

To: Senator Michelle N. Kidani, Chair
Senator Donna Mercado Kim, Vice Chair
Members of the Senate Committee On Education

From: Robert G. Peters, Chair
Early Learning Board

Subject: **Measure:** HB 1360, HD 1, Relating to Early Learning
Hearing Date: Wednesday, March 17, 2021
Time: 3:20 PM
Location: **Via Video Conference**, Conference Room 229

Description: Establishes an early childhood educator stipend program to be administered by the executive office on early learning to address the shortage of qualified early childhood educators in Hawaii. Requires stipend fund repayments for the early childhood educator stipend program to be deposited into the early learning special fund. Effective 7/1/2050

Early Learning Board Position: Support

I am Robert G. Peters, Chair of the Early Learning Board (ELB). Thank you for this opportunity to offer written testimony on this bill, HB 1360, HD 1, on behalf of the Early Learning Board.

Through Act 202, Session Laws of Hawaii 2017, ELB transitioned from an advisory to a governing board for the Executive Office on Early Learning (EOEL) and is charged with formulating statewide policy relating to early learning. We are composed of members from across the early childhood field, in both the public and private sectors.

ELB's mission is to support children's academic and lifelong well-being by directing and supporting the EOEL for an effective, coordinated, high-quality early learning system from prenatal to kindergarten entry. We support efforts that promote the development of this system for our keiki and families.

The ELB has made workforce development one of its highest priorities in order to expand access to high-quality early learning for our keiki. The Board appreciates the Legislature's passage of Act 046, SLH 2020. Supporting the early care and education workforce will allow us to move faster toward achieving the ambitious goals of Act 046 once funds become more available. It is increasingly critical now as we face the impact of COVID-19 on our keiki and their families. We know that women, the primary providers of early care and learning, have been most seriously challenged by the fall-out from the pandemic. Private providers tell us they are grappling with a limited workforce of qualified early childhood educators. And even within the EOEL Public Pre-K Program, now with just over 40 classrooms across the state, recruitment and retention are serious barriers to expansion and access.

The Early Learning Board seeks to work with the Legislature and the broader community to identify and implement plans to expand the workforce to increase access to Hawaii's keiki and their families. It appreciates this bill's potential to build the preschool workforce by incentivizing many who can contribute to the profession and the achievement of the goals of expansion of preschool opportunities.

The ELB respectfully requests your consideration of the following benefits of HB 1360, HD 1:

- Leverages private source funding to establish and implement the program, rather than include appropriations recognizing the dire economic situation the State currently faces .

- Is a result of discussions with stakeholders across Hawaii's early childhood field.
- Would cover early childhood tuition and fees for each individual, reducing financial barriers many students face when attempting to access higher education course work.
- Targets individuals already working in the early care and education field in Hawaii, so they are more likely to stay in the field.
- Would provide much - needed support for educators who are an undervalued and under - supported workforce, beyond the EOEL Public Prekindergarten Program.
- Is based on the strong foundation laid by the stipend program administered by the University of Hawaii and funded through the federal Preschool Development Legacy Grant that ended in 2019.
- Includes resources for student support and counseling, proven necessary through UH Manoa College of Education's experience and which further supports the broader workforce.
- Offers the structure needed to attract early childhood educators, which is based on lessons learned from UH Manoa College of Education's experience and surveys of early childhood education students.

Thank you for the opportunity to testify in support of HB 1360, HD 1.



STATE OF HAWAII
Executive Office on Early Learning
2759 South King Street
HONOLULU, HAWAII 96826

March 15, 2021

TO: Senator Michelle N. Kidani, Chair
Senator Donna Mercado Kim, Vice Chair
Senate Committee on Education

FROM: Lauren Moriguchi, Director
Executive Office on Early Learning

SUBJECT: **Measure:** H.B. No. 1360 H.D. 1 – RELATING TO EARLY LEARNING
Hearing Date: Wednesday March 17, 2021
Time: 3:20 p.m.
Location: Videoconference

Bill Description: Establishes an early childhood educator stipend program to be administered by the executive office on early learning to address the shortage of qualified early childhood educators in Hawaii. Requires stipend fund repayments for the early childhood educator stipend program to be deposited into the early learning special fund. Effective 7/1/2050. (HD1).

EXECUTIVE OFFICE ON EARLY LEARNING'S POSITION: Support

Good afternoon. I am Lauren Moriguchi, Director of the Executive Office on Early Learning (EOEL). EOEL is in **strong support of H.B. 1360 H.D. 1.**

We thank the Legislature for its recognition of the need to increase access to early care and education through the passage of Act 046, SLH 2020 and appreciate the Legislature's recognition of the critical need for qualified early childhood educators in Hawaii. H.B. No. 1360 H.D. 1 will lay the foundation for expanding access to early care and education programs and services by helping to increase providers in the early care and education workforce. Supporting the early care and education workforce will allow us to move faster in achieving the ambitious goals of Act 046 set forth by the Legislature once funds become more available.

EOEL is statutorily responsible for the development of the State's early childhood system that shall ensure a spectrum of high-quality development and learning opportunities for children throughout the state, from prenatal care until the time they enter kindergarten, with priority given to underserved or at-risk children.

An early learning program that is not high-quality is linked to inappropriate referrals to special education, which will increase, rather than save, State funds. **When young children are placed in programs that are not high-quality, we risk setting them on a negative trajectory –**

opposite of the positive outcomes that research has shown are associated with high-quality early learning programs.

One of the most fundamental components of high-quality early learning is a qualified educator. The Institute of Medicine and the National Resource Center for Health and Safety in Child Care and Early Education recognize that “(t)eachers with at least a bachelor’s degree are more likely to aptly approach instruction – they are more sensitive, less punitive, and more engaged.” This is key because “(t)here is general agreement among experts in the field of child development that the quality of classroom interactions between teacher and child contributes substantially to children’s learning and development” (Bowman, Donovan, & Burns, 2001).

This is why one of our nation’s foremost experts on early learning says, “**Expansion of public pre-k is only a worthwhile public investment if children receive a high-quality education**” (W. Steven Barnett, Ph.D., Senior Co-Director, National Institute for Early Education Research). We greatly appreciate this vehicle to incentivize the development of a pool of highly qualified early childhood professionals for the State.

H.B. No. 1360 H.D. 1 offers the following:

- Leverages private source funding to establish and implement the program, rather than include appropriations recognizing the dire economic situation the State is currently facing.
- Is a result of discussions with stakeholders across Hawaii’s early childhood field.
- Has the approval of our governing board, the Early Learning Board, which is composed of members across both the public and private sectors who have expertise and experience in various aspects of the early childhood field.
- Would cover early childhood tuition and fees for each individual, reducing financial barriers many students face when attempting to access higher education coursework.
- Targets individuals already working in the early care and education field in Hawaii, so they are more likely to stay in the field.
- Would provide much-needed support for educators who are an undervalued and under-supported workforce, beyond the EOEL Public Prekindergarten Program.
- Is based on the strong foundation laid by the stipend program administered by the University of Hawaii and funded through the federal Preschool Development Legacy Grant that ended in 2019.
- Includes resources for student support and counseling, proven necessary through UH Manoa College of Education’s experience and which further supports the broader workforce.
- Offers the structure needed to attract early childhood educators, which is based on lessons learned from UH Manoa College of Education’s experience and surveys of early childhood education students.

As we have worked toward the goal of creating an effective early childhood system and increasing access to early learning opportunities for our keiki, we realized the gravity of the need to address the severely limited workforce of qualified early childhood educators. **One of the things we’ve learned from our program, as well as through our collaborative work across private and public partners in the field, is that most, if not all, of us cannot find enough qualified staff to expand quickly. In our work to increase access to high-quality early learning, we have made workforce development one of our highest priorities.**

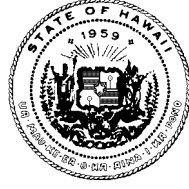
It is during the earliest years when the environments, supports, and relationships experienced by children have profound effects on their developing brains and their learning and development. Children thrive when they have strong relationships with adults who are knowledgeable and

possess the necessary competencies to guide and facilitate their engagement in learning while responding to their individual progress and their social-cultural background. At the core of this complex and important work with young children is strengthening the workforce to reflect the science of learning and development. Qualified educators are especially needed in working with children who experience adversities that place the learning and development at-risk. A qualified workforce is critical to promoting equity for all children.

We respectfully request that you consider this mechanism for workforce development as key to achieving the Legislature’s goal of increasing access to early learning.

Thank you for your consideration, and for the opportunity to testify on this bill. I am happy to answer any questions you may have.

DAVID Y. IGE
GOVERNOR



CATHY BETTS
DIRECTOR

JOSEPH CAMPOS II
DEPUTY DIRECTOR

STATE OF HAWAII
DEPARTMENT OF HUMAN SERVICES

P. O. Box 339
Honolulu, Hawaii 96809-0339

March 15, 2021

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

FROM: Cathy Betts, Director

SUBJECT: **HB 1360 HD1 – RELATING TO EARLY LEARNING.**

Hearing: Wednesday, March 17, 2021, 3:20 p.m.
Via Videoconference, State Capitol

DEPARTMENT'S POSITION: The Department of Human Services (DHS) supports the intent of this measure and provides additional comments.

The House Committee on Education amended the measure by:

1. Exempting the EOEL from the prohibition of contracting with a collection agency to collect from a debtor a commission;
2. Changing the effective date to be July 1, 2050; and
3. Making technical, nonsubstantive amendments for the purpose of clarity, consistency, and style.

PURPOSE: The purpose of the bill establishes an early childhood educator stipend program to be administered by the executive office on early learning to address the shortage of qualified early childhood educators in Hawaii. Requires stipend fund repayments for the early childhood educator stipend program to be deposited into the early learning special fund. Effective 7/1/2050. (HD1)

This measure could provide increased access to continuing post-secondary education and be a useful incentive to expanding the early care and education workforce. DHS notes that the proposed measure utilizes private sector funds for the establishment of the program,

March 15, 2021

Page 2

benefits the broader early care and education workforce as set forth under section 302L-2, Hawaii Revised Statutes, including Hawaiian language medium and Hawaiian immersion settings and DHS licensed and registered facilities and homes, and includes a two-year work requirement post-completion of the certificate, degree, or licensed program at a University of Hawaii campus.

Thank you for the opportunity to provide comments on this measure.

March 17, 2021

TO: Senator Michelle N.Kidani, Chair

Senator Donna Mercado Kim, Vice Chair

Senate Committee on Education

Members Senate Committee on Education

FROM: Kate Stanley (Retired)

SUBJECT: SB 1271 SD2 Relating to Early Learning

I am Kate Stanley testifying in my individual capacity **in strong support** of HB1360 HD1. The bill establishes an early childhood educator stipend program to be administered by the executive office on early learning to address the shortage of qualified educators in Hawaii. The bill requires funds for the early childhood educator stipend program to be deposited into the early learning special fund.

I have been an advocate for Early Education since 1975 when I served as a member of the Hawaii State House of Representatives. I wish to add my voice to the many individuals , agencies and organizations who are supporting this bill.

Establishing an early educator stipend program is an important part of creating a high quality early learning system. As others have said the State of Hawaii does not currently have enough qualified individuals to meet to meet the the current demand or to meet the need as the number of early educations programs grow.

A stipend program will help expand the workforce and the quality of the workforce.

Also the stipend program has the support of the private sector and will not require a general fund appropriation.

Please support and move forward SB1271 SD2.

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>
1164 Bishop Street, Suite 1100, Honolulu, Hawaii
96813 Tel: (808) 586-3775 Fax: (808) 586-3776

FOR: HB 1360 HD1 Relating to Early Learning
DATE: March 17, 2021
TIME: 3:20 P.M.
COMMITTEE: Committee on Education
ROOM: Conference Room 229
FROM: Yvonne Lau, Interim Executive Director
State Public Charter School Commission

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

The State Public Charter School Commission (“Commission”) appreciates the opportunity to submit this testimony in **STRONG SUPPORT of HB 1360 HD1** which establishes the early childhood educator stipend program to teachers and Educational Assistants (“EAs”) that would help to offset the costs of enrolling in higher education classes.

As the recipient of a 2017 U.S. DOE Supplemental Pre-K grant, the Commission utilized much of those funds to foster the development of a strong statewide early childhood educator communities of practice. In 2018, the Commission partnered with the University of Hawai‘i and Chaminade University of Honolulu. This partnership was developed to provide teachers and educational assistants (EAs) currently in the workforce—in public and private settings—with access to free college-level coursework in early childhood education. This was a key strategy to further advance high-quality preschool practices that included building comprehensive, foundational knowledge for EAs, who comprise 50% of the adult to student ratio in our early education classrooms.

In this one-year pilot project, 174 early learning educators were served. This project provided over \$330,000 in tuition subsidies to support these teachers and EAs, complete college-level early childhood education coursework or coursework that will lead to a degree in early childhood education. The success of this program clearly illustrates the demand and need for these kinds of educational supports for our early education workforce.

Based on the data and the experience of the participants in the Commission's program, we believe that this bill is a step forward in emphasizing the importance of and Hawaii's commitment to the development of a strong statewide early childhood educator workforce.

Thank you for the opportunity to provide this testimony.



Hawaii
Children's Action Network Speaks!
Building a unified voice for Hawaii's children

Hawai'i Children's Action Network Speaks! is a nonpartisan 501c4 nonprofit committed to advocating for children and their families. Our core issues are safety, health, and education.

To: Senator Kidani, Chair
Senator Kim, Vice Chair
Senate Committee on Education

Re: **HB 1360 HD1- Relating to early learning**
3:20PM, March 17, 2021

Chair Kidani, Vice Chair Kim, and committee members,

On behalf of HCAN Speaks!, thank you for the opportunity to testify in **support of House bill 1360 HD1**, which seeks to establish an early childhood educator stipend program to be administered by the Executive Office on Early Learning to address the shortage of qualified early childhood educators in Hawai'i.

Last session, amidst a pandemic, the legislature recognized the importance of early learning in a child's life and committed to serving all underserved three- and four-year-olds in a learning program by 2032. Developing a qualified workforce to support the expansion of programs will be critical to the legislation's intended goal. House bill 1362 is a needed piece to helping provide opportunities for those interested to pursue a certificate, degree, or license in early childhood education.

The Hawai'i Early Childhood State Plan states "a supported and supportive early childhood workforce is essential to a healthy future for children, families, and Hawai'i"¹. Educational stipends are an important part to offer workforce development and financial relief for early educators.

This bill makes no appropriations recognizing the dire economic situation our state is in. However, there are private funds committed to establish and implement this early childhood stipend program.

One of the most fundamental components of high-quality early learning is a qualified educator. At the core of this complex and important work with young children is strengthening the workforce to reflect the science of learning and development. House bill 1362 HD1 helps to bridge the gap between the workforce we need and the workforce we have.

For these reasons, HCAN Speaks! respectfully requests that your committee vote to pass this bill.

Kathleen Algire
Director of Early Learning and Health Policy

¹ Hawai'i Early Childhood State Plan, <https://drive.google.com/file/d/1oDDVuzHYh6KmfC-MReI7Vlo-OMDjDnLz/view>

TESTIMONY BEFORE THE SENATE EDUCATION COMMITTEE

PERSONS TESTIFYING: Kaulanakilohana (members of the consortium of early childhood education higher education faculty in Hawai'i)

DATE: Wednesday, March 17, 2021

TIME: 3:20 PM

LOCATION: State Capitol Conference Room 229 and Videoconference

TITLE OF BILL: HB1360 HD1 RELATING TO EARLY LEARNING

Honorable Chair Kidani; Vice Chair, Mercado-Kim; and Committee Members, Dela Cruz, Fevella, Kanuha,

We, members of Kaulanakilohana, the early childhood education higher education faculty, **strongly support HB1360 HD1.**

HB1360 HD1 is an essential component to expanding early learning programs: DHS licensed child care settings, public PreKs, home visiting programs, and Native Hawaiian serving programs such as the Family Child Interactive Learning Programs and Hawaiian language medium early childhood education programs. We need to invest in the early childhood workforce in order to grow and sustain all these programs.

Along with facilities, the greatest barrier to expanding new programs is growing and sustaining a knowledgeable and skilled workforce. **HB1360 HD1** has the potential to begin to put in place an infrastructure to grow the practitioners needed to expand the programs and services available for young children and their families.

There is broad consensus that **early childhood education is a specialized field of education** which requires “educators who are prepared to create engaging, inclusive, and developmentally grounded learning environments and who can effectively reach and teach diverse learners” (Gardner, Melnick, Meloy & Barajas, 2020, p. 1). Nationwide, minimum standards to ensure quality in state funded PreK require that teachers possess a baccalaureate degree with specialized coursework in early childhood education and assistant teachers or educational aides, complete entry level preparation consistent with industry recognized certificates (National Institute of Early Education Research, 2018).

Likewise, **federal funding streams for programs serving young children** (Child Care Development Block Grants, Headstart, IDEA Part B and C funding) **increasingly require states to show progress in establishing comprehensive and coherent workforce development systems that bridge across sectors and agencies.** It is no longer adequate to train practitioners to meet minimum care and safety standards. Criteria for continued federal funding asks states to move towards more robust systems that develop a well-prepared workforce consistent

with the recommendations of *Transforming the Workforce for Children Birth Through Age 8: A Unified Foundation* (Institutes of Medicine and National Research Council, 2015).

Problems sustaining a well-prepared workforce negatively impact children from our most vulnerable families, those living in poverty or Asset Limited Income Constrained Employed (ALICE) families who have difficulty affording early childhood education settings and must depend on assistance in order to obtain services (Aloha United Way, 2018). The Institutes of Medicine and National Research Council (2015) warn that the failure to support early educators with the preparation they need and seek hurts society by perpetuating systems where “adults who are under informed, underprepared, or subject to chronic stress themselves may contribute to children’s experiences of adversity and stress and undermine their development and learning” (p. 493).

Tuition stipends and other forms of support are essential for early childhood educators who are among the lowest paid workers. A majority of the people currently in the workforce are women, a high percentage are mothers from ethnic groups who are underrepresented in higher education, working long hours in some of the lowest paying jobs in the state. Despite being employed in an early childhood job, they often still depend on some form of government aid (Executive Office of Early Learning, 2019; TEACH, 2010). In Hawai‘i, our workforce, particularly outside of the public PreKs, is composed of a large percentage of Native Hawaiian, Filipino and Pacific Islander women. It is typical for workers in this sector to discover a love for this work after experiencing an early childhood setting through their children. Many want to be employed in their neighborhoods and desire to pursue college, increase their earnings, and sustain a living as an early childhood educator. However, they often come from a student population that differs from the typical K-12 pre-service student and find it difficult to meet criteria such as full-time enrollment, that is required by typical financial assistance or loan forgiveness programs available to other educators. Tuition assistance programs for the early childhood workforce must be designed with the flexibility and support that reflects the diversity of our student-practitioners (TEACH, 2018).

Many states offer targeted financial assistance programs in order to stimulate the expansion of their early learning workforce in order to encourage degree attainment despite the dismally low wages in the field (National Academies of Sciences, 2019).

HB1360 HD1 provides the opportunity to put in place a sustained infrastructure based on the successes of a tuition support program already piloted and refined between 2018-2019.

The tuition stipend program proposed in HB1360 HD1 is structured to reflect lessons learned from an 18 month, \$330,000 workforce development tuition stipend program funded through a US Preschool Development Legacy Grant

(2018-2019). The federally funded pilot was the first coordinated, systemic effort to disseminate public funds to practitioners statewide who were enrolled as early childhood education students across the UH system and Chaminade University. A key to the program's success was addressing the diverse entry points and educational aspirations of practitioners in the field and intentionally funding certificates and degrees at all levels, from entry level positions, to lead teachers in classrooms, to the instructional positions essential to growing an infrastructure necessary to expand public PreK, child care, and other early learning programs in the state. The stipend program proposed in **HB1360 HD1** builds on the previous collaborations between the Hawaii Charter School Commission, the Executive Office of Early Learning, the UH System and Chaminade University early childhood teacher preparation programs. Through that grant we demonstrated the ability to:

- Address the absence of dedicated teacher loan forgiveness or other forms of financial assistance programs available to early childhood educators.
- Provide a vehicle to administrate tuition support across all ECE preparation programs and at all levels (entry level aides or educational assistants, lead teachers, leaders)
- Include early childhood students enrolled in preparation programs for both state recognized languages (e.g. English and Hawaiian language medium and Hawaiian culture based early childhood education preparation programs).
- Provide specialized advising and wrap around supports to encourage recruitment, retention and persistence in college courses (90% course completion rate).
- Gather data to evaluate the effectiveness of services in a comprehensive manner across all campuses.

The Executive Office of Early Learning (EOEL) provides leadership in early learning system building efforts across the various agencies and stakeholders. As the administrator of the program, this would enable the Office to coordinate with higher education institutions to ensure a cohesive system to support the development of the workforce.

Furthermore, Hawai'i has a competitive proposal for a national grant, ECE³, to improve the alignment and stacking of degrees and certificates and to increase access for neighbor island and underserved students in the workforce. HB1360 HD1 is an opportunity for the Legislature and Governor to take action consistent with their letters of support for the grant. A cohesive system of advising and support, including financial support for students, is a critical next step that will enable us to build a workforce with the knowledge and competencies necessary to support young children and their families. With the passage of **HB1360 HD1**, generous seed money from the private sector will help us to begin to address a key component of an early learning workforce development system. The bill leverages private funds and is a way to support workforce development in early childhood education without requiring appropriations during a time of fiscal restraint.

The COVID-19 pandemic has truly brought attention to the critical human infrastructure that programs for young children provide. A safe, stimulating learning environment for each ohana's young children will be essential to rebuilding our economy. Key to this is knowledgeable and skilled adults who can support the learning of young children in a manner consistent with the research on early learning.

We strongly support HB1360 HD1. The stipend program is a critical step towards realizing the Legislature and Governor's aspirations to sustain and build an early learning system for the state.

Thank you for this opportunity to testify.

Kaulanakilohana (Early childhood education higher education faculty in Hawai'i)

Chaminade University - Elizabeth Park, PhD and Yan Yan Imamura, MEd
Hawai'i Community College - Janet Smith, MA; and Brenda Watanabe, MEd
Honolulu Community College - Ann Abeshima, EdD; Elizabeth Hartline, MA; Eva Moravcik; Caroline Soga, PhD; Laurie Ann Takeno, EdM; and Cyndi Uyehara, MEd

Kaua'i Community College - Antonia Fujimoto, MA

University of Hawai'i at Hilo Ka Haka 'Uka O Ke'elikōlani - Noelani Iokepa-Guerrero, PhD

University of Hawai'i at West O'ahu – Susan Adler, PhD

University of Hawai'i at Mānoa – Christopher Au, PhD, Robyn Chun, MEd; Richard Johnson, EdD; Theresa Lock, EdD; Leah Muccio, PhD

University of Hawai'i Maui College – Julie Powers, MA; Gemma Medina MEd



**Parents And
Children Together**
BUILDING THE RELATIONSHIPS THAT MATTER MOST

LATE

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

FROM: Ryan Kusumoto, President & CEO of Parents And Children Together (PACT)

DATE/LOCATION: March 17, 2021; 3:20 p.m., Conference Room 229/Video Conference

RE: TESTIMONY IN SUPPORT OF HB 1360 HD1 – RELATING TO EARLY LEARNING

We ask you to support HB 1360 HD 1 which seeks to establish an early childhood educator stipend program to be administered by the executive office on early learning to address the shortage of qualified early childhood educators in Hawaii.

We thank the legislature for its passage of Act 046, SLH 2020 to increase access to early care and education in Hawaii. Given the legislature's and community's current priority of expanding access to high-quality early care and learning programs, we must also continue to expand the number of qualified educators in the field. We believe that it is critically important to make early learning an attractive career and to support our early learning workforce so that we can continue to build an interested, dedicated and highly qualified pipeline of educators. The teacher stipend program is an important piece of the increasing access to early learning puzzle and we hope that state policy will work towards putting all the critical pieces together for effective systems change and the long-term benefit of our keiki and community.

As a provider of Head Start and Early Head Start programs on Oahu and Hawaii Island we understand the importance of having teachers who are grounded in educational best practices and specifically early childhood. We have also experienced the difficulty in filling our early learning staff vacancies on both islands due to a lack of qualified and/or interested/available applicants. Data shows that high-quality care and education during the earliest stages of a child's development provides a critical foundation for later educational and life success. Early childhood is a particularly critical time in a child's development and focused efforts need to be placed on building a strong pipeline of teachers who can deliver age-appropriate curriculum, structures and strategies that address the needs of our youngest learners. The early educator stipend program would encourage those interested in or already in the field to pursue a certificate, degree, or license in early childhood education and fill the critical need for qualified educators across the early learning system in our state.

Founded in 1968, Parents And Children Together (PACT) is one of Hawaii's not-for-profit organizations providing a wide array of innovative and educational social services to families in

need. Assisting more than 15,000 people across the state annually, PACT helps families identify, address and successfully resolve challenges through its 18 programs. Among its services are: early education programs, domestic violence prevention and intervention programs, child abuse prevention and intervention programs, childhood sexual abuse supportive group services, child and adolescent behavioral health programs, sex trafficking intervention, poverty prevention and community building programs.

Thank you for the opportunity to testify in **support of HB 1360 HD 1**, please contact me at (808) 847-3285 or rkusumoto@pacthawaii.org if you have any questions.

Early Childhood Services: Promoting Positive Outcomes for Young Children

The National Association of School Psychologists (NASP) supports effective early childhood education and intervention as a means of promoting positive outcomes for all young children (Pianta, Barnett, Justice, & Sheridan, 2012). NASP believes that school psychology services should be provided for young children with and without identified disabilities and risk factors from birth to age 8. NASP advocates for services that are coordinated, prevention-oriented, developmentally appropriate, and grounded in evidence-based practice. Furthermore, NASP recognizes that children develop in the context of families, communities, and culture, and therefore, services must be sensitive and relevant to the cultural and linguistic diversity of young children and their families. NASP supports active roles for school psychologists in early childhood education and intervention that result in innovative approaches to collaboration, assessment and evaluation, and instruction and intervention across multiple settings, including schools, primary practice settings, and early childhood centers. Effective practices across these environments support behavioral and social–emotional development, school readiness, transition to school, and early school success for all young children.

COLLABORATIVE RELATIONSHIPS

Young children must be valued within the context of their families, cultures, communities, and society (National Association for the Education of Young Children, 2015). School psychologists form collaborative relationships with families, early educators, and communities to best understand young children and meet their needs. Collaborative relationships with families demonstrate value of the role of parents' engagement in early learning, and such relationships support young children in the transition from early education to kindergarten and later school experiences (McIntyre, Eckert, Fiese, Reed, & Wildenger, 2010). School psychologists develop relationships with families of young children that are consistent with family needs and build on family strengths (Coffee, Ray-Subramaian, Schanding, & Feeney-Kettler, 2013). School psychologists collaborate with families in assessment and intervention practices to ensure that practices result in meaningful outcomes that increase children's participation in their daily environments.

Collaborative relationships with community partners—such as physicians, preschool teachers, child care providers, parent support groups, early childhood educators, and related service providers (e.g., occupational and physical therapists, speech-language pathologists and mental health service providers)—facilitate comprehensive and thorough Child Find¹ activities and ensure access to services across a wide spectrum of supports. Collaboration with early childhood professionals promotes high-quality experiences for children that foster early learning and social–emotional competencies linked to continued school success (Pierce & Bruns, 2013). These collaborations also provide a connection between settings to support children's transition to elementary school (McGoey, Rispoli, Schneider, Clark, & Novak, 2013). Alignment of learning goals, linked systems of assessment, coordination of

¹ Child Find is a component of special education that involves evaluation of children's developmental progress to identify children at risk for disabilities.

services, communication, and planning facilitate transition and promote adaptation to the next environment.

ASSESSMENT AND EVALUATION

NASP believes that effective assessment and evaluation practices are likely to result in improved outcomes for all young children. To promote accurate and meaningful assessment for young children, school psychologists encourage families' active engagement in assessment efforts and ensure that practices are responsive to the cultural, linguistic, and diverse needs of young children and their families (Ortiz, 2008). Collaborative relationships with families and early educators facilitate the identification of important goals for learning and development, methods of formative assessment, carefully planned instruction, and program evaluation. Additionally, consideration of the purpose and utility of screening and assessment data, criteria for data-based decision making, and the technical adequacy of the tools selected is paramount in early education. Assessment and evaluation efforts emphasize multimethod, multi-informant approaches that incorporate observations in natural environments that contextualize data, and that provide a more comprehensive understanding of the academic, behavioral, and social-emotional needs of young children in classrooms and early education settings.

A multitiered system of services (MTSS) delivery framework for assessment and instruction and intervention to meet the diverse needs of young children is likely to be the most effective (Coffee et al., 2013). Multitiered services include successively more intensive assessment and instruction for children based on their needs. At the universal level (i.e., Tier 1), school psychologists promote universal screening practices that facilitate identification of young children who may benefit from additional intervention to support the development of adaptive early learning and social-emotional competencies (Kettler & Feeney-Kettler, 2011). School psychologists support universal screening by working toward the inclusion of all children in evaluation and accountability efforts and by implementing screening practices at regular intervals using technically adequate indicators of growth and learning in key domains. Finally, school psychologists support universal screening by analyzing screening results in the context of an MTSS, using data to develop criteria for determining when children are at risk for not acquiring necessary foundational skills. With regard to instruction, at the universal level, school psychologists collaborate with early educators to identify positive classroom practices for all children that increase opportunities for learning in key domains.

Early childhood education should be guided by formative assessment approaches that are grounded in developmental science and are developmentally appropriate. For young children participating in early childhood services, effective progress monitoring of early learning and social-emotional skills promotes formative data-based decision making (Greenwood, Carta, & McConnell, 2011). School psychologists collect data in naturalistic settings across a range of targets, including observations of child performance and behavior as well as contextual variables that support early learning and social interactions. Collectively, these data are used to guide effective intervention and evaluation of intervention efforts. Such data also can be used to evaluate the effectiveness of early intervention programs and inform any necessary changes (Greenwood et al., 2011). At the targeted level (i.e., Tier 2), school psychologists assist educators, related service providers, and families in developing supplementary instructional strategies for children who may benefit from additional support, which may include additional supplemental practice of a behavioral, social-emotional, and/or academic skill delivered through small group instruction.

At the intensive level (i.e., Tier 3), school psychologists integrate assessment data with other sources to identify appropriate supports for children, promoting flexibility in defining outcomes so individual child progress is meaningful and functional. School psychologists also guide educators and families in identifying targets for skill development, developing individualized appropriate interventions, and evaluating interventions to determine effectiveness (Conroy, Sutherland, Vo, Carr, & Ogston, 2014).

At all levels, school psychologists support effective implementation of assessment practices and instruction and intervention by monitoring the integrity of procedures and the meaningfulness of outcomes. School psychologists consult with families, teachers, physicians, and educational personnel, providing professional development, support, and technical assistance in data-based decision making (e.g., methods of data collection, creating and interpreting graphs, and linking data to program changes) to plan and evaluate instruction to accommodate all young learners in early education and as they enter kindergarten (Sheridan, Clarke, Knoche, & Edwards, 2006).

EFFECTIVE INSTRUCTION AND INTERVENTION

NASP believes there are core features of effective early childhood educational environments, regardless of the service delivery system used. Through intentional and strategic experiences, children develop learning-related skills that allow them to participate in classroom activities and routines; gain social and emotional skills that facilitate positive interpersonal relationships; and acquire fundamental skills related to communication, literacy, mathematics, and critical thinking. Effective early childhood instruction includes specific learning goals across domains of development (e.g., social and emotional, motor, language and communication, cognitive, and early academics) to promote interactions, instruction, and interventions that are focused and intentional (Hemmeter, Ostrosky, & Fox, 2006). Teaching practices incorporate appropriate learning goals for all children with a focus on functional skills that increase children's participation in their daily environments (Hojnoski & Missal, 2010; McGoey et al., 2013) as well as attention to maintenance and generalization of skills across settings and time. Teacher-directed instruction is balanced with strategic and thoughtful learning experiences that allow children to play, explore, and discover independently. All instructional approaches are authentic, culturally responsive, and contextually appropriate. Consideration is given to ecological congruence, sustainability over time, and acceptability to families and teachers.

ROLE OF THE SCHOOL PSYCHOLOGIST

To promote high-quality early education practices, school psychologists partner with early educators and families to create rich learning experiences that will provide children with the skills for school success. Through collaboration with early educators, they identify classroom strengths and instructional needs to create effective learning environments. By promoting research-based instructional strategies that support children's learning, and by using a scientific framework in developing instruction and intervention, school psychologists collaborate with families and early educators to create home-school connections that support children's learning (Sheridan et al., 2006). They support ongoing evaluation of instruction and intervention at the program, classroom, and individual child levels to ensure that children are making adequate progress towards meaningful outcomes.

SUMMARY

NASP advocates for school psychologists as active partners in early childhood education. School psychologists can serve to link early childhood settings with K–12 systems to promote a more seamless

continuum of services. The NASP domains of training and practice are highly relevant to the provision of effective services for young children with and without identified disabilities and risk factors, from birth to age 8. Collaborative relationships, responsive assessment, evaluation and accountability efforts, and effective developmentally appropriate instruction and interventions are all elements of practice consistent with NASP's vision and mission. NASP advocates for school psychologists to have active roles in early education and intervention to prevent later school problems and support optimal outcomes for all young children.

REFERENCES

- Coffee, G., Ray-Subramaian, C. E., Schanding, G. T., & Feeney-Kettler, K. A. (2013). *Early childhood education: A practical guide to evidence-based, multi-tiered service delivery*. New York: Routledge.
- Conroy, M. A. Sutherland, K. S., Vo, A. K., Carr, S., & Ogston, P. L. (2014). Early childhood teachers' use of effective instructional practices and the collateral effects on young children's behavior. *Journal of Positive Behavioral Interventions, 16*, 81–92.
- Greenwood, C. R., Carta, J. J., & McConnell, S. R. (2011). Advances in measurement for universal screening and individual progress monitoring of young children. *Journal of Early Intervention, 33*, 254–267.
- Hemmeter, M. L., Ostrosky, M., & Fox, L. (2006). Social and emotional foundations for early learning: A conceptual model for intervention. *School Psychology Review, 35*, 586–601.
- Hojnoski, R. L., & Missall, K. N. (2010). Social development in preschool classrooms: Promoting engagement, competence, and school readiness. In M. R. Shinn & H. M. Walker (Eds). *Interventions for achievement and behavior problems in a three-tier model including RTI* (pp. 703–728). Bethesda, MD: National Association of School Psychologists.
- Kettler, R. J., & Feeney-Kettler, K. A. (2011). Screening systems and decision making at the preschool level: Application of a comprehensive validity framework. *Psychology in the Schools, 48*, 430–441.
- McGoey, K. E., Rispoli, K., Schneider, D. L., Clark, B., & Novak, K. J. P. (2013). Improving behavior with preschool consultation: A pilot study of the TOTS model. *Journal of Educational and Psychological Consultation, 23*, 185–199.
- McIntyre, L. L., Eckert, T. L., Fiese, B. H., Reed, F. D. D., & Wildenger, L. K. (2010). Family concerns surrounding kindergarten transition: A comparison of students in special and general education. *Early Childhood Education Journal, 38*, 259–263.
- National Association for the Education of Young Children. (2015). *Strategic direction*. National Association for the Education of Young Children: Washington, DC.
- Ortiz, S. O. (2008). Best practices in nondiscriminatory assessment. In A. Thomas & J. Grimes, *Best practices in school psychology V*, 61–74.
- Pianta, R. C., Barnett, W. S., Justice, L. M., & Sheridan, S. M. (2012). *Handbook of early childhood education*. New York, NY: Guilford.
- Pierce, C. D., & Bruns, D. A. (2013). Aligning components of recognition and response to response to intervention to improve transition to primary school. *Early Childhood Education Journal, 41*, 347–354.
- Sheridan, S. M., Clarke, B. L., Knoche, L. L., & Edwards, C. P. (2006). The effects of conjoint behavioral consultation in early childhood settings. *Early Education and Development, 17*, 593–617.

Acknowledgment of position statement writing group members: Robin Hojnoski (chair), Kara McGoey, Gina Coffee, and Kristen Missall. Adopted by the NASP Leadership Assembly September 26, 2015.

Please cite this document as:

National Association of School Psychologists. (2015). *Early Childhood Services: Promoting Positive Outcomes for Young Children* (Position statement). Bethesda, MD: Author.



Date: March 15, 2021

To: Senate Committee on Education
Senator Michelle N. Kidani, Chair
Senator Donna Mercado Kim, Vice Chair

From: Early Childhood Action Strategy

Re: Support for HB1360, Relating to Early Learning

Early Childhood Action Strategy (ECAS) is a statewide cross-sector collaborative designed to improve the system of care for Hawai'i's youngest children and their families. ECAS partners work to align priorities for children prenatal to age eight, streamline services, maximize resources, and improve programs to support our youngest keiki.

ECAS strongly supports passage of HB1360, which would establish an early childhood educator stipend program in order to address the growing and critical shortage of qualified early childhood educators in Hawai'i.

High-quality early care and education programs are fundamental to thriving children, flourishing families, and a robust economy; And an effective, well-trained, early childhood workforce is the backbone of these programs. According to the 2020 National Early Childhood Workforce Index (Center for the Study of Child Care Employment) there are an estimated 3,410 members of the early childhood teaching workforce providing services to Hawaii's children. Yet many more well-trained professionals are needed to support and sustain the expansion of Hawaii's early care and education system to meet the child-development, school-readiness, child care, employment, and economic needs of the state.

The stipends proposed by HB1360 are a critical measure designed to aid in the recruitment, education, and retention of early childhood professionals. Stipends, along with bonuses, are a key financial relief strategy for a workforce that suffers from chronically low wages and turnover. National estimates suggest that more than one in four early childhood professionals changed jobs in 2019 and half of them left the profession in the last three years (c.f.: Colorado's Early Childhood Workforce 2020 Plan). Hawaii is currently one of only 14 states that do not offer a statewide supplement or bonus program to support their early care and education workforce (Center for the Study of Child Care Employment). HB1360 would take a helpful step towards redressing the lack of support and resources for professionals in the field.

Recognizing the dire economic situation in which our state finds itself, HB1360 makes no appropriations. Instead, the bill leverages private-source funding committed to establishing and implementing this early childhood stipend program.



In order for Hawai'i to build back better from the pandemic and continue to thrive and attract new businesses and professionals, the state must prioritize strategies to attract, retain and support a strong early childhood workforce –both for the state's growing economy and for the state's population of families with young children.

Thank you for this opportunity to provide testimony in support of this measure.

Dear Senator Michelle Kidani, Chair Senator Donna Kim, Vice Chair, and Committee:

Aloha, my name is Tiana Tamura, and I am currently seeking my Master of Social Work through the University of Hawaii at Manoa. I support HB1360 HD1 relating to a stipend program for early childhood educators.

I support this bill because I recognize the importance of highly trained and skilled teachers for the development of early childhood education. As stated in the bill, early childhood educators are among the lowest-paid occupations, resulting in the lack of qualified educators in this field. The stipend program will be an incentive for individuals to pursue a degree in this field, which will help decrease the high demand for personals. Therefore, passing this bill will allow higher qualified teachers in schools, ultimately benefiting our children's future and education.

Research shows that childhood's early stages are the most important stage for a child because they experience rapid cognitive, social, and physical development. Qualified early childhood educators can set a strong foundation for their students to assist them in the future. This bill's approval will provide a step forward on providing more adequate educators and a learning environment where young children can flourish.

Thank you for your time and consideration.

Sincerely,

Tiana Tamura

HB-1360-HD-1

Submitted on: 3/16/2021 2:16:51 AM

Testimony for EDU on 3/17/2021 3:20:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Jennifer Azuma Chrupalyk	Individual	Support	No

Comments:

We need to invest in both our community as well as in the aided development of early childhood educators from a local perspective. Additionally, a fair market increase in wages shall occur to accompany and facilitate the growth of this professional sector in the division of labor.