

DAVID Y. IGE
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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 SENATE COMMITTEE ON EDUCATION
ON
SENATE BILL NO. 2823

February 4, 2022
3:00 p.m.
Room 229 and Videoconference

RELATING TO EDUCATION

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

Senate Bill No. 2823 adds a new section to Chapter 302A, HRS, to establish a School Psychologist National Certification Incentive Program (SPNCIP). The bill also appropriates \$300,000 in general funds for FY 23 to pay for SPNCIP bonuses.

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.



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

Date: 02/04/2022

Time: 03:00 PM

Location: CR 229 & Videoconference

Committee: Senate Education

Department: Education

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

Title of Bill: SB 2823 RELATING TO EDUCATION.

Purpose of Bill: Establishes a school psychologist national certification incentive program. Appropriates funds.

Department's Position:

The Hawaii State Department of Education (Department) supports the intent of SB 2823 as it includes initiatives supportive of our goals and objectives. SB 2823 establishes a school psychologist national certification incentive program and appropriates funds for Fiscal Year 2022-2023. This bill proposes a \$5,000 annual incentive payment to school psychologists employed by the Department who maintain a current national certification from the National Association of School Psychologists, along with an additional \$5,000 incentive if certain other conditions are met.

The teacher national board certification incentive program, as outlined in §302A-706, Hawaii Revised Statutes, is based on the premise that a teacher is employed by and located at a specific school. However, the same is not true for our school psychologist positions, which organizationally belong to supervisory personnel at the district or complex area level rather than individual schools. District/complex area staff are responsible for hiring and assigning school psychologist employees to provide services to students within a particular district or complex area. This allows school psychologists to be responsive to students at more than one school within their assigned district or complex area, as needed. It also means that some of the conditions for the additional \$5,000 incentive described in paragraph (4) would not apply to a school psychologist

incentive program. Therefore, the Department proposes the following amendments:

(4) An additional \$5,000 bonus per year for each school psychologist who maintains current national certification and who is regularly assigned to ~~employed by the department and~~ provides school psychology services to children at a school that has been designated by the department as a comprehensive or targeted support and improvement school, or other similar designation. ~~as one:~~

~~(A) That is in need of comprehensive or targeted support and improvement;~~

~~(B) With a high turnover rate; or~~

~~(C) That is a hard to fill school; and~~

The Department understands that the additional bonus outlined in paragraph (4) incentivizes school psychologists to service students at schools needing comprehensive or targeted support and improvement. However, we believe that the additional bonus outlined in paragraph (5) does not perpetuate this same intention and hinders our overall goal of providing critical school psychology services to students in schools in need. For this reason, the Department suggests the removal of paragraph (5).

As a final note, 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 beyond Fiscal Year 2022-2023.

Thank you for the opportunity to submit testimony on SB 2823.



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

TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: SB 2823 - RELATING TO EDUCATION

FRIDAY, FEBRUARY 4, 2022

OSA TUI, JR., PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Kidani and Members of the Committee:

The Hawaii State Teachers Association **supports SB 2823**, 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.

A Comparison of National Certifications Across School Professionals

	NATIONAL BOARD CERTIFIED TEACHER (NBCT)	NATIONALLY CERTIFIED SCHOOL PSYCHOLOGISTS (NCSP)	NATIONALLY CERTIFIED SCHOOL COUNSELOR (NCSC)	CERTIFICATE OF CLINICAL COMPETENCE IN SPEECH - LANGUAGE PATHOLOGY (ASHA-CCC)	OCCUPATIONAL THERAPIST REGISTERED (OTR)
AWARDED BY	The National Board for Professional Teaching Standards (NBPTS)	National Association of School Psychologists (NASP)	National Board for Certified Counselors (NBCC)	American Speech-Language-Hearing Association (ASHA)	The National Board for Certification in Occupational Therapy (NBCOT)
ABOUT	The National Board for Professional Teaching Standards (NBPTS) is an independent, nonprofit, nonpartisan, and nongovernmental organization. It was created in 1987, with the purpose of advancing the quality of teaching and learning by developing professional standards for accomplished teaching, and creating a voluntary system to certify teachers who meet those standards and integrating certified teachers into educational reform efforts.	The NCSP is a credential awarded through the National School Psychology Certification System of the National Association of School Psychologists (NASP), which is an independent, not-for-profit professional organization who created the NCSP for the purpose of credentialing school psychologists who meet rigorous, nationally recognized standards of graduate preparation, ethical and professional practice, and continuing professional development.	The NCSC is a credential awarded through the National Board for Certified Counselors (NBCC). The NBCC is an independent, not-for-profit credentialing body, which was incorporated in 1982, whose purpose is to establish and monitor a national certification system, to identify for professionals and the public those counselors who have voluntarily sought and obtained certification, and to maintain a register of those counselors.	The Certificate of Clinical Competence (CCC) is a nationally recognized professional credential that represents a level of excellence in the field of Audiology (CCC-A) or Speech-Language Pathology (CCC-SLP). The standards for certification for audiology and speech-language pathology are established by ASHA's Council for Clinical Certification in Audiology and Speech-Language Pathology (CFCC).	The National Board for Certification in Occupational Therapy, Inc. (NBCOT) is a not-for-profit credentialing agency that provides certification for the occupational therapy profession. NBCOT serves the public interest by developing, administering and continually reviewing a certification process that reflects current standards of competent practice in occupational therapy. NBCOT also works with state regulatory authorities, providing information on credentials, disciplinary actions, and regulatory and certification renewal issues.

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WHY BECOME NATIONALLY CERTIFIED	<p>NBPTS Certification is a way for the teaching profession to define and recognize highly accomplished practice. Teachers who achieve National Board Certification have met high standards through study, expert evaluation, self- assessment and peer review.</p> <p>The process of applying for and earning National Board Certification through the NBCT:</p> <ol style="list-style-type: none"> 1. Strengthens practice. 2. Helps students succeed. 3. Builds leadership skills. 4. Helps expand influence and expertise with regard to curricular decisions and policies. 5. Helps advance careers. 6. Provides portability. 7. Offers higher salary potential. 8. Enhances education. 9. Meets most states' definition of "highly qualified teacher" under NCLB. 	<p>The NCSP credential aims to promote excellence in the field of school psychology by acknowledging school psychologists who meet rigorous nationally recognized standards of graduate preparation, ethical practice, and competency.</p> <p>Specially, national certification:</p> <ol style="list-style-type: none"> 1. Advances graduate preparation and practice standards to promote best practices in service to children and youth 2. Provides uniform national standards to measure professional qualifications 3. Encourages continuing professional growth and development 4. Enhances professional opportunities for credentialed school psychologists 5. Facilitates state certification through reciprocity with states that accept the NCSP 	<p>The National Certified School Counselor (NCSC) is a specialty credential which recognizes counselors who possess a minimum of a master's degree in counseling with coursework in school counseling and who have passed a challenging national application and examination process. NCSCs have a strong commitment to the school counseling profession and to providing high quality services to students, parents, teachers and communities.</p> <p>Some advantages of this certification include:</p> <ol style="list-style-type: none"> 1. Identification as master's level counseling practitioners who work in school settings 2. Recognition by other mental health professionals as experts on the mental health needs of today's school children and adolescents 3. Demonstration of an ongoing commitment to high quality school counseling services through continuing education 4. Salary increases in an increasing number of states and school systems across the country 	<p>Those who have achieved the CCC—ASHA certification have voluntarily met rigorous academic and professional standards, typically going beyond the minimum requirements for state licensure.</p> <p>Why Choose ASHA Certification?</p> <ol style="list-style-type: none"> 1. ASHA is the nation's leading professional, credentialing, and scientific organization for speech-language pathologists, audiologists, and speech/language/hearing scientists. 2. ASHA initiated the development of national standards for the professions, and has been certifying since 1952. 3. ASHA's certification standards are based on skills validation studies and practice analyses involving employers, leaders in the discipline of communication sciences and disorders, and practitioners in the professions of speech-language pathology and audiology. 4. ASHA provides verification of certification to state regulatory agencies. 5. You can be sure you will meet state licensure requirements because many states use the ASHA Standards for Clinical Competence as a model for their regulatory requirements 	<p>NBCOT certifications are nationally recognized symbols of quality for OT professionals. The purpose of pursuing the national credentialing process is to further affirm:</p> <ol style="list-style-type: none"> 1. The practitioners' professional achievements 2. The practitioner's credibility 3. The practitioner's meeting of all national standards by a nationally recognized certification board

A Comparison of National Certifications Across School Professionals

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REQUIREMENTS FOR CERTIFICATION	<p>To qualify, candidates must:</p> <ol style="list-style-type: none"> 1. Hold a Bachelor's degree. 2. Have completed three full years of teaching/counseling experience. 3. Possess a valid state teaching or counseling license for that period of time, or, if teaching where a license is not required, have taught in schools recognized and approved to operate by the state. <p>In all 25 certificate areas, candidates are required to complete an assessment comprised of four components.</p> <ul style="list-style-type: none"> • Component 1 - Content Knowledge • Component 2 - Differentiation in Instruction • Component 3 - Teaching Practice and Learning Environment • Component 4 - Effective and Reflective Practitioner 	<p>To qualify, candidates must:</p> <ol style="list-style-type: none"> 1. Complete a minimum of 60 graduate semester hours (i.e., specialist-level) in an organized program of study officially titled "School Psychology". 2. Complete a supervised practica and a culminating 1,200 clock-hour supervised internship, with a minimum of 600 hours in a school setting. 3. Obtain a passing score on the Praxis National School Psychologist Examination administered by the Educational Testing Service. <p>Graduates of NASP approved/accredited programs have met all coursework requirements for the NCSP.</p> <p>All other applicants must provide a portfolio documenting knowledge and skills across all domains of professional practice, defined in the NASP Practice Model.</p>	<p>To qualify, candidates must complete the following:</p> <p>Education: Master's degree in counseling consisting of at least 48 semester hours of graduate-level credit, with specific required coursework across 9 content areas</p> <p>Supervision: at least 100 hours of post-graduate school counseling supervision.</p> <p>Professional Endorsement: obtain endorsement from a professional colleague who holds a master's degree or higher in a mental health field</p> <p>Work Experience: 3,000 hours of post-graduate counseling work experience over a two-year period.</p> <p>Examination: passing score on the National Counselor Examination for Licensure and Certification (NCE) or the National Clinical Mental Health Counseling Examination (NCMHCE)</p> <p>Several requirements are waived for graduates from CACREP-accredited programs.</p>	<p>To qualify, candidates must meet the following standards:</p> <p>Standard I—Master's, doctoral, or other recognized post-baccalaureate degree</p> <p>Standard II—All graduate coursework and clinical experience must have been completed in a speech-language pathology program accredited by the Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA).</p> <p>Standard III—Complete a program of study (a minimum of 36 semester credit hours at the graduate level) that includes academic coursework and supervised clinical experience (minimum of 400 hours) to achieve knowledge skills as specifically described in Standards IV and V.</p> <p>Standard VI—Pass the Praxis examination in speech-language pathology from the Educational Testing Service (ETS).</p> <p>Standard VII—Speech-Language Pathology Clinical Fellowship consisting of no less than 36 weeks of full-time professional experience or its part-time equivalent.</p>	<p>To sit for the NBCOT certification exam, candidates must meet the following requirements:</p> <ol style="list-style-type: none"> 1. Graduate from a post-baccalaureate accredited* occupational therapy program recognized by NBCOT 2. Complete all fieldwork requirements (1,000 hours) 3. Achieve a passing score on NBCOT OCCUPATIONAL THERAPIST REGISTERED OTR® Certification Examination 4. Agree to abide by the NBCOT Practice Standards and Code of Conduct <p>*Accredited occupational therapy programs recognized by NBCOT include education programs accredited by:</p> <ol style="list-style-type: none"> 1. The Accreditation Council for Occupational Therapy Education (ACOTE) of the American Occupational Therapy Association; or 2. The World Federation of Occupational Therapists

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COST	<p>\$75 registration fee for each assessment cycle, and \$475 for each of the four component (total \$1900)</p> <p>Retake attempts require an additional fee (\$475 per attempt for components 2-3) Component 1 retake: \$125 per exercise and/or the Selected Response section</p>	<p>Initial certification fees range depending on membership status and whether the applicant graduated from a NASP-approved or accredited program.</p> <p>NASP-approved/accredited program graduate fees for initial certification are \$60 (student, 1st year, leave of absence), \$85 (2nd year in practice), \$110 (full member); \$210 (nonmember).</p> <p>Fees for graduates from non-approved programs are \$160, \$210, \$260, and \$360 respectively for the categories listed above.</p> <p>There is also an examination fee payable to ETS.</p>	<p>Application fee of \$295.</p> <p>The NCSC application and examination fee may vary depending upon postmark date and exam status. Please check the website for the most up to date information.</p> <p>There is also an Examination fee.</p>	<p>NSSLHA (National Student Speech Language Hearing Association) Conversion: \$286</p> <p>Recent Graduate: \$461</p> <p>Certification and ASHA Membership: \$511</p> <p>Certification without ASHA Membership: \$455</p> <p>Dual Certification: \$256</p> <p>There is also a fee for taking the Praxis exam.</p>	<p>There is a total fee of \$515 for the online application and exam fees.</p> <p>Paper applications require a fee of \$555.</p>

A Comparison of National Certifications Across School Professionals

	NATIONAL BOARD CERTIFIED TEACHER (NBCT)	NATIONALLY CERTIFIED SCHOOL PSYCHOLOGISTS (NCSP)	NATIONALLY CERTIFIED SCHOOL COUNSELOR (NCSC)	ASHA CERTIFICATE OF CLINICAL COMPETENCE IN SPEECH-LANGUAGE PATHOLOGY (ASHA- CCC)	OCCUPATIONAL THERAPIST REGISTERED (OTR)
RENEWAL REQUIREMENTS	<p>NBCT achieved before 2017 is valid for a period of 10 years. Certifications after 2017 are valid for a period of 5 years. The National Board has revised its policy from renewal to Maintenance of Certification (MOC).</p> <p>Renewal applicants must currently hold a valid teaching license in the state in which they are working, and must demonstrate their Pre-k–12 teaching experience.</p> <p>Renewal submission is called the Profile of Professional Growth (PPG). This can begin as early as your first year of certification and consists of a single submission composed of three interrelated components and a reflection.</p> <p>The total fee for certificate renewal is \$1,250.00 for each attempt.</p>	<p>NCSPs must engage in activities designed to maintain, expand, and extend their professional training and skills</p> <p>Specifically, each NCSP must be renewed every three years with 75 contact hours of continuing professional development (CPD) activities. 10 of the 75 CPD hours must come from NASP- or APA-approved providers. NCSPs must also accrue 3 hours of CPD regarding ethical practice and/or the legal regulation of school psychology</p> <p>The renewal fees are \$99 for NASP Members, or \$199 for non-members.</p>	<p>Nationally Certified School Counselors are required to provide documentation of completion of:</p> <ol style="list-style-type: none"> 1. Annual maintenance of \$30.00 during each 5- year certification period 2. 125 contact clock hours from the 10 approved content areas of continuing education over the five year period. 	<p>Annual maintenance fee</p> <p>Certification renewal every three years which requires 30 contact hours of professional development activities during each 3- year maintenance interval</p>	<p>Certification renewal occurs every three years, and requires 36 Professional Development Units (18 must be directly related to service delivery and the remainder can be obtained from activities related to the delivery of occupational therapy services)</p> <p>The fee for the 3-year renewal cycle is \$65.00.</p>



Committee ON Education
Senator Michelle Kidani, Chair
Senator Donna Mercado Kim, Vice Chair

February 4, 2022

Dear Chair Kidani, Vice Chair Mercado Kim, and Members of the Committee,

We support SB 2823, 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.*



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

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

Re: **SB 2823, Relating to education**
3:00 PM, February 4, 2022

Chair Kidani, Vice Chair Kim, and committee members,

On behalf of HCAN Speaks!, thank you for the opportunity to **testify in support of SB 2823, relating to education.**

Incentivizing school psychologist national accreditation will help Hawai'i address critical shortages of accredited school psychologists and support children and youth with high quality, evidence-based practices. The lack of accredited school psychologists has been an on-going issue for our state but the impact of the pandemic on children's well-being highlights why now is the time to address it.

The American Academy of Pediatrics, American Academy of Child and Adolescent Psychiatry, and Children's Hospital Association declared a National State of Emergency in Children's Mental Health in October 2021.¹ To help reduce the increased rates of anxiety, depression, and potential suicides that occurred since 2020, the Surgeon General recommends ensuring all children have access to high-quality and culturally competent mental health care in schools and other community-based settings^{2,3} Currently, some school psychologists in Hawai'i are covering more than 1,500 children at a time. Incentivizing accreditation may attract additional school psychologists. We expect that children and youth will continue to face difficulties because of the pandemic in the future and passing SB 2823 now will help ensure we have the resources when they're needed.

For these reasons, HCAN Speaks! respectfully requests the Committee to support this measure.

Thank you,

Kathleen Algire
Director of Early Learning and Health Policy

¹ American Academy of Pediatrics, <https://www.aap.org/en/advocacy/child-and-adolescent-healthy-mental-development/aap-aacap-cha-declaration-of-a-national-emergency-in-child-and-adolescent-mental-health/>

² NBC, June 11, 2021, *Youth suicide attempts soared during pandemic, CDC report says*, <https://www.nbcnews.com/news/us-news/youth-suicide-attempts-soared-during-pandemic-cdc-report-says-n1270463>

³ The U.S Surgeon General's Advisory, 2021, *Protecting Youth Mental Health*, <https://www.hhs.gov/sites/default/files/surgeon-general-youth-mental-health-advisory.pdf>

SB-2823

Submitted on: 2/3/2022 9:48:51 AM

Testimony for EDU on 2/4/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Dr, Angie Graham	Individual	Support	Yes

Comments:

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,

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 or stay 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 in helping 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 State of Hawaii.

In closing, Please pass SB2823!! :)

Respectfully Submitted,

Dr. Angie Graham

District School Psychologist

East Hawaii

SB-2823

Submitted on: 2/3/2022 10:17:48 AM

Testimony for EDU on 2/4/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kari Arneson	Testifying for DOE	Support	No

Comments:

02/03/2022

Hawai'i State Capitol

415 S Beretania St.

Honolulu, HI 96813

SB2823, School Psychologist National Certification Incentive Program

Members of the Senate Committee on Education,

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.

A school psychologist national certification incentive program in Hawai'i would make me feel like we are honored and respected, the same way teachers in the state are with their National Board Certification incentive program. As well, it would make me think that the state recognizes school psychologists and mental health as an essential component of the educational system in Hawai'i, and would bring us up to par with the rest of the country, incentivizing more school psychologists to seriously consider working in Hawai'i, which the state is in dire need of - more school psychologists in the state would only further supporting the keiki and the community at large, including school psychologists. Lastly, it would help offset some of the expenses that it costs to live in the state of Hawai'i - which would not only benefit me, but other school psychologists, and as mentioned above, the recruitment and retention of future school psychologists in the state.

Respectfully Submitted,

Kari

SB-2823

Submitted on: 2/1/2022 10:13:40 PM

Testimony for EDU on 2/4/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kiana Suganuma	Individual	Support	No

Comments:

I am fully in support of the creation of the School Psychologist National Certification Incentive Program. When I heard about this bill, it became very apparent that this was important. For reference, I was raised in the Puna District on Hawai'i Island. At that time, it was a bit more rough and we did not have the types of programs and resources as the children of today do. Now, I have a child of my own. As every parent does, I want what's best for my child. The more I understand and read upon these programs, the more I understand I also need to invest in the people in this program and how integral working together is. School psychologists are an integral part in the development of our children in our schools and should be supported more. By passing Bill SB2823, it would tremendously help our community. It would not only benefit the certified psychologists directly, but also our children who are our future. It is in the community's best interest to invest in our teachers, school psychologists, and all those in the Department of Education because they are helping us raise the next generation of leaders in our community.

February 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 Education,

Nicole Jones supports 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.

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 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 to 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 K. Jones, Ed.S., NCSP

Testimony Support Regarding SB2823

National Certification Incentive Program

Date: 2/2/22

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. Our students deserve highly qualified professionals, who should be distinguished for attaining national certification.

Thank you for your consideration.

Keri Anacker, MA, NCSP

SB-2823

Submitted on: 2/2/2022 12:58:26 PM

Testimony for EDU on 2/4/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Samuel Budd	Individual	Support	No

Comments:

Testimony Support Regarding SB2823

National Certification Incentive Program

date: 2/2/22

Hello I am a working professional in Honolulu Hawaii,

During my time living in Hawaii, i have developed a concern for our school systems and due to these concerns fully support bill SB2823 in its entirety to provide incentive for more qualified and established professionals operating in Hawaii. Due to the national shortages we experience as a nation, it is important to establish a standard that not only welcomes school psychologists but also sets a standard that holds applicants to a level of pedigree. Hawaii and it's youth are in desperate need of these professionals and without this bills enactment, we will wait decades before a strong body of school psychologists can be brought here to better support our community at large.

Please consider our youth when voting for this bill and the years to come as they step into our community.

Sincerely,

Samuel Budd

SB-2823

Submitted on: 2/2/2022 1:27:15 PM

Testimony for EDU on 2/4/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Alexis E. Jamison	Individual	Support	No

Comments:

I, Alexis Jamison, 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.

As a school psychology practicum student studying virtually at Fort Hays State University, I support this bill because it will mean rightfully recognizing school psychologists who have gone above and beyond to obtain the the NCSP credential.

Respectfully Submitted,

Alexis E. Jamison

SB2823, School Psychologist National Certification Incentive Program

Aloha members of the Senate Committee on Education,

Jane Jamison retired School Psychologist supports 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

In closing, please pass SB2823.

Respectfully Submitted,
Jane Jamison MS

February 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 Education,

I, Jamie Tagomori, School Psychologist 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.

As a school psychologist with an NCSP, I participate in on-going professional development opportunities which is required for maintaining 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 to help meet the needs of our students in Hawai'i.

Respectfully Submitted,
Jamie Tagomori

Testimony Support Regarding SB2823
National Certification Incentive Program
Friday February 4, 2022

Aloha e,

I am a School Psychologist from the island of Maui and am writing in support of SB2823 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)

SB-2823

Submitted on: 2/3/2022 6:27:54 AM

Testimony for EDU on 2/4/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kayla Doherty	Individual	Support	No

Comments:

As a Big Island resident, who has a vested interest in the support services provided to our keiki, I fully support each component of this bill. It clear that Hawaii lags behind the rest of the nation when it comes to state credentialing / licensure. This, combined with the fact that school psychologists are inadequately compensated compared to their mainland counterparts (who have shorter contracts, typically 10 months), highlights the state’s lack of investment and interest in the services they provide our keiki. School psychologists serve a unique function in our schools, and the DOE tries to get away with hiring individuals with similar, albeit unacceptable experience, which does not translate to supporting our keiki the way they need and deserve. I hope this bill passes and allows the state and DOE to 1) move toward a uniform credentialing system, 2) compensate school psychologists fairly, resulting in 3) the creation and maintenance of rigorous and competitive hiring practices. I also hope the DOE chooses to recognize the significance of this bill and throws their support behind the few school psychologists who have chosen to remain here, despite the barriers the DOE and state have created for them.



February 4th, 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,

The Hawai'i Association of School Psychologists supports 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.

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

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

Submitted on: 2/3/2022 11:26:22 AM

Testimony for EDU on 2/4/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Keith Anacker	Individual	Support	No

Comments:

To Whom it May Concern at Hawaii Legislature,

I support SB2823 because I believe the School Psychologist national certification incentive program will provide more highly qualified mental health professionals for the students of Hawaii's school districts.

Sincerely,

Keith Anacker

SB-2823

Submitted on: 2/3/2022 11:28:10 AM

Testimony for EDU on 2/4/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Bonnie Anacker	Individual	Support	No

Comments:

To whom it may concern at Hawaii State Legislature,

I support SB2823 because it will help to incentivise school psychologists, of which there is a shortage. School psychologists should be recognized and compensated for having additional credentials such as NASP national certification, as this ensures a higher quality of mental health support for our students. Thank you, Sincerely, Bonnie Anacker

SB-2823

Submitted on: 2/3/2022 11:41:38 AM

Testimony for EDU on 2/4/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
LaTasia Franklin	Individual	Support	No

Comments:

2.3.2022

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,

LaTasia Franklin School Psychologist HIDEOE supports 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.

This measure is important because students, their families and their communities can all benefit from there being additional school psychologists with an NCSP working in the state of Hawai'i. Additional NCSP School Psychologist working in the district will allow me to spend more time working on a case because my case load would become smaller.

In closing, I LaTasia Franklin, 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.

Respectfully Submitted,

LaTasia Franklin

Testimony Support Regarding SB2823
National Certification Incentive Program
February 3, 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)

SB-2823

Submitted on: 2/3/2022 1:15:05 PM

Testimony for EDU on 2/4/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Kyle Anacker	Individual	Support	No

Comments:

To whom it may concern:

Our country is in need of highly qualified mental health professionals. Currently there is a shortage of these professionals.

Alotting more money to recognize school psychologists who have national certification will hopefully attract more applicants to apply, decrease turnover, and set a high standard for mental health practice for our youth.

2/3/21
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,
I, Traci Effinger, 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 am overwhelmed with the amount of schools that I am tasked to covered in Central District Oahu and direly need Nationally Certified School Psychologists to apply to the state of Hawaii. We have open positions that cannot be filled due to the low income that we receive as pay from the state. The annual amount that we receive as pay, works out to be less than a teacher makes per hour, and the positions are very hard to fill. Increasing the pay to School Psychologists that are nationally certified would help attract potential candidates to apply for the positions available.

In closing, I am pleading for help to establish within the department a school psychologist national certification incentive program as to recruit and retain Nationally Certified School Psychologists to the state of Hawaii to better the lives of our keiki and their 'ohana

Respectfully Submitted,
Traci Effinger,
Nationally Certified School Psychologist

SB-2823

Submitted on: 2/3/2022 2:58:10 PM

Testimony for EDU on 2/4/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Sandra Aguirre	Individual	Support	No

Comments:

2/4/22

Hello, I am a Nationally Board Certified School Psychologist on Oahu. There is a high need of people in our profession at this time. With the shortages and pay differences across the country, providing additional pay for those with the NCSP certification may attract more people to apply. Costs of living and healthcare are on rise. The ability to provide monetary recognition for the NSCP certification may help people in our field tremendously, both in our professional growth and our personal growth.

Thank you for your consideration,

Sandra Aguirre

LATE

SB-2823

Submitted on: 2/3/2022 4:13:08 PM

Testimony for EDU on 2/4/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Courtney L Dennis	Individual	Support	No

Comments:

3 February, 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,

My name is Courtney Dennis, and I serve as a school psychologist for Maui District's Hana-Lahaina-Lāna`i-Moloka`i Complex. 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, and this proposed amendment will support the recruitment and retention of highly qualified school psychologists. Recruiting and retaining Nationally Certified School Psychologists (NCSP), and encouraging eligible school psychologists to earn the designation, will benefit our keiki and their `ohana.

First and foremost, the amendment will support the state's ongoing efforts to address critical staffing shortages. The National Association of School Psychologists recommends a ratio of one

school psychologist to every 500 students; however, many school psychologists in Hawai'i (myself included) 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.

Second, a school psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of school psychology. As a result, 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.

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 retain professionals who show this type of initiative and take enough pride in their work to make a commitment to continuous improvement.

Respectfully,

Courtney L. Dennis, Ed.S.

Nationally Certified School Psychologist

LATE

SB-2823

Submitted on: 2/4/2022 8:50:15 PM

Testimony for EDU on 2/4/2022 3:00:00 PM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Gerard Silva	Individual	Oppose	No

Comments:

Wasting Tax payer Money again.