



STATE OF HAWAII
DEPARTMENT OF EDUCATION

P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 01/27/2020
Time: 02:45 PM
Location: 229
Committee: Senate Education

Department: Education

Person Testifying: Dr. Christina M. Kishimoto, Superintendent of Education

Title of Bill: SB 2256 RELATING TO TEACHER RECRUITMENT.

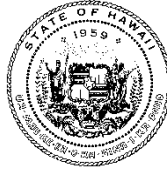
Purpose of Bill: Authorizes the department of education to provide incentives to enhance the recruitment and retention of public school teachers.

Department's Position:

The Department of Education (Department) supports SB 2256, which authorizes the Department to provide incentives to enhance the recruitment and retention of public school teachers.

SB 2256 clarifies the Department's authority to provide incentives and allows for better planning and implementation when such incentives are being considered. In addition, SB 2256 aligns with Goal 2 of the Department's Strategic Plan of focusing on increasing the pipeline of new teachers entering the education profession and increasing teacher retention rates. Lastly, it will help the Department deliver on its 2030 Promise Plan by ensuring Hawaii's students have qualified teachers in schools providing an environment that promotes equity, excellence and innovation.

The Hawai'i State Department of Education is committed to delivering on our promises to students, providing an equitable, excellent, and innovative learning environment in every school to engage and elevate our communities. This is achieved through targeted work around three impact strategies: school design, student voice, and teacher collaboration. Detailed information is available at www.hawaiipublicschools.org.



STATE OF HAWAII
HAWAII TEACHER STANDARDS BOARD
650 IWILEI ROAD, SUITE 201
HONOLULU, HAWAII 96817

January 27, 2020

TO THE SENATE COMMITTEE ON EDUCATION

TESTIMONY ON SENATE BILL 2256, RELATING TO TEACHER RECRUITMENT

SUBMITTED BY LYNN HAMMONDS FOR THE HAWAII TEACHER STANDARDS BOARD

Chair Kidani, Vice Chair Kim, and Members of the Senate Committee on Education:

The Hawaii Teacher Standards Board (HTSB) supports SB 2256 to provide incentives to enhance the recruitment and retention of public school teachers. Housing and relocation incentives, salary differentials, and bonuses will encourage the successful recruitment and retention of teachers.

Since this bill references public school teachers, the HTSB respectfully requests that Hawaii charter schools also be authorized to offer these incentives, as their funds allow, so that all Hawaii public school children and teachers may benefit.

The HTSB thanks the Senate Committee on Education for introducing and hearing this bill to support teachers.

Thank you for the opportunity to testify.



S E A C
Special Education Advisory Council

919 Ala Moana Blvd., Room 101

Honolulu, HI 96814

Phone: 586-8126 Fax: 586-8129

email: spin@doh.hawaii.gov

January 27, 2020

**Special Education
Advisory Council**

Ms. Martha Guinan, *Chair*
Ms. Dale Matsuura, *Vice Chair*
Dr. Patricia Sheehey, *Vice
Chair*
Ms. Ivalee Sinclair, *Vice Chair*

Ms. Andrea Alexander
Ms. Brendelyn Ancheta
Ms. Virginia Beringer
Ms. Mary Brogan
Ms. Deborah Cheeseman
Ms. Annette Cooper
Mr. Mark Disher
Dr. Kurt Humphrey
Ms. Cathy Kahoochanohano
Ms. Tina King
Ms. Bernadette Lane
Ms. Kaili Murbach
Ms. Stacey Oshio
Ms. Carrie Pisciotto
Ms. Kau'i Rezentos
Ms. Rosie Rowe
Dr. David Royer
Mr. James Street
Mr. Francis Tael
Mr. Steven Vannatta
Ms. Jasmine Williams
Ms. Susan Wood

Ms. Cara Tanimura, *liaison
to the Superintendent*
Dr. Bob Campbell, *liaison to
the military community*

Amanda Kaahanui, Staff
Susan Rocco, Staff

Senator Michelle N. Kidani, Chair
Committee on Education
Hawaii State Capitol
Honolulu, HI 96813

RE: SB 2256 - Relating to Teacher Recruitment

Dear Chair Kidani and Members of the Committee,

The Special Education Advisory Council (SEAC) strongly supports SB 2256 which authorizes the Department of Education to provide incentives to enhance the recruitment and retention of public school teachers. In particular, we are most keenly focused on ensuring that special education students, arguably those most at-risk of academic failure, have access to qualified and certified special education teachers.

As your Committee knows, only 84% of special education teaching positions in School Year 2018-19 were filled by individuals who have completed a state approved teacher education program. Retention of qualified special education teachers is also a growing problem. A contributing factor is that the chronic shortage of qualified teachers for our most vulnerable students has led to additional hardships for those teachers still in the field who must double up their IEP coordination and paperwork to fill in the gap.

On December 5, 2019, the Board of Education voted to support a pay differential for special education classroom teachers, as well as Hawaiian immersion teachers and teachers in hard-to-fill geographical locations. SEAC is in full support of this pay differential for special education classroom teachers as a tool to both recruit and retain these valuable personnel. We urge your committee to support the additional requested funding for these vitally needed positions as well as funding for other meaningful incentives such as teacher housing and relocation expenses.

Sincerely,


Martha Guinan
Chair


Ivalee Sinclair
Legislative Committee Chair

DAVID Y. IGE
GOVERNOR



JOHN S.S. KIM
CHAIRPERSON

STATE OF HAWAII
STATE PUBLIC CHARTER SCHOOL COMMISSION
(‘AHA KULA HO‘ĀMANA)

<http://CharterCommission.Hawaii.Gov>
1111 Bishop Street, Suite 516, Honolulu, Hawaii 96813
Tel: (808) 586-3775 Fax: (808) 586-3776

FOR: SB 2256 Relating to Teacher Recruitment
DATE: January 27, 2020
TIME: 2:45 P.M.
COMMITTEE: Committee on Education
ROOM: Conference Room 229
FROM: Sione Thompson, Executive Director
State Public Charter School Commission

Chair Kidani, Vice Chair Kim and members of the Committee:

The State Public Charter School Commission (“Commission”) appreciates the opportunity to submit this testimony in **SUPPORT of SB 2256 with amendments**. This measure allows the Department of Education (DOE) to provide monetary or other incentives to enhance the recruitment and retention of public school teachers subject to the availability of funds.

The Commission requests that this **measure be amended to clarify that any incentives intended to enhance recruitment and retention should be provided to public charter school teachers** as well as teachers in department schools. The Commission looks forward to collaborating with the committee, the DOE, other interested stakeholders, and public charter schools in moving this legislation forward.

Thank you for the opportunity to provide this testimony.



SENATE BILL 2256, RELATING TO TEACHER RECRUITMENT

JANUARY 27, 2020 · SENATE EDUCATION
COMMITTEE · CHAIR SEN. MICHELLE N. KIDANI

POSITION: Support, with amendments.

RATIONALE: The Democratic Party of Hawai'i Education Caucus supports and suggests amendments for SB 2256, relating to teacher recruitment, which authorizes the Hawai'i Department of Education to provide incentives to enhance the recruitment and retention of public school teachers and school counselors employed by the HIDOE or a charter school.

Our state is currently facing a chronic teacher shortage, which undermines student learning. For the 2019-2020 school year, the HIDOE experienced a qualified teacher shortage of 973 positions, 351 of which were in the area of special education. Additionally, we continue to lose approximately 50 percent of new hires after five years, with the number of teachers exiting the teaching profession increasing by more than 80 percent since 2010.

Low teacher pay exacerbates teacher turnover. Numerous studies, including those performed annually by WalletHub.com and EdBuild, have found that Hawai'i's teacher pay ranks last in the nation when adjusted for cost of living. Moreover, a 2019 Economic Policy Institute analysis found that in the islands, teachers earn 19.1 percent lower pay than comparable college graduates.

Research also shows that as teacher pay increases, so, too, does student achievement. A Stanford University analysis found that raising teacher wages by 10 percent reduces high school dropout rates by 3 to 4 percent. Similarly, a Florida study showed that pay raises reduced teacher attrition by as much as 25 percent for hard-to-fill subject areas, with children’s learning growth gaining from prolonged exposure to more experienced educators.

Put simply, competitive compensation correlates with greater success in recruiting and retaining qualified educators. Low teacher salaries, in contrast, deter potential applicants from entering and remaining within demanding teaching fields, including special education, in which work conditions require unique professional skill sets, but are inadequately compensated. Deficient salaries particularly intensify the teacher shortage in schools that are located in hard-to-staff geographic locations, where housing options are scarce, long commute times result in elevated fuel expenses, and fewer community amenities are available.

Hawaiian language immersion schools are also disproportionately harmed by the state’s low-ranking teacher compensation. Of the department of education’s 161 Hawaiian language immersion teaching positions, only 54 are filled with qualified and licensed Hawaiian language immersion teachers. The Hawai’i State Supreme Court ruled in August of 2019 that our constitution requires the HIDOE to make “reasonable efforts” to provide students with access to Hawaiian language immersion education, making the need to attract and retain qualified and licensed Hawaiian language immersion teachers an urgent priority.

To address our school system’s teacher shortage, the HIDOE has partnered with Gov. David Ige and HSTA on a proposal to raise the pay of educators working in high-need areas. Their plan calls for pay differentials of \$10,000 a year for special education teachers, \$8,000 for Hawaiian immersion teachers, and \$3,000 to \$8,000 for teachers in hard-to-staff geographic locations, like West Hawai’i, depending on the severity of the need.

Our state must also “true up” the salaries of approximately 6,000 teachers who are being underpaid by thousands of dollars each year because they were not given step increases during periods of economic hardship. Ensuring that these teachers’ salaries correspond to the number

of years of professional service that they have accrued would provide them with \$900 to \$17,000 in additional pay annually. That kind of money might keep them in our schools, allowing good teachers to become great classroom leaders and giving students a chance to achieve their educational dreams.

That said, **we urge you to amend this measure by using it to appropriate funds for 1) the differentials proposed by the HIDOE, HSTA and Gov. Ige, and 2) step raises for teachers who are currently being underpaid.** It's simple math: if you can't afford to live in Hawai'i, you can't afford to teach in Hawai'i. To deliver the schools our keiki deserve, we must pay teachers what they're worth.



LATE

KAMEHAMEHA SCHOOLS®

Senate Committee on Education

Time: 2:45 p.m.

Date: January 27, 2020

Where: Conference Room 229

TESTIMONY

By Ka'ano'i Walk

Kamehameha Schools

RE: **SB 2256, Relating to Teacher Recruitment**

E ka Luna Ho'omalū Kidani, ka Hope Luna Ho'omalū Kim, a me nā Lālā o ke Kōmike Ho'ona'auao o ka 'Aha Kenekoa, aloha kākou! My name is Ka'ano'i Walk, the Senior Policy Analyst for Kamehameha Schools.

Kamehameha Schools is in **support** of SB 2256, which authorizes the Department of Education to provide incentives to enhance the recruitment and retention of public school teachers.

Both national and statewide data trends show an alarming shortage of teachers in many subject areas and across all levels of education. According to HSTA, there were 1,029 Emergency Hires and Vacancies in SY18-19 in our public schools. This issue affects equitable access to quality public education for all keiki, especially our Native Hawaiian learners. We commend the creativity and determination of the legislature in assisting to recruit new educators and retain current educators in our public schools.

Founded in 1887, Kamehameha Schools is an educational organization striving to restore our people through education and advance a thriving Lāhui where all Native Hawaiians are successful, grounded in traditional values, and leading in the local and global communities. We believe that community success is individual success, Hawaiian culture-based education leads to academic success and local leadership drives global leadership.

'A'ohe hana nui ke alu 'ia. No task is too large when we all work together! **Please advance this measure.**

Council Chair
Alice L. Lee

Vice-Chair
Keani N.W. Rawlins-Fernandez

Presiding Officer Pro Tempore
Tasha Kama

Councilmembers
Riki Hokama
Kelly Takaya King
Michael J. Molina
Tamara Paltin
Shane M. Sinenci
Yuki Lei K. Sugimura



Director of Council Services
Traci N. T. Fujita, Esq.

COUNTY COUNCIL
COUNTY OF MAUI
200 S. HIGH STREET
WAILUKU, MAUI, HAWAII 96793
www.MauiCounty.us



January 26, 2020

TO: The Honorable Michelle Kidani, Chair
Senate Committee on Education

FROM: Tamara Paltin, Councilmember for West Maui
Maui County Council

SUBJECT: **HEARING OF JANUARY 27, 2020; SUPPORT OF SB 2256, RELATING
TO TEACHER RECRUITMENT**

Thank you for the opportunity to offer testimony in **SUPPORT** of this important measure. The purpose of this bill authorizes the department of education to provide incentives to enhance the recruitment and retention of public school teachers.

The Maui County Council has not had the opportunity to take a formal position on this measure. Therefore, I am providing this support in my capacity as an individual member of the Maui County Council.

As the councilmember for the West Maui district, home to four Hawai'i State Department of Education public schools, I am acutely aware of the need to recruit and, perhaps more importantly, retain our public school teachers. I believe creating incentives, like the examples listed in the measure, is one of many steps that can be taken by the State Legislature to ensure the future viability of our educators here in Hawai'i.

Thank you, once again, for the opportunity to testify and for your consideration.