

DAVID Y. IGE
GOVERNOR



CRAIG K. HIRAI
DIRECTOR

GLORIA CHANG
DEPUTY DIRECTOR

EMPLOYEES' RETIREMENT SYSTEM
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND
OFFICE OF THE PUBLIC DEFENDER

STATE OF HAWAII
DEPARTMENT OF BUDGET AND FINANCE
P.O. BOX 150
HONOLULU, HAWAII 96810-0150

ADMINISTRATIVE AND RESEARCH OFFICE
BUDGET, PROGRAM PLANNING AND
MANAGEMENT DIVISION
FINANCIAL ADMINISTRATION DIVISION
OFFICE OF FEDERAL AWARDS MANAGEMENT (OFAM)

WRITTEN ONLY
TESTIMONY BY CRAIG K. HIRAI
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
TO THE HOUSE COMMITTEES ON EDUCATION AND WATER & LAND
ON
SENATE BILL NO. 2823, S.D. 2

March 17, 2022
2:00 p.m.
Room 309 and Videoconference

RELATING TO EDUCATION

The Department of Budget and Finance (B&F) offers comments on this bill.

Senate Bill No. 2823, S.D. 2, adds a new section to Chapter 302A, HRS, to establish a Nationally Certified School Psychologist Incentive Program (NCSPIP) within the Department of Education (DOE). The bill also appropriates an unspecified amount of general funds to the DOE for FY 23 to offer incentive pay for the NCSPIP.

B&F notes that, with respect to the general fund appropriation in this bill, the federal Coronavirus Response and Relief Supplemental Appropriations Act requires that states receiving Elementary and Secondary School Emergency Relief (ESSER) II funds and Governor's Emergency Education Relief II funds must maintain state support for:

- Elementary and secondary education in FY 22 at least at the proportional level of the state's support for elementary and secondary education relative to the state's overall spending, averaged over FYs 17, 18 and 19; and
- Higher education in FY 22 at least at the proportional level of the state's support for higher education relative to the state's overall spending, averaged over FYs 17, 18 and 19.

Further, the federal American Rescue Plan (ARP) Act requires that states receiving ARP ESSER funds must maintain state support for:

- Elementary and secondary education in FY 22 and FY 23 at least at the proportional level of the state's support for elementary and secondary education relative to the state's overall spending, averaged over FYs 17, 18 and 19; and
- Higher education in FY 22 and FY 23 at least at the proportional level of the state's support for higher education relative to the state's overall spending, averaged over FYs 17, 18 and 19.

The U.S. Department of Education has issued rules governing how these maintenance of effort (MOE) requirements are to be administered. B&F will be working with the money committees of the Legislature to ensure that the State of Hawai'i complies with these ESSER MOE requirements.

Thank you for your consideration of our comments.

DAVID Y. IGE
GOVERNOR



RYKER WADA
CHIEF NEGOTIATOR

STATE OF HAWAII
OFFICE OF COLLECTIVE BARGAINING
EXECUTIVE OFFICE OF THE GOVERNOR
235 S. BERETANIA STREET, SUITE 1201
HONOLULU, HAWAII 96813-2437

TESTIMONY TO THE
HOUSE COMMITTEE ON EDUCATION

For Hearing on Thursday, March 17, 2022
2:00 p.m., Conference Room 309 Via Video Conference

By

RYKER WADA
CHIEF NEGOTIATOR

Senate Bill No. 2823 SD2
Relating to Education

(WRITTEN TESTIMONY ONLY)

CHAIRPERSON WOODSON, VICE-CHAIR KAPELA, AND MEMBERS OF THE HOUSE
COMMITTEE ON EDUCATION:

The purpose of Senate Bill No. 2823 SD2 is to establish a Nationally Certified School Psychologist incentive program; and appropriate funds for the program.

The Office of Collective Bargaining (OCB) respectfully **opposes** S.B. 2823 SD2 because compensation, including incentives and bonuses, of public sector employees is subject to collective bargaining pursuant to Chapter 89, HRS.

Based on the above, the OCB respectfully requests that this measure be **held**. Thank you for considering our concerns and for the opportunity to testify on this measure.



STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 03/17/2022

Time: 02:00 PM

Location: 309 Via Videoconference

Committee: House Education

Department: Education

Person Testifying: Keith T. Hayashi, Interim Superintendent of Education

Title of Bill: SB 2823, SD2 RELATING TO EDUCATION.

Purpose of Bill: Establishes a Nationally Certified School Psychologist incentive program. Appropriates funds. Effective 7/1/2050. (SD2)

Department's Position:

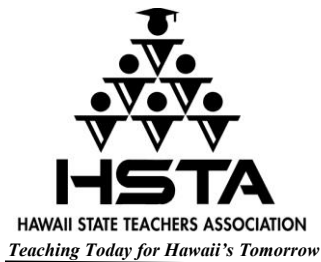
The Hawaii State Department of Education (Department) provides the following comments on SB 2823, SD2, which establishes a nationally certified school psychologist incentive program.

The Department appreciates that SD2 assists our goal of incentivizing school psychologists who provide critical school psychology services to students in need.

The Department does want to point out that employee compensation is more appropriately the subject of collective bargaining. If the proposed bill were to be enacted, the Department would require additional funding to cover the annual costs for the fiscal year 2022-2023 and beyond.

The Department appreciates this proposal and the inclusion of funding but asks that any additional funding does not affect the Department's top budget priorities to restore funds that were reduced as a result of the fiscal fallout from COVID-19 and the funding of existing budget shortfalls that were included in the Department's supplemental budget request. Without those funds, the Department will face severe constraints on its ability to promote equity and access to needed resources and support for all students and schools.

Thank you for the opportunity to submit comments on SB 2823, SD2.



Osa Tui, Jr.
President
Logan Okita
Vice President
Lisa Morrison
Secretary-Treasurer
Wilbert Holck
Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON EDUCATION

RE: SB 2823, SD2 - RELATING TO EDUCATION

THURSDAY, MARCH 17, 2022

OSA TUI, JR., PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Woodson, and Members of the Committee:

The Hawaii State Teachers Association **supports SB 2823, SD2**, relating to education. This bill amends Chapter 302A of the HRS to add a section that will establish within the department a school psychologist national certification incentive program.

Mental and behavioral health experts are needed in schools now more than ever. This bill will support the recruitment and retention of highly qualified school psychologists in our schools.

Recruiting and retaining school psychologists with an NCSP, and promoting eligible school psychologists to obtain an NCSP, will benefit our keiki and their families. First and foremost, it will support the state's ongoing efforts to address critical staffing shortages. **The National Association of School Psychologists recommends a ratio of 1 school psychologist to every 500 students; however, in Hawaii many school psychologists have a ratio of more than 1,500 students. This is unacceptable.**

A school psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of school psychology, which includes providing keiki and youth with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

School psychologists, especially during these pandemic times, when our teachers need them for our students even more than ever, should be better compensated for their essential work as mental health professionals. We need to encourage Nationally Certified School Psychologists to work at our schools and encourage them to stay at our schools, especially those schools with the greatest need.

Accordingly, the Hawaii State Teachers Association asks your committee to **support** this bill.



Committee on Education
Representative Justin Woodson, Chair
Representative Jeanne Kapela, Vice Chair

March 17, 2022

Dear Chair Woodson, Vice Chair Kapela, and Members of the Committee,

We support SB 2823 SD2, which establishes a school psychologist national certification incentive program.

HE'E Coalition believes that social-emotional learning (SEL) is essential for the teaching and learning of our students. Qualified school psychologists help provide critical SEL supports. Just as teachers have a national certification incentive program, so should our school psychologists. There should be parity among all educators.

Hui for Excellence in Education, or "HE'E," promotes a child-centered and strength-based public education system in which families, communities and schools are valued and empowered to help every student succeed. HE'E works to bring diverse stakeholders together to harness collective energy, share resources, and identify opportunities for progressive action in education.

Thank you for the opportunity to testify. Our support represents a 75% consensus or more of our voting membership.

Sincerely,

Cheri Nakamura
HE'E Coalition Director



Academy 21
American Civil Liberties Union
Alliance for Place Based Learning
*Castle Complex Community Council
Coalition for Children with Special Needs
Education Institute of Hawai'i
*Faith Action for Community Equity
Fresh Leadership LLC
Girl Scouts Hawaii
Harold K.L. Castle Foundation
*HawaiiKidsCAN
*Hawai'i Afterschool Alliance
*Hawai'i Appleseed Center for Law and Economic Justice
*Hawai'i Association of School Psychologists
Hawai'i Athletic League of Scholars
*Hawai'i Children's Action Network
Hawai'i Nutrition and Physical Activity Coalition
Hawai'i Scholars for Education and Social Justice
* Hawai'i State PTSA
Hawai'i State Student Council
Hawai'i State Teachers Association
Hawai'i P-20
Hawai'i 3Rs
*Hawai'i Youth Service
Head Start Collaboration Office
It's All About Kids
*INPEACE
Joint Venture Education Forum
Junior Achievement of Hawaii
Kamehameha Schools
Kanu Hawai'i
Kaua'i Ho'okele Council
Keiki to Career Kaua'i
Kupu A'e
*Leaders for the Next Generation
Learning First
McREL's Pacific Center for Changing the Odds
Native Hawaiian Education Council
Our Public School
*Pacific Resources for Education and Learning
*Parents and Children Together
*Parents for Public Schools Hawai'i
Special Education Provider Alliance
*Teach for America
The Learning Coalition
US PACOM
University of Hawai'i College of Education
Voting Members () Voting member organizations vote on action items while individual and non-voting participants may collaborate on all efforts within the coalition.*



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirty-First Legislature, State of Hawaii
House of Representatives
Committee on Education
Committee on Water & Land

Testimony by
Hawaii Government Employees Association

March 17, 2022

S.B. 2823, S.D. 2 — RELATING TO EDUCATION

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports the purpose and intent of S.B. 2823, S.D. 1, which appropriates funds to establish a school psychologist national certification incentive program.

There are currently only 60 school psychologists servicing 180,000 students in nearly 300 public schools and charter schools statewide. This means each psychologist services six times more students than what is recommended by the National Association of School Psychologists. Not only would this program recognize and support those who are already nationally certified, but it would incentivize the many wishing to be certified who find it financially unattainable. Hawaii does not have local graduate programs for school psychologists so this would make Hawaii more competitive with other states who already offer this incentive program.

While this will certainly aid in the recruitment and retention of school psychologists, the program will also help the Hawaii Department of Education to mitigate learning loss resulting from the COVID-19 pandemic. School psychologists are critical to supporting the efforts to prioritize students' academic, social, emotional, and mental health needs.

Thank you for the opportunity to testify in support of S.B. 2823, S.D. 2.

Respectfully submitted,

Randy Perreira
Executive Director



March 17th, 2022
Hawai'i State Capitol
415 S Beretania St.
Honolulu, HI 96813

SB2823 SD2, School Psychologist National Certification Incentive Program

Aloha Chair Woodson and members of the committee,

The Hawai'i Association of School Psychologists supports SB2823 SD2 in its amending Chapter 302A of the Hawai'i Revised Statutes to establish within the department a school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts.

The Nationally Certified School Psychologist (NCSP) is comparable to, or more rigorous than, many national certifications across other school professionals, such as teachers, school counselors, speech and language pathologists, and occupational therapists. The credential promotes excellence in the field of school psychology through rigorous standards of graduate preparation, ethical practice, and competency. Additionally, nationally certified school psychologists must engage in activities designed to maintain, expand, and extend their professional training and skills. Recertification is required every 3 years, with no less than 75 hours of continuing professional development activities.

Recruiting and retaining school psychologists with an NCSP, and encouraging eligible school psychologists to obtain an NCSP, will benefit keiki and their 'Ohana. First and foremost, it will support the State's ongoing efforts to address critical staffing shortages. The National Association of School Psychologists recommends a ratio of 1 school psychologist to every 500 students; however, many school psychologists in the State have more than 1,500 students. Equitably allocating stipends for nationally certified staff across all educators will help address this shortage, and with additional federal funds available for schools, it is a good time to expand the Hawai'i Revised Statutes to include school psychologists. Second, a school psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of school psychology, which includes providing keiki and youth with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

In closing, The Hawai'i Association of School Psychologists appreciates this opportunity to testify on SB2823 SD2. We are dedicated to maintain, expand, and extend the profession of school psychology, and support the State's efforts to recruit and retain high quality educators. We are available to provide additional information at the Legislature's request.

Respectfully Submitted,

Leslie Baunach
NASP Delegate-Hawaii & HASP Legislative Co-Chair
Email: hasp808@gmail.com

SB-2823-SD-2

Submitted on: 3/15/2022 2:57:00 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jennifer Azuma Chrupalyk	Individual	Support	Written Testimony Only

Comments:

Don't forget to consider culture in the framework of this initiative. If you've ever taken a psych100 course, you should know what this means.

SB-2823-SD-2

Submitted on: 3/16/2022 8:51:31 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Keri Anacker	Individual	Support	Written Testimony Only

Comments:

Testimony Support Regarding SB2823

National Certification Incentive Program

Date: 3/16/22

Hello, I am a School Psychologist on Oahu and am writing in support of Hawaii State Legislature Bill SB2823 for establishing a School Psychologist National Certification Incentive Program and to appropriate funds. I am Nationally Certified and plan to renew my certification for the rest of my career. The National Association of School Psychologists (NASP) advocates for school psychologists across the country to obtain the Nationally Certified School Psychologist (NCSP) credential. This is the only professional credential acknowledging school psychologists who meet rigorous, nationally recognized standards. School psychologists who hold the NCSP demonstrate their commitment to the highest levels of professionalism, ethical practice, and continuing professional development. Additionally, the 14,000+ active NCSPs enjoy multiple benefits, including: national recognition and verification of graduate preparation, knowledge, and skills through use of the NCSP designation, demonstrated professional excellence and credibility for employers, reflects a high standard for practice to families, administrators, and other stakeholders.

Our country is in need of highly qualified mental health professionals and since there is a shortage of these professionals, allotting more money to recognize those with the national certification will hopefully attract more to apply, and decrease turnover (I am currently only one of two full-time School Psychologists in my district; we need more!). Our students deserve highly qualified professionals, who should be distinguished for attaining national certification.

Thank you for your consideration.

Keri Anacker, MA, **Proud** NCSP holder

3/16/2022
Hawai'i State Capitol
415 S Beretania St.
Honolulu, HI 96813

SB2823 SD2, School Psychologist National Certification Incentive Program

Aloha Chair Woodson and members of the committee,

I support SB2823 SD2 in its amending Chapter 302A of the Hawai'i Revised Statutes to establish within the department a school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts.

Recruiting and retaining school psychologists with an NCSP, and promoting eligible school psychologists to obtain an NCSP, will benefit keiki and their 'Ohana. First and foremost, it will support the State's ongoing efforts to address critical staffing shortages. The National Association of School Psychologists recommends a ratio of 1 school psychologist to every 500 students; however, many school psychologists in the State have more than 1,500 students. Equitably allocating stipends for nationally certified staff across all educators will help address this shortage, and with additional federal funds available for schools, it is a good time to expand the Hawai'i Revised Statutes to include school psychologists. Second, a school psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of school psychology, which includes providing keiki and youth with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

In order to obtain National Certification, I have had to accrue more financial burden and endure more rigorous educational programming with additional credits than are required for School Psychologists who only obtain a master's degree and have not needed to pass licensing exams. Therefore, it is imperative that we incentivize all School Psychologists to obtain higher levels of training and more incentives to better support our keiki and their 'Ohana.

In closing, I, Nicole Jones, take this opportunity to testify on SB2823, and urge the legislature to pass SB2823 and implement a school psychologist national certification incentive program.

Respectfully Submitted,



Nicole Jones, Ed.S., NCSP
School Psychologist
Hawai'i Island

Testimony Support Regarding SB2823
National Certification Incentive Program
March 16, 2022

Aloha,

I am a Nationally Certified School Psychologist (NCSP), currently working within the Hawai'i Department of Education (DOE). I am writing in support of Hawai'i State Legislative Bill SB2823 to amend the provisions of the national incentive program within the DOE to include NCSPs in the state of Hawai'i. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will motivate more School Psychologists to achieve this standard, which will protect our keiki by holding professionals to the highest standard. It will also support the recruitment and retention of highly qualified School Psychologists, who are experts in the field.

As School Psychologists, we work in public schools to provide psychoeducational support to students in need to facilitate their educational and social-emotional progress. Our roles as School Psychologists directly impact students' futures on a day-to-day basis. This impact we have on students' futures is tremendous; however, in order for this impact to be the best possible, schools within the state need exemplary practitioners. The stringent requirements of the NCSP credential ensure that School Psychologists have received rigorous training and continue to stay current in the field through Continuing Professional Development (CPD). This NCSP credential, in turn, guarantees that School Psychologists have received the best possible knowledge-base and tools to allow the greatest positive impact possible on students' futures. To encourage this, it would be beneficial for the state to amend the provisions of the national incentive program with the DOE to include NCSPs in the state of Hawaii.

Specifically, the NCSP credential is comparable to the National Board Certified Teacher (NBCT) status, in that they both signify impressive professional credentialing. To become an NCSP, rigorous standards need to be met, as this credential does not come easily. The National Association of School Psychologists (NASP) has developed and maintains a national set of standards for obtaining and keeping this credential, which includes completion of comprehensive coursework/training, supervised practicums, and a supervised 1,200-hour internship required to earn a graduate degree, followed by an additional requirement to receive a passing score on comprehensive School Psychology Praxis examination. To maintain an NCSP status, it must be renewed every three years. Renewal includes providing evidence of 75 Continuing Professional Development (CPD) hours from approved providers pertaining to topics in School Psychology, of which three credits must be in ethics, and an additional three in equity, diversity, and inclusion. These standards demonstrate a commitment to professional excellence in the field of School Psychology, as they set a high bar for skilled practice. Having an NCSP credential signifies that a School Psychologist advanced above and beyond the requirements of merely obtaining his or her degree to practice in public schools. It demonstrates the individual's desire to not only perform his or her duties, but rather to excel in the field of School Psychology, which in turn will significantly benefit and protect our keiki and their 'ohana. A School Psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of School Psychology, which includes providing keiki and youth with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

Not only will this incentive motivate more School Psychologists to achieve this arduous professional standard, but it will additionally have a positive influence on the recruitment efforts of School Psychologists in Hawai'i, as well as in retaining highly qualified professionals in our schools, which is a significant need that will only further benefit our keiki. Equitably allocating stipends for nationally certified staff across all educators will help address this shortage we are currently experiencing. With additional federal funds available for schools, it is a good time to expand the Hawai'i Revised Statutes to include School Psychologists.

In Hawai'i, incentive is given to public school teachers who have achieved National Board Certification under the National Board for Professional Teaching Standards. Through the passing of this bill, Hawai'i will also be able to recognize School Psychologists who hold national designations through this incentive program.

Mahalo for your consideration.

Respectfully submitted,

Amanda Garrett, Psy.D.

Nationally Certified School Psychologist (NCSP)

Past President of the Hawaii Association of School Psychologists (HASP)

Hawai'i State Capitol
415 S Beretania St.
Honolulu, HI 96813

March 16, 2022

SB2823, School Psychologist National Certification Incentive Program

Aloha Chair Woodson and members of the committee,

I support SB2823 in its amending Chapter 302A of the Hawai'i Revised Statutes to establish within the department a school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts.

Recruiting and retaining school psychologists with an NCSP, and promoting eligible school psychologists to obtain an NCSP, will benefit keiki and their 'Ohana. First and foremost, it will support the State's ongoing efforts to address critical staffing shortages. The National Association of School Psychologists recommends a ratio of 1 school psychologist to every 500 students; however, many school psychologists in the State have more than 1,500 students. Equitably allocating stipends for nationally certified staff across all educators will help address this shortage, and with additional federal funds available for schools, it is a good time to expand the Hawai'i Revised Statutes to include school psychologists. Second, a school psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of school psychology, which includes providing keiki and youth with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

I was born and raised here on Oahu and while in California during college, made the decision to become a School Psychologist so I could advocate with children and families within the public school systems. After working as a School Psychologist for 28 years in California, I made the decision to move back to Hawaii last year to help support my ailing parents. I was aware of the differences in the field here before I made this move, however now that I am actually working in Hawaii as a School Psychologist, I can see first-hand how some of these issues are clearly in need of being addressed. My husband recently took a job with the Department of Transportation and is earning more money as an entry-level "unskilled" employee than I am, with credentials and years of experience. I am currently earning less than half of what I was making in California, so I can see why School Psychologists so quickly choose not to work here. Any kind of incentive would help to alleviate the shortage in our field, so that we can expand on our roles and apply the broad range of our training and expertise instead of having limited supports and services from being spread so thin. The proposed amendment is an important step in recognizing the value of School Psychologists within our public school system. It will also ensure that we are held to the high legal and ethical standards set by NASP, which is extremely important when it comes to working with children and families.

In closing, I highly support the proposed amendment. With the additional strain of the pandemic affecting so many of our keiki and families, as well as our educational and mental health systems, I believe that it is timely and critical that we recognize the importance of aligning School Psychologists with the rest of the country so that we can more appropriately address these educational and mental/behavioral health needs.

Respectfully Submitted,

Melissa Dawson, M.S.
School Psychologist

SB-2823-SD-2

Submitted on: 3/16/2022 9:31:24 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Alec Marentic	Individual	Support	Remotely Via Zoom

Comments:

Aloha Chair Woodson and members of the committee,

I support SB2823 SD2 in its amending Chapter 302A of the Hawai'i Revised Statutes to establish within the department a school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts.

Recruiting and retaining school psychologists with an NCSP, and promoting eligible school psychologists to obtain an NCSP, will benefit keiki and their 'Ohana. First and foremost, it will support the State's ongoing efforts to address critical staffing shortages. The National Association of School Psychologists recommends a ratio of 1 school psychologist to every 500 students; however, many school psychologists in the State have more than 1,500 students. Equitably allocating stipends for nationally certified staff across all educators will help address this shortage, and with additional federal funds available for schools, it is a good time to expand the Hawai'i Revised Statutes to include school psychologists. Second, a school psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of school psychology, which includes providing keiki and youth with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

In closing, I appreciate this opportunity to testify on behalf of SB2823 SD2, and urge the House Committee on Education to pass the bill.

Respectfully Submitted,

Alec Marentic, **Ed.S.**
Nationally Certified School Psychologist
KKP Complex Area, East Hawai'i

02/03/2022
Hawai'i State Capitol
415 S Beretania St.
Honolulu, HI 96813

SB2823, School Psychologist National Certification Incentive Program

Aloha members of the Senate Committee on Education,

Chia-Chen Lin supports SB2823 in its amending Chapter 302A of the Hawai'i Revised Statutes to establish a school psychologist national certification incentive program within the department. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts.

Recruiting and retaining school psychologists with an NCSP, and promoting eligible school psychologists to obtain an NCSP, will benefit Keiki and their 'Ohana. First and foremost, it will support the State's ongoing efforts to address critical staffing shortages. The National Association of School Psychologists recommends a ratio of 1 school psychologist to every 500 students; however, many school psychologists in the State have more than 1,500 students. Equitably allocating stipends for nationally certified staff across all educators will help address this shortage, and with additional federal funds available for schools, it is an excellent time to expand the Hawai'i Revised Statutes to include school psychologists. Second, a school psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of school psychology, which includes providing Keiki and youth with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

I am a nationally certified school psychologist (NCSP) working in Kahului, Hawaii. I have Pomaikai School, Kahului School, and Maui High School. The mission statement of the National Association of School Psychologists of "Helping children and youth thrive. In School. At home. In Life" is my conviction while serving children and their families in Maui, Hawaii. The national certification incentive program is one of the best ways to recognize school psychologists' dedication and hard work in the State of Hawaii. The implementation of this program will help retain qualified professionals and ensure the quality of psychological services rendered meet the national standards. Thank you so much for your consideration in this vital matter. Please feel free to reach out with questions or concerns.

Respectfully Submitted,

Chia-Chen Lin

SB-2823-SD-2

Submitted on: 3/16/2022 9:53:04 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Keith Anacker	Individual	Support	Written Testimony Only

Comments:

I support bill sb2823. I feel it will improve delivery of education to Hawaii's youth by providing incentives for qualified professionals to stay. This legislature will help promote the continued success of Hawaii's youth

SB-2823-SD-2

Submitted on: 3/16/2022 10:21:12 AM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Emily Neubauer	Individual	Support	Written Testimony Only

Comments:

I am in support of this bill. I am speaking as a school psychologist that has worked for the Hawaii Departemmt of Education and left the position because my role and position as a school psychologist was and still does not recognize the NCSP to support the role. Having the Hawaii Department of Education support and recognize the NCSP would be beneficial to recruiting and retaining purposes. Having the NCSP be recognized with a bonus might have changed my decision to leave the department of Education.

Testimony Support Regarding SB2823 SD2
National Certification Incentive Program
Thursday March 17, 2022

Aloha e,

I am a School Psychologist from the island of Maui and am writing in support of SB2823 SD2 to establish the national certification incentive program within the Hawai'i Department of Education to include Nationally Certified School Psychologists (NCSPs).

To reach National Certification, a School Psychologist must meet the rigorous credentialing standards of the National Association of School Psychology (NASP). Those standards include extensive coursework, a supervised practicum year, an additional supervised 1200-hour internship, the completion of a degree at a Specialists level and/or Doctorate level, and a passing score on the School Psychologist comprehensive exam.

Maintaining ones NCSP demonstrates continued professional excellence to the field. In order for a School Psychologist to successfully renew and maintain their NCSP status, documentation of 75 Continuing Professional Development (CPD) hours must be obtained every three (3) years. Qualifying CPD hours are completed in a variety of topics pertaining to the field of School Psychology, to include training in ethics/legal regulation, and from sources such as NASP or American Psychological Association (APA) approved providers. This insures that the NCSP practitioner remains current and informed on best practices.

Those who hold a National Certification in School Psychology meet the established national standards for graduate preparation and continuing professional development. This is a similar standard that is set-forth for teachers who achieve their status as a National Board Certified Teacher (NBCT). In Hawai'i, we recognize exemplary teaching practice in our schools through an incentive, which is given to public school teachers who have achieved national board certification under the certification program of the National Board for Professional Teaching Standards. Through the passing of this bill, Hawai'i will also be able to recognize School Psychologists who hold national designations through this incentive program.

Additionally, the passing of this bill will have a positive influence on recruitment efforts of School Psychologists in Hawai'i, as well as in retaining highly qualified professionals in our schools.

Mahalo for your consideration.

Respectfully submitted,

Holly Hoke, Ed.S.

Nationally Certified School Psychologist (NCSP)

Treasurer of the Hawai'i Association of School Psychologists

March 16, 2022
Hawai'i State Capitol
415 S Beretania St.
Honolulu, HI 96813

SB2823 SD2, School Psychologist National Certification Incentive Program

Aloha Chair Woodson and members of the committee,

I support SB2823 SD2 in its amending Chapter 302A of the Hawai'i Revised Statutes to establish within the department a school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts.

Recruiting and retaining school psychologists with an NCSP, and promoting eligible school psychologists to obtain an NCSP, will benefit keiki and their 'Ohana. First and foremost, it will support the State's ongoing efforts to address critical staffing shortages. The National Association of School Psychologists recommends a ratio of 1 school psychologist to every 500 students; however, many school psychologists in the State have more than 1,500 students. Equitably allocating stipends for nationally certified staff across all educators will help address this shortage, and with additional federal funds available for schools, it is a good time to expand the Hawai'i Revised Statutes to include school psychologists. Second, a school psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of school psychology, which includes providing keiki and youth with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

As a school psychologist with an NCSP, I participate in on-going professional development opportunities, which is required for maintain my certification. It encourages maintaining a high standard of practice. I feel that this is an important factor to consider to ensure that our keiki are being supported by mental and behavioral health experts who hold certifications at the national level.

In closing, I am in support of passing bill, SB2823 SD2 to help meet the needs of our students in Hawai'i.

Respectfully Submitted,
Jamie Tagomori, NCSP

March 16, 2022
Hawai'i State Capitol
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Respectfully Submitted,
Matthew Ergina

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Respectfully Submitted,
Rose Ann Rosaro

16 March, 2022
Hawai'i State Capitol
415 S Beretania St
Honolulu, HI 96813

SB2823 SD2, School Psychologist National Certification Incentive Program

Aloha Chair Woodson and members of the committee -

I am writing to you in support of SB2823 SD2, in its amending of Chapter 302A of the Hawai'i Revised Statutes to establish within the department a school psychologist national certification incentive program.

The Nationally Certified School Psychologist (NCSP) credential is a designation granted to a select group of practitioners by the National Association of School Psychologists (NASP). It recognizes those who have completed a rigorous, Master's-level-or-higher graduate training program (including an intensive supervised internship with minimum hour requirements in the field) and made a commitment to ongoing professional development.

NCSPs are particularly likely to have the knowledge and training necessary to make use of high-quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice. Mental and behavioral health expertise is needed in schools now more than ever, and this proposed amendment will support the recruitment and retention of highly qualified school psychologists, to the benefit our keiki and their `ohana.

Presently, there is a critical school psychologist shortage across the Hawaiian Islands. The NASP recommends a ratio of one practitioner to every 500 students; however, many school psychologists in Hawai'i are assigned to serve two to three times that number. With additional federal funds presently available for schools, it is the perfect time to expand the Hawai'i Revised Statutes to include school psychologists, allocating stipends in a more equitable manner and attracting more NCSPs to our state.

Using my own situation as an example, when I moved to Maui eight years ago and began work in the DOE, I lost credit for my first 13 years of work in the field (as the DOE does not recognize experience as a school psychologist in any other state). Although I was initially assigned to serve two elementary schools, because of unfilled positions in my complex area, I soon found myself assigned to my two original schools plus an intermediate school and a high school, which resulted in a psychologist-to-student-ratio of 1 to approximately 3,000.

Because of the ongoing staffing shortage, I likewise began the 21-22 academic year with a school assignment that would normally be covered by 2.5 psychologists. This assignment included two kindergarten through 12th grade schools, as well as a large intermediate school, resulting in a school psychologist-to-student-ratio of 1 to 1,770. One of the schools is on another island, and one is a two-hour drive from my office.

Because my school psychologist salary has also not kept pace with the high cost of living in Hawai'i, I have recently had to take on a second job. Finding myself overworked, in challenging conditions, and underpaid, I am now faced with the possibility of having to move back to the mainland to try to improve my professional and financial circumstances.

The NCSP is not a requirement for any school psychologist, meaning that those who earn it have decided to maintain current knowledge within the field and hold themselves to the highest standard of practice. Any educational agency would be wise to try to attract and keep professionals who show this type of initiative

and take enough pride in their work to make a commitment to continuous improvement. And until we are able to recruit and retain school psychologists through reasonable compensation, we will face an endless cycle of shortages and burnout, ultimately to the detriment of our keiki.

Thank you for your consideration of these issues.

Respectfully,

Courtney L. Dennis, Ed.S.
Nationally Certified School Psychologist
Maui District, Hana-Lahaina-Lāna`i-Moloka`i Complex

SB2823 SD2, School Psychologist National Certification Incentive Program

Aloha Chair Woodson and Members of the Committee,

I am Dr. Angie Graham, the District School Psychologist for East Hawaii. I support SB2823 in its amending Chapter 302A of the Hawai'i Revised Statutes to establish within the department a school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts.

As an administrator who does try to recruit new School Psychologists to the Islands I can not emphasize enough how much this bill will make the Department of Education much more effective at hiring and retaining professional School Psychologists.

Recruiting and retaining school psychologists with an NCSP, and promoting eligible school psychologists to obtain an NCSP, will benefit keiki and their 'Ohana. First and foremost, it will support the State's ongoing efforts to address critical staffing shortages. The National Association of School Psychologists recommends a ratio of 1 school psychologist to every 500 students; however, many school psychologists in the State have more than 1,500 students. Equitably allocating stipends for nationally certified staff across all educators will help address this shortage, and with additional federal funds available for schools, it is a good time to expand the Hawai'i Revised Statutes to include school psychologists. Second, a school psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of school psychology, which includes providing keiki and youth with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

At this time it is very difficult to recruit School Psychologists to Hawaii as we are competing with other states and districts, who already offer this incentive. As the cost of living in Hawaii is already high, it is hard for many professionals to move here, and take a huge cut in pay. This bill would be the first step in honoring the professionals who work closely with our students to help them thrive socially, emotionally, and academically. The bill does one other important thing: it recognizes the years of service, education, and expertise a School Psychologist brings to the Department of Education.

In closing, Please pass SB2823!! :)

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Angie Graham", written over a circular stamp or mark.

Dr. Angie Graham
District School Psychologist East Hawaii

SB-2823-SD-2

Submitted on: 3/16/2022 12:27:57 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jenna Maiorano	Individual	Support	Written Testimony Only

Comments:

SB2823 SD2 School Psychologist National Certification Incentive Program

3/16/22

I support SB2823 SD2 to establish a School Psychologist National Certification Incentive program. Mental and behavioral health experts are needed in schools and this amendment will support the recruitment/retention of highly qualified school psychologists, who are mental and behavioral health experts. Recruiting and retaining school psychologists with an NCSP, and promoting eligible school psychologists to obtain an NCSP, will benefit keiki and their ‘Ohana. First and foremost, it will support the State’s ongoing efforts to address critical staffing shortages. The National Association of School Psychologists recommends a ratio of 1 school psychologist to every 500 students; however, many school psychologists in the State serve more than 1,500 students. Equitably allocating stipends for Nationally Certified staff across all educators will help address this shortage, and with additional funds available for schools, it is a good time to expand the Hawai‘i Revised Statutes to include school psychs. Second, a school psychologist who is Nationally Certified is legally and ethically required to follow standards guiding the practice of school psychology, which includes providing keiki and youth with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

Than you,

Jenna Maiorano, M.A., NCSP

SB-2823-SD-2

Submitted on: 3/16/2022 1:02:42 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Bonnie Anacker	Individual	Support	Written Testimony Only

Comments:

I'm writing in support of SB2823 to establish the National Certification Incentive Program to include school psychologists, because the more certification you have, you're held to a higher standard. NASP requires rigorous coursework, continuing exams & professional development. It ensures that practioners remain up to date on best practices. School psychologists should have the same incentives as teachers, as this will hold onto those in the position, which there is a great need for.

March 16, 2022
Hawai'i State Capitol
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SB2823 SD2, School Psychologist National Certification Incentive Program

Aloha Chair Woodson and members of the committee,

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Having a certified School Psychologist is important for the state because it helps ensure that the best practices are being applied. Being a certified School Psychologist requires on-going professional development in order to maintain certification, which provides current information and a high standard of practice. This can provide a sense of security for parents and guardians to know that their students are being evaluated and receiving support from highly qualified professionals.

Respectfully Submitted,
Monica Saldana

3/2/2022
Hawai'i State Capitol
415 S Beretania St.
Honolulu, HI 96813

SB2823, School Psychologist National Certification Incentive Program

Aloha members of the Senate Committee on Ways and Means,

I support SB2823 in its amending Chapter 302A of the Hawai'i Revised Statutes to establish within the department a school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts.

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There is a crucial shortage in the state of Hawaii for School Psychologists. As a School Psychologist in Central District, I am consumed with three times as many students than what is recommended by the National Association for School Psychologists for a School Psychologist. Passing SB2823 will incentivize qualified School Psychologists to apply and remain in the state of Hawaii as School Psychologists. The cost of living is extremely high compared to what we make and in comparison to what we could be making in the same position on the mainland. Please help us and our keiki get the support that we need.

In closing, I support SB2823 because I believe that our schools in Hawaii are in dire need of qualified mental health support and we need to be able to retain our School Psychologist positions.

Respectfully Submitted,
Traci Effinger, School Psychologist, Central District Oahu

03/17/2022
Hawai'i State Capitol
415 S Beretania St.
Honolulu, HI 96813

Aloha Chair Woodson and members of the committee,

I am writing this testimony in SUPPORT of SB2823 SD2 to expand the National Incentive Program to include School Psychologists. I am a father and uncle invested in the school community. It is important that we recognize the individuals who support our keiki with incentives such as this program to attract and retain School Psychologists to work in our schools. I urge you to pass this bill.

Mahalo for the opportunity to submit testimony.

Dwayne Groff

SB-2823-SD-2

Submitted on: 3/16/2022 9:06:38 PM

Testimony for EDN on 3/17/2022 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Gerard Silva	Individual	Oppose	Written Testimony Only

Comments:

The Childern are not Mental they are just victoms of Comunist Teachers !!