
SENATE CONCURRENT RESOLUTION

REQUESTING THE DEPARTMENT OF EDUCATION TO PARTNER WITH THE HAWAII STATE TEACHERS ASSOCIATION AND TEACHER EDUCATION PROGRAMS AT LOCAL UNIVERSITIES AND COLLEGES TO PROVIDE PATHWAYS FOR SCHOOL SUPPORT PERSONNEL TO BECOME FULL-TIME TEACHERS.

1 WHEREAS, the State is suffering from a severe shortage of
2 licensed teachers; and

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4 WHEREAS, the Department of Education has two hundred fifty-
5 eight public schools that serve more than 168,000 students and
6 employs twenty-two thousand teachers, librarians, counselors,
7 educational officers, and other school support staff; and

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9 WHEREAS, in the 2021-2022 academic year, the Department of
10 Education experienced a 12.3 percent increase in public school
11 teacher turnover, with nine hundred twenty teachers who resigned
12 and three hundred ten teachers who retired; and

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14 WHEREAS, school support staff, such as aides and service
15 staff, are also experiencing a high rate of turnover, with nine
16 hundred thirty-eight school support staff who left the
17 Department of Education in the 2021-2022 academic year; and

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19 WHEREAS, certain school support personnel, such as
20 education assistants, para-professional teachers, part-time
21 teachers, and extended hire substitute teachers play a critical
22 role in the classroom by assisting teachers with instruction and
23 one-to-one support for students with special needs; and

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25 WHEREAS, while school support personnel have extensive
26 experience with instructional delivery, classroom operation, and
27 pedagogy, many school support personnel who choose to enroll in
28 teacher certification programs do not receive course credit for
29 their classroom work and experience; and



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WHEREAS, school support personnel must sacrifice a semester of income to complete required student teaching experiences as a requirement to complete teacher education programs that award teacher certification; and

WHEREAS, school support personnel who are pursuing careers as full-time teachers would benefit from being able to earn course credit for their work in the classroom, and by providing more convenient pathways to obtain the requisites to become a full-time teacher more individuals may become interested in pursuing teaching careers, which would help the State's current teacher shortage; now, therefore,

BE IT RESOLVED by the Senate of the Thirty-second Legislature of the State of Hawaii, Regular Session of 2024, the House of Representatives concurring, that the Department of Education is requested to partner with the Hawaii State Teachers Association and Hawaii teacher education programs to provide pathways for school support personnel to become full-time teachers; and

BE IT FURTHER RESOLVED that the Department of Education is requested to target educational assistants, para-professional teachers, extended hire substitute teachers, and part-time teachers for the full-time teacher pathway; and

BE IT FURTHER RESOLVED that the Department of Education is requested to collaborate with higher education partners across the State to develop pathways that allow students with relevant work experience in a school support personnel role to be credited for work experience towards required course credits; and

BE IT FURTHER RESOLVED that certified copies of this Concurrent Resolution be transmitted to the Superintendent of Education, Chair of the Board of Education, President of the Hawaii State Teachers Association, President of the University of Hawaii, President of Chaminade University of Honolulu, President of Hawaii Pacific University, and President of Brigham Young University Hawaii.

