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# A BILL FOR AN ACT

RELATING TO EDUCATION.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1           SECTION 1. The legislature finds that recruitment and  
2 retention of high quality teachers are fundamental components of  
3 a quality education system for Hawaii's children. Act 51,  
4 Session Laws of Hawaii 2004, notes that other than home and  
5 societal factors, teacher quality is the single most influential  
6 factor in student achievement. While the State hires over one  
7 thousand three hundred new teachers each year, the University of  
8 Hawaii only graduates four hundred to four hundred fifty  
9 teachers per year.

10           At Waianae high school, there are approximately one hundred  
11 fifty teachers serving the needs of two thousand students, the  
12 majority of whom are native Hawaiians and are living at or below  
13 the poverty level. Currently, only fifty-six per cent of  
14 teachers at Waianae high school are fully licensed.  
15 Additionally, Waianae high school and all but one of its  
16 elementary and middle feeder schools are being restructured due  
17 to failures in student learning.



1           The urgency of improving teacher quality at Waianae high  
2 school has led to the awarding of a multi-year federal native  
3 Hawaiian education program grant that provides resources to  
4 design a model for Waianae high school. Waianae high school and  
5 the Waianae High School Alumni Association are the program grant  
6 recipients. The new human resource management model will allow  
7 the school to achieve a significantly greater level of fully  
8 licensed teachers.

9           The purpose of this Act is to appropriate funds to a pilot  
10 project that implements a new human resource management model  
11 for Waianae high school and its elementary and middle feeder  
12 schools. The funds would complement the federal grant funds and  
13 allow for the extension of the recruitment, induction, and  
14 mentoring model to elementary, middle, and high school students.

15           SECTION 2. The Waianae complex schools shall submit to the  
16 legislature, no later than twenty days prior to the convening of  
17 the regular session of 2008, a written report that includes:

- 18           (1) Baseline data on teacher qualifications at the school;  
19           (2) Information on the development and maintenance of a  
20                 system for measuring the quantitative and qualitative  
21                 results of its recruitment and retention efforts;



1 (3) Assessment of the value and impact of the new human  
 2 resource management model to students at the  
 3 elementary, middle, and high school levels; and

4 (4) Any other pertinent information, recommendations, and  
 5 proposed legislation, if any, to determine the future  
 6 of the pilot project.

7 SECTION 3. There is appropriated out of the general  
 8 revenues of the State of Hawaii the sum of \$500,000, or so much  
 9 thereof as may be necessary for fiscal year 2007-2008, and the  
 10 same sum, or so much thereof as may be necessary for fiscal year  
 11 2008-2009, for the implementation of a new human resource  
 12 management model at Waianae high school and its elementary and  
 13 intermediate feeder schools.

14 The sums appropriated shall be expended by the department  
 15 of education for the purposes of this Act.

16 SECTION 4. This Act shall take effect on July 1, 2007.

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INTRODUCED BY:




JAN 17 2007



**Report Title:**

DOE; Teacher Recruitment; Teacher Licensing; Model Programs

**Description:**

Appropriates funds to implement a new human resource management model for Waianae High School and its feeder schools to improve teacher recruitment and licensing.

