
HOUSE RESOLUTION

REQUESTING THE DEPARTMENT OF EDUCATION AND THE HAWAII STATE
TEACHERS ASSOCIATION TO DEVELOP STRATEGIES TO PLACE
EXPERIENCED TEACHERS IN HARD-TO-FILL SCHOOLS WHERE THEIR
EXPERIENCE IS MOST NEEDED.

1 WHEREAS, the first few years of teaching are often viewed
2 as the most difficult occupational years of an educator's
3 career; and

4
5 WHEREAS, experienced teachers in Hawaii with years or
6 decades of experience often gravitate to schools having more
7 stable classroom communities and easier teaching environments;
8 and

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10 WHEREAS, new teachers lacking experience are oftentimes
11 assigned to hard-to-fill schools having less stable classrooms,
12 fewer veteran teachers, a less supportive faculty structure, and
13 comparatively more difficult teaching environments; and

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15 WHEREAS, the system of assigning experienced teachers to
16 easier tasks and new teachers to more challenging tasks
17 contrasts with most other occupational fields where experienced
18 employees are typically given progressively more challenging
19 duties as their skill level improves; and

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21 WHEREAS, assigning new teachers to less-stable classrooms
22 has contributed to half of all new teachers in Hawaii leaving
23 the classroom within the first five years; and

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25 WHEREAS, according to the Learning Policy Institute, Hawaii
26 tops the nation in an overall teacher turnover rate at 4.9
27 percent, which is nearly double the national average of 2.6
28 percent; and

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30 WHEREAS, placing new teachers in stable schools and
31 classrooms with strong support networks can help those teachers



1 develop classroom management experience under easier conditions
2 and will help to reduce teacher turnover and the overall teacher
3 shortage in the State; and
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5 WHEREAS, placing experienced teachers in hard-to-fill
6 schools will help to spread their knowledge, skills, and
7 experience in areas of the highest need; now, therefore,
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9 BE IT RESOLVED by the House of Representatives of the
10 Thirtieth Legislature of the State of Hawaii, Regular Session of
11 2020, that the Department of Education and the Hawaii State
12 Teachers Association are requested to develop strategies to
13 place greater numbers of experienced teachers in hard-to-fill
14 schools where their experience is most needed; and
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16 BE IT FURTHER RESOLVED that the Department of Education and
17 the Hawaii State Teachers Association are requested to submit a
18 report to the Legislature on strategies to place experienced
19 teachers in hard-to-fill schools where their experience is most
20 needed, including any proposed legislation, no later than twenty
21 days prior to the convening of the Regular Session of 2021; and
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23 BE IT FURTHER RESOLVED that certified copies of this
24 Resolution be transmitted to the Superintendent of Education,
25 President of the Hawaii State Teachers Association, and
26 Chairperson of the Board of Education.
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OFFERED BY:



Linda Chin

Chen Tso

Stanley Kim

Chen Jie

Nadine K. Nether

Frank Tagawa

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Bird Kobuchi

David Carno



H.R. NO. 145

A handwritten signature in black ink, appearing to be "Tommy" or similar, written over a horizontal line.

MAR - 6 2020

