



HAWAI'I TEACHER STANDARDS BOARD

TO: Members of the Hawai'i Teacher Standards Board

FROM: Mitzie Higa, Interim Executive Director

RE: Reports from May 2026 - July 2026
Licensing Data for July 2026

Interim Executive Director's Activities from August 17, 2026- September 4, 2026

Week(s)	Standard(s)	Activities
Week 1: 8/17/26 - 8/22/26	1,2, 3 and 4	- University of Hawai'i at Mānoa College of Education Meeting w/Coordinator regarding Registered Teacher Apprenticeship Program - Governor's Office: Legislative Coordinator Meeting - Hawai'i Pacific University Annual Meeting - HTSB Staff Meeting
Week 2: 8/23/26 - 8/29/26	1,2, 3 and 4	- University of Hawai'i at Mānoa College of Education Annual Meeting - Chaminade Teacher Education Annual Meeting - Chaminade School Counseling Annual Meeting - HTSB Licensing Team Meeting
Week 3: 8/30/26 - 9/4/26	1,2, 3 and 4	- The University of Hawai'i at Hilo (UH Hilo) Annual Meeting - Educational Testing Services (ETS) Meeting - HTSB Staff Meeting - HTSB Clerks Meeting

Reports from HTSB's Licensing Specialists

Specialist Tracey Idica, NBCT:

Specialist Idica reported that the partnership with INPEACE continues to support teachers on the Waianae Coast of Oahu. She facilitated the 3rd annual two-day workshop, OnBoard for National Board, on June 1 and June 2, 2026 at INPEACE.

Candidates overwhelmingly found the two days valuable. Some comments from the evaluations are copied below:

- I am very grateful for this amazing opportunity! I hope that this cohort support keeps being available to West Coast educators! The cohort provided me with an intimate setting where I could ask questions and find the answers that I needed to ask to better understand my NBCT journey. I am building life-long relationships.
- The Five Core Propositions are grounding, they allow me to know that the work is doable, and the proof is showing it and being able to deeply reflect on the work.
- I found that the key concepts of how to access the NBCT Standards and component expectations stood out to me most this morning. I learned how to access the NBCT website and where to look for my discipline area.

- I am feeling more knowledgeable thanks to Tracey. I feel like I can bond with the teachers in my cohort to obtain my NBCT. I am more confident that I am ready to begin and sustain my NBCT journey thanks to participating in this cohort!
- I am feeling excited and ready to embark on this new journey. While I know the process is rigorous and demanding, I am eager to dive into self-reflection, challenge my current teaching practices, and grow as a professional to better serve my students.

On July 2, 2026, Specialist Idica met with Francine Medeiros, INPEACE Ka Lama Education Academy Program Director to confirm dates and events for 2026-2027 National Board support. This included an orientation session for new candidates and monthly in-person meetings throughout the school year. Registration for the Waianae Coast Cohort is currently on-going.

Specialist Idica and Licensing Clerk Pang continue to monitor the Charter School monthly and annual reports. Licensing Clerk Pang continues to refine the process and has provided clear directions and templates for our charter schools. Currently, Specialist Idica and Licensing Clerk Pang are monitoring and following up with eight Public Charter Schools who are missing their report and thirteen with unlicensed and/or unpermitted teachers.

Specialist Jennifer Padua, Ph.D.:

Licensing Specialist Dr. Jennifer Padua has engaged in activities at the national, state, and organizational levels.

Nationally, she met with the Association for Advancing Quality in Educator Preparation (AAQEP) staff regarding educator preparation program accreditation and its networking session. She also participated in the Council for the Accreditation of Educator Preparation (CAEP) accreditation meeting, the Title II federal state agency meeting, and the National Association of State Directors of Teacher Education and Certification (NASDTEC) networking session. She also submitted the Title II Federal report.

Specialist Padua participated in state-level activities. She communicated with Hawai'i Department of Education (HIDOE) and Executive Office of Early Learning (EOEL) staff regarding the license or permit application process, teacher licensure, and Hawai'i Qualified Teacher information. She participated in the Hawai'i Early Learning Development Standards revision process.

Specialist Padua continues to support Hawai'i State Approved Teacher Education Program (SATEP). She prepared for and facilitated meetings with SATEP staff regarding program completers and audit data. She discussed Educator Program Preparation (EPP) review requirements with Program Review Committee members and EPP faculty regarding initial license programs, adding a teaching field program, or modifying an existing approved program. She communicated with Hawai'i SATEP staff about upcoming accreditation renewals, teacher candidate audits, program completer, and clinical experience requirements. Specialist Padua disseminated the EPP update for August 2026. She is working to resolve SATEP issues, including discrepancies in state approvals for SATEP accreditation, incorrect reporting of SATEP completers, and incorrect teaching fields on existing licenses.

At the organizational level, Specialist Padua updated licensure materials for dissemination, revised content information for HTSB's website, assisted with permit or licensure applications, and helped revise the HTSB Strategic Plan. She processed license and permit applications. She assisted HTSB staff with preparing for the August 2026 HTSB Board meeting, preparing teacher candidate audits,

and EPP invoices. She continued to communicate with BST staff to improve efficiency, address problems, and find solutions within the LMS.

Specialist Mitzie Higa, Ed.D.:

Specialist Higa continued to participate in meetings/trainings with the other Licensing Specialists to understand and learn teacher licensing requirements for every situation, including Professional Fitness Issues, now that Specialist Murakami has retired.

Specialist Higa continued to share the goals of the Registered Teacher Apprenticeship Program (R-TAP) to support and encourage further development of the program. She reported to several legislators and other stakeholders that the program will allow individuals to become licensed teachers through a State Approved Teacher Education Program (SATEP) at no cost, using federal grant money from the State Apprenticeship Expansion Formula (SAEF) to cover their tuition. (A grant totaling \$4.62 million) Throughout the duration of the program they will be hired as either Educational Assistants (EAs) or Teaching Assistants (TAs) by the Hawai'i Department of Education. This registered teacher apprenticeship program will allow individuals to earn a salary and benefits from the HIDOE, while helping to provide licensed teachers in Hawai'i with individuals from their own communities to help solve the teacher shortage crisis. Additionally, within the grant, cooperating teachers/journey workers who volunteer to mentor apprentices in their classrooms, with their administrators' permission, will be provided a \$4,000 stipend from the Hawai'i Teacher Standards Board (HTSB), funded by this SAEF grant. HIDOE let HTSB know that the consult and confer process was completed. Afterwards, the Standards of Apprenticeship for K-12 Teachers revised language was agreed to and signed on May 15 by the HTSB, the HIDOE, the Hawai'i Government Employees Association (HGEA), and the Hawai'i State Teachers Association (HSTA), and presented before the State Apprenticeship Council (SAC) on June 30, 2026, and approved, then signed by the Department of Labor and Industrial Relations (DLIR).

Specialist Higa attended online webinars presented by the National Center for Grow Your Own (NCGYO) along with other states who have already started their Registered Teacher Apprenticeship Programs. These webinars provided insight into how HTSB can develop selection criteria for cooperating teachers/journeyman, and other roles, with the goal of learning how to implement HTSB's plan more effectively now that the Standards of Apprenticeship for Teachers K-12 have been signed by all parties, approved by the SAC, and signed by DLIR Director Jade Butay.

Specialist Steven Harada:

Licensing Specialist Harada has continued to be an active participant in meetings with the following agencies: Hawai'i Department of Education – Office of Talent Management, Hawai'i Teacher Standards Board (HTSB) Staff, and Business Solution Technologies (BST), HTSB's Licensing Management System (LMS) operators.

Specialist Harada, along with Specialist Higa and Licensing Clerk Kandace Campbell, accepted an invitation and provided a licensing presentation for the Aiea-Moanalua-Radford Complex Area Symposium on July 16, 2026.

In addition to his normal daily workload, Specialist Harada continues to submit and monitor LMS service/trouble tickets to BST on an as-needed basis regarding internal licensing and LMS issues. He also continues to conduct monthly audits of Department of Education and Public Charter School lists for new hires teaching without valid licenses or permits. Specialist Harada

also assists with office walk-ins, scheduled appointments, and takes an active role in weekly staff meetings to discuss current and future events.

Data Reports
July 1, 2026 – June 30, 2027

CUSTOMER SERVICE LICENSING SECTION OFFICE DATA SY: 2026-2027		
MONTH	SYSTEM MESSAGES SENT	WALK-IN VISITORS
July 2026	1,996	19
August 2026		
September 2026		
October 2026		
November 2026		
December 2026		
January 2027		
February 2027		
March 2027		
April 2027		
May 2027		
June 2027		
YEAR-TO-DATE TOTALS	1,996	19

Monthly Total Logins Data JULY 1, 2026 – JUNE 30, 2027	
July 2026	14,282
August 2026	
September 2026	
October 2026	
November 2026	
December 2026	
January 2027	
February 2027	
March 2027	
April 2027	
May 2027	
June 2027	
Year to Date Total:	14,282

NEW APPLICATIONS BY TYPE SY 2026-2027 (July)		
Application Type	Application Action	YTD Total
Advanced	Add Teaching Field	6
	New License Application	24
	Renew Advanced License	0
Standard	Add Teaching Field	72
	New License Application	330
	Renew Standard License	0
Standard Limited CTE	New License Application	3
Standard Limited Computer Science	New License Application	0
Provisional	Add Teaching Field	49
	New License Application	561
Emergency Hire	New Permit Application	1,054
CTE Permit	New Permit Application	5
Hawaiian Permit	New Permit Application	18
Student Teacher Permit	New Permit Application	45
School Year-to-Date Total		2,167

NEW APPLICATIONS BY STATUS SY: 2026-2027						
Month SY: 26-27	Approved	Canceled	Pending Applicant Action	Pending HTSB Review	Submitted	Totals
July 2026	1,799	162	60	24	121	2,166
August 2026						
September 2026						
October 2026						
November 2026						
December 2026						
January 2027						
February 2027						
March 2027						
April 2027						
May 2027						
June 2027						

NUMBER OF LICENSES/PERMITS ISSUED SY 2026-2027	
Date	# Issued
July 2026	2,021
August 2026	
September 2026	
October 2026	
November 2026	
December 2026	
January 2027	
February 2027	
March 2027	
April 2027	
May 2027	
June 2027	
YTD TOTAL	2,021

EMERGENCY HIRE TEACHERS BY DISTRICT HAWAI'I DEPARTMENT OF EDUCATION and HAWAI'I PUBLIC CHARTER SCHOOLS												
District	July 2026	Aug 2026	Sept 2026	Oct 2026	Nov 2026	Dec 2026	Jan 2027	Feb 2027	Mar 2027	April 2027	May 2027	June 2027
Central	182											
Hawai'i	199											
Honolulu	106											
Kauai	102											
Leeward	215											
Maui	244											
Windward	117											
State Office	4											
Charter Schools	140											
Total	1,309											

EMERGENCY HIRE TEACHERS HAWAI'I DEPARTMENT OF EDUCATION			
Month	# of EH	Month	# of EH
July 2026	1,169	January 2027	
August 2026		February 2027	
September 2026		March 2027	
October 2026		April 2027	
November 2026		May 2027	
December 2026		June 2027	

PUBLIC CHARTER SCHOOLS Emergency Hires SY: 2026-2027		
Month	# of EH	Notes
July 2026	140	Missing 1 school
August 2026		
September 2026		
October 2026		
November 2026		
December 2026		
January 2027		
February 2027		
March 2027		
April 2027		
May 2027		
June 2027		

HIDOE EMERGENCY HIRE 2026 - 2027						
Teaching Assignment: Content Areas	July 2026	August 2026	September 2026	October 2026	November 2026	December 2026
Academic Coach	3					
Agriculture	0					
Art	13					
Behavior Analysis	1					
Business Education	4					
Chinese	0					
Complex Area	1					
Computer	8					
Counselor	65					
Career and Technical Education (CTE)	37					
Curriculum Coordinator	2					
Drama	0					
Early Childhood Education	29					
Elementary	359					
English	87					
German	0					
Hawaiian Immersion	4					
Hawaiian Language	5					
Health	11					
HPE	1					
Home Economics	0					
Japanese	3					
Korean	1					
Librarian	1					
Math	129					
Multidisciplinary	3					
Music	7					
Physical Education	17					
Science	83					
Sec Ed (Alt Learning)	11					
Social Studies	44					
Spanish	6					
Special Education	215					

HIDOE EMERGENCY HIRE 2026 - 2027						
Special Credit Recovery	1					
Special Motivation	0					
Special School (HSDB)	1					
Student Services Coordinator (SSC)	8					
Standards Support	0					
Teaching English to Speakers of Other Languages (TESOL)	3					
World Language Complex Area Teacher	0					
Total Emergency Hires	1,163					

SY2026-2027 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 2026	194	33 (missing 1 school)	227
August 2026			
September 2026			
October 2026			
November 2026			
December 2026			
January 2027			
February 2027			
March 2027			
April 2027			
May 2027			
June 2027			
YTD Totals			