LEGISLATIVE REPORT


REFERENCE: Section 76 of Act 213, SLH 2007

ACTION REQUESTED: Requires the DOE to prepare a detailed report identifying expenditures by the Recruitment and Retention Support Center to support the mentor and para-educator programs. The report is due to the legislature no later than twenty days prior to the convening of the 2008 regular session.

DOE REPORT: Act 213, SLH 2003 appropriates $50,381,509 in general funds in FY 08 for EDN 300, State and Complex Area Administration. Section 76 of Act 213 identifies the sum of $250,000 (out of the $50.4 million appropriated for EDN 300) for the recruitment and retention support center to support the mentor and para-educator programs.

The Hawai’i Department of Education Induction and Mentoring Program is a comprehensive and sustained multi-year structure of support that is aligned with the Hawaii Teacher Standards, based on the Hawaii Continuum of Teacher Skills (the effective teacher focuses on students’ long-term development into responsible and independent learners). The subject program provides structured activities and processes designed to develop the beginning teacher’s skills and knowledge.

Supporting new teachers is complex and demanding work. Mentor teachers who mentor beginning colleagues need time, training, and ongoing support to develop new skills and understandings that will enable them to become effective mentors. The professional development for mentors consist of a series of comprehensive, sequential activities and processes that focus on building the knowledge, skills, and understandings critical for mentors of beginning teachers.

The Para-educator training program was developed to improve instruction and services to Hawaii’s students through a comprehensive, competency-based, systematic, training program focusing on Educational Assistants (EA) and other paraprofessionals in an instructional setting.
Participants may choose the type of training that best meet their needs and future career goals.

Noncredit training is intended for EAs interested in tuition-free DOE training that can apply towards meeting the federal No Child Left Behind (NCLB) Act requirements (for highly trained paraprofessionals in instructional settings) and the proposed career ladder incentive program.

The credit option is intended for EAs interested in earning a college certificate or degree while also meeting training requirements of NCLB and the DOE career ladder. A career path has also been outlined for individuals interested in eventually becoming teachers.

Inasmuch as the fiscal year is on-going, substantive expenditure data is not currently available. Of the $250,000 designated for the mentor and para-educator programs, the Teacher Mentor Program has been allocated $187,500 and the Para-Educator Training Program has been allocated $62,500.

The allocated funds will be used to cover costs for instruction, practicum, materials and other support expenses.

Teacher Mentor Program:

- Instructional: $75,000 (workshops, seminars, prof. dev.)
- Practicum: $75,000 (observations, mileage, etc.)
- Materials: $37,500

Sub TOTAL: $187,500

Para-Educator Training Program:

- Instructional: $15,000 (workshops, courses, prof. dev.)
- Practicum: $40,000 (observations, mileage, etc.)
- Materials: $7,500

Sub TOTAL: $62,500

TOTAL: $250,000

As of November 13, 2007, there have been no (Section 76) expenditures for the para-educator program and $816.75 in (Section 76) expenditures for the teacher mentor program,
costs related to the *e-mentoring for Student Success* Face to Face Conference held on November 3, 2007.

**FINDINGS:**

The DOE recruitment and support center helps teachers and paraprofessionals develop skills, knowledge and strategies that positively impact student learning. Designating funds (out of the EDN 300 appropriation) provide the necessary support to continue the Teacher Mentor and Para-Educator Training programs.

**RECOMMENDATIONS:**

NA.