

**HAWAI'I TEACHER STANDARDS BOARD  
COMMITTEE WORK SESSIONS AND BUSINESS MEETING**

**FRIDAY, September 11, 2015  
Dole Cannery Meeting Room 158**

**MINUTES**

**PRESENT:** Louise Cayetano  
Terry Holck  
Les Murashige  
Gerald M. Teramae  
Noe Noe Tom  
Felicia Villalobos

Lisa DeLong  
Justin Mew  
Beth Pateman for Donald Young  
Kerry Tom for Kathryn Matayoshi  
Kariane Park Toyama

**ABSENT:** Branden Kawazoe  
Steve Nakasato

Arlene Lee-Williams for Don Horner  
Roxane Stewart

**STAFF:** Lynn Hammonds, Executive Director  
Christina Simpson, Licensing Specialist  
Christopher Erickson, Education Specialist  
Lorrin Toma, DPSA  
Jill Agena, Secretary

**CALL TO ORDER:**

Chairperson Holck called the meeting to order at 1:08 p.m.

**ANNOUNCEMENTS:**

The Board thanked Executive Director Hammonds for organizing the Ethics Summit at University of Phoenix on September 10, 2015.

**APPROVAL OF MINUTES:**

(Cayetano/Mew) The minutes of August 13, 2015 meeting were approved as written.

**TOPIC:** Executive Director's Report

**DISCUSSION:** Executive Director Hammonds submitted her report to the Board with no additions.

**TOPIC: Legislative Committee**

**DISCUSSION:** Cayetano reported that the committee discussed:

- NBI 15-04: Adoption of Hawaii Teacher Standards Board 2016 Annual Report – Recommends approval
- Review of Hawaii Revised Statutes 302A – 801-808 – Recommends with no changes

**TOPIC: Teacher Standards Committee**

**DISCUSSION:** Villalobos reported that the committee discussed:

- NBI 15-05: Adoption of Recommendations of the 2014-2015 Licensure Work Group – Recommends approval with changes
- NBI 15-06: Adoption of Recommendations of the 2014-2015 Hawaiian Focus Work Group – Recommends approval with changes
- NBI 14-31: Clarification of Requirements for the Teacher Leader License Field – Recommends approval

**TOPIC: Budget, Personnel and Strategic Planning Committee**

**DISCUSSION:** N.Tom reported that the committee discussed:

- NBI 15-07: Strategic Plan Update – Recommends approval
- Report on Website, Online Licensing System and Data Sharing – further discussion at the November 2015 meeting

**TOPIC: Report out of Executive Session**

**DISCUSSION:** Chairperson Holck reported out:

- Approval of Executive Session Minutes from the August 13, 2015 meeting
- Approved NBI 15-08: License Affirmation
- Finalized the Evaluation of Executive Director Hammonds

**TESTIMONY, PETITIONS FROM THE PUBLIC:** None.

**NEW BUSINESS APPROVED:** (See Attachments)

1. **NBI 14-31: Clarification of Requirements for the Teacher Leader License Field**  
(Villalobos on behalf of the Teacher Standards Committee)
2. **NBI 15-04: Adoption of Hawaii Teacher Standards Board 2016 Annual Report**  
(Cayetano on behalf of the Legislative Committee)
3. **NBI 15-05: Adoption of Recommendations of the 2014-2015 Licensure Work Group**  
(Villalobos on behalf of the Teacher Standards Committee)
4. **NBI 15-06: Adoption of Recommendations of the 2014-2015 Hawaiian Focus Work Group**  
(Villalobos on behalf of the Teacher Standards Committee)

5. **NBI 15-07: Strategic Plan Update**  
(N.Tom on behalf of the Budget, Personnel and Strategic Planning Committee)
6. **NBI 15-08: License Affirmation**  
(Holck reported out of executive session)

**ADJOURNMENT:**

Chairperson Holck adjourned the meeting at 3:10 p.m.

**RECORDER:** \_\_\_\_\_  
Jill Agena

**DATE:** September 11, 2015

UNAPPROVED

**TITLE: Clarification of Requirements for the Teacher Leader License Field**

---

---

The Hawaii Teacher Standards Board approves the following regarding criteria for meeting job embedded experiences for the Teacher Leader license field:

Hawaii Department of Education or Charter School experience verified by a school administrator for any of the following experiences:

- curriculum or content specialist/coach;
- state office or complex area instructional or data coach;
- mentor teacher;
- department/grade level chair;
- service on school-wide, district or national level that develops leadership skills and benefits students, school community or the profession, eg., accreditation team, school turnaround team, instructional leadership team, etc.

The Board also directs the Executive Director to convene a panel to review the Educational Testing Service (ETS) Teacher Leader Assessment to determine its suitability for use in qualifying for the Teacher Leader field, and, if found suitable, to recommend a passing score to the Board for adoption. The panel shall include representatives from:

- Hawaii Department of Education, recommended by the Superintendent;
- Hawaii Charter Schools, recommended by the Charter School Commission Office;
- Hawaii Educator Preparation Providers;
- Hawaii State Teachers Association.

The meeting may be convened using an online platform.

Submitted by: Terry Lynn Holck

Referred to: Teacher Standards Committee

**New Business Item 15-04**

Introduced 9/11/2015

Approved 9/11/2015

**TITLE: Adoption of Hawaii Teacher Standards Board 2016 Annual Report**

---

The Hawaii Teacher Standards Board approves the attached 2016 Annual Report and directs the Executive Director to submit copies as specified to the Governor and Legislature.

UNAPPROVED

**Submitted by:** Terry Lynn Holck

**Referred to:** Legislative Committee

**TITLE: Adoption of Recommendations of the 2014-2015 Licensure Work Group**

---

---

The Hawaii Teacher Standards Board (HTSB) adopts the following recommendations of the 2014-2015 Licensure Work Group which were included in the workgroup's report presented at the June 2015 meeting:

- Maintain current license levels (PK-K, PK-3, K-6, 6-8, 6-12, K-12, P-12);
- Add the following license fields after standards and criteria are recommended by the work groups and approved by the Board:
  - Science Technology Engineering Mathematics (STEM) K-6, 6-8, 6-12 and
  - Multiple Subject P-12 for teachers in remote/hard to fill schools;
- Encourage social studies and science teachers to add at least one specific field by their first license renewal date.

The Board also directs the Executive Director to convene work groups to recommend standards and criteria for the new STEM and Multiple Subject licenses. The groups should include a representative from each of the following:

For the multiple subject license:

- A licensed charter school teacher and Department of Education teacher from a school either in a remote or hard to fill school;
- Teacher Education Coordinating Committee (TECC);
- Hawaii Department of Education;
- Hawaii Charter School Commission;
- Hawaii State Teachers Association.

For the STEM license:

- A teacher licensed in the STEM fields;
- Teacher Education Coordinating Committee (TECC);
- Hawaii Department of Education;
- Hawaii Charter School Commission;
- Hawaii State Teachers Association.

**Submitted by:** Terry Lynn Holck

**Referred to:** Teacher Standards Committee

## **Hawaii Teacher Standards Board Licensure Work Group Report**

### **Workgroup members:**

- Teachers from the field with experience and an active license in special education, TESOL and elementary education:
- Special Education: Michael Kline, Special Education Teacher, Kilauea Elementary School
- TESOL: Shawn Ford, Program Coordinator, Second Language Teaching Program, Kapiolani Community College
- Elementary Education: Pualani Akaka, Elementary Teacher, Kualapu`u Elementary Charter School
- Science: Sara Medeiros, Science Teacher, West Hawaii Explorations Academy Public Charter School
- Social Studies: Cristy Kessler, Associate Professor, College of Education, University of Hawaii-Manoa
- Hawaii Department of Education representative: Kim Miyamoto and Everett Urabe, Personnel Specialists, Hawaii DOE
- Hawaii State Public Charter School Commission representative: Beth Bulgeron, Academic Performance Manager, State Public Charter School Commission
- Teacher preparation faculty in special education, TESOL and elementary education:
- Special Education: Amelia Jenkins, Chair, Department of Special Education, College of Education, University of Hawaii-Manoa
- TESOL: Brook Chapman de Sousa, Assistant Professor, Multilingual Learners, University of Hawaii-Manoa
- Elementary Education: Donna Grace, Director, Institute for Teacher Education, Elementary Division, University of Hawaii-Manoa
- Hawaiian Licensure Areas: Kalehua Krug, Hawaiian Language Immersion Teacher Education, Curriculum Studies Department, College of Education, University of Hawaii-Manoa
- STEM: Tara O'Neill, Science Education, Curriculum Studies Department, College of Education, University of Hawaii-Manoa
- Hawaii State Teachers Association representative: Dawn Raymond, Special Education Teacher, Waiakea High School

### **HTSB staff:**

Lynn Hammonds, Executive Director  
Carolyn Gyuran, Educational Specialist

### **Meeting dates:**

January 14 and 28, 2015, 10:00 AM at Dole Cannery Meeting Room 158

**Workgroup Charge:**

New Business Item 14-11 approved formation of a work group to make recommendations for licensure, including special education, TESOL and elementary education licensure. The Executive Director will conduct two meetings of this group and report their recommendations back to the Board at the June 2015 meeting for possible action.

The work group shall be composed of the following representatives:

- Teachers from the field with experience and an active license in special education, TESOL and elementary education;
- Hawaii Department of Education;
- Hawaii State Public Charter School Commission;
- Teacher preparation faculty;
- Hawaii State Teachers Association.

**The panel reviewed current licensure fields and levels and makes the following recommendations to the Hawaii Teacher Standards Board:**

**License Levels**

Currently, Hawaii offers licensure levels of PK-K, PK-3, K-6, 6-8, 6-12, K-12 and P-12.

Panelists were divided between having multiple levels and recognizing fewer levels. Special education representatives felt a wide array of levels was problematic because there cannot be a great deal of flexibility. Others felt that it was important to retain current levels so teachers have more options in placement by their employer. Preparation programs felt reducing the number of levels would create problems for their programs. Hawaiian preparation programs like the larger span as their teachers have more employment options. The Department of Education (DOE) felt multiple levels hinder placement, making a license more restrictive, but a wider span, such as K-12, gives the employer more leeway in placement.

One question in particular that the panel explored was whether K-12 is an appropriate level span. Currently, for a program to recommend a candidate for licensure in K-12 the individual must complete student teaching in both K-6 and 6-12, as well as have coursework specific to both levels. The group felt that the K-12 filled a need but that it can be challenging to prepare a candidate for both elementary and secondary teaching.

## **Teaching Fields**

### **Dual Licensure**

Dual licensure in the areas of special education, Teaching English to Speakers of Other Languages (TESOL), early childhood and Hawaii fields was discussed, centering around preparation and employment issues.

#### **Special Education**

In special education, preparation programs felt required dual licensure would decrease the number of candidates due to the length of the program and candidates might transfer out of special education to other areas which would not require a dual license. However, the program representatives felt a better option would be to require "X" number of content classes without requiring teachers to be licensed in the content field.

The DOE felt that dual licensure would be an advantage for those seeking employment and for federal tracking purposes and Highly Qualified status.

Teacher members were concerned that individuals with special education licenses are placed in any content field, whether the teacher is qualified in that content field or not.

The general consensus of the group was that dual licensure is desirable but should not be required because of cost, need of special education teachers, and the fact that it would be narrowing placement options for special education teachers.

### **Teaching English to Speakers of Other Languages**

The field has shifted to content based language development. Content is necessary to teach language. TESOL teachers do not teach grammar rules but they teach history and acquire language through the content. Dual licensure is tempting because TESOL is a flexible field. Having a content area broadens the field. Candidates are encouraged to get content field. 13.5% of student population is TESOL. The DOE felt that teachers with a TESOL dual license would be highly employable. However, the group felt making the TESOL license mandatory as a dual license with another field would have an adverse effect on the number of individuals seeking this license, therefore having a negative impact on students.

The Hawaiian program representatives reminded the group that Hawaii has two official languages: Hawaiian and English. They felt strongly that in addition to TESOL there should also be Teaching Hawaiian to Speakers of Other Languages (Hawaiian Language Learners). For example, all license fields should be identified as either English or Hawaiian: Mathematics 6-12 English or

## Mathematics 6-12-Hawaiian.

The group consensus was that TESOL should not be required as dual license and that the HTSB should consider specifying licenses for Hawaiian Language Learners in addition to English Language Learners.

### **Early Childhood Education**

Preparation faculty felt dual licensure was not needed for early childhood teachers since these individuals are licensed in K-3, therefore eligible for a range of placements. The group agreed.

### **Science, Technology, Engineering and Mathematics (STEM)**

Variations of STEM licenses were discussed:

STEM only

STEAM, adding art

STEM as a stand-alone license

STEM as an added field

The group supports the importance of the STEM field and UH-Manoa is interested in adding a teacher preparation program in STEM. The group felt that if STEM is added as a license field that it could be introduced as an added field only and expanded as programs appropriate for initial licensure are developed.

### **Multiple Subject Licenses**

This license was of interest to charter school principals who report they are challenged to find licensed teachers for extremely small schools. The group investigated California's multiple subject credential as a model for this type of license. A teacher is allowed to teach core subjects to a self-contained classroom in grades twelve and below. The group supports this concept for situations where extremely small schools could benefit.

### **Eminence License**

The group felt that those seeking a license based solely on their content knowledge would not necessarily be successful in teaching but would be better utilized as guest speakers or guest lecturers in the classroom of the teacher of record.

### **Hawaiian Cultural Practitioner**

Preparation programs felt that while this might be a help to some Hawaiian focused schools to use individuals with expertise in Hawaiian tradition it would be detrimental to indigenous teacher preparation programs, and could even result in the closing of those programs. While the group felt this was a good idea the

concern was how qualifications would be determined and individuals recommended on a consistent basis.

### **Focus Area for Elementary Education License**

Panelists agreed that it would be beneficial for elementary education teachers to have expertise in an area of focus in the core subjects but did not feel that they should have to have an additional initial license field citing additional burden on the teacher candidates and programs due to additional cost and extended length of the preparation program. Preparation faculty felt some candidates would be disheartened and not seek licensure at all if more requirements were added to the already hefty elementary programs.

Another option, rather than making this an initial licensure requirement, was to consider having elementary education teachers add a core area at a specific renewal point, such as at the first or second license renewal.

### **Phasing Out Broad Social Studies and Science Fields**

Panelists agreed that teachers licensed in the current broad fields may not be qualified to teach all subject specific fields in the discipline. However, employers felt that teachers would be limited in employment prospects if their license field is too narrow.

One option to consider is continuing to allow the broad license fields but requiring these teachers to add at least one specific field before the first renewal of their broad field license.

#### **Recommendation to HTSB:**

- Maintain current license levels;
- Add STEM as an added field in K-6, 6-8, 6-12;
- Add a multiple subject P-12 license for teachers in remote/hard to fill schools;
- Encourage social studies and science teachers to add at least one specific field by their first license renewal date.

**TITLE: Adoption of Recommendations of the 2014-2015 Hawaiian Focus Work Group**

---

The Hawaii Teacher Standards Board (HTSB) adopts the following recommendations of the 2014-2015 Hawaiian Focus Work Group, which were included in the workgroup's report presented at the June 2015 meeting:

- After July 1, 2022, initial licensure in the separate fields of Hawaiian Language and Hawaiian Studies not be issued;
- A new field of Hawaiian Knowledge P-3, K-6, 6-8, 6-12, K-12, and P-12 be issued as a blend of Hawaiian Language and Hawaiian Studies;
- The license field Hawaiian Language Immersion be renamed Kaia'ōlelo-Kaiapuni Hawai'i;
- The standards for Hawaiian Knowledge and Kaia'ōlelo-Kaiapuni Hawai'i be adopted for use by preparation providers and for licensure, with the provision that Educator Preparation Programs (EPPs) using the current standards may continue to use them until they have completed their next State Approval of Teacher Education Program (SATEP) review;
- Indigenous Education Programs be reviewed by a joint World Indigenous Nations Higher Education Consortium (WINHEC)/HTSB team of reviewers;
- That the content assessment currently administered at UH Hilo as Hawaiian 490 be recognized for use as a licensure assessment and to add a field in Hawaiian Language, Hawaiian Studies, Hawaiian Language Immersion, Kaia'ōlelo-Kaiapuni Hawai'i and Hawaiian Knowledge if it is adopted.

The Board directs the Executive Director to facilitate a meeting of Hawaii SATEP to disseminate information about the new fields, standards and requirements no later than June 30, 2016.

**Submitted by:** Terry Lynn Holck

**Referred to:** Teacher Standards Committee

**Hawai'i Teacher Standards Board  
Hawaiian Focus Work Group  
November 5 and 12, 2014 and May 6, 2015  
Dole Cannery Meeting Room 158**

Workgroup members:

- Teacher representative with experience and license in each of the following fields:  
Hawaiian Language, Hawaiian Language Immersion and Hawaiian Studies: Pelehonuamea Harman, Teacher, Ke Kula `O Nāwahīokalani`ōpu`u Iki Charter School
- Board of Education representative: Invited, no representative able to attend
- Hawai'i State Public Charter School Commission representative: Beth Bulgeron, Academic Performance Manager, State Charter School Commission
- Principal, Ke Kula Nāwahīokalani`ōpu`u Iki Lab Public Charter School: Kauanoē Kamanā, Principal, Ke Kula `O Nāwahīokalani`ōpu`u Iki Charter School
- Hawai'i Department of Education Office of Hawaiian Education representatives: Kau`i Sang, Educational Specialist, Hawaiian Language Immersion; Keoni Inciong, Education Specialist; Malia Melemai, State Office Teacher, Hawaiian Language Immersion; Kawehi Napeahi, State Office Teacher, Hawaiian Studies
- Teacher preparation faculty from each indigenous preparation program:
- Kahuawaiola Indigenous Teacher Education Program at UH-Hilo: Makalapua Alencastre, Director, Kahuawaiola
- Ho`okulaiwi at UH-Manoa: Eomailani Kukahiko, Assistant Specialist
- UH-Hilo College of Hawaiian Language: Keiki Kawai`ae`a, Director, Ka Haka `Ula O Ke`elikōlani *College of Hawaiian Language*
- UH-Manoa Specialist: Kalehua Krug, Hawaiian Language Immersion Teacher Education, Curriculum Studies Department, College of Education, University of Hawaii-Manoa
- Hawai'i State Teachers Association representative: Lokelani Han, Teacher, Kualapuu Public Conversion Charter School

HTSB staff:

Lynn Hammonds, Executive Director  
Carolyn Gyuran, Educational Specialist  
Christina Simpson, Licensing Specialist

## REPORT

### Workgroup Charge:

Pursuant to HTSB New Business Item 14-10, approved on October 3, 2014, the HTSB Executive Director will conduct two meetings of a work group to review, discuss, and make recommendations for possible action regarding Hawaiian license fields and levels, standards for these fields, and preparation of educators who will teach with these licenses.

### Task:

This Work Group will review current practice, other national and international models for standards for indigenous teacher preparation programs, program review and licensure and make recommendations to be presented to the HTSB at their June 2015 meeting.

### Review and Discussion of Licensure:

The Constitution of the State of Hawai'i provides:

- Art X, Sec 4: The promotion of Hawaiian culture, history and language in the public schools.
- Art XV, Sec 4: The English and Hawaiian as official languages of Hawai'i.

Currently, Hawai'i has three license fields focused on Hawaiian language, history and culture:

- Hawaiian Language 6-12;
- Hawaiian Language Immersion (HLI) PK-3, K-6, 6-12, K-12 and P-12;
- Hawaiian Studies 6-12.

Other licenses which were recommended by stakeholder groups for consideration were discussed and included the following:

- P-12 Generalist or Multiple Subject License: This license was suggested by Hawai'i Charter School principals in order to enable teachers to teach all core subjects in small or remote schools. The panel used the California Multiple Subject Credential as a basis for their discussion. No consensus was reached on the usefulness of this generalist license as there were concerns about the Hawai'i Department of Education's determination of Highly Qualified status for such teachers.
- Cultural Practitioner: This license was also a suggestion made by charter schools. The panel did not support this idea as defining "cultural practitioner" is needed. There was concern that individuals could be deemed a "cultural practitioner" without sufficient knowledge in Hawaiian history, language and culture. There was also concern that some could try to circumvent professional training if they were awarded this license field without completion of an educator preparation program;
- Hawaiian Language Medium Licenses: The panel proposes the future development

of Hawai‘i’s teacher licenses to be offered for both Hawaiian and English medium educational contexts in order to accommodate the growth and development of Hawaiian education. Parallel licenses for Hawaiian and English will need to be developed for all major content area licenses: For example, Mathematics 6-12-English and Mathematics 6-12-Hawaiian; English Language Arts and Hawaiian Language Arts; TESOL and THSOL, etc.

#### Licensure recommendations:

- After July 1, 2022, initial licensure in the separate fields of Hawaiian Language and Hawaiian Studies will not be issued;
- A new field of Hawaiian Knowledge P-3, K-6, 6-8, 6-12, K-12, P-12, will be issued as a blend of Hawaiian Language and Hawaiian Studies;
- The Hawaiian Language Immersion license be renamed Kaia‘ōlelo-Kaiapuni Hawai‘i.

#### Review and discussion of Hawaiian Standards:

Current Content Standards for the three Hawaiian fields were originally adopted by HTSB in consultation with preparation faculty and teachers in the field. The consensus was that the standards were in need of revisions which advanced plans to be undertaken by the current panel. The decision was made to incorporate a review of the standards into this workgroup. A writing group was formed to include the DOE (Education Specialists and classroom teachers) and two EPPs (Kahuawaiola, UHHilo and Ho‘okulaiwi, UHMānoa). The Standards were discussed in depth during five meetings with revisions drafted.

The panel has submitted recommendations for revision of the current Content Standards.

The panel recommends adoption of the draft Standards, attached.

The panel also felt strongly that all teachers in Hawai‘i need to be familiar with the Hawaiian culture in order to integrate throughout their teaching. While this panel did not come to a consensus about how to achieve this goal, some members of the panel were instrumental in establishing a work group under the umbrella of the Teacher Education Coordinating Committee (TECC) to study this matter. Recommendations from the TECC group should be reviewed and considered by the HTSB.

#### Review of Preparation Programs:

##### Current Model:

Kahuawaiola Indigenous Teacher Education Program at the University of Hawai‘i-Hilo was last reviewed and accredited as a SATEP in 2009 by a joint review team composed of Hawai‘i preparation faculty and teachers from the field along with representatives of the World Indigenous Nations Higher Education Consortium (WINHEC).

New Business Item (NBI) 10-40Rev, adopted 1/24/2011 revised the State Approval of Teacher Education Program Review Process by requiring Hawai'i preparation programs to achieve accreditation by a national teacher education accrediting body approved by the U. S. Department of Education to be eligible for HTSB approval for licensure programs. Since that time, the two existing teacher education accrediting bodies, National Council of Accreditation of Teacher Education (NCATE) and Teacher Education Accreditation Council (TEAC) have merged into one organization, Council for the Accreditation of Educator Preparation (CAEP).

Since 2011 Kahuawaiola faculty have attended numerous local and national conferences and workshops to prepare for their upcoming review in 2016. However, they find that it is not an appropriate process to assess an indigenous education program. In fact, CAEP has shared that they do not have the capacity to individualize the review process to accommodate an indigenous education program.

This work group recommends joint review by HTSB and WINHEC and, if available in the future, by WINHEC if it develops a teacher education review process.

Assessment recommendations:

Content Knowledge:

Use of Hawaiian language proficiency assessment as a licensure assessment for content validation and to add a field;

Performance Assessment:

Preparation of a cadre of Hawaiian language scorers for a performance assessment adopted by the HTSB.

Recommendations to HTSB:

- After July 1, 2022, initial licensure in the separate fields of Hawaiian Language and Hawaiian Studies not be issued;
- A new field of Hawaiian Knowledge P-3, K-6, 6-8, 6-12, K-12, and P-12 be issued as a blend of Hawaiian Language and Hawaiian Studies;
- The license field Hawaiian Language Immersion be renamed Kaia'ōlelo-Kaiapuni Hawai'i;
- The attached standards be adopted for use by preparation providers and for licensure, with the provision that EPPs using the current standards may continue to use them until they have completed their next SATE review;
- Indigenous Education Programs be reviewed by a joint WINHEC/HTSB team of reviewers;
- That the content assessment (currently administered at UH Hilo as Hawaiian 490) be recognized for use as a licensure assessment and to add a field in Hawaiian Language, Hawaiian Studies, Kaia'ōlelo-Kaiapuni Hawai'i and Hawaiian Knowledge if it is adopted.

**New Business Item 15-07**

Introduced 9/11/2015

Approved 9/11/2015

**TITLE: Strategic Plan Update**

---

The Hawaii Teacher Standards Board (HTSB) approves the following update to the HTSB Strategic Plan and directs the Executive Director to post to the HTSB website and plan for implementation of the 2015-2016 goals.

UNAPPROVED

**Submitted by:** Terry Lynn Holck

**Referred to:** Budget, Personnel and Strategic Planning Committee



HAWAI'I TEACHER  
STANDARDS BOARD

# Strategic Plan

July 1, 2011 – June 30, 2017



**The Honorable David Y. Ige  
Governor, State of Hawai`i**

**Hawaii Teacher Standards Board**

**Teacher Members:**

Terry Lynn Holck, Chairperson, Common Core & Technology Integration Resource Teacher, Nānākuli-Wai'anae Complex Area

Felicia Villalobos, Vice Chairperson, Teacher, Wilcox Elementary School

Louise Cayetano, Teacher, Fern Elementary School

Branden Kawazoe, School Counselor, Kaiser High School

Kariane Park Toyama, Teacher, Waihee Elementary School

Roxane Stewart, Teacher, Ka`Umeke Ka`eo Public Charter School

**School Principal Members:**

Lisa DeLong, Kailua Intermediate School

Justin Mew, Kaiser High School

Steve Nakasato, Pearl Ridge Elementary School

**Hawaii Association of Independent Schools:**

Gerald Teramae, Island Pacific Academy

**Ex-Officio Members/Designees:**

Arlene Lee-Williams, for Lance Mizumoto, Chairperson, Hawaii Board of Education

Kerry Tom, for Kathryn Matayoshi, Superintendent, Hawaii Department of Education

Dr. Beth Pateman, for Dr. Donald Young, Dean, College of Education, University of Hawaii-Manoa

**Public Members:**

Les Murashige

Noe Noe Tom

**Hawai`i Teacher Standards Board Professional Staff**

Lynn Hammonds, Executive Director  
Christina Simpson, Licensing Specialist  
Christopher Erickson, Ph.D., Interim Education Specialist

# 2011- 2017 Strategic Plan Hawai`i Teacher Standards Board

## Table of Contents

INTRODUCTION.....	21
OVERVIEW.....	21
GOAL 1: Support rigorous, progressive teacher preparation and licensure standards and policies. .....	21
GOAL 2: Enhance efficient customer service with Aloha.....	22
GOAL 3: Strengthen relationships with stakeholders.....	22
GOAL 4: Develop operations which maximize effectiveness.....	23
TIMELINE AND ASSIGNMENT FOR PLAN IMPLEMENTATION .....	24

## INTRODUCTION

In 2010 the Hawaii Teacher Standards Board started an intensive self-study that has resulted in strengthened operations, revised policy, and an emerging renewal of confidence and trust from teachers and the public. The Board has made significant progress in achieving four main goals:

- Support rigorous, progressive teacher preparation and licensure standards and policies.
- Enhance efficient customer service with Aloha.
- Strengthen relationships with stakeholders.
- Develop operations which maximize staff effectiveness.

This Strategic Plan provides a framework to guide the Board committees and Executive Director to accomplish these goals. This plan was implemented July 1, 2011 and extends to June 30, 2017.

## OVERVIEW

### History of HTSB

Act 240 of the Eighteenth Legislature, State of Hawaii, established the Hawaii Teacher Standards Board in 1995. The Board originally consisted of nine members, including four licensed teachers, three educational officers, the chairperson of the Board of Education, and the Dean of the University Of Hawaii College Of Education. That membership has been expanded to include two additional teachers and two members of the public. The HTSB has full responsibility for establishing teacher, school counselor and school librarian licensing standards, and issuing licenses to education professionals who meet the criteria. The Board issues three tiers of licenses and two kinds of special permits. The Board approves Hawaii based state approved teacher, counselor and librarian education programs (SATEP); reports to the federal government on licensing and teacher education programs; and approves, validates and adopts licensure tests. The Board also participates in efforts related to teacher quality, including support for National Board for Professional Teaching Standards (NBPTS) candidates. In addition, the Board establishes penalties for teacher misconduct that may result in the suspension or revocation of a license.

### Vision and Mission

The HTSB envisions a highly esteemed public education system with rigorous professional teacher standards that foster student success. Our mission is to collaboratively set high teacher licensing and credentialing standards to:

- Provide every child with qualified teachers.
- Promote professionalism and teaching excellence.
- Build public confidence in the teaching profession.
- Provide more accountability to the public.

## GOAL 1: Support rigorous, progressive teacher preparation and licensure standards and policies.

- Objectives

- Generate revised state standards that reflect rigor and current best practice based on review of new national teacher education and teacher performance standards.
- Organize and revise statute, administrative rules and policies so they are streamlined and user friendly.
- Evaluate Professional Fitness procedures to ensure public school keiki are protected.
- Revise existing licensure tests and additional options for validating content expertise.
- Revision of license renewal criteria and audit processes based on feedback.
- Revision of provisional teacher preparation program approval process with enhanced training for reviewers and inclusion of out of state reviewers.
- Indicators
  - Revised State Approval of Teacher Education Standards
  - Revised Hawaii Teacher Performance Standards
  - Revised HRS
  - Revised Administrative rules
  - Revised policies which align with statute and administrative rules
  - Revised policies and procedures for investigation and evaluation of Professional Fitness files.
  - Revised licensure tests and implementation of additional methods of validating content expertise.
  - Revised SATEP Manual for provisional approval of new units and programs.

## GOAL 2: Enhance efficient customer service with Aloha.

- Objectives
  - Acknowledge telephone and email inquiries within two business days and resolve issues within five business days.
  - Process incoming documents within two business days including notification of receipt.
  - Improve percentage of customers marking service as “professional, friendly, and knowledgeable”.
  - Development of Operations Handbook for HTSB staff for reference and to better meet needs of customers.
- Indicators
  - Mantis call/email ticket tracking showing time to resolution
  - Audit of mail log and online record tracking showing email notification of receipt of documents
  - Tally of comment cards and implementation of online customer service survey
  - HTSB Operations Handbook

## GOAL 3: Strengthen relationships with stakeholders.

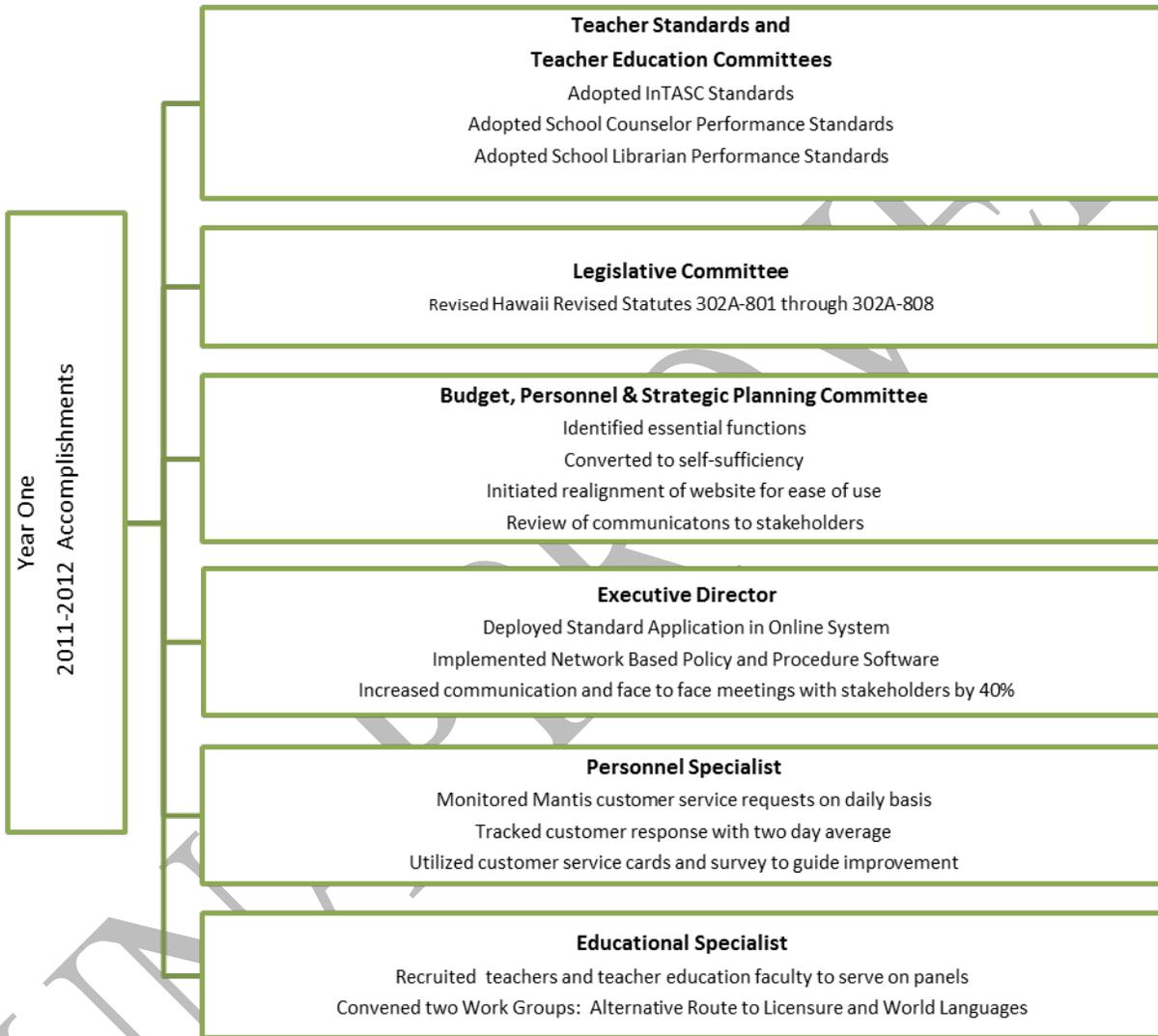
- Objectives
  - Provide opportunities for teachers and teacher education faculty to give direct feedback to the Board to influence policy. (e.g., Work Groups, Standard Setting Panels, NBPTS candidate support)
  - Utilize electronic media to effectively publicize HTSB information to teachers.
  - Increase and sustain regular communication with the Legislative Education Committees, the Department of Education, Hawaii State Teacher’s Association, state approved teacher education programs.
  - Comprehensive survey of applicants and licensees at three year mark of Strategic Plan for feedback on successes and areas for improvement.
- Indicators

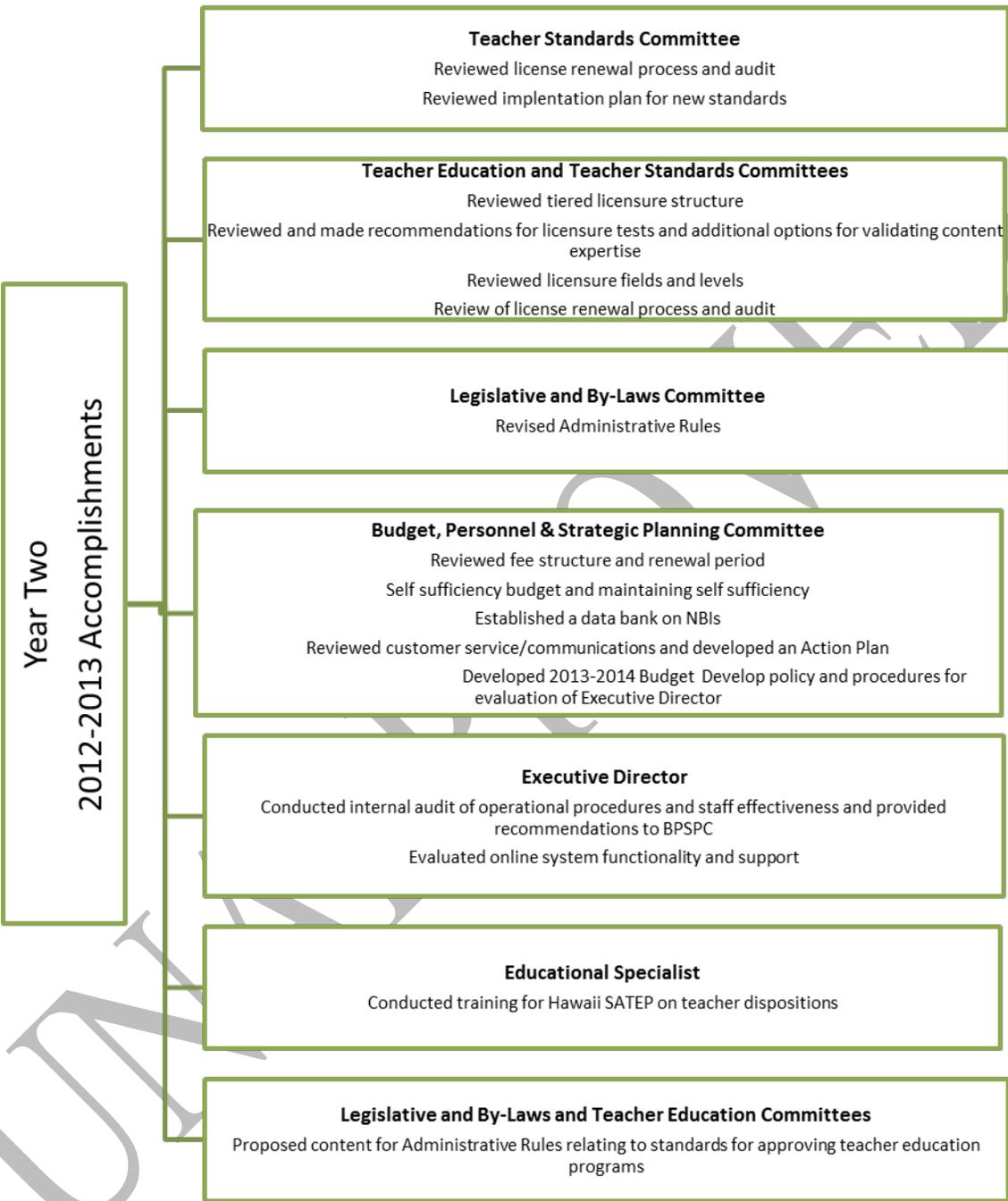
- Number of teachers and teacher educators serving on work groups, panels and as NBPTS support providers
- Record of memorandum, newsletters, reports, New Business Items, Executive Director reports posted on website
- Record of contacts with stakeholders showing increase over time
- Survey results and analysis of data for program improvements.

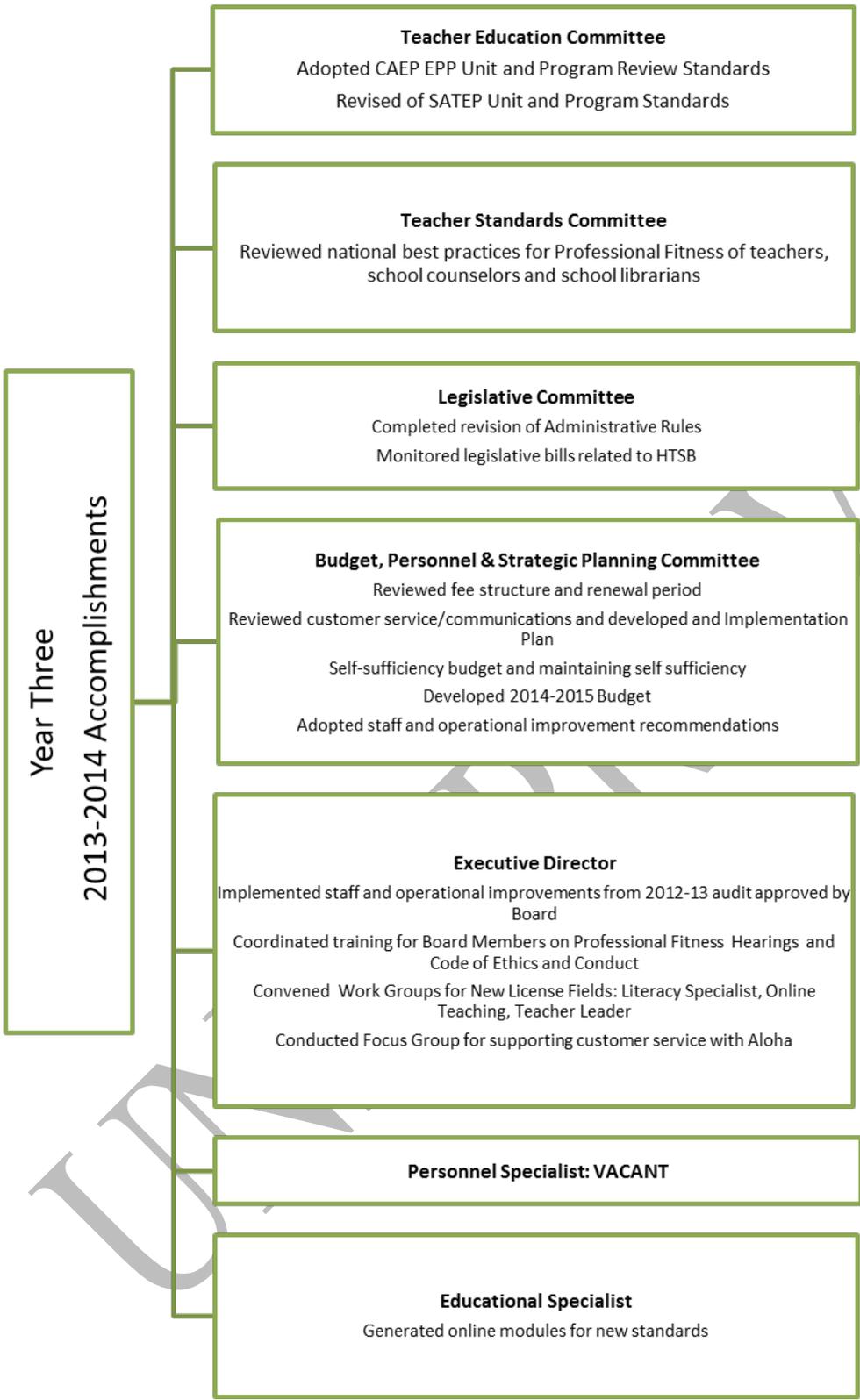
#### GOAL 4: Develop operations which maximize effectiveness.

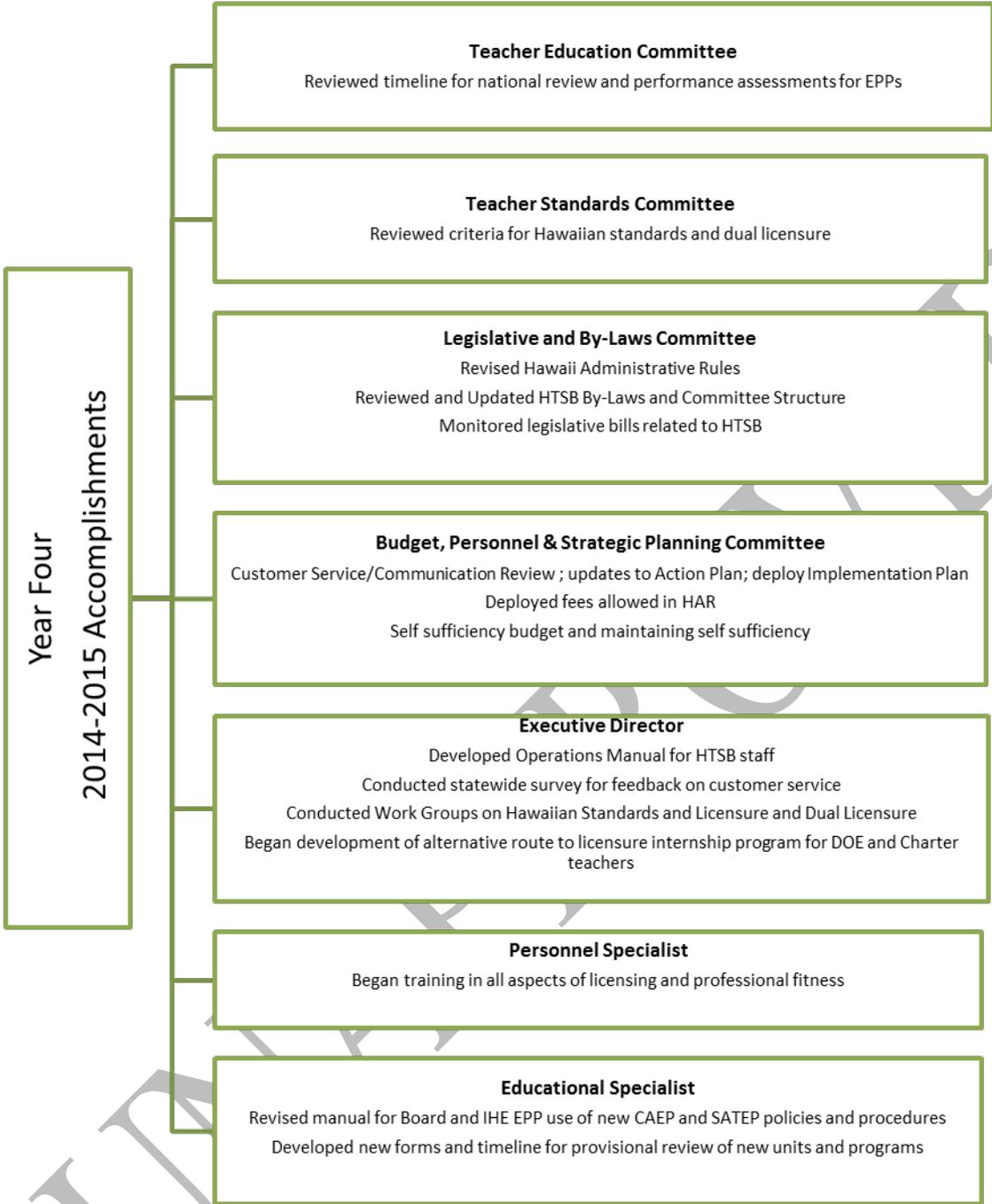
- Objectives
  - Deploy remaining phases in online system and monitor for usability and value.
  - Interface with other organizations to work toward data interface.
  - Review of essential and non-essential functions.
  - Conduct internal audit of operational procedures and staff effectiveness.
  - Deploy policy and procedure manual on networked server to expedite communication among staff and to ensure policies are consistently and appropriately implemented.
  - Review license fee structure and budget requirements to enable HTSB to become self-sufficient based on license fees.
- Indicators
  - Quarterly report to Board on status on online system phase deployments
  - Participation in data warehouse or interface among P-20 stakeholders and SATEP
  - Termination of non-essential functions
  - Report of audit on operations, procedures and staffing
  - Posted policies, staff meeting agendas, memos, emails on policy/procedure program
  - Revised fee structure which fully funds HTSB operations.

# TIMELINE AND ASSIGNMENT FOR PLAN IMPLEMENTATION









Year Five  
2015-2016

**Teacher Education Committee**  
Review of DOE EES for alignment with EPP criteria so there is a continuum of training from prepration to licensure to license renewal

**Teacher Standards Committee**  
Review of HTSB Code of Ethics and training in educator ethics in pre-service to licensure to license renewal  
Review of DOE EES for alignment with EPP criteria so there is a continuum of training from prepration to licensure to license renewal

**Legislative and By-Laws Committee**  
Monitoring legislative bills related to HTSB

**Budget, Personnel & Strategic Planning Committee**  
Customer Service/Communication Review ; updates to Action Plan and review of Implementation Plan  
Self sufficiency budget and maintaining self sufficiency

**Executive Director**  
Convene Workgroup for input on alternative route to licensure/internship program for DOE and Charter teachers  
Partner with other CAEP states to recruit out of state team members virtual participation in provisional EPP reviews  
Convene workgroup for EPPs on performance assessments

**Licensing Specialists**  
Conduct efficiency study of Licensing Section and implement changes to improve effectiveness  
Complete training in EPP review and Professional Fitness issues

Year Six 2016-2017

**Teacher Education Committee**

Participate in national studies on teacher preparation and licensure and learn from best practices

**Teacher Standards Committee**

Review and update of reciprocity policies  
Review of national trends in licensure and preparation assessments

**Legislative and By-Laws Committee**

Survey licensees and EPPs on implementation of HAR changes from 2014-15  
Monitoring legislative bills related to HTSB

**Budget, Personnel & Strategic Planning Committee**

Customer Service/Communication Review ; updates to Action Plan and review of Implementation Plan  
Self sufficiency budget and maintaining self sufficiency  
Review of Executive Director contract

**Executive Director**

Develop partnership with other CAEP states to recruit out of state team members virtual participation in EPP reviews

**Licensing Specialists**

Implement efficiency plan for Licensing Section  
Conduct review of effectiveness/efficiency of online licensing system

**New Business Item 15-08**

Introduced 9/11/2015

Approved 9/11/15

**TITLE: License Affirmation**

---

The Hawaii Teacher Standards Board approves the attached lists of Hawaii Provisional Licenses, Standard Licenses, Advanced Licenses, Added Fields to Existing Licenses, Renewed Licenses and Special Permits.

UNAPPROVED

**Submitted by:** Terry Lynn Holck

**Referred to:**

Initial Licenses					
			Advanced Licenses		
Type	Last Name	First Name	Teaching Fields	Effective Date	Expiration Date
AL	Niles	Gloria	Special Education P - 12	8/1/2015	6/30/2026
			Provisional Licenses		
Type	Last Name	First Name	Teaching Fields	Effective Date	Expiration Date
PL	Anae	Wendy	Social Studies 6 - 12   Special Education K - 12	8/1/2015	6/30/2016
PL	Antonius	Kasey	School Counselor K - 12	8/1/2015	6/30/2016
PL	Bamsey	Duncan	Music K - 12	8/1/2015	6/30/2016
PL	Bartlett	Amy	Elementary Education K - 6	8/1/2015	6/30/2016
PL	Bautista	Bobbie	Elementary Education K - 6	8/1/2015	6/30/2016
PL	Beckham	Katrina	English 6 - 12	8/1/2015	6/30/2016
PL	Beckwith	Adam	SPED - Mild/Moderate K - 12	8/1/2015	6/30/2016
PL	Bernardi	Stephanie	English 6 - 8   Mathematics 6 - 8   Science 6 - 8   Social Studies 6 - 8	8/1/2015	6/30/2016
PL	Blaser	Emily	Elementary Education K - 6	8/1/2015	6/30/2016
PL	Braun	Kelly	Special Education K - 12	8/1/2015	6/30/2016
PL	Bukarau	Ratu Jared	Mathematics 6 - 12	8/1/2015	6/30/2016
PL	Cappa	Alicia	Elementary Education K - 6	8/1/2015	6/30/2016
PL	Cassey	Victoria	Elementary Education K - 6	8/1/2015	6/30/2016
PL	Cureton	Netlla	CTE-Business 6 - 12   Elementary Education K - 6   Social Studies 6 - 8	8/1/2015	6/30/2016
PL	Drahn	Heidi	Elementary Education K - 6	8/1/2015	6/30/2016
PL	Foltz	Kerry	Science 6 - 12	8/1/2015	6/30/2016
PL	Galvez	Clarice	SPED - Severe/Profound K - 6	8/1/2015	6/30/2016
PL	Grubbs	Josiah	Elementary Education K - 6	8/1/2015	6/30/2016
PL	Haiola	Stacey	Elementary Education K - 6	8/1/2015	6/30/2016
PL	Howard	Elizabeth	Special Education K - 12	8/1/2015	6/30/2016
PL	Jones	Kristin	Mathematics 6 - 8	8/1/2015	6/30/2016
PL	Kaawa	Kini	Hawaiian Language 6 - 12   Hawaiian Language Immersion K - 12   Hawaiian Studies 6 - 12	8/1/2015	6/30/2016
PL	kaiser	kyle	Social Studies 6 - 12	8/1/2015	6/30/2016
PL	Kekuewa	Susan	SPED - Mild/Moderate K - 12	8/1/2015	6/30/2016
PL	Khalsa	Simran	Special Education K - 12	8/1/2015	6/30/2016
PL	Kukahiko	Susan	Science 6 - 12	8/1/2015	6/30/2016
PL	Linschoten	Johanna	Elementary Education K - 6	8/1/2015	6/30/2016
PL	Macadangdang	Ailene	English 6 - 12	8/1/2015	6/30/2016
PL	Manus	Amber	Science 6 - 12	8/1/2015	6/30/2016
PL	McMullen	Noelle	Elementary Education K - 6	8/1/2015	6/30/2016
PL	Needham	Julie	Elementary Education K - 6   Special Education 6 - 8   Special Education K - 6	8/1/2015	6/30/2016

PL	Noguchi	Shanel	Elementary Education K - 6	8/1/2015	6/30/2016
PL	Odoardi	Melinda	SPED - Mild/Moderate K - 12	8/1/2015	6/30/2016
PL	Omai	Candice	Early Childhood Education PK - 3   Elementary Education K - 6	8/1/2015	6/30/2016
PL	O'Shaughnessy	Julia	English 6 - 12	8/1/2015	6/30/2016
PL	Otto	Jena	Elementary Education K - 6	8/1/2015	6/30/2016
PL	Palmer	Valerie	School Counselor 6 - 12	8/1/2015	6/30/2016
PL	Pfaff	Emily	Special Education PK - 3	8/1/2015	6/30/2016
PL	Ricks	Jimmie	Elementary Education K - 6	8/1/2015	6/30/2016
PL	Shiroma	Randall	Mathematics 6 - 12	8/1/2015	6/30/2016
PL	Sieko	Robert	Social Studies 6 - 12	8/1/2015	6/30/2016
PL	Skvortsova	Bethany	Early Childhood Education PK - 3	8/1/2015	6/30/2016
PL	Suero	Ryan	Special Education K - 12	8/1/2015	6/30/2016
PL	Takazono	Jolie	Elementary Education K - 6	8/1/2015	6/30/2016
PL	Van Benschoten	Amy	Special Education K - 6	8/1/2015	6/30/2016
PL	Vaughan	Robert	Social Studies 6 - 12	8/1/2015	6/30/2016
PL	Wallace	Mair	Special Education K - 12	8/1/2015	6/30/2016
			Standard Licenses		
<b>Type</b>	Last Name	First Name	Teaching Fields	Effective Date	Expiration Date
SL	Beneski	Timothy	English 6 - 12	8/1/2015	6/30/2021
SL	Buhr	Vikki	Spanish K - 12   Teaching English to Speakers of Other Languages K - 12	8/1/2015	6/30/2021
SL	Callahan	Rebecca	Economics 6 - 12   Government/Political Science 6 - 12   History 6 - 12   Special Education K - 12	8/1/2015	6/30/2021
SL	Cornelius	Akiko	Mathematics 6 - 12	8/1/2015	6/30/2021
SL	Corney	Lisa	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Damasco	Eleonor	Mathematics 6 - 12	8/1/2015	6/30/2021
SL	Hawkins	Sharon	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Inenaga	Chasten	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Jurgens	Griffith	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Munos	Rayna	Elementary Education K - 6   Special Education K - 6	8/1/2015	6/30/2021
SL	Oguin	Collette	SPED - Mild/Moderate K - 12	8/1/2015	6/30/2021
SL	Shephard	Amanda	Elementary Education K - 6   Special Education K - 6	8/1/2015	6/30/2021
SL	Somers	Neal	SPED - Mild/Moderate 6 - 12	8/1/2015	6/30/2021
SL	Vongsvirates	Angela	Elementary Education K - 6   English 6 - 12   English 6 - 8   Science 6 - 8	8/1/2015	6/30/2021
SL	Wili	Livia	Early Childhood Education PK - 3   Early Childhood Education PK - K	8/1/2015	6/30/2021

Type	Last Name	First Name	Teaching Fields	Effective Date	Expiration Date
SP	Pahulehua	Laurie	Ni'ihau Teacher	8/1/2015	6/30/2016
			Emergency Hire		
Type	Last Name	First Name	Teaching Fields	Effective Date	Expiration Date
EH	Ariola	Julie	Emergency Hire	8/1/2015	6/30/2016
EH	Carter	Inanna	Emergency Hire	8/1/2015	6/30/2016
EH	Cofer	Ashley	Emergency Hire	8/1/2015	6/30/2016
EH	Fergusen	Leonard	Emergency Hire	8/1/2015	6/30/2016
EH	Harada	Grant	Emergency Hire	8/1/2015	6/30/2016
EH	Ingebritsen	Ellen	Emergency Hire	8/1/2015	6/30/2016
EH	Kim	Jueun	Emergency Hire	8/1/2015	6/30/2016
EH	Krishna	Anirudh	Emergency Hire	8/1/2015	6/30/2016
EH	Ragsac	Geraldine	Emergency Hire	8/1/2015	6/30/2016
EH	Ralat Cruz	Sandra	Emergency Hire	8/1/2015	6/30/2016
EH	Rose	Carrie	Emergency Hire	8/1/2015	6/30/2016
EH	Tunstall	Drew	Emergency Hire	8/1/2015	6/30/2016
EH	Wang	Austin	Emergency Hire	8/1/2015	6/30/2016
EH	Williams	Doris	Emergency Hire	8/1/2015	6/30/2016
			Added Fields		
Type	Last Name	First Name	Teaching Fields	Effective Date	Expiration Date
AAF	Taba	Stephany	Mathematics 6 - 8	8/1/2015	6/30/2016
AAF	Voeks	Linda	CTE-Public and Human Services K - 6   CTE-Public and Human Services 6 - 12	8/1/2015	6/30/2020
AAF	Kalohelani	Kingsley	Special Education K - 6	8/1/2015	6/30/2019

#### Renewed Licenses

Type	Last Name	First Name	Teaching Fields	Effective Date	Expiration Date
AL	Thompson	Marla	Social Studies 6 - 12	8/1/2015	6/30/2026
			Standard Licenses		
Type	Last Name	First Name	Teaching Fields	Effective Date	Expiration Date
SL	Abdul	Amy	Elementary Education K - 6	8/7/2015	6/30/2021
SL	Acoba	Rodrigo	Social Studies 6 - 12	8/1/2015	6/30/2021
SL	Ah You	Mariaha	Elementary Education K - 6	8/1/2015	6/30/2021

SL	Alo	Pamela	Elementary Education K - 6	8/28/2015	6/30/2021
SL	Amai	Laurie	Elementary Education K - 6	8/8/2015	6/30/2021
SL	Ancheta	Mary	Physical Education K - 12   School Counselor K - 12	8/26/2015	6/30/2021
SL	Anderson	Lia	SPED - Blind/Visually Impaired K - 12	8/17/2015	6/30/2021
SL	Anderson	Dora	Elementary Education K - 6	8/23/2015	6/30/2021
SL	Andrade	Monica	Elementary Education K - 6   SPED - Deaf/Hard of Hearing K - 12   Special Education K - 12	8/20/2015	6/30/2021
SL	Aoki	Kory	CTE-Business 6 - 12	8/1/2015	6/30/2021
SL	Aoki	Nadine	Special Education K - 12	8/1/2015	6/30/2021
SL	Aoki-Davidson	Geri Ann	Elementary Education K - 6	8/28/2015	6/30/2021
SL	Apelu	Stevie	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Appelbaum	Lauren	Social Studies 6 - 12	8/24/2015	6/30/2021
SL	Aquino	Trina	School Counselor K - 12	8/8/2015	6/30/2021
SL	Arakaki	Daryn	Social Studies 6 - 12	8/2/2015	6/30/2021
SL	Arakaki	Julie	Elementary Education K - 6	8/11/2015	6/30/2021
SL	Arakawa	Rena	Elementary Education K - 6   School Librarian K - 12	8/1/2015	6/30/2021
SL	Arensdorf	Kainoa	Physical Education K - 12   School Counselor K - 12	8/18/2015	6/30/2021
SL	Arimoto	Lauren	Elementary Education K - 6   SPED - Severe/Profou nd K - 12   Special Education K -	8/18/2015	6/30/2021

			12		
SL	Arquero	Alycia	English 6 - 12	8/20/2015	6/30/2021
SL	Asato	Jacqueline	Elementary Education K - 6	8/2/2015	6/30/2021
SL	Asuncion	Marlene	Special Education K - 12	8/1/2015	6/30/2021
SL	Aweau	Leigh-Taina	School Counselor K - 12	8/1/2015	6/30/2021
SL	Baclayon	Elizabeth	Social Studies 6 - 12   Social Studies 6 - 8	8/1/2015	6/30/2021
SL	Baker	Robin	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Balai	Marie	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Banks	Daniel	CTE-Business 6 - 12   CTE-Business 6 - 12	8/2/2015	6/30/2021
SL	Barboza	Amanda	Elementary Education K - 6   Special Education K - 6	8/1/2015	6/30/2021
SL	Bass	Tonie	Elementary Education K - 6   SPED - Mild/Moderate K - 12	8/1/2015	6/30/2021
SL	Bennett	Paul	Elementary Education K - 6	8/31/2015	6/30/2021
SL	Bicoy	Kay	Health K - 12   Physical Education K - 12	8/1/2015	6/30/2021
SL	Bingham	Ana Concessa	Elementary Education K - 6	8/23/2015	6/30/2021
SL	Birchard	Sonja	Elementary Education K - 6	8/18/2015	6/30/2021
SL	Blad	Erin	School Librarian K - 12   Spanish 6 - 12	8/1/2015	6/30/2021
SL	Blumer-Buell	Christel	Elementary Education K - 6   Reading K - 12	8/17/2015	6/30/2021
SL	Blumstock	Laurie	Special Education K - 12	8/5/2015	6/30/2021
SL	Boggs	Wendy	Elementary Education K - 6	8/26/2015	6/30/2021

SL	Bras	Rachelle	Elementary Education K - 6   English 6 - 12	8/6/2015	6/30/2021
SL	Brinich	Joanne	Social Studies 6 - 12	8/1/2015	6/30/2021
SL	Brown	Renee	Elementary Education K - 6   School Counselor K - 12	8/1/2015	6/30/2021
SL	Brown	Laura	Elementary Education K - 6   Teacher Leader	8/6/2015	6/30/2021
SL	Bunting	Brenda	SPED - Mild/Moderate K - 12	8/30/2015	6/30/2021
SL	Burch	Kathleen	SPED - Deaf/Hard of Hearing K - 12	8/4/2015	6/30/2021
SL	Burigsay	Jeffrey	Elementary Education K - 6	8/16/2015	6/30/2021
SL	Burke De Mendonca	Sherilyn	Early Childhood Education PK - 3   Elementary Education K - 6   Special Education K - 12	8/20/2015	6/30/2021
SL	Cabanting	Judy	Elementary Education K - 6   Special Education K - 12	8/30/2015	6/30/2021
SL	Cabral	Lois	School Counselor K - 12   Special Education K - 12	8/18/2015	6/30/2021
SL	Cambra	Valerie	Elementary Education K - 6	8/21/2015	6/30/2021
SL	Camit	Keriann	Mathematics 6 - 12	8/1/2015	6/30/2021
SL	Carson	Colleen	Elementary Education K - 6	8/9/2015	6/30/2021
SL	Castro	Christine	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Chan	Anson	Elementary Education K - 6	8/22/2015	6/30/2021
SL	Chang	Sherri	Elementary Education K - 6	8/23/2015	6/30/2021
SL	Char	Shawn	CTE-Public and Human Services 6 - 12	8/7/2015	6/30/2021
SL	Chatani	Colin	Elementary	8/29/2015	6/30/2021

			Education K - 6		
SL	Chee	Kelly	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Chin	William	Mathematics 6 - 12	8/1/2015	6/30/2021
SL	Choi	Dayle	Elementary Education K - 6   Special Education K - 12	8/22/2015	6/30/2021
SL	Chong	Kristine	Elementary Education K - 6   Special Education K - 6	8/1/2015	6/30/2021
SL	Choy	Christina	Elementary Education K - 6	8/2/2015	6/30/2021
SL	Christensen	Dawn	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Chun	Jodi	Elementary Education K - 6	8/6/2015	6/30/2021
SL	Clements	Sherrie	Elementary Education K - 6	8/3/2015	6/30/2021
SL	Collier	Wanda	Social Studies 6 - 12	8/28/2015	6/30/2021
SL	Coronil	Darcy	Mathematics 6 -12	8/25/2015	6/30/2021
SL	Cross	Julianne	SPED - Mild/Moderate K - 12	8/1/2015	6/30/2021
SL	Cruz	Pamela	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Cummings	Christina	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Dace	Rolando	CTE-Industrial and Engineering Technology 6 - 12	8/8/2015	6/30/2021
SL	Daly	Lisa	Elementary Education K - 6	8/18/2015	6/30/2021
SL	D'Amato	Virginia	Elementary Education K - 6   SPED - Mild/Moderate K - 12	8/11/2015	6/30/2021
SL	Davidson	Miki	English 6 - 8   Teaching English to Speakers of Other Languages K - 12	8/20/2015	6/30/2021
SL	De Mille	Elena	Elementary Education K - 6	8/5/2015	6/30/2021
SL	Dela Cruz	Clint	Elementary	8/8/2015	6/30/2021

			Education K - 6		
SL	Denis	Sherri	Elementary Education K - 6	8/17/2015	6/30/2021
SL	Depoe	Michael	Elementary Education K - 6	8/4/2015	6/30/2021
SL	Detton	Dale	CTE-Business 6 - 12	8/4/2015	6/30/2021
SL	Dieperink	Renee	Elementary Education K - 6	8/18/2015	6/30/2021
SL	Domingo	Claire Ann	Hawaiian Language 6 - 12   Hawaiian Language Immersion K - 12	8/14/2015	6/30/2021
SL	Domingo	Michelle	Elementary Education K - 6	8/21/2015	6/30/2021
SL	Douglas	Alexandra	Elementary Education K - 6   Special Education K - 12	8/1/2015	6/30/2021
SL	Drane	Kauhanehemolele	Early Childhood Education PK - 3   Elementary Education K - 6	8/3/2015	6/30/2021
SL	Drysdale-Kaiwi	Deborah	Elementary Education K - 6	8/12/2015	6/30/2021
SL	Duhaylongsod	Kathleen	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Ebisuya	Brant	School Counselor K - 12	8/1/2015	6/30/2021
SL	Echavaria	Pegeen	Elementary Education K - 6	8/21/2015	6/30/2021
SL	Elliott	Doreen	Elementary Education K - 6   Mathematics 6 - 8	8/16/2015	6/30/2021
SL	Englar	Michael	Music K - 12	8/28/2015	6/30/2021
SL	Everett	Kenneth	Health K - 12   Physical Education K - 12	8/9/2015	6/30/2021
SL	Faleolo	Alison	SPED - Mild/Moderate K - 12	8/11/2015	6/30/2021
SL	Favors	Thomas	English 6 - 12	8/1/2015	6/30/2021
SL	Felipe	Joyce	Elementary Education K - 6   SPED - Mild/Moderate K - 12	8/14/2015	6/30/2021

SL	Fernandes	Rinda	English 6 - 12   Social Studies 6 - 12	8/16/2015	6/30/2021
SL	Fernandes	Patricia	Elementary Education K - 6	8/22/2015	6/30/2021
SL	Finefrock	Moira	Elementary Education K - 6   SPED - Mild/Moderate K - 12	8/28/2015	6/30/2021
SL	Finley	Marta	Elementary Education K - 6	8/20/2015	6/30/2021
SL	Fletcher	Robert	SPED - Mild/Moderate K - 12	8/15/2015	6/30/2021
SL	Fong	Cathy Lynne	Elementary Education K - 6	8/2/2015	6/30/2021
SL	Fong	Sang Hee	Elementary Education K - 6	8/18/2015	6/30/2021
SL	Foster	Donna	Elementary Education K - 6	8/16/2015	6/30/2021
SL	Frank	Lawrence	Physical Education K - 12	8/26/2015	6/30/2021
SL	French	Rosemary	Elementary Education K - 6   School Librarian K - 12	8/20/2015	6/30/2021
SL	Fujikawa	Laurie	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Fujikawa	Robert	Elementary Education K - 6	8/18/2015	6/30/2021
SL	Fujimoto	Lani	Elementary Education K - 6	8/22/2015	6/30/2021
SL	Fujimoto	Lynn	Elementary Education K - 6	8/25/2015	6/30/2021
SL	Fujioka	Colleen	Elementary Education K - 6   SPED - Mild/Moderate K - 12	8/9/2015	6/30/2021
SL	Fukuda	Rosanna	Social Studies 6 - 12	8/5/2015	6/30/2021
SL	Fukumoto	Andrea	CTE-Public and Human Services 6 - 12	8/15/2015	6/30/2021
SL	Fukunaga	Eunice	English 6 - 12   School Counselor K - 12	8/16/2015	6/30/2021
SL	Furumoto	Ashley	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Galea	Elizabeth	Elementary Education K - 6	8/1/2015	6/30/2021

SL	Gamiao	Janelyn	Early Childhood Education PK - 3   Elementary Education K - 6	8/23/2015	6/30/2021
SL	Garan	Shannon	Elementary Education K - 6	8/11/2015	6/30/2021
SL	Garcia	Chris	Elementary Education K - 6	8/18/2015	6/30/2021
SL	Genova	Maryanne	Elementary Education K - 6   SPED - Blind/Visually Impaired K - 12	8/18/2015	6/30/2021
SL	Godsill	William	English 6 - 12	8/20/2015	6/30/2021
SL	Gonsalves	Susan	Science 6 - 12	8/2/2015	6/30/2021
SL	Graham	Robert	Elementary Education K - 6	8/26/2015	6/30/2021
SL	Graham	Karen	Elementary Education K - 6   School Librarian K - 12	8/29/2015	6/30/2021
SL	Gumapac	Tara	Art 6 - 12	8/1/2015	6/30/2021
SL	Gushiken	Bruce	Mathematics 6 - 12	8/26/2015	6/30/2021
SL	Gusman	Jodi	Elementary Education K - 6   Mathematics 6 - 8	8/27/2015	6/30/2021
SL	Hamada	Geri	Mathematics 6 - 12	8/21/2015	6/30/2021
SL	Harada	Lynn	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Harada	Jennifer	School Counselor K - 12	8/26/2015	6/30/2021
SL	Harauchi	Sharon	Elementary Education K - 6	8/23/2015	6/30/2021
SL	Hashimoto-Skorikov	Deborah	Social Studies 6 - 12   Social Studies 6 - 8	8/19/2015	6/30/2021
SL	Hatanaka	Tracy Ann	CTE-Public and Human Services 6 - 12	8/12/2015	6/30/2021
SL	Hayama	Alison	Elementary Education K - 6	8/8/2015	6/30/2021
SL	Hayashi	Susan	Mathematics 6 - 12	8/1/2015	6/30/2021
SL	Healy	Elizabeth	CTE-Business 6 - 12   SPED - Mild/Moderate K - 12	8/28/2015	6/30/2021
SL	Hee	Catherine	School Counselor K - 12	8/28/2015	6/30/2021

SL	Hengel	Carol	Music K - 12   SPED - Severe/Profou nd K - 12	8/11/2015	6/30/2021
SL	Henna	Harlan	Elementary Education K - 6	8/4/2015	6/30/2021
SL	Henry	Mark	Mathematics 6 - 12	8/1/2015	6/30/2021
SL	Hense	Rayne	Elementary Education K - 6   English 6 - 8   School Counselor K - 6	8/27/2015	6/30/2021
SL	Herodias	Marianne	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Heron	Ann	Mathematics 6 - 12	8/31/2015	6/30/2021
SL	Hesch	Donna	Music K - 12   School Counselor 6 - 12	8/12/2015	6/30/2021
SL	Hetrick	Lori	Elementary Education K - 6   School Counselor K - 12	8/19/2015	6/30/2021
SL	Higa	Lorna	Elementary Education K - 6   Special Education K - 12	8/1/2015	6/30/2021
SL	Higashi	Frances	Elementary Education K - 6   School Librarian K - 12	8/11/2015	6/30/2021
SL	Higashi Lee	Jami	Spanish 6 - 12	8/1/2015	6/30/2021
SL	Higuchi	Craig	Elementary Education K - 6	8/27/2015	6/30/2021
SL	Hirahara	Ross	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Hirahara	Kelly	Elementary Education K - 6   Special Education K - 6	8/23/2015	6/30/2021
SL	Hirata	Bryan	Music K - 12	8/28/2015	6/30/2021
SL	Hirohata	Knute	Early Childhood Education PK - 3   Special Education K - 12	8/24/2015	6/30/2021
SL	Hironaka	Ryan	Elementary Education K - 6	8/29/2015	6/30/2021

SL	Holmes	Elizabeth	Social Studies 6 - 12   Special Education 6 - 12	8/1/2015	6/30/2021
SL	Honda	Regan	School Counselor K - 12   Social Studies 6 - 12	8/20/2015	6/30/2021
SL	Honjo	John Mark	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Huber	Mary Ellen	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Hughes	Pamela	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Hughes	Melissa	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Hurst	Howard	Elementary Education K - 6   SPED - Mild/Moderate K - 12	8/10/2015	6/30/2021
SL	Ibbs	Stephanie	School Librarian K - 12   Science 6 - 12	8/1/2015	6/30/2021
SL	Ichikawa	Jeanne	Special Education K - 12	8/26/2015	6/30/2021
SL	Ihu	Shauna	Elementary Education K - 6	8/4/2015	6/30/2021
SL	Iida	Ricky	Elementary Education K - 6	8/31/2015	6/30/2021
SL	Inciong	Cathy Ann	Elementary Education K - 6	8/27/2015	6/30/2021
SL	Ishigaki	Christy	Elementary Education K - 6	8/25/2015	6/30/2021
SL	Ishihara	Keith	Mathematics 6 - 12	8/1/2015	6/30/2021
SL	Ito	Brian	Elementary Education K - 6	8/24/2015	6/30/2021
SL	Jentilet	Tina	Elementary Education K - 6   Special Education K - 12	8/10/2015	6/30/2021
SL	Jones	Cassandra	Drama/Theatre Arts 6 - 12   English 6 - 12	8/1/2015	6/30/2021
SL	Jones	Laura	Physical Education K - 12   School Counselor K - 12	8/1/2015	6/30/2021
SL	Joto	Karen	Elementary Education K - 6	8/1/2015	6/30/2021

SL	Kaanoi	Shaun	Mathematics 6 - 12	8/20/2015	6/30/2021
SL	Kahalehau	Dawn	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Kamai	Elena	Elementary Education K - 6	8/12/2015	6/30/2021
SL	Kamauoha	Naomi	Elementary Education K - 6	8/16/2015	6/30/2021
SL	Kamimura	Miki	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Kammerer	James	Health K - 12   Physical Education K - 12	8/1/2015	6/30/2021
SL	Kaneshiro	Karen	Elementary Education K - 6	8/4/2015	6/30/2021
SL	Kaniho	Liza	Elementary Education K - 6	8/2/2015	6/30/2021
SL	Kaopuiki	Kimberly	Reading K - 12   Special Education K - 12	8/9/2015	6/30/2021
SL	Kashinoki	Lynn	Elementary Education K - 6	8/22/2015	6/30/2021
SL	Katjang	Cynee	Elementary Education K - 6	8/2/2015	6/30/2021
SL	Kauleinamoku	Karlene	CTE-Public and Human Services 6 - 12	8/7/2015	6/30/2021
SL	Kaupu	Gaynor	Elementary Education K - 6   SPED - Mild/Moderate K - 12	8/2/2015	6/30/2021
SL	Kauwalu	Carlyn	Elementary Education K - 6   Special Education K - 12	8/22/2015	6/30/2021
SL	Kawai	Laureen	Elementary Education K - 6	8/24/2015	6/30/2021
SL	Kawasaki Abreu	Desiree	School Counselor K - 12	8/8/2015	6/30/2021
SL	Kegley	Dale	Elementary Education K - 6	8/7/2015	6/30/2021
SL	Kelly-Pollette	Mary	Elementary Education K - 6	8/19/2015	6/30/2021
SL	Kewish	Brett	Science 6 - 12	8/28/2015	6/30/2021
SL	Kiakona	Barbara	Social Studies 6 - 12	8/24/2015	6/30/2021
SL	Kiili	Rebecca	Hawaiian Language 6 - 12   Hawaiian Language	8/12/2015	6/30/2021

			Immersion K - 12   Hawaiian Studies 6 - 12		
SL	Kim	Rikki	Elementary Education K - 6	8/10/2015	6/30/2021
SL	Kim	Pualani	Mathematics 6 - 12	8/17/2015	6/30/2021
SL	Kimura	Audie	Physical Education K - 12	8/2/2015	6/30/2021
SL	Kimura	Iris	Elementary Education K - 6   Special Education K - 12	8/12/2015	6/30/2021
SL	King-Mock	Marianne	SPED - Blind/Visually Impaired K - 12   SPED - Deaf/Hard of Hearing K - 12	8/4/2015	6/30/2021
SL	Kinnamon	Eleanor	SPED - Mild/Moderate K - 12	8/1/2015	6/30/2021
SL	Kinoshita	Lillian	Elementary Education K - 6	8/26/2015	6/30/2021
SL	Kiriū	Randy	Mathematics 6 - 12	8/10/2015	6/30/2021
SL	Kitamura	Annie	Elementary Education K - 6   Mathematics 6 - 8	8/31/2015	6/30/2021
SL	Kiyan	Derrick	CTE-Industrial and Engineering Technology 6 - 12	8/1/2015	6/30/2021
SL	Knothe	Kara	Elementary Education K - 6   Special Education K - 12	8/26/2015	6/30/2021
SL	Koide	Sherri	Elementary Education K - 6	8/19/2015	6/30/2021
SL	Koike	Lorna	Elementary Education K - 6	8/25/2015	6/30/2021
SL	Koito-Casison	Cheryl	English 6 - 12	8/8/2015	6/30/2021
SL	Kondo	Lorriane	Elementary Education K - 6	8/9/2015	6/30/2021
SL	Koochi	Alan	Elementary Education K - 6	8/31/2015	6/30/2021
SL	Kop	Danile	English 6 - 12   Japanese 6 - 12   Teaching English to	8/25/2015	6/30/2021

			Speakers of Other Languages K - 12		
SL	Kotomori	Christine	Elementary Education K - 6   Teaching English to Speakers of Other Languages K - 12	8/1/2015	6/30/2021
SL	Kouchi	Robin	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Kuraya	Valerie	Elementary Education K - 6	8/10/2015	6/30/2021
SL	Kuroda	Jill	Elementary Education K - 6   Special Education K - 12	8/14/2015	6/30/2021
SL	Kutsunai	Karen	Social Studies 6 - 12	8/30/2015	6/30/2021
SL	Kyle	Mara	Art K - 12   Special Education 6 - 12	8/1/2015	6/30/2021
SL	Lai	Leslie	SPED - Mild/Moderate K - 12   Social Studies 6 - 12	8/13/2015	6/30/2021
SL	Lander	John	Elementary Education K - 6	8/28/2015	6/30/2021
SL	Laracuent	Stephen	SPED - Blind/Visually Impaired K - 12   SPED - Deaf/Hard of Hearing K - 12	8/15/2015	6/30/2021
SL	Larsen	Iris	SPED - Mild/Moderate K - 12	8/28/2015	6/30/2021
SL	Larson	Joyce	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Lavarias	Sue Ann	CTE-Business 6 - 12	8/15/2015	6/30/2021
SL	Lee	Michelle	Elementary Education K - 6	8/7/2015	6/30/2021
SL	Lee	Elizabeth	Elementary Education K - 6	8/20/2015	6/30/2021
SL	Lee	John	CTE-Industrial and Engineering Technology 6 - 12	8/29/2015	6/30/2021
SL	Lee	Jolyn	English 6 - 12	8/31/2015	6/30/2021

SL	Leiautaua	Saleilua	CTE-Business 6 - 12   Special Education K - 12	8/27/2015	6/30/2021
SL	Leuteneker	Winter	SPED - Mild/Moderate K - 12	8/30/2015	6/30/2021
SL	Lindemann	Richard	Science 6 - 12	8/20/2015	6/30/2021
SL	Louis	Patricia	School Librarian K - 12   Social Studies 6 - 12	8/30/2015	6/30/2021
SL	Luna	Michele	Elementary Education K - 6	8/24/2015	6/30/2021
SL	Maa	Gerilyn	Elementary Education K - 6	8/7/2015	6/30/2021
SL	Madayag	Marly	Elementary Education K - 6   SPED - Mild/Moderate K - 12	8/8/2015	6/30/2021
SL	Maeda	Jeanne	Elementary Education K - 6	8/15/2015	6/30/2021
SL	Maeda	Mark	Science 6 - 12	8/28/2015	6/30/2021
SL	Mahoney	Mark	Elementary Education K - 6	8/4/2015	6/30/2021
SL	Makaimoku	Jarrett	School Counselor K - 12	8/8/2015	6/30/2021
SL	Man	Lisa	English 6 - 12	8/20/2015	6/30/2021
SL	Masukawa	Laureen	Elementary Education K - 6	8/14/2015	6/30/2021
SL	Matamoros	Christine	English 6 - 12   School Librarian K - 12	8/27/2015	6/30/2021
SL	Matsuda	Florence	Special Education K - 12	8/7/2015	6/30/2021
SL	Matsumoto	Alison	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Matsumura	Denise	Elementary Education K - 6	8/25/2015	6/30/2021
SL	Matsunaga	Paula	Elementary Education K - 6	8/27/2015	6/30/2021
SL	Matsuoka	Colleen	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Matsuzaki	Michelle	Elementary Education K - 6	8/12/2015	6/30/2021
SL	Maynard	Melissa	Elementary Education K - 6   SPED - Mild/Moderate K - 6	8/1/2015	6/30/2021
SL	McAnish	Cynthia	SPED - Mild/Moderate	8/20/2015	6/30/2021

			K - 12		
SL	McCreedy	Julianne	Elementary Education K - 6   SPED - Deaf/Hard of Hearing K - 12	8/1/2015	6/30/2021
SL	McNeil	Merica	Teaching English to Speakers of Other Languages 6 - 12	8/1/2015	6/30/2021
SL	Medina	Lindsey	Elementary Education K - 6   Special Education K - 6	8/1/2015	6/30/2021
SL	Melendez	Lisa	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Mendonca	Lisa	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Michaels	Carolyn	English 6 - 12	8/1/2015	6/30/2021
SL	Migita	Dawn	Elementary Education K - 6	8/15/2015	6/30/2021
SL	Min	Kimberly	Elementary Education K - 6	8/30/2015	6/30/2021
SL	Miyaguchi	Mark	Elementary Education K - 6   School Counselor K - 12	8/25/2015	6/30/2021
SL	Miyasato	Darryl	Music K - 12	8/11/2015	6/30/2021
SL	Miyashiro	Jamie	Elementary Education K - 6	8/10/2015	6/30/2021
SL	Mizue	Lori	Science 6 - 12	8/1/2015	6/30/2021
SL	Mizuguchi	Michelle	Elementary Education K - 6	8/9/2015	6/30/2021
SL	Mizuno	Patrice	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Morikawa	Stacie	Elementary Education K - 6	8/7/2015	6/30/2021
SL	Morimoto	Gail	Elementary Education K - 6   English 6 - 8	8/26/2015	6/30/2021
SL	Morioka	Kyle	Physical Education K - 12	8/27/2015	6/30/2021
SL	Mosher	Colleen	Elementary Education K - 6	8/14/2015	6/30/2021
SL	Murakami	Diane	Teaching English to Speakers of Other Languages K - 12	8/24/2015	6/30/2021

SL	Muraoka	Barbara	Elementary Education K - 6	8/16/2015	6/30/2021
SL	Murayama	Cathleen	Elementary Education K - 6	8/13/2015	6/30/2021
SL	Nagamine	Cynthia	Elementary Education K - 6	8/31/2015	6/30/2021
SL	Nakama	Susan	Elementary Education K - 6	8/27/2015	6/30/2021
SL	Nakamoto	Lisa	Elementary Education K - 6	8/29/2015	6/30/2021
SL	Nakamura	Alan	Elementary Education K - 6   Special Education K - 12	8/24/2015	6/30/2021
SL	Nakamura	Leigh	Social Studies 6 - 12	8/31/2015	6/30/2021
SL	Nakano	Paige	Elementary Education K - 6	8/16/2015	6/30/2021
SL	Neeley	Jenna	Elementary Education K - 6   Special Education K - 6	8/1/2015	6/30/2021
SL	Ng	Donna	Special Education K - 12	8/14/2015	6/30/2021
SL	Nickelsen	Harold	English 6 - 12	8/1/2015	6/30/2021
SL	Nishihira	Jerry	Mathematics 6 - 12	8/22/2015	6/30/2021
SL	Nishimoto	Jaye	Elementary Education K - 6	8/16/2015	6/30/2021
SL	Nishimura	Todd	CTE-Industrial and Engineering Technology 6 - 12   CTE-Natural Resources 6 - 12   CTE-Natural Resources Vocational 6 - 12   Mathematics 6 - 8	8/25/2015	6/30/2021
SL	Nitta	Kristi	Elementary Education K - 6	8/29/2015	6/30/2021
SL	Nomura	Edean	Elementary Education K - 6	8/8/2015	6/30/2021
SL	Nomura	Brenda	Japanese 6 - 12	8/26/2015	6/30/2021
SL	Nullet	Kathleen	School Librarian K - 12   Social Studies 6 - 12   Teacher	8/10/2015	6/30/2021

			Leader		
SL	Oda	Sandra	Physical Education K - 12	8/15/2015	6/30/2021
SL	Ogawa	Wendy	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Ogi	Curtis	English 6 - 12	8/1/2015	6/30/2021
SL	Ohira	Jan	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Ohira-Tayama	Marlene	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Ohta	Jeannie	SPED - Mild/Moderate K - 12	8/1/2015	6/30/2021
SL	Okabe	Merle	Social Studies 6 - 12	8/30/2015	6/30/2021
SL	Okada	Tiffany	Elementary Education K - 6	8/12/2015	6/30/2021
SL	Okamoto	Wendy	CTE-Business 6 - 12	8/14/2015	6/30/2021
SL	Okamura	Julia	Elementary Education K - 6	8/21/2015	6/30/2021
SL	Okimoto	Curt	Health 6 - 12   Physical Education K - 12	8/1/2015	6/30/2021
SL	Okinishi	Amy	Elementary Education K - 6	8/28/2015	6/30/2021
SL	Olive	Deborah	Elementary Education K - 6	8/15/2015	6/30/2021
SL	Onuma	Faye	Elementary Education K - 6	8/25/2015	6/30/2021
SL	O'Rourke	Timothy	SPED - Mild/Moderate K - 12	8/17/2015	6/30/2021
SL	Oshiro	Sandra	Elementary Education K - 6	8/16/2015	6/30/2021
SL	Oshiro	Davis	CTE-Industrial and Engineering Technology 6 - 12	8/18/2015	6/30/2021
SL	Oshiro	Lester	Social Studies 6 - 12	8/19/2015	6/30/2021
SL	Pandaraoan	Corri	School Counselor K - 12	8/5/2015	6/30/2021
SL	Park	Sandra	Elementary Education K - 6   School Librarian K - 12	8/5/2015	6/30/2021
SL	Park	Lori	Elementary Education K - 6	8/16/2015	6/30/2021
SL	Parker	Arthur	English 6 - 12	8/1/2015	6/30/2021

SL	Parongao	Josilu	Elementary Education K - 6   SPED - Deaf/Hard of Hearing K - 12	8/23/2015	6/30/2021
SL	Pataray	Janine	SPED - Severe/Profou nd K - 12	8/18/2015	6/30/2021
SL	Pe`a	Lia	SPED - Mild/Moderate K - 12	8/1/2015	6/30/2021
SL	Pereira	Mia	Elementary Education K - 6	8/20/2015	6/30/2021
SL	Perreira	Estelle	Elementary Education K - 6	8/5/2015	6/30/2021
SL	Pickard	Elissa	SPED - Mild/Moderate K - 12   School Librarian K - 12	8/14/2015	6/30/2021
SL	Piligrin	Tracy	Elementary Education K - 6   Special Education K - 12   Teaching English to Speakers of Other Languages 6 - 12	8/8/2015	6/30/2021
SL	Place	Alison	Elementary Education K - 6   Reading K - 6	8/10/2015	6/30/2021
SL	Psak	Jamie	Health K - 12   Physical Education K - 12	8/31/2015	6/30/2021
SL	Quon	Donna Lee	English 6 - 12	8/19/2015	6/30/2021
SL	Ramirez	Gil	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Ramsey	Elizabeth	Health K - 12   Physical Education K - 12	8/6/2015	6/30/2021
SL	Ravina-Koethe	Ruth	Art 6 - 12	8/1/2015	6/30/2021
SL	Reed	Rudy	Social Studies 6 - 12	8/14/2015	6/30/2021
SL	Riley	Russell	English 6 - 12   SPED - Mild/Moderate K - 12   Special Education K - 12	8/20/2015	6/30/2021
SL	Ringuette	Leslie	Social Studies 6 - 12	8/26/2015	6/30/2021
SL	Rogan	Alicia	Art K - 12	8/1/2015	6/30/2021

SL	Romero	Julian	Elementary Education K - 6	8/7/2015	6/30/2021
SL	Roseguo	Katherine	Elementary Education K - 6   Hawaiian Language 6 - 12   Health K - 12   Science 6 - 8	8/20/2015	6/30/2021
SL	Sabado	Don	Mathematics 6 - 12	8/24/2015	6/30/2021
SL	Saito	Ryan	Science 6 - 12	8/1/2015	6/30/2021
SL	Saito	Lisa	School Counselor K - 12	8/3/2015	6/30/2021
SL	Sakata	Lori	Mathematics 6 - 12	8/12/2015	6/30/2021
SL	Sanchez-Beckley	Roxanne	SPED - Mild/Moderate K - 12	8/1/2015	6/30/2021
SL	Sandoval	Nancy	School Counselor K - 12	8/15/2015	6/30/2021
SL	Sano	Phyllis	Elementary Education K - 6	8/23/2015	6/30/2021
SL	Saoit	Louise	Elementary Education K - 6	8/22/2015	6/30/2021
SL	Sarono	Peyton	Elementary Education K - 6	8/25/2015	6/30/2021
SL	Sato	Guy	Social Studies 6 - 12	8/16/2015	6/30/2021
SL	Satta	Molly	Social Studies 6 - 12	8/4/2015	6/30/2021
SL	Segawa	Julia	Elementary Education K - 6   Science 6 - 8	8/12/2015	6/30/2021
SL	Sego	Tami	Early Childhood Education PK - 3	8/15/2015	6/30/2021
SL	Selove	Benjamin	Elementary Education K - 6	8/5/2015	6/30/2021
SL	Seu	Maria	Elementary Education K - 6	8/2/2015	6/30/2021
SL	Sheffield	June	Mathematics 6 - 12	8/24/2015	6/30/2021
SL	Shiraki	Elizabeth	English 6 - 12	8/20/2015	6/30/2021
SL	Shiraki	Tammy	Elementary Education K - 6	8/30/2015	6/30/2021
SL	Skousen	Daniel	Physical Education K - 12	8/1/2015	6/30/2021
SL	Smith	Mark	Elementary Education K - 6	8/18/2015	6/30/2021
SL	Sonnenberg	Donna	Science 6 - 12	8/1/2015	6/30/2021

SL	Sonomura	Alva	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Souza	Dawn	Social Studies 6 - 12   Social Studies 6 - 8	8/1/2015	6/30/2021
SL	Souza	Steven	CTE-Public and Human Services 6 - 12   Social Studies 6 - 12	8/1/2015	6/30/2021
SL	Souza	Katrina	Elementary Education K - 6   SPED - Mild/Moderate K - 6   School Counselor K - 12	8/19/2015	6/30/2021
SL	Spencer	Dustin	Physical Education 6 - 12	8/1/2015	6/30/2021
SL	Stone	George	School Counselor K - 12	8/21/2015	6/30/2021
SL	Suehiro	Charisse	Elementary Education K - 6	8/16/2015	6/30/2021
SL	Sugasawara	Stuart	CTE-Public and Human Services 6 - 12   Mathematics 6 - 12	8/18/2015	6/30/2021
SL	Sunaoka	Stanton	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Suzuki	Hope	School Counselor 6 - 12	8/5/2015	6/30/2021
SL	Sylva	Lloydena	SPED - Mild/Moderate K - 12	8/23/2015	6/30/2021
SL	Tabandera	Kathlynn	CTE-Business 6 - 12   Social Studies 6 - 12	8/7/2015	6/30/2021
SL	Tadaki	Erin	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Takasaki	Jan	Elementary Education K - 6	8/25/2015	6/30/2021
SL	Takizawa	Loriann	Japanese 6 - 12	8/1/2015	6/30/2021
SL	Tamaoka	Milagros	Early Childhood Education PK - 3   Elementary Education K - 6	8/7/2015	6/30/2021
SL	Tamasaka-Lam	Jill	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Tamashiro	Cynthia	Elementary Education K - 6	8/29/2015	6/30/2021

			Special Education K - 12		
SL	Tanaka	Byron	Elementary Education K - 6	8/27/2015	6/30/2021
SL	Tateoka	Mark	Elementary Education K - 6   Mathematics 6 - 12   Social Studies 6 - 12	8/1/2015	6/30/2021
SL	Tavares	Florence	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Taylor	Tracy	Health K - 12   Physical Education K - 12	8/25/2015	6/30/2021
SL	Teraoka	Melanie	Elementary Education K - 6	8/16/2015	6/30/2021
SL	Terayama	Gaye	Elementary Education K - 6	8/25/2015	6/30/2021
SL	Teves	Leanne	Elementary Education K - 6   SPED - Mild/Moderate K - 12	8/1/2015	6/30/2021
SL	Thomas	Liamarie	Elementary Education K - 6	8/29/2015	6/30/2021
SL	Thompson	Joanne	Elementary Education K - 6	8/27/2015	6/30/2021
SL	Tom	Raylene	Elementary Education K - 6	8/5/2015	6/30/2021
SL	Tom	Avis	Elementary Education K - 6   SPED - Mild/Moderate K - 12	8/12/2015	6/30/2021
SL	Tomi	Amy	Elementary Education K - 6	8/30/2015	6/30/2021
SL	Tomosada	Jan	Elementary Education K - 6	8/24/2015	6/30/2021
SL	Toyama	Melanie	Elementary Education K - 6	8/8/2015	6/30/2021
SL	Tsuhako	Terry	SPED - Mild/Moderate K - 12	8/27/2015	6/30/2021
SL	Tsutsui-Keuma	Rachel	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Ueno	Andrea	Elementary Education K - 6	8/7/2015	6/30/2021
SL	Upton	Catherine	Elementary Education K - 6	8/20/2015	6/30/2021
SL	Uyeda	Anne	Elementary Education K - 6   Japanese 6 - 12   Teaching English to	8/1/2015	6/30/2021

			Speakers of Other Languages K - 12		
SL	Uyeda	Kelly	Social Studies 6 - 12	8/30/2015	6/30/2021
SL	Uyetake	Rhona	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Vallejo-Sanderson	Beverly	English 6 - 12   School Librarian K - 12	8/16/2015	6/30/2021
SL	Van Lent	Sabrina	School Counselor K - 12	8/1/2015	6/30/2021
SL	Vegas	Lisa	SPED - Mild/Moderate K - 12	8/12/2015	6/30/2021
SL	Vierra	Marilyn	English 6 - 12   Social Studies 6 - 12	8/1/2015	6/30/2021
SL	Villanueva	Leonard	Elementary Education K - 6	8/30/2015	6/30/2021
SL	Vinoray	Evelyn	Mathematics 6 - 12	8/22/2015	6/30/2021
SL	Walholm	Katherine	SPED - Mild/Moderate K - 12	8/10/2015	6/30/2021
SL	Walsh	Maurea	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Warner	Nancy	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Watson	Rachael	Elementary Education K - 6   School Counselor K - 12	8/2/2015	6/30/2021
SL	Webb	Denise	Special Education K - 12	8/5/2015	6/30/2021
SL	Westcot	Daphne	Science 6 - 12	8/27/2015	6/30/2021
SL	White	Melinda	Elementary Education K - 6   Mathematics 6 - 8   SPED - Mild/Moderate K - 12   Science 6 - 8	8/1/2015	6/30/2021
SL	White	Debbie	Elementary Education K - 6	8/4/2015	6/30/2021
SL	Wigger	Angela	Mathematics 6 - 12	8/1/2015	6/30/2021
SL	Will	Bernice	Elementary Education K - 6   SPED - Mild/Moderate	8/1/2015	6/30/2021

			K - 12		
SL	Wolf	Janet	Drama/Theatre Arts 6 - 12   English 6 - 12	8/20/2015	6/30/2021
SL	Wong	Jennifer	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Wong	Shannon	Elementary Education K - 6	8/8/2015	6/30/2021
SL	Wong	Carrie	School Librarian K - 12	8/10/2015	6/30/2021
SL	Wong	Lisa	Elementary Education K - 6	8/19/2015	6/30/2021
SL	Yama	Victoria	Elementary Education K - 6	8/13/2015	6/30/2021
SL	Yamakawa	Pam	Elementary Education K - 6	8/13/2015	6/30/2021
SL	Yamamoto	Cherie	Elementary Education K - 6	8/20/2015	6/30/2021
SL	Yamamoto	Michelle	Elementary Education K - 6	8/29/2015	6/30/2021
SL	Yamashige	Kyle	Mathematics 6 - 12	8/5/2015	6/30/2021
SL	Yonamine	Rose Marie	Social Studies 6 - 12	8/1/2015	6/30/2021
SL	Yoshikawa	Shelly	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Yoshimori	Regina	CTE-Business 6 - 12	8/10/2015	6/30/2021
SL	Yoshimoto	Jill	Elementary Education K - 6   School Counselor K - 12	8/1/2015	6/30/2021
SL	Yoshioka	Gail	Elementary Education K - 6	8/15/2015	6/30/2021
SL	Yoshioka	Nathan	Elementary Education K - 6	8/16/2015	6/30/2021
SL	Yoshioka	Erron	Science 6 - 12	8/27/2015	6/30/2021
SL	Young	Chyron	Social Studies 6 - 12	8/29/2015	6/30/2021
SL	Yuen	Candace	Early Childhood Education PK - 3   Elementary Education K - 6	8/17/2015	6/30/2021
SL	Zalopany	Christine	Elementary Education K - 6	8/1/2015	6/30/2021
SL	Zitkovich	Deborah	Elementary Education K - 6	8/18/2015	6/30/2021
SL	Zoller	Laura	English 6 - 12	8/8/2015	6/30/2021