



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

Date: 03/24/2017
Time: 02:45 PM
Location: 229
Committee: Senate Education

Department: Education

Person Testifying: Kathryn S. Matayoshi, Superintendent of Education

Title of Resolution: SCR 166 REQUESTING THE AUDITOR TO PERFORM A STUDY OF THE NUMBER OF FIRST-YEAR TEACHERS HIRED BY THE DEPARTMENT OF EDUCATION, THE FIVE-YEAR RETENTION RATES FOR FIRST-YEAR TEACHERS, AND STATISTICS OF TEACHERS AT DEPARTMENT SCHOOLS WHO TRANSFERRED FROM THEIR FORMER TEACHING POSITIONS.

**Purpose of
Resolution:**

Department's Position:

The Department of Education (Department) supports the intent of SCR 166.

The Department appreciates the support of outside entities to strengthen the retention and recruitment of teachers, including to analyze data and generate reports that we are currently unable to compile internally. If SCR 166 is passed, the Department would cooperate fully with the Auditor and utilize the resulting reports to identify strategies to improve teacher retention and recruitment.

Thank you for the opportunity to testify on SCR 166.



SENATE COMMITTEE ON EDUCATION
The Honorable Michelle N. Kidani, Chair
The Honorable Kaiali'i Kahele, Vice Chair

**S.C.R. NO. 166, REQUESTING THE AUDITOR TO PERFORM A STUDY OF THE
NUMBER OF FIRST-YEAR TEACHERS HIRED BY THE DEPARTMENT OF
EDUCATION, THE FIVE-YEAR RETENTION RATES FOR FIRST-YEAR
TEACHERS, AND STATISTICS OF TEACHERS AT DEPARTMENT SCHOOLS WHO
TRANSFERRED FROM THEIR FORMER TEACHING POSITIONS**

Hearing: Friday, March 24, 2017, 2:45 p.m.

The Office of the Auditor has **no position** regarding S.C.R. No. 166. However, **we offer comments on the first operative clause of the resolution**, which requests the Auditor to perform a study of:

- (1) The number of first-year teachers hired by the Department of Education annually, on a school-by-school basis;
- (2) The five-year retention rates of first-year teachers, on a school-by-school basis, for all public schools, starting with first-year teachers hired in 2012; and
- (3) Statistics, on a school-by-school basis, of teachers who transferred to teach at other schools, transferred to teach at other complex areas, changed positions within the Department of Education, or left the Department of Education.

The second operative clause of the resolution requests the auditor to submit a report of the study no later than 20 days prior to the convening of the 2018 legislative session.

We note that the first and third provisions of the first operative clause do not specify a date range for review. By contrast, the second provision of the first operative clause limits the scope of our review to 2012 through the present. We recommend that the legislature specify a date range for the first and third provisions of the first operative clause to specify the date range to be studied.

Additionally, we have concerns about the availability and reliability of the information and records necessary to complete the required study in the allotted time. For the study to be completed within roughly six months, it is critical that all relevant information and records required to perform the study be readily available for our review. Accordingly, we strongly recommend that the legislature confirm with the department of education that the necessary information and records are compiled and maintained, on a school-by-school basis, and would be available for our review. If the necessary information and records do not exist or are otherwise unreliable or unavailable, performing the requested study may not be feasible.

Thank you for considering our testimony related to S.C.R. No. 166.



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: SCR 166/SR 80 – REQUESTING THE AUDITOR TO PERFORM A STUDY OF THE NUMBER OF FIRST-YEAR TEACHERS HIRED BY THE DEPARTMENT OF EDUCATION, THE FIVE-YEAR RETENTION RATES FOR FIRST-YEAR TEACHERS, AND STATISTICS OF TEACHERS AT DEPARTMENT SCHOOLS WHO TRANSFERRED FROM THEIR FORMER TEACHING POSITIONS.

FRIDAY, MARCH 24, 2017

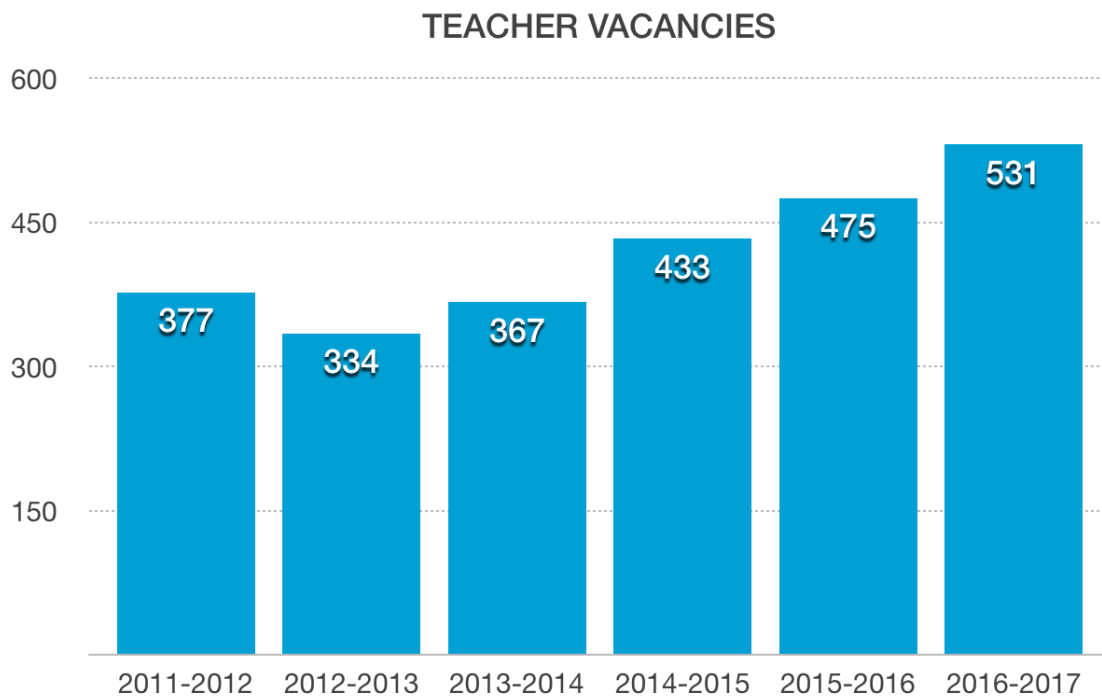
COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Kidani and Members of the Committee:

The Hawaii State Teachers Association **supports SCR 166/SR 80**, requesting the auditor to perform a study of the number of first-year teachers hired by the Department of Education, the five-year retention rates for first-year teachers, and statistics of teachers at department schools whom transferred from their former teaching positions.

Hawai'i is in the midst of a teacher shortage crisis. In the last six years, teachers voluntarily separating from the DOE have increased by 48 percent, while the amount of hires from in-state colleges has decreased by 26 percent. Hawai'i also leads the nation in having the most teachers with the least amount of experience, with 43 percent of teachers being active within in their first five years of teaching. With more teachers leaving the profession and fewer students wanting to become teachers, in the last four years, Hawai'i has seen a 193 percent increase in teachers hired without completing a state approved teacher education program. Most critically, in the last five years, the amount of state teacher vacancies has increased by 45 percent.

This vacancy rate has led to an increase in the use of substitutes to replace qualified teachers and, in turn, drained the substitute pool. As Lindsay Ball, superintendent of the Hana-Lahainaluna-Lanai-Molokai Complex Area stated in *Civil Beat* in 2015, “Our principals are working very hard to fill vacancies and positions...but what can you say when you don’t have anyone and you are just hopeful you have enough substitutes?” To place an adult in every classroom, the qualifications for substitute teaching have been diluted. Substitutes in high need areas are no longer required to have a college degree.



We cannot allow this crisis continue. Each day, over 10,000 students attend classes that are not led by qualified teachers. To help stem our teacher shortage crisis and provide our children with the education they deserve, the Hawaii State Teachers Association asks your committee to **support** this resolution.