



STATE OF HAWAII
HAWAII TEACHER STANDARDS BOARD
650 IWILEI ROAD, SUITE 201
HONOLULU, HAWAII 96817

July 18, 2017

To: The Honorable Lance Mizumoto, Chairperson
Hawaii Board of Education

From: Felicia Villalobos, Chairperson
Hawaii Teacher Standards Board

Subject: Board Action on nomination of Lynn Hammonds as Executive Director
of the Hawaii Teacher Standards Board (2017-2021)

1. RECOMMENDATION

The Hawaii Teacher Standards Board (HTSB) recommends Ms. Lynn Hammonds for approval by the Board of Education (BOE) to the position of Executive Director for the HTSB.

2. RECOMMENDED EFFECTIVE DATE

Ms. Hammonds' appointment will take effect upon BOE approval for a term of four years.

3. DISCUSSION

a. Conditions leading to the recommendation

Pursuant to Hawaii Revised Statutes (HRS) §302A-801(f) governing the HTSB:

The board may employ an executive director for a term of up to four years, who shall be appointed by the board of education without regard to chapters 76 and 89; provided that the board shall submit a nominee to the board of education for approval or disapproval; provided further that if the nominee is disapproved, the board shall submit another nominee to the board of education for approval or disapproval.

The board may terminate the executive director's contract for cause; provided that the board shall submit the recommendation for termination to the board of education for approval or disapproval.

b. Previous action of the BOE on this matter

The BOE approved the appointment of Ms. Hammonds in August 2010 and July 2014.

c. Other policies affected

None

d. Arguments in support of the recommendation

Over the past seven years, Ms. Hammonds has supported the work of the HTSB in streamlining the licensing process, implementation of an online licensing system, and developing new license fields to meet the needs of the DOE and charter schools. She has been instrumental in bringing together preparation programs, employers, unions, and teachers in the field to focus on how preparation and licensure can advance the profession and best meet the needs of Hawaii keiki and families.

e. Arguments against the recommendation

None

f. Other agencies or departments of the State of Hawaii involved in the action

None, although representatives of the BOE Chairperson, DOE Superintendent, and Dean of the College of Education at the University of Hawaii at Manoa sit on the HTSB and participated and support this recommendation.

g. Possible reaction of the public, professional organizations, unions, DOE staff and/or others to the recommendation.

For the past seven years, Ms. Hammonds has worked closely with and received support from all stakeholders, including the Department of Education, Charter Commission and Schools, Educator Preparation Programs, and the Hawaii State Teachers Association, to uphold teacher preparation standards and licensing criteria while working to build an inclusive teacher workforce.

Attachments:

New Business Item 16-47: Consideration of Reappointment of Executive Director

Resume, L. Hammonds

Accomplishments during tenure of L. Hammonds as HTSB Executive Director

HTSB

**New Business Item
16-47**

**Reappointment of
Executive Director**

TITLE: Consideration of Reappointment of Executive Director

Pursuant to Hawaii Revised Statutes (HRS) §302A-801(f):

The board may employ an executive director for a term of up to four years, who shall be appointed by the board of education without regard to chapters 76 and 89; provided that the board shall submit a nominee to the board of education for approval or disapproval; provided further that if the nominee is disapproved, the board shall submit another nominee to the board of education for approval or disapproval.

The board may terminate the executive director's contract for cause; provided that the board shall submit the recommendation for termination to the board of education for approval or disapproval.

The Hawaii Teacher Standards Board approves the reappointment of Lynn Hammonds for a four year term, as provided for in HRS §302A-801 (f), as HTSB Executive Director of HTSB, effective July 1, 2017, through June 30, 2021.

The HTSB Chairperson, or her designee, shall present the board's selection to the Board of Education for approval.

Submitted by: Terry Lynn Holck

Referred to:

RESUME

OF

LYNN HAMMONDS

LYNN HAMMONDS

EXPERIENCE

- **Hawaii Teacher Standards Board Executive Director**, January 2010-present, previously HTSB Licensing Specialist.
- **Twenty-two years classroom teaching experience** in Grades 1-8, in Hawaii, California, and Tennessee.
- **Education Account Executive** for Southern California and Hawaii K-12 education accounts, assisting school districts implementing effective technology curriculum into classrooms.

HIGHLIGHTS OF CAREER ACCOMPLISHMENTS

- **Western Region Director**, National Association of State Directors of Teacher Education and Certification (NASDTEC)
- **Member, National Council for the Accreditation of Teacher Education Board of Examiners**, serving on visitation teams for the only professional accrediting body for teacher preparation programs utilizing performance-based accreditation.
- **National Board for Professional Teaching Standards (NBPTS) certified teacher**, 1999, Middle Childhood Generalist.
- **Japan Fulbright Memorial Fund Master Teacher**, sponsored by the government of Japan and the Japan-U. S. Educational Commission (JUSEC) to implement on-line collaboration, cross-cultural learning and the development of international curricula between schools in the United States and Japan.
- **Support Provider, California Beginning Teacher Support and Assessment**, guiding beginning teachers through the induction process as they collect and interpret evidence of quality teaching performance in preparation for obtaining the professional clear license.
- **NASA Teacher-Mentor**, supporting math, science and technology curriculum with NASA resources to help disseminate space curriculum to schools throughout the country.

EDUCATION

- **Doctoral student, University of Hawaii at Manoa College of Education** EdD program, cohort III.
- **M. Ed., University of Memphis**, in curriculum and instruction. Phi Delta Kappa, University Orchestra harpist.
- **B. A., Union University**, Jackson, Tennessee, in history, elementary education and secondary education. National Merit Scholar.

LICENSURE AND CERTIFICATIONS

- **National Board for Professional Teaching Standards Certification**, Middle Childhood Generalist, 1999-2009
- **State of California**, Administrative Services Eligibility Credential, Multiple Subject Credential

**HTSB
ACCOMPLISHMENTS
DURING
TENURE OF
L. HAMMONDS**

**HTSB Accomplishments during Tenure of Executive Director Lynn Hammonds
January 1, 2010 - Present**

Licensing:

- Renewal, payment and the license applications were deployed on the online licensing system;
- Amended expiration date of licenses to June 30 as they are issued and renewed for continuity;
- Approved an alternative route to licensure for a standard Career and Technical Education license requiring the minimum of an associate’s degree and multiple options for content expertise;
- Approved a continuing agreement with the National Association of State Directors of Teacher Education and Certification (NASDTEC) Interstate Agreement on Licensure and Preparation Programs;
- Defined and implemented the license renewal audit process;
- Provided Hawaii DOE teachers alternative ways to verify teaching experience for renewal;
- Provided out of state teachers additional options for submitting license documentation to facilitate mobility and support the Board’s call to work toward full reciprocity;
- Accepted full state reciprocity for teachers licensed for the first time in other states since July 1, 2006;
- Recognized the Provisional License as a full state license, meaning it may be used as one of the requirements for teachers to attain Highly Qualified status;
- Enabled teachers to print a copy of their official online license;
- Transitioned from multiple options to two payment options for license and renewal fees, either payment in full or a yearly fee for the life of the license;
- Added fifty-seven new World Language fields;
- Provided for a “forfeited” status for license holders who are delinquent in fee payments rather than suspension of the license, eliminating the need for a reinstatement hearing and reporting to the National Association of State Directors of Teacher Education and Certification (NASDTEC) Clearinghouse;
- Approved changes to the following Hawaii license fields and levels to support the assignment of teachers in Hawaii public schools:
 - Change of Early Childhood, Middle Level, and Secondary License Levels:
 - Middle level license levels were changed from 5-9 to 6-8;
 - Secondary license levels were changed from 7-12 to 6-12.
 - Added the Early Childhood Education level of PK-K.
 - Addition of the following P-12 Levels to Existing License Fields:
 - Hawaiian Language Immersion
 - Special Education
 - SPED – Deaf/Hard of Hearing
 - SPED - Mild/Moderate
 - SPED - Orientation and Mobility
 - SPED - Orthopedically Handicapped
 - SPED - Severe/Profound
 - Teaching English to Speakers of Other Languages

- Addition of the following science fields:
 - Biology
 - Chemistry
 - Earth and Space Science
 - Environmental Science
 - Marine Science
 - Physics
- Addition of the following social studies fields:
 - Economics
 - Geography
 - Government/Political Science
 - History
 - Psychology
 - Sociology
- Addition of the following other fields:
 - STEM
 - American Sign Language
 - CTE Health Services and Health Services Vocational
- The following three fields are adopted but may only be issued to teachers who hold a current, valid Hawaii license, have three years of satisfactory teaching experience and meet any additional requirements to add a new license field:
 - Literacy Specialist
 - Online Teaching
 - Teacher Leader
- Detailed implementation for the collection of fines for teaching in Hawaii public schools without an active license;
- Approved a direct process for Hawaii educator preparation programs to report teacher candidate verification of basic skills and content knowledge, so that when an EPP reports to HTSB that a candidate has completed their program, they are ready to be licensed;
- Set the requirements for the Teacher Leader license to include Hawaii Department of Education or Charter School experience verified by a school administrator for any of the following experiences:
 - curriculum or content specialist/coach;
 - state office or complex area instructional or data coach;
 - mentor teacher;
 - department/grade level chair;
 - service on school-wide, district or national level that develops leadership skills and benefits students, school community or the profession, eg., accreditation team, school turnaround team, instructional leadership team, etc.
- Adopted recommendations from the Hawaiian Focus Workgroup 2014-2015:
 - After July 1, 2022, initial licensure in the separate fields of Hawaiian Language and Hawaiian Studies not be issued;
 - A new field of Hawaiian Knowledge P-3, K-6, 6-8, 6-12, K-12, and P-12 be issued as a blend of Hawaiian Language and Hawaiian Studies;

- The license field Hawaiian Language Immersion be renamed Kaia‘ōlelo-Kaiapuni Hawai‘i;
 - The standards for Hawaiian Knowledge and Kaia‘ōlelo-Kaiapuni Hawai‘i be adopted for use by preparation providers and for licensure, with the provision that Educator Preparation Programs (EPPs) using the current standards may continue to use them until they have completed their next State Approval of Teacher Education Program (SATEP) review;
 - Indigenous Education Programs be reviewed by a joint World Indigenous Nations Higher Education Consortium (WINHEC)/HTSB team of reviewers;
 - That the content assessment currently administered at UH Hilo as Hawaiian 490 be recognized for use as a licensure assessment and to add a field in Hawaiian Language, Hawaiian Studies, Hawaiian Language Immersion, Kaia‘ōlelo-Kaiapuni Hawai‘i and Hawaiian Knowledge if it is adopted.
- In conjunction with the Office of Hawaiian Education and Hawaii educator preparation programs, deployed a permit for teachers in shortage Hawaiian fields;

Legislative:

Statute:

- Revised language regarding board member terms; CTE licensing; policies for alternative pathways to licensure; extending the Advanced License to ten years; penalty language;
- SB2331 SD2 HD1 was approved by the Governor after passing through both houses of the Legislature. This bill clarifies the HTSB nomination process, and the requirements of the Charter School Commission and Charter School Governing Boards in reporting licensees and emergency hires to HTSB.

Administrative Rules:

- Added language to provide for delegation of powers to Executive Director to grant initial and renewed licenses, added fields and permits when all criteria have been met;
- Updated language concerning the audit of license renewals;
- Completely revised Hawaii Administrative Rules and added a section to govern approval of educator preparation programs.

Teacher Standards:

- Convened a Focus Group to submit feedback on the Interstate Teacher Assessment and Support Consortium (InTASC) Model Core Teaching Standards.
- Adopted the revised Interstate New Teacher Assessment Consortium Standards for teachers and added the requirement to include Native Hawaii history and culture in Standard 2d;
- Adopted new Librarian Performance Standards, based on the American Library Association (ALA) and American Association of School Librarians (AASL) standards;
- Adopted School Counselor Performance Standards, based on the American School Counselor Association (ASCA) National Model;
- Adopted the Council for Accreditation of Educator Preparation (CAEP) unit standards, which will be used to review Hawaii programs undergoing national accreditation.
- Approved the formation of a work group to meet during the 2016-2017 and 2017-2018 school year to review the HTSB Code of Ethics and the Model Code of Ethics for Educators.

- Adopted new standards for Hawaiian Knowledge and Kaia‘ōlelo-Kaiapuni Hawai‘i be adopted for use by preparation providers and for licensure, with the provision that Educator Preparation Programs (EPPs) using the current standards may continue to use them until they have completed their next State Approval of Teacher Education Program (SATEP) review.

Teacher Education:

- Revised the definition of alternative teacher preparation program and alternative route to licensure;
- Broadened national review of SATEP to include accreditation by a national teacher education accrediting body approved by the U.S. Department of Education;
- The following decisions were approved regarding continuing Hawaii preparation programs:
 - Kaho‘iwai became the first culturally based educator preparation program to complete TEAC national review;
 - Hawaii Pacific University obtained TEAC accreditation;
 - University of Hawaii-West Oahu attained NCATE accreditation;
 - University of Phoenix-Hawaii attained NCATE accreditation;
 - University of Hawaii-Manoa attained continuing NCATE accreditation;
 - iTeach-Hawaii attained NCATE accreditation;
 - BYU-Hawaii attained TEAC accreditation;
 - Leeward Community College attained TEAC accreditation;
 - Chaminade University, both the Education and Behavioral Sciences Divisions, obtained TEAC accreditation;
 - Teach for America attained TEAC accreditation;
 - University of Hawaii-Hilo attained TEAC accreditation.
- Revised and streamlined the preparation program state review process for new units and programs;
- Adopted a process for out of state teacher preparation programs with a physical or virtual presence in Hawaii to register with HTSB;
- Approved multiple ways for teacher candidates to demonstrate proficiency in teaching performance prior to preparation program completion and recommendation for licensure, including:
 - Completion of student teaching, internship and/or residency;
 - A combination of work experience and observation by the preparation program;
 - Passing a performance assessment adopted by HTSB in combination with other requirements of the program;
- Realigned the preparation program’s annual report to streamline the reporting process to integrate both state and federal requirements;
- Student teaching experience in K-12 programs was clarified:
 - Candidates shall be placed in student teaching settings at the appropriate grade levels and in the subjects or school roles (e.g., school counselor, school librarian) for which they are seeking a license.
 - Candidates who enter a program which leads to a K-12 or P-12 license on or after must have separate student teaching experience at every level for which they will be recommended for licensure, including:
 - Early Childhood PK-3;
 - Elementary K-6;

- Secondary 6-12.
- HTSB approved use of a pre-service performance assessment for use by Hawaii preparation programs. Two assessments were approved:
 - edTPA, developed by Stanford and supported by AACTE
 - Educational Testing Service Praxis Performance Assessment for Teachers, developed by ETS
- Modified the state approval review process for indigenous teacher education programs so that the World Indigenous Nations Higher Education Consortium (WINHEC) can participate in a joint state/WINHEC review process;

Licensure Testing:

- Required all teacher candidates to meet basic skills requirements *prior to* admission to SATEP ;
- Required all teacher candidates to meet content expertise requirements *prior to* student teaching;
- Participated in Educational Testing Service’s ongoing Second Tier Licensure study.
- Added sixty-seven new American Council on the Teaching of Foreign Languages (ACTFL) World Language content tests;
- Approved new options for Basic Skills and Content Knowledge Verification:
 - Basic skills may be verified by one of the following options:
 - Passing scores on basic skills licensure test adopted by the Board in Reading, Writing, and Mathematics; or
 - Qualifying scores on SAT Reading and Mathematics sections and passing score on Praxis writing test; or
 - Qualifying scores on ACT Reading and Mathematics sections and passing score on Praxis writing test; or
 - Bachelor’s degree awarded by an accredited institution of higher education.
 - Content knowledge may be verified by one of the following options:
 - Passing score on licensure test adopted by the Board in the content field; or
 - National Board for Professional Teaching Standards certification in the content field; or
 - Content major consisting of a minimum of thirty semester hours in the content field for a bachelor’s degree awarded by an accredited institution of higher education; or
 - A minimum of thirty semester hours in the content field from an accredited institution of higher education, at least fifteen of which must be upper division level; or
 - A master’s, specialist or doctoral degree in the license field awarded by an accredited institution of higher education.
 - Hawaii teacher, school counselor, and school librarian programs may use all of these options for entry and student teaching requirements.
- For Elementary Education K-6 licensure a total of thirty-six semester hours, including nine semester hours in *each* of the following four core content areas: language arts, mathematics, science, and social studies. At least three semester hours in each of the core content areas must be upper division level.
- Adopted a passing score of 40 out of a possible 60 points for the ETS Praxis Performance Assessment for Teachers (PPAT) for individuals applying under the alternative route to licensure using a preservice assessment.

- Approved the new World Language license field of American Sign Language and the American Sign Language Proficiency Interview (ASLPI) was also adopted, offered by the Praxis program, as an option for verification of content knowledge for this license field. The passing score of 3+, or 170 on the Praxis Scale, is also adopted. This score is based on the American Sign Language Teachers Association (ASLTA) recommendation for a cut score for provisional certification. This assessment may be used for initial licensure or to add this field to an existing Hawaii license.
- Allowed preparation units to select *either* continuing national accreditation *or* submit official scores from a nationally normed performance assessment for *all* program completers recommended for licensure to HTSB commencing no later than July 1, 2019. Currently adopted assessments are the Stanford edTPA and the Educational Testing Service Praxis Performance Assessment for Teachers (ETS PPAT). The edTPA or PPAT assessment will be one of a variety of assessments used by the EPP in deciding whether to recommend a candidate for licensure. EPP selecting this option will be reviewed by a state review team utilizing the same review process as the national review.
- Adopted the content assessment currently administered at UH Hilo as Hawaiian 490 be recognized for use as a licensure assessment and to add a field in Hawaiian Language, Hawaiian Studies, Hawaiian Language Immersion, Kaia‘ōlelo-Kaiapuni Hawai‘i and Hawaiian Knowledge.

Work Groups:

Convened the following Work Groups composed of educators, preparation faculty, DOE, and Charter School representatives to make recommendations to the HTSB on the following topics:

- World Languages
- Clinical Experience
- InTASC Teacher Standards Review Panel
- School Librarian Performance Standards Review Panel;
- School Counselor Performance Standards Review Panel;
- Hawaiian Standards, Licensure and Program Review Panel;
- Licensure Fields and Levels;
- Multiple Subject Licensure;
- STEM Licensure;
- Alternative Pathways to Licensure;
- Model Code of Ethics for Educators.

Operational:

- Revised the HTSB committee structure from 6 committees to 4 to better focus on essential functions;
- Fully deployed the online licensing system;
- Deployed an online customer service survey;
- Began using netbooks for electronic delivery of monthly board meeting materials instead of printing;
- Identified the following essential functions for HTSB:
 - Standard setting;
 - Teacher and other school professional licensure (e.g., counselors and librarians);

- Teacher preparation programs
- Licensing;
 - Issuing and renewing licenses and permits;
 - Professional fitness requirements for licensing and renewal;
 - Licensure testing;
 - Contested cases for license denial and license discipline;
- State Approval of Teacher Education;
 - Provisional reviews;
 - Coordination of onsite and electronic visits;
 - Title 2 Reporting;
- Professional development related to the board's teacher performance and teacher preparation program standards;
 - Accreditation processes;
 - National Board for Professional Teaching Standards
- Clarified procedures for professional fitness hearings before a board Hearing Panel and handling of hearing documents;
- Approved termination of the HTSB's Board Room, Suite 201B, as a cost-saving measure;
- Developed the procedure and timeline for evaluation of the Executive Director;
- Completed a realignment of the HTSB website to be more user friendly and completely integrated with the online licensing system;
- Allowed licensees to make yearly payments directly to HTSB in addition to payments accepted by the online licensing system;
- Updated the HTSB By-Laws to reflect changes in membership as required in statute and to conform language to current usage;
- Revised the HTSB specialist positions to support a team approach to licensure evaluation and customer service support.