

SB842

Measure Title: RELATING TO TEACHERS.
Report Title: Teachers; Incentives; Title I Schools
Description: Authorizes an additional \$5,000 per year bonus for teachers who maintain current national board certification and teach in a Title 1 school under the Teacher National Board Certification Incentive Program.
Companion: [HB1229](#)
Package: None
Current Referral: EDU, WAM
Introducer(s): KIDANI, DELA CRUZ, HARIMOTO, Galuteria, Kouchi, Taniguchi

Sort by Date		Status Text
1/23/2015	S	Introduced.
1/26/2015	S	Passed First Reading.
1/28/2015	S	Referred to EDU, WAM.
2/5/2015	S	The committee(s) on EDU has scheduled a public hearing on 02-09-15 1:15PM in conference room 229.

S = Senate | **H** = House | **D** = Data Systems | **\$** = Appropriation measure | **ConAm** = Constitutional Amendment



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

Date: 02/09/2015
Time: 01:15 PM
Location: 229
Committee: Senate Education

Department: Education

Person Testifying: Kathryn S. Matayoshi, Superintendent of Education

Title of Bill: SB 0842 RELATING TO TEACHERS.

Purpose of Bill: Authorizes an additional \$5,000 per year bonus for teachers who maintain current national board certification and teach in a Title 1 school under the Teacher National Board Certification Incentive Program.

Department's Position:

The Department of Education (Department) supports the intent of S.B. 842. The proposed revisions would further incentivize teachers servicing disadvantaged students to work in Title I schools.

To the extent the legislature would amend HRS section 302A-706 to provide an additional \$5,000 per year incentive for national board certified teachers in Title I schools, the Department would require additional funds to pay the incentive for these teachers.

The Department also notes the need for other revisions to HRS section 302A-706 to delete outdated terms, update the statute to reflect the Department's Strive HI accountability index, and reflect recent changes to the National Board for Professional Teaching Standards certification program structure. The necessary revisions are reflected in Senate Bill 847 and the Department's testimony in support of that bill.



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TESTIMONY BEFORE THE SENATE
COMMITTEE ON EDUCATION

Wil Okabe
President
Joan Kamila Lewis
Vice President
Colleen Pasco
Secretary-Treasurer
Wilbert Holck
Executive Director

DATE: MONDAY, FEBRUARY 9, 2015

RE: S.B. 842 - RELATING TO TEACHERS

PERSON TESTIFYING: JOAN LEWIS, VICE PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

The Honorable Chair Michelle Kidani, Honorable Vice Chair Breene Harimoto and Members of the Committee:

The Hawaii State Teachers Association (HSTA) **supports the intent of S.B. 842**, relating to teachers. HSTA is the exclusive representative of more than 13,500 public and charter school teachers statewide. HSTA is the state affiliate, of the 3.2 million members of the National Education Association.

National Board Certification has long been recognized as the gold standard of licensure for the teaching profession. The state of Hawai'i has established a laudable history of developing a strong National Board Certified Teaching (NBCT) corps. Both through the financial support provided for NBCT candidates, and through the NBCT bonuses that are available for all public school teachers who are Nationally Board Certified, the state is clear about making a strong investment for the benefit of Hawai'i's public school students.

The state has also followed the research related to NBCTs and their positive impact on student learning by establishing an additional bonus for work in schools that are hard to staff, underperforming, and/or under-resourced in some way. This second bonus had been available to all NBCTs who worked in schools that were not meeting the Elementary and Secondary Education Act (ESEA)/No Child Left Behind (NCLB) Annual Yearly Progress (AYP) benchmarks. Hawai'i's NBCTs have worked in good faith in schools throughout the state that were not making AYP. In return, they were earning the bonus related to that good work.

Recently, Hawai'i began implementing a different set of benchmarks under its STRIVE HI program. As the language of NCLB and AYP no longer matched the new benchmarks, the state has found that it has no legal vehicle to continue paying the previously mentioned bonus. This bill would correct that. It is clear that this legislative body wants to continue supporting Hawai'i's NBCT's work in our high need schools.

We believe that SB 842 provides both the immediate fix and the long term solution to ensuring that our fine teachers are able to continue their good work with the support of the state of Hawai'i. The language in this bill will remain consistent even when Federal Legislation does not.

While this language will effectively correct the situation for many of the NBCTs who were in service to schools before the language change, there will still be NBCTs, who will no longer fall within the language of the new benchmarks. We ask, in the spirit of honoring the commitment both the state and the NBCTs made regarding schools in need, that a grandfather clause be included to compensate these individuals for the life of their license or their departure from the school in which they are teaching, whichever comes first.

On behalf of Hawai'i's 13, 500 public and public charter school teachers, well over 500 (and growing) of which are Nationally Board Certified Teachers, the Hawai'i State Teachers' Association is in **supporting the intent of S.B. 842.**



46-063 Emepela Pl. #U101 Kaneohe, HI 96744 · (808) 679-7454 · Kris Coffield · Co-founder/Executive Director

TESTIMONY FOR SENATE BILL 842, RELATING TO TEACHERS

Senate Committee on Education
Hon. Michelle N. Kidani, Chair
Hon. Breene Harimoto, Vice Chair

Monday, February 9, 2015, 1:15 PM
State Capitol, Conference Room 229

Honorable Chair Kidani and committee members:

I am Kris Coffield, representing IMUAlliance, a nonpartisan political advocacy organization that currently boasts over 300 local members. On behalf of our members, we offer this testimony in support, with proposed amendments for of Senate Bill 842, 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 current national board certification and teach at a Title 1 schools, namely those schools that serve low-income student populations. Highly effective teachers are, as your committee has routinely recognized, the key component to student success. Unfortunately, our schools have been plagued by the nation's highest teacher turnover rate, a turnover rate that has, in recent years, exceeded 50 percent turnover every five years. Hawaii's high cost of living, sadly, undermines the retention of highly effective teachers, while simultaneously suppressing purchasing power. At the same time, a study performed by Stanford sociologist Sean Reardon found that the "rich-poor gap" in math and reading test scores is roughly 40 percent larger now than it was 30 years ago.

That said, **we encourage you to amend this bill to include teachers who work in a Focus, Priority or Superintendent's Zone.** 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. 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 5 percent of Hawaii's schools with regard to academic achievement. Focus schools comprise approximately 10 percent of underperforming schools with low achievement, low graduation rates, or large intraschool achievement gaps. While not struggling as badly as their Priority or Superintendent's

Zone peers, these schools, too, face teacher recruitment and retention problems owing to chronic resource shortages, demographic inequalities, and achievement disparities. Without the guarantee of quality instruction, the incremental 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. Teachers who work in these schools were able to obtain an additional \$5,000 bonus until last year, when legislation to extend the bonus under new school assessment criteria failed during conference committee. Thus, the bonuses were lost because because §302A-706 was not revised to reflect the new STRIVE-HI assessment system, rather than No Child Left Behind, from which the Department of Education has sought and successfully obtained a waiver.

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

Sincerely,
Kris Coffield
Executive Director
IMUAlliance

To: Chairperson Michelle Kidani
Vice Chairperson Breene Harimoto
Members of the Senate Committee on Education
From: Corey Rosenlee
Subject: Support for SB842 RELATING TO EDUCATION

I am a Nationally Board Certified teacher from Campbell High and I am supporting SB842. I do suggest passing SB842 instead of SB847. Including Title 1 status is an easier and more stable way of determining which schools would be eligible. Also Title 1 (there are other criteria that can apply) status is already used as a lure for tuition reimbursements of up to \$17,500 for teachers who teach in these districts for up to five years. SB842 is more inclusive and more NCBTs would qualify, this in turn may encourage more teachers to get their certification.

Studies show the best way to improve education is to have a qualified teacher in the classroom. "In a study by Charlotte-Mecklenburg Schools, NBCTs were found to be 'significantly more effective' than their non-Board-certified peers in teaching Algebra II, Biology, Civics and Economics, Chemistry and Geometry, as measured by student performance on end-of-course tests" (Salvador & Baxter, 2010). Furthermore, "The positive impact of having a National Board Certified Teacher is even greater for minority and low-income students" (Cavalluzzo, 2004; Goldhaber & Anthony, 2007). In order to decrease income inequality an incentive program to encourage top teachers to teach in our high poverty schools is a good start.

Testimony on behalf of SB 842

Aloha,

I am a recent Nationally Board Certified teacher in Chemistry from Maui High School and I am supporting SB 842. Studies show the best way to improve education is to have a qualified teacher in the classroom. Adding the bonus to schools that are designated as focus, priority, superintendent's zone or Title 1 addresses income and educational inequality with an incentive that encourages accomplished teachers to teach in our struggling and/or high poverty schools. This will show that our state is committed to bringing NBCTs to schools with high need recognizing that "The positive impact of having a National Board Certified Teacher is even greater for minority and low-income students" (*Cavalluzzo, 2004; Goldhaber & Anthony, 2007*).

Mahalo for your time,

Nathanial L. Mickelson
NBCT AYA Science
M.S. Curriculum and Instruction
B.S. Biological Sciences

From: mailinglist@capitol.hawaii.gov
To: [EDU Testimony](#)
Cc: shanz.nassar@hotmail.com
Subject: Submitted testimony for SB842 on Feb 9, 2015 13:15PM
Date: Thursday, February 05, 2015 9:29:14 PM

SB842

Submitted on: 2/5/2015

Testimony for EDU on Feb 9, 2015 13:15PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
Shahinaz Nassar	Individual	Support	No

Comments: I am a Nationally Board Certified teacher from Wailuku Elementary School and I am supporting SB 842. Studies show the best way to improve education is to have a qualified teacher in the classroom. Adding the bonus to schools that are designated as focus, priority, superintendent's zone or Title 1 addresses income and educational inequality with an incentive that encourages accomplished teachers to teach in our struggling and/or high poverty schools. This will show that our state is committed to bringing NBCTs to schools with high need recognizing that "The positive impact of having a National Board Certified Teacher is even greater for minority and low-income students" (Cavalluzzo, 2004; Goldhaber & Anthony, 2007).

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From: mailinglist@capitol.hawaii.gov
To: [EDU Testimony](#)
Cc: kahanunguyen@gmail.com
Subject: Submitted testimony for SB842 on Feb 9, 2015 13:15PM
Date: Thursday, February 05, 2015 8:29:19 PM

SB842

Submitted on: 2/5/2015

Testimony for EDU on Feb 9, 2015 13:15PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
Kahanu Nguyen	Individual	Support	No

Comments: I am a Nationally Board Certified teacher from the island of Hawaii, teaching in a Title 1 school and I am supporting SB 842. As I'm sure you know, studies show the best way to improve education is to have a qualified teacher in the classroom. Truly, adding the bonus to schools that are designated as focus, priority, superintendent's zone or Title 1 addresses income and educational inequality with an incentive that encourages accomplished teachers to teach in our struggling and/or high poverty schools. This bonus would also be used for enhancing my classroom and assisting many of my disadvantaged students who come to school with minimal supplies. This will also show that our state is committed to bringing NBCTs to schools with high need recognizing that "The positive impact of having a National Board Certified Teacher is even greater for minority and low-income students" (Cavalluzzo, 2004; Goldhaber & Anthony, 2007).

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From: mailinglist@capitol.hawaii.gov
To: [EDU Testimony](#)
Cc: Terqu2004@yahoo.com
Subject: Submitted testimony for SB842 on Feb 9, 2015 13:15PM
Date: Thursday, February 05, 2015 8:15:54 PM

SB842

Submitted on: 2/5/2015

Testimony for EDU on Feb 9, 2015 13:15PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
Angie Miyashiro	Individual	Support	No

Comments: I am a Nationally Board Certified teacher from Ka'u High and Pahala Elementary School and I am supporting SB 842. Studies show the best way to improve education is to have a qualified teacher in the classroom. Adding the bonus to schools that are designated as focus, priority, superintendent's zone or Title 1 addresses income and educational inequality with an incentive that encourages accomplished teachers to teach in our struggling and/or high poverty schools. This will show that our state is committed to bringing NBCTs to schools with high need recognizing that "The positive impact of having a National Board Certified Teacher is even greater for minority and low-income students

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Testimony to Support SB842

My name is Jessica Kato and I am a National Board Certified Teacher from Farrington High School, and I am supporting SB842. I have been a public school teacher for 13 years; I have a Master's Degree in Education, and I can honestly say that my journey to National Board Certification was the most authentic professional development experience I have ever been through. The National Board Certification signifies distinguished teaching, but what is often overlooked is that teaching becomes more distinguished by going through the certification process. By providing an extra incentive for Title 1, focus, priority, or superintendent zone teachers to pursue this certification, you will be encouraging the teachers in the highest needs schools to deepen their practice. Teaching anywhere is challenging, but these schools have the highest needs and deserve the best teachers. By supporting this SB842, you will be investing in the highest need students in the state.

From: mailinglist@capitol.hawaii.gov
To: [EDU Testimony](#)
Cc: jmgillentine@hawaii.rr.com
Subject: Submitted testimony for SB842 on Feb 9, 2015 13:15PM
Date: Thursday, February 05, 2015 8:14:41 PM

SB842

Submitted on: 2/5/2015

Testimony for EDU on Feb 9, 2015 13:15PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
JONATHAN GILLENLINE	Individual	Support	No

Comments: Chair Kindani and Senate Education Committee members, I strongly support SB 842. Research has shown that when children spend a year in the classroom of an NBCT, it has the impact of at least a year and a half, if not more, spent in the class of a non-NBCT. For kids who are struggling, that means an opportunity to make up some of the gap that they face. Please pass this bill to support our keiki. By the way, I am not in a school at present and won't qualify for this added bonus. I support it nonetheless. Aloha, Jonathan Gillentine, PhD, NBCT

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February 3, 2015

Dear Senators;

As a teacher who has taught at both private and public educational institutions in Hawaii, I believe that it is critically important for the State to continue providing incentives for teachers to pursue National Board Certification. It is equally important to provide additional incentives for teachers working in Title 1 schools, as National Board Certification impacts, not only the students in the classroom but their families and the surrounding community in general.

I am an excellent teacher who is passionate about my career. I chose to return to public education, I chose to teach special needs students but most importantly, I chose to teach in a Title 1 school. My belief is that every student in Hawaii is entitled to excellence in education. While the students at Title 1 schools face many challenges, access to a quality education should not be one of them. These children have the right to an inspiring, motivational classroom environment taught by enthusiastic, dedicated teachers. Learning should be engaging and the curriculum challenging.

While completion of the National Board program recognizes my ability to develop and demonstrate advanced knowledge, skills and practices, it also verifies to parents and community members that my students, are receiving instruction that is on par with some of the most distinguished and accomplished educators from around the Nation.

I believe that an additional incentive to teach in Title 1 communities would entice more National Board Certified teachers from around the island to transfer into areas of greater need and would undoubtedly help spearhead a movement within my own school to motivate and inspire more teachers to take on the rigorous challenges of Board Certification.

Hawaii's schools may be providing students with the fundamentals of learning but National Board Certified teachers will ensure that each student reaches their maximum potential.

Sincerely,

Donna Campbell

Kaewai Elementary School

(808)832-3500

donna_campbell@notes.k12.hi.us

From: mailinglist@capitol.hawaii.gov
To: [EDU Testimony](#)
Cc: murielwarne@yahoo.com
Subject: Submitted testimony for SB842 on Feb 9, 2015 13:15PM
Date: Friday, February 06, 2015 11:30:09 AM

SB842

Submitted on: 2/6/2015

Testimony for EDU on Feb 9, 2015 13:15PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
Muriel Warne	Individual	Support	No

Comments: I am a Nationally Board Certified teacher from Pukalani and I am supporting SB 842. I was motivated to seek my National Board Certification because of the \$10,000 bonus. I was willing and exciting to transfer to a school needing academic help. I feel greatly disappointed and misled that after working hard last year to become certified that the \$10,000 bonus is no longer available. Please reinstate the bonus. It certainly motivated me to become certified. Thank you for discussing this issue. I hope you will honor the promise made to me of additional payment for exceptional teaching.

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From: mailinglist@capitol.hawaii.gov
To: [EDU Testimony](#)
Cc: teressa_shimizu@notes.k12.hi.us
Subject: Submitted testimony for SB842 on Feb 9, 2015 13:15PM
Date: Friday, February 06, 2015 10:56:26 AM
Attachments: [Shimizu_testimony.docx](#)

SB842

Submitted on: 2/6/2015

Testimony for EDU on Feb 9, 2015 13:15PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
Teresa A Shimizu	Individual	Support	No

Comments: I am a Nationally Board Certified teacher from Farrington High School and I am supporting SB 842. Studies show the best way to improve education is to have a qualified teacher in the classroom. Adding the bonus to schools that are designated as focus, priority, superintendent's zone or Title 1 addresses income and educational inequality with an incentive that encourages accomplished teachers to teach in our struggling and/or high poverty schools. This will show that our state is committed to bringing NBCTs to schools with high need recognizing that "The positive impact of having a National Board Certified Teacher is even greater for minority and low-income students" (Cavalluzzo, 2004; Goldhaber & Anthony, 2007).

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From: mailinglist@capitol.hawaii.gov
To: [EDU Testimony](#)
Cc: turtle6857@hotmail.com
Subject: Submitted testimony for SB842 on Feb 9, 2015 13:15PM
Date: Friday, February 06, 2015 10:52:09 AM

SB842

Submitted on: 2/6/2015

Testimony for EDU on Feb 9, 2015 13:15PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
Monica Wilfong	Individual	Support	No

Comments: I am a Nationally Board Certified teacher from Lahina, Hawaii and I am supporting SB 842. Studies show the best way to improve education is to have a qualified teacher in the classroom. Adding the bonus to schools that are designated as focus, priority, superintendent's zone or Title 1 addresses income and educational inequality with an incentive that encourages accomplished teachers to teach in our struggling and/or high poverty schools. This will show that our state is committed to bringing NBCTs to schools with high need recognizing that "The positive impact of having a National Board Certified Teacher is even greater for minority and low-income students" (Cavalluzzo, 2004; Goldhaber & Anthony, 2007).

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From: mailinglist@capitol.hawaii.gov
To: [EDU Testimony](#)
Cc: m.oliver96753@lycos.com
Subject: Submitted testimony for SB842 on Feb 9, 2015 13:15PM
Date: Friday, February 06, 2015 10:46:33 AM

SB842

Submitted on: 2/6/2015

Testimony for EDU on Feb 9, 2015 13:15PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
Michael Oliver	Individual	Support	No

Comments: I am a Nationally Board Certified teacher from Maui and I am supporting SB 842. This will seriously help to retain highly qualified and effective teachers in needed areas and schools. Studies show the best way to improve education is to have a qualified teacher in the classroom. Adding the bonus to schools that are designated as focus, priority, superintendent's zone or Title 1 addresses income and educational inequality with an incentive that encourages accomplished teachers to teach in our struggling and/or high poverty schools. This will show that our state is committed to bringing NBCTs to schools with high need recognizing that "The positive impact of having a National Board Certified Teacher is even greater for minority and low-income students" (Cavalluzzo, 2004; Goldhaber & Anthony, 2007).

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From: Mary_Tsunemoto/FARRINGTON/HIDOE@notes.k12.hi.us
To: [EDU Testimony](#)
Subject: testimony supporting sb842
Date: Friday, February 06, 2015 10:32:03 AM

I am a Nationally Board Certified teacher from Farrington High School and I am supporting SB 842.

Studies show the best way to improve education is to have a qualified teacher in the classroom. This is especially important in schools that are designated as focus, priority, superintendent's zone or Title I schools. As a National Board Certified Teacher teaching in a Title I school, I dedicate myself daily to help my students who are struggling academically, economically, socially and emotionally.

SB 842 is needed to encourage more accomplished teachers to teach in our struggling and/or high poverty schools. This will show that our state is committed to bringing NBCTs to schools with high need and really prevent these vulnerable students from falling through the cracks.

*Sincerely
Kit Mui Mary Tsunemoto*

From: mailinglist@capitol.hawaii.gov
To: [EDU Testimony](#)
Cc: pamela_chun@notes.k12.hi.us
Subject: Submitted testimony for SB842 on Feb 9, 2015 13:15PM
Date: Friday, February 06, 2015 10:27:18 AM

SB842

Submitted on: 2/6/2015

Testimony for EDU on Feb 9, 2015 13:15PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
pamela chun	Individual	Comments Only	No

Comments: I am a Nationally Board Certified teacher from Salt Lake Elementary and I am supporting SB 842. Studies show the best way to improve education is to have a qualified teacher in the classroom. Adding the bonus to schools that are designated as focus, priority, or Title 1 addresses income and educational inequality with an incentive that encourages accomplished teachers to teach in our struggling and or high poverty schools. This will show that our state is committed to bringing NBCT's to schools with high need recognizing that "The positive impact of having a National Board Certified Teacher is even greater for minority and low-income students" (Carvalluzzo, 2004; Goldhaber & Anthony, 2007). Thank you so very much for taking the time to read this testimony. Sincerely, Pamela Chun

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From: mailinglist@capitol.hawaii.gov
To: [EDU Testimony](#)
Cc: traceyidica@gmail.com
Subject: Submitted testimony for SB842 on Feb 9, 2015 13:15PM
Date: Friday, February 06, 2015 9:45:02 AM

SB842

Submitted on: 2/6/2015

Testimony for EDU on Feb 9, 2015 13:15PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
Tracey Idica	Individual	Support	No

Comments: I am a National Board Certified Teacher at Aiea High School and I support Senate Bill 842. We must continue to support initiatives that will make a difference in the individual classroom and student achievement. I was a good teacher before I began my journey to National Board Certification; however, I am a better teacher because of it. National Board Certification not only recognizes those who are accomplished teachers, but the process, itself, changes teaching practice. Teachers who have completed the National Board process overwhelmingly state that it is the single most powerful professional development in their careers. While all students deserve accomplished teachers, our state has the opportunity to encourage National Board Certified teachers to work in our struggling and high poverty schools. National Board Certified teachers make a difference. Let's recognize this with Senate Bill 842.

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From: mailinglist@capitol.hawaii.gov
To: [EDU Testimony](#)
Cc: lancecabral@gmail.com
Subject: Submitted testimony for SB842 on Feb 9, 2015 13:15PM
Date: Friday, February 06, 2015 9:41:42 AM

SB842

Submitted on: 2/6/2015

Testimony for EDU on Feb 9, 2015 13:15PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
Lacey Cabral	Individual	Support	No

Comments: I am a Nationally Board Certified teacher from Keaau High School and I am supporting SB 842. Studies show the best way to improve education is to have a qualified teacher in the classroom. Adding the bonus to schools that are designated as focus, priority, superintendent's zone or Title 1 addresses income and educational inequality with an incentive that encourages accomplished teachers to teach in our struggling and/or high poverty schools. This will show that our state is committed to bringing NBCTs to schools with high need recognizing that "The positive impact of having a National Board Certified Teacher is even greater for minority and low-income students" (Cavalluzzo, 2004; Goldhaber & Anthony, 2007). I also understand that there has been opposition to this bill with an argument that if a bonus is attached, NBCT's will not move students to their potential as higher scores may affect their ability to receive the bonus. This is utterly absurd, as an NBCT, we value education and made a commitment to the students of Hawaii. We take pride in our accomplishments and those of our students. Poor academic achievement by our students is a reflection of ourselves. Please do not allow these types of arguments to influence your decision regarding this Bill. Thank you for your time!

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Hi! My name is Marilou Bulagay. I am a first grade teacher at Salt Lake Elementary School. I support SB 842. My school is a Title 1 school due to our high percentage of students with low socioeconomic backgrounds qualifying them for free or reduced lunch. At Salt Lake Elementary, we have 5 teachers who are Nationally certified and have a handful of teachers who are working on being nationally certified. As teachers we take our job of educating our students seriously and believe our school and schools like ours will benefit from having high quality teachers educate these students. Adding the bonus to schools that are designated as focus, priority, superintendent's zone or Title 1 addresses income and educational inequality with an incentive that encourages accomplished teachers to teach in our struggling and/or high poverty schools. Nationally board certified teachers receive their certification because of hard work, dedication and commitment. These are the kinds of teachers we want teaching students at schools like ours. We are the people that they spent most of their days with, and for most, are the only stable figure in their lives. Teachers need incentives to work and stay at schools like these for the benefit of the students. The added bonus will also show our state's dedication and commitment to education and support of NBCT's at schools with high needs. It will encourage the handful teachers to continue their work towards national certification and encourage others to be nationally certified. Having a staff of nationally certified teachers will only make a positive impact on the students, raise test scores and have them be college and career ready allowing them to compete with the global economy.

From: mailinglist@capitol.hawaii.gov
To: [EDU Testimony](#)
Cc: karen_d88@hotmail.com
Subject: Submitted testimony for SB842 on Feb 9, 2015 13:15PM
Date: Friday, February 06, 2015 6:55:48 AM

SB842

Submitted on: 2/6/2015

Testimony for EDU on Feb 9, 2015 13:15PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
Karen Dickinson	Individual	Comments Only	No

Comments: I am a Nationally Board Certified teacher from Kauai and I am supporting SB 842. Studies show the best way to improve education is to have a qualified teacher in the classroom. In addition to being a certified NBPT, I continue to seek and obtain professional development to ensure my ability keeps abreast with the every changing field of education and technology. Adding the bonus to schools that are designated as focus, priority, superintendent's zone or Title 1 addresses income and educational inequality with an incentive that encourages accomplished teachers to teach in our struggling and/or high poverty schools. The passing of the bill will enable me to continue my career goals as a current and informed teacher. This will show that our state is committed to bringing NBCTs to schools with high need recognizing that "The positive impact of having a National Board Certified Teacher is even greater for minority and low-income students"

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I am a Nationally Board Certified teacher from Waianae and I am supporting SB 842. Studies show that the best way to improve education is to have a qualified teacher in the classroom. Adding the bonus to schools that are designated as focus, priority, superintendent's zone or Title 1 addresses income and educational inequality with an incentive that encourages accomplished teachers to teach and remain teachers in our struggling and or high poverty schools. This will show the our state is committed to bringing NBCTs to schools with high need recognizing that "The positive impact of having a National Board Certified Teacher is even greater for minority and low-income students" (Cavalluzzo, 2004:Goldhaber & Anthony, 2007).

The need has never been greater to secure our profession with teachers that what to teach and do this with passion and integrity having their students needs drive what they do. Waianae has historically had difficulty retaining Highly Qualified teachers with the culture experience necessary to have an impact. Please consider this incentive as it will have a long lasting impact on both teachers and students.

Sincerely,

Kelly Sceppe

School Counselor, NBCT

From: mailinglist@capitol.hawaii.gov
To: [EDU Testimony](#)
Cc: robinhilo@hotmail.com
Subject: Submitted testimony for SB842 on Feb 9, 2015 13:15PM
Date: Friday, February 06, 2015 4:59:58 AM

SB842

Submitted on: 2/6/2015

Testimony for EDU on Feb 9, 2015 13:15PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
Robin Miller	Individual	Support	No

Comments: I am a Nationally Board Certified teacher from Kalaniana'ole Elementary and Intermediate School, Papaikou (Hawaii Island) and I am supporting SB 842. I feel the self-initiative and quest for professional development the NBCT process embodies should be encouraged and rewarded. Our school is over 80% free and reduced lunch. 20% of our students are English Language Learners. At Kalanian'ole, 4 teachers made a pact to complete the boards last year in order to bring the best instruction possible to our disadvantaged, high needs population. The Board Certification is extremely rigorous and demanding but after attaining the certification your teaching practice is strengthened and ultimately, students benefit. Studies show the best way to improve education is to have a qualified teacher in the classroom. Adding the bonus to schools that are designated as focus, priority, superintendent's zone or Title 1 addresses income and educational inequality with an incentive that encourages accomplished teachers to teach in our struggling and/or high poverty schools. This will show that our state is committed to bringing NBCTs to schools with high need recognizing that "The positive impact of having a National Board Certified Teacher is even greater for minority and low-income students" (Cavalluzzo, 2004; Goldhaber & Anthony, 2007). Thank you for your consideration in this matter. Robin Miller, NBCT 2014 Literacy, Reading Language Arts Early and Middle School.

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I am a Nationally Board Certified teacher in Young Adulthood Mathematics and I am supporting SB842. Studies show the best way to improve education is to have a qualified teacher in the classroom. Adding the bonus to schools that are designated as focus, priority, superintendent's zone or title 1 addresses income and educational inequality with an incentive that encourages accomplished teachers to teach in our struggling and/or high poverty schools. This will show that our state is committed to bringing NBCTs to schools with high need recognizing that "The positive impact of having a National Board Certified Teacher is even greater for minority and low-income students" (Cavalluzzo, 2004; Goldhaber & Anthony, 2007).

Shareen K. Murayama
Henry J. Kaiser High School
511 Lunalilo Home Road
Honolulu, HI 96825

February 5, 2015

Testimony to Support Senate Bill 842:

Senate Bill 842 provides the bonus for NBCTs in Title 1, Priority, Focus and Zone schools.

I am a Nationally Board Certified teacher from Henry J. Kaiser High School, and I am supporting SB 842. Studies show the best way to improve education is to have a qualified teacher in the classroom. Adding the bonus to schools that are designated as focus, priority, superintendent's zone or Title 1 addresses income and educational inequality with an incentive that encourages accomplished teachers to teach in our struggling and/or high poverty schools. This will show that our state is committed to bringing NBCTs to schools with high need recognizing that "The positive impact of having a National Board Certified Teacher is even greater for minority and low-income students" (Cavalluzzo, 2004; Goldhaber & Anthony, 2007).

Furthermore, as a DOE teacher and resident of Hawaii, I am asking for the support of the Senate for the income increase not just because I am a NBCT, but as a citizen of this beautiful state. I have had the unexpected misfortune of my partner passing away this past month. In order to qualify for any rental housing, I must demonstrate a net income of three times the monthly rental cost. I do not qualify. With the \$2000+ invested in the National Board Certification process, and while simultaneously pursuing my MFA in Oregon State University's Low-Residency program in Creative Writing, I only qualify for a room shared in a house with three or four other roommates. How can I afford to investment in myself, to improve my knowledge and skills so I may stand confidently and competently in front of 32 students in each class x 6 classes, if my employer cannot support my improvements?

I am a highly qualified teacher in English and currently teach AP Literature and Composition with my students' scores surpassing Hawaii's state average and just shy of matching the national average scores. How can teachers continue to prepare rigorous lesson plans, assess 60-160 essays weekly, while living paycheck to paycheck, in an 8x10 room, and one shared

bathroom with numerous roommates?

This year alone, I have written over thirty letters of recommendations for my students. In the past 2.5 years teaching at KHS, our students have been accepted to Boston, MIT, Harvard, Harvey Mudd, USC, and many, many other universities of their choice. Our students have also received two- and four-year scholarships at Kapiolani Community College and the University of Hawaii's Regent Scholars, so I know we are doing our best. Yet, my home is someplace I would never invite anyone over.

Returning to the classroom with five years of teaching experience and 13-year break, I can draw no other conclusion except teaching in this state is feasible only if individuals are married with a spouse as the major breadwinner. What kind of role model does that truly make me for my students?

While I whole-heartedly support Senate Bill 842, I hope this testimony affirms the overall need for the state of Hawaii's investment in its teachers and their impact on its future leaders and citizens.

Respectfully submitted,

*Shareen K. Murayama
February 5, 2015*

Aloha, My name is Shelly Cassler and I am a recently certified National Board Teacher. I am in support of SB842.

It took me 2 years to get certified and the process of doing National Boards taught me so much. I truly feel it made me a stronger teacher. Through the process, I did independent study on my certification area of literacy, I collaborated with other teachers to learn more, and I became a more reflective teacher. The journey of completing my National Boards was comparable to going to college all over again. It was that rigorous and engaging. My hope is that more Hawaii State teachers will be motivated to become National Board Certified because it teaches you so much. I believe that this extra incentive will boost the number of National Board Certified teachers in Hawaii which will inturn benefit Hawaii's keiki.

In Support of Senate Bill 842

My name is Mahealani Kiyān and I am a Nationally Board Certified teacher from Nānāikapono Elementary in Nānākuli writing in support of SB842. In order to give *all* students a high-quality education that they deserve, we need to first attract highly-qualified and highly-effective teachers through the teaching bonus outlined in SB842. Teachers that have successfully filled the requirements of National Board Certification were able to commit to the highest degree of professional development. Teachers demonstrated their teaching knowledge and practice through rigorous assessments, classroom videos, and extensive writing entries. Throughout the process we reflected on our teaching decisions and practices to assure that *all* students receive the highest quality of education. The National Board certification process was an additional laborious journey that teachers voluntarily signed up for because we are committed to our students.

The teaching bonus is an incentive that attracts teachers who have not only honed their craft but who also continue to seek professional development. Not only do we teach, but we are learners who continually seek opportunities to improve our teaching practice. Students of the focus, priority, superintendent's zone and Title I schools need National Board certified teachers the most. The bill encourages teachers to work in our most struggling and/or high poverty schools. Unfortunately, year after year it is these schools that continue to have the highest teacher turnover rate. We not only need to attract qualified professionals, but also keep them in our high-need schools. This bill will not only give our impoverished children access to a quality education, but it will also show our state's commitment to bring National Board Certified Teachers to schools with high need recognizing that *"The positive impact of having a National Board Certified Teacher is even greater for minority and low-income students"* (Cavalluzzo, 2004; Goldhaber & Anthony, 2007).

From: mailinglist@capitol.hawaii.gov
To: [EDU Testimony](#)
Cc: laurarenrich@hotmail.com
Subject: Submitted testimony for SB842 on Feb 9, 2015 13:15PM
Date: Friday, February 06, 2015 12:57:48 PM

SB842

Submitted on: 2/6/2015

Testimony for EDU on Feb 9, 2015 13:15PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
laura peterson	Individual	Support	No

Comments: I am a Nationally Board Certified teacher from Molokai and I am supporting SB 842. Studies show the best way to improve education is to have a qualified teacher in the classroom. Teacher leaders such as NBCTs support and encourage the growth of other teachers, resulting in increased student success. For example, on Molokai, we have run NBCT support groups for two years, recruiting and nurturing candidates as they go through the process. NBCTs believe strongly in improving the profession through leadership, and on our island alone have written successful grant proposals, created new community partnerships, and spearheaded new programs to improve student College and Career Readiness. Investing in and rewarding teacher leadership is one of the ONLY ways to bring about genuine change at the level where it matters most; at the school level with direct student contact. Laura Peterson NBCT, MS in Ed

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I am supporting SB 842 as a renewed Nationally Board Certified teacher (NBCT) from the Big Island.

Hawaii's Unique Location has Teacher Retention Challenges: At a distance of 2,300 miles from even the west coast of the mainland, HDE struggles to recruit and retain highly qualified teachers. Each year the department must hire approximately 1,300 new teachers. Studies show the best way to improve education is to have a qualified teacher in the classroom.

The State Department of Education's Strategic Goal 2 of 3 is "Staff Success: The Department has a high-performing culture where employees have the training, support and professional development to contribute effectively to student success. Nationwide Educator Effectiveness: Over 200 studies show that National Board Certified Teachers make a significant difference in their students' learning.

Revising the outdated verbiage of our Statutes brings State law into alignment with its intent by reinstating the bonus to schools that are designated as Title I, high needs area or focus, priority, superintendent's zone addresses income and educational inequality with an incentive that encourages accomplished teachers to teach in our struggling and/or high poverty schools. (Using terms in this act which are both stable and flexible should help this statute stabilize. The 1965 Elementary and Secondary Education Act (ESEA) can be re-authorized, as in a current draft of the "Every Child Ready for College or Career Act of 2015". As Title I is a federal law, it is likely to have more long-term stability than state level designations which may fluctuate more frequently.) According to OECD figures, the United States is one of only three developed nations where fewer public dollars are spent on poor children than wealthier children, and where schools serving disadvantaged students have higher student/teacher ratios. Our nation must increase current funding levels for Title I and other targeted education programs to ensure that more federal dollars are provided to our neediest students.

Your support of SB 842 shows that our state is committed to bringing NBCTs to schools with high need recognizing that "The positive impact of having a National Board Certified Teacher is even greater for minority and low-income students" (Cavalluzzo, 2004; Goldhaber & Anthony, 2007).

National Board Certified Teachers take on roles of mentorship and leadership. The HDE's Priority Strategy 6 of 6 is: "Induction & Mentoring: Establishing a formal system of identifying and cultivating mentors who can assist new teachers, providing professional development and training for each, and establishing a framework of support for teachers in their first three years of practice." Recently, the DOE has partnered with Kamehameha Schools to train Hawaii NBCTs to conduct introductory training of the Charlotte Danielson's Framework for Teaching at schools across Hawaii.

Over the past three years, Hawaii has experienced the fastest growth in the number of National Board Certified Teachers (NBCTs) in the nation and now has more than 500 NBCTs. "We are particularly proud of the increase by neighbor island teachers whose remarkable determination and dedication resulted in their certification this year," 2014. Said Schools Superintendent Kathryn Matayoshi. "Their achievement is not only a testament to their hard work, determination and impact on their students' learning, it is a reflection of Hawaii's strong commitment to supporting all teachers in their pursuit of National Board Certification."

From:
To:
Cc:
Subject:
Date:

SB842

Submitted on: 2/5/2015

Testimony for EDU on Feb 9, 2015 13:15PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
Alicia Nakamitsu	Individual	Comments Only	No

Comments: I am a Nationally Board Certified teacher from Aiea High School and I am supporting SB 842. Studies show the best way to improve education is to have a qualified teacher in the classroom. Adding the bonus to schools that are designated as focus, priority, superintendent's zone or Title 1 addresses income and educational inequality with an incentive that encourages accomplished teachers to teach in our struggling and/or high poverty schools. This will show that our state is committed to bringing NBCTs to schools with high need recognizing that "The positive impact of having a National Board Certified Teacher is even greater for minority and low-income students" (Cavalluzzo, 2004; Goldhaber & Anthony, 2007). Thank you for your consideration in this matter.

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SB842

Submitted on: 2/6/2015

Testimony for EDU on Feb 9, 2015 13:15PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
Angie Koanui	Individual	Support	No

Comments: I am a National Board Certified teacher from Farrington High School and I am supporting SB 842. It is important that schools have qualified teachers in the classroom, especially at struggling schools since turnover rates are common and inexperienced teachers are placed at these types of schools. By adding the bonus, an incentive will help keep highly-qualified teachers at these struggling schools to help close the achievement gap.

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