped our school pick a Targeted Instructional Area or TIA and guide the school through this process. I have spent at least 15 hours a year in training for this committee. It has been a rewarding experience however it would be great for Teacher Leaders to get compensated for the time we put into helping our administrators run our schools. There are still many teachers who will not step up to these Leadership roles so the responsibility falls onto the same teachers, year after year, who are willing to put their time into these committees.

I have also been Grade Level Leader for two years during the 2009-2011 school year.

Thank you,

Lissa Bastedo-Penner, NBCT

King Kamehameha III Elementary School

Lissa_Bastedo-Penner@notes.k12.us.hi

From: [Loretta Labrador](#)
To: [EDU Testimony](#)
Subject: HB 1228 HD2 testimony
Date: Sunday, March 20, 2016 7:34:27 AM

Chair Kidani and Members of the Committee:

I **strongly support HB 1228 HD2**, relating to teacher leaders.

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.

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, and encouraging the valuable leadership skills our public school educators have harnessed.

Thank you,

Loretta Labrador

Kualapuu Public Charter School

Loretta_sherwood-labrador@notes.k12.hi.us

From: [Mike Landes](#)
To: [EDU Testimony](#)
Subject: Testimony in support of HB1228 HD2
Date: Saturday, March 19, 2016 8:04:28 AM

Chair Kidani and Members of the Committee:

I strongly support HB 1228 HD2, relating to teacher leaders.

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.

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, and encouraging the valuable leadership skills our public school educators have harnessed.

Sincerely,
Mike Landes
Lahainaluna High School
jmlandes@gmail.com

From: [Mireille Ellsworth](#)
To: [EDU Testimony](#)
Subject: TESTIMONY in SUPPORT of HB1228 HD2
Date: Sunday, March 20, 2016 1:02:42 PM

For hearing on Monday, March 21 at 1:15PM
in Senate conference room 229

Chair Kidani and Committee Members,

My name is Mireille Ellsworth, a teacher at Waiakea High School in Hilo for nearly 12 years.

I support this bill because there is a great need to compensate teachers adequately in Hawaii. This opportunity for teachers to increase their income and involvement in their profession is a step in the right direction to attract and retain teachers. For example, I came to Hawaii with a master's degree in Human Relations which focuses on how to bring disenfranchised populations into the mainstream to become productive members of society. The degree coursework also included study on group dynamics and communication as well as the role of stress in our society and how to manage it. I use what I learned in this program nearly every day in the classroom, and yet, since this degree is not in education nor my subject area (English/language arts), I am not compensated for the degree nor the credits above and beyond the requirements for a teaching license. I am still making student loan payments and the school where I work still benefits from including my master's degree on statistics for accreditation reporting, yet I receive no recognition nor financial compensation for this extremely relevant degree work. I share this story because I have not felt compelled to try to raise my pay through coursework that is costly and time-consuming when I'm still paying for a master's that doesn't seem to count in Hawaii. However, working toward a Teacher Leader distinction is something I'd be very interested in pursuing!

I support any financial compensation for teachers to improve themselves (except basing such incentives on students' standardized test scores). It is in the best interest of the entire state that teachers take on leadership positions and participate in the process of making meaningful positive changes in our system as well as in our community through initiatives promoting social justice. When teachers see opportunities to increase their pay as part of the benefits of teaching in our state, they will be more likely to come to Hawaii as well as STAY in Hawaii.

Please support this bill and be part of the solution to improve the quality of education for our keiki. It's not enough to "support" teachers in word. It's time to offer compensation to teachers who are underpaid and yet choose to stay in Hawaii even though they could make a much better living elsewhere.

Thank you for your continued attention to quality education,

Mireille Ellsworth,

English and Acting Teacher,
Waiakea High School,
Hilo, Hawaii

From: [Pamela Chun](#)
To: [EDU Testimony](#)
Subject: HB 1228 HD2
Date: Saturday, March 19, 2016 9:29:59 PM

Chair Kidani and Members of the Committee:

I strongly support HB 1228 HD2, relating to teacher leaders.

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 % of teacher 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 51st out of 50 and the District of Columbia for starting a median teacher salary adjusted for cost of living. This is unacceptable and causes us to lose many excellent teachers each year, as well as not attract enough people to become teachers. We should be encouraging them to not only become educators, 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.

Leadership is an essential skill to building successful schools and increasing student achievement. As a Teacher Leader at my school, I feel that I am a facilitator that supports my colleagues and very influential in improving teaching and learning practices with the trust and respect from my peers. I continue to be a life-long learner by listening to my colleagues who are also able to teach me skills that I need to strengthen. I feel that learning is reciprocal.

Thus, as a Teacher Leader at Salt Lake Elementary, I ask your committee to support this bill, rewarding and encouraging the valuable leadership skills our Public School Educators have harnessed.

Sincerely,
Pamela Chun
NBTC, Teacher Mentor/Leader

From: [Shanti Fryar](#)
To: [EDU Testimony](#)
Subject: Testimony in support of HB1228 HD2
Date: Sunday, March 20, 2016 5:05:24 AM

Chair Kidani and Members of the Committee:

I **strongly support HB 1228 HD2**, relating to teacher leaders.

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.

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, and encouraging the valuable leadership skills our public school educators have harnessed.

Thank you,

Shanti Fryar

Honaunau

Shantif37@gmail.com

From: [Roy & Sharon Inouye](#)
To: [EDU Testimony](#)
Subject: support HB 1228 HD2
Date: Saturday, March 19, 2016 10:58:34 AM

Chair Kidani and Members of the Committee:

I strongly support HB 1228 HD2, relating to teacher leaders.

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.

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, and encouraging the valuable leadership skills our public school educators have harnessed.

*Sincerely,
Sharon Inouye
Moanalua Middle School
sinouye@moanaluamiddle.k12.hi.us*

From: [Sharon Look](#)
To: [EDU Testimony](#)
Subject: Testimony in support of HB1228 HD2
Date: Sunday, March 20, 2016 9:37:03 AM

Chair Kidani and Members of the Committee:

I write in **strong support of HB 1228 HD2** 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 schools 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 teacher leaders 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.

Thank you,

Sharon Look

Pa'ia School

sharon.look@hsgfellow.org

From: [Shawna.gunnarson.Gunnarson](mailto:Shawna.gunnarson@hsgfellow.org)
To: [EDU Testimony](#)
Subject: Testimony in support of HB1228 HD2
Date: Sunday, March 20, 2016 8:52:30 AM

Chair Kidani and Members of the Committee:

I strongly support HB 1228 HD2, relating to teacher leaders.

As a classroom teacher and teacher leader, I encourage you to recognize the tremendous commitment of educators who are stepping outside of their traditional roles to enhance professional development within schools and complexes, connect our schools with community resources, and support the traditional systems of leadership in the Hawai'i Department of Education. This bill provides recognition and compensation for teachers who support the vision of "everyone a learner, everyone a leader," and a bright future for our students which embraces a system where shared or distributed leadership is the norm. Thank you for your support.

Thank you,

Shawna Gunnarson

Konawaena Middle School

shawna.gunnarson@hsgfellow.org

sgunnarson@konawaenamid.k12.hi.us

From: [Terry Low](#)
To: [EDU Testimony](#)
Subject: HB1228 HD2
Date: Friday, March 18, 2016 7:35:02 PM

Chair Kidani and Members of the Committee:

I **strongly support HB 1228 HD2**, relating to teacher leaders.

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.

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, and encouraging the

valuable leadership skills our public school educators
have harnessed.

Thank you,
Terry Low
Kauai High School
honua@mac.com

From: [Tiffany Okada](#)
To: [EDU Testimony](#)
Subject: Testimony in support of HB1228 HD2
Date: Saturday, March 19, 2016 5:45:50 PM

Chair Kidani and Members of the Committee:

I strongly support HB 1228 HD2, relating to teacher leaders.

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.

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, and encouraging the valuable leadership skills our public school educators have harnessed.

Thank you,
Tiffany Chinen
Moanalua Elementary School
tiffany_okada@hotmail.com

Sent from my Verizon Wireless 4G LTE smartphone

March 18, 2016

Dear Chair Kidani and Members of the Committee:

I support HB1228 HD2 and urge you and your committee to do the same. We need our teacher leaders. One way to encourage them to stay and grow in the profession is to provide a financial compensation for the development of the teacher leader credential

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 schools 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. Leadership is an essential skill to building successful schools and increasing student achievement. Leadership is an essential skill to building successful schools and increasing student achievement. Please support this bill and the valuable leadership skills our public school educators have harnessed. It is in the state's best interest to keep the most qualified, exciting, and high performing teacher leaders 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.

Sincerely,

Tracey Idica, NBCT

From: tandchawaii@yahoo.com
To: [EDU Testimony](#)
Subject: Support HB 1228 HD2
Date: Saturday, March 19, 2016 6:54:03 PM

Chair Kidani and Members of the Committee:

I strongly support HB 1228 HD2, relating to teacher leaders.

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.

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, and encouraging the valuable leadership skills our public school educators have harnessed.

*Sincerely,
Tyler Imig*

*Autism Consultant Teacher
tandchawaii@yahoo.com*

From: [Whitney Aragaki](#)
To: [EDU Testimony](#)
Subject: Testimony in support of HB1228 HD2
Date: Sunday, March 20, 2016 11:11:20 AM

Chair Kidani and Members of the Committee:

I write in **strong support of HB 1228 HD2** 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 schools 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 teacher leaders 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.

Thank you,

Whitney Aragaki

Waiakea High School

waragaki@waiakeahs.k12.hi.us

--

Mrs. Whitney Aragaki, NBCT
Waiakea High School Math/Science Teacher
Hawaii Virtual Learning Network Teacher

Chair Kidani and Members of the Committee:

I strongly support HB 1228 HD2, relating to teacher leaders.

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.

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, and encouraging the valuable leadership skills our public school educators have harnessed.

Sincerely,
Yahna Kawa'a
Maunawili Elementary School