

JOSH GREEN, M.D.
GOVERNOR



KEITH T. HAYASHI
SUPERINTENDENT

STATE OF HAWAII
DEPARTMENT OF EDUCATION
KA 'OIHANA HO'ONA'AUAO
P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 03/22/2023

Time: 03:00 PM

Location: CR 229 & Videoconference

Committee: Senate Education

Department: Education

Person Testifying: Keith T. Hayashi, Superintendent of Education

Title of Bill: HB 0054, HD1 RELATING TO EDUCATION.

Purpose of Bill: Establishes a nationally certified school psychologist incentive program. Appropriates funds for the incentive program. Effective 7/1/3000. (HD1)

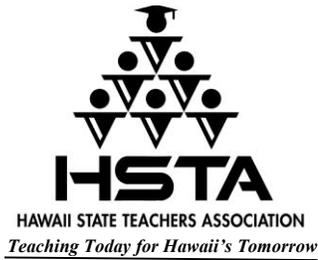
Department's Position:

The Hawaii State Department of Education (Department) supports HB 54, HD1, but defers to the Office of Collective Bargaining.

The Department acknowledges and supports efficacious programming that enhances the goal of retaining highly qualified employees. Implementation of an incentive program for school psychologists will help bolster current recruitment and retention efforts.

The Department appreciates the funding provided in this bill. However, if the proposed bill was to be enacted, the Department would require additional funding to cover the annual costs beyond fiscal year 2024-2025.

Thank you for the opportunity to provide testimony in support of HB 54, HD1.



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

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TESTIMONY BEFORE THE SENATE COMMITTEE ON EDUCATION

RE: HB 54 HD1 - RELATING TO EDUCATION

WEDNESDAY, MARCH 20, 2023

OSA TUI, JR., PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Kidani and Members of the Committee:

The Hawaii State Teachers Association **supports HB 54, HD1**, relating to education. This bill establishes a nationally certified school psychologist incentive program. Appropriates funds for the incentive program.

We know that 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 school psychologists.** Research shows that the students of national board certified education professionals achieve more and perform better for their students.

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. **School psychologists who are also nationally certified support our teachers and our students.**

Given the chronic resource shortages, turnover, demographic inequalities, and low pay experienced by educators and mental health professionals in our schools 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 school psychologists as well, without whom scholastic progress may be jeopardized.**

The Hawaii State Teachers Association asks your committee to **support** this bill.

JOSH GREEN, M. D.
GOVERNOR
KE KIA'ĀINA



BRENN A H. HASHIMOTO
CHIEF NEGOTIATOR

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA

STATE OF HAWAII
OFFICE OF COLLECTIVE BARGAINING
EXECUTIVE OFFICE OF THE GOVERNOR
235 S. BERETANIA STREET, SUITE 1201
HONOLULU, HAWAII 96813-2437

Statement of
BRENN A H. HASHIMOTO
Chief Negotiator, Office of Collective Bargaining

Before the
SENATE COMMITTEE ON EDUCATION

Wednesday, March 22, 2023
3:00PM
State Capitol, Conference Room 229

In consideration of
HB 54 HD1, RELATING TO EDUCATION

Chair Kidani, Vice Chair Kim, and the members of the committee:

The Office of Collective Bargaining (OCB) appreciates the intent of HB 54 HD1, which establishes a nationally certified school psychologist incentive program and appropriates funds for the incentive program. However, OCB offers the following comments on this measure:

1. The OCB is concerned this measure is premature as cost items, including incentives and bonuses, are submitted to the Legislature after agreement is reached in accordance with §89-10, HRS.
2. The OCB is concerned this measure may set a precedent for future legislative sessions. Other similarly situated employees, including psychologists employed in other State departments, may expect similar benefits and seek funding from the legislature for cost items that are subject to negotiations through collective bargaining.
3. While the OCB defers to the Department of Budget & Finance with regard to the actual costs associated with this type of incentive payment program, it is OCB's opinion that the immediate and ongoing costs may be significant.

Thank you for the opportunity to provide testimony on this measure.

And Aloha Honorable Chair Yamashita, Vice Chair Kitagawa, and Members of the Committee,

The Hawai'i Association of School Psychologists **supports** HB54 in its amending Chapter 302A of the Hawai'i Revised Statutes to establish within the department a school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts.

The Nationally Certified School Psychologist (NCSP) certification is comparable to, or more rigorous than, many national certifications across other school professionals, such as teachers, school counselors, speech and language pathologists, and occupational therapists. The credential promotes excellence in the field of school psychology through rigorous standards of graduate preparation, ethical practice, and competency. Additionally, nationally certified school psychologists must engage in activities designed to maintain, expand, and extend their professional training and skills. Recertification is required every 3 years, with no less than 75 hours of continuing professional development activities.

Recruiting and retaining school psychologists with an NCSP, and encouraging eligible school psychologists to obtain an NCSP, will benefit keiki and their 'Ohana. First and foremost, it will support the State's ongoing efforts to address critical staffing shortages. The National Association of School Psychologists recommends a ratio of 1 school psychologist to every 500 students; however, many school psychologists in the State have more than 1,500 students. Equitably allocating stipends for nationally certified staff across all educators will help address this shortage, and with additional federal funds available for schools, it is a good time to expand the Hawai'i Revised Statutes to include school psychologists. Second, a school psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of school psychology, which includes providing keiki and youth with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

Expanding the national certification bonus to include School Psychologists is a needed first step in addressing pay inequities for School Psychologists in Hawai'i. This will strengthen the Department of Education's efforts to address critical shortages of School Psychologists in the State.

Respectfully Submitted:

Leslie Baunach, NCSP

NASP Delegate-Hawai'i & HASP Legislative Co-Chair

Email: hasp808@gmail.com

HB-54-HD-1

Submitted on: 3/20/2023 12:27:20 PM

Testimony for EDU on 3/22/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Alec Marentic	Individual	Support	Remotely Via Zoom

Comments:

Aloha Honorable Chair, Vice Chair, and members of the Education Committee,

My name is Alec Marentic and I am a Nationally Certified School Psychologist for the Pāhoia Complex on Hawai‘i island. I am writing in **strong support** of HB54 HD1, which would expand Ch. 302A of the Hawai‘i Revised Statutes to include School Psycholosit as eligible to receive a bonus for obtaining and/or maintaining national certification.

First, the NCSP is one of the most rigorous national certifications in the field of education. It recognizes School Psychologists who have met the most rigorous training standards, including continuing professional development at a rate of at least 75 hours of every 3 years.

Second, this bill is a step in the right direction to make School Psychologist salaries more competitive with national and western region averages and cost of living challenges. In 2021, the national average salary of a School Psychologist was a little over \$81,000. Currently in Hawai‘i, the entry step for a School Psychologist position is \$62,126. Even with a (relatively low) shortage differential of about \$4,140 per year, our current wages and shortage differentials do not adequately address the significant shortage issues the State is facing with regard to School Psychologists.

With only about 61 School Psychologists in the State, on average, 5 schools have to share 1 school psychologist, and about 3,000 keiki have to share 1 School Psychologist. These numbers are also underrepresentative of our shortages because we also support all charter schools as well.

In closing, I urge the legislature to pass this bill to take first steps towards addressing School Psychologist shortages by making our pay more competitive and equitable. Thank you for this opportunity to testify.

Alec Marentic, Ed.S.
Nationally Certified School Psychologist



Hawai'i Children's Action Network Speaks! is a nonpartisan 501c4 nonprofit committed to advocating for children and their families. Our core issues are safety, health, and education.

To: Senate Committee on Education

Re: **HB 54, HD1 - Relating to Education**
Hawai'i State Capitol & Via Videoconference
March 22, 2023, 3:00 PM

Dear Chair Kidani, Vice Chair Kim, and Committee Members,

On behalf of Hawai'i Children's Action Network Speaks!, I am writing **in support of HB 54, HD1, relating to education**. This bill establishes a nationally certified school psychologist incentive program and appropriate funds for it.

**HCAN Speaks! Board
of Directors**

Liza Ryan Gill
President

Nick Kacprowski, J.D.
Treasurer

Mandy Fernandes
Secretary

Teri Keliipuleole
Jasmine Slovak
Erica Yamauchi

Incentivizing school psychologist national accreditation would help Hawai'i address critical shortages of accredited school psychologists and support children and youth with high quality, evidence-based practices. The lack of accredited school psychologists has been an on-going issue for our state, and the impact of the pandemic on children's well-being highlights why now is the time to address it.

The American Academy of Pediatrics, American Academy of Child and Adolescent Psychiatry, and Children's Hospital Association declared a National State of Emergency in Children's Mental Health in October 2021.¹ To reduce the increased rates of anxiety, depression, and potential suicides that have occurred since the start of the pandemic, the Surgeon General recommends ensuring all children have access to high-quality and culturally competent mental health care in schools and other community-based settings.^{2,3}

In 2021, Hawai'i employed one school psychologist for every 2,800 students, which is over five times more than National Association of School Psychologists' recommended ratio of one school psychologist for every 500 students.⁴ Incentivizing accreditation would help attract more of school psychologists that our keiki need to our state.

Mahalo for this opportunity to provide testimony. Please pass this bill.

Thank you,

Nicole Woo
Director of Research and Economic Policy

¹ <https://www.aap.org/en/advocacy/child-and-adolescent-healthy-mental-development/aap-aacap-cha-declaration-of-a-national-emergency-in-child-and-adolescent-mental-health/>

² <https://news.feinberg.northwestern.edu/2023/01/25/shortage-of-mental-health-professionals-linked-to-increase-in-youth-suicides/>

³ <https://www.hhs.gov/sites/default/files/surgeon-general-youth-mental-health-advisory.pdf>

⁴ <https://www.civilbeat.org/2022/09/hawaii-has-a-shortage-of-school-psychologists-national-research-says-thats-a-problem/>

JOSH B. GREEN, M.D.
GOVERNOR OF HAWAII
KE KIA'ĀINA O KA
MOKU'ĀINA 'O HAWAI'I



RICHARD RIES, Psy.D., M.Ed.
COUNCIL CHAIRPERSON
LUNA HO'OMALU O KA PAPA

STATE OF HAWAI'I
DEPARTMENT OF HEALTH
KA 'OIHANA OLAKINO
STATE COUNCIL ON MENTAL HEALTH
P.O. Box 3378, Room 256
HONOLULU, HAWAII 96801-3378

**WRITTEN
TESTIMONY
ONLY**

STATE COUNCIL ON MENTAL HEALTH
Testimony to the
Senate Committee on Education
in SUPPORT of H.B. 54 H.D. 1
RELATING TO EDUCATION

Wednesday, March 22, 2023 at 3:00 p.m.

CHAIRPERSON

Richard I. Ries PsyD, MSEd

1st VICE CHAIRPERSON

Katherine Aumer, PhD

2nd VICE CHAIRPERSON

Kathleen Merriam, LCSW CSAC

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Jean Okudara, CSAC

Ray Rice, MEd

Mary Pat Waterhouse

Kristin Will, MACL, CSAC

EX-OFFICIO:

Marian Tsuji, Deputy Director
Behavioral Health Administration

WEBSITE:

scmh.hawaii.gov

EMAIL ADDRESS:

[doh.scmhchairperson@
doh.hawaii.gov](mailto:doh.scmhchairperson@doh.hawaii.gov)

Chair Kidani, Vice-Chair Kim, and Members of the Committee:

Hawaii law, HRS §334-10, establishes the State Council on Mental Health (SCMH) as a 21-member body to advise on the allocation of resources, statewide needs, and programs affecting more than one county as well as to advocate for adults with serious mental illness, children with serious emotional disturbances, individuals with mental illness or emotional problems, including those with co-occurring substance abuse disorders. Members are residents from diverse backgrounds representing mental health service providers and recipients, students and youth, parents, and family members. Members include representatives of state agencies on mental health, criminal justice, housing, Medicaid, social services, vocational rehabilitation, and education. Members include representatives from the Hawaii advisory commission on drug abuse and controlled substances and county service area boards on mental health and substance abuse.

The SCMH strongly supports efforts to establish well-trained and appropriately certified school psychologists in Hawaii, like similar programs that are already established in other states in the United States. It supports this measure which will establish a nationally certified school psychologist incentive program in Hawaii.

Thank you for the opportunity to testify. Should you have any questions, please contact us at DOH.SCMHChairperson@doh.hawaii.gov.

VISION : A Hawaii where people of all ages with mental health challenges can enjoy recovery in the community of their choice.

MISSION: To advocate for a Hawaii where all persons affected by mental illness can access necessary treatment and support to live full lives in the community of their choice.



Committee on Education
Senator Michelle Kidani, Chair
Senator Donna Mercado Kim, Vice Chair

March 22, 2023

Dear Chair Kidani, Vice Chair Mercado Kim, and Members of the Committee,

We support HB 54 HD1, which establishes a school psychologist national certification incentive program.

HE'E Coalition believes that social-emotional learning (SEL) is essential for the teaching and learning of our students. Qualified school psychologists help provide critical SEL supports. Just as teachers have a national certification incentive program, so should our school psychologists. There should be parity among all educators.

Hui for Excellence in Education, or "HE'E," promotes a child-centered and strength-based public education system in which families, communities and schools are valued and empowered to help every student succeed. HE'E works to bring diverse stakeholders together to harness collective energy, share resources, and identify opportunities for progressive action in education.

Thank you for the opportunity to testify. Our support represents a at least a 75% consensus of our voting membership.

Sincerely,

Cheri Nakamura
HE'E Coalition Director



Academy 21
American Civil Liberties Union
Alliance for Place Based Learning
Castle Complex Community Council
Coalition for Children with Special Needs
Education Institute of Hawai'i
*Faith Action for Community Equity
Fresh Leadership LLC
Girl Scouts Hawaii
Harold K.L. Castle Foundation
*HawaiiKidsCAN
*Hawai'i Afterschool Alliance
*Hawai'i Appleseed Center for Law and Economic Justice
*Hawai'i Association of School Psychologists
Hawai'i Athletic League of Scholars
*Hawai'i Children's Action Network
Hawai'i Nutrition and Physical Activity Coalition
Hawai'i Scholars for Education and Social Justice
* Hawai'i 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
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
Native Hawaiian Education Council
Our Public School
*Pacific Resources for Education and Learning
*Parents and Children Together
*Parents for Public Schools Hawai'i
Special Education Provider Alliance
*Teach for America
The Learning Coalition
US PACOM
University of Hawai'i College of Education
*Youth Service Hawai'i

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

HB-54-HD-1

Submitted on: 3/20/2023 10:00:39 AM

Testimony for EDU on 3/22/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Courtney L Dennis	Individual	Support	Written Testimony Only

Comments:

Aloha -

I would like to express my support for HB54, which would to establish a school psychologist national certification incentive program.

Presently, there is a critical school psychologist shortage across the Hawaiian Islands. The National Association of School Psychologists recommends a ratio of one practitioner to every 500 students; however, on average, school psychologists in Hawai`i are assigned to serve as many as five schools concurrently.

The Nationally Certified School Psychologists (NCSP) bonus will make school psychologist salaries more competitive with those of other states, which will address our current recruitment and retention challenges. Recruitment and retention of NCSPs will ensure that our keiki receive the high-quality mental and behavioral health services they so desperately need.

Pay inequities targeting critical educator shortages were legislatively enacted last year, creating a precedent for addressing salaries and bonuses in the legislature. As the treasury currently has a large surplus of funds (over \$2 billion), and additional federal monies have been pledged to the state for education (\$73 million for school year 23-24), it is the perfect time to fund this proposed expansion of the national certification bonus program.

Thank you in advance for your consideration of this matter, which directly impacts so many children and families across our state.

Courtney Dennis, Ed.S., NCSP

HB-54-HD-1

Submitted on: 3/20/2023 11:34:11 AM

Testimony for EDU on 3/22/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Brighton Walker	Individual	Support	Written Testimony Only

Comments:

HB54/SB675, School Psychologist National Certification Incentive Program

Aloha Chair and Members of the Committee,

I support SB2823 in its amending Chapter 302A of the Hawai'i Revised Statutes to establish within the department a school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts.

As an upcoming graduate in a nationally accredited school psychology Ed.S program, I am currently actively looking for jobs and Hawai'i pays significantly less than other states, especially when considering cost of living. For comparison purposes, the state of California (which has a similar cost of living) pays their school psychologists around \$100,000/year. In Hawai'i, starting pay is around \$65,000/year. As a result, there is a high turn over of school psychologists on the islands and school psychologists in Hawai'i doing remote jobs because they can get better pay elsewhere. I believe this bill is needed to make school psychologist's wages more competitive. Pay needs to increase for school psychologists so we can help our state retain and recruit school psychologists, as there is currently a huge shortage. We need school psychologists in our schools now more than ever with an increased need for mental health support.

Please consider making school psychologists worth being recognized as we do so much good for our keiki and schools in Hawai'i.

Respectfully Submitted,

Brighton Walker

HB-54-HD-1

Submitted on: 3/20/2023 11:48:08 AM

Testimony for EDU on 3/22/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Keri Anacker	Individual	Support	Written Testimony Only

Comments:

3/20/23

Hello, I am writing in support of HB54 to establish the national certification incentive program within the Hawai'i Department of Education to include Nationally Certified School Psychologists (NCSPs). Maintaining a National Certification (albeit, in any profession) demonstrates continued professional excellence. In order for a School Psychologist to successfully renew and maintain their NCSP status, documentation of 75 Continuing Professional Development (CPD) hours must be obtained every three (3) years. Qualifying CPD hours are completed in a variety of topics pertaining to the field of School Psychology, to include training in ethics/legal regulation, and from sources such as NASP or American Psychological Association (APA) approved providers. This makes sure that the School Psychologist remains current and informed on best practices. Those who hold a National Certification in School Psychology meet the established national standards for graduate preparation and continuing professional development. There is a similar standard for teachers who achieve the National Board Certified Teacher (NBCT) status. In our state, we do recognize exemplary public school **teachers** who have achieved national board certification. Through the passing of this bill, Hawai'i will **also be able to recognize School Psychologists** who hold national certifications. Additionally, the passing of this bill will have a positive influence on recruitment of School Psychologists, as well as in retaining highly qualified professionals in our schools. Speaking from personal experience, many of my friends who used to work here, have left the state to seek employment on the mainland where they **are** incentivized to obtain a National Certification. It is imperative that we follow suit, here.

I am also speaking as the Student & Early Career Committee Chair for the Hawai'i Association of School Psychologists and I am always fielding emails from prospective new-hires who have a strong desire to work for the HIDOE. However, in answering their many questions, it always pains me to respond that our state does not offer any bonus for holding a National Cert. This fact disappoints many, and is a contributing factor in why we have a hard time recruiting School Psychologists to our state. We can, and should, do better and fight for equitable incentives for all DOE employees.

Thank you for your time and consideration,

Keri Anacker (Proud NCSP-holder)

HB-54-HD-1

Submitted on: 3/20/2023 12:42:10 PM

Testimony for EDU on 3/22/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Staci Gonzales	Individual	Support	Written Testimony Only

Comments:

Aloha Chair and Members of the Committee,

I am writing in **support** of HB54 which pertains to the School Psychologist National Certification Incentive Program.

As a Nationally Certified School Psychologist who has been with the Hawaii Department of Education for 12 years, I believe that this bill has the opportunity to help attract, and more importantly *retain*, qualified School Psychologist in Hawaii.

In my 12 years with the Hawaii DOE I have seen more school psychologist come and go than I can count, and now more than ever, we need School Psychologists! I currently serve six schools and I struggle provide comprehensive services to students because of the high caseload that I carry. The pandemic has negatively impacted student and staff well-being, and school psychologist have unique training and skills that could help students and staff address their emotional functioning, which in turn would allow for greater focus on academic functioning.

I believe that the additional bonus provided for by this HB54 bill will make School Psychologist wages more competitive with other states, which will help address recruitment and retention challenges that the Hawaii DOE currently faces. More importantly, recruiting and retaining highly certified School Psychologists will ensure our keiki receive the mental and behavioral health services they desperately need.

Respectfully Submitted,

Staci Kanoelani Gonzales, PhD

Nationally Certified School Psychologist

3/20/23
Hawai'i State Capitol
415 S Beretania St.
Honolulu, HI 96813

HB54, School Psychologist National Certification Incentive Program

Aloha members of the Senate Committee on Ways and Means,

I support HB54 to establish within the department a school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts.

Recruiting and retaining school psychologists with a Nationally Certified School Psychologist (NCSP), and promoting eligible school psychologists to obtain an NCSP, will benefit keiki and their 'Ohana. First and foremost, it will support the State's ongoing efforts to address critical staffing shortages. The National Association of School Psychologists recommends a ratio of 1 school psychologist to every 500 students; however, many school psychologists in the State have more than 1,500 students. Equitably allocating stipends for nationally certified staff across all educators will help address this shortage, and with additional federal funds available for schools, it is a good time to expand the Hawai'i Revised Statutes to include school psychologists. Second, a school psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of school psychology, which includes providing keiki and youth with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

There is a crucial shortage in the state of Hawaii for School Psychologists. As a School Psychologist in Central District, I am consumed with three times as many students than what is recommended by the National Association for School Psychologists for a School Psychologist. Passing HB54 will incentivize qualified School Psychologists to apply and remain in the state of Hawaii as School Psychologists. The cost of living is extremely high compared to what we make and in comparison to what we could be making in the same position on the mainland. Please help us and our keiki get the support that we need.

In closing, I support HB54 because I believe that our schools in Hawaii are in dire need of qualified mental health support and we need to be able to retain our School Psychologist positions.

Respectfully Submitted,
Traci Effinger, School Psychologist, Central District Oahu

HB-54-HD-1

Submitted on: 3/20/2023 1:25:18 PM

Testimony for EDU on 3/22/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Emily Neubauer	Individual	Support	Written Testimony Only

Comments:

Hello, I am writing in support of HB54 to establish the national certification incentive program within the Hawai'i Department of Education to include Nationally Certified School Psychologists (NCSPs). Maintaining a National Certification (albeit, in any profession) demonstrates continued professional excellence. In order for a School Psychologist to successfully renew and maintain their NCSP status, documentation of 75 Continuing Professional Development (CPD) hours must be obtained every three (3) years. Qualifying CPD hours are completed in a variety of topics pertaining to the field of School Psychology, to include training in ethics/legal regulation, and from sources such as NASP or American Psychological Association (APA) approved providers. This makes sure that the School Psychologist remains current and informed on best practices. Those who hold a National Certification in School Psychology meet the established national standards for graduate preparation and continuing professional development. There is a similar standard for teachers who achieve the National Board Certified Teacher (NBCT) status. In our state, we do recognize exemplary public school **teachers** who have achieved national board certification. Through the passing of this bill, Hawai'i will **also be able to recognize School Psychologists** who hold national certifications. Additionally, the passing of this bill will have a positive influence on recruitment of School Psychologists, as well as in retaining highly qualified professionals in our schools. Speaking from personal experience, many of my friends who used to work here, have left the state to seek employment on the mainland where they **are** incentivized to obtain a National Certification. It is imperative that we follow suit, here.

As a former Hawaii Department of Education employee as a school psychologist, it was difficult to decide to stay working as a school psychologist for the Hawaii Department of Education. The lack of support and funding to support the school psychologists within the department for the National Cert. was a large factor into me staying and working for the department. You can, and should, do better and fight for equitable incentives for all DOE employees.

HB-54-HD-1

Submitted on: 3/20/2023 1:38:03 PM

Testimony for EDU on 3/22/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
L. Sumida	Individual	Support	Written Testimony Only

Comments:

There are currently significant shortages of School Psychologists in the State. We estimate there are approximately 60, which equate to 5 schools sharing 1 School Psychologist on average. This additional bonus will make School Psychologist wages more competitive with other States, which will help address recruitment and retention challenges. Recruiting and retaining highly certified School Psychologists will ensure our keiki receive the mental and behavioral health services they desperately need. The treasury currently has a very large surplus (more than \$2 billion), as well as additional federal monies pledged to the State for education (\$73 million for school year 2023-2024), which can be used to fund this proposed expansion of the national certification bonus program. Pay inequities targeting critical educator shortages were legislatively enacted last year, so there is precedent for addressing salaries and bonuses in the legislature.

School psychologists play a vital role in helping teachers meet the needs of ALL students. Their expertise can help teachers reach students who are struggling with all aspects of school - Social/Emotional, Behaviorally as well as academically. They are highly underutilized in the State of Hawaii. In mainland schools they are utilized almost as teacher partners to help students achieve. We need to show that we value the critical role they play in educating ALL students.

Thank you!

HB-54-HD-1

Submitted on: 3/20/2023 2:58:49 PM

Testimony for EDU on 3/22/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Sandra Aguirre	Individual	Support	Written Testimony Only

Comments:

3/20/23

Aloha Chair Woodson and members of the committee,

I am a practicing School Psychologist for the Honolulu Complex Area. I am writing in support of HB54, which will establish a nationally certified school psychologist incentive program. There is a high need of people in our profession at this time. With the shortages and pay differences across the country, providing additional pay for those with the NCSP certification may attract more people to apply and address the staff shortages. Costs of living and healthcare are on the rise. The ability to provide monetary recognition for the NSCP certification may help people in our field tremendously, both in our professional growth and our personal growth.

Thank you for your consideration,

Sandra Aguirre

Date: March 20, 2023

Bill: HB54

Aloha Chair and Members of the Committee,

I support HB54.

I am writing on behalf of my support for HB54 to establish a nationally certified school psychology incentive program within the Hawai'i Department of Education. The Nationally Certified School Psychologist (NCSP) incentive program will allow for school psychologists to continue to develop their expertise and professional growth in order to best meet the ever changing needs of our keiki. Additionally:

- There are currently significant shortages of School Psychologists in the State. We estimate there are approximately 60, which equate to five schools sharing one School Psychologist on average
- This additional professional bonus will make School Psychologists' wages more competitive with other States, which will help address recruitment and retention challenges
- Recruiting and retaining highly certified School Psychologists will ensure our keiki receive the mental and behavioral health services they desperately need
- The treasury currently has a very large surplus (more than \$2 billion), as well as additional federal monies pledged to the State for education (\$73 million for school year 2023-2024), which can be used to fund this proposed expansion of the national certification bonus program
- Pay inequities targeting critical educator shortages were legislatively enacted last year, so there is precedent for addressing salaries and bonuses in the legislature

Respectfully Submitted,

Jenna Maiorano, M.A., CAGS, NCSP

School Psychologist

Aiea-Moanalua-Radford Complex Area

HB-54-HD-1

Submitted on: 3/20/2023 4:36:06 PM

Testimony for EDU on 3/22/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Bonnie Anacker	Individual	Support	Written Testimony Only

Comments:

My daughter is a hard working school psychologist dedicated to her job and every student she works with to help them reach their full potential. I can't think of a more important job for the future of our world. There's a shortage of school psychologists in Hawaii, and HB54 will help rectify this problem. Please pass HB54, it is so important. Thank you.

HB-54-HD-1

Submitted on: 3/20/2023 6:37:34 PM

Testimony for EDU on 3/22/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Makayla Fitzpatrick	Individual	Support	Written Testimony Only

Comments:

I fully support this bill--there are not nearly enough educators to fully support each school who are highly qualified. This, I believe, is due to the lack of support our school psychologist have especially those who are nationally certified. Providing more financial incentive will increase interest and also retain professionals that are trying to support all of our keiki here in Hawaii. With a shortage of mental health professionals and behavior specialists, this is something that we need to be very mindful of because if this bill is not taken seriously and not implemented, then our keiki will suffer as a result despite our efforts of advocating on their behalf.

HB-54-HD-1

Submitted on: 3/20/2023 7:46:26 PM

Testimony for EDU on 3/22/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Dawn LW Shiota	Individual	Support	Written Testimony Only

Comments:

Aloha . My name is Dawn Shiota and I have worked for over 25 years with the HIDOE and am writing to urge you to consider this bill to support my colleagues and potential School Psychologist in our Public Schools. School psychologist play such an integral part in our student support team . We need action now for incentives for these positions to recruit and retain this highly specialized role group. Please consider advocating for our children and support this bill. mahalo .

HB-54-HD-1

Submitted on: 3/20/2023 7:56:10 PM

Testimony for EDU on 3/22/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Mengjia Lei	Individual	Support	Written Testimony Only

Comments:

Aloha Chair and Members of the Committee,

I support HB54 HD1 school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts.

I moved to Maui from New York City last summer. Currently, I see the wage disparity continue to increase on top of the high cost of living in Hawai'i 7 months into employment. Given the continuous staffing shortages, having the incentive program will not only aid in employing qualified candidates but also retain current staff for long-term employment.

Additional recommended talking points for testimony:

- There are currently significant shortages of School Psychologists in the State. We estimate there are approximately 60, which equate to 5 schools sharing 1 School Psychologist on average
- This additional bonus will make School Psychologist wages more competitive with other States, which will help address recruitment and retention challenges
- Recruiting and retaining highly certified School Psychologists will ensure our keiki receive the mental and behavioral health services they desperately need
- The treasury currently has a very large surplus (more than \$2 billion), as well as additional federal monies pledged to the State for education (\$73 million for school year 2023-2024), which can be used to fund this proposed expansion of the national certification bonus program
- Pay equities targeting critical educator shortages were legislatively enacted last year, so there is precedent for addressing salaries and bonuses in the legislature

Respectfully Submitted,

ML

HB-54-HD-1

Submitted on: 3/20/2023 10:28:26 PM

Testimony for EDU on 3/22/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Chia-Chen Lin	Individual	Support	Written Testimony Only

Comments:

There are currently significant shortages of School Psychologists in the State. We estimate there are approximately 60, which equate to 5 schools sharing 1 School Psychologist on average. The heavy workload can significantly affect the quality of services that school psychologists provide to our keiki. In addition, making school psychologists wags more competitive will help recruit and retain highly certified School Psychologists, which will help ensure our keiki receive the mental and behavioral health services they desperately need. The treasury currently has a very large surplus (more than \$2 billion), as well as additional federal monies pledged to the State for education (\$73 million for school year 2023-2024), which can be used to fund this proposed expansion of the national certification bonus program.

HB-54-HD-1

Submitted on: 3/21/2023 12:34:02 PM

Testimony for EDU on 3/22/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Lynette Cantere	Individual	Support	Written Testimony Only

Comments:

Dear Chair and Members of the Committee:

I am writing in support of HB54 which would establish a financial incentive program in the State of Hawaii for School Psychologists who obtain and maintain the Nationally Certified School Psychologist credential (NCSP). As a "local-born" resident who has worked as a School Psychologist in Honolulu District since 2001, I have seen significant turnover in my field, in addition to my field currently experiencing significant shortages across our state. This additional bonus will make being a School Psychologist in Hawaii more competitive with other states - thus, helping to address recruitment and retention challenges. While I cannot speak for other districts, I am able to say that in my district, I am the only School Psychologist who has been around since the inception of the complex level School Psychologist position in 2001. The average stay of a School Psychologist in my district has been approximately 3-5 years.

Recruiting and retaining highly certified School Psychologists will ensure a high quality of mental and behavioral health services for our children. For a School Psychologist to retain their NCSP, continuing education is a requirement, and this will help individuals in my field to maintain their knowledge base and continue to provide a high level of care/service.

I do not yet hold my NCSP, however, I have been making steps towards attaining this credential. The NCSP credential recognizes School Psychologists who meet a rigorous national standard, administered by the National School Psychology Certification Board, established by the National Association of School Psychologists. To achieve this credential an individual has to demonstrate breadth and depth of knowledge - having such highly qualified School Psychologists will certainly benefit our state.

Thank you for this opportunity to testify in support of HB54.

Sincerely,

Lynette Cantere

Testimony Support Regarding HB54
National Certification Incentive Program
March 21, 2023

Aloha,

I am a Nationally Certified School Psychologist (NCSP), currently working within the Hawai'i Department of Education (DOE). I am writing in support of Hawai'i State Legislative Bill HB54 to amend the provisions of the national incentive program within the DOE to include NCSPs in the state of Hawai'i. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will motivate more School Psychologists to achieve this standard, which will protect our keiki by holding professionals to the highest standard. It will also support the recruitment and retention of highly qualified School Psychologists, who are experts in the field.

As School Psychologists, we work in public schools to provide psychoeducational support to students in need to facilitate their educational and social-emotional progress. Our roles as School Psychologists directly impact students' futures on a day-to-day basis. This impact we have on students' futures is tremendous; however, in order for this impact to be the best possible, schools within the state need exemplary practitioners. The stringent requirements of the NCSP credential ensure that School Psychologists have received rigorous training and continue to stay current in the field through Continuing Professional Development (CPD). This NCSP credential, in turn, guarantees that School Psychologists have received the best possible knowledge-base and tools to allow the greatest positive impact possible on students' futures. To encourage this, it would be beneficial for the state to amend the provisions of the national incentive program with the DOE to include NCSPs in the state of Hawaii.

Specifically, the NCSP credential is comparable to the National Board Certified Teacher (NBCT) status, in that they both signify impressive professional credentialing. To become an NCSP, rigorous standards need to be met, as this credential does not come easily. The National Association of School Psychologists (NASP) has developed and maintains a national set of standards for obtaining and keeping this credential, which includes completion of comprehensive coursework/training, supervised practicums, and a supervised 1,200-hour internship required to earn a graduate degree, followed by an additional requirement to receive a passing score on comprehensive School Psychology Praxis examination. To maintain an NCSP status, it must be renewed every three years. Renewal includes providing evidence of 75 Continuing Professional Development (CPD) hours from approved providers pertaining to topics in School Psychology, of which three credits must be in ethics, and an additional three in equity, diversity, and inclusion. These standards demonstrate a commitment to professional excellence in the field of School Psychology, as they set a high bar for skilled practice. Having an NCSP credential signifies that a School Psychologist advanced above and beyond the requirements of merely obtaining his or her degree to practice in public schools. It demonstrates the individual's desire to not only perform his or her duties, but rather to excel in the field of School Psychology, which in turn will significantly benefit and protect our keiki and their 'ohana. A School Psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of School Psychology, which includes providing keiki and youth with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

Not only will this incentive motivate more School Psychologists to achieve this arduous professional standard, but it will additionally have a positive influence on the recruitment efforts of School Psychologists in Hawai'i, as well as in retaining highly qualified professionals in our schools, which is a significant need that will only further benefit our keiki. This additional bonus will make School Psychologist wages more competitive with other states, which will help with recruitment and retention challenges. Equitably allocating stipends for nationally certified staff across all educators will help address the severe shortage we are currently experiencing. With additional federal funds available for schools, it is a good time to expand the Hawai'i Revised Statutes to include School Psychologists.

Mahalo for your consideration.

Respectfully submitted,

Amanda Garrett, Psy.D.
Nationally Certified School Psychologist (NCSP)
Secretary of the Hawaii Association of School Psychologists (HASP)

HB-54-HD-1

Submitted on: 3/21/2023 2:27:07 PM

Testimony for EDU on 3/22/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Dwayne Groff	Individual	Support	Written Testimony Only

Comments:

Aloha,

I am writing this testimony in SUPPORT of HB54 HD1 to expand the National Incentive Program to include School Psychologists. It is important that we recognize School Psychologists, who support our keiki, with incentives such as this program to attract and retain highly qualified professionals to work in our schools.

I urge you to pass this bill.

Mahalo for the opportunity to submit testimony.

Dwayne Groff

Testimony Support Regarding HB54 HD1
National Certification Incentive Program
Wednesday March 22, 2023 – 3:00 PM

Aloha,

I am a School Psychologist from the island of Maui and am writing in support of HB54 HD1 to establish the national certification incentive program within the Hawai'i Department of Education to recognize Nationally Certified School Psychologists (NCSPs).

To reach National Certification, a School Psychologist must meet the rigorous credentialing standards of the National Association of School Psychology (NASP). Those standards include extensive coursework, a supervised practicum year, an additional supervised 1200-hour internship, the completion of a degree at a Specialists level and/or Doctorate level, and a passing score on the School Psychologist comprehensive exam.

Maintaining ones NCSP demonstrates continued professional excellence to the field. In order for a School Psychologist to successfully renew and maintain their NCSP status, documentation of 75 Continuing Professional Development (CPD) hours must be obtained every three (3) years. Qualifying CPD hours are completed in a variety of topics pertaining to the field of School Psychology, to include training in ethics/legal regulation and equity, diversity, and inclusion. NASP also advocates that School Psychologists engage in supervision to promote their own professional growth and exemplary professional practices, and therefore require a one-year mentorship within the first three years of obtaining ones NCSP. Professional development may be obtained through recognized agencies such as NASP or American Psychological Association (APA) approved providers. This insures that the NCSP practitioner remains current and informed on best practices, and is meeting the exemplary status of being a Nationally Certified School Psychologist.

Those who hold a National Certification in School Psychology meet the established national standards for graduate preparation and continuing professional development. This is a similar standard that is set-forth for teachers who achieve their National Board for Professional Teaching Standards (NBPTS). In Hawai'i, we recognize exemplary teaching practice in our schools through an incentive, which is given to public school teachers who have achieved national board certification under the certification program of the National Board for Professional Teaching Standards. Through the passing of this bill, Hawai'i will also recognize School Psychologists who hold national designations through this incentive program.

Financially, this does not represent a large budget item. From a financial standpoint, recognizing NCSPs through this incentive would not be a financial burden in comparison to the amount of money budgeted for teachers with NBPTS. As of this writing, there are 37 Nationally Certified School Psychologists in the entire state of Hawai'i (including those who are retired and those who work in private practice), out of approximately 60 School Psychologists in the HIDEOE. In contrast, as of April 19, 2021, there are 744 teachers within the HIDEOE who hold their national board certification, out of a potential pool of 5500 teachers.

The passing of this bill is a low financial burden to the state that will have large positive impacts in our community. Namely, recruiting highly trained individuals to support our most vulnerable keiki and ensure them the most appropriate protections. We will also be better equipped to retain highly qualified professionals in our schools by acknowledging their NCSP status through the passing of this bill.

Mahalo for your consideration.

Respectfully submitted,

Holly Hoke, Ed.S.
Nationally Certified School Psychologist (NCSP)

M. Holly Barra
92-1001 Waaula St. Unit C
Kapolei, HI 96707

I strongly recommend that you support **Bill HB54** which will be heard March 21st, 2022 before the legislation. This bill recognizes that expertise required in training and excellence of Nationally Certified School Psychologists (NCSP).

School Psychologists are recognized for their ability to help guide the academic and mental health growth of our children. School Psychologists are a vital part of the Hawaii educational system and responsible for school and parent consultation, testing for Special Education services, and administration of mental health services. We are in a unique situation in that we provide services to both General Education and Special Education students, as well as administrators, teachers, educational staff members, and parents. As a school psychologist, we must be knowledgeable in the areas of child development, academic progress, cognition, interventions, social emotional development, Multisystem of support (MTSS), disabilities, as well as Special Education Law and Due Process violations. We are responsible for children from 3 years to just shy of age 22 years old.

Presently, in the state of Hawaii we are experiencing a severe and critical shortage of School Psychologists. We are simple not able to attract well-trained Nationally Certified School Psychologists. We are not competitive with mainland states. We are faced with a severe shortage which has lasted many years, prior to the COVID-19 pandemic.

This shortage in Hawaii is so severe that as a Nationally Certified School Psychologist I personally cover from 6 to 8 schools including 2 high schools, 4 middle schools, and 1 elementary school. On the mainland, the National Association of School Psychologists recommend a student ratio of 1 school psychologist to every 1,000 students. My ratio is 5 to 6 times higher than the national norm!

As a NCSP School Psychologist, I supervise an intern who covers 2 elementary schools and one middle school. Interns in School Psychology must be supervised by a NCSP certified school psychologist, of which there are few in our state. If we could attract more NCSP certified School Psychologists, we could provide the required training for more Interns, thereby building capacity across the state.

We have difficulty both attracting well-qualified School Psychologists, but also in retaining them as many "districts" across the United States offer NCSP bonuses.

Hawaii is the only state that does not have a license for school psychologists and one of only three states without a university degree program to train them.

It is my understanding that there federal monies pledged to the state for education (\$73 million for 2023-2024 school year) which can be used to help fund the proposed legislation of offering a

bonus to NCSP School Psychologists. However, without legislation support, these monies will go to DOE positions under HSTA, whereas School Psychologists fall under HGEA.

We are in great need of your support in helping to make the NCSP School Psychologist Bonus happen for the state of Hawaii.

Thank You for Your Support,

M. Holly Barra
Nationally Certified School Psychologist (NCSP)

Testimony in Support of Measure
HB 54 HD1 Relating to Education

LATE

Aloha, and thank you, Chair Kidani, Vice Chair Kim and Members of the Committee for the opportunity to submit testimony in **support** of **HB54 HD1**.

This measure will work to expand Ch. 302Q of the Hawaii Revised Statutes to include psychologists to receive a bonus for obtaining and maintaining national certification. This will incentivize school psychologists and overall support the needs of children and youth in our school systems.

My name is Hueina Hemaloto, and I am currently a student pursuing my Master's Degree in Social Work, specializing in Behavioral Mental Health. I have spent my academic focus in studying and advocating for the needs of the public, especially for populations at risk. I have worked with numerous different populations of children in Hawaii, in different settings including the school system.

I am aware of the need for competent mental health and behavioral health practitioners provided to children within the schools. Due to the following, bills like **HB54 HD1** must be passed to ensure better services for our keiki.

- There is a current understaff of school psychologists within DOE
- Passing this measure will incentivize and attract more school psychologists
- An increase of workers will aid in the decrease of burnout experienced by these psychologists, providing overall increased quality of services for keiki throughout the state.

Mahalo for the opportunity to provide testimony in support of this bill,

Hueina Hemaloto

LATE

HB-54-HD-1

Submitted on: 3/22/2023 9:39:34 AM
Testimony for EDU on 3/22/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kayla Doherty	Individual	Support	Written Testimony Only

Comments:

I support HB54 because School Psychologists receive specialized education necessary to best support our keiki in schools. School Psychologists are severely understaffed, underfunded, and work longer contracts than their counterparts on the mainland. Hawai'i needs to invest in our schools' specialized staff as much as they invest in our teachers and administrators. School Psychologists deserve additional pay for their efforts in a State that continues to overlook them and attempts to outsource them: Otherwise, HIDOE will continue to struggle with retention, turnover, and hiring School Psychologists. Even now, HB54 is an attempt to create a more equitable path toward addressing these issues, and failure to support and follow-through on this bill will demonstrate how little the State, HIDOE and opposition care about our keiki's mental health and academic supports.

LATE

HB-54-HD-1

Submitted on: 3/22/2023 2:13:51 PM

Testimony for EDU on 3/22/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Matrix Dumlao	Individual	Support	Written Testimony Only

Comments:

Recruiting and retaining highly certified School Psychologists will ensure our keiki receive the mental and behavioral health services they desperately need.

HB-54-HD-1

Submitted on: 3/22/2023 2:38:11 PM

Testimony for EDU on 3/22/2023 3:00:00 PM



Submitted By	Organization	Testifier Position	Testify
Alexis E. Jamison	Individual	Support	Written Testimony Only

Comments:

To Whom It May Concern,

I am writing in support of HB54 relating to education. As a school psychology intern, I believe this bill is critical to ensuring the excellence of school psychologists in Hawaii. I believe the NCSP bonus will do the following: (a) encourage individuals to obtain or renew NCSP credentials, ensuring high-quality services provided to our students due to the rigorous requirements of the credential and allow more practitioners to be eligible to supervise school psychology interns; (b) encourage individuals from the mainland to come to Hawaii to work as a school psychologist, thereby alleviating our extreme school psychology shortage; (c) encourage more Hawaii residents to pursue a career in school psychology.

As a school psychology intern from a non-NASP approved program, it means that it will take a significant amount of time and effort for me to become NCSP certified, and at this time, there would be no tangible benefits to doing so, other than personal pride and accomplishment. However, if this bill passes, I would absolutely pursue the credential due to the bonus.

Thank you for your time,

Alexis E. Jamison, M.S., Ed.S.

School Psychology Intern



NATIONAL ASSOCIATION OF
School Psychologists

4340 East West Highway, Suite 402, Bethesda, MD 20814

PHONE: 301-657-0270

FAX: 301-657-0275

LATE

January 30, 2023

Dear Chair and Members of the Committee,

On behalf of the National Association of School Psychologists (NASP), I write in support of HB54/SB675 which would establish a financial incentive program in the state of Hawai'i for school psychologists who obtain and maintain the Nationally Certified School Psychologist credential (NCSP). The NCSP is administered by the National School Psychology Certification Board and recognizes school psychologists who meet rigorous national standards for graduate preparation and continuing professional development in alignment with NASP professional standards. The NCSP is comparable to, and in many respects more rigorous, than national certification programs for teachers, school counselors, and other educators.

There are numerous benefits to establishing the proposed incentive program outlined in HB54/SB675. First and foremost, it will improve access to high quality and comprehensive school psychological services for children and their families. by helping address the critical shortages of school psychologists in the state. Offering financial incentives for those with an active and valid NCSP will enhance efforts to recruit and retain these highly qualified professionals in Hawai'i, particularly in communities with the greatest need. This legislation also promotes and rewards those who maintain the highest levels of ethical and professional practice, ensuring that all children and youth have access to high quality and evidence-based interventions to support their academic achievement, mental and behavioral health, and social and emotional development.

This legislation, coupled with HB116/SB958, will increase access to comprehensive school psychological services provided by properly trained and highly qualified school psychologists. NASP fully supports both of these efforts.

Sincerely,

Kathleen Minke, PhD, NCSP
Executive Director



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirty-Second Legislature, State of Hawaii
The Senate
Committee Education

Testimony by
Hawaii Government Employees Association

LATE

March 22, 2023

H.B. 54, H.D. 1 — RELATING TO EDUCATION

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the purpose and intent of H.B. 54, H.D. 1, which appropriates funds to establish a school psychologist national certification incentive program.

There are currently only 60 school psychologists servicing 180,000 students in nearly 300 public schools and charter schools statewide. This means each psychologist services six times more students than what is recommended by the National Association of School Psychologists. Not only would this program recognize and support those who are already nationally certified, but it provides an incentive for those who are wishing to be certified but find it financially unattainable. Hawaii does not have local graduate programs for school psychologists, therefore this would make Hawaii more competitive with other states who already offer this incentive program. Our state needs to join other school districts across the nation to address the longstanding impact of the last three years on student mental health and well-being. Now, more than ever, school psychologists play a vital role in supporting our students' academic, social, emotional, and mental health needs.

Thank you for the opportunity to testify in support to H.B. 54, H.D. 1.

Respectfully submitted,

Randy Perreira
Executive Director