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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	Punahou School PUEO Program
After-School All-Stars Hawaii	Teach for America
Alliance for Place Based Learning	The Learning Coalition
*Castle Complex Community Council	US PACOM
*Castle-Kahuku Principal and CAS	University of Hawai'i College of Education
Center for Civic Education	YMCA of Honolulu
Coalition for Children with Special Needs	<i>Voting Members (*) Voting member organizations vote on action items while individual and non-voting participants may collaborate on all efforts within the coalition.</i>
*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	