

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: 01/31/2023

Time: 02:00 PM

Location: 309 VIA VIDEOCONFERENCE

Committee: House Education

Department: Education

Person Testifying: Keith T. Hayashi, Superintendent of Education

Title of Bill: HB 0054 RELATING TO EDUCATION.

Purpose of Bill: Establishes a nationally certified school psychologist incentive program. Appropriates funds for the incentive program.

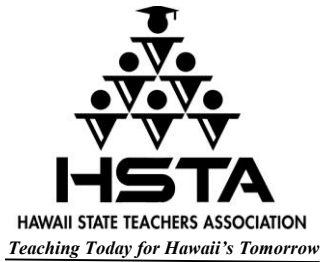
Department's Position:

The Hawaii State Department of Education (Department) supports HB 0054.

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 does appreciate 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 on HB 0054.



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

Osa Tui, Jr.
President
Logan Okita.
Vice President
Lisa Morrison
Secretary-Treasurer
Ann Mahi
Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON EDUCATION

RE: HB 54 - RELATING TO EDUCATION

TUESDAY, JANUARY 31, 2023

OSA TUI, JR., PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Woodson and Members of the Committee:

The Hawaii State Teachers Association **supports HB 54**, 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.



NATIONAL ASSOCIATION OF
School Psychologists

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

PHONE: 301-657-0270

FAX: 301-657-0275

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

Aloha Chair Woodson 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) 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.

Finally, arguments have been made that the contents of the bill are best handled via collective bargaining. Unfortunately, because school psychologists belong to Bargaining Unit 13 of the HGEA, school psychologists are unable to negotiate compensation or shortage differentials with the DOE. A national certification bonus for teachers was established legislatively, and can therefore be done for school psychologists. HASP appreciates this opportunity to testify.

Respectfully Submitted:

Leslie Baunach, NCSP

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

Email: hasp808@gmail.com



Committee on Education
Representative Justin Woodson, Chair
Representative Lisa Marten, Vice Chair

January 31, 2023

Dear Chair Woodson, Vice Chair Marten, and Members of the Committee,

We support HB 54, 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.*



Kū Kia‘i Mauna

January 30th, 2023

TESTIMONY : HB 54

Dear Legislators,

Pursuant to the Psychology of Law (AMES LTD., trade), a proprietary service trade in psycholinguistics, artificial intelligence, and textual analysis; it believes this measure is poor policy, very suspicious of private interests, and attempts to codify the Hawai‘i Department of Education’s educational assessors pursuant to HRS 465, “psychologists.” At best, pork fat.

Psychologists is a protected title term in the State of Hawai‘i. The Hawai‘i Board of Psychology also reaffirmed this position in the last legislative session. This ministry **strongly endorses** the credentialing of **all school educational assessors without regard to HRS 465**; however, suggests broadening its language to avoid the perception of implied consent by the State of Hawai‘i for the appropriate title use of “psychologist.”

It is also this ministry's understanding that the Hawai‘i Department of Education has **within its budget to provide its own incentives for recruitment indicative of this statute and embedding this language into HRS 302A is political in nature and serves private interests only.**

This measure attempts to **codify** the term “school psychologist” and **provide an incentive for violating title use.** The public at large has traditionally been confused with the mental health

designations of psychologists in Hawai'i. Title use requires a demonstration in the comprehensive practice of psychology not by certificate.

The measure also appears to illustrate the military industrial department of the State of Hawai'i as an **unsovereign agent** given that this measure would also yield its authority to other jurisdictions; ceeding to independent sovereign state powers.

It is also this ministry's findings that school educational assessors repeatedly **violate Hawai'ian cultural protocols** even after being educated on them, is considered a very **vulnerability population**, the requirements to obtain this **informed consent through the Hawai'ian Kingdom**, possession of organizational character that is consistent with **colonial psychological abuse** of a perceived dominance [pursuant to an expertise as a colonialist : CHRISTOPHER AMES (1468-1547) > RICHARD AMES (1511-1590) > LANCELOT AMES (1537-1589) > JOHN AMES (1576-1647) > JOSEPH AMES (1619-1695) > NATHANIEL AMES (1652-1712) > JOSEPH AMES (1687-1759)> KEMPIS THOMAS AMES (1733-1811)> BENJAMIN AMES (1769-1863) > THOMAS AMES (1782-1849)> JOHN MOFFITT AMES (1826-1900)> THOMAS ELLIS AMES (1863-1940)> HAROLD THOMAS AMES (1896-1955)> HAROLD THOMAS AMES II (1923-2015) > HAROLD THOMAS AMES, III (1946-2007) and HAROLD THOMAS JR. AMES, IV , myself] appears to shed character on a sense of entitlement, and believed to be a **strategy of continued denationalization** of our people as a means for the United States to continue its **gentrification of our kānaka maoli**.

This ministry highly recommends the state develop its own internal credentialing process in the educational assessor trade with a strong focus on multiculturalism, kānaka maoli protocols, and commissioned by our Native Hawai'ian population, kūpuna .

This is hereby notice and violations by any actors subject to a war crime tribunal currently being commissioned (i.e. National Lawyers Guild, International Committee of the Lawyers Guild, and International Association of Democratic Lawyers) and party to this investigation. Pursuant to hold to account individuals that have committed war crimes and human rights violations throughout the territorial jurisdiction of the Hawai'ian Kingdom under this prolonged occupation by the United States. The Council of Regency, by *Proclamation* on April 17, 2019, established a Royal Commission of Inquiry in similar fashion to the United States proposal of establishing a Commission of Inquiry after the First World War ***"to consider generally the relative culpability of the authors of the war and also the question of their culpability as to the violations of the laws and customs of war committed during its course."***

For further questions you may email: regency@hawaiiankingdom.org.

Sincerely,

DR. HAROLD THOMAS JR. AMES, IV



MINISTER OF MENTAL HEALTHCARE
REPUBLIC OF HAWAII



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
House of Representatives
Committee on Education

Testimony by
Hawaii Government Employees Association

January 31, 2023

H.B. 54 — RELATING TO EDUCATION

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the purpose and intent of H.B. 54 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 would incentivize the many wishing to be certified who find it financially unattainable. Hawaii does not have local graduate programs for school psychologists so this would make Hawaii more competitive with other states who already offer this incentive program.

While this will certainly aid in the recruitment and retention of school psychologists, the program will also help the Hawaii Department of Education to mitigate learning loss resulting from the COVID-19 pandemic. School psychologists are critical to supporting the efforts to prioritize students' academic, social, emotional, and mental health needs.

Thank you for the opportunity to testify in support of H.B. 54.

Respectfully submitted,

Randy Perreira
Executive Director



Hawai'i
Children's Action Network Speaks!
Building a unified voice for Hawai'i's children

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: House Committee on Education

Re: **HB 54 - Relating to education**

Hawai'i State Capitol, Conference Room 309 & Via Videoconference

January 31, 2023, 2:00 PM

Dear Chair Woodson, Vice Chair Marten, and Committee Members,

On behalf of HCAN Speaks!, thank you for the opportunity to submit testimony **in support of HB 54, relating to education**. This bill would establish a nationally certified school psychologist incentive program and appropriate funds for it.

Incentivizing school psychologist national accreditation will 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 but 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 help reduce the increased rates of anxiety, depression, and potential suicides that 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.

For these reasons, HCAN Speaks! respectfully requests the Committee to support this measure.

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/>

HB-54

Submitted on: 1/28/2023 3:17:55 PM

Testimony for EDN on 1/31/2023 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Gerard Silva	Individual	Oppose	Written Testimony Only

Comments:

We Need to get ride of the Dept of Education these prople are to Stupied to be in Charge of our Kids.

HB-54

Submitted on: 1/30/2023 8:50:13 AM

Testimony for EDN on 1/31/2023 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Jessica Kuzmier	Individual	Support	Written Testimony Only

Comments:

I believe in this critical time of mental health crises a bill like this is direly needed. Mental illness, depression drug addiction and alcohol issues are serious health concerns, and monitoring the mental health can prevent many issues such as crime, homelessness, and violence.

January 30, 2023

HB54/SB675 School Psychologist National Certification Incentive Program

Aloha Chair and Members of the committee,

I support 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.

Recruiting and retaining school psychologists with an 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.

As a school psychologist with an NCSP, I participate in on-going professional development opportunities, which is required for maintain my certification. It encourages maintaining a high standard of practice. I feel that this is an important factor to consider to ensure that our keiki are being supported by mental and behavioral health experts who hold certifications at the national level. There is a significant shortage of School Psychologists in the state. We estimate there are a total of 60 School Psychologists, which equate to approximately five schools sharing one School Psychologist. Pay equities targeting critical educator shortages were legislatively enacted last year, so there is precedent for addressing salaries and bonuses in the legislature.

In closing, I am in support of passing bill, HB54 to help meet the needs of our students in Hawai'i.

Respectfully Submitted,
Jamie Ergina, NCSP

HB-54

Submitted on: 1/30/2023 9:22:36 AM

Testimony for EDN on 1/31/2023 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Alec Marentic	Individual	Support	Written Testimony Only

Comments:

Aloha Chair and Members of the Committee,

I am a School Psychologist for KKP schools on Hawai'i island and I **support** HB54 in its expanding national certification bonuses to School Psychologists. Hawai'i currently has critical shortages of School Psychologists, resulting in exceptionally high case loads. Currently in the State, approximately 5 schools share 1 School Psychologist, and there is approximately 1 School Psychologist to every 3,000 students. This ratio is well over the recommended ratio of 1 School Psychologist to every 500 students (National Association of School Psychologists). These conditions, coupled with overall below average wages compared to national averages, leave our School Psychologists vulnerable to experiencing burnout, exacerbating recruitment and retention issues.

This legislation will support the DOE's ability to retain highly qualified School Psychologists and its ability to recruit additional highly qualified School Psychologists to the State. It aligns with the overall goal of addressing longstanding mental health needs of our keiki that were exacerbated by the COVID-19 pandemic. Finally, there is precedent for enacting such salary changes legislatively, and including School Psychologists in national certification bonus programs is long overdue.

Thank you for this opportunity to testify.

HB-54

Submitted on: 1/30/2023 10:06:06 AM

Testimony for EDN on 1/31/2023 2:00:00 PM

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

Comments:

Aloha Chair and Members of the Committee,

I support HB54 and 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 have a love for the field and want to practice in the state of Hawaii. However, I have found Hawaii 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 Hawaii, starting pay is around \$65,000/year. In addition, a fellow grad student in Minnesota will start her pay at \$72,000, and cost of living there is significantly less. As a result of low pay here in Hawaii, there is a high turn over of school psychologists on the islands and a number of school psychologists in Hawaii 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.

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

Respectfully Submitted,

Brighton Walker

HB-54

Submitted on: 1/30/2023 10:28:34 AM

Testimony for EDN on 1/31/2023 2:00:00 PM

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

Comments:

1/30/23

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, Keri Anacker

1/30/23
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,
Marissa Deroba, Ed.S. Nationally Certified School Psychologist, Central District Oahu

1/30/23
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

Submitted on: 1/30/2023 11:46:01 AM

Testimony for EDN on 1/31/2023 2:00:00 PM

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

Comments:

I support this bill because I support School Psychologists. Their specialized education is necessary to best support our keiki in school and they are 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. Everyone is on the front line and School Psychologists deserve additional pay for their efforts in a State that continues to overlook them and attempts to outsource them.

HB-54

Submitted on: 1/30/2023 12:05:39 PM

Testimony for EDN on 1/31/2023 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kari Arneson	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. School psychologists are essential to the schools of Hawai'i. This proposed amendment will support the recruitment, retention, and validation of the highest qualified school psychologists, who as stated are essential to the schools of Hawai'i.

- There is currently a *significant* shortage of School Psychologists in the state. Currently in the state of Hawai'i there is approximately 1 school psychologist/ 5 schools - the national recommendation is 1 school psychologist/1 school.
- This additional bonus will make School Psychologist opportunities in the state more desirable, which in turn will address the extreme recruitment and retention challenges the state currently faces.
- The keiki of the state deserve highly certified School Psychologists to ensure the best practices of their schools, and their best academic and life outcomes.
- Currently the treasury has a surplus of more than \$2 billion, as well as additional federal monies pledged to the State for education (\$73 million for school year 2023-2024). These funds can be used to support this national national certification bonus.
- Pay equities targeting critical educator shortages were legislatively enacted last year; there is a precedent for addressing salaries and bonuses in the legislature.

Respectfully Submitted,

Kari Arneson

Testimony Support Regarding HB54
National Certification Incentive Program
January 30, 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. Equitably allocating stipends for nationally certified staff across all educators will help address this 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.

In Hawai'i, incentive is given to public school teachers who have achieved National Board Certification under the National Board for Professional Teaching Standards. Through the passing of this bill, Hawai'i will also be able to recognize School Psychologists who hold national designations through this incentive program.

Mahalo for your consideration.

Respectfully submitted,

A handwritten signature in black ink that reads "Amanda Garrett". The signature is written in a cursive style with a long horizontal flourish at the end.

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

1/30/2023
Hawaii State Capitol
415 S Beretania St.
Honolulu, HI 96813

HB54/SB675, School Psychologist National Certification Incentive Program

Aloha members of the Senate Committee on Ways and Means,

I support HB54/SB675 in its amending Chapter 302A of the Hawaii 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.

Recruiting and retaining school psychologists with an NCSP, and promoting eligible school psychologists to obtain an NCSP will benefit students and their families. First and foremost, it will support the state's ongoing efforts to address critical staffing shortages. The National Association of School Psychologists (NASP) recommends a ratio of 1 school psychologist to every 500 students; however, many school psychologists in the state have more than 1500 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 Hawaii Revised Statutes to include school psychologists. This will allow Hawaii to be as competitive as the mainland in the recruitment and retention of school psychologists. With the higher cost of living and year round work schedule in Hawaii, we have lost lots of good psychologists to the mainland. As a result, the ones who have continued to stay are becoming overworked, burnt out, and have developed low morale due to taking on additional whole schools.

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 area of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

Respectfully Submitted,
Jared Kono

Testimony Support Regarding HB54
National Certification Incentive Program
Tuesday January 31, 2023

Aloha,

I am a School Psychologist from the island of Maui and am writing in support of HB54 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 Mahina Hoke, Ed.S.
Nationally Certified School Psychologist (NCSP)

HB-54

Submitted on: 1/30/2023 4:16:10 PM

Testimony for EDN on 1/31/2023 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Chia-Chen Lin	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.

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,

Chia-Chen Lin, M.Ed.

Nationally Certified School Psychologist (NCSP)

HB-54

Submitted on: 1/30/2023 7:00:50 PM

Testimony for EDN on 1/31/2023 2:00:00 PM

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

Comments:

Aloha , My name is Dawn Shirota and I am a Student Services Coordinator at Paia School on Maui. I fully support this bill to attract and retain School Psychologist . For as long as I can remember we have had a shortage of highly qualified School Psychologist in the State of Hawaii. School Psychologist play an important part assisting our school staff with interventions and identification of students with and without disabilities. Please support this bill so that we can recruit and retain them . Mahalo nui.