
A BILL FOR AN ACT

RELATING TO TEACHER RETENTION.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The legislature finds that there is a growing
2 shortage of qualified teachers in Hawaii's public school system,
3 with an estimated shortage of four hundred forty-nine positions
4 during the 2016-2017 school year. As the State's chronic,
5 ongoing shortage continues, the legislature also finds that
6 fewer people are entering the teaching profession in the State.
7 Testimony from a recent board of education human resources
8 committee meeting indicated that the number of graduates joining
9 the department of education decreased by nearly thirty per cent
10 between the 2010-2011 and 2016-2017 school years.

11 In addition, the State has also experienced significant
12 difficulties retaining the teachers it already has employed.
13 The department of education's employment reports show that four
14 hundred eleven teachers resigned and left the State from 2016-
15 2017, an increase from the two hundred twenty-three teachers who
16 left the State in 2010.



1 The State's teacher retention struggle and the conditions
2 creating it have frequently made headlines. Most recently, a
3 September 2018 report by WalletHub described Hawaii as the least
4 teacher-friendly state in the United States. The report gave
5 low scores to Hawaii for its relatively low pay in light of the
6 State's cost of living. The State also received low scores for
7 non-monetary benchmarks as well, including a perceived lack of
8 support for teachers from administrators.

9 In light of the State's continued challenges in retaining
10 teachers and the related media coverage, the legislature
11 concludes that it is necessary to research and support a variety
12 of innovative programs to improve teacher retention.

13 The purpose of this Act is to:

14 (1) Create an advisory board on teacher retention within
15 the department of education to bring together
16 policymakers, administrators, teachers, and higher
17 education officials to study and make recommendations
18 to increase teacher retention and recruitment in the
19 State;

20 (2) Require the advisory board on teacher retention to
21 design a teacher mentorship pilot program that will



1 pair new teachers and prospective student teachers
2 working toward an education degree with experienced
3 mentor teachers at department of education schools;
4 and

5 (3) Require the department of education to:

6 (A) Conduct detailed exit surveys with teachers who
7 voluntarily leave the employ of the department of
8 education; and

9 (B) Compile and analyze the data in the exit surveys
10 and report its findings annually to the
11 legislature.

12 SECTION 2. Chapter 302A, Hawaii Revised Statutes, is
13 amended by adding a new subpart to part III to be appropriately
14 designated and to read as follows:

15 " . Advisory Board on Teacher Retention

16 §302A-A Advisory board on teacher retention. (a) There
17 is established within the department for administrative purposes
18 the advisory board on teacher retention to study and make
19 recommendations to policymakers regarding teacher retention,
20 attrition, and recruitment in the State. The advisory board on



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1 teacher retention shall study and make recommendations on the
2 following subjects:

3 (1) Employment compensation, including salaries and other
4 benefits;

5 (2) Cost of living;

6 (3) Recruitment of future teachers;

7 (4) Working conditions of teachers, including physical
8 working conditions, learning and teaching environment,
9 and issues relating to student behavior;

10 (5) Professional development opportunities;

11 (6) Adequate and equitable resources and support for
12 teachers;

13 (7) Safety and respect in schools;

14 (8) Parental and community involvement in schools; and

15 (9) Any other subjects the advisory board considers
16 relevant.

17 (b) The advisory board on teacher retention shall consist
18 of:

19 (1) The superintendent or the superintendent's designee,
20 who shall serve as chairperson;

21 (2) One member to be appointed by the governor;



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- 1 (3) The chairperson of the committee with jurisdiction
2 over education in the house of representatives;
- 3 (4) The chairperson of the committee with jurisdiction
4 over education in the senate;
- 5 (5) The chairperson of the committee with jurisdiction
6 over higher education in the house of representatives;
- 7 (6) The chairperson of the committee with jurisdiction
8 over higher education in the senate;
- 9 (7) The dean of the college of education of the University
10 of Hawaii at Manoa or the dean's designee;
- 11 (8) Three classroom teachers to be appointed by the board
12 of education, including:
- 13 (A) One elementary school teacher;
- 14 (B) One middle or intermediate school teacher; and
- 15 (C) One high school teacher;
- 16 (9) One principal to be appointed by the board of
17 education; and
- 18 (10) The chairperson of the Hawaii teacher standards board,
19 or the chairperson's designee.
- 20 (c) In addition to the members in subsection (b), the
21 superintendent may invite one or more members to serve on the



1 advisory board from other public or private universities or
2 colleges that offer degree programs in teacher education.

3 (d) Members of the advisory board on teacher retention
4 shall serve without compensation.

5 (e) The advisory board on teacher retention shall meet at
6 least four times a year.

7 §302A-B Advisory board on teacher retention; report. The
8 advisory board on teacher retention shall compile an annual
9 report making recommendations to policymakers to improve the
10 retention and recruitment of qualified teachers in the State's
11 public schools, including the specific areas listed in section
12 302A-A. The report shall include:

- 13 (1) A plan to close the gap between known teacher
14 employment vacancies in the State;
- 15 (2) Short-term and five-year strategies with accompanying
16 fiscal notes and outcome measures;
- 17 (3) Status updates on the department's actions to
18 implement the strategies identified in paragraph (2);
19 and
- 20 (4) Any other findings and recommendations, including
21 proposed legislation.



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1 The report required by this section shall be submitted to the
2 legislature no later than twenty days prior to the convening of
3 each regular session."

4 SECTION 3. Chapter 302A, Hawaii Revised Statutes, is
5 amended by adding a new section to part III to be appropriately
6 designated and to read as follows:

7 "§302A- Teacher retention; exit interviews. (a)
8 Beginning no later than the start of the 2019-2020 school year,
9 the department shall conduct an exit interview that meets the
10 requirements of this section with any teacher who voluntarily
11 leaves the employ of the department.

12 (b) Each exit interview shall ascertain the specific
13 reasons for the teacher's decision to voluntarily leave the
14 employ of the department, including concerns relating to:

15 (1) Employment compensation, including salaries and other
16 benefits;

17 (2) Cost of living;

18 (3) Working conditions, including physical working
19 conditions, learning and teaching environment, and
20 student behavior;

21 (4) Professional development opportunities;



- 1 (5) Adequate or equitable resources and support for
2 teachers;
- 3 (6) Support from peers or school, complex, or department
4 administrators;
- 5 (7) Safety and respect in schools;
- 6 (8) Parental and community involvement in schools; and
- 7 (9) Any other factors the department or a teacher leaving
8 the employ of the department considers relevant.

9 (c) For the purpose of uniform data collection, the exit
10 interviews required by this section shall be administered
11 directly by the department's office of human resources or its
12 successor office.

13 (d) The department shall collect, maintain, and report on
14 the results of each exit interview in a manner that ensures the
15 confidentiality of each teacher's name and other personally
16 identifying information.

17 (e) The department shall compile and analyze the data
18 collected through the exit surveys required by this section and
19 shall submit a report of its findings and recommendations,
20 including any proposed legislation, to the legislature no later



1 than twenty days prior to the convening of each regular
2 session."

3 SECTION 4. (a) The advisory board on teacher retention
4 shall develop the framework for a teacher mentorship pilot
5 program to be administered by the department of education. The
6 pilot program shall help student teachers and newly hired
7 teachers effectively transition into the teaching field,
8 increase teacher recruitment, encourage teacher retention, and
9 increase student success in the State.

10 (b) Subject to the approval of the University of Hawaii,
11 the pilot program shall pair prospective student teachers
12 working toward an education degree at the University of Hawaii
13 at Manoa with experienced mentor teachers who teach at
14 department of education schools in a county with a population of
15 more than 500,000 during the 2019-2020, 2020-2021, and 2021-2022
16 academic years. The department of education shall administer
17 the teacher mentorship pilot program using the framework
18 developed by the advisory board on teacher retention.

19 (c) The framework of the program shall include:

20 (1) Individual support and assistance for student teachers
21 and mentee teachers;



- 1 (2) Structured training for mentors;
- 2 (3) An ongoing, formative evaluation to be used for the
- 3 improvement of teaching practice; and
- 4 (4) Regular review and evaluation of the program.

5 (d) To the extent possible, the program shall ensure that
6 a mentee has the opportunity to remain with the same mentor
7 throughout the time the mentee is a student teacher or a mentee
8 teacher.

9 (e) The advisory board on teacher retention shall submit a
10 report of its findings and recommendations, including any
11 proposed legislation, regarding the results of the teacher
12 mentorship pilot program and whether the program should be
13 expanded statewide, with or without modifications, to the
14 legislature no later than twenty days prior to the convening of
15 the regular session of 2023.

16 (f) As used in this section:

17 "Mentee teacher" means a teacher who has been employed by
18 the department for no more than three years.

19 "Student teacher" means a person who is participating in a
20 university or college undergraduate or graduate education



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1 program in which the person teaches under the supervision of a
2 licensed teacher.

3 SECTION 5. Appointments to the advisory board on teacher
4 retention established by section 2 of this Act shall be made
5 within thirty days of the effective date of this Act. The
6 advisory board shall hold its first meeting no later than August
7 1, 2019, with the date, time, and location of the meeting to be
8 designated by the chairperson of the advisory board.

9 SECTION 6. In codifying the new sections added by section
10 2 of this Act, the revisor of statutes shall substitute
11 appropriate section numbers for the letters used in designating
12 the new sections in this Act.

13 SECTION 7. New statutory material is underscored.

14 SECTION 8. This Act shall take effect upon its approval;
15 provided that section 4 of this Act shall be repealed on
16 June 30, 2023.

17

INTRODUCED BY:

[Handwritten signatures and names]

David Carnes
John Or
Amy Penno

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JAN 18 2019

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Report Title:

DOE; Teacher Retention; Advisory Board; Exit Interviews;
Mentorship Pilot Program; Annual Reports

Description:

Establishes a teacher retention advisory board within the Department of Education for administrative purposes to study and make recommendations regarding teacher retention and recruitment in the State. Requires the advisory board to design a teacher mentorship pilot program to be administered by the Department of Education during the 2019-2020, 2020-2021, and 2021-2022 school years. Requires the Department of Education to conduct detailed exit interviews with teachers who voluntarily leave the employ of the department. Requires annual reports to the legislature.

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.

