

MAR 13 2015

SENATE CONCURRENT RESOLUTION

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.

1 WHEREAS, the systemic shortage of public school teachers
2 within the Department of Education is exacerbated by multiple
3 factors, including the limited pool of qualified applicants to
4 recruit, and the subsequent administrative challenge of
5 retaining teachers once employed; and
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7 WHEREAS, the severity of this shortage is particularly
8 evident in schools lacking modern facilities and the resources
9 with which to offer new teachers a competitive salary and
10 benefits; and
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12 WHEREAS, in 2010, the Honolulu Star-Advertiser reported
13 that "more than half of Hawaii's public school teachers leave
14 within five years of being hired"; and
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16 WHEREAS, the retention of highly qualified teachers in
17 public schools is critical to achieving long-standing
18 educational goals and academic standards set by the State; now,
19 therefore,
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21 BE IT RESOLVED by the Senate of the Twenty-eighth
22 Legislature of the State of Hawaii, Regular Session of 2015, the
23 House of Representatives concurring, that the Legislative
24 Reference Bureau, in consultation with the Department of
25 Education and University of Hawaii at Manoa College of
26 Education, is requested to prepare a study that examines and
27 provides recommendations on improving the retention of teachers
28 within the Department of Education; and
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1 BE IT FURTHER RESOLVED that the study include the
2 following:

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- 4 (1) Cases and reports over the past ten years by teachers
5 and administrators on specific factors that had
6 encouraged or discouraged retention as based on years
7 of service within the Department of Education;
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- 9 (2) Specific data on the average length of service within
10 the Department of Education of teachers who graduated
11 from University of Hawaii programs, other accredited
12 teacher preparation programs within the State of
13 Hawaii, and those who transfer into the State from
14 other states, as well as an analysis of the factors
15 contributing to differing persistence rates; and
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- 17 (3) Recommendations of administrative and legislative
18 possibilities to incentivize teachers toward continued
19 employment within the Department of Education, and any
20 other proposed strategies designed to mitigate the
21 systemic shortage of qualified teachers; and
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23 BE IT FURTHER RESOLVED that the Legislative Reference
24 Bureau is requested to submit a report of its findings and
25 recommendations, including any proposed legislation, to the
26 Legislature no later than twenty days prior to the convening of
27 the Regular Session of 2016; and
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29 BE IT FURTHER RESOLVED that certified copies of this
30 Concurrent Resolution be transmitted to the Director of the
31 Legislative Reference Bureau, President of the University of
32 Hawaii, Chairperson of the Board of Education, Superintendent of
33 Education, and Dean of the University of Hawaii at Manoa College
34 of Education.
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OFFERED BY:

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