



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

Date: 04/08/2015

Time: 09:00 AM

Location: 211

Committee: Senate Ways and Means

Department: Education

Person Testifying: Kathryn S. Matayoshi, Superintendent of Education

Title of Resolution: SCR 100 REQUESTING THE LEGISLATIVE REFERENCE BUREAU, IN CONSULTATION WITH THE DEPARTMENT OF EDUCATION AND UNIVERSITY OF HAWAII AT MANOA COLLEGE OF EDUCATION, TO PREPARE A STUDY THAT EXAMINES AND PROVIDES RECOMMENDATIONS ON IMPROVING THE RETENTION OF TEACHERS WITHIN THE DEPARTMENT OF EDUCATION.

Purpose of Resolution: The Department of Education (Department) offers the following comments on SCR 100.

The Department remains committed to supporting its teachers and to improving the teaching experience. As a result, teacher retention rates and student achievement results have increased in recent years.

The Department defers to the Legislative Reference Bureau for a position on the resolution and is available to consult, upon request, in connection with any resulting study.

Department's Position:



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Vice President
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TESTIMONY BEFORE THE SENATE
COMMITTEE ON WAYS AND MEANS

DATE: WEDNESDAY, APRIL 8, 2015

RE SCR 100 / SR 54

PERSON TESTIFYING: JOAN LEWIS, VICE PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

The Honorable Chair Jill Tokuda, Vice Chair Ron Kouchi and Members of the Committee:

On behalf of Hawai'i's 13,500 public and public charter school teachers, the Hawai'i State Teachers' Association (HSTA) is **IN SUPPORT OF SCR 100 and HR 54.**

While HSTA and the Hawai'i Department of Education have sent copies of our recently completed Joint Salary Study to the Hawai'i State Legislature, we welcome the further review into the teacher retention issues that continue to plague our state.

We know that the "churn" that occurs ultimately impacts our students in the most deleterious ways. Further, every dollar that is used to offset the churn is one less dollar to be used in support of our students, our teachers, our schools.

Further, by including both the Hawai'i DOE and the University of Hawai'i at Manoa in the study we would be able to maximize the local expertise that would be beneficial in making recommendations from all angles of this issue. It would also insure that we are getting input from those responsible for hiring teachers, as well as those who help to prepare our future teachers. This can go a long way in providing legislators with information that they can use to address teacher retention in the most appropriate manner.

This particular resolution goes beyond studying the issue into asking for recommendations that we hope would become actionable on the part of the legislative body. We welcome all appropriate actions that will help Hawai'i's students have access to the best teachers possible and Hawai'i's school system to be able to retain them.

Thank you for the opportunity to testify **IN SUPPORT OF SCR 100 and HR 54.**

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Senate Committee on Ways and Means
Senator Jill Tokuda, Chair
Senator Ronald Kouchi, Vice Chair

April 8, 2015

Dear Chair Tokuda, Vice Chair Kouchi and Committee Members:

This testimony is submitted in support for SCR100, requesting the Legislative Reference Bureau, in consultation with the Department of Education (DOE) and University of Hawaii at Manoa College of Education, to prepare a study that examines and provides recommendations on improving the retention of teachers within the DOE.

The Hui for Excellence in Education (HE'E) is a diverse coalition of over 40 parent and community organizations dedicated to improving student achievement by increasing family and community engagement and partnerships in our schools. Our member list is attached.

The topic of teacher retention has come up in a number of community conversations recently, as teachers as well as parents and community members are concerned with the Hawaii data that states that over 50% of teachers leave the DOE within the first five years of teaching.¹ We know that there is a huge cost associated with teacher turnover, not only in recruiting and training, but also the impact it has on our students. The Coalition believes it is worth pursuing a study to examine improving the retention of teachers within the DOE and agrees with the recommendations to be included in the study as listed in the resolution.

Thank you for the opportunity to testify. Our support of this bill represents a 75% consensus or more of our membership.

Sincerely,

Cheri Nakamura
HE'E Coalition Director

¹ Mary Vorsino, "Teacher Dropouts," *Honolulu Star Advertiser*, September 7, 2010, http://www.staradvertiser.com/news/20100907_teacher_dropouts.html?id=102324689

Academy 21
After-School All-Stars Hawaii
Alliance for Place Based Learning
*Castle Complex Community Council
*Castle-Kahuku Principal and CAS
Center for Civic Education
Coalition for Children with Special Needs
*Faith Action for Community Equity
Fresh Leadership LLC
Girl Scouts Hawaii
*Good Beginnings Alliance
Harold K.L. Castle Foundation
*Hawaii Appleseed Center for Law and Economic Justice
Hawai'i Athletic League of Scholars
*Hawai'i Charter School Network
*Hawai'i Nutrition and Physical Activity Coalition
*Hawaii 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
*Kaho'omiki
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
Our Public School
*Pacific Resources for Education and Learning
*Parents and Children Together
*Parents for Public Schools Hawai'i

Punahou School PUEO Program

Teach for America

The Learning Coalition

US PACOM

University of Hawai'i College of Education

YMCA of Honolulu

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