

# UNIVERSITY OF HAWAI‘I SYSTEM REPORT



REPORT TO THE 2024 LEGISLATURE

2<sup>nd</sup> Interim Report Regarding the Establishment of K-12 Expanded  
Teaching Cohort Programs in Each County

Act 141, SLH 2022

December 2023

**Act 141, Session Laws of Hawai'i 2022 (SB2359 SD1 HD1)  
RELATING TO THE UNIVERSITY OF HAWAI'I**

**Overview**

Pursuant to Act 141, Session Laws of Hawai'i 2022, and on behalf of the University of Hawai'i System, the University of Hawai'i at Mānoa (UHM) College of Education (COE) is submitting the 2<sup>nd</sup> interim report to the legislature regarding the establishment of K-12 expanded teaching cohort programs in each county for students who are pursuing undergraduate degrees in education. This report shows statewide Bachelor of Education (BEd), Post-baccalaureate (Post-bac), Professional Certificate in Teaching (PCERT) initial teaching licensure programs available and current enrollments from UHM, University of Hawai'i – West O'ahu (UHWO) and University of Hawai'i at Hilo (UH-H). Both the Post-bac and PCERT programs are considered undergraduate programs. In addition, graduate initial teaching licensure candidates are also listed.

***University of Hawai'i at Mānoa, College of Education***

In order to address the purpose of Act 141, UHM has added the statewide BEd in Special Education (2022), post-bac in Elementary Education (2022), working on Early Childhood add-a-field (Fall 2024) and post-bac in Early Childhood (Spring 2025), and BEd in birth through 8 (Fall *Hoapili* Project to provide courses for students interested in becoming elementary teachers. At this time the College of Education is providing pre-requisite courses students need to enter the program. The goal is to support a Maui based cohort of elementary teacher candidates, with a projected start in Fall 2024. An additional five positions along with academic support personnel are needed to ensure continued wrap around services, instruction, field supervision, and advising are being provided to any neighbor island teacher candidate. Estimated cost for positions request is \$625,000 (per recent BOR request). It is anticipated that with these additional programs coupled with additional programs from UHWO and UH Hilo, there will be increase in teacher candidates thus reducing the chronic teacher shortage statewide.

For the 2023-24 academic year, there are a total of 223 UHM teacher candidates enrolled in **statewide teacher licensure programs**<sup>a</sup>. For 2023-2024, UHM statewide programs included: BEd in Elementary Education, BEd in Special Education (SPED) (Severe/Autism, Mild/Moderate-Secondary, Reading Intervention), BEd in Elementary Education (Blended [Early Childhood & Early Childhood SPED]), BEd in Elementary Education, Dual Licensure in Hawaiian Language Immersion and Elementary Education. Professional Certificate in Elementary Education, Special Education (Severe/Autism, Mild/Moderate), Secondary Education in General Science and Art. The MEEdT program highlights only those who are currently enrolled in a teacher licensure program. The BEd Dual Elementary Education and Hawaiian Language Immersion program began fall 2021. Enrollment data show a total of three candidates (Kaua'i, Lāna'i, and O'ahu).

The BEd in Special Education was recently approved by the UH Board of Regents in early spring 2022. The current enrollment for ALL Post-Baccalaureate in Special Education program, which is offered statewide, is 77. O’ahu teacher candidates are also enrolled in our statewide programs and therefore counted here. **Table 1** offers UHM COE statewide only enrollment data for teacher candidates.

<sup>a</sup> **Note.** *UHM on campus teacher licensure candidates are not included in this report.*

*Table 1*

**Fall 2023/Spring 2024 semesters STATEWIDE Licensure Students Enrolled by Degree, Institution and Island for Bachelor of Education (BEd), Professional Certificate in Teaching (PCERT), and Master of Education in Teaching (MEdT) for UHM, College of Education**

Fall 2023/Spring 2024 STATEWIDE Licensure Students Enrolled by Degree, Island	Hawai'i	Kaua'i	Lāna'i	Moloka'i	Maui	O'ahu	Grand Total
<b>Bachelor of Education (BEd)</b>							
Elementary Education	4	3			5	10	<b>22</b>
SPED: Severe/Autism	4	2			1	14	<b>21</b>
SPED: Mild/Moderate	4				1	3	<b>8</b>
Blended - ECE & Early Childhood SPED	7	2	1	1	3	13	<b>27</b>
Dual Licensure in Hawaiian Language Immersion Ed and Elementary Ed						2	<b>2</b>
<b>Professional Certificate (PCERT)</b>							
Elementary Education	2	4		2	5	35	<b>49</b>
SPED: Severe/Autism	2					32	<b>34</b>
SPED: Mild/Moderate	12	5			8	28	<b>43</b>
Secondary							
Sec Ed, English	1					8	9
Sec Ed, Science				1		2	3
Sec Ed, Art						1	1
Sec Ed, Social Studies	1	1				2	4
Sec Ed, Math		1				4	5
Sec Ed, English as Sec Lan						2	2
Sec Ed, World Language						7	7
Theater or Dance		1				1	2
<b>Master of Education in Teaching (MEt)</b>							
Elementary Education		3			1	5	9
Secondary							
Sec Ed, Art						1	1
Sec Ed, English						4	4
Sec Ed, Science		1				4	5
Sec Ed, Social Studies * <sup>1</sup>						7	7
Sec Ed, Math						3	3
Sec Ed, Science and Math	1						1
Sec Ed, World Language						7	7
Sec Ed, Hawaiian Language* <sup>2</sup>						2	2
SPED M/M (Dual Licensure w/ Sec content area) <sup>3</sup>	3				2	9	14
<b>Grand Total</b>	<b>32</b>	<b>18</b>	<b>1</b>	<b>1</b>	<b>21</b>	<b>150</b>	<b>279</b>

<sup>1</sup> Including 3 Hawaiian Language Immersion candidates (Oahu)

<sup>2</sup> Including 2 Hawaiian Language Immersion candidates (Oahu)

<sup>3</sup> The candidates are enrolled in Dual Secondary and Special Education program

**University of Hawai'i at West O'ahu**

In academic year 2023-24, 172 UHWO degree-seeking teacher candidates are progressing through their teacher preparation programs (Table 2). UHWO offers the Bachelor of Education (B.Ed) degree in Elementary Education (K-6); Middle-level (grades 6-8) English, Math, General Science, and Social Studies; Secondary (grades 6-12) English, Math, Science, Biology, General Science and Social Studies. Also available are Special Education (SPED) Add-A-Field pathways for both Preservice Teacher Candidates and Inservice Teachers, as follows: 1) Degree seeking undergraduates may earn dual licensure in General Education and Special Education/Mild-Moderate, for grades K-6, 6-8, or 6-12; 2) Non-degree seeking Inservice Teachers may add the Special Education teaching license to their current Hawai'i teaching license. In Spring 2024, 18 Elementary and 19 Secondary teacher candidates will graduate and be recommended for their General Education licensure to the Hawai'i Teacher Standards Board. Additionally, 11 Inservice Teachers will be recommended for their Special Education teaching license (Table 2).

**Table 2**  
**University of Hawai'i West O'ahu Teacher Candidate Enrollment Data**

Teacher Candidate Enrollment Bachelor of Education (BEd)	Hawai'i	Kaua'i	Lana'i	Moloka'i	Maui	O'ahu	Grand Total
<b>General Education Licensure Pathway</b>							
Elementary Education, K-6						111	111
Middle-Level (6-8) & Secondary (6-12)						61	61
English						23	
Math						9	
General Science						6	
Biology						22	
Social Studies						21	
Total General Education Licensure Candidates							172
<b>Special Education (SPED) Add-A-Field Licensure Pathways</b>							
Preservice Teacher Candidates: SPED + General Education Initial Dual Licensure program in progress. Elementary (K-6): [6] Secondary Math (6-12): [1]						7	
Inservice Teachers: SPED Add-A- Field/Advanced program completion in Spring 2024. Elementary (K-6): [9] Secondary English (6-12): [2]						11	
Total SPED Add-A-Field Licensure Candidates							18

Early Childhood Education Non-Licensure Pathway (Effective Fall 2024)							
Distance Education ECED Teacher Candidates have the option to add a Pre-K or Pre-K-3 teaching license to their non-licensure program. Fall '24	3	3			6	13	28

**UHWO Workforce Development & Distance Education**

The University of Hawai'i West O'ahu is dedicated to the vision of preparing licensed, pre-K-12 teachers who will return to and serve the schools in their communities. In keeping with the purpose of Act 141, UHWO is engaged in pre-K through secondary teacher preparation initiatives (see below) designed to support teacher workforce development across the State of Hawai'i. To further develop and maintain these programs, instructional and field supervision support is needed. We estimate the cost for 4 new positions is \$ \$361,820 (\$\$180,910 per recent BOR request). This includes support in early childhood education, special education and our P-20 teacher apprenticeship program.

**UHWO** is actively involved in the creation of Distance Education (DE) Teacher Preparation programs designed to address the outer island teacher shortage. *Ho'opuliko Kumu Hou, Title III* project is UHWO's *Grow Our Own* middle level and secondary education pathway. This pathway is Hawaiian culture-based and categorized in the UH system as a hybrid DE program for students in rural areas of O'ahu and Kaua'i. Hybrid DE university courses are delivered online, with practicums and student teaching completed in person at various community schools, grades 6-12. In this way, teacher candidates can earn their degree and teaching license without leaving their island homes. Currently only the English Language Arts licensure area is available to DE candidates; however, in partnership with another Title III grant from Kaua'i CC, *Keleka'a Ho'ona'auao*, UHWO is working to create additional pathways for middle/secondary candidates seeking licensure in social studies, math, biology, and science.

**UHWO** is also partnered with Hawai'i' P-20 and Leeward Community College (LCC) in a *Stay at Home, Grow Your Own Teacher Pathway Pilot*, designed to address the high teacher turnover in neighbor island schools, especially in the most under-resourced schools. This pilot program supports students as they pursue licensure to become highly-qualified educators in the State of Hawai'i. The first cohort of Kaua'i and Hawai'i island students in their junior year of high school and will start Early College General Education courses in Spring 2024, working towards their Associate in Science Teaching Degree from LCC. In fall 2027 the students will transfer to UHWO to begin their final two years of their B.Ed leading to licensure in their chosen middle-level or secondary field of study.

- In efforts to support the growing need for Early Childhood and Early Childhood/Special Education teachers, **UHWO** is seeking two full-time (FTE) faculty to develop a new area of concentration in Early Childhood Education (ECED), effective Fall 2024. The B.Ed with Concentration in ECED will provide pre-K and Pre-K-3 add-a-field initial and advanced

licensure pathways to preservice teacher candidates and Inservice teachers, respectively. The new licensure pathway will also be available to students currently in our Distance Education, ECED non-licensure program, which is articulated with Honolulu, Maui, Kaua'i, and Hawai'i Island Community Colleges (Table 2).

- **UHWO** offers pathways to both an Initial (Preservice) and an Advanced (Inservice) Special Education (SPED) add-a-field teaching license. Additional instructional support is needed, in order to sustain the program, while recruiting and retaining SPED teachers. Currently this 30-credit program is supported in partnership with the Hawai'i Department of Education, which provides \$100K annually towards tuition stipends for eligible candidates. In Spring 2024, 11 candidates will earn their SPED license (Table 2).
- **UHWO** actively engages in partnerships with James Campbell High School and Leilehua High School Teacher Academies. Additional instructional resources are needed, in order to support the growing number of Online Early College courses in pre-professional teacher education that are offered each semester to students in grades 9-12.
- To support the need for licensed teachers of English Language Learners, including Native Hawaiian immersion teachers, **UHWO** will request in Spring '25 one, full-time (FTE) faculty, to provide leadership in the development of Teaching English to Speakers of Other Languages (TESOL) add-a-field Initial and Advanced licensure pathways, Pre-K-12.

**Part One**  
**The Number of Additional Programs in Teaching Made Available by Academic Semester**

**What We Currently Offer for Teacher Licensure at the University of Hawai'i at Hilo**

The University of Hawai'i at Hilo<sup>1</sup> (UH-H) currently offers teacher licensure through the School of Education<sup>2</sup> and Kahuawaiola<sup>3</sup>. How teacher licensure is offered through each unit is provided below.

**School of Education**

Although the School of Education (SOE) does not currently offer an undergraduate Bachelor of Education degree program in teacher education, it does provide a post-baccalaureate option. Students with earned baccalaureate degrees may enter the Master of Arts in Teaching (MAT)<sup>4</sup> program. At the completion of program- and state-required coursework and fieldwork during year one, students are eligible for teacher licensure through the Hawai'i Teachers Standards Board<sup>5</sup>.

**Teacher Licensure Numbers for the School of Education**

Since its inception during the 2013-2014 academic year, 213 students have received teacher licensure (123 elementary and 90 secondary) through the UH Hilo School of Education Master of Arts in Teaching year-one licensure program. The cohort numbers, the years of enrollment, the number of elementary licensures, and the number of secondary licensures for year one of the Master of Arts in Teaching program are provided in Table 1 below.

<b>Table 1</b> <b>Number of Students Earning Teacher Licensure in the School of Education</b> <b>Master of Arts in Teaching Program</b>											
Cohort	1	2	3	4	5	6	7	8	9	10	Total
Year	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	
Elementary	15	16	18	13	15	11	8	11	8	8	123
Secondary	11	7	6	10	7	13	11	12	7	6	90

<sup>1</sup> For more information about the University of Hawai'i at Hilo, please access the following URL: <https://hilo.hawaii.edu/>.

<sup>2</sup> For more information about the School of Education, please access the following URL: <https://hilo.hawaii.edu/depts/education/>.

<sup>3</sup> For more information about the Kahuawaiola Indigenous Teacher Education program, please access the following URL: <https://hilo.hawaii.edu/catalog/kahuawaiola-indigenous-teacher-education-program>.

<sup>4</sup> For more information about the Master of Arts in Teaching degree program, please access the following URL: <https://hilo.hawaii.edu/catalog/master-of-teaching-mat>.

<sup>5</sup> For more information about the Hawai'i Teachers Standards Board, please access the following URL: <https://hawaiiteacherstandardsboard.org/>.



<b>Table 1</b> <b>Number of Students Earning Teacher Licensure in the School of Education</b> <b>Master of Arts in Teaching Program</b>											
Cohort	1	2	3	4	5	6	7	8	9	10	Total
Year	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	
<b>Total</b>	<b>26</b>	<b>23</b>	<b>24</b>	<b>23</b>	<b>22</b>	<b>24</b>	<b>19</b>	<b>23</b>	<b>15<sup>6</sup></b>	<b>14</b>	<b>213</b>

**Teacher Licensure Fields for the School of Education**

Hawai'i Teacher Standards Board-approved teacher licensure fields for the UH Hilo School of Education are shown in Table 2 below.

<b>Table 2</b> <b>Hawai'i Teacher Standards Board-Approved Teacher Licensure Fields</b> <b>for the School of Education Master of Arts in Teaching Program</b>		
Licensure Fields		Grade Levels
1	Elementary Education	K-6
2	Art	6-12
3	Computer Science	6-12
4	Career and Technical Education (CTE)—Agriculture	6-12
5	Career and Technical Education (CTE)—Business	6-12
6	English	6-12
7	Health	6-12
8	Japanese	6-12
9	Mathematics	6-12
10	Music	6-12
11	Physical Education	6-12
12	Science	6-12
13	Social Studies	6-12
14	Spanish	6-12
15	Science, Technology, Engineering, and Mathematics (STEM)	6-12

**How We Plan to Expand Teacher Licensure in the School of Education**

The School of Education at the University of Hawai'i at Hilo intends to provide a high-quality, face-to-face, place-based, rural-focused, nationally-accredited, four-year undergraduate Bachelor of Science in Educational Studies (BSES) degree program to meet the need for highly-qualified teachers on Hawai'i Island and other outer islands in the state.

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<sup>6</sup> Decreased enrollment numbers may be attributed to the impact of COVID.

## The Proposed Bachelor of Science in Education Studies Degree Program

In consideration of Senate Bill 2359—ACT 141, the School of Education submitted an Authorization to Plan for a Bachelor of Science in Education Studies degree program in November of 2022. The Authorization to Plan was approved by the UH System in January of 2023. The School of Education at the University of Hawai'i received the Action Memo, allowing us to begin developing the degree program in March of 2023.

Since that time the School of Education developed a four-year undergraduate degree program and created a Proposal for a New Academic Program—Bachelor of Science in Education Studies. This proposal was voted upon by School of Education faculty members and was unanimously approved in August of 2023. The entire proposal, including all associated courses, were entered into the Kualii Student Curriculum Management System in September of 2023. The proposal is currently routing through the standard review process, which consists of securing approval or endorsement from the following persons and entities shown in Table 3 below.

<b>Table 3 Standard Review Process for Bachelor of Science in Education Studies Degree Program</b>		
	<b>Reviewer(s)</b>	<b>Status</b>
1	All Faculty Members, School of Education	Approved
2	Ms. Shelby Iwamoto, Academic Curriculum and Graduate Program Officer	Approved
3	Dr. Tobias Irish, Director, School of Education	Approved
4	Dr. Bryan Kim, Chair, Social Sciences Division, College of Arts and Sciences	Approved
5	Faculty Senate Curriculum Review Committee, College of Arts and Sciences	Approved
6	Dr. Michael Bitter, Dean, College of Arts and Sciences	Approved
7	Faculty Congress, Curriculum Review Committee	Approved
8	Faculty Congress (as a whole)	Approved
9	Dr. Keiki Kawai'ae'a, Interim Vice Chancellor for Academic Affairs	Approved
10	Dr. Bonnie Irwin, Chancellor, University of Hawai'i at Hilo	Approved
11	Council of Chief Academic Officers, University of Hawai'i System	Endorsed
12	Dr. Debora Halbert, Vice President for Academic Strategy, University of Hawai'i System	
13	Dr. David Lassner, President, University of Hawai'i System	
14	University of Hawai'i Board of Regents, Subcommittee on Student Success	
15	University of Hawai'i Board of Regents (as a whole)	

The UH System is currently waiting for the revisions to the provisional program for the BS from UH-H based upon the feedback from Council of Chief Academic Officers. Once received, it can move forward to the Board of Regents, with the goal of being able to admit students in Fall 2024.

**The Proposed Two-Plus-Two Agreements with Other Campuses**

Further, the School of Education is currently working with Hawai'i Community College to develop a two-plus-two agreement that will enable their students to move seamlessly into the proposed Bachelor of Science in Education Studies degree program at the University of Hawai'i at Hilo upon the completion of their associate-degree programs. The School of Education is also planning to work in the same manner with Maui College and Kauai Community College in the near future.

**Kahuawaiola**

Although Kahuawaiola does not currently offer an undergraduate Bachelor of Education degree program, it does provide a graduate certificate in Indigenous Teacher Education. Students with earned baccalaureate degrees may enter the Indigenous Teacher Education program. At the completion of program- and state-required coursework and fieldwork, students are eligible for teacher licensure through the Hawai'i Teachers Standards Board.

***Teacher Licensure Numbers for Kahuawaiola Indigenous Teacher Education Program***

Since its inception in 1998, 148 students have completed the Indigenous Teacher Education program through Kahuawaiola. The class numbers, the years of enrollment, and the number of teacher licensures are provided in Table 4 below.

<b>Table 4                      Number of Students Earning Teacher Licensure in the                      Kahuawaiola Indigenous Teacher Education Program</b>		
<b>Class</b>	<b>Year</b>	<b>Number</b>
1	1998-2000	14
2	2001-2002	5
3	2003-2004	12
4	2005-2006	15
5	2007-2008	11
6	2008-2009	6
7	2010-2011	5
8	2011-2012	6
9	2012-2013	4
10	2013-2014	6
11	2014-2015	8

<b>Table 4 Number of Students Earning Teacher Licensure in the Kahuawaiola Indigenous Teacher Education Program</b>		
<b>Class</b>	<b>Year</b>	<b>Number</b>
12	2015-2016	7
13	2016-2017	10
14	2017-2018	8
15	2018-2019	7
16	2019-2020	8
17	2020-2021	10
18	2021-2022	4 <sup>7</sup>
19	2022-2023	2 <sup>8</sup>
<b>Total</b>		<b>148</b>

***Teacher Licensure Fields for Kahuawaiola Indigenous Teacher Education Program***

Hawai'i Teacher Standards Board-approved teacher licensure fields for the Kahuawaiola Indigenous Teacher Education program are shown in Table 5 below.

<b>Table 5 Hawai'i Teacher Standards Board-Approved Teacher Licensure Fields for the Kahuawaiola Indigenous Teacher Education Program</b>		
<b>Licensure Fields</b>		<b>Grade Levels</b>
1	Elementary Education	K-6
2	Kaiapuni Hawai'i/Hawaiian Language Immersion	P-3
		P-12
		K-6
		6-12

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<sup>7</sup> Decreased enrollment numbers may be attributed to COVID.

<sup>8</sup> Decreased enrollment numbers may be attributed to COVID.

<b>Table 5</b> <b>Hawai'i Teacher Standards Board-Approved Teacher Licensure Fields</b> <b>for the Kahuawaiola Indigenous Teacher Education Program</b>		
Licensure Fields		Grade Levels
3	Hawaiian Knowledge	P-3 P-12 K-6 6-12

***How We Plan to Expand Teacher Licensure in the Kahuawaiola Indigenous Teacher Education Program***

The Kahuawaiola Indigenous Teacher Education program plans to increase the numbers within its current program first. Discussions are underway about a potential Bachelor of Arts in Hawaiian Studies with an emphasis on Hawaiian Medium Education. More formal plans will be provided in the next annual report.

**Part Two**  
**The Number of Students Enrolled**  
**in the Additional Programs in Teaching by Academic Semester**

**School of Education**

Until the Provisional Proposal for the Bachelor of Science in Education Studies degree program is approved, there are no additional **undergraduate** programs in teaching available at the University of Hawai'i at Hilo during this second reporting period; however, there is graduate program that provides initial teacher licensure—the Master of Arts in Teaching program.

Once offered, the School of Education anticipates that a minimum of 20 students will enter the Bachelor of Science in Education Studies degree program each academic year, based upon the popularity of the ACES program—the School of Education's **Academic Certificate in Educational Studies**<sup>9</sup>. Since the certificate program began in academic year 2011-2012, nearly 300 undergraduate students have been awarded the ACES, which may be considered an indicator of interest in the field of education. The number of Academic Certificates in Educational Studies awarded to undergraduate students each academic year is displayed in the Table 6 below. Special Note: ACES is a non-degree, non-licensure program.

<b>Table 6</b>	
<b>Academic Certificates in Educational Studies Awarded</b>	
<b>Academic Year</b>	<b>Number Awarded</b>
2011-2012	25
2012-2013	28
2013-2014	30
2014-2015	31
2015-2016	34
2016-2017	23
2017-2018	31
2018-2019	24
2019-2020	21
2020-2021	21

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<sup>9</sup> For more information about the School of Education Academic Certificate in Educational Studies, please access the following URL: <https://hilo.hawaii.edu/catalog/educational-studies-cert>.

<b>Table 6</b>	
<b>Academic Certificates in Educational Studies Awarded</b>	
<b>Academic Year</b>	<b>Number Awarded</b>
2021-2022	10
2022-2023	17
<b>Total</b>	<b>295</b>
<b>Average Per Academic Year</b>	<b>25</b>

**Part Three**  
**The Number of Faculty Needed to Teach the Additional Programs by Academic Semester**

**School of Education**

The School of Education intends to roll out the Bachelor of Science in Education Studies degree program in seven discreet phases by academic semester following the timeline displayed in Table 7 below.

<b>Table 7</b> <b>Bachelor of Science in Education Studies Degree Program Timeline</b>		
<b>Phase</b>	<b>Academic Term</b>	<b>Events</b>
Phase One <b>DONE</b>	Fall of 2022	Develop and submit the <b>Authorization to Plan</b> for the proposed Bachelor of Science in Education Studies degree program through UH Hilo and the UH System.
Phase Two <b>IN PROCESS</b>	Spring, Summer, and Fall of 2023	Develop and submit the <b>Provisional Degree Program Proposal</b> for the proposed Bachelor of Science in Education Studies degree program through UH Hilo, the UH System, and the Board of Regents.
Phase Three <b>DONE</b>	Fall of 2023	Develop and submit <b>Letter of Intent</b> for an Application for National Accreditation through AAQEP <sup>10</sup> (Association for Advancing Quality in Educator Preparation) for the Bachelor of Science in Educational Studies degree program.
Phase Four <b>DONE</b>	Fall of 2023	Develop and submit a <b>Request for Substantive Change Staff Review</b> through WSCUC <sup>11</sup> (WASC Senior College and University Commission) for the Bachelor of Science in Educational Studies degree program.
Phase Five <b>DONE</b>	Fall of 2023	Develop and submit a <b>Letter of Intent</b> to the Hawai'i Teachers Standards Board for the Bachelor of Science in Education Studies degree program.
Phase Six <b>IN PROCESS</b>	Spring of 2024	Develop and submit an <b>Application for Approval to Offer an Elementary Education (K-6) Licensure Program</b> through the Hawai'i Teachers Standards Board for the Bachelor of Science in Education Studies degree program.
Phase Seven	Fall of 2024	Welcome <b>Cohort One</b> into the Bachelor of Science in Education Studies degree program.

The School of Education completed an extensive analysis of teaching capacity for all programs (Academic Certificate in Education Studies, Master of Arts in Teaching, Master of Education, and pending Bachelor of Science in Education Studies) in the Summer of 2023 to determine how many faculty members would be needed to cover the courses taught in the Bachelor of Science in Education

<sup>10</sup> For more information about AAQEP, national accreditors for teacher preparation programs, please access the following URL: <https://aaqep.org/>.

<sup>11</sup> For more information about WSCUC, please access the following URL: <https://www.wscuc.org/about/>.



Studies degree program. Based upon this analysis, the School of Education is requesting three additional faculty members as the Bachelor of Science in Educational Studies degree program rolls out over the next four years. The request for three legislated faculty positions is displayed in Table 8 below.

<b>Table 8 School of Education Request for Faculty</b>		
<b>Term</b>	<b>Position Requested</b>	<b>Explanation of Duties</b>
IMMEDIATE NEED	Faculty— Assistant Professor for Elementary Education <sup>12</sup>	<ul style="list-style-type: none"> <li>To assist with the design and development of the Bachelor of Science in Education degree program and its Teacher Licensure (K-6) track, including student learning outcomes, scope and sequence, course syllabi, and assessments for the Provisional Degree Proposal.</li> <li>To assist with the development and submission of the Application for National Accreditation through AAQEP.</li> <li>To assist with the development and submission of the Request for Substantive Change Staff Review through WSCUC.</li> <li>To assist with the development and submission of an Application for Approval to Offer an Elementary Education (K-6) Licensure program through the Hawai'i Teachers Standards.</li> <li>To assist with Elementary Education articulation agreements with community colleges on the outer islands.</li> <li>To teach courses in the Teacher Licensure track and the Education Studies track of the Bachelor of Science in Education Studies degree program.</li> </ul>
Fall 2024	Faculty— Assistant Professor for Elementary Education <sup>13</sup>	
Fall 2025	Faculty— Assistant Professor for Elementary Education	

### **Kahuawaiola**

The Kahuawaiola Indigenous Teacher Education program requests one legislated faculty position and one non-faculty position as displayed in Table 9 below.

<b>Table 9 Kahuawaiola Request for Faculty</b>		
<b>Term</b>	<b>Position Requested</b>	<b>Explanation of Duties</b>
IMMEDIATE NEED	Faculty— Assistant Professor for Indigenous Teacher Education	<ul style="list-style-type: none"> <li>To assist with the growth of the Indigenous Teacher Education program.</li> <li>To teach courses in the Indigenous Teacher Education program.</li> </ul>

<sup>12</sup> This legislated faculty position was requested in our last annual report; however, it was not provided. Based upon our analysis, we do not have the capacity to offer the program without additional faculty members. Please keep in mind that it can take an entire academic year to conduct a national search and hire a new faculty member.

**Table 9**  
**Kahuawaiola Request for Faculty**

<b>Term</b>	<b>Position Requested</b>	<b>Explanation of Duties</b>
IMMEDIATE NEED	Non-Faculty— Administrative, Professional, and Technical (APT)	<ul style="list-style-type: none"> <li>• To assist with recruitment efforts.</li> <li>• To assist with advising students.</li> <li>• To assist with placing teacher candidates within the schools.</li> <li>• To assist with preparation of students for national examinations.</li> <li>• To assist with student retention efforts.</li> </ul>

**Part Four**  
**The Cost of Establishing Additional Programs by Academic Semester**

**School of Education Estimated Costs**

The School of Education requests funds in the amount of \$292,584 to cover the costs of designing, developing, and implementing the Bachelor of Science in Educational Studies degree program at the University of Hawai'i at Hilo over this and the next two academic years. The estimated costs by academic semester/year are displayed in Table 10 below.

<b>Table 10</b>			
<b>Estimated Costs for the Bachelor of Science in Educational Studies Degree Program</b>			
<b>Academic Semester</b>	<b>For</b>	<b>Estimated Costs</b>	<b>Total</b>
IMMEDIATE NEED	Faculty— Assistant Professor for Elementary Education	\$75,249 <sup>14</sup>	
	Faculty Start Up	\$4,000 <sup>15</sup>	
	Elementary Education Track Start Up I	\$6,000 <sup>16</sup>	
	Recruitment	\$10,000	
	<b>Total AY 2023-2024</b>		
Fall 2024	Faculty— Assistant Professor for Elementary Education	\$77,506 <sup>17</sup>	
	Faculty Start Up	\$4,000	
	Elementary Education Track Start Up II	\$6,000	
	Recruitment	\$10,000	
	<b>Total AY 2024-2025</b>		
Fall 2025	Faculty— Assistant Professor for Elementary Education	\$79,832 <sup>18</sup>	
	Faculty Start Up	\$4,000	
	Elementary Education Track Start Up III	\$6,000	
	Recruitment	\$10,000	
	<b>Total AY 2025-2026</b>		
<b>Total for this academic year and next two academic years</b>			<b>\$292, 584</b>

<sup>14</sup> Calculation: Faculty rate for College of Arts and Sciences new hires for the 2023-2024 academic year per Scott Kawachi, Administrative Officer.

<sup>15</sup> Calculation: \$4,000 per new faculty member, includes computer system, office set up, and materials/supplies.

<sup>16</sup> Calculation: Elementary education materials and supplies for teaching and learning.

<sup>17</sup> Calculation: Faculty rate for 2024-2025 academic year.

<sup>18</sup> Calculation: Faculty rate for 2024-2015 academic year.

### Kahuawaiola Estimated Costs

Kahuawaiola requests funds in the amount of \$145,506 to cover the costs of expanding the Indigenous Teacher Education program at the University of Hawai'i at Hilo over the next academic year. The estimated costs are displayed in Table 10 below.

<b>Table 10</b>			
<b>Estimated Costs for Expanding the Indigenous Teacher Education Program</b>			
<b>Academic Semester</b>	<b>For</b>	<b>Estimated Costs</b>	<b>Total</b>
Fall 2024 (FY25)	Faculty— Assistant Professor for Indigenous Teacher Education	\$88,041 <sup>19</sup>	
	Faculty Start Up	\$4,000 <sup>20</sup>	
	Non-Faculty— Administrative, Professional, and Technical (APT)	\$60,000 <sup>21</sup>	
	APT Start Up	\$4,000	
	Recruitment	\$10,000	
	Statewide Practicum	\$14,000 <sup>22</sup>	
<b>Total</b>			<b>\$180,041</b>

<sup>19</sup> Eleven-month position, as the program runs three semesters—summer, fall, and spring. Faculty must be Hawaiian-language proficient.

<sup>20</sup> Calculation: \$4,000 per new faculty member, includes computer system, office set up, and materials/supplies.

<sup>21</sup> Eleven-month position, APT Band B.

<sup>22</sup> Cost of travel to teacher-candidate practicum sites statewide.

**Part Five**  
**The Effect That Making These Additional Programs in Teaching Has Had on Decreasing the Shortage of Qualified Public-School Teachers in Hawai'i**

Since we have not been funded for additional programs, we are providing information about the impacts of our current programs.

**Current School of Education Impact**

The School of Education continues to provide teachers to the State of Hawai'i through the Master of Arts in Teaching degree program. Since its inception during the 2013-2014 academic year, the Master of Arts in Teaching degree program has provided 213 highly-qualified teachers, with another 19 eligible for licensure in May 2024. Through the implementation of the proposed Bachelor of Science in Education Studies degree program, with an initial focus on K-6 elementary education, the School of Education hopes to provide another 20 highly-qualified teachers each academic year. The numbers should build from there, as new certification levels and subject areas are added to the degree program.

**Current Kahuawaiola Impact**

Kahuawaiola continues to provide much of the needed teacher pool for Hawaiian medium education. There are 219 teachers in various Hawaiian medium settings, including Hawai'i Department of Education public and charter schools, serving 3,859 students. Kahuawaiola has 148 teacher candidates who have graduated with an additional 7 to graduate in May 2024. Eighty-two percent of Kahuawaiola graduates are P-25 educators.

However, as the schools continue to grow across the state, so do the teacher shortages. There are 116 teacher vacancies across the 40 K-12 Hawaiian medium public and charter schools, making Hawaiian language medium immersion schools one of the critical teacher shortage areas. There are also 13 Hawaiian medium early education sites where teacher shortages are rising, as they try to meet public demand.

An additional area of need is for teachers to fill Hawaiian language classes in English medium schools. Currently, only 39 public schools across the state provide the Hawaiian language as a world language offering. This represents only 16 percent of 242 schools.

Any questions or concerns about this report related to the School of Education may be directed to Dr. Michael Bitter, Dean, College of Arts and Science, via email at [bitter@hawaii.edu](mailto:bitter@hawaii.edu) or via telephone at 808.932.7095. Any questions or concerns about this report related to the Kahuawailoa Indigenous Teacher Education Program may be directed to Ka'iu Kimura, Director of Ka Hakā 'Ula O Ke'elikōlani College of Hawaiian Language, via email at [lesliek@hawaii.edu](mailto:lesliek@hawaii.edu) or via telephone at 808.932.8920.