



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

OFFICE OF THE SUPERINTENDENT

October 20, 2015

TO: The Honorable Brian De Lima  
Chairperson, Human Resources Committee

FROM:   
Kathryn S. Matayoshi  
Superintendent

SUBJECT: **Presentation on Special Education Staffing, Including Staff Shortages and their Effects on the Delivery of Services**

1. DESCRIPTION

Special Education (SPED) and other teachers are in short supply throughout the nation. The Department's vacancy rates for SPED teachers are higher than for General Education teachers.

2. PRESENTATION

The Office of Human Resources (OHR) will present an overview of SPED staffing that includes data on SPED teacher vacancies, a report on the ongoing recruitment and retention efforts for SPED teachers, and plans for future efforts to enhance SPED staffing. The Office of Curriculum, Instruction and Student Support (OCISS) will respond to questions about the delivery of SPED services.

KSM:BAK:je  
Attachment

c: Office of Human Resources

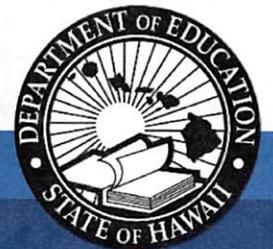
# Presentation on special education staffing, including staff shortages and their effect on the delivery of services

Board of Education  
Human Resources Committee

October 20, 2015

HAWAII STATE DEPARTMENT OF EDUCATION

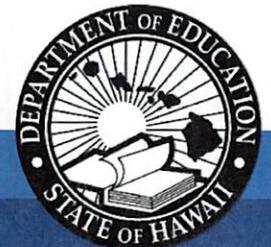
[HawaiiPublicSchools.org](http://HawaiiPublicSchools.org)



# Special Education (SPED) Enrollment\*

|                                    | 2012-2013 | 2013-2014 | 2014-2015 |
|------------------------------------|-----------|-----------|-----------|
| <b>OFFICIAL STUDENT ENROLLMENT</b> |           |           |           |
| <b>SPED</b>                        | 18,992    | 18,967    | 18,805    |
| <b>Gen Ed</b>                      | 165,469   | 167,858   | 163,579   |
| <b>Total Enrollment</b>            | 183,251   | 186,825   | 182,384   |
| <b>% SPED</b>                      | 10.4%     | 10.2%     | 10.3%     |

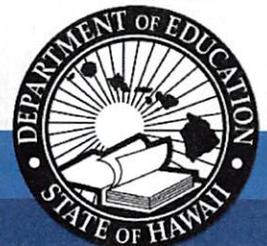
\*Includes public charter schools



# Appropriated SPED Positions\*

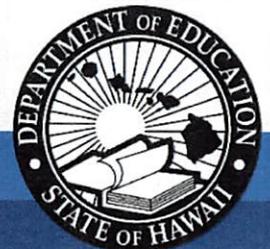
|                              | 2012-2013 | 2013-2014 | 2014-2015 |
|------------------------------|-----------|-----------|-----------|
| <b>SPED teacher</b>          | 2,184     | 2,185.5   | 2,185.5   |
| <b>Article VI teacher</b>    | 885       | 883.5     | 883.5     |
| <b>Educational Assistant</b> | 2,092     | 2,092     | 2,092     |

\*Staffing for SPED teachers, general education Article VI (Art VI) and educational assistants (EAs) are done through the staffing methodology. Not included are SPED teacher positions for Olomana and Hawaii School for the Deaf and Blind, both of which are appropriated through categorical funding in EDN150.



# SPED Staffing Methodology

- Official Student Enrollment counts are used to determine allocation to districts
- The Legislature allocates positions to the Department annually
- District allocations are based on the percentage of identified SPED students
- Each District distributes its allocation based on the needs of the schools



# Is there a shortage of special education and specialized instructional support personnel?

## YES

- 49 states report a shortage of special education teachers/related service personnel for 2013-2014. (1)
- Special education teachers leave the teaching profession at nearly double the rate of their general education colleagues (12.3% vs. 7.6%) (2)

(1) [http://personnelcenter.org/documents/2011-12%20Special%20Education%20&%20Related%20Services%20Shortage%20List\\_summary.pdf](http://personnelcenter.org/documents/2011-12%20Special%20Education%20&%20Related%20Services%20Shortage%20List_summary.pdf)

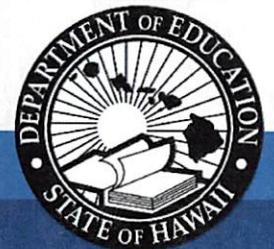
(2) Keigher, A. (2010). Teacher Attrition and Mobility: Results From the 2008–09 Teacher Follow-up Survey (NCES 2010-353). U.S. Department of Education. Washington, DC: National Center for Education Statistics. Retrieved September 12, 2013



# Teacher Vacancy Rates Start of School Year\*

|                   |                  | Positions<br>(Official SY<br>count as of<br>10/1/14) | Filled<br>(as of 8/1/14) | Vacant<br>(as of 8/1/14) | % Filled |
|-------------------|------------------|--|--------------------------|--------------------------|----------|
| August 1,<br>2014 | All Teachers     | 13,052   | 12,619                   | 433                      | 96.7%    |
|                   | SPED<br>Teachers | 1,830  | 1,710                    | 120                      | 93.4%    |

\*Note: "Vacant" positions are filled by substitute teachers.  
Most initial vacancies are filled after the start of the SY.



# Special Education Teacher Vacancies

| Special Ed Related Teacher Positions | 10/1/2012   |            |           | 10/1/2013   |            |           | 10/1/2014   |            |            |
|--------------------------------------|-------------|------------|-----------|-------------|------------|-----------|-------------|------------|------------|
|                                      | SATEP       | No SATEP   | Vacant    | SATEP       | No SATEP   | Vacant    | SATEP       | No SATEP   | Vacant     |
| <b>12-Mo Spec Ed Teacher</b>         | 17          | 0          | 0         | 18          | 0          | 0         | 20          | 0          | 3          |
| <b>Gen Educ/Article VI Tchr</b>      | 838         | 17         | 17        | 840         | 10         | 11        | 825         | 17         | 19         |
| <b>Spec Ed Tchr/Pre-School</b>       | 227         | 4          | 10        | 223         | 2          | 12        | 235         | 4          | 13         |
| <b>Spec Ed Teacher</b>               | 1670        | 89         | 69        | 1666        | 108        | 71        | 1627        | 109        | 94         |
| <b>Grand Total</b>                   | <b>2752</b> | <b>110</b> | <b>96</b> | <b>2747</b> | <b>120</b> | <b>94</b> | <b>2707</b> | <b>130</b> | <b>129</b> |

SATEP = State Approved Teacher Education Program



# Incentives For Special Education Teachers

- Recruitment / Retention Incentive For Licensed Special Education Teachers
  - \$10,000 for a three year commitment to return to SPED (in HSTA contract)
- Retiree Return to Special Education Incentive
  - \$10,000 for a three year commitment to return to SPED (in HSTA contract)
- Federal Loan Forgiveness Program
  - US DOE recognizes Special Education as a shortage area in Hawaii
- Scholarships for students who enroll in certain University of Hawaii College of Education Programs (i.e. SPED Post Bach. Program)



# Incentives For All Teachers

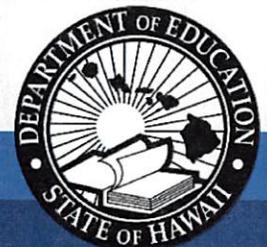
(Including SPED Teachers)

- Hard-to-Staff Location Incentive
  - \$3,000 annual differential [increased from \$1,500]
- National Board Certification Incentive
  - \$5,000 annual differential
  - Plus an additional \$5,000 if in Hard-To-Staff Location, etc.
- \$2,500 Bonus after gaining tenure
- Annual teacher license fee paid for all effective tenured teachers
- Relocation Bonus of \$3,000 (subject to budget)



# Recruitment Strategies

- Out of State Recruitment
  - Interview priority is given to SPED teachers
  - Spring 2015 – Visited Poughkeepsie, NY and New York, NY
- Postings on DOE Website
- Social Media Ads (e.g. Facebook, LinkedIn)
- Bi-Annual presentations to local universities regarding DOE employment
- Attendance at Local Job Fairs (including Military job fairs)
- Troops to Teachers
- Teach for America



## Plans for SY16-17 Staffing

- Continue to prioritize mentoring for SPED Teachers
- Enhance recruitment outreach (e.g. mainland trips, university/college contacts, improve communications about existing incentives) within available budget
- Consider proposals for HSTA contract negotiations (eff. 7/1/17)
- Engage stakeholders to identify recruitment/retention challenges and potential solutions
- Leverage existing programs and explore feasibility of new programs (e.g. SPED student teacher stipends) within budget restrictions



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