



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

**Date:** 02/05/2016  
**Time:** 02:00 PM  
**Location:** 309  
**Committee:** House Education

**Department:** Education

**Person Testifying:** Kathryn S. Matayoshi, Superintendent of Education

**Title of Bill:** HB 2269 RELATING TO EDUCATION.

**Purpose of Bill:** Expands the national board certification incentive program to provide greater monetary incentives to public school counselors and school psychologists. Authorizes continuing bonuses for teachers, counselors, and school psychologists in designated high-need schools that improve and become no longer designated as such.

**Department's Position:**

The Department of Education (Department) supports the intent of HB 2269 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.

HB 2269 seeks to expand the current national board certification program pursuant to Section 302A-706, Hawaii Revised Statutes (HRS), to include counselors and school psychologists. However, the current program already includes counselors who are certified by the National Board for Professional Teaching Standards (NBPTS). The proposed revision to include "counselors" is not necessary.

Furthermore, current language states that eligible individuals would receive a \$5,000 annual bonus if they are in a focus, priority or Superintendent's zone school; a school with a high turnover rate; or in a school that is hard-to-fill. However, school psychologists are employed at the district/complex area and not assigned to a particular school. Moreover, their license fee structure is incompatible with the current statutory language for teacher incentives. Therefore, the proposed amendments to HRS Section 302A-706 may not be the appropriate vehicle to identify applicable incentives for school psychologists.

The Department also notes that employee compensation is more appropriately the subject of collective bargaining rather than legislation.

Finally, if Section (5) of the proposed revision were to be implemented or any expansion of eligibility for the national board certification incentive program were to occur, the Department

would require additional funding to cover the additional annual costs.

**HB2269**

Submitted on: 2/2/2016

Testimony for EDN on Feb 5, 2016 14:00PM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Shauna Gega	Hawai'i Association of School Psychologists	Support	No

Comments: I am in support for the National Certification bonus because I am currently a Nationally Certified School Psychologist (NCSP). In order to hold onto this certification, I have to constantly better myself and stay abreast of innovative evidence-based practices and programs through on-going professional development. With the NCSP certification, Hawai'i DOE ensures that they have highly qualified school psychologists who are able to provide an array of services for Hawai'i's keiki such as cognitive assessments for special education eligibility, behavior assessments, individual and group counseling, and the implementation and evaluation of academic and behavioral interventions. Offering a bonus for the national certification would attract highly qualified school psychologists to work in the islands of Hawai'i.

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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**HB2269**

Submitted on: 2/3/2016

Testimony for EDN on Feb 5, 2016 14:00PM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
taffy perucci	Hawaii Association of School Psychologists	Support	No

Comments:

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**HB2269**

Submitted on: 2/4/2016

Testimony for EDN on Feb 5, 2016 14:00PM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Leslie Baunach	Hawaii Association of School Psychologists	Support	No

Comments: Aloha Representative: The Hawaii Association of School Psychologists supports HB2269 in its expansion to include Nationally Certified School Psychologists and counselors in the bonus. It is just as important to have highly qualified mental health providers in the schools as it is teachers in the classrooms. We would like to propose an amendment/clarification. The bonus should also include Behavior Health Specialists who hold a degree in school counseling and an NBCC. The rigorous training, supervision, and testing required of school counselors and school psychologists to obtain national certification is comparable to national teacher certification. Currently there are 112 NBCC's in Hawaii and not even 1/3 are employed by the department of education (<http://www.nbcc.org/counselorfind/HI>). There are 27 NCSPs in Hawaii and not all are employed by the department of education (<http://apps.nasponline.org/standards-and-certification/ncsp-verification.aspx?lname=&state=HI>). As of 2014, there were nearly 500 teachers nationally certified in Hawaii (<http://www.htsb.org/wp-content/uploads/2015/01/2014-NBPTS-directory.pdf>), with more obtaining certification every year. Teacher certification lasts for 10 years, while school psychologists have to renew every 3 years and NBCC renew every 5 years. The expansion of this bill would really only add a maximum of 50 DOE employees to the eligibility in the state of Hawaii. To address the notion that there is not money to fund these 50 potential people: a. In 2014, the board of education looked at cutting \$2.2 million from the Hawaii DOE that was a surplus of unfilled vacancies b. Many of these vacancies were under the School Based Behavioral Health umbrella which includes counselors (BHS's) and psychologists c. It would benefit the DOE to utilize this already allocated personnel funding source for SBBH vacancies to recruit and retain nationally certified mental health providers Thank you, Leslie Baunach HASP President

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## A Comparison of National Certifications Across School Professionals

	<b>NATIONAL BOARD CERTIFIED TEACHER (NBCT)</b>	<b>NATIONALLY CERTIFIED SCHOOL PSYCHOLOGISTS (NCSP)</b>	<b>NATIONALLY CERTIFIED SCHOOL COUNSELOR (NCSC)</b>	<b>CERTIFICATE OF CLINICAL COMPETENCE IN SPEECH-LANGUAGE PATHOLOGY (ASHA - CCC)</b>	<b>OCCUPATIONAL THERAPIST REGISTERED (OTR)</b>
<b>AWARDED BY</b>	The National Board for Professional Teaching Standards (NBPTS)	National Association of School Psychologists (NASP)	National Board for Certified Counselors (NBCC)	American Speech Hearing Association (ASHA)	The National Board for Certification in Occupational Therapy (NBCOT)
<b>ABOUT</b>	The National Board for Professional Teaching Standards (NBPTS) is an independent, nonprofit, nonpartisan, and nongovernmental organization. It was created in 1987, with the purpose of advancing the quality of teaching and learning by developing professional standards for accomplished teaching, and creating a voluntary system to certify teachers who meet those standards and integrating certified teachers into educational reform efforts	The NCSP is a credential awarded through the National School Psychology Certification System of the National Association of School Psychologists (NASP), which is an independent, not-for-profit professional organization who created the NCSP for the purpose of credentialing school psychologists who meet rigorous, nationally recognized standards of graduate preparation, ethical and professional practice, and continuing professional development.	The NCSC is a credential awarded through the National Board for Certified Counselors (NBCC). The NBCC is an independent, not-for-profit credentialing body, which was incorporated in 1982, whose purpose is to establish and monitor a national certification system, to identify for professionals and the public those counselors who have voluntarily sought and obtained certification, and to maintain a register of those counselors.	The American Speech-Language-Hearing Association is the professional, scientific, and credentialing association for more than 150,000 members and affiliates who are audiologists, speech-language pathologists, and speech, language, and hearing scientists in the United States and internationally.	The National Board for Certification in Occupational Therapy, Inc. (NBCOT) is a not-for-profit credentialing agency that provides certification for the occupational therapy profession. NBCOT serves the public interest by developing, administering and continually reviewing a certification process that reflects current standards of competent practice in occupational therapy. NBCOT also works with state regulatory authorities, providing information on credentials, disciplinary actions, and regulatory and certification renewal issues

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<b>WHY BECOME NATIONALLY CERTIFIED</b>	<p>NBPTS Certification is a way for the teaching profession to define and recognize highly accomplished practice. Teachers who achieve National Board Certification have met high standards through study, expert evaluation, self-assessment and peer review.</p> <p>The process of applying for and earning National Board Certification through the NBCT:</p> <ol style="list-style-type: none"> <li>1. Strengthens practice.</li> <li>2. Helps students succeed.</li> <li>3. Builds leadership skills.</li> <li>4. Helps expand influence and expertise with regard to curricular decisions and policies.</li> <li>5. Helps advance careers.</li> <li>6. Provides portability.</li> <li>7. Offers higher salary potential.</li> <li>8. Enhances education.</li> <li>9. Meets most states' definition of "highly qualified teacher" under NCLB.</li> </ol>	<p>The NCSP credential aims to promote excellence in the field of school psychology by acknowledging school psychologists who meet rigorous nationally recognized standards of graduate preparation, ethical practice, and competency.</p> <p>Specially, national certification:</p> <ol style="list-style-type: none"> <li>1. Advances graduate preparation and practice standards to promote best practices in service to children and youth</li> <li>2. Provides uniform national standards to measure professional qualifications</li> <li>3. Encourages continuing professional growth and development</li> <li>4. Enhances professional opportunities for credentialed school psychologists</li> <li>5. Facilitates state certification through reciprocity with states that accept the NCSP</li> </ol>	<p>The National Certified School Counselor (NCSC) is a specialty credential which recognizes counselors who possess a minimum of a master's degree in counseling with coursework in school counseling and who have passed a challenging national application and examination process. NCSCs have a strong commitment to the school counseling profession and to providing high quality services to students, parents, teachers and communities.</p> <p>Some advantages of this certification include:</p> <ol style="list-style-type: none"> <li>1. Identification as master's level counseling practitioners who work in school settings</li> <li>2. Recognition by other mental health professionals as experts on the mental health needs of today's school children and adolescents</li> <li>3. Demonstration of an ongoing commitment to high quality school counseling services through continuing education</li> <li>4. Salary increases in an increasing number of states and school systems across the country</li> </ol>	<p>The Certificate of Clinical Competence (CCC) is a nationally recognized professional credential that represents a level of excellence in the field of Audiology (CCC-A) or Speech-Language Pathology (CCC-SLP). Those who have achieved the CCC—ASHA certification have voluntarily met rigorous academic and professional standards, typically going beyond the minimum requirements for state licensure.</p> <p>Why Choose ASHA Certification?</p> <ol style="list-style-type: none"> <li>1. ASHA is the nation's leading professional, credentialing, and scientific organization for speech-language pathologists, audiologists, and speech/language/hearing scientists.</li> <li>2. ASHA initiated the development of national standards for the professions, and has been certifying professionals since 1952.</li> <li>3. ASHA's certification standards are based on skills validation studies and practice analyses involving employers, leaders in the discipline of communication sciences and disorders, and practitioners in the professions of speech-language pathology and audiology.</li> <li>4. ASHA provides verification of certification to state regulatory agencies.</li> <li>5. You can be sure you will meet state licensure requirements because many states use the ASHA Standards for Clinical Competence as a model for their regulatory requirements</li> </ol>	<p>NBCOT certifications are nationally recognized symbols of quality for OT professionals. The purpose of pursuing the national credentialing process is to further affirm:</p> <ol style="list-style-type: none"> <li>1. The practitioners' professional achievements</li> <li>2. The practitioner's credibility</li> <li>3. The practitioner's meeting of all national standards by a nationally recognized certification board</li> </ol>

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<b>PRE-REQUISITE REQUIREMENTS</b>	<p>To qualify for national certification, candidates must:</p> <ol style="list-style-type: none"> <li>1. Hold a bachelor's degree</li> <li>2. Have completed three full years of teaching/counseling experience</li> <li>3. Possess a valid state teaching/counseling license for that period of time, or, if teaching where a license is not required, have taught in schools recognized and approved to operate by the state</li> </ol>	<p>To qualify for the NCSP, candidates must:</p> <ol style="list-style-type: none"> <li>1. Complete a minimum of 60 graduate semester hours (i.e., specialist-level) in an organized program of study officially titled "School Psychology".</li> <li>2. Complete a rigorous program of study including supervised practica and a culminating 1,200 clock- hour supervised internship</li> <li>3. Obtain a passing score on the Praxis II© National School Psychologist Examination administered by the Educational Testing Service (#0401).</li> </ol> <p>Graduates of NASP approved programs have met all coursework requirements for the NCSP.</p> <p>All other applicants must provide a portfolio documenting knowledge and skills (see below).</p>	<p>To qualify for national certification candidates must complete an eligible Master's degree or higher in counseling. This achievement is documented with a sealed, official transcript showing degree conferral.</p>	<p>To qualify for national certification candidates must have a:</p> <ol style="list-style-type: none"> <li>1. Master's or doctoral degree with a minimum of 75 semester credit hours (at least 36 at the graduate level) from a program which was accredited by the Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA)</li> <li>2. A minimum for 400 clock hours of supervised clinical experience in the practice of speech-language pathology. 25 hours must be spent in clinical observation, and 375 hours must be spent in direct client/patient contact (At least 325 of the 400 clock hours must be completed while the applicant is engaged in graduate study).</li> <li>3. Must successfully complete a Speech-Language Pathology Clinical Fellowship totaling no less than 1,260 hours, accumulated within 48 months of the beginning date of the experience.</li> </ol>	<p>To qualify for NBCOT - OTR certification, candidates must:</p> <ol style="list-style-type: none"> <li>1. Demonstrate successful completion and graduation from a post-baccalaureate accredited occupational therapy professional program recognized by NBCOT</li> <li>2. Complete all fieldwork requirements (1,000 hours)</li> <li>3. Agree to abide by the NBCOT Code of Conduct</li> </ol>



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<b>REQUIREMENTS FOR CERTIFICATION</b>	<p><b>The Assessment Process: Portfolio Entries</b> Candidates are required to submit four portfolio entries. Three are classroom based, where video recordings and examples of student work serve as supporting documentation. A fourth entry relates to accomplishments outside of the classroom – with families, the community or colleagues – and how they impact student learning.</p> <p><b>Assessment Center Exercises</b> Candidates must also demonstrate content knowledge in response to 6 exercises developed for your chosen certificate area. Candidates have up to 30 minutes to complete each exercise.</p> <p><b>Scoring</b> Once you have submitted your portfolio entries and assessment center exercises, your complete work will be scored by a minimum of 12 teachers who have successfully completed intensive training and have been qualified for scoring based on their understanding of NBPTS standards and guidelines.</p>	<p>Along with the requirements stated above, applicants from non-NASP approved programs must demonstrate competency in 11 domains of professional practice:</p> <ol style="list-style-type: none"> <li>1. Data-based Decision-Making and Accountability</li> <li>2. Consultation and Collaboration</li> <li>3. Effective Instruction and Development of Cognitive/Academic Skills</li> <li>4. Socialization and Development of Life Skills</li> <li>5. Student Diversity in Development and Learning</li> <li>6. School and Systems Organization, Policy Development, and Climate</li> <li>7. Prevention, Crisis Intervention, and Mental Health</li> <li>8. Home/School/Community Collaboration</li> <li>9. Research and Program Evaluation</li> <li>10. School Psychology Practice and Development</li> <li>11. Information Technology</li> </ol> <p>Candidates must also complete a NCSP Case Study. This requirement demonstrates that the candidate possess the professional skills necessary to deliver effective services that result in positive, measurable outcomes for students.</p>	<p>Applicants should have completed a master's degree consisting of 48 semester hours of graduate-level credit with 2 semester hours or greater in 8 content areas listed below and at least 6 semester hours of field experience.</p> <ol style="list-style-type: none"> <li>1. Human Growth and Development</li> <li>2. Social and Cultural Foundations</li> <li>3. Helping Relationships</li> <li>4. Group Work</li> <li>5. Career and Lifestyle Development</li> <li>6. Appraisal</li> <li>7. Research and Program Evaluation</li> <li>8. Professional Orientation to Counseling</li> <li>9. Field Experience (in a counseling setting)</li> </ol> <p>Applicants must also obtain:</p> <p>Passing score on the National Counselor Exam (NCE)</p> <p>Documentation of post-graduate counseling experience and supervision: 3,000 hours with a minimum of 100 hours of counseling supervision—both over a 24-month post-master's period. Supervisors must hold a master's degree or higher in a mental health field. (Note: The post-master's experience and supervision requirements are waived for graduate students who have completed CACREP accredited tracks.)</p>	<p>To qualify for national certification candidates must meet the following Standards:</p> <p><b>Standard I:</b> Master's or doctoral or other recognized post-baccalaureate degree. A minimum of 75 semester credit hours must be completed in a course of study addressing the knowledge and skills pertinent to the field of speech-language pathology.</p> <p><b>Standard II:</b> The graduate degree must be granted by a regionally accredited IHE</p> <p><b>Standard III:</b> The applicant must complete a program of study (a minimum of 75 semester credit hours overall, including at least 36 at the graduate level) that includes academic course work sufficient in depth and breadth to achieve the specified knowledge outcomes.</p> <p><b>Standard IV:</b> The applicant must complete a curriculum of academic and clinical education that follows an appropriate sequence of learning sufficient to achieve the skills outcomes in Standard IV-G.</p> <p><b>Standard V:</b> The applicant must demonstrate successful achievement of the knowledge and skills delineated in Standard III and Standard IV by means of both formative and summative (e.g., passing national examination) assessment.</p> <p><b>Standard VI: Speech-Language Pathology Clinical Fellowship</b> After completion of academic course work and practicum (Standard IV), the applicant then must successfully complete a Speech-Language Pathology Clinical Fellowship.</p>	<p>Candidates applying for OTR certification must:</p> <ol style="list-style-type: none"> <li>1. Have successfully completed and graduated from a post-baccalaureate accredited* occupational therapy professional program recognized by NBCOT</li> <li>2. Have completed all fieldwork requirements</li> <li>3. Agree to abide by the NBCOT Code of Conduct.</li> <li>4. Achieve passing score on NBCOT OCCUPATIONAL THERAPIST REGISTERED OTR® Certification Examination</li> </ol> <p>*Accredited occupational therapy programs recognized by NBCOT include education programs accredited by:</p> <ol style="list-style-type: none"> <li>1. The Accreditation Council for Occupational Therapy Education (ACOTE) of the American Occupational Therapy Association; or</li> <li>2. The World Federation of Occupational Therapists</li> </ol> <p>Foreign-educated candidates must also complete the NBCOT pre-screening requirements prior to being eligible to take the Certification Examination and complete the obligatory U.S. Department of Homeland Security requirements to be issued on a health care work Visa.</p>

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<b>COST</b>	<p>The cost of the NBPTS National Board Certification is \$2,500.00 with an additional \$65 non-refundable application processing fee, and a nonrefundable \$500 initial fee. There are federal, state, and local funding sources as well as scholarships from corporations and organizations that will reimburse up to \$2000</p>	<p>Initial certification fees range depending on membership status and whether the applicant graduated from a NASP-approved program.</p> <p>NASP-approved program graduate fees for initial certification are \$60 (student, 1<sup>st</sup> year, leave of absence), \$85 (2<sup>nd</sup> year in practice), \$110 (full member); \$210 (nonmember).</p> <p>Fees for graduates from non-approved programs pay are \$160, \$210, \$260, and \$360 respectively for the categories listed above.</p> <p>The examination fee \$130 (\$50 one-time registration fee plus \$80 test fee) payable to ETS.</p>	<p>Application fee of \$295.</p> <p>The NCSC application and examination fee may vary depending upon postmark date and exam status. Please check the website for the most up to date information.</p> <p>NCSCs must adhere to the NBCC Code of Ethics, and must pay, on a yearly basis, the annual maintenance fee of \$100 for NCE and \$30 for NCSC.</p> <p>There is also an Examination fee.</p>	<p>The fees for certification are:</p> <p>Membership + Certification = \$511 Non-members = \$455 Recent Graduate = \$461</p> <p>A yearly maintenance fee is also required: Certified members = \$225 Graduate Student = \$135 Non Certified Member = \$84 Certified Non Member = \$199</p> <p>There is also a fee for taking the Praxis.</p>	<p>There is a total fee of \$540 for online application and exam fees</p>

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<b>RENEWAL REQUIREMENTS</b>	<p>National board certification is valid for a period of 10 years. NBCT holders can only renew certification in the original certificate area, and can only formally begin working on certification renewal as early as year eight of the certification period.</p> <p>Renewal applicants must currently hold a valid teaching license in the state they are working, and must demonstrate their Pre-k–12 teaching experience.</p> <p>The total fee for certificate renewal is \$1,250.00, which includes a \$300.00 nonrefundable application fee.</p>	<p>NCSPs must engage in activities designed to maintain, expand, and extend their professional training and skills</p> <p>Specifically, each NCSP must be renewed every three years with 75 contact hours of continuing professional development (CPD) activities. 10 of the 75 CPD hours must come from NASP- or APA-approved providers. NCSPs must also accrue 3 hours of CPD regarding ethical practice and/or the legal regulation of school psychology</p> <p>The renewal fees are \$99 for NASP Members, or \$199 for non-members.</p>	<p>National Certified School Counselors are required to provide documentation to completion of:</p> <ol style="list-style-type: none"> <li>1. Annual maintenance of \$30.00 during each 5-year certification period</li> <li>2. 100 contact clock hours from the 10 approved content areas of continuing education over the five year period.</li> </ol> <p>Or, NCSCs can take and pass the National Counselor Examination for Licensure and Certified (NCE) again.</p>	<p>Annual maintenance fee</p> <p>Certification renewal every three years which requires 30 contact hours of professional development activities during each 3-year maintenance interval</p>	<p>Certification renewal occurs every three years, and requires 36 Professional Development Units (18 must be directly related to service delivery and the remainder can be obtained from activities related to the delivery of occupational therapy services)</p> <p>The fee for the 3-year renewal cycle is \$65.00. If "inactive," the late fee is \$50.00 for a total of \$115.00 due to renew.</p>

Hawaii School Counselor Association  
PO Box 11359  
Honolulu, Hawaii 96828

Testimony on behalf the Hawaii School Counselor Association  
In support of SB2613 National Board Certification Incentive Program  
February 3, 2016

Dear Sir or Madam:

Please support SB2613. I am a school counselor who is always looking for opportunities to improve my practice. In Hawaii, I try to attend every school counselor professional development workshop and conference that I can find. I participate in online webinars and courses. I have traveled to the mainland a few times to attend the National School Counselor Association conference. I am constantly taking time to learn new methods and best practices in order to maximize my impact on helping my students become industrious citizens.

I am urging you to support SB2613 so that my efforts can be rewarded. My attendance at workshops and conferences can be costly and is often paid out of my own pocket. If the bill passes and National Board Certification is recognized with a financial bonus, I would definitely pursue it. This incentive would allow me to continue my education and develop my practice. Please support.

Sincerely,

Brad Kusunoki  
President  
Hawaii School Counselor Association



COMMUNITY CHILDREN'S COUNCIL OF HAWAII  
1177 Alakea Street • B-100 • Honolulu • HI • 96813  
TEL: (808) 586-5363 • TOLL FREE: 1-800-437-8641 • FAX: (808) 586-5366

February 4, 2016

TO: Committee on Education – State Capitol

RE: **HB2269 – RELATING TO EDUCATION; NATIONAL BOARD CERTIFICATION PROGRAM**

Dear Chair Takumi, Vice-Chair Ohno and Members of the Committee,

The Community Children's Councils (CCC's) **supports HB2269** which expands the national board certification incentive program to provide greater monetary incentives to public school counselors and school psychologists. Authorizes continuing bonuses for teachers, counselors, and school psychologists in designated high-need schools that improve and become no longer designated as such.

The CCCs maintain exemplary education practices are pivotal to student achievement and success. As such public school teachers, counselors, and school psychologists should be recognized and supported.

The 17 CCCs are community-based bodies comprised of parents, professionals in both public and private agencies and other interested persons who are concerned with specialized services provided to Hawaii's students. Membership is diverse, voluntary and advisory in nature. The CCCs are in rural and urban communities organized around the Complexes in the Department of Education.

Should you have any questions or need additional information, please contact the Community Children's Council Office (CCCO) at 586-5363.

Thank you for considering our testimony,  
Tom Smith, Co-Chair

Jessica Wong-Sumida, Co-Chair

(Original signatures are on file with the CCCO)



## KAMEHAMEHA SCHOOLS®

House Committee on Education

Time: 2:00 p.m.

Date: February 5, 2016

Where: State Capitol Room 309

### TESTIMONY

By Ka'ano'i Walk

Kamehameha Schools

To: Chair Takumi, Vice Chair Ohno, and Members of the Committee

RE: **HB 2269 Relating to Expanding the National Board Certification Incentive Program**

E ka Luna Ho'omalua Takumi, ka Hope Luna Ho'omalua Ohno a me nā Lālā o ke Kōmike Ho'ona'auao o ka Hale o nā Lunamaka'āinana, aloha! My name is Ka'ano'i Walk and I serve as the Senior Policy Analyst of the Kūamāhi Community Education Group of Kamehameha Schools. House Bill 2269 relating to the national board certification incentive program encourages excellence in all areas of educational practice by expanding the program to recognize board certified public school counselors and school psychologists through monetary incentives.

Driven by the second goal of our strategic plan for 2015-2020, which guides our educational institution to contribute to the communities collective efforts to improve Hawai'i's education systems for Native Hawaiian learners, Kamehameha Schools stands in **support** of HB 2269.

Kamehameha Schools advocates for and supports the achievement of Hawai'i's Native Hawaiian public school students. The inclusion of public school counselors and school psychologists in the national board certification incentive program promotes excellence in educational practice and, ultimately, enhances both the academic achievement and engagement of students.

Founded in 1887, Kamehameha Schools is a statewide educational system supported by a trust endowed by Princess Bernice Pauahi Bishop, whose mission is to improve the capability and well-being of Native Hawaiian learners. We believe that by continuing to engage in dialog around these policies, we can contribute in a positive and meaningful way.

We believe that this bill promotes, Kūlia i ka nu'u. To constantly strive for the summit! We commend this legislature for working hard to encourage excellence among public educators, including public school counselors and school psychologists. **Please advance this measure.** Mahalo a nui.



1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819  
Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: [www.hsta.org](http://www.hsta.org)

**Corey Rosenlee**  
President

**Justin Hughey**  
Vice President

**Amy Perruso**  
Secretary-Treasurer

**Wilbert Holck**  
Executive Director

## TESTIMONY BEFORE THE HOUSE COMMITTEE ON EDUCATION

RE: HB 2269 - RELATING TO EDUCATION.

FRIDAY, FEBRUARY 5, 2016

COREY ROSENLEE, PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair Takumi and Members of the Committee:

The Hawaii State Teachers Association strongly supports HB 2269, relating to education.

This bill amends HRS §302A-706 to include counselors and school psychologists within Hawai'i's national board certification incentive program, providing them with a \$5,000 bonus for achieving and maintaining national board certification and an additional \$5,000 for working in a low performing, high-turnover, or hard-to-fill school. This bill also extends the additional bonus for teachers, counselors, and school psychologists whose schools improve over time, thereby ensuring that hard working professionals are not penalized for generating positive results.

National board certified educators are critical to increasing learning growth. As the National Board for Professional Teaching Standards states, national board certified teachers shape the profession that shapes our society's future. Created by teachers, for teachers, national board certification is widely viewed as the gold standard of teaching certification, with the same being respectively true for national board certified counselors and school psychologists. Research shows that the students of national board certified education professionals achieve more and perform better in the classroom.

National board certified education professionals are, therefore, critical to raising graduation rates, setting and meeting rigorous performance goals, and bridging achievement gaps. 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. Given the chronic resource shortages, teacher turnover, demographic inequalities, and low pay experienced by educators working in high-need and economically impaired areas, it is imperative that policymakers take steps to incentivize the pursuit of professional excellence and reward quality educators, without whom scholastic progress may be jeopardized.

Teachers, counselors, and school psychologists should be compensated for boosting school performance. Accordingly, the Hawaii State Teachers Association asks your committee to support this bill.



**HB2269**

Submitted on: 2/2/2016

Testimony for EDN on Feb 5, 2016 14:00PM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Jeanette Manago	Individual	Support	No

Comments:

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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## A Comparison of National Certifications Across School Professionals

	<b>NATIONAL BOARD CERTIFIED TEACHER (NBCT)</b>	<b>NATIONALLY CERTIFIED SCHOOL PSYCHOLOGISTS (NCSP)</b>	<b>NATIONALLY CERTIFIED SCHOOL COUNSELOR (NCSC)</b>	<b>CERTIFICATE OF CLINICAL COMPETENCE IN SPEECH-LANGUAGE PATHOLOGY (ASHA - CCC)</b>	<b>OCCUPATIONAL THERAPIST REGISTERED (OTR)</b>
<b>AWARDED BY</b>	The National Board for Professional Teaching Standards (NBPTS)	National Association of School Psychologists (NASP)	National Board for Certified Counselors (NBCC)	American Speech Hearing Association (ASHA)	The National Board for Certification in Occupational Therapy (NBCOT)
<b>ABOUT</b>	The National Board for Professional Teaching Standards (NBPTS) is an independent, nonprofit, nonpartisan, and nongovernmental organization. It was created in 1987, with the purpose of advancing the quality of teaching and learning by developing professional standards for accomplished teaching, and creating a voluntary system to certify teachers who meet those standards and integrating certified teachers into educational reform efforts	The NCSP is a credential awarded through the National School Psychology Certification System of the National Association of School Psychologists (NASP), which is an independent, not-for-profit professional organization who created the NCSP for the purpose of credentialing school psychologists who meet rigorous, nationally recognized standards of graduate preparation, ethical and professional practice, and continuing professional development.	The NCSC is a credential awarded through the National Board for Certified Counselors (NBCC). The NBCC is an independent, not-for-profit credentialing body, which was incorporated in 1982, whose purpose is to establish and monitor a national certification system, to identify for professionals and the public those counselors who have voluntarily sought and obtained certification, and to maintain a register of those counselors.	The American Speech-Language-Hearing Association is the professional, scientific, and credentialing association for more than 150,000 members and affiliates who are audiologists, speech-language pathologists, and speech, language, and hearing scientists in the United States and internationally.	The National Board for Certification in Occupational Therapy, Inc. (NBCOT) is a not-for-profit credentialing agency that provides certification for the occupational therapy profession. NBCOT serves the public interest by developing, administering and continually reviewing a certification process that reflects current standards of competent practice in occupational therapy. NBCOT also works with state regulatory authorities, providing information on credentials, disciplinary actions, and regulatory and certification renewal issues

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<b>WHY BECOME NATIONALLY CERTIFIED</b>	<p>NBPTS Certification is a way for the teaching profession to define and recognize highly accomplished practice. Teachers who achieve National Board Certification have met high standards through study, expert evaluation, self-assessment and peer review.</p> <p>The process of applying for and earning National Board Certification through the NBCT:</p> <ol style="list-style-type: none"> <li>1. Strengthens practice.</li> <li>2. Helps students succeed.</li> <li>3. Builds leadership skills.</li> <li>4. Helps expand influence and expertise with regard to curricular decisions and policies.</li> <li>5. Helps advance careers.</li> <li>6. Provides portability.</li> <li>7. Offers higher salary potential.</li> <li>8. Enhances education.</li> <li>9. Meets most states' definition of "highly qualified teacher" under NCLB.</li> </ol>	<p>The NCSP credential aims to promote excellence in the field of school psychology by acknowledging school psychologists who meet rigorous nationally recognized standards of graduate preparation, ethical practice, and competency.</p> <p>Specially, national certification:</p> <ol style="list-style-type: none"> <li>1. Advances graduate preparation and practice standards to promote best practices in service to children and youth</li> <li>2. Provides uniform national standards to measure professional qualifications</li> <li>3. Encourages continuing professional growth and development</li> <li>4. Enhances professional opportunities for credentialed school psychologists</li> <li>5. Facilitates state certification through reciprocity with states that accept the NCSP</li> </ol>	<p>The National Certified School Counselor (NCSC) is a specialty credential which recognizes counselors who possess a minimum of a master's degree in counseling with coursework in school counseling and who have passed a challenging national application and examination process. NCSCs have a strong commitment to the school counseling profession and to providing high quality services to students, parents, teachers and communities.</p> <p>Some advantages of this certification include:</p> <ol style="list-style-type: none"> <li>1. Identification as master's level counseling practitioners who work in school settings</li> <li>2. Recognition by other mental health professionals as experts on the mental health needs of today's school children and adolescents</li> <li>3. Demonstration of an ongoing commitment to high quality school counseling services through continuing education</li> <li>4. Salary increases in an increasing number of states and school systems across the country</li> </ol>	<p>The Certificate of Clinical Competence (CCC) is a nationally recognized professional credential that represents a level of excellence in the field of Audiology (CCC-A) or Speech-Language Pathology (CCC-SLP). Those who have achieved the CCC—ASHA certification have voluntarily met rigorous academic and professional standards, typically going beyond the minimum requirements for state licensure.</p> <p>Why Choose ASHA Certification?</p> <ol style="list-style-type: none"> <li>1. ASHA is the nation's leading professional, credentialing, and scientific organization for speech-language pathologists, audiologists, and speech/language/hearing scientists.</li> <li>2. ASHA initiated the development of national standards for the professions, and has been certifying professionals since 1952.</li> <li>3. ASHA's certification standards are based on skills validation studies and practice analyses involving employers, leaders in the discipline of communication sciences and disorders, and practitioners in the professions of speech-language pathology and audiology.</li> <li>4. ASHA provides verification of certification to state regulatory agencies.</li> <li>5. You can be sure you will meet state licensure requirements because many states use the ASHA Standards for Clinical Competence as a model for their regulatory requirements</li> </ol>	<p>NBCOT certifications are nationally recognized symbols of quality for OT professionals. The purpose of pursuing the national credentialing process is to further affirm:</p> <ol style="list-style-type: none"> <li>1. The practitioners' professional achievements</li> <li>2. The practitioner's credibility</li> <li>3. The practitioner's meeting of all national standards by a nationally recognized certification board</li> </ol>

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<b>PRE-REQUISITE REQUIREMENTS</b>	<p>To qualify for national certification, candidates must:</p> <ol style="list-style-type: none"> <li>1. Hold a bachelor's degree</li> <li>2. Have completed three full years of teaching/counseling experience</li> <li>3. Possess a valid state teaching/counseling license for that period of time, or, if teaching where a license is not required, have taught in schools recognized and approved to operate by the state</li> </ol>	<p>To qualify for the NCSP, candidates must:</p> <ol style="list-style-type: none"> <li>1. Complete a minimum of 60 graduate semester hours (i.e., specialist-level) in an organized program of study officially titled "School Psychology".</li> <li>2. Complete a rigorous program of study including supervised practica and a culminating 1,200 clock- hour supervised internship</li> <li>3. Obtain a passing score on the Praxis II© National School Psychologist Examination administered by the Educational Testing Service (#0401).</li> </ol> <p>Graduates of NASP approved programs have met all coursework requirements for the NCSP.</p> <p>All other applicants must provide a portfolio documenting knowledge and skills (see below).</p>	<p>To qualify for national certification candidates must complete an eligible Master's degree or higher in counseling. This achievement is documented with a sealed, official transcript showing degree conferral.</p>	<p>To qualify for national certification candidates must have a:</p> <ol style="list-style-type: none"> <li>1. Master's or doctoral degree with a minimum of 75 semester credit hours (at least 36 at the graduate level) from a program which was accredited by the Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA)</li> <li>2. A minimum for 400 clock hours of supervised clinical experience in the practice of speech-language pathology. 25 hours must be spent in clinical observation, and 375 hours must be spent in direct client/patient contact (At least 325 of the 400 clock hours must be completed while the applicant is engaged in graduate study).</li> <li>3. Must successfully complete a Speech-Language Pathology Clinical Fellowship totaling no less than 1,260 hours, accumulated within 48 months of the beginning date of the experience.</li> </ol>	<p>To qualify for NBCOT - OTR certification, candidates must:</p> <ol style="list-style-type: none"> <li>1. Demonstrate successful completion and graduation from a post-baccalaureate accredited occupational therapy professional program recognized by NBCOT</li> <li>2. Complete all fieldwork requirements (1,000 hours)</li> <li>3. Agree to abide by the NBCOT Code of Conduct</li> </ol>

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<b>REQUIREMENTS FOR CERTIFICATION</b>	<p><b>The Assessment Process: Portfolio Entries</b> Candidates are required to submit four portfolio entries. Three are classroom based, where video recordings and examples of student work serve as supporting documentation. A fourth entry relates to accomplishments outside of the classroom – with families, the community or colleagues – and how they impact student learning.</p> <p><b>Assessment Center Exercises</b> Candidates must also demonstrate content knowledge in response to 6 exercises developed for your chosen certificate area. Candidates have up to 30 minutes to complete each exercise.</p> <p><b>Scoring</b> Once you have submitted your portfolio entries and assessment center exercises, your complete work will be scored by a minimum of 12 teachers who have successfully completed intensive training and have been qualified for scoring based on their understanding of NBPTS standards and guidelines.</p>	<p>Along with the requirements stated above, applicants from non-NASP approved programs must demonstrate competency in 11 domains of professional practice:</p> <ol style="list-style-type: none"> <li>1. Data-based Decision-Making and Accountability</li> <li>2. Consultation and Collaboration</li> <li>3. Effective Instruction and Development of Cognitive/Academic Skills</li> <li>4. Socialization and Development of Life Skills</li> <li>5. Student Diversity in Development and Learning</li> <li>6. School and Systems Organization, Policy Development, and Climate</li> <li>7. Prevention, Crisis Intervention, and Mental Health</li> <li>8. Home/School/Community Collaboration</li> <li>9. Research and Program Evaluation</li> <li>10. School Psychology Practice and Development</li> <li>11. Information Technology</li> </ol> <p>Candidates must also complete a NCSP Case Study. This requirement demonstrates that the candidate possess the professional skills necessary to deliver effective services that result in positive, measurable outcomes for students.</p>	<p>Applicants should have completed a master's degree consisting of 48 semester hours of graduate-level credit with 2 semester hours or greater in 8 content areas listed below and at least 6 semester hours of field experience.</p> <ol style="list-style-type: none"> <li>1. Human Growth and Development</li> <li>2. Social and Cultural Foundations</li> <li>3. Helping Relationships</li> <li>4. Group Work</li> <li>5. Career and Lifestyle Development</li> <li>6. Appraisal</li> <li>7. Research and Program Evaluation</li> <li>8. Professional Orientation to Counseling</li> <li>9. Field Experience (in a counseling setting)</li> </ol> <p>Applicants must also obtain:</p> <p>Passing score on the National Counselor Exam (NCE)</p> <p>Documentation of post-graduate counseling experience and supervision: 3,000 hours with a minimum of 100 hours of counseling supervision--both over a 24-month post-master's period. Supervisors must hold a master's degree or higher in a mental health field. (Note: The post-master's experience and supervision requirements are waived for graduate students who have completed CACREP accredited tracks.)</p>	<p>To qualify for national certification candidates must meet the following Standards:</p> <p><b>Standard I:</b> Master's or doctoral or other recognized post-baccalaureate degree. A minimum of 75 semester credit hours must be completed in a course of study addressing the knowledge and skills pertinent to the field of speech-language pathology.</p> <p><b>Standard II:</b> The graduate degree must be granted by a regionally accredited IHE</p> <p><b>Standard III:</b> The applicant must complete a program of study (a minimum of 75 semester credit hours overall, including at least 36 at the graduate level) that includes academic course work sufficient in depth and breadth to achieve the specified knowledge outcomes.</p> <p><b>Standard IV:</b> The applicant must complete a curriculum of academic and clinical education that follows an appropriate sequence of learning sufficient to achieve the skills outcomes in Standard IV-G.</p> <p><b>Standard V:</b> The applicant must demonstrate successful achievement of the knowledge and skills delineated in Standard III and Standard IV by means of both formative and summative (e.g., passing national examination) assessment.</p> <p><b>Standard VI: Speech-Language Pathology Clinical Fellowship</b> After completion of academic course work and practicum (Standard IV), the applicant then must successfully complete a Speech-Language Pathology Clinical Fellowship.</p>	<p>Candidates applying for OTR certification must:</p> <ol style="list-style-type: none"> <li>1. Have successfully completed and graduated from a post-baccalaureate accredited* occupational therapy professional program recognized by NBCOT</li> <li>2. Have completed all fieldwork requirements</li> <li>3. Agree to abide by the NBCOT Code of Conduct.</li> <li>4. Achieve passing score on NBCOT OCCUPATIONAL THERAPIST REGISTERED OTR® Certification Examination</li> </ol> <p>*Accredited occupational therapy programs recognized by NBCOT include education programs accredited by:</p> <ol style="list-style-type: none"> <li>1. The Accreditation Council for Occupational Therapy Education (ACOTE) of the American Occupational Therapy Association; or</li> <li>2. The World Federation of Occupational Therapists</li> </ol> <p>Foreign-educated candidates must also complete the NBCOT pre-screening requirements prior to being eligible to take the Certification Examination and complete the obligatory U.S. Department of Homeland Security requirements to be issued on a health care work Visa.</p>

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<b>COST</b>	<p>The cost of the NBPTS National Board Certification is \$2,500.00 with an additional \$65 non-refundable application processing fee, and a nonrefundable \$500 initial fee. There are federal, state, and local funding sources as well as scholarships from corporations and organizations that will reimburse up to \$2000</p>	<p>Initial certification fees range depending on membership status and whether the applicant graduated from a NASP-approved program.</p> <p>NASP-approved program graduate fees for initial certification are \$60 (student, 1<sup>st</sup> year, leave of absence), \$85 (2<sup>nd</sup> year in practice), \$110 (full member); \$210 (nonmember).</p> <p>Fees for graduates from non-approved programs pay are \$160, \$210, \$260, and \$360 respectively for the categories listed above.</p> <p>The examination fee \$130 (\$50 one-time registration fee plus \$80 test fee) payable to ETS.</p>	<p>Application fee of \$295.</p> <p>The NCSC application and examination fee may vary depending upon postmark date and exam status. Please check the website for the most up to date information.</p> <p>NCSCs must adhere to the NBCC Code of Ethics, and must pay, on a yearly basis, the annual maintenance fee of \$100 for NCE and \$30 for NCSC.</p> <p>There is also an Examination fee.</p>	<p>The fees for certification are:</p> <p>Membership + Certification = \$511 Non-members = \$455 Recent Graduate = \$461</p> <p>A yearly maintenance fee is also required: Certified members = \$225 Graduate Student = \$135 Non Certified Member = \$84 Certified Non Member = \$199</p> <p>There is also a fee for taking the Praxis.</p>	<p>There is a total fee of \$540 for online application and exam fees</p>

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<b>RENEWAL REQUIREMENTS</b>	<p>National board certification is valid for a period of 10 years. NBCT holders can only renew certification in the original certificate area, and can only formally begin working on certification renewal as early as year eight of the certification period.</p> <p>Renewal applicants must currently hold a valid teaching license in the state they are working, and must demonstrate their Pre-k–12 teaching experience.</p> <p>The total fee for certificate renewal is \$1,250.00, which includes a \$300.00 nonrefundable application fee.</p>	<p>NCSPs must engage in activities designed to maintain, expand, and extend their professional training and skills</p> <p>Specifically, each NCSP must be renewed every three years with 75 contact hours of continuing professional development (CPD) activities. 10 of the 75 CPD hours must come from NASP- or APA-approved providers. NCSPs must also accrue 3 hours of CPD regarding ethical practice and/or the legal regulation of school psychology</p> <p>The renewal fees are \$99 for NASP Members, or \$199 for non-members.</p>	<p>National Certified School Counselors are required to provide documentation to completion of:</p> <ol style="list-style-type: none"> <li>1. Annual maintenance of \$30.00 during each 5-year certification period</li> <li>2. 100 contact clock hours from the 10 approved content areas of continuing education over the five year period.</li> </ol> <p>Or, NCSCs can take and pass the National Counselor Examination for Licensure and Certified (NCE) again.</p>	<p>Annual maintenance fee</p> <p>Certification renewal every three years which requires 30 contact hours of professional development activities during each 3-year maintenance interval</p>	<p>Certification renewal occurs every three years, and requires 36 Professional Development Units (18 must be directly related to service delivery and the remainder can be obtained from activities related to the delivery of occupational therapy services)</p> <p>The fee for the 3-year renewal cycle is \$65.00. If "inactive," the late fee is \$50.00 for a total of \$115.00 due to renew.</p>



Support for SB2613 and HB2269,

I am a newly hired school psychologist in Hawaii, and currently assigned to provide support for 10 schools in the district due to vacancies. Prior to my move, I worked as a school psychologist in Hillsborough County Public Schools (HCPS; Tampa, FL). HCPS is similar to Hawaii in that they are the 8<sup>th</sup> largest school district in the nation while Hawaii is the 9<sup>th</sup> largest. However, in HCPS, there were approximately 200 school psychologists on staff, many of them were fortunate like I had been to work full time for a single school. In contrast, Hawaii struggles to recruit and retain enough qualified school psychologists to fill its 86 school psychology positions.

In order to build capacity in the Department's school-based behavioral health (SBBH) services and comprehensive student support systems, there must be increased incentives for recruitment and retention of highly qualified school psychologists. As a past-president of the Florida Association of School Psychologists (FASP; a 650+ member organization), I interacted with Nationally Certified School Psychologists (NCSP) all across the state of Florida through our Executive Board meetings and professional development conferences. Maintaining an NCSP credential demonstrates motivation towards professional growth and competence, and these individuals stood out as being highly engaged in learning the most effective ways to improve outcomes for students. Providing incentives for those who hold the NCSP credential in Hawaii would be a critical enhancement to recruitment and retention efforts. It not only encourages professionals to work and live in Hawaii, it will help bring the most qualified and competent individuals to the SBBH team and strengthen outcomes for Hawaii's students.

Respectfully Submitted,

Troy Loker, Ph.D.



HB2269Testimony  
Elizabeth Okamoto, NCC

Dear House Committee Chair on Education, Roy Takumi, and Education Committee members,

This testimony is written in support of HB2269. As a current licensed school counselor in the State of Hawaii, as well as Nationally Certified Counselor (NCC) with the National Board of Certified Counselors(NBCC), I am asking that your committee support HB2269. This bill expands recognition of those public School Counselors who obtain and maintain National Certification. The following statements from the NBCC website show the high standards that Nationally Certified Counselors are held to:

- “National Certified Counselors (NCCs) are master’s-level (or higher) mental health professionals who have voluntarily met high national standards in education and experience, and have passed a rigorous examination.
- The NCC certification is a voluntary certification that goes beyond the legal requirements for licensure. NCCs have shown their dedication to their profession and to providing the best services possible.
- NCCs are held to an enforceable Code of Ethics, which delineates ethical counseling practice. NBCC provides an established process for dealing with concerns and taking disciplinary actions. Learn more about the importance of ethics in counseling.
- NCCs must complete regular continuing education in order to maintain their certification. This ensures that NCCs are up to date on developments and best practices in the profession, so that they can provide you with high-quality services.”

In addition to the Hawaii Teacher Standards Board licensure requirements, as an NCC, I am also required to fulfill continuing education units (CEU) by NBCC annually, that are not currently acknowledged by the Department of Education. By acquiring and maintaining my certification through NBCC I am ensuring that the students in our public schools in Hawaii have access to high-quality services of a Nationally Certified Counselor.

By passing this bill it will encourage more public school Counselors to pursue certification through NBCC and provide high-quality services to the children of Hawaii.

Mahalo for your support of hb2269.

Sincerely,

Elizabeth Okamoto, NCC

**LATE**

**Jenna Takenouchi**

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**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Friday, February 05, 2016 1:03 PM  
**To:** EDNtestimony  
**Cc:** nan\_sandoval@yahoo.com  
**Subject:** Submitted testimony for HB2269 on Feb 5, 2016 14:00PM

**HB2269**

Submitted on: 2/5/2016

Testimony for EDN on Feb 5, 2016 14:00PM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Nancy Sandoval	Individual	Comments Only	No

Comments: As a small demographic personnel unit in the DOE department resources are minimal. If this bill gets passed it will allow school counselors proper compensation for proper certification.

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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