

HB11 HD2

Measure Title: RELATING TO TEACHERS.

Report Title: Teachers; Incentives

Description: Authorizes an additional per year bonus for teachers who maintain current National Board Certification under the National Board Certification Incentive Program and teach at a school in a focus, priority, or Superintendent's Zone, as determined by the Department of Education. (HB11 HD2)

Companion: [SB847](#)

Package: None

Current Referral: EDU, WAM

Introducer(s): TAKUMI, OHNO

<u>Sort by Date</u>		Status Text
1/21/2015	H	Pending introduction.
1/22/2015	H	Introduced and Passed First Reading
1/26/2015	H	Referred to EDN, FIN, referral sheet 1
1/29/2015	H	Bill scheduled to be heard by EDN on Monday, 02-02-15 2:00PM in House conference room 309.
2/2/2015	H	The committee(s) on EDN recommend(s) that the measure be deferred until 02-04-15.
2/2/2015	H	Bill scheduled for decision making on Wednesday, 02-04-15 2:00PM in conference room 309.
2/4/2015	H	The committees on EDN recommend that the measure be PASSED, WITH AMENDMENTS. The votes were as follows: 11 Ayes: Representative(s) Takumi, Ohno, Aquino, Choy, Ichiyama, Ing, Kong, LoPresti, Say, Tsuji, Tupola; Ayes with reservations: none; Noes: none; and 2 Excused: Representative(s) Ito, Matsumoto.
2/20/2015	H	Reported from EDN (Stand. Com. Rep. No. 525) as amended in HD 1, recommending passage on Second Reading and referral to FIN.
2/20/2015	H	Passed Second Reading as amended in HD 1 and referred to the committee(s) on FIN with none voting aye with reservations; none voting no (0) and Ito excused (1).
2/23/2015	H	Bill scheduled to be heard by FIN on Thursday, 02-26-15 11:00AM in House conference room 308.
2/26/2015	H	The committees on FIN recommend that the measure be PASSED, WITH AMENDMENTS. The votes were as follows: 14 Ayes: Representative(s) Luke, Nishimoto, Cullen, DeCoite, Johanson, Jordan, Keohokalole, Kobayashi, Lowen,

		Onishi, Tokioka, Yamashita, Pouha, Ward; Ayes with reservations: none; Noes: none; and 1 Excused: Representative(s) Cachola.
3/6/2015	H	Reported from FIN (Stand. Com. Rep. No. 796) as amended in HD 2, recommending passage on Third Reading.
3/6/2015	H	Forty-eight (48) hours notice Tuesday, 03-10-15.
3/10/2015	H	Passed Third Reading as amended in HD 2 with none voting aye with reservations; none voting no (0) and Representative(s) Creagan excused (1). Transmitted to Senate.
3/12/2015	S	Received from House (Hse. Com. No. 138).
3/12/2015	S	Passed First Reading.
3/12/2015	S	Referred to EDU, WAM.
3/12/2015	S	The committee(s) on EDU has scheduled a public hearing on 03-16-15 1:15PM in conference room 229.

DAVID Y. IGE
GOVERNOR



KATHRYN S. MATAYOSHI
SUPERINTENDENT

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

Date: 03/16/2015
Time: 01:15 PM
Location: 229
Committee: Senate Education

Department: Education

Person Testifying: Kathryn S. Matayoshi, Superintendent of Education

Title of Bill: HB 0011, HD2 RELATING TO TEACHERS.

Purpose of Bill: Authorizes an additional per year bonus for teachers who maintain current National Board Certification under the National Board Certification Incentive Program and teach at a school in a focus, priority, or Superintendent's Zone, as determined by the Department of Education. (HB11 HD2)

Department's Position:

The Department of Education (Department) strongly supports HB 0011, HD 2. The proposed revisions delete outdated terms and update the statutory language to reflect the Department's current Strive HI accountability index. Thank you for your consideration of the Department's testimony.



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Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: www.hsta.org

TESTIMONY BEFORE THE SENATE
COMMITTEE ON EDUCATION

Wil Okabe
President
Joan Kamila Lewis
Vice President
Colleen Pasco
Secretary-Treasurer
Wilbert Holck
Executive Director

DATE: MONDAY, MARCH 16, 2015

RE: H.B. 11, H.D. 2 - RELATING TO TEACHERS

PERSON TESTIFYING: JOAN LEWIS, VICE PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

The Honorable Chair Michelle Kidani, Honorable Vice Chair Breene Harimoto and Members of the Committee:

National Board Certification has long been recognized as the gold standard of licensure for the teaching profession. The state of Hawai'i has established a laudable history of developing a strong National Board Certified Teaching (NBCT) corps. Both through the financial support provided for NBCT candidates, and through the NBCT bonuses that are available for all public school teachers who are Nationally Board Certified, the state is clear about making a strong investment for the benefit of Hawai'i's public school students.

The state has also followed the research related to NBCTs and their positive impact on student learning by establishing an additional bonus for work in schools that are hard to staff, underperforming, and/or under-resourced in some way. This second bonus had been available to all NBCTs who worked in schools that were not meeting the Elementary and Secondary Education Act (ESEA)/No Child Left Behind (NCLB) Annual Yearly Progress (AYP) benchmarks. Hawai'i's NBCTs have worked in good faith in schools throughout the state that were not making AYP. In return, they were earning the bonus related to that good work.

Recently, Hawai'i began implementing a different set of benchmarks under its STRIVE HI program. As the language of NCLB and AYP no longer matched the new benchmarks, the state has found that it has no legal vehicle to continue paying the previously mentioned bonus. This bill would correct that. It is clear that this legislative body wants to continue supporting Hawai'i's NBCT's work in our high need schools.

We believe that S.B. 847 can provide both the immediate fix and the long term solution to ensuring that our fine teachers are able to continue their good work with the support of the state of Hawai'i. The language in this bill will remain consistent even when federal legislation does not.

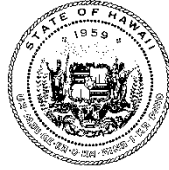
We would respectfully ask that the language of S.B. 847, S.D. 2 be added to this bill. That additional language would read as follows:

An additional \$5,000 bonus per year for any public school teacher who received a yearly bonus pursuant to paragraph (4), provided that the teacher maintains national board certification and continues teaching in the same school after the school transitions out of the qualifying designation pursuant to paragraph (4). The teacher shall receive the additional bonus from the time the school no longer meets any of the criteria of paragraph (4) until the end date of the teacher's ten-year national board certification in effect at the time the school lost its designation, or until the teacher is no longer employed at the school, whichever occurs first.

If amended, it would allow the state to continue its commitment to the very teachers it wants in our high need schools, regardless of changes in school designation.

On behalf of Hawai'i's 13, 500 public and public charter school teachers, well over 500 (and growing) of which are Nationally Board Certified Teachers, the Hawai'i State Teachers' Association **SUPPORTS WITH AMENDMENTS: H.B. 11, H.D. 2.**

DAVID Y. IGE
GOVERNOR



LYNN HAMMONDS
EXECUTIVE DIRECTOR

STATE OF HAWAII
HAWAII TEACHER STANDARDS BOARD

650 IWILEI ROAD, SUITE 201
HONOLULU, HAWAII 96817

**TESTIMONY BEFORE THE SENATE
COMMITTEE ON EDUCATION**

PERSON TESTIFYING: Lynn Hammonds, Executive Director

DATE: Monday, March 16, 2015

TIME: 1:15 PM

LOCATION: State Capitol Conference Room 229

TITLE OF BILL: HB11 HD2 RELATING TO TEACHERS

PURPOSE OF BILL: Authorizes an additional per year bonus for teachers who maintain current National Board Certification under the National Board Certification Incentive Program and teach at a school in a focus, priority, or Superintendent's Zone, as determined by the Department of Education. (HB11 HD1)

Chair Kidani, Vice Chair Harimoto and Members of the Committee:

The Hawaii Teacher Standards Board (HTSB) **strongly supports** HB11 HD2 so that Hawaii National Board Certified Teachers (NBCT) who teach in a focus, priority or superintendent's zone school may receive an additional bonus.

In addition, the HTSB encourages your committee to enlarge the scope of this bill to include Hawaii charter school teachers who attain NBCT certification so that teachers in all Hawaii public schools are recognized and rewarded for their exemplary work with Hawaii's students.

Thank you for this opportunity to testify.

841 Bishop St., Suite 301
Honolulu, Hawaii 96813



Telephone: 808 926-1530
Contact@HEECoalition.org

Senate Committee on Education
Senator Michelle Kidani, Chair
Senator Breene Harimoto, Vice Chair

March 16, 2015

Dear Chair Kidani, Vice Chair Harimoto and Committee Members:

This testimony is submitted in support for HB11 HD2, which authorizes an additional per year bonus for teachers who maintain current board certification and teach at schools in a focus, priority or superintendent's zone under the National Board Certification Incentive Program.

The Hui for Excellence in Education (HE'E) is a diverse coalition of over 40 parent and community organizations dedicated to improving student achievement by increasing family and community engagement and partnerships in our schools. Our member list is attached.

The Coalition understands that teacher quality is considered to be one of the most influential factors in student achievement. National board certification is rigorous and allows teachers to analyze and improve their practice. We believe it is important to continue to reward teachers who voluntarily undergo this process.

Regarding the additional bonus, we agree with HB11 HD2, that the incentive should be directed to national board certified teachers who are at schools in a focus, priority or superintendent's zone, schools with a high turnover rate, and schools that are hard to fill as determined by the Department.

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

Sincerely,

Cheri Nakamura
HE'E Coalition Director

Academy 21
After-School All-Stars Hawaii
Alliance for Place Based Learning
*Castle Complex Community Council
*Castle-Kahuku Principal and CAS
Center for Civic Education
Coalition for Children with Special Needs
*Faith Action for Community Equity
Fresh Leadership LLC
Girl Scouts Hawaii
*Good Beginnings Alliance
Harold K.L. Castle Foundation
*Hawaii Appleseed Center for Law and Economic Justice
Hawai'i Athletic League of Scholars
*Hawai'i Charter School Network
*Hawai'i Nutrition and Physical Activity Coalition
*Hawaii State PTSA
Hawai'i State Student Council
Hawai'i State Teachers Association
Hawai'i P-20
Hawai'i 3Rs
Head Start Collaboration Office
It's All About Kids
*INPEACE
Joint Venture Education Forum
Junior Achievement of Hawaii
*Kaho'omiki
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
Our Public School
*Pacific Resources for Education and Learning
*Parents and Children Together
*Parents for Public Schools Hawai'i

Punahou School PUEO Program
Teach for America
The Learning Coalition
US PACOM
University of Hawai'i College of Education
YMCA of Honolulu

Voting Members () Voting member organizations vote on action items while individual and non-voting participants may collaborate on all efforts within the coalition.*



46-063 Emepele Pl. #U101 Kaneohe, HI 96744 · (808) 679-7454 · Kris Coffield · Co-founder/Executive Director

TESTIMONY FOR HOUSE BILL 11, HOUSE DRAFT 2, RELATING TO TEACHERS

Senate Committee on Education
Hon. Michelle N. Kidani Chair
Hon. Breene Harimoto, Vice Chair

Monday, March 16, 2015, 1:15 PM
State Capitol, Conference Room 229

Honorable Chair Kidani and committee members:

I am Kris Coffield, representing IMU Alliance, a nonpartisan political advocacy organization that currently boasts over 300 local members. On behalf of our members, we offer this testimony in support of, with proposed amendments for HB 11, HD 2, relating to teachers.

This bill amends HRS §302A-706 to authorize, under the Teacher National Board Certification Incentive Program, an additional \$5,000 per year bonus for teachers who maintain current national board certification and teach at a school in a Focus, Priority or Superintendent's Zone. Priority and Superintendent's Zone schools are those falling in the two lowest-performing categories under the Department of Education's Strive HI Performance System, in which schools earn points based on achievement, growth, readiness, and achievement gap metrics. Priority schools demonstrate persistently low achievement or graduation rates, or are participating in the School Improvement Grants Program. Superintendent's Zone schools are a subset of Priority schools showing a persistent inability to meet performance goals over time. Together these schools account for the bottom 5 percent of Hawaii's schools with regard to academic achievement. Focus schools comprise approximately 10 percent of underperforming schools with low achievement, low graduation rates, or large intraschool achievement gaps. While not struggling as badly as their Priority or Superintendent's Zone peers, these schools, too, face teacher recruitment and retention problems owing to chronic resource shortages, demographic inequalities, and achievement disparities. Without the guarantee of quality instruction, the incremental progress made by these schools could be jeopardized. It is, therefore, incumbent upon policymakers to take steps to ensure that students in such schools are taught by highly motivated, highly qualified, and highly compensated professionals.

We encourage the committee to expand the bill to include Title 1 schools, too, namely those schools that serve low-income student populations. Highly effective teachers are, as your committee has routinely recognized, the key component to student success. Unfortunately, our

schools have been plagued by the nation's highest teacher turnover rate, a turnover rate that has, in recent years, exceeded 50 percent turnover every five years. Hawai'i's high cost of living, sadly, undermines the retention of highly effective teachers, while simultaneously suppressing purchasing power. At the same time, a study performed by Stanford sociologist Sean Reardon found that the "rich-poor gap" in math and reading test scores is roughly 40 percent larger now than it was 30 years ago. While we recognize that the expansion to Title 1 campuses increases the number of schools covered by the bill from approximately 40 underachieving STRIVE-HI schools to, we believe, about 230-240 total schools, we must find creative ways of incentivizing professional development to keep our best educators in the classroom, especially in impoverished communities.

Additionally, we urge you to amend the bill to allow the additional \$5,000 bonus for teaching in low-achieving or impoverished schools to continue for the perpetuity of a teacher's NBCT certification, even after the school's achievement has progressed. Thus, teachers would no longer be penalized for successfully boosting their school's performance levels.

Mahalo for the opportunity to testify in support of this bill.

Sincerely,
Kris Coffield
Executive Director
IMUAlliance

From:
To: Submitted testimony for HB11 on Mar 16, 2015 13:15PM
Cc: Sunday, March 15, 2015 9:50:07 AM
Subject:
Date:

HB11

Submitted on: 3/15/2015

Testimony for EDU on Mar 16, 2015 13:15PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
Alicia Nakamitsu	Individual	Support	No

Comments: My name is Alicia Nakamitsu and I am a National Board Certified Teacher (NBCT) currently working at Aiea High School on Oahu as a Math Teacher. I am writing in support of HB 11. Passage of this bill is of the utmost importance for the following reasons: 1. National Board Certification is an indicator of excellence. Teacher quality has long been recognized as an indicator for student success and achievement. The National Board process is rigorous and demanding. It challenges each teacher to provide evidence of his or her exemplary teaching quality. Upon successfully earning the certification, teachers should be provided a financial reward for doing so. 2. Teachers who would like to earn certification deserve to be supported. Many teachers covet this certification but are unable to pursue it due to expensive application fees. This measure would provide a financial incentive for teachers to pursue this certification knowing that they would be all/partially reimbursed upon successful completion of the process. 3. Struggling schools need NBCTs. Under the provisions of this bill, teachers who teach at high-turnover, Focus, Priority, Superintendent's Zone, or Title I schools would receive an additional financial incentive, even once a school loses its classification. This is an important provision because it rewards teachers for their longevity at and commitment to a struggling school, where teacher leaders are sorely needed to help motivate students and staff toward continuous school improvement. Thank you for your attention in this matter. If you should have any questions or concerns, please do not hesitate to contact me at nakamitsua@gmail.com.

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

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National Board Certification has long been recognized as the gold standard of licensure for the teaching profession. The state of Hawai'i has established a laudable history of developing a strong National Board Certified Teaching (NBCT) corps. Both through the financial support provided for NBCT candidates, and through the NBCT bonuses that are available for all public school teachers who are Nationally Board Certified, the state is clear about making a strong investment for the benefit of Hawai'i's public school students.

The state has also followed the research related to NBCTs and their positive impact on student learning by establishing an additional bonus for work in schools that are hard to staff, underperforming, and/or under-resourced in some way. This second bonus had been available to all NBCTs who worked in schools that were not meeting the

Elementary and Secondary Education Act (ESEA)/No Child Left Behind (NCLB) Annual Yearly Progress (AYP) benchmarks. Hawai'i's NBCTs have worked in good faith in schools throughout the state that were not making AYP. In return, they were earning the bonus related to that good work.

Recently, Hawai'i began implementing a different set of benchmarks under its STRIVE HI program. As the language of NCLB and AYP no longer matched the new benchmarks, the state has found that it has no legal vehicle to continue paying the previously mentioned bonus. This bill would correct that. It is clear that this legislative body wants to continue supporting Hawai'i's NBCT's work in our high need schools.

I believe that H.B. 847 can provide both the immediate fix and the long term solution to ensuring that our fine teachers are able to continue their good work with the support of the state of Hawai'i. The language in this bill will remain consistent even when federal legislation does not. Further, as amended, allows the state to continue its commitment to the very teachers it wants in our high need schools regardless of changes in school designation

From:
To: Submitted testimony for HB11 on Mar 16, 2015 13:15PM
Cc: Sunday, March 15, 2015 8:35:22 AM
Subject:
Date:

HB11

Submitted on: 3/15/2015

Testimony for EDU on Mar 16, 2015 13:15PM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
James Gauer	Individual	Support	No

Comments: Teachers working above their expected duties and the norm should be recognized and rewarded for such high standards.

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

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Hawaii State Capitol
415 South Beretania Street
Honolulu, Hawaii 96813

March 15, 2015

Dear Representatives:

I am a National Board Certified Teacher at Aiea High School and I support House Bill 11. We must continue to support initiatives that will make a difference in the individual classroom and student achievement. National Board Certification not only recognizes those who are accomplished teachers, but the process, itself, changes teaching practice. I was a good teacher before I began my journey to National Board Certification; however, I am a better teacher because of it.

Teachers who have completed the National Board process overwhelmingly state that it is the single most powerful professional development in their careers. While all students deserve accomplished teachers, our state has the opportunity to encourage National Board Certified teachers to work in our struggling and high poverty schools. NBCTs reflect the 5 core propositions that are the foundation of our certification. Proposition 1: Teachers are committed to students and their learning. Proposition 2: Teachers know the subjects they teach and how to teach those subjects to students. Proposition 3: Teachers are responsible for managing and monitoring student learning. Proposition 4: Teachers think systematically about their practice and learn from experience. Proposition 5: Teachers are members of learning communities.

The proposed teaching bonus is an incentive that will attract and reward accomplished teachers who have embraced these ideals. Students of the focus, priority, superintendent's zone and Title I schools need National Board certified teachers the most. HB 11 encourages teachers to work in our most struggling and/or high poverty schools. Unfortunately, year after year it is these schools that continue to have the highest teacher turnover rate. We not only need to attract qualified professionals, but also keep them in our high-need schools. This bill will not only give our children access to a quality education, but it will also show our state's commitment to bring National Board Certified Teachers to schools with high need recognizing that National Board Certified teachers make a difference. Thank you for your support of teachers and education in Hawaii.

Sincerely,
Tracey Idica, NBCT