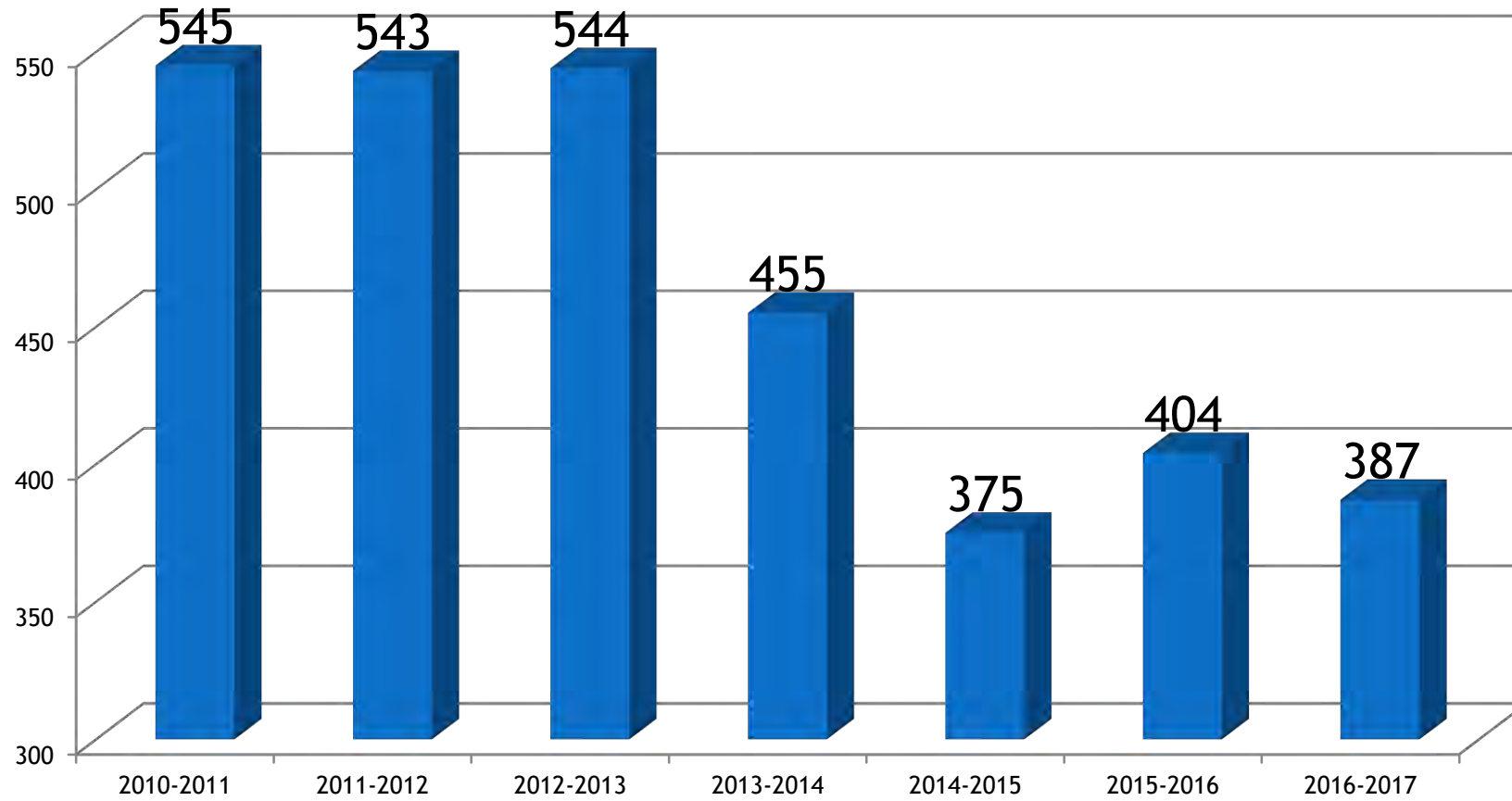


# Schools Our Keiki Deserve

Corey Rosenlee  
HSTA President

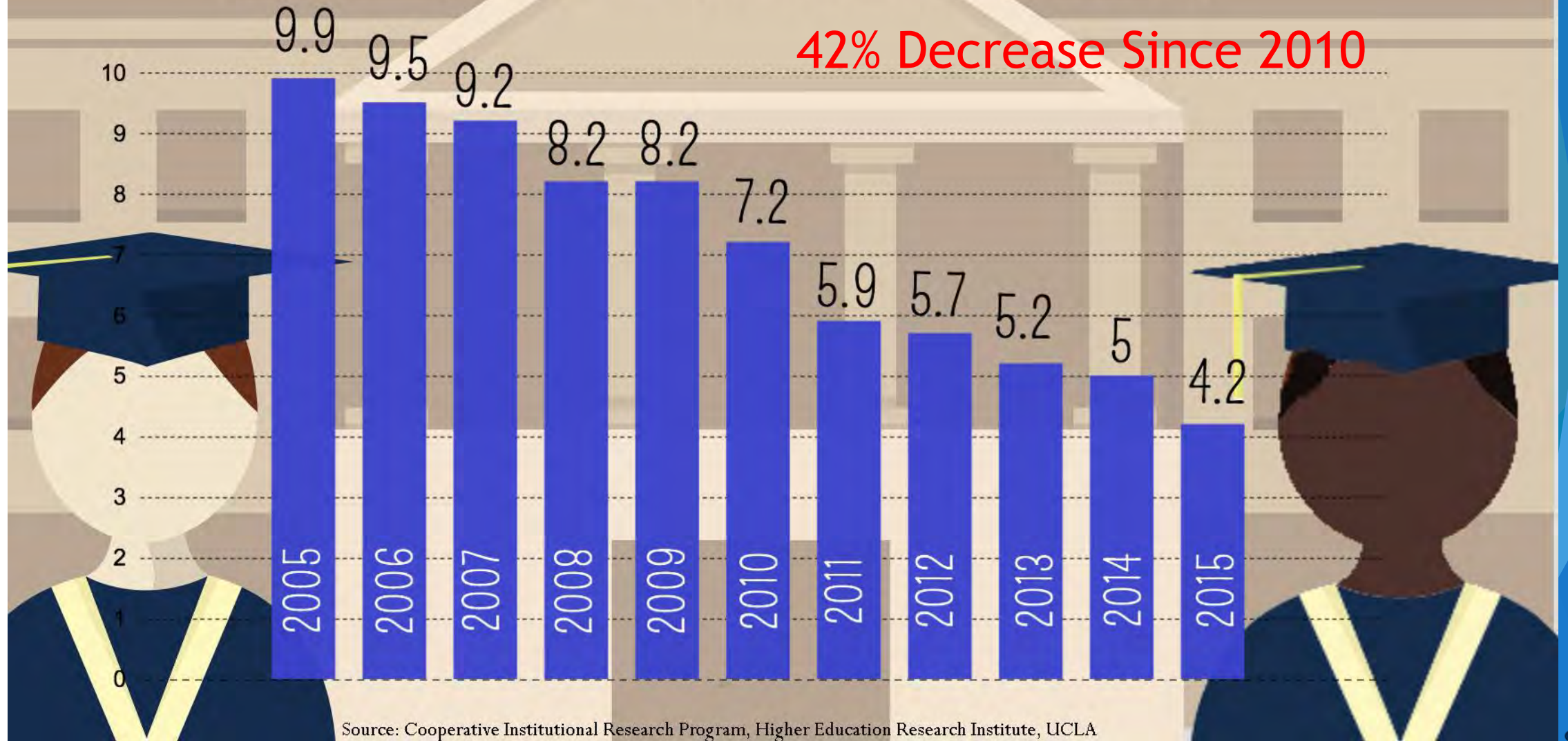
# In-State Education Program Graduates (29% decrease since 2010)



# Where Are the Education Majors?

(Percent of incoming college freshman likely to select education as chosen field of study)

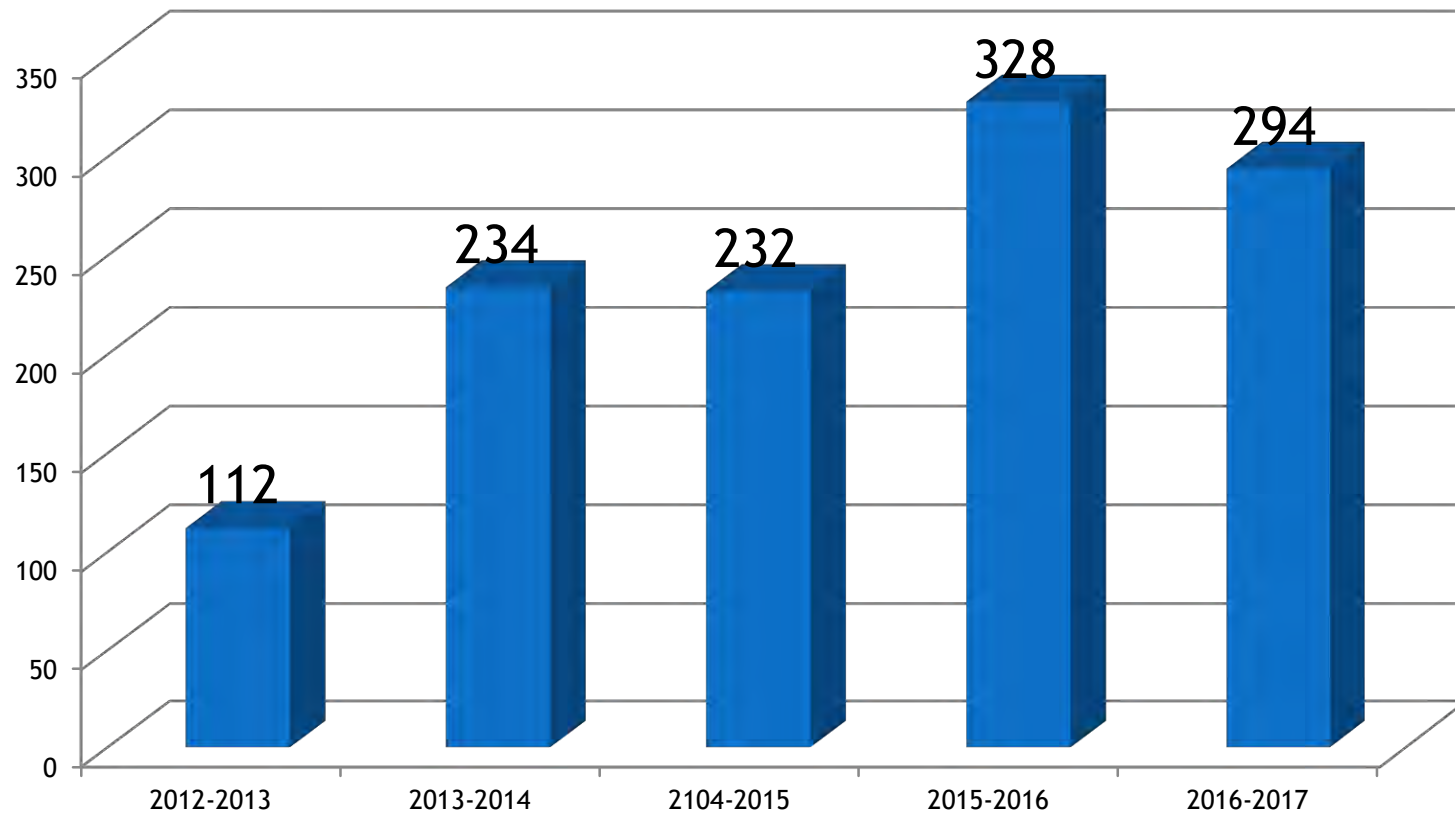
**42% Decrease Since 2010**



Source: Cooperative Institutional Research Program, Higher Education Research Institute, UCLA

# Newly Employed Teachers Hired Without Education Degree

(Does not include those currently working without a SATEP)

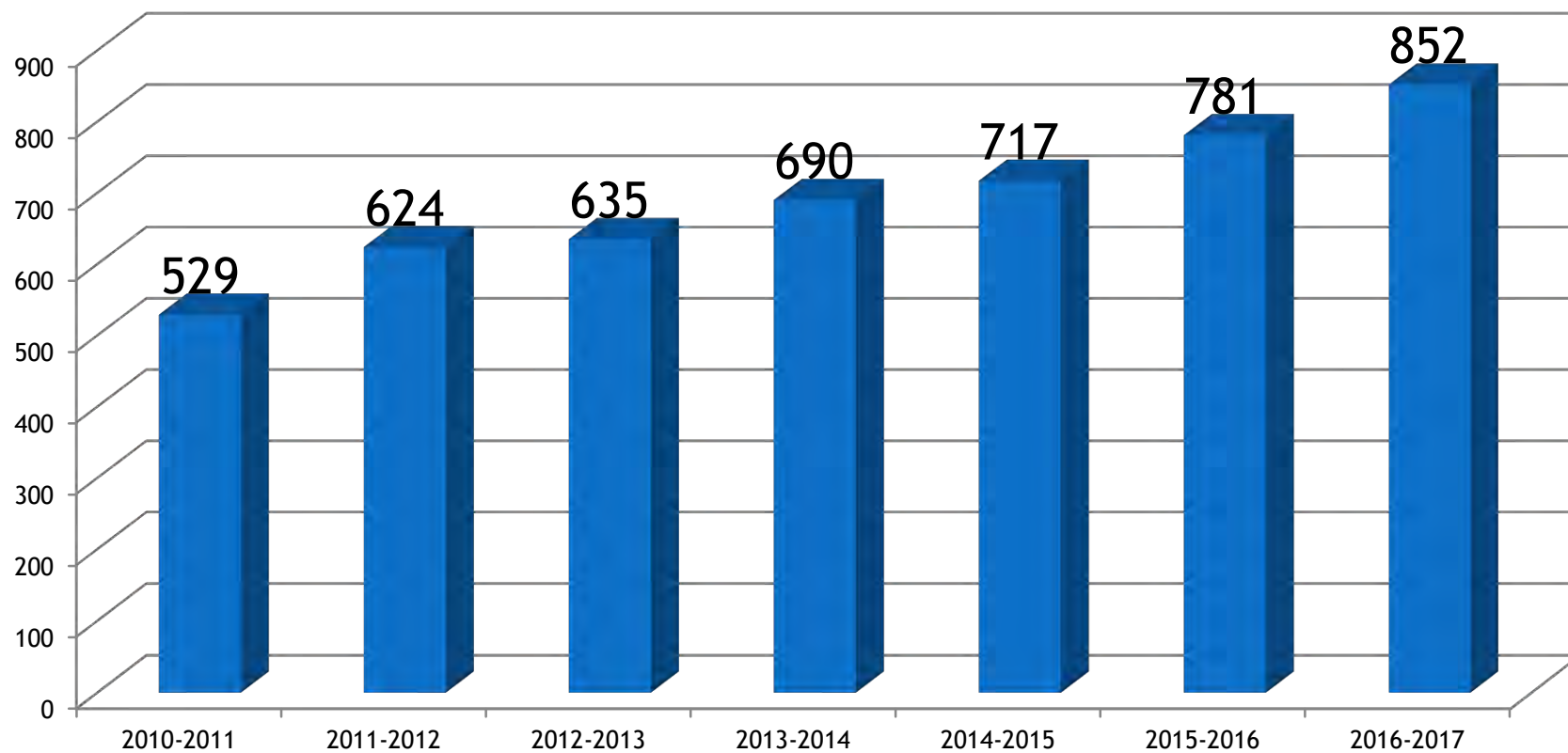


Teachers with little or no training leave at 2 to 3 times the rates of teachers with comprehensive preparation. Similarly, teachers who lack mentoring and induction supports leave at about twice the rate of those who receive the highest-quality induction.

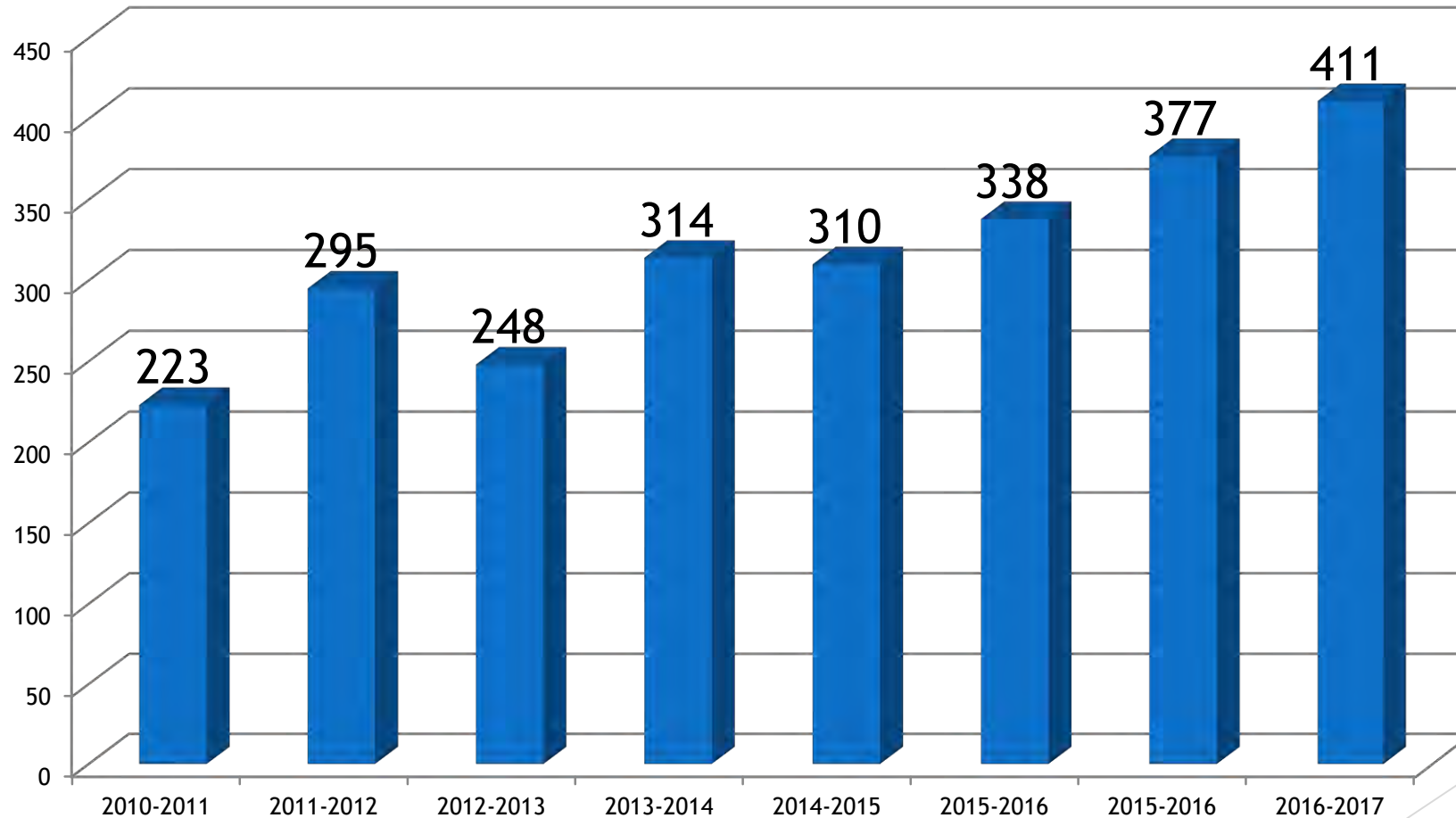
# Are we graduating enough students locally to replace retiring teachers? YES

Year	In-State SATEP	Retirees	Surplus
2012-13	544	286	+258
2013-14	455	336	+119
2014-15	375	352	+25
2015-16	404	295	+109
2016-17	387	320	+67

# Teacher Resignations (61% increase since 2010)

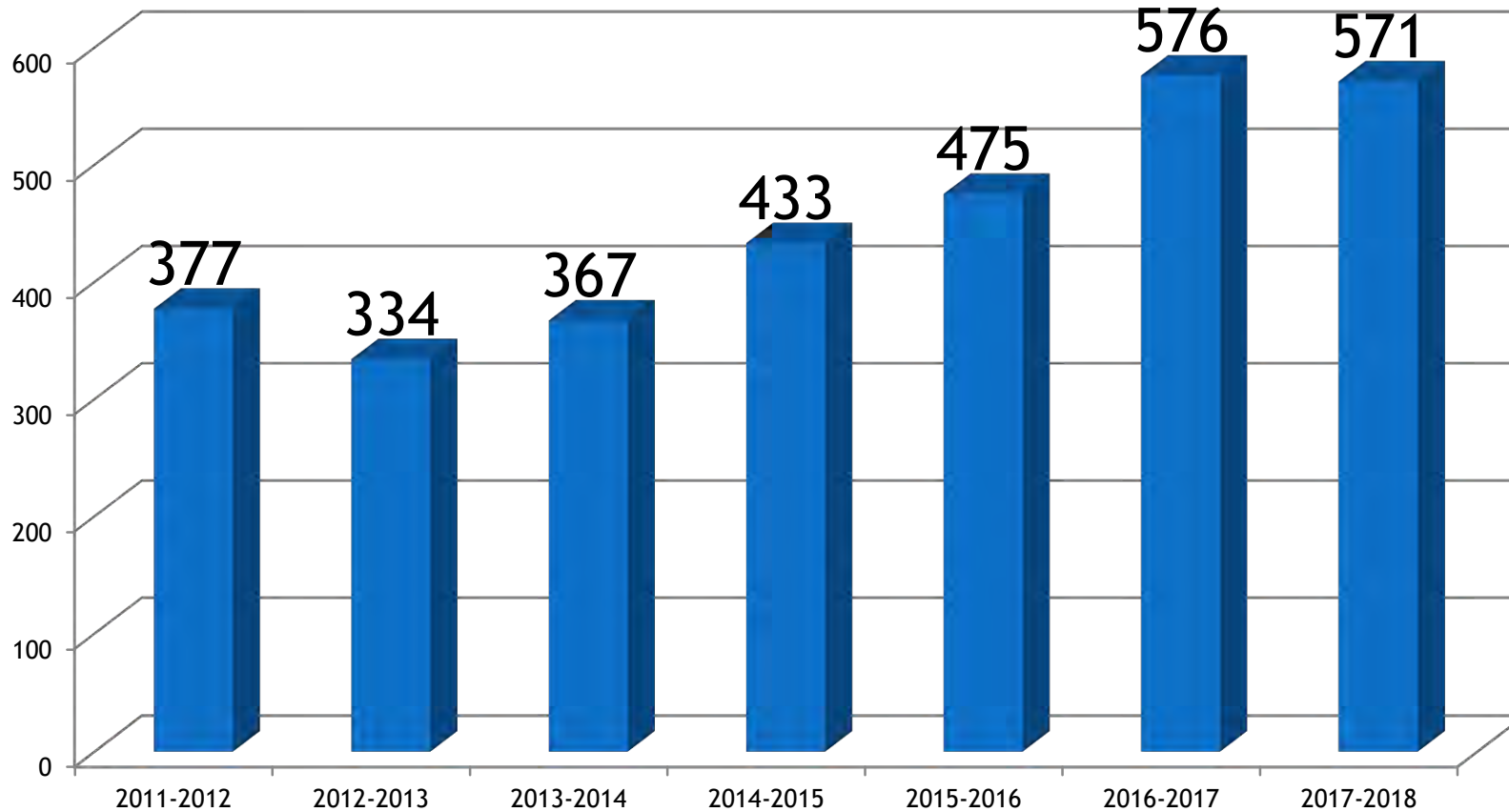


# Teacher Resignations (Leaving Hawaii) (84% increase since 2010)



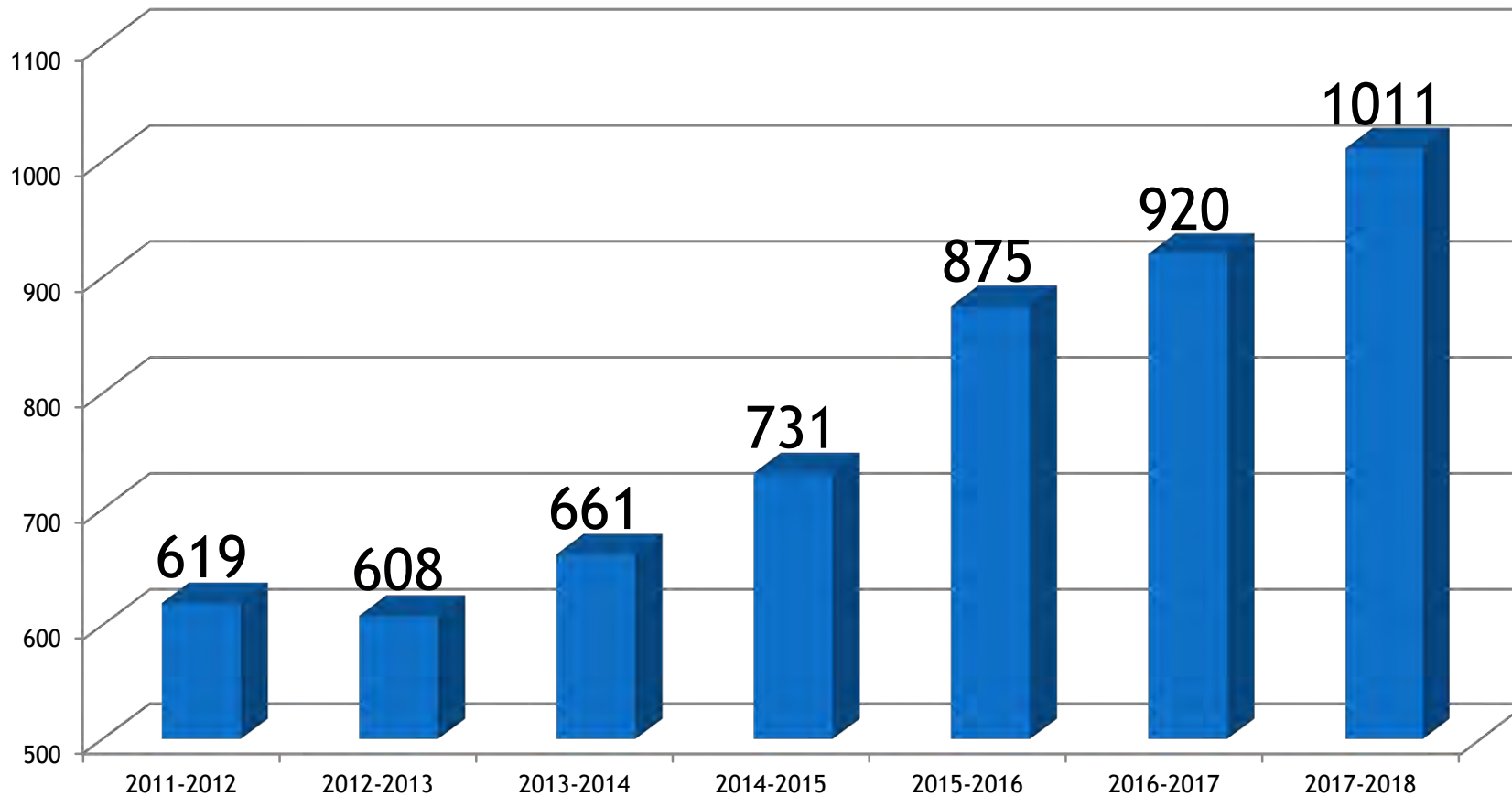


# Teacher Vacancies (51% increase since 2011)



BOE Presentation Nov. 15, 2016, DOE Information(2017-2018)

# Total teachers without SATEP (63% Increase)



# TECC Report

## HSTA Supports:

- Comprehensive Salary Study (Must include cost of living)
- Long-Term Housing for Teachers

# What drives low job satisfaction among teachers?

- **Salary**
- **Voice in school-wide decisions**
- **Treated as professionals**
- **Teachers feel “micromanaged”**
- **Being told to stick to a scripted curriculum**
- **Lack of support**

