
SENATE CONCURRENT RESOLUTION

REQUESTING THE HAWAII EDUCATIONAL POLICY CENTER TO REPORT ON THE
RETENTION AND CHANGE IN ASSIGNMENT OF TEACHERS WITHIN THE
DEPARTMENT OF EDUCATION.

1 WHEREAS, teachers employed by the Department of Education
2 graduate from a variety of Hawaii-based and out-of-state teacher
3 preparation programs; and
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5 WHEREAS, while many teachers may graduate, an important
6 measure of the effectiveness of a teacher preparation program is
7 how long they are employed as teachers within the Department of
8 Education; and
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10 WHEREAS, in order to better target resources to the most
11 effective teacher preparation programs, policy makers need to
12 know to what extent graduation from a specific higher education
13 program correlates with persistence and retention within
14 Department of Education schools; and
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16 WHEREAS, in 2000, the Hawaii Educational Policy Center
17 issued a report with the following findings:
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19 (1) Of all the respondents to the survey, six in ten gave
20 a reason for leaving that had to do with teaching
21 issues;
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23 (2) A substantial proportion of former teachers reported
24 significant dissatisfaction with teaching. About four
25 in ten of the survey respondents indicated that they
26 left their positions because they were dissatisfied
27 with teaching as a career, a much larger proportion
28 than the eight per cent reported in national studies;
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30 (3) A substantial proportion of resigned teachers might be
31 receptive to encouragement to stay in their Department
32 of Education positions. Of the teachers who



1 voluntarily resigned during the three years addressed
2 in the survey, approximately four in ten are currently
3 working in education and approximately one-half stated
4 that they plan to work in education during the next
5 school year;

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7 (4) Younger teachers make up a substantial proportion of
8 resigning teachers. The proportion of teachers
9 thirty-nine years of age or younger who resigned,
10 sixty-six per cent, is almost double the proportion of
11 all other current Department of Education teacher age
12 groups; and

13
14 (5) Secondary-level teachers are leaving at a higher rate
15 than elementary-level teachers; and
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17 WHEREAS, the findings of the Hawaii Educational Policy
18 Center survey suggest that preparation and teaching
19 environments, especially for newer teachers, are of critical
20 importance in teacher satisfaction and retention; and
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22 WHEREAS, the findings of the survey suggest that strategies
23 to address the teacher resignation issue need to be incorporated
24 into funding strategies; and
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26 WHEREAS, an additional measure of an effective educational
27 system is how often teachers are moving from one school,
28 specialty, or grade level, which would affect teachers'
29 likelihood of improving their effectiveness within a specialty
30 or grade level; and
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32 WHEREAS, highly qualified teachers need the ability to
33 effectively teach the curriculum and meet state standards in
34 whatever grade level or specialty assignment they may receive;
35 and
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37 WHEREAS, an important component to retention, delivery of
38 the curriculum, and improvement are professional development
39 programs such as the mentorship induction program, designed to
40 assist teachers in newer schools or assignments; and
41

42 WHEREAS, in the allocation of limited teacher preparation
43 and mentorship resources, knowledge of the correlation of
44 specific programs with stable and effective school faculties



1 will facilitate the targeting of those resources to the most
2 effective programs; and

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4 WHEREAS, the annual teacher shortage of approximately 1,500
5 teachers in Hawaii's Department of Education requires a short-
6 term and long-term strategy to reduce this number and to reduce
7 the number of new hires from outside the State that tend to
8 leave the system after shorter periods of employment; and

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10 WHEREAS, an analysis of the effectiveness of teacher
11 preparation programs and mentorship induction programs will
12 provide better guidance as to how to target funds to maximize
13 educational effectiveness in Hawaii's public schools; now,
14 therefore,

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16 BE IT RESOLVED by the Senate of the Twenty-fourth
17 Legislature of the State of Hawaii, Regular Session of 2007, the
18 House of Representatives concurring, that the Hawaii Educational
19 Policy Center is requested to prepare a report on the
20 effectiveness of the current status of teacher preparation and
21 mentoring induction programs; and

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23 BE IT FURTHER RESOLVED that the report may utilize survey
24 information as well as available data, and include information
25 on the following:

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27 (1) Data on the overall retention of teachers by years of
28 service within the Department of Education system;
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30 (2) Specific data on the numbers and percentages of
31 teachers that are transferring in and out of each
32 school and analysis of factors contributing to such
33 transfers;
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35 (3) Specific data on the average length of service within
36 the Department of Education of teachers who graduated
37 from University of Hawaii programs, other accredited
38 teacher preparation programs within the State of
39 Hawaii, and those who transfer into the State from
40 other states, and analysis of the factors contributing
41 to differing persistence rates;
42
43 (4) Data and analysis on the relationship between the
44 existence of a teacher mentoring induction program and



1 the stability of teaching faculty at a school,
2 including changes in assignments within the school;
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4 (5) Data on what strategies, if any, have been developed
5 and implemented in response to the 2000 Hawaii
6 Educational Policy Center study, and the results of
7 such strategies;
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9 (6) Data on demographics on teacher characteristics and
10 school characteristics;
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12 (7) Department of Education policies relating to teacher
13 transfers, Department of Education reports to the
14 United States Department of Education on addressing
15 the No Child Left Behind law requirements, collective
16 bargaining relating to teacher transfers and
17 seniority, and descriptions of Institutions of Higher
18 Education programs and related costs for preparing
19 teaches, including accreditation reports and reviews;
20

21 (8) A report on the current funding strategies for both
22 capacity building in the University of Hawaii campus
23 teacher preparation programs and University of Hawaii
24 and Department of Education mentorship induction
25 programs that address these issues; and
26

27 (9) A five-year strategic plan that addresses the
28 targeting of future resources for capacity building
29 within the University of Hawaii system and Department
30 of Education mentorship induction programs and other
31 strategies that will dramatically reduce the annual
32 teacher shortage, as well as reduce the need to
33 recruit teachers that are less likely to continue
34 employment within the Department of Education beyond
35 five years; and
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37 BE IT FURTHER RESOLVED that the Hawaii Educational Policy
38 Center is requested to submit its report and any findings and
39 recommendations to the Legislature not later than twenty days
40 prior to the convening of the 2008 Regular Session; and
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42 BE IT FURTHER RESOLVED that certified copies of this
43 Concurrent Resolution be transmitted to the Director of the



- 1 Hawaii Educational Policy Center, the Chair of the Board of
- 2 Education, and the Superintendent of Education.

