

MAR 13 2015

SENATE 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,
23 that the Legislative Reference Bureau, in consultation with the
24 Department of Education and University of Hawaii at Manoa
25 College of Education, is requested to prepare a study that
26 examines and provides recommendations on improving the retention
27 of teachers within the Department of Education; and
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29 BE IT FURTHER RESOLVED that the study include the
30 following:
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- 32 (1) Cases and reports over the past ten years by teachers
33 and administrators on specific factors that had



1 encouraged or discouraged retention as based on years
2 of service within the Department of Education;

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4 (2) Specific data on the average length of service within
5 the Department of Education of teachers who graduated
6 from University of Hawaii programs, other accredited
7 teacher preparation programs within the State of
8 Hawaii, and those who transfer into the State from
9 other states, as well as an analysis of the factors
10 contributing to differing persistence rates; and

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12 (3) Recommendations of administrative and legislative
13 possibilities to incentivize teachers toward continued
14 employment within the Department of Education, and any
15 other proposed strategies designed to mitigate the
16 systemic shortage of qualified teachers; and

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18 BE IT FURTHER RESOLVED that the Legislative Reference
19 Bureau is requested to submit a report of its findings and
20 recommendations, including any proposed legislation, to the
21 Legislature no later than twenty days prior to the convening of
22 the Regular Session of 2016; and

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24 BE IT FURTHER RESOLVED that certified copies of this
25 Resolution be transmitted to the Director of the Legislative
26 Reference Bureau, President of the University of Hawaii,
27 Chairperson of the Board of Education, Superintendent of
28 Education, and Dean of the University of Hawaii at Manoa College
29 of Education.

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31 OFFERED BY: Michelle Kadani
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M.H.M.