



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

Date: 03/15/2019
Time: 02:45 PM
Location: 229
Committee: Senate Education

Department: Education

Person Testifying: Dr. Christina M. Kishimoto, Superintendent of Education

Title of Bill: HB 1276, HD1 RELATING TO EDUCATION.

Purpose of Bill: Requires the Department of Education to establish and implement a four-year pilot program within one complex area. Authorizes best practices for the pilot program. Appropriates funds. (HB1276 HD1)

Department's Position:

The Department of Education (Department) supports the intent of HB 1276 HD1 to establish and implement a four-year pilot program within one complex area. The Department respectfully offers comments.

The Department recognizes that some initiatives, such as the Massachusetts Expanded Learning Time (ELT) as referenced in the bill, have improved academic outcomes for schools by providing increased opportunities for teachers to have time for collaborative planning and professional development as well as increased opportunities for students to engage in high quality learning activities.

Historically, principals have always had the autonomy to work with teachers and staff to configure their school's schedule to best meet student needs and allow time for professional development, data team meetings, collaborative planning and additional student enrichment opportunities.

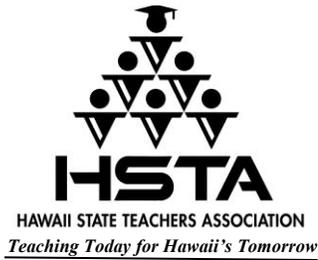
Utilizing the innovative school design process, school level leaders and staff can create new classroom strategies, learning environments, project-based learning and co-teaching arrangements. Currently, the Department provides professional development opportunities for school administrators and tri-level leadership teams comprised of state, complex area and school level members continue to collaborate and share decision-making responsibilities.

Moving forward, the Department's Equity, Excellence & Innovation: Moving Toward a 10-year HIDEOE Action Plan provides the structure for schools and complex areas to develop best practices and effective teaching and learning strategies that are foundational to educational equity and excellence, including pilot programs.

The Department is appreciative of the appropriation included in this measure provided that its passage does not replace or adversely impact priorities as indicated in our Board of Education approved budget.

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

The Hawaii State Department of Education seeks to advance the goals of the Strategic Plan which is focused on student success, staff success, and successful systems of support. This is achieved through targeted work around three impact strategies: school design, student voice, and teacher collaboration. Detailed information is available at www.hawaiipublicschools.org.



Corey Rosenlee
President
Osa Tui Jr.
Vice President
Logan Okita
Secretary-Treasurer
Wilbert Holck
Executive Director

TESTIMONY BEFORE THE SENATE COMMITTEE ON
EDUCATION

RE: HB 1276, HD1 - RELATING TO EDUCATION

FRIDAY, MARCH 19, 2019

COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Kidani and Members of the Committee:

The Hawaii State Teachers Association **offers comments and suggested amendments for** HB 1276, HD1 relating to education.

Currently, HB 1276, HD1, would require the Department of Education to establish and implement a four-year pilot program within one complex area. It would authorize best practices for a pilot program.

However, we offer amendments to change this bill into a study, or working group, that could iron out the particulars and thus have a clearer path to what is being asked for in this pilot project. In this way the Hawaii State Teachers Association looks forward to the opportunity to examine in-depth the issues and implications of implementing this pilot project for a complex within our public schools, while taking into consideration collective bargaining agreements that may be needed to implement this pilot project in the future. We look forward to seeing how a study, or a working group, will explore best practices used by the state of Massachusetts and how their changes in their public education system have positively impacted teachers, staff, and students.

The Hawaii State Teachers Association supports the concepts of providing teachers with the opportunity for collaborative planning time and expanded opportunities for student learning; however, some areas of concern can be clarified through a study, or a working group, to determine what changes in policy may need to be collectively bargained for in order to implement:

Some of the items cited in the bill that might be subject to collective bargaining, depending on how they are implemented including:



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- The allotted 45 minutes of time for teachers (Would these minutes be added on to their work day? (If yes, they need to be collectively bargained for), or allowed for by giving teachers an additional 45 minute prep period during the school day (If yes, this doesn't need to be collectively bargained for)
- Requiring observations of teachers (Would these be evaluative? (If yes, they need to be collectively bargained for). Or, would these observations be teacher to teacher observations they would use to collaborate in ways similar to our mentor induction program observations? These observations would not be turned in to administration. (If yes, teacher to teacher, non-evaluative, for collaboration purposes only, they would not need to be collectively bargained for.)
- Mandatory additional instructional time (This would definitely need to be collectively bargained for if it is mandatory instructional time, as this is definitely a negotiated item) However, if it is set up as an after school instructional program, it could be offered to teachers who would have an option to sign up for it, with additional pay, much like some of our after school programs now., then it would not need to be collectively bargained for.)

The Hawaii State Teachers Association supports decision making for the best learning environments for all the keiki. This bill is concerning since it is very prescriptive in nature, to the point of micro-managing, as to what will/should happen to create the planning of learning time, without yet addressing the concerns listed above.

The Hawaii State Teachers Association believes that the cost of \$250,000 will be nowhere near enough to cover the costs related to all of the above in addition to implementing project-based learning and assessments for students, including pay for additional working hours, project-based learning professional development for some teachers, and then multiply that cost by every school within a complex- the cost would depend a lot on which complex is chosen. Lastly, we would suggest finding out cost per school for 21st Century Grants that provided after school programs, to estimate the cost per school, as this would help you estimate the cost for a complex.

Given that it appears that this bill is attempting to legislate an additional program of which parts should be negotiated, as stated above, and along with our other concerns, the Hawaii State Teachers Association asks your committee to consider turning this bill into a working group, or a study, to determine the logistics of its implementation, which would provide the time needed for any negotiations that



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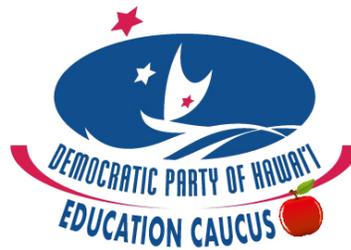
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may need to occur, and time to figure out which complex is interested, including getting the buy-in from the teachers in the complex. We appreciate the intent, but we are not able to support this bill until it is clear how we would be able to move forward after our concerns are addressed.



HOUSE BILL 1276, HD 1, RELATING TO EDUCATION

MARCH 15, 2019 · SENATE EDUCATION
COMMITTEE · CHAIR SEN. MICHELLE N. KIDANI

POSITION: Comments.

RATIONALE: The Democratic Party of Hawai'i Education Caucus offers comments and suggested amendments for HB 1276, HD 1, relating to education, which requires the Department of Education to establish a four-year pilot program within one complex area and authorizes best practices for the pilot program.

To begin, the pilot program called for by this proposal includes 45 additional minutes of teacher preparation, teacher collaboration, or student advisory time. Management of teacher instructional minutes is a subject of collective bargaining, however, and should not be legislated, particularly if the time is intended to be *additional* to what is currently contained in HSTA-BOE master agreement, in which case it would also require additional compensation for extra work.

Furthermore, this measure asks the department to micromanage teachers' classroom leadership techniques, including the manner in which desks are arranged in classrooms and team-teaching strategies. Such decisions are, in our view, best made at the school level by teachers themselves, who know best how meet their students unique and individual needs and should be trusted as professionals. Teachers, rather than the department, should determine what teaching strategies

to use to increase student learning growth, as well as what classroom structures or instructional techniques are best suited to the facilitation of strategies chosen for content delivery.

We urge your committee to **replace the contents of this measure with language calling for a task force that invites educational stakeholders to evaluate national and global practices that may be adopted to the benefit of Hawai'i's students**. Examples of school systems that such a task force might study include those found in Massachusetts, Vermont, Finland, Canada, and Singapore, which combine a well-funded commitment to equity with an emphasis on educator empowerment to increase scholastic achievement.