

**[EXTERNAL] Testimony from Disa Hauge, Nanakuli-Waianae CAS, Item NBI 22-102**

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To: HTSB <htsb@hawaii.gov>

Aloha,

I am Disa Hauge, Interim Complex Area Superintendent for Nanakuli-Waianae and I am presenting testimony on the SPED Certification issue at the May 23, 2023 General Business Meeting, Agenda Item NBI 22-102.

As a complex, we hire a large number of TFA teachers because we are a hard to fill area and we simply cannot fill our vacant positions. At this point in time, the alternative to TFA, for us, is to put long term substitute teachers with high school diplomas into our classes. This is not acceptable to anyone and although not yet certified, I have found TFA teachers to be quick learners, critical thinkers, and caring adults to our students.

The situation in which we now find ourselves needs a solution focus. Past practice may have been incorrect, but it's not the fault of the candidates and I hope that our goal is to find a solution that keeps these teacher candidates in the profession. Because schools did not understand the rules, some teachers have been placed in non-core special education classes and these need a deeper analysis to resolve. I hope our goal is to find a solution that allows these teachers to continue in the profession.

The majority of TFA SPED teachers taught core subjects in inclusion or resource settings. My understanding is that they traditionally are certified in their core subject, not in SPED. Please do not assume that SPED resource classes are less rigorous than inclusion or regular ed core classes. They are not. There are no "SPED core curricula." When I was principal, ALL students in regular ed, inclusion AND resource classes took the same final exams. The standards are the same. Strategies may be different and accommodations are individualized, and those pedagogical practices require much more rigorous skills on the part of the teacher.

Let me be clear: SPED TFA teachers have additional responsibilities that require additional professional development. Let's find a way to encourage them to continue being the teachers our kids so desperately need.

Schools can be in compliance with the regulations going forward. It sounds like I'm advocating for TFA SPED teachers. I'm not. I'm advocating for our KIDS WHO NEED THESE TEACHERS. Please help find a solution that helps, not hurts, our kids.

Thank you for considering my testimony.

Disa Hauge

Interim Complex Area Superintendent, Nanakuli-Waianae

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