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DATE: September 11, 2019

TO: Lynn Hammonds, Executive Director
Hawaii Teacher Standards Board

FROM: Sione Thompson, Executive Director
State Public Charter School Commission

SUBJECT: 2018-2019 Annual Report to the Hawaii Teacher Standards Board on Teacher Licensure in
Charter Schools

Pursuant to Section 302A-804, Hawaii Revised Statutes (HRS), as amended by Act 39, Session Laws of Hawaii 2014, the State Public Charter School Commission ("Commission") submits this annual report to the Hawaii Teacher Standards Board (HTSB). Section 302A-804, HRS, requires the Commission to:

1. Report data annually to HTSB about the supply of, and demand for, teachers in charter schools, including the identification of shortage areas, out-of-field teaching assignments, numbers of teachers teaching out-of-field, numbers and types of courses and classes taught by out-of-field teachers, and numbers and types of students taught by out-of-field teachers;
2. Submit an annual report to HTSB documenting:
 - a. The number of emergency hires in charter schools by subject matter areas and by school;
 - b. The reasons and duration of employment for the emergency hiring enumerated in subparagraph (a); and
 - c. Individual progress toward licensing; and
3. Providing any other information requested by HTSB that is pertinent to the Commission's powers and duties.

1. Background

State laws regarding teacher licensure, codified in Chapter 302A-801 through Chapter 302A-808, HRS, require that teachers must be licensed in order to be employed in a Hawaii public school. This requirement applies to all teachers, regardless of grade or subject taught. In 2002, the Legislature placed with HTSB the responsibility for setting the licensing standards for Hawaii public school

teachers that detail the qualifications needed to teach in Hawaii public schools. In the 2014 Session, the Legislature passed Act 39, which clarified licensing and reporting requirements for both the charter schools and the Commission. The Commission has issued four previous annual reports to HTSB and these reports are available on the Commission's website [here](#).¹

Public charter schools also are subject to provisions of the Commission's Public Charter School Contract, Section 12.3, which addresses teacher licensure as follows:

Teacher Credentials. Pursuant to Section 302A-804, HRS, the School shall hire licensed teachers that meet the applicable State licensing requirements consistent with federal law and requirements, State law, and collective bargaining agreements, as such requirements may be amended.

In order to determine charter schools' compliance with teacher licensure requirements and to fulfill the annual reporting requirements, the Commission required each charter school to submit teacher licensure information about its faculty members by January 11, 2019. All charter schools provided the requested information, including the new charter school that opened during the 2018-2019 school year, Alaka'i O Kaua'i Public Charter School. From January through July 2019, the Commission worked with individual charter schools to obtain the necessary student- and classroom-level data to fulfill this year's reporting requirements.

The information presented in this report is for the 2018-2019 school year, and is based on charter schools' self-reported data.

2. Supply of Teachers in Charter Schools

As shown in **Table A** below, the number of classroom teachers employed at a single charter school ranged from 75 to four. The total number of classroom teachers employed at charter schools remained generally flat with a gain of only one teacher over the previous year, increasing from 779 in school year 2017-2018 to 780 in school year 2018-2019. The number of teachers in charter schools has continued to climb each year. Starting in SY2015-2016 there were 699 teachers, in 2016-2017 the number rose to 706, then in SY2017-2018 there were 779 teachers, and finally in SY2018-19 there are 780 classroom teachers employed at charter schools.

In five of Hawaii's 36 charter schools all teachers were licensed. This is 50% less schools, than the previous year, that had a teaching faculty in which all teachers were licensed.² The five schools this year are:

1. Hakipu'u Learning Center;
2. Hawaii Academy of Arts and Science;
3. Ka'ōhao School;
4. Ke Kula 'o Nāwahīokalani'ōpu'u Iki, LPCS; and
5. Mālama Honua Public Charter School

¹ <http://www.chartercommission.hawaii.gov/reports>

² In school year 2017-2018, all teachers were licensed in 10 charter schools versus five schools in school year 2018-2019.

Of the 780³ total charter school teachers in school year 2018-2019, 691, or 89%, were licensed with HTSB. This is a 2-percentage point decrease in the number of licensed teachers from the previous year.

When considering individual schools and whether the numbers of emergency hires or teachers teaching out-of-field are high or low, further evaluation of the school's data is necessary to add the appropriate perspective. While a number may seem to indicate many or few, for an accurate representation it is important to consider both the number of teachers teaching without the correct license and the percentage of the total school faculty that these teachers represent, because the total number of teachers at individual charter schools varies greatly. The percentage of each school's total faculty of teachers teaching in subject areas that they are not licensed for, is found in **Table A**.

³ The number of classroom teachers who have a teaching license issued from HTSB is 691. The total number of teachers in the charter school system overall is 780. The data in this report is based on schools' self-reported data.

Table A: Emergency Hire Teachers and Out-Of-Field Teachers in Hawaii Public Charter Schools in 2018-2019

School Name	Total # of Classroom Teachers	# of Teachers with Emergency Hire Permits	# of Licensed Teachers Teaching Out-Of-Field	# of Unlicensed Teachers	# of Teachers with Emergency Hire Permits, Licensed Teachers Teaching Out-of-Field, and Unlicensed Teachers Combined	% of Classroom Teachers with Emergency Hire Permits, Teaching Out-of-Field, or Unlicensed Teachers Combined
Alaka'i O Kaua'i Public Charter School - test	8	2	0	0	2	25%
Connections PCS	21	3	5	0	8	38%
Hakipu'u Learning Center	5	0	<i>Data not provided to Commission</i>	0	<i>Data not provided to Commission</i>	
Halau Ku Mana	14	1	5	0	6	43%
Hawaii Academy of Arts and Science	41	0	7	0	7	17%
Hawaii Technology Academy	75	3	7	0	10	13%
Innovations Public Charter School	14	1	0	0	1	7%
Ka 'Umeke Kā'eo	24	3	<i>Data not provided to Commission</i>	0	<i>Data not provided to Commission</i>	
Ka Waihona o ka Na'auao Public Charter School	46	3	12	0	15	33%
Ka'ōhao School	19	0	0	0	0	0%

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School Name	Total # of Classroom Teachers	# of Teachers with Emergency Hire Permits	# of Licensed Teachers Teaching Out-Of-Field	# of Unlicensed Teachers	# of Teachers with Emergency Hire Permits, Licensed Teachers Teaching Out-of-Field, and Unlicensed Teachers Combined	% of Classroom Teachers with Emergency Hire Permits, Teaching Out-of-Field, or Unlicensed Teachers Combined
Kamaile Academy Public Charter School	66	9	7	0	16	24%
Kamalani Academy	12	2	3	0	5	42%
Kanu o ka 'Āina New Century Public Charter School	21	4	2	0	6	29%
Kanuikapono Charter School	16	1	6	0	7	44%
Kapolei Charter School by Goodwill Hawaii	7	3	4	0	7	100%
Kawaikini New Century Public Charter School	12	2	2	0	4	33%
Ke Ana La'ahana PCS	6	2	4	0	6	100%
Ke Kula 'o Nāwahīokalani'ōpu'u Iki, LPCS	34	0	2	0	2	6%
Ke Kula 'o Samuel M. Kamakau, LPCS	11	3	1	0	4	36%

Table A: Emergency Hire Teachers and Out-Of-Field Teachers in Hawaii Public Charter Schools in 2018-2019

School Name	Total # of Classroom Teachers	# of Teachers with Emergency Hire Permits	# of Licensed Teachers Teaching Out-Of-Field	# of Unlicensed Teachers	# of Teachers with Emergency Hire Permits, Licensed Teachers Teaching Out-of-Field, and Unlicensed Teachers Combined	% of Classroom Teachers with Emergency Hire Permits, Teaching Out-of-Field, or Unlicensed Teachers Combined
Ke Kula Ni'ihau O Kekaha	4	2	0	1	3	75%
Kihei Public Charter School	38	8	9	0	17	45%
Kona Pacific Public Charter School	10	3	2	0	5	50%
Kua o ka Lā New Century Public Charter School	18	5	5	0	10	56%
Kualapu'u School: A Public Conversion Charter	22	2	4	0	6	27%
Kula Aupuni Niihau A Kahelelani Aloha (KANAKA) A New Century Public Charter School (PCS)	4	1	3	0	4	100%
Laupahoehoe Community Public Charter School	25	8	3	0	11	44%

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Malama Honua Public Charter School	8	0	1	0	1	13%
Myron B. Thompson Academy	26	1	5	0	6	23%
Na Wai Ola (Waters Of Life) Public Charter School	11	3	1	0	4	36%
SEEQS: The School for Examining Essential Questions of Sustainability	16	3	2	0	5	31%
University Laboratory School	35	2	7	0	9	26%
Volcano School of Arts and Sciences	16	2	0	0	2	13%
Voyager Public Charter School	19	1	3	0	4	21%

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Waialae Elementary Public Charter School	38	1	6	0	7	18%
Waimea Middle Public Conversion Charter School	20	1	3	0	4	20%
West Hawaii Explorations Academy	18	4	8	0	12	67%
TOTALS	780	89	129	1	216	28%

3. Numbers of Emergency Hire Teachers

An “emergency hire” is a teacher with an Emergency Hire Permit rather than a teaching license. The permit allows a teacher to provide instruction as an emergency hire for one year and must be renewed annually. An individual may work as an emergency hire for up to three years while in pursuit of a teaching license.

Table A above shows the numbers of emergency hires in charter schools in the school year 2018-2019. In the charter school system 89 of 780 teachers, or 11% of total classroom teachers, had emergency hire permits. This is an increase of two percentage points from the previous year.

a. Number of Emergency Hire Teachers by Subject Matter Area

For the purposes of this report, the Commission classified Mathematics, Language Arts, Science, Social Studies, Elementary Education, and Early Childhood Education as core subject matter areas. The remaining classes/courses were grouped into ten additional areas that were classified as non-core subject matter areas, including Physical Education and Health, Fine Arts, World Languages, and Special Education. See **Appendix A** for the complete list of classes/courses grouped under each subject matter area.

Emergency hires were reported as teaching in all core subject matter areas in school year 2018-2019. Of the ten non-core subject matter areas, emergency hires were teaching in all but four: TESOL, Guidance, STEM, and Hawaiian Studies. Across all subject matter areas (core and non-core), the number of emergency hire teachers per charter school ranges from zero to 27.

For school year 2018-2019, charter schools report that at least 102 classes/courses were taught by a teacher with an Emergency Hire Permit.⁴ Elementary Education, with 27 teachers, had the highest number of emergency hire teachers of all subject matter areas. There is a gap between Elementary Education and the next highest number of emergency hires in a subject matter area; mathematics has 13 emergency hire teachers. This is a 52% difference, between the two subject matter areas with the highest numbers of emergency hire teachers.

See **Chart 1** below, and **Appendix B** for emergency hire teachers by subject matter area.

4. Numbers of Teachers Teaching Out-of-Field

As required by law, all public-school teachers in Hawaii must have a teaching license or emergency hire permit.⁵ HTSB defines “out-of-field teaching” as a licensed teacher teaching a course, a class, or in a subject matter area, that the teacher is not licensed in and/or in a grade level that the teacher is not licensed for.

⁴ Charter schools reported that there are 89 teachers total that have an Emergency Hire Permit in lieu of a teaching license. 34 out of 36 charter schools reported on the courses/classes taught by teachers holding an Emergency Hire Permit. Student demographics and teacher assignment data for two charter schools were not provided to the Commission. Teachers teaching more than one class/course from the same subject matter area were counted only once.

⁵ Hawaii Teachers Standards Board, *FAQS*, State of Hawaii, accessed 25 July 2019, <<https://hawaiiteacherstandardsboard.org/content/faqs/>>

Table A above shows the numbers of out-of-field teachers in charter schools in the school year 2018-2019. In the charter school system 129 licensed teachers, or about 17% of total classroom teachers, were teaching out-of-field. This is a decrease of four percentage points from the previous year.

a. Number of Out-of-Field Teaching assignments by Subject Matter Area

At least 147 classes are taught by a teacher teaching out of field. Unlike the data for emergency hires, all core and non-core subject matter areas in school year 2018-2019 have teachers that are teaching out-of-field. Also unlike the data for emergency hires, out-of-field teaching assignments are more evenly distributed among the core subject matter areas. That is, while there is a 52% difference between the two subject areas with the highest numbers of emergency hires, by comparison, there is an 14% difference between the two subject matter areas with the highest numbers of out-of-field teachers.

Although there are out-of-field assignments in all non-core areas, Physical Education and Health, and Fine Arts, with 14 teachers each, are the non-core subject areas with the highest numbers of out-of-field teachers.

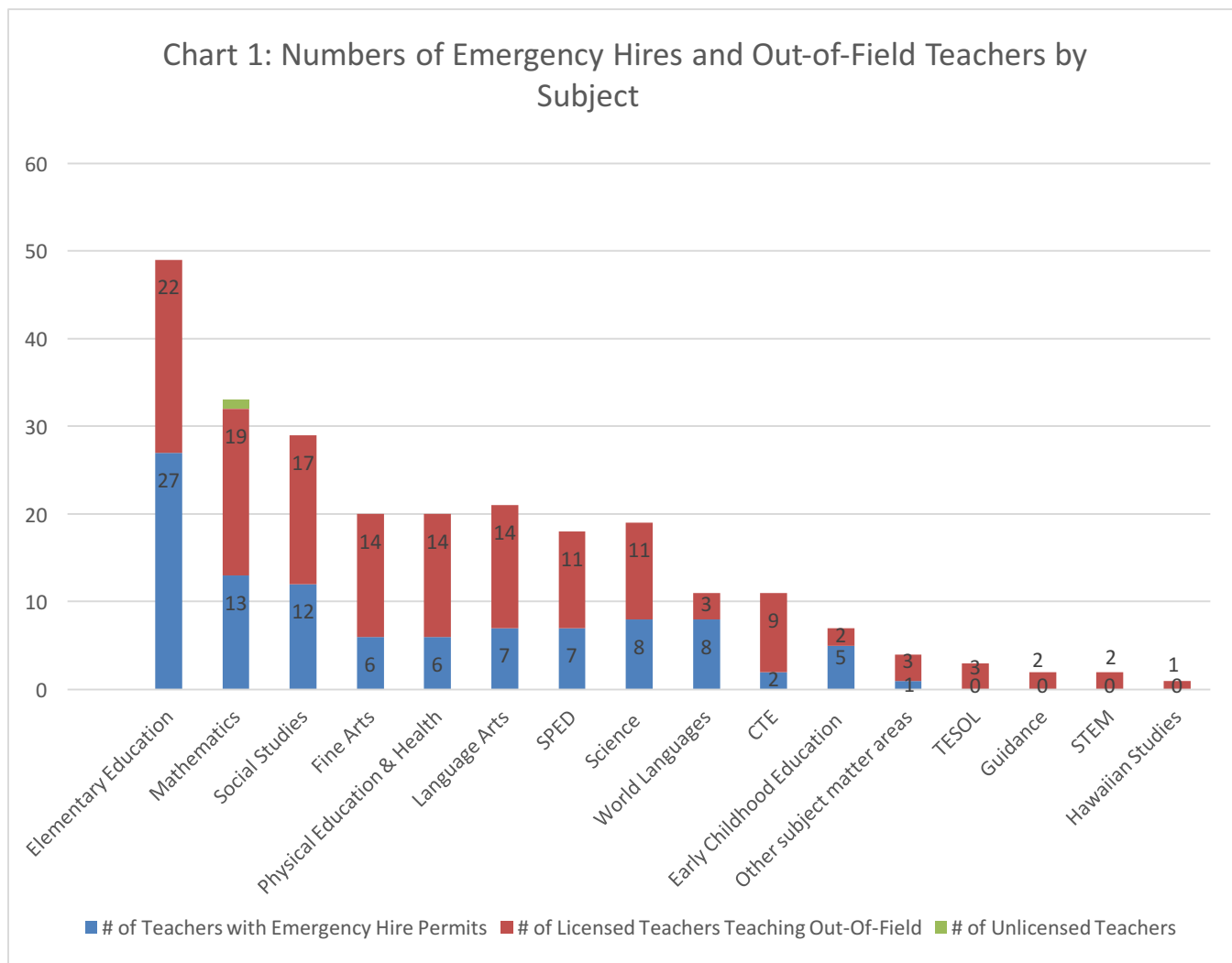
See **Chart 1** below, and **Appendix B** for numbers of teachers teaching in subject areas that they are not licensed for.

b. Hawaii Qualified Teacher designation

The Every Student Succeeds Act of 2015 (ESSA) requires that teachers of all subjects meet the federal requirement for designation as “ESSA Hawaii Qualified.” To meet ESSA Hawaii Qualified teacher requirements (ESSA HQT), there are two paths for teachers: a teacher may either hold a valid HTSB teaching license in the subject area and grade level for the teaching assignment, or they may hold a valid Hawaii Qualified Teacher certificate.⁶ Although the qualification for an ESSA HQT certificate requires that a teacher have a valid HTSB license, in addition to other requirements, the HTSB license may be in any subject area for the grade level assigned.

Because the contents of this report are required by state statute to focus on HTSB licensure categories, HTSB definitions were used to determine out-of-field and emergency hire teaching assignments - that is, to be considered teaching “in-field”, the teacher had to have a license that matched the subject area and grade level they were teaching. This means that teachers identified in this report as teaching out-of-field may still be considered ESSA HQT by the DOE for the same teaching assignment.

⁶ Hawaii State Department of Education, *Licensure and Certification*, State of Hawaii, accessed 25 July 2019, <<http://www.hawaiipublicschools.org/ConnectWithUs/Employment/LicensureAndCertification/Pages/home.aspx>>



5. Teacher Shortage Areas in Charter Schools and Demand for Teachers in Charter Schools

In total, there are at least 250 teaching assignments in which the teacher is not licensed for the class/course they are teaching.⁷ Among core and non-core subject matter areas, the highest number of teachers teaching without a correct license is in Elementary Education, followed by Mathematics. The numbers of teachers in each subject area without a correct license range from one teacher in Hawaiian Studies, to the highest, 49 teachers, in Elementary Education. Although the greatest numbers of teachers without the correct license are seen in the core subjects, Early Childhood Education (Pre-kindergarten) seems to be an outlier since it is the only core subject area that has a single digit number of teachers, seven.

⁷ Teachers teaching more than one class/course from the same subject matter area were counted only once.

Although there are only six core subject areas, there are at least 158 teachers teaching a core subject that they are not licensed for. By contrast, there are 10 non-core areas, but only 92 teachers who are teaching a non-core subject.⁸

See **Chart 1** above and **Appendix B** for numbers of teachers, arranged by subject, that are teaching subjects that they are not licensed for.

Charter schools did not provide information about whether they are experiencing teacher shortages, however, the numbers of teachers teaching in subject areas that they are not licensed for, may be an indicator that there is a demand for teachers with licenses in these areas. If these numbers were indicators, the data might seem to show that in school year 2018-2019 the greatest need for completely licensed teachers was in core-subject areas. In core-subject areas, the numbers of teachers without a correct license teaching middle and high school core classes outnumbered the numbers teaching Elementary and Early Childhood Education classes. However, as a standalone subject area, Elementary Education had the highest number of teachers teaching without the correct license. See **Chart 1** above.

The Commission emphasizes that teaching out-of-field, and hiring teachers holding Emergency Hire Permits, are in compliance with HTSB requirements and allowed by law. Also, there are no guidelines regarding what subject matter areas these teachers should or shouldn't be assigned to teach. The Commission encourages charter schools and charter school teachers to contact HTSB to determine whether the out-of-field teacher may be eligible to receive a license in the subjects they are teaching.

On May 28, 2019, Civil Beat published an article entitled "Where Hawaii's Chronic Teacher Shortage Hits Hardest."⁹ Civil Beat's analysis of 256 DOE public schools, excluding some small schools and the 36 public charter schools, found that the shortage of teachers, particularly experienced teachers, affects the DOE school system unevenly. According to the article, the chronic shortage of qualified teachers disproportionately affects low-income and remote-area schools. The article reported that the statewide average in 2018 for emergency hires as a proportion of instructional staff was 4%, a contrast to the finding of higher percentages in DOE schools in rural areas. In the 2018-2019 school year, emergency hires accounted for 11% of the teachers in charter schools, and emergency hires, teaching out-of-field, and unlicensed teachers combined accounted for 28%. The article also stated, "There's also a higher percentage of fully licensed teachers at the elementary school level." The president of the Hawaii State Teachers Association, Corey Rosenlee, was quoted saying "Elementary schools tend to have a higher percentage of people who are highly qualified. There are less openings (at that level) so it's more competitive..." By contrast, though, we see in charter schools that Elementary Education had the highest number of emergency hires and teachers teaching out of field than any other subject matter area. That is, about 20% of the teachers without a correct license are teaching in the Elementary Education subject area. The differences between the figures for charter schools and DOE schools may provide insight into challenges unique to charter schools.

⁸ 34 out of 36 charter schools reported on the courses/classes taught by teachers with an Emergency Hire Permit or licensed teachers teaching out-of-field. Student demographics and teacher assignment data for two charter schools were not provided to the Commission. Teachers teaching more than one class/course from the same subject matter area were counted only once.

⁹ Civil Beat article can be found here: <https://www.civilbeat.org/2019/05/where-hawaiis-chronic-teacher-shortage-hits-hardest/>

6. Number and Types of Students Taught by Out-of-field and Emergency Hire Teachers

See **Appendix C** and **Chart 2** below for numbers and types of students taught by out-of-field and emergency hire teachers. In Appendix C, the data in the black cells have been suppressed because the number of students represented (“n size”) is less than 10. Small groups of students are more easily identifiable, so these students’ data are excluded (suppressed) as a precaution.

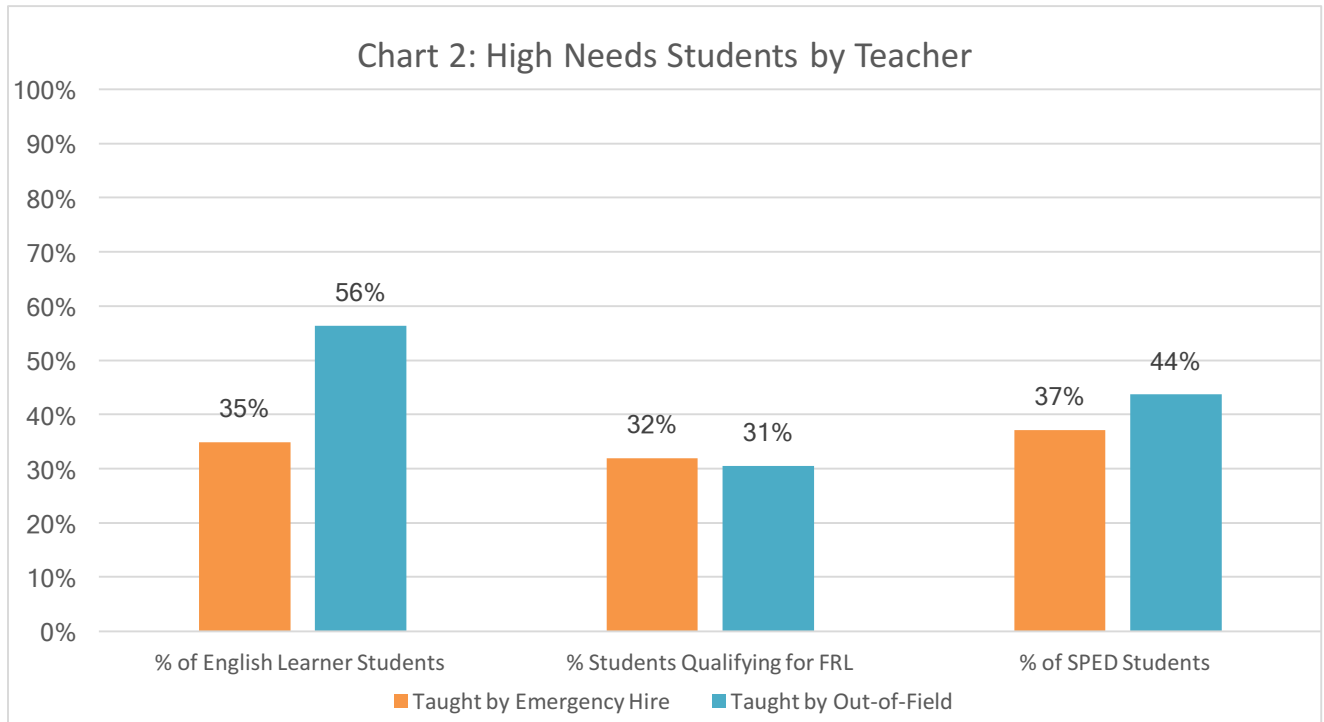
The Commission’s annual report to HTSB is required to include the number and types of students taught by out-of-field teachers.¹⁰ At this time, there is no state standardized data system that collects consistent and complete classroom-level information from all charter schools.¹¹

Because “types of students” are not specified in statute, the Commission opted to focus on the same high needs student subgroups that the DOE focuses on in its state and federal accountability reports: English learners (EL), students qualifying for free or reduced-price lunch (FRL), and Special Education (SPED) students. Further, to present a complete picture, the Commission has gone beyond the statutory requirement of Section 302A-804, HRS, and has also included data on the number and types of students taught by emergency hire teachers.

Total charter school enrollment in Hawaii for the 2018-2019 school year is 11,708 students¹², an increase of 365 students since last year. Enrollment in charter schools ranges in size from as few as 37 students to as many as 1,165. Out of 36 schools, fourteen schools exceed the average Hawaii charter school enrollment of 325 students, while five schools serve fewer than 100 students. See **Appendix C** for charter school enrollment in Hawaii for SY2018-2019.

¹⁰ Section 302A-804, HRS

¹¹ For SY2018-19 the Commission required each charter school to submit teacher licensure information about its faculty members. From January through July 2019, the Commission worked with individual charter schools to obtain the necessary student- and classroom-level data to fulfill this year’s reporting requirements. Student demographics and teacher assignment data for two charter schools were not provided to the Commission.



7. High Needs Populations

For each charter school, counts and percentages of students who were taught by a teacher with an emergency hire permit or a licensed teacher teaching out of field are provided for students who: 1) are eligible for free and reduced priced lunch (an indicator of economic disadvantage); 2) receive special education services; and 3) are English Learners.

In school year 2018-2019, 3,510 students, or 30% of all the students in charter schools,¹² had a teacher who was an emergency hire, while 3,810 students, or 33%, had a teacher who was teaching out of field.

Within the high needs populations, the percentage of students who were taught by an emergency hire teacher were consistent between the subgroups, ranging from 32% to 37%. By contrast, for students who were taught by a teacher who was teaching out of field, EL students were more likely to be assigned an out-of-field teacher than the other two groups. The range of percentages of out-of-field teachers teaching students within the high needs subgroups ranged from 31% to 56%.

¹² School-wide student counts are based on each charter school's October 15, 2018 enrollment count except for Kualapu'u School: A Public Conversion Charter. The student count for Kualapu'u School: A Public Conversion Charter was based on the enrollment count in the State's DOE Longitudinal Data System on April 25, 2019. Each year, the October 15 enrollment count is used to determine charter schools' per-pupil funding allocation for that school year. This enrollment count is different from the Official Enrollment Count taken by the Hawaii Department of Education each August and published in its annual Official Enrollment Count Report.

Student counts for the three high needs subgroups are based on school enrollment records, which were downloaded from the DOE's Longitudinal Data System on April 25 to 28, 2019, for all charter schools except for Ka'ōhao Public Charter School, whose data were downloaded on August 1, 2019.

The student numbers in **Appendix C** and **Chart 2** above are derived from counts of each teacher's roster who was teaching out-of-field or as an emergency hire.¹³

a. English Learners (EL)

The total charter school EL population is about two percent of the overall charter school enrollment (266 of 11,708 students). This is slightly lower, about a one percent point decrease, than last year.

Of all students who were EL, 93 students, or 35%, had a teacher who was an Emergency Hire. By contrast, 150 students, or 56% of the EL population, had a teacher who was teaching out-of-field.

b. Free and Reduced Priced Lunch Eligibility (FRL)

About 42% of the children in charter schools (4,912 out of 11,708) were eligible for free and reduced price lunch.

The percentage of FRL students at charter schools who had an emergency hire or an out-of-field teacher were nearly equal: of FRL students, 1,571, or 32%, had a teacher who was an emergency hire, while 1501, or 31%, had a teacher who was teaching out-of-field.

c. Special Education Services (SPED)

About eight percent of charter school students (965 out of 11,708 students) received special education services. The percentage of students receiving SPED services in charter schools has remained flat since last year, which was also eight percent.

Of the charter school students receiving SPED services, 358, or 37%, had a teacher who was an emergency hire, and 422, or 44%, had a teacher who was teaching out-of-field.

8. Conclusion

In school year 2018-2019 there was an increase in the number of teachers teaching in the charter school system, a four-year trend upwards. However, since last year, the numbers of emergency hires only increased two percentage points and there was a decrease in the percentage of out-of-field teachers. The Commission reaffirms its pledge to continue the work with HTSB and the charter schools to keep a focus on teacher licensure for student success.

¹³ 34 out of 36 charter schools reported on the courses/classes taught by teachers holding an Emergency Hire Permit and teachers teaching out-of-field. Student rosters and teacher assignment data for two charter schools were not provided to the Commission. Information throughout this report is based on schools' self-reported data.

Appendices

1. Appendix A: Classes/Courses Under Each Subject Matter Area
2. Appendices B: Numbers of Teachers by Subject Matter Areas
 - B1: Numbers of Teachers by Core Subject Matter Area
 - B2: Numbers of Teachers by Non-core Subject Matter Area
 - B3: Numbers of Teachers by All Subject Matter Areas
3. Appendices C: Numbers and Types of Students
 - C1: Numbers and Types of Students Taught by Emergency Hires Table
 - C2: Numbers and Types of Students Taught by Licensed Teachers Teaching Out-of-Field Table
 - C3: High Needs Students by Teacher Table

Appendix A: Classes/Courses Under Each Subject Matter Area

Core Subject Groups

Mathematics

Algebra I 6-12

Math 6-12

Mathematics 6-12

Mathematics 6-8

Science

Biology 6-12

Chemistry 6-12

Physics 6-12

Science 6-12

Science 6-8

Elementary Education

Elementary Education

Elementary Education K-6

Hawaiian Language Immersion K-6

Early Childhood Education

Early Childhood Education PK-3

Early Childhood Education PK-K

Language Arts

English 6-12

English 6-8

Reading 6-12

English Language Arts 6-12

Social Studies

Social Studies 6-12

Social Studies 6-8

Geography 6-12

Government/Political Science 6-12

History 6-12

Non-core Subject Groups

Fine Arts

Art 6-12
Art K-12
Art K-6
Drama/Theatre Arts 6-12
Music 6-12
Music K-12
Music K-6
Speech 6-12

Hawaiian Studies

Hawaiian Knowledge K-6
Hawaiian Studies 6 - 12

World Languages

Japanese K-12
Spanish 6-12
Hawaiian Language 6 - 12
French 6-12
German 6-12
Japanese 6-12
Olelo Hawaii

CTE

CTE - Health Services 6-12
CTE – Arts and Communication 6-12
CTE – Business 6-12
CTE – Industrial and Engineering
Technology 6-12
CTE – Natural Resources 6-12
Limited CTE – Arts and Communication
6-12
Limited CTE – Industrial and Engineering
Technology K-6
Limited CTE – Natural Resources K-12
Limited CTE – Public and Human
Services 6-12

TESOL

Teaching English to Speakers of Other
Languages K-12
Teaching English to Speakers of Other
Languages K-6

Physical Education & Health

Health 6-12
Physical Education 6-12
Physical Education K-12
Physical Education K-6

Guidance

Guidance 6-12
School Counselor 6-12

SPED

Special Education 6-12
Special Education 6-8
Special Education K-12
Special Education K-6
Special Education PK-3
SPED 6-12
SPED Mild/Moderate 6-12
SPED Mild/Moderate 6-8
SPED Mild/Moderate K-6

STEM

STEM 6-12
STEM 6-8

Other

Teacher Leader
Learning Lab
Online Teaching 6-12
Online Teaching K-12
Other

1. Appendices B: Numbers of Teachers by Subject Matter Areas

Appendix B1: Numbers of Teachers in Core Subject Matter Areas

Core Subject Matter Areas	# of Teachers with Emergency Hire Permits	# of Licensed Teachers Teaching Out-Of-Field	# of Unlicensed Teachers	# of Emergency Hire Permits, Teaching Out-of-Field, and Unlicensed Teachers Combined
Elementary Education	27	22	0	49
Mathematics	13	19	1	33
Social Studies	12	17	0	29
Language Arts	7	14	0	21
Science	8	11	0	19
Early Childhood Education	5	2	0	7
TOTAL	72	85	1	158

Appendix B2: Numbers of Teachers in Non-core Subject Matter Areas

Non-Core Subject Matter Areas	# of Teachers with Emergency Hire Permits	# of Licensed Teachers Teaching Out-Of-Field	# of Unlicensed Teachers	# of Emergency Hire Permits, Teaching Out-of-Field, and Unlicensed Teachers Combined
Fine Arts	6	14	0	20
Physical Education & Health	6	14	0	20
Special Education (SPED)	7	11	0	18
World Languages	8	3	0	11
Career & Technical Education (CTE)	2	9	0	11
Other non-core subject matter areas	1	3	0	4
Teaching English to Speakers of Other Languages (TESOL)	0	3	0	3
Guidance	0	2	0	2
Science, Technology, Engineering, and Mathematics (STEM)	0	2	0	2
Hawaiian Studies	0	1	0	1
TOTAL	30	62	0	92

Appendix B3: Numbers of Teachers in All Subject Matter Areas

Column1	# of Teachers with Emergency Hire Permits	# of Licensed Teachers Teaching Out-Of- Field	# of Unlicensed Teachers	# of Emergency Hire Permits, Teaching Out-of- Field, and Unlicensed teachers Combined
Elementary Education	27	22	0	49
Mathematics	13	19	1	33
Social Studies	12	17	0	29
Language Arts	7	14	0	21
Fine Arts	6	14	0	20
Physical Education & Health	6	14	0	20
Science	8	11	0	19
Special Education (SPED)	7	11	0	18
World Languages	8	3	0	11
Career & Technical Education (CTE)	2	9	0	11
Early Childhood Education	5	2	0	7
Other non-core subject matter areas	1	3	0	4
Teaching English to Speakers of Other Languages (TESOL)	0	3	0	3
Guidance	0	2	0	2
Science, Technology, Engineering, and Mathematics (STEM)	0	2	0	2
Hawaiian Studies	0	1	0	1
TOTAL	102	147	1	250

2. Appendices C: Numbers and Types of Students

C-1: Numbers and Types of Students Taught by Emergency Hires

School Name	Total # of School's Students	Total # of Students Taught by Teachers with Emergency Hire Permits	% of Students Taught by Teachers with Emergency Hire Permits	Total # of English Learner Students	# of English Learner Students Taught by Teachers with Emergency Hire Permits	% of English Learner Students Taught by Teachers with Emergency Hire Permits	Total # of Students Qualifyin g for FRL	# of Students Qualifyin g for FRL Taught by Teachers with Emergency Hire Permits	% Students Qualifyin g for FRL Taught by Teachers with Emergency Hire Permits	Total # of SPED Student s	# of SPED Students Taught by Teachers with Emergency Hire Permits	% of SPED Students Taught by Teachers with Emergency Hire Permits
Alaka'i O Kaua'i Public Charter School	136	25	18%	0	0	0%	30	8	27%	6	1	17%
Connections Public Charter School	345	175	51%	17	1	6%	212	92	43%	57	29	51%
Hakipu'u Learning Center	54	Data not provided to Commission										
Hālau Kū Māna Public Charter School	139	41	29%	0	0	0%	21	5	24%	17	9	53%
Hawaii Academy of Arts & Science Public Charter School (HAAS)	673	0	0%	6	0	0%	356	0	0%	62	0	0%
Hawaii Technology Academy	1165	130	11%				226	35	15%	88	12	14%
Innovations Public Charter School	240	70	29%				139	39	28%	14	3	21%
Ka 'Umeke Kā'eo	211	Data not provided to Commission										
Ka Waihona o ka Na'auao Public Charter School	733	65	9%	0	0	0%	380	44	12%	49	8	16%
Ka'ōhao Public Charter School	345	0	0%	4	0	0%	19	0	0%	27	0	0%
Kamaile Academy, PCS	858	304	35%	57	14	25%	725	226	31%	148	37	25%

C-1: Numbers and Types of Students Taught by Emergency Hires

School Name	Total # of School's Students	Total # of Students Taught by Teachers with Emergency Hire Permits	% of Students Taught by Teachers with Emergency Hire Permits	Total # of English Learner Students	# of English Learner Students Taught by Teachers with Emergency Hire Permits	% of English Learner Students Taught by Teachers with Emergency Hire Permits	Total # of Students Qualifying for FRL	# of Students Qualifying for FRL Taught by Teachers with Emergency Hire Permits	% Students Qualifying for FRL Taught by Teachers with Emergency Hire Permits	Total # of SPED Students	# of SPED Students Taught by Teachers with Emergency Hire Permits	% of SPED Students Taught by Teachers with Emergency Hire Permits
Kamalani Academy	248	81	33%				88	44	50%	24	11	46%
Kanu o ka 'Āina New Century Public Charter School	618	183	30%				361	98	27%	33	13	39%
Kanuikapono Public Charter School	209	18	9%				112	10	9%	16	3	19%
The Kapolei Charter School by Goodwill Hawaii	89	84	94%				17	16	94%			
Kawaikini New Century Public Charter School	155	35	23%	0	0	0%	85	18	21%	10	6	60%
Ke Ana La'ahana PCS	37	37	100%				19			13		
Ke Kula 'o Nāwahīokalani'ōpu 'u Iki, LPCS	450	0	0%	0	0	0%	263	0	0%	8	0	0%
Ke Kula 'o Samuel M. Kamakau, LPCS	141	77	55%	0	0	0%	76	34	45%			
Ke Kula Ni'ihau O Kekaha Learning Center	48	45	94%	13	13	100%	22	18	82%	1	1	80%
Kihei Charter School	646	392	61%	16	10	63%	157	95	61%	40	22	55%

C-1: Numbers and Types of Students Taught by Emergency Hires

School Name	Total # of School's Students	Total # of Students Taught by Teachers with Emergency Hire Permits	% of Students Taught by Teachers with Emergency Hire Permits	Total # of English Learner Students	# of English Learner Students Taught by Teachers with Emergency Hire Permits	% of English Learner Students Taught by Teachers with Emergency Hire Permits	Total # of Students Qualifyin g for FRL	# of Students Qualifyin g for FRL Taught by Teachers with Emergenc y Hire Permits	% Students Qualifyin g for FRL Taught by Teachers with Emergenc y Hire Permits	Total # of SPED Student s	# of SPED Students Taught by Teachers with Emergenc y Hire Permits	% of SPED Students Taught by Teachers with Emergenc y Hire Permits
Kona Pacific Public Charter School	227	54	24%				116	27	23%	16	2	13%
Kua o ka Lā New Century Public Charter School	241	124	51%				148	76	51%	15	10	67%
Kualapuʻu School: A Public Conversion Charter	343	324	94%				206	191	93%	23		
Kula Aupuni Niihau A Kahelelani Aloha (KANAKA) A New Century Public Charter School (PCS)	50	23	46%				37	20	54%			
Laupahoehoe Community Public Charter School	354	161	45%	16	6	38%	216	111	51%	58	38	66%
Mālama Honua Public Charter School	125	0	0%	0	0	0%	61	0	0%	11	0	0%
Myron B. Thompson Academy	538	5	1%	0	0	0%	71			0	0	0%
Na Wai Ola Public Charter School	145	45	31%				119	32	27%	13	4	31%
SEEQS: The School for Examining Essential Questions of Sustainability	185	145	78%				38	27	71%	23	16	70%

C-1: Numbers and Types of Students Taught by Emergency Hires

School Name	Total # of School's Students	Total # of Students Taught by Teachers with Emergency Hire Permits	% of Students Taught by Teachers with Emergency Hire Permits	Total # of English Learner Students	# of English Learner Students Taught by Teachers with Emergency Hire Permits	% of English Learner Students Taught by Teachers with Emergency Hire Permits	Total # of Students Qualifying for FRL	# of Students Qualifying for FRL Taught by Teachers with Emergency Hire Permits	% Students Qualifying for FRL Taught by Teachers with Emergency Hire Permits	Total # of SPED Students	# of SPED Students Taught by Teachers with Emergency Hire Permits	% of SPED Students Taught by Teachers with Emergency Hire Permits
University Laboratory School	435	156	36%				68	23	34%	21	5	24%
The Volcano School of Arts & Sciences	200	149	75%				90	68	76%	30	23	77%
Voyager: A Public Charter School	290	287	99%	18				93		32		
Waialae Elementary Public Charter School	508	70	14%	48	7	15%	138	14	10%	47	4	9%
Waimea Middle Public Conversion Charter School	262	35	13%	14	4	29%	95	16	17%	28	8	29%
West Hawai'i Explorations Academy	265	170	64%				108	71	66%	13	8	62%
TOTALS	11708	3510	30%	266	93	35%	4912	1571	32%	965	358	37%

The data in the black cells have been suppressed because the number of students represented ("n size") is less than 10. Small groups of students are more easily identifiable, so these students' data are excluded (suppressed) as a precaution.

School-wide student counts are based on each charter school's October 15, 2018 enrollment count except for Kualapu'u School: A Public Conversion Charter. The student count for Kualapu'u School: A Public Conversion Charter was based on the enrollment count in the State's DOE Longitudinal Data System on April 25, 2019. Each year, the October 15 enrollment count is used to determine charter schools' per-pupil funding allocation for that school year. This enrollment count is different from the Official Enrollment Count taken by the Hawaii Department of Education each August and published in its annual Official Enrollment Count Report.

Student counts for the three high needs subgroups are based on school enrollment records, which were downloaded from the DOE's Longitudinal Data System on April 25 to 28, 2019, for all charter schools except for Ka'ohao Public Charter School, whose data were downloaded on August 1, 2019.

Information throughout this report is based on schools' self-reported data.

C2: Numbers and Types of Students Taught by Licensed Teachers Teaching Out-of-Field

School Name	Total # of Students	Total # of Students Taught by Licensed Teachers Teaching Out-Of-Field	% of Students Taught by Licensed Teachers Teaching Out-Of-Field	Total # of English Learner Students	# of English Learner Students Taught by Licensed Teachers Teaching Out-Of-Field	% of English Learner Students Taught by Licensed Teachers Teaching Out-Of-Field	Total # of Students Qualifying for FRL	# of Students Qualifying for FRL Taught by Licensed Teachers Teaching Out-Of-Field	% Students Qualifying for FRL Taught by Licensed Teachers Teaching Out-Of-Field	Total # of SPED Students	# of SPED Students Taught by Licensed Teachers Teaching Out-Of-Field	% of SPED Students Taught by Teachers Licensed Teachers Teaching Out-Of-Field
Alaka'i O Kaua'i Public Charter School	136	0	0%	0	0	0%	30	0	0%	6	0	0%
Connections Public Charter School	345	143	41%	17	1	6%	212	72	34%	57	25	44%
Hakipu'u Learning Center	54	Data not provided to Commission										
Hālau Kū Māna Public Charter School	139	100	72%	0	0	0%	21	12	57%	17	15	88%
Hawaii Academy of Arts & Science Public Charter School (HAAS)	673	220	33%				356	157	44%	62	21	34%
Hawaii Technology Academy	1165	133	11%				226	25	11%	88	40	45%
Innovations Public Charter School	240	0	0%	5	0	0%	139	0	0%	14	0	0%
Ka 'Umeke Kā'eo	211	Data not provided to Commission										
Ka Waihona o ka Na'auao Public Charter School	733	219	30%	0	0	0%	380	137	36%	49	29	59%
Ka'ōhao Public Charter School	345	0	0%	4	0	0%	19	0	0%	27	0	0%
Kamaile Academy, PCS	858	172	20%	57			725	129	18%	148	34	23%

C2: Numbers and Types of Students Taught by Licensed Teachers Teaching Out-of-Field

School Name	Total # of Student s	Total # of Students Taught by Licensed Teachers Teaching Out-Of-Field	% of Students Taught by Licensed Teacher s Teachin g Out-Of-Field	Total # of English Learner Students	# of English Learner Students Taught by Licensed Teachers Teaching Out-Of-Field	% of of English Learner Students Taught by Licensed Teachers Teaching Out-Of-Field	Total # of Students Qualifyin g for FRL	# of Students Qualifying for FRL Taught by Licensed Teachers Teaching Out-Of-Field	% Students Qualifying for FRL Taught by Licensed Teachers Teaching Out-Of-Field	Total # of SPED Student s	# of SPED Students Taught by Licensed Teachers Teaching Out-Of-Field	% of SPED Students Taught by Teachers Licensed Teachers Teaching Out-Of-Field
Kamalani Academy	248	67	27%				88	36	41%	24	8	33%
Kanu o ka ‘Āina New Century Public Charter School	618	77	12%				361	47	13%	33	12	36%
Kanuikapono Public Charter School	209	90	43%				112	40	36%	16	14	88%
The Kapolei Charter School by Goodwill Hawaii	89	87	98%				17					
Kawaikini New Century Public Charter School	155	24	15%	0	0	0%	85	10	12%	10	8	80%
Ke Ana La‘ahana PCS	37	36	97%				19			13		
Ke Kula ‘o Nāwahīokalani‘ōpu‘ u Iki, LPCS	450	85	19%	0	0	0%	263	49	19%			
Ke Kula ‘o Samuel M. Kamakau, LPCS	141	27	19%	0	0	0%	76	11	14%			
Ke Kula Ni’ihau O Kekaha Learning Center	48	0	0%	13	0	0%	22	0	0%	5	0	0%
Kihei Charter School	646	475	74%	16	9	56%	157	111	71%	40	35	88%
Kona Pacific Public Charter School	227	172	76%				116	78	67%	16	15	94%
Kua o ka Lā New Century Public Charter School	241	116	48%				148	67	45%	15	4	27%

C2: Numbers and Types of Students Taught by Licensed Teachers Teaching Out-of-Field

School Name	Total # of Students	Total # of Students Taught by Licensed Teachers Teaching Out-Of-Field	% of Students Taught by Licensed Teachers Teaching Out-Of-Field	Total # of English Learner Students	# of English Learner Students Taught by Licensed Teachers Teaching Out-Of-Field	% of English Learner Students Taught by Licensed Teachers Teaching Out-Of-Field	Total # of Students Qualifying for FRL	# of Students Qualifying for FRL Taught by Licensed Teachers Teaching Out-Of-Field	% Students Qualifying for FRL Taught by Licensed Teachers Teaching Out-Of-Field	Total # of SPED Students	# of SPED Students Taught by Licensed Teachers Teaching Out-Of-Field	% of SPED Students Taught by Teachers Licensed Teachers Teaching Out-Of-Field
Kualapu'u School: A Public Conversion Charter	343	72	21%				206	38	18%	23	5	22%
Kula Aupuni Niihau A Kahelelani Aloha (KANAKA) A New Century Public Charter School (PCS)	50	19	38%				37	15	41%			
Laupahoehoe Community Public Charter School	354	144	41%	16	5	31%	216	72	33%	58	14	24%
Mālama Honua Public Charter School	125	12	10%	0	0	0%	61	9	15%	11		
Myron B. Thompson Academy	538	128	24%	0	0	0%	71	24	34%	0	0	0%
Na Wai Ola Public Charter School	145	18	12%				119	18	15%	13	1	8%
SEEQS: The School for Examining Essential Questions of Sustainability	185	105	57%				38	26	68%	23	21	91%
University Laboratory School	435	208	48%				68	21	31%	21	7	33%
The Volcano School of Arts & Sciences	200	0	0%	5	0	0%	90	0	0%	30	0	0%
Voyager: A Public Charter School	290	56	19%	18			93	21	23%	32	12	38%

C2: Numbers and Types of Students Taught by Licensed Teachers Teaching Out-of-Field

School Name	Total # of Students	Total # of Students Taught by Licensed Teachers Teaching Out-Of-Field	% of Students Taught by Licensed Teachers Teaching Out-Of-Field	Total # of English Learner Students	# of English Learner Students Taught by Licensed Teachers Teaching Out-Of-Field	% of English Learner Students Taught by Licensed Teachers Teaching Out-Of-Field	Total # of Students Qualifying for FRL	# of Students Qualifying for FRL Taught by Licensed Teachers Teaching Out-Of-Field	% of Students Qualifying for FRL Taught by Licensed Teachers Teaching Out-Of-Field	Total # of SPED Students	# of SPED Students Taught by Licensed Teachers Teaching Out-Of-Field	% of SPED Students Taught by Licensed Teachers Teaching Out-Of-Field
Waialae Elementary Public Charter School	508	505	99%	48			138	119	86%	47	42	89%
Waimea Middle Public Conversion Charter School	262	158	60%	14	13	93%	95	61	64%	28	26	93%
West Hawai'i Explorations Academy	265	142	54%				108	60	56%	13	9	69%
Totals	11708	3810	33%	266	150	56%	4912	1501	31%	965	422	44%

The data in the black cells have been suppressed because the number of students represented ("n size") is less than 10. Small groups of students are more easily identifiable, so these students' data are excluded (suppressed) as a precaution.

School-wide student counts are based on each charter school's October 15, 2018 enrollment count except for Kualapu'u School: A Public Conversion Charter. The student count for Kualapu'u School: A Public Conversion Charter was based on the enrollment count in the State's DOE Longitudinal Data System on April 25, 2019. Each year, the October 15 enrollment count is used to determine charter schools' per-pupil funding allocation for that school year. This enrollment count is different from the Official Enrollment Count taken by the Hawaii Department of Education each August and published in its annual Official Enrollment Count Report.

Student counts for the three high needs subgroups are based on school enrollment records, which were downloaded from the DOE's Longitudinal Data System on April 25 to 28, 2019, for all charter schools except for Ka'ōhāo Public Charter School, whose data were downloaded on August 1, 2019.

Information throughout this report is based on schools' self-reported data.

Appendix C-3 High Needs Students by Teacher				
Column1	% of English Learner Students	% Students Qualifying for FRL	% of SPED Students	% of all students
Taught by Emergency Hire	35%	32%	37%	30%
Taught by Out-of-Field	56%	31%	44%	33%