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TESTIMONY BEFORE THE BOARD OF EDUCATION  
HUMAN RESOURCES COMMITTEE

RE: AGENDA ITEM V, A, PRESENTATION ON COLLECTIVE BARGAINING  
AGREEMENTS AND NEGOTIATED CHANGES, EFFECTIVE JULY 1,  
2017

TUESDAY, AUGUST 15, 2017

COREY ROSENLEE, PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair De Lima and Members of the Committee:

This year, the Hawaii State Teachers Association negotiated a favorable new contract with Gov. David Ige, the Board of Education, and the Department of Education. We are excited about the contract's potential to advance public education and the teaching profession in Hawai'i, and look forward to continuing to work with the board and the department to provide a 21<sup>st</sup> Century education for our students.

While we welcome the salary and health benefit enhancements contained in the new contract, we are especially heartened by changes to the Educator Effectiveness System, which will make EES more fair, manageable, and collaborative. Under the new agreement, tenured teachers rated effective or better in the 2016-2017 school year will participate in a streamlined evaluation cycle for the 2017-2018 and 2018-2019 school years. Beginning with the 2019-2020 school year, tenured teachers rated effective or better will fulfill a standard evaluation only once in a four-year cycle, with streamlined evaluations required in all other years.

Moreover, the new agreement empowers the EES Joint Committee to make recommendations to improve the design of individualized professional development plans, which must be developed and maintained by all teachers. The committee will focus on teacher practice and student growth outcomes for standard and enhanced evaluations performed by non-tenured teachers and teachers rated less than

effective. Importantly, student learning objectives, or SLOs, will be discontinued as part of teacher evaluations for SY 2017-2018 and SY 2018-2019 for tenured, effective teachers, and will be replaced for all teachers with IPDPs in SY 2019-2020. As teachers have informed the board at prior meetings, SLOs baselessly reduce the teaching profession to predicting what students will achieve before the learning process is *complete*. These changes, we believe, will allow teachers and administrators more time to partner with each other on meaningful professional development and let schools rededicate resources to areas of critical need.

As we implement the agreement, we look forward to working with board members and department officials to address lingering concerns, including bloated class sizes, special education shortfalls, an overemphasis on standardized testing, and chronic teacher shortages. Many teachers, this year, are overseeing class sizes and total student workloads that impede adequate time for planning and preparation, much less individualized student support. In some cases, teachers are handling average class sizes of 30-40 students or more and total workloads of over 200 students, neither of which are conducive to sustainable learning growth. Similarly, our state's special needs students and English language learner population deserve greater resources and adequate staffing to ensure that they are afforded the quality educational experience mandated by state and federal law.

The new HSTA-BOE master agreement is an excellent step toward a brighter future. Mahalo to all who helped bring this contract to fruition and are committed to expanding on its student-centered vision.