

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 Representative Justin H. Woodson, Chair
House Committee on Education

The Honorable Representative Gregg Takayama, Chair
House Committee on Higher Education & Technology

FROM: Cathy Betts, Director

SUBJECT: **SB 1271 SD2 – RELATING TO EARLY LEARNING.**

Hearing: Tuesday, March 16, 2021, 2:00 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 Senate Committee on Education amended the measure by

1. Specifying that a collection agency that is contracted by the Executive Office on Early Learning shall be allowed to collect a commission;
2. Making technical, nonsubstantive amendments for the purposes of clarity and consistency.

The Senate Committee on Ways and Means defected the effective date.

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. (SD2)

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, 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.



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

March 15, 2021

TO: Representative Justin H. Woodson, Chair
Representative Jeanne Kapela, Vice Chair
House Committee on Education

FROM: Lauren Moriguchi, Director
Executive Office on Early Learning

SUBJECT: **Measure:** S.B. No. 1271 S.D. 2 – RELATING TO EARLY LEARNING
Hearing Date: Tuesday March 16, 2021
Time: 2:00 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. (SD2).

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 S.B. 1271 S.D. 2**. 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. S.B. No. 1271 S.D. 2 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.

S.B. No. 1271 S.D. 2 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’ve 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



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: SB 1271 SD2 Relating to Early Learning
DATE: March 16, 2021
TIME: 2:00 P.M.
COMMITTEE: Committee on Education
ROOM: Conference Room 309
FROM: Yvonne Lau, Interim Executive Director
State Public Charter School Commission

Chair Woodson, Vice Chair Kapela, and members of the Committee:

The State Public Charter School Commission (“Commission”) appreciates the opportunity to submit this testimony in **STRONG SUPPORT of SB 1271 SD2** 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.

SB-1271-SD-2

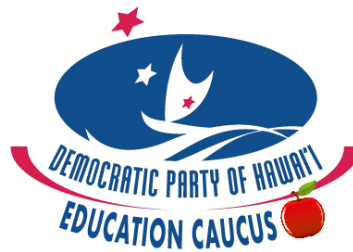
Submitted on: 3/15/2021 12:53:51 PM

Testimony for EDN on 3/16/2021 2:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
HMS BESSD CCPO	Department of Human Services	Comments	No

Comments:

Testimony submitted by the Department of Human Services. Additional DHS staff will be available to provide clarification and respond to questions. Please send the zoom meeting link.



SENATE BILL 1271, SD 2, RELATING TO EARLY LEARNING

MARCH 12, 2021 · HOUSE EDUCATION COMMITTEE
· CHAIR REP. JUSTIN H. WOODSON

POSITION: Support.

RATIONALE: The Democratic Party of Hawai'i Education Caucus **supports** SB 1271, SD 2, relating to the early learning, which 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 Hawai'i and requires stipend fund repayments for the early childhood educator stipend program to be deposited into the early learning special fund.

As noted by an MIT working group on the topic, investments in early childhood education pay dividends for the formal preparation of children as learners and future citizens, while also benefiting taxpayers and boosting economic vitality. Research on the benefits of quality pre-kindergarten programs indicates that for every dollar invested in such opportunities, society saves four to eight dollars on remedial classes, special education, welfare programs, and criminal justice costs. Roughly 85 percent of a child's brain develops from birth to age five, according to modern neuroscience, emphasizing the importance of providing a quality learning environment during these formative years. Preschool brings an approximately \$4.20 return on investment for every dollar spent on quality early childhood services, especially in terms of long-term life skills. At the national level, every dollar spent on early childhood education saves taxpayers up to \$13.00 in future costs, including lowered healthcare costs, reduced rates of educational remediation and

prison incarceration, and higher productivity. Access to quality pre-kindergarten programs not only helps working parents fulfill their child rearing responsibilities, but is essential for building a 21st century labor force.

Early childhood education is especially important for at-risk students. According to the High Scopes/Perry Preschool longitudinal study, at-risk children with access to quality early learning programs were 20 percent more likely to graduate from high school, 14 percent more likely to be employed, and 24 percent less likely to have been incarcerated by age 40 than peers without such access. It is imperative that we do all we can to ensure our children are “classroom ready,” meaning that they are prepared to receive basic instruction and effectively socialize with peers upon entering elementary school, placing both our keiki and their teachers on the path to success.

Currently, early childhood education programs operated by the Executive Office on Early Learning are experiencing a chronic teacher shortage, with a majority of EOEL’s classrooms lacking a teacher certified in early childhood education (private early learning programs are experiencing a similar shortage, it should be noted). We believe that this measure is a positive step forward in ensuring that our keiki are given quality instruction during the most formative years of their childhood development.

Kris Coffield · Chairperson, Democratic Party of Hawai’i Education Caucus ·

(808) 679-7454 · kriscoffield@gmail.com

Date: March 15, 2021

To: House Committee on Education
Representative Justin H. Woodson, Chair
Representative Jeanne Kapela, Vice Chair

From: Early Childhood Action Strategy

Re: Support for SB1271, 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 SB1271, 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 Hawai'i's children. Yet many more well-trained professionals are needed to support and sustain the expansion of Hawai'i'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 SB1271 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). SB1271 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, SB1271 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.



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 Woodson, Chair
Senator Kapela, Vice Chair
House Committee on Education

Re: **SB 1271 SD2- Relating to early learning**
2:00pM, March 16, 2021

Chair Woodson, Vice Chair Kapela, and committee members,

On behalf of HCAN Speaks!, thank you for the opportunity to testify in **support of Senate bill 1271 SD2**, 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. Senate bill 1271 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. Senate bill 1271 SD2 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-MRl7Vlo-OMDjDnLz/view>



UNIVERSITY OF HAWAII SYSTEM

Legislative Testimony

Testimony Presented Before the
House Committee on Education
Tuesday, March 16, 2021 at 2:00 p.m.

By

Nathan Murata, PhD
Dean, College of Education
University of Hawai'i at Mānoa

SB 1271 SD2 – RELATING TO EARLY LEARNING

Chair Woodson, Vice Chair Kapela, and members of the Committee:

Thank you for the opportunity to provide written testimony on SB 1271 SD2, appropriating stipend funds for early childhood educators to support these essential workers in their education and training endeavors.

The University of Hawai'i at Mānoa, College of Education supports the intent SB 1271 SD2, which provides funding for early childhood educators. There is a continuous need for early childhood positions throughout the State of Hawai'i. The early learning workforce employs the majority women, high percentage of mothers and those from underrepresented ethnic groups, working long hours in some of the lowest paid positions in the state.

We entrust these individuals with one of our most treasured clients, very young children. The delivery of high-quality professional opportunities, support for potential early childhood educators, and teacher preparation is essential to the economy and to prevent disruption in key sectors. In order to arrive at a high-quality program, the college will work closely with all interested parties to ensure academic quality and work force success.

Thank you for allowing our testimony on SB 1271 SD2.

To: Representative Justin H. Woodson, Chair
Representative Jeanne Kapela, Vice Chair
Members of the House Committee On Education

Representative Gregg Takayama, Chair
Representative Lynn DeCoite, Vice Chair
Members of the House Committee On Higher Education & Technology

From: Robert G. Peters, Chair
Early Learning Board

Subject: **Measure:** SB 1271, SD 2, Relating to Early Learning
Hearing Date: Tuesday, March 16, 2021
Time: 2:00 PM
Location: **Via Video Conference**, Conference Room 309

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.

Early Learning Board Position: Strong Support

I am Robert G. Peters, Chair of the Early Learning Board (ELB). Thank you for this opportunity to offer written testimony in strong support of SB 1271, SD 2, 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 SB 1271, SD 2:

- 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 strong support of SB 1271, SD 2.

TESTIMONY BEFORE THE HOUSE EDUCATION COMMITTEE

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

DATE: Tuesday, March 16, 2021

TIME: 2:00 PM

LOCATION: State Capitol Conference Room 309 & Videoconference

TITLE OF BILL: **SB1271 SD2 RELATING TO EARLY LEARNING**

Honorable Chair Woodson; Vice Chair, Kapela; and Committee Members, Au Belatti, DeCoite, Ganaden, Asuega Gates, Hashimoto, Ohno, Quinlan, Takayama, Yamane and Okimoto,

We, members of Kaulanakilohana, the early childhood education higher education faculty, **strongly support SB1271 SD2.**

SB1271 SD2 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. **SB1271 SD2** 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).

SB1271 SD2 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 SB1271 SD2 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 **SB1271 SD2** 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. **SB1271 SD2** 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 SB1271 SD2, 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 SB 1271 SD2. 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



TO: Chair Woodson, Vice Chair Kapela, and Members of the House Committee on Education, Chair Takayama, Vice Chair DeCoitte and Members of the House Committee on Higher Education and Technology

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

DATE/LOCATION: March 16, 2021; 2:00 p.m., Conference Room 309/Video Conference

RE: TESTIMONY IN SUPPORT OF SB 1271 SD 2– RELATING TO EARLY LEARNING

We ask you to support SB 1271 SD 2 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 SB 1271 SD 2**, please contact me at (808) 847-3285 or rkusumoto@pacthawaii.org if you have any questions.

February 22, 2021

TO: Senator Brian Taniguchi, Chair Senate Committee on Labor,
Culture and the Arts

Senator Les Ihara Jr., Vice Chair Senate Committee on Labor,
Culture and the Arts

Members Senate Committee on Labor, Culture and the Arts

FROM: Kate Stanley (retired)

SUBJECT: Testimony in support of Jason Bradshaw, nominee to the
Hawaii Workforce Development Council; GM 604 and GM 605

I am Kate Stanley testifying in my individual capacity in support of the confirmation of Jason Bradshaw to the Hawaii Workforce Development Council.

I have know and worked with Jason for over 10 years. Mostly Jason and I have worked together on various projects in the Democratic Party of Hawaii. Working together to ensure leadrship and funds for the Party have kept us both very busy. Jason has lead the Labor Caucus and helped organize a golf tournament in the fall of 2019. the first Glenn Ida Memorial Tournament.

His work ethic is excellent. His commitment as an advocate for those who labor in Hawaii is outstanding. Many of you know that Jason has been a tireless voice for issues that benefit the workingman.

Jason will be an asset to the Workforce Development as the Council works to fulfill its mandated functions: serving as the State Workforce Investment Board, per the federal Workforce Innovation and Opportunity Act of 2014; and as the state Council responsible for preparing and overseeing the comprehensive state plan for workforce development in the State of Hawaii.

His career in labor organizations and work in the Democratic Party of Hawaii have prepared Jason to serve with distinction.

Please vote in favor of GM 604 and GM 605.