

Written Only

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STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
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Date: 03/03/2016
Time: 02:00 PM
Location: 308
Committee: House Finance

Department: Education

Person Testifying: Kathryn S. Matayoshi, Superintendent of Education

Title of Bill: HB 1228, HD1 RELATING TO TEACHER LEADERS.

Purpose of Bill: Requires the Department of Education to provide a bonus of \$2,500 to teachers who meet all of the requirements to add the teacher leader field to their existing teaching license. (HB1228 HD1)

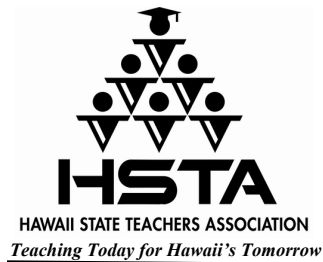
Department's Position:

The Department of Education ("Department") supports HB 1228 provided that its passage does not replace or adversely impact the priorities indicated in the Department's budget as approved by the Board of Education.

The Department supports its teachers and encourages the attainment of the teacher leader competencies. However if passed, this bill would result in the need for significant additional funding for the Department.

There are currently 1,658 teachers who perform functions that make them potentially eligible for teacher leader licensure and the proposed incentive. These are teachers who serve as department or grade level chairs, mentors, curriculum content specialists, data coaches and others. Therefore, the potential annual cost for the proposed incentive is approximately \$4,145,000.

The Department also notes that teacher incentives are subject to collective bargaining.



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TESTIMONY BEFORE THE HOUSE COMMITTEE ON FINANCE

RE: HB 1228, HD1 - RELATING TO TEACHER LEADERS.

THURSDAY, MARCH 3, 2016

COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Luke and Members of the Committee:

The Hawaii State Teachers Association **supports HB 1228, HD1**, relating to teacher leaders, **with suggested amendments**.

Approximately 10 percent of the state's teachers switch schools, relocate, or leave the profession each year, with only 50 to 60 percent of current teachers having worked at their school for five years or more. Chronic teacher turnover forces the department of education to rely on emergency hires and long-term substitute teachers to fill vacancies. Teacher turnover is especially high and impacting on hard-to-staff, largely rural or impoverished, schools, where as few as 56 percent of teachers have obtained full state certification and bachelor's degree. Recruitment and retention is additionally worsened by Hawai'i's high cost of living. According to a WalletHub study, the islands ranked fifty-first out of fifty states and the District of Columbia for starting and median teacher salary adjusted for cost of living.

To recruit and retain effective educators, we must incentivize the teaching profession by recognizing educators who have demonstrated leadership within their schools. Not all educational leadership is administrative. In April of 2014, the Hawaii Teacher Standards Board (HTSB) recognized this by creating the licensing field of "teacher leader," which can be achieved by a teacher who has fulfilled a leadership role that supports teaching and learning for at least four semesters within the last five years, and who satisfies one of the following:

- Completes a preparation program in teacher leadership;

- Receives a license, certificate, or endorsement from another state as a teacher leader;
- Receives a passing score on the ETS Praxis Instructional Facilitator Assessment;
- Obtains an NBPT Certification (national board certification) in any field offered by the National Board for Professional Teaching Standards; or
- Has job-embedded experience verifying leadership expertise as identified by HTSB.

The first “teacher leader” license was awarded in 2014 to Jonathan Gillentine, a national board certified early childhood educator and winner of the 2012 Horace Mann Award from the National Education Association Foundation.

We believe that this measure may be improved, however, by **making the \$2,500 bonus established for teacher leaders permanent**, which can be achieved by amending page 1, line 5 to read: “...shall provide a bonus of \$2,500 **per year** to each teacher in the department...”. We note that a similar bonus for national board certified teachers is provided annually under §302A-706. We further request that the measure be **amended to provide an additional \$2,500 bonus for teacher leaders who teach at schools with high turnover rates or hard-to-fill schools** (schools most in need of teacher leaders to boost capacity and learning growth), again reflecting similar bonuses codified into state law for national board certified teachers.

Leadership is an essential skill to building successful schools and increasing student achievement. Thus, the Hawaii State Teachers Association asks your committee to **support** this bill, rewarding the valuable leadership skills our public school educators have harnessed.