

SB847

Measure Title: RELATING TO TEACHERS.

Report Title: Teachers; Incentives

Description: Authorizes an additional per year bonus for teachers who maintain current national board certification and teach at a school in a focus, priority, or superintendent's zone under the National Board Certification Incentive Program.

Companion: [HB11](#)

Package: None

Current Referral: EDU, WAM

Introducer(s): KIDANI, HARIMOTO, INOUYE, Galuteria, 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 0847 RELATING TO TEACHERS.

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

Department's Position:

The Department of Education (Department) strongly supports S.B. 847. The proposed revisions delete outdated terms and update the statutory language to reflect the Department's Strive HI accountability index.

The Department respectfully requests the revision of section (a) (2), line 12 to read as follows: "\$1,500 upon completing all components of the certification program of the National Board for Professional Teaching Standards;" The requested revision is needed to align the reimbursement conditions to recent changes by the National Board for Professional Teaching Standards with respect to the structure and timing of the certification requirements.



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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. 847 - 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. 847**, 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 **supports the intent of S.B. 847.**



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TESTIMONY FOR SENATE BILL 847, 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 847, 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 school 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.

That said, we encourage you to amend this bill to include Title 1 schools, too, 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. Hawai'i'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. While we recognize that our suggested amendment would increase the number of schools covered by the bill from approximately 40 underachieving STRIVE-HI schools to about 230-240 total schools, we must find creative ways of incentivizing professional development to keep our best educators in the classroom, especially in impoverished communities. Thank you for the opportunity to speak.

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

Sincerely,
Kris Coffield
Executive Director
IMUAlliance