



HAWAI'I TEACHER STANDARDS BOARD

TO: Members of the Hawai'i Teacher Standards Board

FROM: Felicia Villalobos, Executive Director

RE: Reports from May 2025 – July 2025
Licensing Data from July 1, 2024 – June 30, 2025

Executive Director's Activities from April 28, 2025- June 30, 2025

Evaluation Standards for Executive Director

Week(s)	Standard(s)	Activities
Week 1: 4/28/25 5/02/25	1,2,and 3	Meetings attended Virtually: - The Institute for Native Pacific Education and Culture (INPEACE) and Leeward Community College Licensure Informational Session - ETS Webinar - Educational Testing Services (ETS) Jason Dietrich - Professional Educator Standards Board Association (PESBA) meeting In-Person: - Career and Technical Education (CTE) Workgroup Meeting - Ka Lama Hō'ikee - HTSB Staff Meeting
Week 2: 5/05/25- 5/09/25	1,2,3 and 4	Meetings attended: Virtually: - Workgroup for Student Recruitment to University of Hawai'i Education Program In Person: - Hawaiian Workgroup meeting - ETS Meetings with: - HTSB Specialists - Hawai'i Pacific University (HPU) - Office of Talent Management (OTM) - Teach For America (TFA) - Leeward Community College (LCC) - The University of Hawai'i at West O'ahu (UHWO) - INPEACE - Hawai'i State Teachers Association (HSTA) - Meeting with the University of Hawai'i at Mānoa (UH Mānoa) - HTSB licensing team meeting
Week 3: 5/12/25- 5/16/25	1,2, and 3	Meetings attended: Virtually: - Advancing Quality in Educator Preparation (AAQEP) regarding Teach Away - ETS and iTeach regarding program - Educators Rising and Kahuawaiola regarding pre-apprenticeship pathway for Hawaiian Language Immersion - Educators Rising check-in meeting

		In-Person: • Educators Rising school visits (awards) • Teacher Educators Coordinating Committee (TECC) meeting • Early Childhood State Plan Community Engagement Forum • Business Solutions Technologies (BST) Licensing Management System (LMS) • HTSB licensing team meeting
Week 4: 5/19/25- 5/23/25	1,2, and 3	Meetings attended Virtually: • UH Mānoa regarding cooperating teachers • National Association of State Directors Teacher Education and Certification (NASDTEC) webinar • Praxis Advisory Board meeting In-person: • Board of Education Meeting- Kaua'i • HTSB licensing team meeting
Week 5: 5/26/25- 5/30/25	1,2, and 3	Meetings attended Virtually: • TFA licensing presentation • Heidi Armstrong regarding Educators Rising • TFA and ETS regarding Title II reporting • P-20 regarding updates • AAQEP and Teach Away regarding teach-out • Educators Rising Meeting • P-20 Data team meeting • Teach Away regarding teach-out progress In-person: • Ready Keiki meeting at Lt. Governor's Office • HTSB licensing team meeting
Week 6: 6/02/25- 6/06/25	1,2, and 3	Meetings attended • HTSB staff Virtually: • Teach Away staff regarding teach-out (2 meetings) • ETS Jason Dietrich monthly meeting • iTeach licensing presentation
Week 7: 6/09/25- 6/13/25	1,2, and 3	Meetings attended Virtually: • Educators Rising meeting • AAQEP monthly meeting In-person: • HTSB Summer Summit (HSS)-2 days • NASDTEC Annual Conference- Charlotte, NC • HTSB licensing team meeting
Week 8: 6/16/25- 6/20/25	1,2,3 and 4	Meetings attended In-person: • NASDTEC Annual Conference- Charlotte, NC • Board of Education meeting • BST regarding LMS • HTSB licensing team meeting

Week 9: 6/23/25- 6/30/25	1,2,and 3	Meetings attended Virtually: • HPU regarding possible additional programs • Women Leading Education meeting • Teach Away teacher candidates • Ka Lama Advisory Committee meeting • iTeach regarding teacher candidates and Special Education program In-person: • Roundtable: The Role of Higher Education in Advancing Hawai'i's Early Childhood • Notary for Department of Labor and Industrial Relations (DLIR) State Apprenticeship Expansion Formula (SAEF) Grant • HTSB staff meeting
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Reports from HTSB's Licensing Specialists

Specialist Tracey Idica, NBCT:

Specialist Idica's National Board work continues. She and Institute for Native Pacific Education and Culture (INPEACE) staff have planned the monthly meetings with the INPEACE Waianae Coast Initial Candidate Cohort and the Waianae Coast Maintenance of Certification (MOC) Cohort. Meeting space has been reserved at the INPEACE's new location. There will be an in-person information session and cohort orientation next month. In June, Specialist Idica and Specialist Molina facilitated the 3rd annual "On Board for National Board" workshop on the Leeward Coast in partnership with INPEACE. This summer Specialist Idica attended the virtual National Board Leadership/Champions Academy. Hawai'i was recognized as an exemplar in connecting stakeholders and engaging policy makers with National Board.

Specialist Idica met with Hawai'i Education Association's (HEA) executive director, public relations consultant and president to discuss the possibility of a statewide conference for Hawai'i NBCTs. They are currently planning a meeting in September or October to further discuss this opportunity for collaboration with the NB Collective and Executive Director Villalobos.

Specialist Idica and Licensing Clerk Pang continue to attend the monthly Charter School Commission meetings and work and monitor the monthly charter school reports. They have worked to update the reporting process to ensure compliance with licensing requirements. They are currently offering schools the opportunity for additional training on licensing and report requirements. They have met with two new Public Charter Schools regarding HTSB responsibilities and reporting requirements. The biggest change for School Year 25-26 is reports are now due each month for year-round reporting. This was changed to address a charter school suggestion for HTSB to be proactive and address licensing requirements for employment before the start of the school year.

Specialist Kris Murakami, Esq.:

Licensing Specialist Kris Murakami accomplished the following tasks or participated in the following events:

Licensing Specialist Murakami developed two universal templates for the Licensing Specialists to utilize. One template is for Suspension of the Rules. The other template is to be used when an applicant has falsified their information on their application or supporting documents related to their application.

Licensing Specialist Murakami prepared approximately 170 professional fitness letters and also prepared approximately 150-160 detailed written messages to individuals. Licensing Specialist Murakami usually prepares multiple messages for one individual.

Licensing Specialist Murakami prepared approximately 50 Demand for Hearing letters.

Licensing Specialist Murakami participated in meetings with Teach Away/Klassroom for teacher candidates who were abruptly dropped from the Teach Away EPP without any transition so that they could complete their Educator Preparation Program. This included preparing correspondences to the Director of Teach Away.

Licensing Specialist Murakami prepared Finding of Fact; Conclusions of Law; Final Board Orders in four cases. Two cases were contested hearing cases.

Licensing Specialist Murakami prepared an extensive PowerPoint presentation with the assistance of Licensing Clerk Natalie Aquino regarding all matters related to professional fitness. Licensing Specialist Murakami presented it to the Board on the first day of HTSB's Strategic Plan Summer Summit held on June 9, 2025.

On the second day of the Strategic Plan Summer Summit held on June 10, 2025, Licensing Specialist Murakami together with Executive Director Felicia Villalobos were responsible for facilitating stakeholder discussions on Support, Strategies and Other (Comments/Questions) regarding Strengthening Ethical Practice and Accountability. Prior to the breakout group sessions, Felicia and Licensing Specialist Murakami did a brief presentation on the Model Code of Ethics for Educators.

Licensing Specialist Murakami collaborated with Licensing Specialist Steven Harada and Licensing Specialist Dr. Mitzie Higa and conducted a comprehensive license/permit presentation at the AMR Summer Symposium.

Licensing Specialist Murakami drafted new sections and subsections along with new language to the Hawaii Administrative Rules. This included creating a hearing process for individuals who are teaching without a license or a permit.

Specialist Jennifer Padua, Ph.D.:

Licensing Specialist Jennifer Padua engaged in various activities from May to July 2025. At the national level, Specialist Padua attended the National Association of State Directors of Teacher Education and Certification (NASDTEC) Annual Conference in North Carolina. She attended conference sessions and met with members of the NASTDEC Western Regional and Professional Educator Standards Board Association. She discussed teacher education preparation programs and licensure requirements with staff from other state licensing agencies. Specialist Padua contributed to the completion of the Title II Report on licensure exams and program preparation requirements. She also attended the Association for Advancing Quality in Educator Preparation (AAQEP) national networking sessions. Currently, Specialist Padua is learning the accreditation process for the Council for the Accreditation of Educator Preparation.

In May 2025, Executive Director Villalobos and Specialist Padua collaborated with Mr. Jason Dietrich from Praxis Educational Testing Service (ETS). Their work involved meeting with Hawai'i Educator Preparation Programs (HI-EPP) with teacher licensure programs in Special Education (SPED). These HI-EPP will align its SPED licensure programs with the new Special Education Foundational Knowledge Praxis Exam and Council for Exceptional Children Standards. In addition, the HTSB and ETS teams met with staff from other HI-EPPs and the Institute for Native Pacific Education and Culture (INPEACE). Specialist Padua is communicating with ETS Praxis staff regarding revisions to the ETS Praxis website and aligning the Career and Technical Education (CTE) exams to the recently adopted thirteen CTE Pathways (read New Business Item 24-24).

At the state level, Specialist Padua engaged with different agencies. She discussed Hawaiian Permit requirements, licensure requirements, the Hawai'i Administrative Rules, Affiliation Agreements, the United States Department of Education's Strengthen Accountability for Colleges and Consumer

Protection for Students regulations, and the State Authorization Reciprocity Agreement (SARA) with employees from the Hawai'i Department of Education. She also delivered a licensing presentation at the Hawai'i State Teachers Association's Ko'olau Chapter Start of the School Year event and distributed information at Kapolei High School's Wellness Fair. Specialist Padua participated in the Teacher Education Coordinating Committee meeting and contributed to the development of its strategic plan.

Since May 2025, Specialist Padua supported the HI-EPPs in various ways. She continued discussing program review requirements and met with members of the program review committee. She met with UHM COE faculty from their Multilingual Language Learner, Special Education, and Hawaiian Immersion programs. Specialist Padua also met with faculty from the UHM Library and Information Science (UHM LIS) and Hawai'i Pacific University about the potential of adding or modifying licensure programs. She assisted EPP faculty with issues they had encountered with submitting program recommendations. She delivered licensing presentations to the following HI-EPP programs: iTeach, Kahuawaiola, Kahoiwai, and Teach For America. Specialist Padua communicated with teacher candidates about concerns regarding program completion requirements and issues with their HI-EPP. She continued work on the Federal Title II report.

Specialist Padua contributed a significant amount of time to the now bankrupt Teach Away program (read New Business Item 24-19). She assisted former Teach Away staff in submitting teacher candidate evidence of meeting licensure requirements and collecting evidence on the current status of Teach Away candidates who have not met licensure requirements. She communicated with AAQEP staff and the Title II office regarding Teach Away's bankruptcy. Specialist Padua collaborated with staff from Hawai'i Pacific University, Chaminade University, and the University of Hawai'i at Mānoa College of Education (UHM COE) to explore potential pathways for Teach Away candidates to obtain licensure. Specialist Padua also disseminated information and communicated with Teach Away candidates about obtaining a teacher license and meeting licensure requirements.

Executive Director Villalobos, Specialist Padua, and Licensing Clerk Coloma started the HI-EPPs annual and audit meetings. Thus far, the HTSB team has met with faculty and staff from Leeward Community College Career and Technical Education, University of Hawai'i at Hilo, UHM COE, and the UHM LIS. By mid-September 2025, the HTSB team will have met with all HI-EPPs.

In May 2025, Specialist Padua participated in HTSB's Hawaiian Workgroup meeting. The workgroup discussed the Hawaiian Permit and student teaching requirements, and professional development efforts (read New Business Item 23-22).

At the organization level, Specialist Padua was involved with HTSB's Summer Summit. She developed materials, planned sessions, organized the conference settings, and facilitated sessions with stakeholders. Specialist Padua continues to collaborate with HTSB staff to analyze data and synthesize information, ensuring that stakeholder input aligns with HTSB's strategic plan. She continued processing permit or licensure applications. Specialist Padua continued to communicate with Business Solutions Technology staff about improving efficiency, addressing problems, and finding solutions within the Licensing Management System.

Specialist Mitzie Higa, EdD:

Licensing Specialist Higa continued to participate in meetings/trainings with the other Licensing Specialists to understand and learn teacher licensing requirements for every situation and worked with other specialists to understand licensing presentations to present to various groups, while also meeting and conferring about upcoming changes needed on HAR.

Licensing Specialist Higa also participated in presentations on licensing for various groups and planned for upcoming presentations as well as events to provide our teachers, and future teachers, and those who work with teachers and future teachers, information about licensing options and requirements. Specialist Higa also participated, and jointly ran, sessions at the HTSB Summer Summit, to collaborate and gather information and gain insight to help develop HTSB's new Strategic Plan.

Specialist Higa along with Executive Director Felicia Villalobos continued to share the goals of the Teacher Registered Apprenticeship Program to support and encourage other groups to support the program as it will allow teachers to become teachers through a State Approved Teacher Education Program for free, by using the federal SAEF grant money to pay their tuition, while they are hired as either EAs or TAs by Hawaii Public Schools (or they are already hired) through this apprenticeship to earn a salary and benefits, while helping to provide licensed teachers in Hawai'i with individuals from their own communities to help solve the teacher shortage crisis. Also, within the grant, cooperating teachers/journeymen who volunteer to take on apprentices in their classroom, with their administrators' permission, will be provided a \$4,000 stipend from HTSB, from this SAEF grant money, once the consult and confer process is completed. We are still waiting for consult and confer process on the Standards of Apprenticeship for Teachers to be finalized with HDOE and HSTA. HTSB is still waiting to be able to start this Teacher Registered Apprenticeship Program using these federal funds, of 4.62 million, to help support ending this teacher shortage crisis. We met with DLIR to finalize the budget documents for the SAEF Grant, as we needed to revise them to the new timeline, as it took this long to get through this process. We prepared SAEF grant budget documents and sent to DLIR, who then sent them back to us, and we got them notarized with Board Chair Miyamae. Licensing Specialist Higa and Executive Director Felicia Villalobos, continued to meet with David Donaldson and the team with the National Center for Grow Your Own (NCGYO) to help prepare for next steps of the Teachers Registered Apprenticeship Program. We are all waiting for the consult and confer process to be complete, and we were also waiting for budget documents to be finalized, notarized, and now we are waiting for their release.

Licensing Specialist Higa continued to meet with UH Manoa staff, and others, to help HTSB support Educators Rising, as a continued pilot project, for Teaching as a Profession (TAP) teachers in our high schools. Specialist Higa, Executive Director Felicia Villalobos, and Specialist Idica had an in-person meeting for the CTE Workgroup on April 29th. They finalized their NBI to change from 6 CTE license areas to 13 CTE areas. This NBI passed our board. We are now working with our licensing specialists, ETS, BST, and LCC to make sure the 13 fields are now connected to paths of licensure.

Specialist Steven Harada:

Over the past few months, Specialist Harada attended meetings and webinars with various organizations, including Business Solutions Technologies; Educational Testing Service (Praxis); the Association for Advancing Quality in Educator Preparation; the Office of Talent Management; the National Association of State Directors of Teacher Education and Certification – Western Region; the ProEthica Module Review team; the University of Hawai'i at Mānoa Library and Information Science program; and the now-defunct TeachAway/Klassroom. He also participated in meetings to prepare for the Hawaii Teacher Standards Board Summer Summit.

Specialist Harada continues to provide support with licensing presentations to our State Approved Teacher Education Programs and educational stakeholders upon request. This includes revising presentation materials to suit future sessions, tailored to the specific audience. These audiences are diverse and may include new hires, new student teachers, individuals converting from student teacher or emergency hire permits to a full license, and dual licensure candidates.

Specialist Harada recently participated in presentations for Teach For America, iTeach, Kahoiwai, J-1 New Hire Licensing, the Aiea-Moanalua-Radford Summer Symposium (in person), and the Kauai New Hire Orientation (in person).

Specialist Harada also supported preparations for the first-ever Hawaii Teacher Standards Board Summer Summit by conducting a site visit at the host location, Hawaii Pacific University's Aloha Tower Campus. He verified that on-site equipment such as projectors, laptop connections, and microphones—was functioning properly.

Specialist Harada continues to report bugs in our licensing management system to our technology vendor on an as-needed basis. This includes issues such as data import errors received through institutional recommendations.

Specialist Kaulana Molina, NBCT:

Licensing Specialist Kaulana Molina has engaged in various activities from May to July 2025. At the national level, Specialist Molina has completed scoring National Board portfolio submissions. She has continued to participate in cross-state collaboration meetings with staff from the Association for Advancing Quality in Educator Preparation, the Praxis Educational Testing Service (ETS) data management system, and the National Association of State Directors of Teacher Education and Certification (NASDTEC) Western Regional meeting.

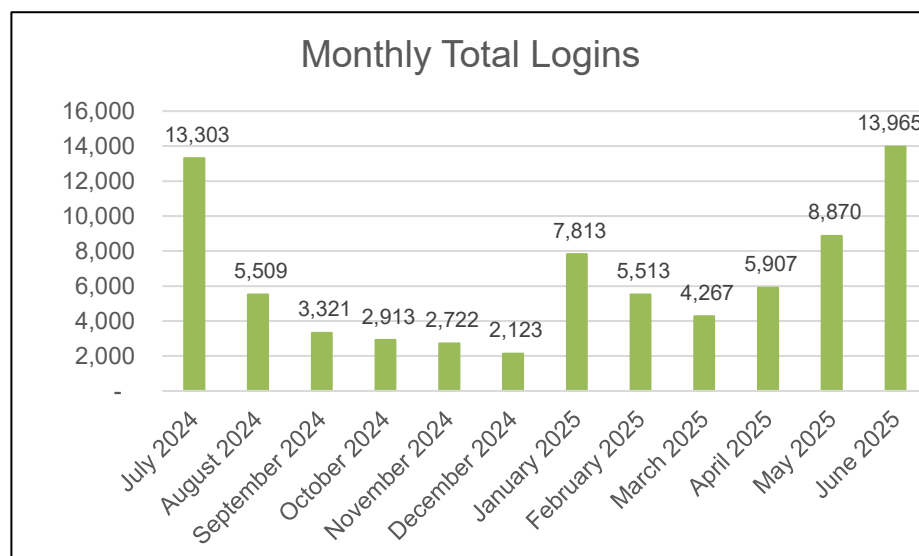
At the state level, Licensing Specialist Molina successfully carried out and completed several initiatives and projects. She coordinated the planning and implementation of the first annual Hawai'i Teacher Standards Board (HTSB) Summer Summit, collaborating closely with HTSB staff, stakeholders, and summit vendors. As National Board Certified Teachers, Licensing Specialist Molina and Tracey Idica facilitated a two-day, in-person workshop to onboard new teacher candidates pursuing initial National Board Certification. Additionally, in collaboration with Licensing Specialists Steven Harada, Mitzie Higa, Tracey Idica, Kris Murakami, Jennifer Padua, and Executive Director Felicia Villalobos, they delivered presentations to teacher candidates from Teach for America, the Hawai'i Department of Education J-1 teachers, and Kaho'iwai. Together with Licensing Specialist Padua and Executive Director Villalobos, they led two licensing breakout sessions at the Hawai'i

State Teachers Association's Windward Chapter. Lastly, breakout sessions on licensing were also provided for the Kaua'i New Hire Orientation, led by Licensing Specialists Harada, Higa, and Molina, as well as Executive Director Villalobos.

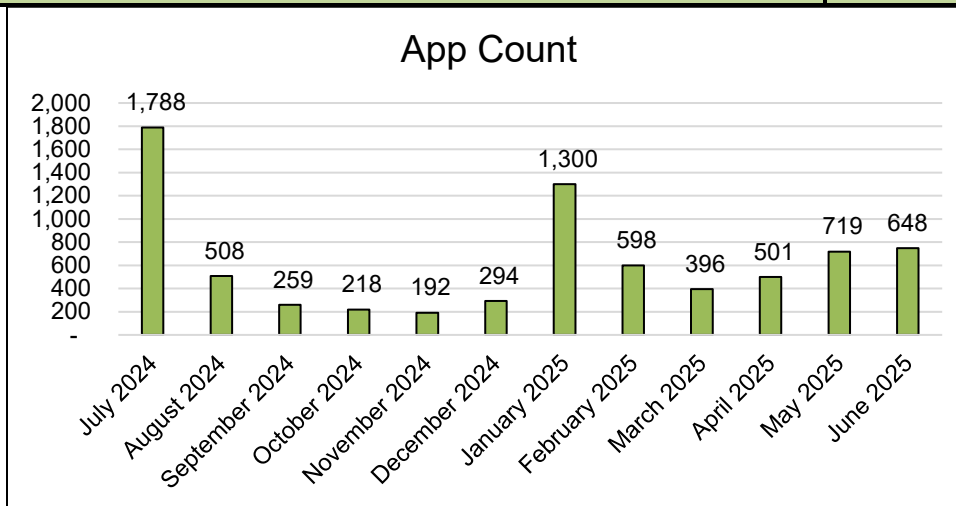
At the organizational level, Licensing Specialists Molina and Padua, together with Executive Director Villalobos, reconvened the Hawaiian workgroup. Alongside HTSB staff, Specialist Molina continues to participate in ProEthica instructional training modules. Additionally, all specialists are currently synthesizing stakeholder feedback gathered from the HTSB Summer Summit. In addition, she and Kelli Pang, Teacher Licensing Clerk, are working to update the current website with the design staff from Edlio and Business Solutions Technology. Lastly, Licensing Specialist Molina has been assigned an alpha and continues onboarding efforts regarding Professional Fitness matters with Licensing Specialist Murakami. Additional licensure and permit training is being completed.

**Data: The following Data Reports are for
July 1, 2024 – June 30, 2025**

DATA SY 2024 - 2025 JULY 1, 2024 – JUNE 30, 2025	
July 2024	13,303
August 2024	5,509
September 2024	3,321
October 2024	2,913
November 2024	2,722
December 2024	2,123
January 2025	7,813
February 2025	5,513
March 2025	4,267
April 2025	5,907
May 2025	8,870
June 2025	13,965
Year to Date Total:	76,226



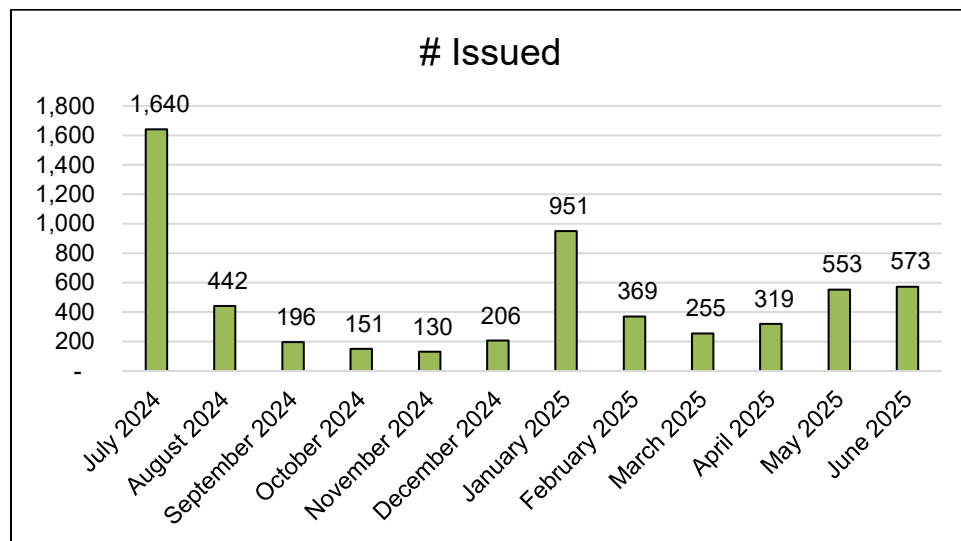
NEW APPLICATIONS BY TYPE SY 2024-2025		
Application Type	Application Action	YTD Total
Advanced	Add Teaching Field	37
	New License Application	183
	Renew License/Permit	24
Standard	Add Teaching Field	405
	New License Application	1,539
	Renew Standard License	1,628
Standard Limited CTE	New License Application	13
Standard Limited Computer Science	New License Application	4
Provisional	Add Teaching Field	182
	New License Application	1,435
Emergency Hire	New License/Permit Application	1,636
CTE Permit	New Permit Application	25
Hawaiian Permit	New License/Permit Application	35
	Renew Hawaiian Permit	16
Student Teacher Permit	New Permit Application	313
Year-to-Date Total		7,475



NEW APPLICATIONS BY STATUS SY 2024-2025					
Application Status	March 2025	April 2025	May 2025	June 2025	Year Total

Approved	186	226	302	436	4,675
Canceled	28	41	38	58	569
Pending Applicant Action	43	48	94	42	510
Pending HTSB Review	10	6	6	5	56
Submitted	129	180	279	107	1,608
Year-to-Date Total	396	501	719	648	7,418

NUMBER OF LICENSES/PERMITS ISSUED SY 2024-2025	
Date	# Issued
July 2024	1,640
August 2024	442
September 2024	196
October 2024	151
November 2024	130
December 2024	206
January 2025	951
February 2025	369
March 2025	255
April 2025	319
May 2025	553
June 2025	573
YTD TOTAL	5,785

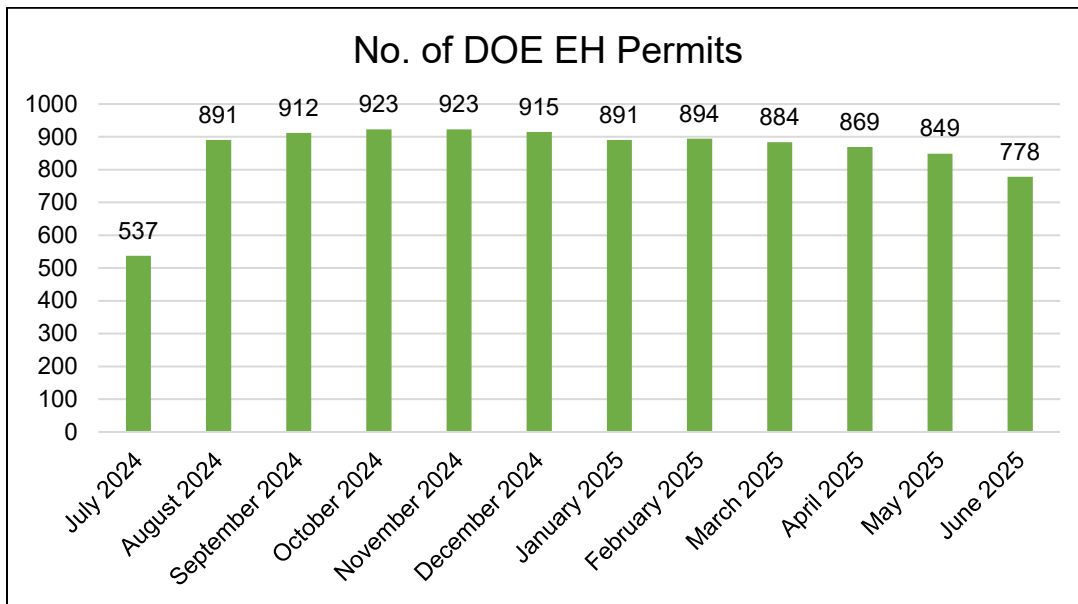


ISSUED APPLICATIONS BY TYPE SY 2024-2025		
License-Permit Type	Number Issued	YTD Total
Advanced License	Add Teaching Field	23

	New Advanced License Application	74
	Renew License/Permits	21
Standard License	Add Teaching Field	306
	New License Application	956
	Renew	1,370
Provisional License	Add Teaching Field	127
	New License/Permit Application	986
Standard Limited CTE License	New License/Permit Application	4
Standard Limited Computer Science License	New License/Permit Application	0
Emergency Hire (EH) Permit	New EH Permit Application	1,566
CTE Permit	New Permit Application	6
Hawaiian Permit	New Hawaiian Permit Application	28
Student Teacher Permit	New Student Teacher Permit Application	311
YTD Total		5,778

EMERGENCY HIRE TEACHERS HAWAII DEPARTMENT OF EDUCATION												
District	July 2024	Aug 2024	Sept 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	April 2025	May 2025	June 2025
Central	85	157	154	154	153	149	143	142	137	137	129	110
Hawai'i	89	140	145	144	142	141	144	144	144	138	137	124
Honolulu	52	71	74	77	78	76	74	78	77	76	76	65
Kauai	35	68	68	74	74	72	71	69	71	71	71	67
Leeward	97	157	162	165	168	172	167	167	162	158	153	145
Maui	125	197	204	206	206	203	194	196	194	193	189	182
Windward	48	97	101	100	99	99	3	3	96	93	91	82
State Office	6	4	4	3	3	3	95	95	3	3	3	3
Total	537	891	912	923	923	915	891	894	884	869	849	778

EMERGENCY HIRE TEACHERS HAWAII DEPARTMENT OF EDUCATION			
Month	# of EH	Month	# of EH
July 2024	537	January 2025	891
August 2024	891	February 2025	894
September 2024	912	March 2025	884
October 2024	923	April 2025	869
November 2024	923	May 2025	849
December 2024	915	June 2025	778



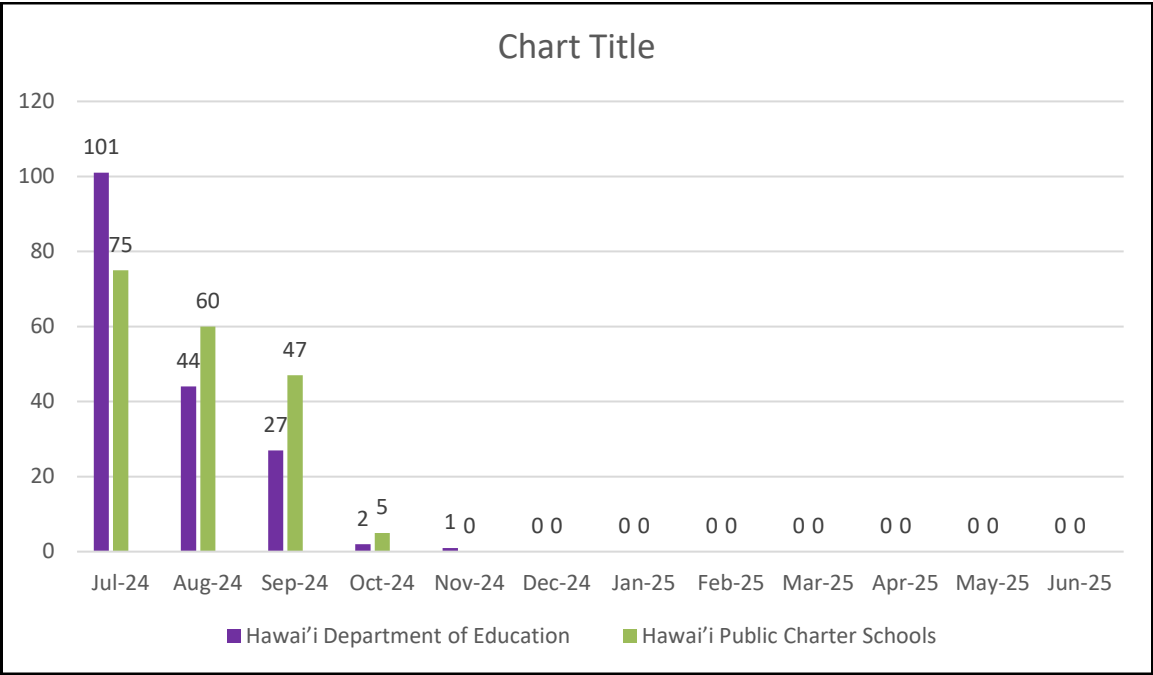
Teaching Assignment: Content Areas	February 2025	March 2025	April 2025	May 2025	June 2025
Academic Coach	1	1	1	1	1
Agriculture	2	2	2	2	1
Art	14	14	14	14	14
Behavior Analysis	1	1	1	1	1
Business Education	3	3	3	3	2
Chinese	1	1	1	1	1
Computer	9	8	8	8	7
Counselor	66	66	65	63	61
Career and Technical Education (CTE)	20	20	20	20	18
Curriculum Coordinator	1	1	1	1	1
Drama	2	1	2	1	1
Early Childhood Education	18	19	19	19	17
Elementary	248	243	237	232	212
English	96	96	95	92	81
German	1	1	1	1	1
Hawaiian Immersion	1	1	1	1	1
Hawaiian Language	6	6	6	6	6
Health	11	11	10	9	8
Home Economics	0	0	0	0	0
Japanese	3	3	3	3	2
Librarian	2	1	1	1	1
Math	78	77	77	77	73
Multidisciplinary	7	7	7	7	7
Music	4	4	4	4	3
Physical Education	14	15	14	14	14
Science	70	69	68	67	60
Sec Ed (Alt Learning)	1	1	1	1	1
Social Studies	27	26	27	26	26
Spanish	4	4	4	4	4
Special Motivation	0	0	0	0	0
Special Education	178	176	171	165	148
Student Services Coordinator (SSC)	2	2	2	2	2
Standards Support	0	0	0	0	0

Teaching English to Speakers of Other Languages (TESOL)	2	2	2	2	2
World Language Complex Area Teacher	1	1	1	1	1
Total Emergency Hires	894	883	869	849	778

PUBLIC CHARTER SCHOOLS Emergency Hires SY: 2024-2025		
Red: Corrected/Updated data from Charter Schools		
Month	# of EH	Notes
August 2024	115	
September 2024	130	
October 2024	145	
November 2024	146	Updated 3/5/25
December 2024	147	
January 2025	143	
February 2025	143	
March 2025	145	
April 2025	146	
May 2025	147	

PUBLIC CHARTER SCHOOLS Emergency Hires SY2024-2025										
Red: Corrected data from Charter Schools in that district										
District	Aug 2024	Sept 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	April 2025	May 2025
Central	5	5	6	6	6	6	5	5	5	4
Hawai'i	34	40	47	47 48	48	47	46	47	47	46
Honolulu	19	20	21	21	22	20	20	20	21	21
Kauai	1	2	2	2	2	2	2	3	3	3
Leeward	37	42	45	44	43	44	45	43	43	45
Maui	16	17	18	19	19	16	17	19	19	20
Windward	3	4	6	6	7	8	8	8	8	8
Total	115	130	145	146	147	143	143	145	146	147

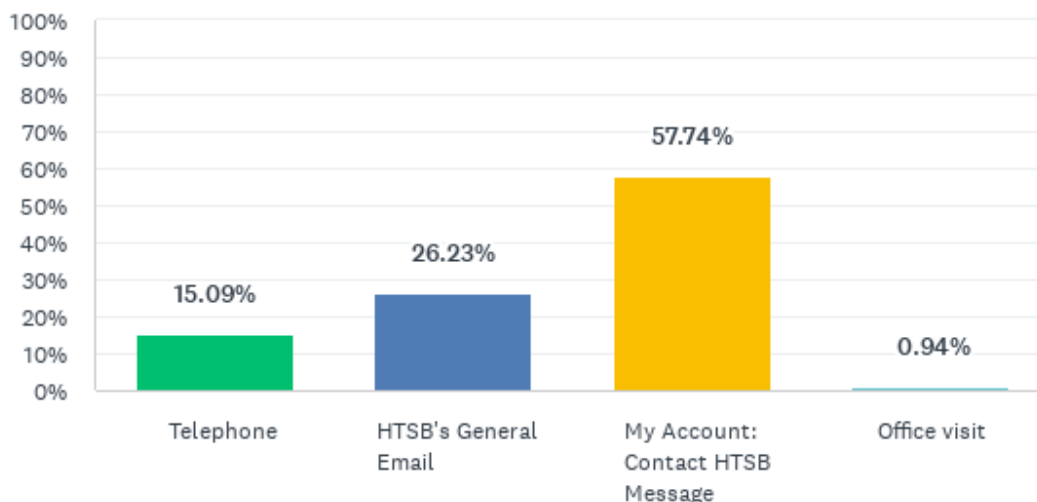
SY2024-2025 HTSB LICENSURE COMPLIANCE AUDIT DATA			
# OF TEACHERS EMPLOYED AND TEACHING WITHOUT A LICENSE OR PERMIT			
HTSB 's Monthly Audits	Hawai'i Department of Education	Hawai'i Public Charter Schools	Totals
July 2024	101	75	176
August 2024	44	60	104
September 2024	27	47	74
October 2024	2	5	7
November 2024	1	0	1
December 2024	0	0	0
January 2025	0	0	0
February 2025	0	0	0
March 2025	0	0	0
April 2025	0	0	0
May 2025	0	0	0
June 2025	0	0	0
YTD Totals	175	187	362



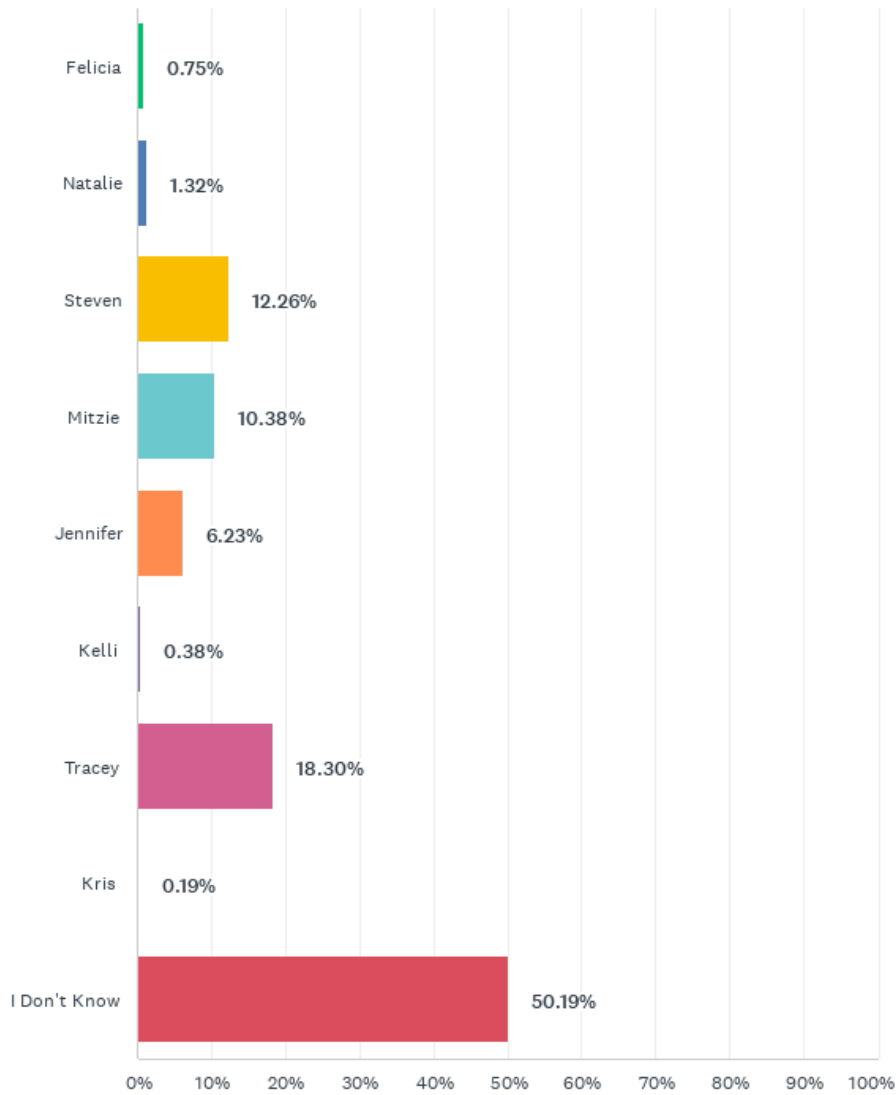
CUSTOMER SERVICE LICENSING SECTION OFFICE DATA SY 2024-2025			
Month	System Messages Sent	Emails Sent	Walk-in Visitors
July 2024	2,534	2,430	15
August 2024	1,072	2,548	11
September 2024	693	3,666	3
October 2024	699	3,137	4
November 2024	563	3,159	3
December 2024	686	2,781	3
January 2025	1,628	N/A- issues w/data	1
February 2025	1,313	2,945	8
March 2025	931	3,485	3
April 2025	1,236	2,272	1
May 2025	1,574	2,447	9
June 2025	2,070	1,617	12
Year-to-date TOTALS	14,999	30,487	73

SURVEYMONKEY CUSTOMER SERVICE DATA
July 1, 2024 – June 30, 2025

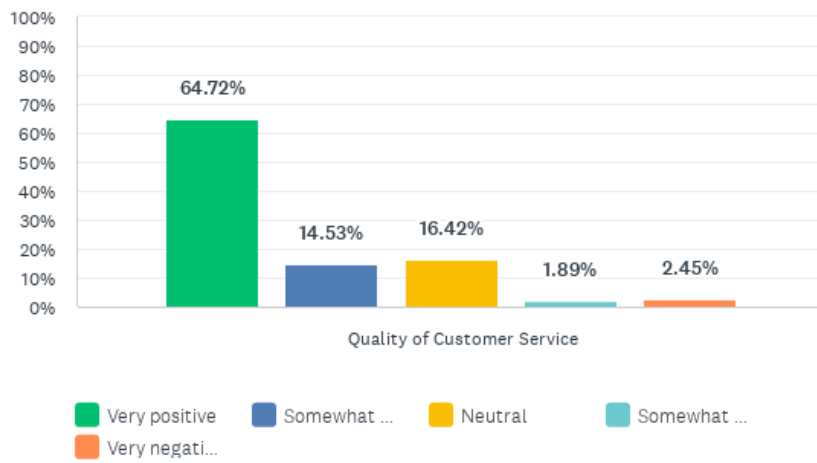
Q1 What method did you use to contact HTSB?



Q2 Which HTSB licensing staff person assisted you?



Q3 Overall, how would you rate the quality of your HTSB customer service experience?



Survey Questions
July 1, 2024 – June 30, 2025

Question #1	High School Choices	Count	Percent
What high school did you graduate from?	Aiea High	50	1%
	Aka'ula School	1	0%
	Anuenue School	9	0%
	Asia Pacific International School, Hawaii Campus	1	0%
	Assets School	3	0%
	Baldwin High	63	1%
	Calvary Chapel Christian School	2	0%
	Campbell High	61	1%
	Castle High	74	2%
	Christian Academy	1	0%
	Christian Liberty Academy	4	0%
	Connections PCS	1	0%
	Damien Memorial School	3	0%
	Farrington High	47	1%
	Halau Ku Mana PCS	1	0%
	Hana High & Elem	5	0%
	Hanalani Schools	6	0%
	Hawaii Academy of Arts and Sciences PCS	3	0%
	Hawaii Baptist Academy	21	0%
	Hawaii Preparatory Academy	11	0%
	Hawaiian Mission Academy - 9-12 Campus	3	0%
	Hilo High	61	1%
	Honolulu Waldorf School	1	0%
	'Iolani School	37	1%
	Island Pacific Academy	2	0%
	Island School	1	0%
	Kailua High	33	1%
	Kaimuki Christian School	2	0%
	Kaimuki High	40	1%
	Kaiser High	45	1%
	Kalaheo High	22	0%
	Kalani High	63	1%
	Kamehameha Schools Hawai'i	19	0%
	Kamehameha Schools Kapālama	158	3%
	Kamehameha Schools Maui	16	0%
	Kapaa High	25	1%
	Kapolei High	24	0%
	Kau High & Pahala Elem	7	0%
	Kauai High	46	1%
	Kawaikini Public Charter School	1	0%
	Ke Kula `O `Ehunuikaimalino	1	0%

Question #1	High School Choices	Count	Percent
What high school did you graduate from?	Keaau High	9	0%
	Kealakehe High	12	0%
	Kekaulike High	27	1%
	Kihei Public Charter School PCS	1	0%
	Kohala High	12	0%
	Konawaena High	39	1%
	La Pietra - Hawaii School for Girls	7	0%
	Lahainaluna High	20	0%
	Lanai High & Elem	3	0%
	Lanakila Baptist Schools	3	0%
	Le Jardin Academy	2	0%
	Leilehua High	52	1%
	Lutheran High School	4	0%
	Makua Lani Christian Academy	2	0%
	Maryknoll School	28	1%
	Maui High	45	1%
	McKinley High	57	1%
	Mid-Pacific Institute	26	1%
	Mililani High	122	2%
	Moanalua High	94	2%
	Molokai High	15	0%
	Myron B. Thompson Academy PCS	3	0%
	Pacific Buddhist Academy	3	0%
	Parker School	3	0%
	Pearl City High	90	2%
	Punahou School	70	1%
	Radford High	17	0%
	Roosevelt High	96	2%
	Sacred Hearts Academy	26	1%
	Sacred Hearts School	2	0%
	Saint Louis School	14	0%
	Seabury Hall	9	0%
	St. Andrew's Schools - The Priory	16	0%
	St. Anthony School	9	0%
	St. Francis School	11	0%
	St. Joseph School	6	0%
	University Laboratory School	14	0%
	Waiakea High	84	2%
	Waianae High	40	1%
	Waimea High	21	0%
	Waipahu High	64	1%
	West Hawaii Explorations Academy PCS	2	0%
	Graduated from a high school in Hawaii not listed above	174	4%

Question #1	High School Choices	Count	Percent
	Graduated from a high school in a State outside of Hawaii	2229	45%
	Graduated from a high school in another Country	358	7%
	Total:	4,915	100%

Question #2	Choices	Count	Percent
What is your current role as an educator?	Student Teacher	80	2%
	Recent college graduate from a State Approved Teacher Education Program	269	5%
	Emergency Hire Teacher	259	5%
	Teacher	3279	67%
	School Counselor	148	3%
	School Librarian	15	0%
	Principal	23	0%
	Vice Principal	61	1%
	School Level Resource Teacher	44	1%
	State/District/Complex Level Resource Teacher	55	1%
	Community College/University Faculty/Staff	31	1%
	Retired Educator	60	1%
	Left the Profession (Not Retired)	173	4%
	Other	418	9%
Only 1 response allowed	Total:	4,915	100%

Question #3	Choices	Count	Percent
What is your educational employment status?	Employed in the Hawai'i Public Schools	2968	60%
	Offered employment in the Hawai'i Public Schools	219	4%
	Employed in the Hawai'i Public Charter Schools	252	5%
	Offered employment in the Hawai'i Public Charter Schools	22	0%
	Employed in the Hawai'i Private Schools	140	3%
	Offered employment in the Hawai'i Private Schools	8	0%
	Teaching in a US state or territory outside of Hawai'i	610	12%
	Teaching outside of the US	106	2%
	Student teacher and not employed	20	0%
	Recent college graduate from a State Approved Teacher Education Program seeking employment	127	3%
	Retired educator	58	1%
	No longer a teacher, school counselor, school librarian currently residing in Hawai'i (Not Retired)	165	3%
	No longer a teacher, school counselor, school librarian currently residing in a US state or territory outside of Hawai'i (Not Retired)	88	2%

Question #3	Choices	Count	Percent
	No longer a teacher, school counselor, school librarian currently residing outside of the US (Not Retired)	5	0%
	Not currently teaching, furthering my education: attending graduate school	45	1%
	Not teaching, currently on sabbatical	82	2%
Only 1 response allowed	Total:	4,915	100%

Question #4	Responses	Count	Percent
How many years of full-time teaching experience (teacher, counselor, librarian) do you have in Hawai'i?	0	1160	24%
	1-3	1156	24%
	4-6	579	12%
	7-10	943	19%
	11-19	794	16%
	20+	283	6%
Only 1 response allowed	Total:	4,915	100%

Question #5	Responses	Count	Percent
How many combined years of full-time teaching experience (teacher, counselor, librarian) do you have in Hawai'i, other US states, US territories, or DODEA schools?	0	593	12%
	1-3	1029	21%
	4-6	618	13%
	7-10	1044	21%
	11-19	1079	22%
	20+	552	11%
Only 1 response allowed	Total:	4,915	100%

Question #6	State Approved Teacher Education Programs	Count	Percent
Identify the name of the state approved teacher education program (SATEP) that you completed	Completed program in another state or country	2050	42%
	Brigham Young University- Hawai'i	122	2%
	Chaminade University (School of Education)	312	6%
	Chaminade University (School Counseling)	92	2%
	DOE RISE	12	0%
	Hawai'i Pacific University	93	2%
	iTEACH Hawai'i	156	3%
	Kahoiwai	63	1%
	Kahuawaiola at UH-Hilo	36	1%
	Leeward Community College - Career & Technical Education	60	1%
	Leeward Community College - Special Education	57	1%
	Teach Away	33	1%
	Teach for America	116	2%
	TEACH-NOW/Moreland University- Hawai'i	12	0%
	University of Hawai'i - Hilo	144	3%

Question #6	State Approved Teacher Education Programs	Count	Percent
	University of Hawai'i -Manoa (College of Education)	1257	26%
	University of Hawai'i -Manoa (Library & Information Science Program)	7	0%
	University of Hawai'i -West Oahu	157	3%
	University of Phoenix- Hawai'i	136	3%
	Only 1 response allowed	Total	4,915

Question #7	State	July 1, 2024-March 31, 2025
Identify the state that your SATEP is approved for licensure. *Top Five Places w/Largest # of Applicants (outside of Hawai'i)	Alabama	6
	Alaska	14
	*Arizona	104
	Arkansas	10
	*California	278
	Colorado	62
	Connecticut	15
	Delaware	3
	District of Columbia	30
	Florida	77
	Georgia	29
	Hawai'i	3117
	Idaho	14
	Illinois	37
	Indiana	30
	Iowa	15
	Kansas	10
	Kentucky	13
	Louisiana	6
	Maine	8
	Maryland	17
	Massachusetts	25
	Michigan	26
	Minnesota	25
	Mississippi	7
	Missouri	22
	Montana	11
	Nebraska	12
	Nevada	38
	New Hampshire	6
	New Jersey	34
	New Mexico	15
	*New York	105
	North Carolina	41
	North Dakota	4
	Ohio	27
	Oklahoma	9
	Oregon	85

Question #7	State	July 1, 2024-March 31, 2025
Identify the state that your SATEP is approved for licensure. *Top Five Places w/Largest # of Applicants	Pennsylvania	56
	Rhode Island	2
	South Carolina	8
	South Dakota	5
	Tennessee	26
	*Texas	124
	Utah	43
	Vermont	4
	Virginia	46
	*Washington	98
	West Virginia	5
	American Samoa	1
	Wisconsin	18
	Wyoming	3
	Guam	6
	Northern Mariana Islands	2
	Puerto Rico	4
	Outside of the US	77
Only 1 response allowed	Total:	4,915

Question #8	Years	Count	Percent
What year did you graduate from your SATEP?	1960	1	0%
	1965	1	0%
	1966	1	0%
	1967	2	0%
	1968	2	0%
	1970	3	0%
	1971	1	0%
	1972	2	0%
	1973	2	0%
	1974	7	0%
	1975	6	0%
	1976	3	0%
	1977	1	0%
	1978	4	0%
	1979	3	0%
	1980	7	0%
	1981	3	0%
	1982	6	0%
	1983	6	0%
	1984	5	0%
	1985	14	0%
	1986	11	0%
	1987	9	0%

Question #8	Years	Count	Percent
What year did you graduate from your SATEP?	1988	16	0%
	1989	10	0%
	1990	37	1%
	1991	15	0%
	1992	25	1%
	1993	28	1%
	1994	24	0%
	1995	35	1%
	1996	38	1%
	1997	23	0%
	1998	45	1%
	1999	46	1%
	2000	55	1%
	2001	56	1%
	2002	44	1%
	2003	74	2%
	2004	104	2%
	2005	82	2%
	2006	108	2%
	2007	103	2%
	2008	119	2%
	2009	220	4%
	2010	239	5%
	2011	96	2%
	2012	94	2%
	2013	121	2%
	2014	200	4%
	2015	300	6%
	2016	211	4%
	2017	250	5%
	2018	110	2%
	2019	122	2%
	2020	172	3%
	2021	316	6%
	2022	378	8%
	2023	142	3%
	2024	365	7%
	2025	392	8%
	Total	4,915	100%

Question #9	Scale	Count	Percent
Have you ever held a teaching license, credential, or certificate in another U.S. state, U.S. territory, or DODEA?	Yes	1785	36%

Have you ever held a teaching license, credential, or certificate in another U.S. state, U.S. territory, or DODEA?	No	3130	64%
	Total:	4,915	100%

Question #10	Scale	Count	Percent
In what other U.S. states, U.S. territories, or DODEA do you hold a teaching license?	I do not hold a license	2113	43%
	Alabama	10	0%
	Alaska	23	0%
	Arizona	56	1%
	Arkansas	12	0%
	California	286	6%
	Colorado	78	2%
	Connecticut	10	0%
	Delaware	4	0%
	District of Columbia	10	0%
	Florida	79	2%
	Georgia	35	1%
	Hawaii	1070	22%
	Idaho	12	0%
	Illinois	38	1%
	Indiana	11	0%
	Iowa	9	0%
	Kansas	5	0%
	Kentucky	16	0%
	Louisiana	9	0%
	Maine	6	0%
	Maryland	25	1%
	Massachusetts	31	1%
	Michigan	18	0%
	Minnesota	21	0%
	Mississippi	9	0%
	Missouri	17	0%
	Montana	12	0%
	Nebraska	7	0%
	Nevada	52	1%
	New Hampshire	3	0%
	New Jersey	42	1%
	New Mexico	16	0%
	New York	91	2%
	North Carolina	46	1%
	North Dakota	6	0%
	Ohio	17	0%
	Oklahoma	11	0%
	Oregon	71	1%
	Pennsylvania	37	1%
	Rhode Island	4	0%
	South Carolina	13	0%
	South Dakota	3	0%
	Tennessee	27	1%
	Texas	131	3%
	Utah	32	1%
	Vermont	6	0%
	Virginia	44	1%

Question #10	Scale	Count	Percent
In what other U.S. states, U.S. territories, or DODEA do you hold a teaching license?	Washington	102	2%
	West Virginia	4	0%
	American Samoa	6	0%
	Wisconsin	14	0%
	Wyoming	1	0%
	Guam	5	0%
	Northern Mariana Islands	2	0%
	Puerto Rico	2	0%
	Outside of the US	53	1%
	Department of Defense Education Activity (DODEA)	23	0%
	Other	19	0%
	Total:	4,915	100%

Question #11	Scale	Count	Percent
Do you currently have an ACTIVE teaching license, credential, certificate, or permit in another U.S. state, U.S. territory, or DODEA?	Yes	1494	30%
Do you currently have an ACTIVE teaching license, credential, certificate, or permit in another U.S. state, U.S. territory, or DODEA?	No	3421	70%
	Total:	4,915	100%

Question #12	Scale	Count	Percent
In what other U.S. states, U.S. territories or DODEA do you hold an ACTIVE teaching license, credential, certificate, or permit?	I do not hold a license	2514	51%
	Alabama	9	0%
	Alaska	15	0%
	Arizona	38	1%
	Arkansas	8	0%
	California	223	5%
	Colorado	43	1%
	Connecticut	6	0%
	Delaware	3	0%
	District of Columbia	8	0%
	Florida	65	1%
	Georgia	24	0%
	Hawaii	1084	22%
	Idaho	9	0%
	Illinois	30	1%
	Indiana	10	0%
	Iowa	5	0%
	Kansas	4	0%
	Kentucky	10	0%
	Louisiana	6	0%
	Maine	6	0%
	Maryland	23	0%
	Massachusetts	20	0%

Question #12	Scale	Count	Percent
In what other U.S. states, U.S. territories or DODEA do you hold an ACTIVE teaching license, credential, certificate, or permit?	Michigan	17	0%
	Minnesota	11	0%
	Mississippi	5	0%
	Missouri	15	0%
	Montana	10	0%
	Nebraska	4	0%
	Nevada	32	1%
	New Hampshire	3	0%
	New Jersey	32	1%
	New Mexico	12	0%
	New York	62	1%
	North Carolina	31	1%
	North Dakota	4	0%
	Ohio	14	0%
	Oklahoma	8	0%
	Oregon	39	1%
	Pennsylvania	24	0%
	Rhode Island	6	0%
	South Carolina	8	0%
	Tennessee	18	0%
	Texas	128	3%
	Utah	27	1%
	Vermont	3	0%
	Virginia	43	1%
	Washington	84	2%
	West Virginia	2	0%
	American Samoa	3	0%
	Wisconsin	10	0%
	Guam	2	0%
	Wyoming	2	0%
	Puerto Rico	1	0%
	Outside of the US	47	1%
	Department of Defense Education Activity (DODEA)	23	0%
	Other	22	0%
Total:		4,915	100%

Question #13a		Scale	Count
How well did your state approved teacher education preparation program prepare you to incorporate the following professional practices in Hawai'i?	(a) The integration of Hawaiian language, history, and culture in order to promote and perpetuate traditional ways of knowing, learning and teaching	0 - Not Well Prepared	392
		1	432
		2	970
		3 -Well Prepared	1,638

		4-Not Part of my Program	1,483
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		Total:	4,915

Question #13b		Scale	Count
How well did your state approved teacher education preparation program prepare you to incorporate the following professional practices in Hawai'i?	(b) Student standards adopted by the Hawai'i Department of Education.	0 - Not Well Prepared	105
		1	138
		2	769
		3 -Well Prepared	3,149
		4-Not Part of my Program	754
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		Total:	4,915

Question #13c		Scale	Count
How well did your state approved teacher education preparation program prepare you to incorporate the following professional practices in Hawai'i?	(c) Teaching of reading including working with students of reading difficulties.	0 - Not Well Prepared	51
		1	207
		2	998
		3 -Well Prepared	3,397
		4-Not Part of my Program	262
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		Total:	4,915

Question #13d		Scale	Count
How well did your state approved teacher education preparation program prepare you to incorporate the following professional practices in Hawai'i?	(d) Working effectively with students with disabilities, including training related to participation as a member of individualized education program teams.	0 - Not Well Prepared	64
		1	253
		2	1,128
		3 -Well Prepared	3,252
		4-Not Part of my Program	218
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		Total:	4,915

Question #13e		Scale	Count
How well did your state approved teacher education preparation program prepare you to incorporate the following professional practices in Hawai'i?	(e) Working effectively with students who are limited English proficient.	0 - Not Well Prepared	81
		1	367
		2	1,320
		3 -Well Prepared	2,888
		4-Not Part of my Program	259
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4).		Total:	4,915

Question #13f		Scale	Count
How well did your state approved teacher education preparation program prepare you to incorporate the following professional practices in Hawai'i?	(f) Applying the Model Code of Ethics for Educators into your professional practice.	0 - Not Well Prepared	22
		1	89
		2	604
		3 -Well Prepared	3,935
		4-Not Part of my Program	265
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		Total:	4,915

Question #13g		Scale	Count
How well did your state approved teacher education preparation program prepare you to incorporate the following professional practices in Hawai'i?	(g) Working with gifted and talented students.	0 - Not Well Prepared	106
		1	369
		2	1,441
		3 -Well Prepared	2,665
		4-Not Part of my Program	334
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		Total:	4,915

Question #13h		Scale	Count
How well did your state approved teacher education preparation program prepare you to incorporate the following professional practices in Hawai'i?	(h) Integrating technology effectively into curricula, instruction.	0 - Not Well Prepared	53
		1	215
		2	1,025
		3 -Well Prepared	3,394
		4-Not Part of my Program	228
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		Total:	4,915

Question #13i		Scale	Count
How well did your state approved teacher education preparation program prepare you to incorporate the following professional practices in Hawai'i?	(i) Include activities with the principles of universal design for learning.	0 - Not Well Prepared	40
		1	174
		2	966
		3 -Well Prepared	3,483
		4-Not Part of my Program	252
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		Total:	4,915

Question #13j		Scale	Count
How well did your state approved teacher education preparation program prepare you to incorporate the following professional practices in Hawai'i?	(j) use technology to effectively collect, manage, and analyze data to improve teaching and student learning.	0 - Not Well Prepared	63
		1	224
		2	1,017
		3 -Well Prepared	3,390
		4-Not Part of my Program	221
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		Total:	4,915

Question #14a		Scale	Count
Rate the extent that a mentor teacher has engaged in these research practices with you during your first three years as a beginning teacher to the profession.	(a) Supporting the implementation of evidence-based instruction (or School Counseling services)	0 - Not Engaged	131
		1	203
		2	881
		3 - Fully Engaged	3,053
		Not Applicable	647
Only 1 response allowed on scale of Not Engaged to Fully Engaged or Not Applicable (0 to 3 or NA).		Total:	4,915

Question #14b		Scale	Count
Rate the extent that a mentor teacher has engaged in these research practices with you during your first three years as a beginning teacher to the profession.	(b) Supporting the implementation of the use of data for planning	0 - Not Engaged	128
		1	214
		2	901
		3 - Fully Engaged	3,056
		Not Applicable	616
Only 1 response allowed on scale of Not Engaged to Fully Engaged or Not Applicable (0 to 3 or NA).		Total:	4,915

Question #14c		Scale	Count
Rate the extent that a mentor teacher has engaged in these research practices with you during your first three years as a beginning teacher to the profession.	(c) Nurturing critical and reflective thinking	0 - Not Engaged	109
		1	153
		2	715
		3 - Fully Engaged	3,325
		Not Applicable	613
Only 1 response allowed on scale of Not Engaged to Fully Engaged or Not Applicable (0 to 3 or NA).		Total:	4,915

Question #15	Scale	Count
Rate the extent that a mentor teacher is or was engaged in these research practices with you during your first three years as a beginning teacher to the profession.	0 - Quality Induction Not Provided	157
	1	236
	2	1,410
	3 - Quality Induction Provided	2,374
	4-Not Applicable	738
Only 1 response allowed on scale of Quality Induction Not Provided to Quality Induction Provided (0 to 3).	Total:	4,915