

Hawai‘i House of Representatives

Legislative Briefing for the Committee on Education



Presented by the Hawai‘i Teacher Standards Board (HTSB)

January 15, 2026

HTSB's Mission and Vision

Provide every child in Hawai‘i with qualified teachers.

Promote professionalism and teaching excellence.

HTSB envisions a highly esteemed Hawai‘i public education system with rigorous professional teacher standards that foster student success. Our mission is to collaboratively set high teacher licensing and credentialing standards to:

Build public confidence in the teaching profession.

Provide more accountability to the public.



Seventeen Member Board

Six Teachers: At least one teacher from a Hawai‘i Public Charter School

Three Administrators

Hawai‘i Association of Independent Schools Representative

Board of Education Chair or Designee

HIDOE Superintendent or Designee

UH-Mānoa College of Education Dean or Designee

Two Members of the Public

Native Hawaiian Education Committee Chair or Designee

Non-voting student teacher from a University of Hawai‘i program



HTSB PERFORMANCE DURING 2024-2025

HTSB Staff

- 6 Licensing Specialists
- 4 Teacher Licensing Clerks
- Institutional Analyst & Business Manager
- Executive Leadership & Administrative Support

Mahalo to the Legislature,
we are now a staff of 14!

High-Volume Service Metrics

- Licensing service to 20,000+ teachers
- 76,226 Online system logins
- 14,999 Online messages processed
- 7,475 New applications submitted
- 5,785 Licenses and permits issued
- 50+ Licensing presentations (online & in-person)

Applicant Support & Satisfaction

Accessibility:

- 24/7 Online licensing system
- Virtual and phone appointments & walk-in service
- On-demand virtual & in-person licensing presentations

Service Quality: 95% Positive applicant (user) rating



HTSB Budget

2024-2025	Funds
Personnel	\$ 658,562
Operations	\$ 829,300
HTSB General Funds Allocated	\$ 1,487,862

Online Licensing System

- Manages all online applications
- Oversees licensure survey data
- Conducts professional fitness/suitability checks

HTSB Initiatives

- Focuses on Pre-Apprenticeship (Educators Rising)
- Establishing a Registered Teacher Apprenticeship Program

HTSB Support Services

- Facilitates National Board Certification
- Leads specialized Workgroups (Hawaiian, CTE, Early Learning, Online, Mentor)
- Licensing presentations to stakeholders

Licensure Information



HTSB LICENSING DATA: 2019-2025

Type of License/Permit	New License/Permit Issued by School Year					
	SY: 2019-2020	SY: 2020-2021	SY: 2021-2022	SY: 2022-2023	SY: 2023-2024	SY: 2024-2025
Provisional	1,422	1,481	1,200	1,162	1,146	986
Standard	1,016	1,311	985	1,135	1,093	1,370
Advanced	94	157	121	102	100	74
CTE Permit	3	6	6	4	3	6
Emergency Hire Permit	705	625	673	838	1,178	1,566
Hawaiian Permit	4	5	6	20	39	28
Student Teacher Permit	18	340	445	400	393	311
TOTALS	3,262	3,925	3,436	3,661	3,952	4,341



Licenses from HTSB Approved Teacher Preparation Programs

SY: 2019-2020	SY: 2020-2021	SY: 2021-2022	SY: 2022-2023	SY: 2023-2024	SY: 2024-2025
636	614	616	737	570	570

Hawai‘i Preparation Programs

HTSB Licensure Surveys

Survey Questions:

- What high school did you graduate from?
- What is your current role as an educator?
- What is your educational employment status?
- How many years of full-time teaching experience do you have in Hawai‘i?
- Identify the name of the State Approved Teacher Education Program (SATEP) that you completed
- What year did you graduate from your SATEP?
- Have you ever held a teaching license, credential, or certificate in another U.S. state, U.S. territory, or DODEA?
- How well did your SATEP prepare you?

Building the Future of Education:
Growing the Next Generation of Educators

Pre-Apprenticeship



From Vision to Reality: Developing Tomorrow's Teachers Through Early Investment



Provide High Schools with Educators Rising Curriculum

- Offer a comprehensive curriculum that supports students in exploring and preparing for careers in education.

Hold District/State Competitions

- Organize local and state-level competitions to engage students and recognize their achievements in the field of education.

Compete at the National Level

- Offer opportunities for students to compete at a national event, showcasing their talents and learning from peers across the country.

Provide College Scholarships for Aspiring Teachers

- Offer scholarships to high school students who pursue college degrees in education, encouraging them to become future educators.

Host a Signing Day

- Celebrate students who commit to pursuing a career in education by organizing a signing day event, similar to those held for athletes.

Develop Pathways from Pre-Apprenticeship to Registered Teacher Apprenticeship

- Create a structured pathway for students to progress from pre-apprenticeship opportunities into formal teacher apprenticeship programs, leading to certification and a career in teaching.

February 6, 2026:
Hawai'i EdRising
Conference &
Competition

2026:
Portland, Oregon

Pre-Apprenticeship Expansion

HIDOE has approved the piloting of Educators Rising in CTE Teaching as a Profession (TAP) Pathways in HIDOE schools



HTSB is Funding:

- Educators Rising training for teachers
- Educators Rising curriculum for teachers
- Memberships for students
- Substitutes for teachers to attend trainings and events
- First in-person state-wide competition
- Attendance at the national Educators Rising competition

- James Campbell High School
- Maui High School
- Waiākea High School
- Farrington High School
- Pearl City High School
- Waipahu High School
- Mililani High School
- Leilehua High School



Changing the Narrative: Building the Future of Education for Aspiring Educators

Registered Teacher Apprenticeship

Beginning in 2022, teacher apprenticeships have scaled quickly nationwide, reaching 49 states, D.C., the U.S. Virgin Islands, and Puerto Rico, with more than 5,700 active apprentices in K-12 classrooms.



91% Retention
Rate



Photo by Jerry Oishi

Hawai‘i National Board Certified Teachers

December 2025

32 New NBCTs and
31 Maintained NBCTs



National Board Celebration
2026 Recognition Ceremony
Details Coming Soon

Hawai‘i
NBCTS



Photo by Jerry Oishi

Hawai‘i Teacher Standards Board

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Mahalo!

