



DECEMBER 2019
EDUCATION COMMISSION
OF THE STATES

HTSB Major Responsibilities

Act 240 of the Eighteenth Legislature, State of Hawaii, established the Hawaii Teacher Standards Board in 1995. The HTSB has full responsibility for establishing teacher, school counselor and school librarian licensing standards, and issuing licenses to education professionals who meet the criteria. The Board issues three tiers of licenses and four kinds of special permits. The Board approves Hawaii based state approved teacher, counselor and librarian education programs (SATEP); reports to the federal government on licensing and teacher education programs; and approves, validates and adopts licensure tests.

Preparation

Hawaii's fourteen Educator Preparation Programs (EPPs) are located in a variety of settings, from a major public Research 1 university, to small private institutions, to non-profit organizations. Traditional undergraduate programs as well as fully online modules strive to meet the needs of our teacher candidates. Last year, Hawaii EPPs recommended 632 individuals for licensure with a total of 713 license fields.

Licensure

During the 2018-2019 school year, HTSB's small but mighty licensing staff, two specialists and two clerks, processed 5,132 applications for licensure, returned 6,500 telephone calls, sent 4,049 emails, and returned 3,105 messages in the online licensing system. 4,492 licenses and permits were approved by our board. 1/4 had less than three years of experience and 1/4 were had three or more years of experience (120 Advanced Licenses and 730 were Emergency Hires) Customer feedback says that our staff are "knowledgeable, professional and responsive," 84% have had a "Positive," experience (70% "Very Positive"). One teacher wrote: *"Excellent customer service, promptly informed me of what was needed to advance my credential. HTSB staff knew exactly how the credential questions applied to my teaching field with the Hawaii DOE. Notified me every step of the way to help me complete the process and to successfully advance my credential."*

Reciprocity

HTSB recognizes all of the following for out of state applicants:

- Educator preparation programs that lead to licensure in the home jurisdiction;
- Equivalent level licensure;
- Experience in public and non-public accredited schools worldwide;
- Verbal confirmation of meeting requirements for military/spouses while waiting on official documentation.

For More Information:

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HTSB Initiatives for 2019-2020

Educator Ethics are Needed

After nine days of trainings (July 2019), presentations and meetings with educators, participant feedback shows that training on the Model Code of Ethics for Educators (MCEE) is needed. Educators shared that they are approached by a colleague with an ethical dilemma on a weekly basis. The MCEE concept that is of most importance to educators is being able to “recognize and navigate the risks educators faced each day.” We will offer professional development (Spring 2020) to develop a collective understanding of MCEE and a course on how to apply it, creating a public bank of ethical dilemmas. We are also lucky to have Frederick Lane join us to share applications of MCEE to “Cyber Ethics,” and guidance for educators and families in our fast-paced, technology-heavy lives.

LEAP into Board Certification

Research indicates that National Board Certification impacts three major issues: teacher quality, teacher retention, and teacher engagement. HTSB is committed to increasing the number of National Board Certified Teachers (NBCTs) in Hawaii with a focus on reaching under-represented and rural area teachers. We have begun a pilot National Board project with Kamaile Academy and Waiānae Complex schools. We are also designing professional development to build readiness and future success for our teachers who are not yet ready to become National Board candidates. National Board-Certified Teachers (NBCTs) who are ready to Lead, Elevate, and Advocate for the Profession (LEAP) will broaden their impact on education by becoming NBCT Ambassadors. LEAP events will take place in November and March. Peggy Brookins, NBCT and President of NBPTS will be our special guest at the March event!

Alternate Routes

Hawaii public schools hire about 1,000 teachers each year. There are about 600 teacher candidates that graduate from Hawaii State Approved Teacher Education Programs (SATEP) each year, leaving an annual gap of about 400 teachers in our state. We will be designing a process to address the gap with outreach to educators that were eligible to complete a SATEP, but for some reason, never did. Our focus is on substitute teachers, educational assistants and emergency hire teachers that have a bachelor's degree but never received a teaching license. We will identify what is keeping them from becoming a licensed teacher.