



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

Date: 02/02/2016
Time: 09:30 AM
Location: 309
Committee: House Labor & Public
Employment

Department: Education

Person Testifying: Kathryn S. Matayoshi, Superintendent of Education

Title of Bill: HB 1228 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.

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.

LABtestimony

From: mailinglist@capitol.hawaii.gov
Sent: Tuesday, February 02, 2016 2:48 AM
To: LABtestimony
Cc: starmer@hawaii.edu
Subject: *Submitted testimony for HB1228 on Feb 2, 2016 09:30AM*



Follow Up Flag: Follow up
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HB1228

Submitted on: 2/2/2016

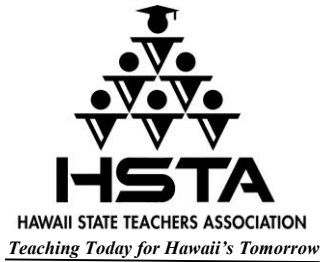
Testimony for LAB on Feb 2, 2016 09:30AM in Conference Room 309

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Kaelan | Individual | Support | No |

Comments:

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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TESTIMONY BEFORE THE HOUSE COMMITTEE ON
LABOR

RE: HB 1228 - RELATING TO TEACHER LEADERS.

TUESDAY, FEBRUARY 2, 2016

COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Nakashima and Members of the Committee:

The Hawaii State Teachers Association **supports HB 1228**, 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.

From: mailinglist@capitol.hawaii.gov
Sent: Tuesday, February 02, 2016 9:04 AM
To: LABtestimony
Cc: JustinBrownBass@gmail.com
Subject: Submitted testimony for HB1228 on Feb 2, 2016 09:30AM



HB1228

Submitted on: 2/2/2016

Testimony for LAB on Feb 2, 2016 09:30AM in Conference Room 309

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Justin Brown | Individual | Support | Yes |

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. Justin Brown Career and Technical Education Coordinator Kealakehe High School

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