
HOUSE CONCURRENT RESOLUTION

URGING THE DEPARTMENT OF EDUCATION TO BEGIN INITIATIVES TO
ADDRESS TEACHER RETENTION IN THE STATE.

1 WHEREAS, teachers play an essential role in shaping school
2 environments, fostering student engagement, and providing
3 mentorship and guidance to the next generation, serving as the
4 foundation of Hawaii's public education system; and

5
6 WHEREAS, teacher retention continues to present a
7 significant challenge across the State, with approximately fifty
8 percent of teachers leaving the profession within their initial
9 five years of teaching and approximately ten percent of
10 teachers, or roughly one thousand three hundred educators,
11 departing the profession annually; and

12
13 WHEREAS, during the 2024-2025 school year, nearly fifty
14 percent of newly hired teachers entered the classroom without
15 full licensure, underscoring ongoing workforce shortages and the
16 urgent need to strengthen recruitment and retention efforts; and

17
18 WHEREAS, Hawaii's high cost of living continues to be a
19 major factor contributing to teacher attrition, as entry-level
20 teacher salaries begin slightly above \$50,000 annually for those
21 with a bachelor's degree and may not include step increases
22 until tenure is achieved after approximately five years of
23 service, while emergency hires may earn salaries closer to
24 \$38,500 annually; and

25
26 WHEREAS, these salary levels often leave educators rent-
27 burdened and struggling to secure stable housing, particularly
28 in communities where housing costs significantly outpace wages;
29 and
30



1 WHEREAS, rural and neighbor island communities face
2 additional barriers to teacher retention, including geographic
3 isolation, limited housing availability, and increased workloads
4 due to staffing shortages, making it especially challenging to
5 recruit and retain experienced educators in these regions; and
6

7 WHEREAS, the Teacher Education Coordinating Committee was
8 established to identify, study, take action, or make
9 recommendations on matters of education of common interest to
10 the Department of Education and institutions of higher learning
11 in Hawaii, including the development of teacher training
12 programs and improving education in the State; and
13

14 WHEREAS, the Teacher Education Coordinating Committee
15 continues to work on its strategic plan, which centers on three
16 interconnected objectives:
17

- 18 (1) Building capacity within teacher preparation programs;
- 19
- 20 (2) Increasing satisfaction among in-service teachers; and
- 21
- 22 (3) Providing competitive compensation and incentives to
23 attract and retain quality educators; and
24

25 WHEREAS, this body recognizes teacher retention as a
26 critical issue impacting the strength and stability of Hawaii's
27 public education system; now, therefore,
28

29 BE IT RESOLVED by the House of Representatives of the
30 Thirty-third Legislature of the State of Hawaii, Regular Session
31 of 2026, the Senate concurring, that the Department of Education
32 is urged to begin initiatives to address teacher retention in
33 the State; and
34

35 BE IT FURTHER RESOLVED that the Department of Education is
36 urged to conduct research, data collection, and analysis to
37 better understand the factors contributing to teacher attrition
38 in Hawaii, including educator experiences, compensation, housing
39 challenges, and regional workforce needs, and inform policy
40 solutions that strengthen teacher retention; and
41



1 BE IT FURTHER RESOLVED that the Department of Education is
2 urged to encourage schools, community organizations, and local
3 partners to uplift and support educators through expanded
4 recognition and appreciation efforts throughout the year,
5 building upon existing initiatives such as Teacher Appreciation
6 Week; and
7

8 BE IT FURTHER RESOLVED that the Teacher Education
9 Coordinating Committee is requested to submit an update on its
10 strategic plan, including any initiatives or other efforts made
11 that address teacher retention in the State, to the Legislature
12 no later than twenty days prior to the convening of the Regular
13 Session of 2027; and
14

15 BE IT FURTHER RESOLVED that certified copies of this
16 Concurrent Resolution be transmitted to the Governor,
17 Chairperson of the Board of Education, Superintendent of
18 Education, President of the University of Hawaii, and Dean of
19 the College of Education of the University of Hawaii.

