A Community-Based Teacher Career Ladder

Grassroots Movement for System Change
Education & Income in 96792

- 96792 highest degree attained
- State highest degree attained
- 96792 median income for adults in past 12 months
- Living Wage for Single Person in Hawaii
- Living Wage for Family of 4 in Hawaii
Reason #1: Chronic Teacher Turnover in 96792 DOE Schools

Nānākuli-Waʻiʻane DOE Schools

120-150 teachers come & go EVERY year

New Teacher Recruits

Leave every year
Reason #1: Chronic Teacher Turnover in 96792 DOE Schools

Nānākuli-Waʻiʻanae DOE Schools

Negative Impact on Student Learning

“Does my teacher even care about me & whether or not I learn?”
Reason #1: Chronic Teacher Turnover in 96792 DOE Schools

Nānākuli-Wa‘ianae DOE Schools

$6.2 – 13.6 million per year*

wasted investments

TEACHERS

$6.2 – 13.6 million per year*

Reason #2: Student-Teacher Mismatch


63.8% NH students vs. 16.6% NH teachers

SO WHAT?
**Reason #3:** K-12 Teacher Career Ladder IS NOT Community-Based

- K-12 Licensed Teacher
- Familiarity with Western-based higher education system
- Financial Support for School & Living
- Elementary
- Middle School
- High School
- Full-time college
- SATEP
- PRAXIS tests
- High-quality ECE
**Reason #3:** K-12 Teacher Career Ladder IS NOT Community-Based

- **Substitutes**
- **Educational Assistants**
- **Paraprofessionals**
- **K-12 Licensed Teacher**
  - PRAXIS tests
  - SATEP
  - Full-time college
  - Familiarity with Western-based higher education system
  - 1-2 classes a semester
- **Financial Support**
  - Full-time job
  - High School
  - Middle school
  - Elementary
  - High-quality ECE
- **ECE Teachers**
- **ECE Aide**
63.8% NH students vs. 16.6% NH teachers vs. 75% NH EAs

# Hawaii DOE Pay Scale

<table>
<thead>
<tr>
<th>DOE Position Title</th>
<th>Annual Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>PPT (based on $14.00 hourly rate)</td>
<td>$ 10,640.00 (19 hours/wk)</td>
</tr>
<tr>
<td>EA I – EA III (starting)</td>
<td>$ 22,249.92 – 26,029.92</td>
</tr>
<tr>
<td>Sub (NO Bachelors – Bachelors w/ SATEP)</td>
<td>$ 28,798.00 – 33,868.00</td>
</tr>
<tr>
<td>Teacher – Bachelors, NO SATEP</td>
<td>$ 34,840.00</td>
</tr>
<tr>
<td>Teacher – Bachelors w/ SATEP (0-6 years)</td>
<td>$ 45,963.00 – $48,762.00</td>
</tr>
<tr>
<td>Teacher – Masters w/ SATEP</td>
<td>$ 49,639.00</td>
</tr>
<tr>
<td>Teacher – Ph.D. w/ SATEP</td>
<td>$ 59,188.00</td>
</tr>
</tbody>
</table>
Education & Jobs in 96792

- K-12 Teacher: $59,188 Ph.D, $49,639 M.Ed, $45,963 B.Ed.
- Long-term Sub: $28,798 – 33,868
- EA: $22,250 – 26,030
- PPT: $10,640 (part-time only)
- Graduate or professional degree: $60,000

96792 highest degree attained
State highest degree attained
96792 median income for adults in past 12 months

Degrees:
- Less than high school
- High school grad
- Some college, no degree
- Some college or associates
- Bachelor's degree
- Graduate or professional degree

Licensure:
- SATEP teacher licensure
KKLEA Graduates
over last 20 years

<table>
<thead>
<tr>
<th>Total Graduates</th>
<th>~ 232</th>
</tr>
</thead>
<tbody>
<tr>
<td>CDA</td>
<td>~ 33</td>
</tr>
<tr>
<td>Associates</td>
<td>~ 93</td>
</tr>
<tr>
<td>Bachelors</td>
<td>~ 89</td>
</tr>
<tr>
<td>Post-Bac</td>
<td>~ 2</td>
</tr>
<tr>
<td>Masters</td>
<td>~ 7</td>
</tr>
<tr>
<td>National Board Cert.</td>
<td>~ 8</td>
</tr>
</tbody>
</table>
Paraprofessional Teacher Training Program
(California)

- PTTP provides academic scholarships and other related academic support services to individuals recruited from paraprofessional job classifications, seeking a preliminary California teaching credential as a K-12 teacher (with special emphasis on individuals seeking to become a bilingual, special education, K-3 teacher, or a teacher in another field of identified district need)
- Eligibility – Must be a PPT; must be committed to obtain teacher licensure
- Funding – State budget allocated up to $3500 per participant, min 600 PPTs recruited per year
  - 2011 – stopped taking new recruits owing to budget cuts for program
- Graduates – Between 1995-2008, there were 2,200+ graduates with teacher licensure
Gradual pay incentives with professional development attainment

Paid time for professional development days

Mentoring support from teaching staff

Learning processes embedded into entry-level positions (PPT, EA, substitute)

Teacher licensure assessments that are relevant & culturally-based

Culturally relevant pedagogy used in SATEP programs—used to teach developing teachers & taught to them so they can use it with K-12 students

SATEP programs designed to support the success of community members:
- Provide courses after school hours
- Work experiences directly apply to studies & can be used for practicum requirements

Partnership with community organizations that support degree attainment
Let’s imagine a community-based teacher career ladder.
Small Group Discussion

• Hoʻolauna (introduce yourself)
  • Where are you from? What brought you here tonight?

• Pair-share
  • What was a shocker? What was a blocker?

• Brainstorm solutions
  1. #1 Rule: No dissing ideas—we are brainstorming!
  2. What solutions will help stop teacher turnover in Waiʻanae?
  3. How can we develop a SUSTAINABLE teacher workforce?

• Share back solutions in large group
NEXT STEPS: How can you help?

ADVOCATE, ADVOCATE, ADVOCATE. Community Voice Matters.

1. Governor’s ESSA Task Force - Community Town Hall Meetings
   - **October 6**, Thurs, Campbell High School, 6:00-8:00pm
   - **October 20**, Thurs, Mililani High School, 6:00-8:00pm
   - **October 26**, Wed, Kahuku High School, 6:00-8:00pm (tentative)
   - **November 2**, Wed, Moanalua High School, 6:00-8:00pm (tentative)

2. “Schools Concerns Coalition” Brainstorm Meeting
   - Help brainstorm ways we as community can advocate for a community-based teacher career ladder.
   - **October 18**, 5:30-7:00pm
   - Food will be provided!
1. Hulikoa Kaiaulu: Reenvisioning the Meaning & Practice of Native Hawaiian Student Success - PART 2
   - Scholar: Kahunawaika‘ala Wright
   - Date: November ?, 2016 @ 5:30 – 8:00pm
   - Dinner & childcare provided!!!

2. Help INPEACE KKLEA outreach at your schools
   - Can you help us host a meeting? Gather a group of friends or colleagues? Contact laurieannt@inpeace.org to set it up.

3. Do you have an idea? Share it with us!
mahalo!