HAWAIʻI TEACHER STANDARDS BOARD

TO: Members of the Hawai'i Teacher Standards Board

FROM: Felicia Villalobos, Executive Director

RE: Reports from January 20, 2026, to March 6, 2026
Licensing Data from July 1, 2025, to January 20, 2026

Executive Director's Activities from January 20, 2026, to March 6, 2026		
Evaluation Standards for Executive Director		
Week(s)	**Standard(s)**	**Activities**
Week 1: 01/19/26 01/23/26	2.3 & 3.3 2.8 & 3.3 1.9, 2.1, & 2.8 2.3 & 3.3 2.1 & 2.3 2.1 & 4.3 2.1, 4.9 1.6, 2.3, & 4.11 2.3, 2.8, & 3.5 1.9, 2.8, 3.5, & 4.7	**Meetings/Activities attended** **Virtually:** • Career and Technical Education (CTE) Workgroup meeting • Educational Testing Services (ETS) Framework for the Next Generation Performance Assessment Review • Planning with Dr. Janet Kim for Educators Rising State Conference & Competition • Cooperating/Mentor Teacher Workgroup meeting • Board Member Dukelow on EPP Review Process **In-Person:** • Business Solution Technologies (BST) renewal meeting • Licensing Team Meeting • National Board-Certified Teachers (NBCT) Collective meeting • Attended Professional Educator Standards Board Association (PESBA) Winter Symposium • Attended National Association of State Directors of Teacher Education and Certification (NASDTEC) 2026 National Convening on Registered Apprenticeships
Week 2: 01/26/26-01/30/26	1.9, 2.8, 3.5, & 4.7	**Meetings/Activities attended** **In-Person:** • NASDTEC 2026 National Convening on Registered Apprenticeships
Week 3: 02/02/26-02/06/26	2.1, 2.8, & 3.3 1.7, 2.3 & 3.5 2.8 & 3.3 2.8, 3.3, & 3.5 2.1, 2.4, 4.2, 4.4, & 4.9 1.4, 2.1, & 4.9 1.7, 1.8 & 2.9 1.7, 1.8, 2.1& 3.3 1.7, 1.8 & 2.9 2.1, 4.8 & 4.9 1.8, 2.1, 2.2, & 3.3	**Meetings/Activities attended** **Virtually:** • Meeting with Parkway Village Preschool charter school • NASDTEC Webinar: The Critical Issues Facing Teacher Licensure and State Program Approval • HTSB Early Childhood Education Workgroup • ETS monthly meeting **In-Person:** • Licensing Team Meeting • HTSB Staff Meeting preparing for Educators Rising Event • Testimony for HB 1825 and HB 1893 • Meeting with Legislators • Testimony for SB 2125 • Meeting with Licensing Specialists regarding HTSB's Strategic Planning • Educators Rising Conference & Competition Event

Week 4: 02/09/26-02/13/26	1.2, 2.1, 2.2, 2.8, & 3.3 2.1, 2.2, 2.4, 2.8, & 3.3 2.2, 2.7, & 4.7 1.7, 2.3, 2.9, 3.5 1.7, 1.8, 2.3, 2.9, & 3.5 2.2, 2.5, & 2.8 2.2, 2.3, 2.6, 2.8, 2.9, & 3.3 2.1, 2.4, 4.2, 4.4, & 4.9	**Meetings/Activities attended** **Virtually:** • iteach-Hawai'i Presentation to staff and supervisors • Teacher Education Coordinating Committee (TECC) • ETS Office Hours with HTSB-approved School Counseling Programs • Meeting with Board Chair Miyamae • Council for the Accreditation of Educator Preparation (CAEP) State Webinar • Association for Advancing Quality in Educator Preparation (AAQEP) Cross State Conversations • Meeting with Chaminade University-Teacher Education Program regarding imports • Meeting with Hawai'i State Public Charter Commission Chair and staff regarding data collection **In-Person:** • Licensing Specialists Meeting
Week 5: 02/16/26-02/20/26	1.8, 2.2, 3.1, 3.3, & 4.1 1.2, 2.1, 2.2, 2.8, & 3.3 2.1, 2.4, 4.2, 4.4, & 4.9 4.2 1.1,1.2,1.7,1.8,2.2,2.3, 2.8, & 3.3	**Meetings/Activities attended** **Virtually:** • Meeting with Western Governors University staff regarding NC-SARA • iteach-Hawai'i Licensing Presentation **In-Person:** • Licensing Specialists Meeting • Teacher Licensing Clerk Interviews • Meeting with legislators • Hawaiian Workgroup meeting
Week 6: 02/23/26-02/27/26	1.6, 2.2, 2.5, 2.9, & 3.3 1.7, 1.8, 2.2, 2.3, 2.8, 3.3, & 3.5 1.7, 2.1, 2.2, 2.7, & 4.7 2.2, 2.4, & 2.7 2.1, 2.4, 4.2, 4.4, & 4.9 2.1, 2.4, 4.2, 4.4, & 4.9 1.8, 2.2, 2.6, 2.8, & 3.3	**Meetings/Activities attended** **Virtually:** • AAQEP regarding upcoming accreditations • CAEP Multi-Site Meeting • Meeting with the University of Hawai'i at Mānoa (UHM) Literacy Program Modifications • Meeting with HTSB's Legislative Permitted Interaction Group **In-Person:** • Meeting with Board Member Mew • Meeting with Licensing Specialists regarding HTSB's Strategic Planning • Licensing Team meeting • The College of Education Research Institute (CERI) Hawaii Early Childhood Educator Excellence and Equity Center (HI-ECE^3) at UHM
Week 7: 03/02/26-03/06/26	2.2, 2.4, & 2.7 1.7, 2.2, 2.8, 3.3 & 4.7 2.8, 3.3, & 3.5 1.7, 2.1, 2.2, 2.7, & 4.7 2.1, 2.4, 4.2, 4.4, & 4.9	**Meetings/Activities attended** **Virtually:** • Separate meetings with Board Chair and Committee Chairs • PESBA meeting • Monthly meeting with ETS **In-Person:** • Meeting with Legislative Permitted Interaction Group • Licensing Team Meeting

Reports from HTSB's Licensing Specialists

Specialist Tracey Idica, NBCT:
Specialist Idica reported that her National Board candidate support projects are progressing well. She and staff from Institute for Native Pacific Education and Culture ("INPEACE") continue to provide guidance to National Board candidates through monthly in-person cohort meetings. The Hawai'i National Board Collective held its fall in-person convening on January 23, 2026, where members finalized plans for this year's National Board Celebration and established goals for the upcoming year, including activities aligned with nationwide #TeamNBCT Week. Specialist Idica confirmed that the 2026 National Board Celebration will be held on Saturday, April 11, 2026, at Honolulu Country Club. She has completed legislative district graphics with each new NBCT listed with their House and Senate District. Save-the-Date announcements were sent to the newly certified teachers. Formal invitations to the NBCT Recognition and Pinning Ceremony will be distributed later this month to new NBCTs, legislators, HTSB Board Members, DOE leadership, and other key stakeholders. Attendance is expected to be approximately 150 participants.

Specialist Idica also shared that four directors from the Hawai'i National Board Collective volunteered at the Hawai'i Educators Rising State Competition on February 6, serving as ushers, scoring officials, and registration staff.

Additionally, Specialist Idica was invited to present at the Na Kumu Alaka'i Teacher Leader Academy Next Steps Leadership Roundtable Event on February 19, 2026. Her 20-minute talk-story style presentation supported participants in planning their next steps as teacher leaders and included time for questions and discussion. The roundtable featured five concurrent sessions; each offered three times.

Specialist Idica and Specialist Harada also partnered to deliver multiple presentations this month. They facilitated two sessions at the Hawai'i State Teachers Association Institute Day titled "Stay Licensed, Stay Informed: An Informational Session with HTSB" on February 13, 2026. Participant feedback was positive, with attendees expressing appreciation for the opportunity to engage directly with HTSB staff. They also presented a "How To Add a Field" session at the HSTA Central Chapter Representative Assembly on February 24, 2026.

Licensing Clerk Pang and Specialist Idica continue to monitor charter school monthly reports and attend meetings of the Hawai'i State Public Charter School Commission. Licensing Clerk Pang has provided valuable support and information related to Hawai'i Public Charter Schools.

Specialist Kris Murakami, Esq.:
During this reporting period, Licensing Specialist Murakami ("LS Murakami") completed a myriad of tasks and assignments. LS Murakami prepared Reports for Board Action, Status Update Reports, and a Suspension of the Rules Report for the March 13, 2026, Board Meeting.

LS Murakami assisted Licensing Specialist, Dr. Mitzie Higa, in preparing comprehensive testimonies on behalf of the Board on a number of Senate and House Bills.

LS Murakami met with Executive Director Felicia Villalobos ("ED Villalobos") and Licensing Specialists Steven Harada ("LS Harada") and Kaulana Molina ("LS Molina"), to discuss and prepare a specially tailored PowerPoint presentation for Administrators on Kauai at their Administrators' Meeting. ED Villalobos, LS Murakami, LS Harada, and LS Molina conducted an in-person

presentation on Kauai on March 10, 2026. At the Kauai Administrators' Meeting, LS Murakami shared professional fitness issues and the professional fitness process, along with applicable statutes and Hawaii Administrative Rules.

LS Murakami participated in the Ed Rising competition held on February 6, 2026, at the UH Manoa's East-West Center. ED Villalobos and Hawai'i Teacher Standards Board staff participated extensively in this event. LS Murakami and Licensing Clerk Kellianne Pang served as parking attendants on the East-West Center lawn for the entire day. LS Murakami helped to set up the breakfast and lunch bentos, in the dining area and also helped to break down, load, and unload the supplies after the event.

LS Murakami developed a Consent for Release of Information document and prepared Demand for Hearing letters and other documents in accordance with the decisions made during Executive Session at the January 16, 2026, Board meeting.

LS Murakami participated in the iteach Staff Presentation alongside ED Villalobos, Licensing Specialist Dr. Jennifer Padua ("LS Padua"), and Licensing Clerk Jimi Coloma ("LC Coloma"). LS Murakami, together with ED Villalobos and the Licensing Specialists, participated in the iteach Candidates' presentation, which was separate from the iteach Staff Presentation.

LS Murakami met extensively with ED Villalobos and the Licensing Specialists to discuss and formulate a Draft five-year Strategic Plan that aligns with HTSB's goals and Objectives, as discussed at the HTSB Summer Summit in June 2025 which will be presented to the Board for review at March 13, 2026, Board meeting.

LS Murakami continued to participate in daily involved discussions with ED Villalobos and staff regarding various matters that require LS Murakami's legal acumen.

LS Murakami reviewed the Board meeting minutes prepared by her Licensing Clerk, Natalie Aquino. Additionally, LS Murakami worked on her daily tasks, preparing over 40 professional fitness letters at varying stages, along with extensive correspondence via these educators' Contact HTSB tab. Finally, LS Murakami completed a Final Board Order that included Findings of Fact, Conclusions of Law, and a Final Order.

Specialist Jennifer Padua, Ph.D.:
Licensing Specialist Dr. Jennifer Padua has engaged in activities at the national, state, and organizational levels since the last Board meeting in January 2026.

Nationally, she and Executive Director Villalobos met with the Association for Advancing Quality in Educator Preparation (AAQEP) staff regarding educator preparation program accreditation and its networking session. She attended webinars hosted by AAQEP, the National Association of State Directors of Teacher Education and Certification (NASDTEC), and Council for the Accreditation of Educator Preparation (CAEP). She collaborated with Praxis Educational Testing Service (ETS) staff to host ETS Praxis webinars and site visits in Hawai'i.

Specialist Padua was involved with state-level activities. She planned and facilitated three workgroups: Cooperating/Mentor Teacher, Early Childhood Education, and Hawaiian. Alongside HTSB staff, she assisted with the Educators Rising event for Hawai'i Department of Education (HIDOE) high school students who are interested in becoming teachers. Specialist Padua attended the Teacher Education Coordinating Committee meeting and responded to inquiries from HIDOE staff. She met with Hawai'i Public Charter School state administrators and the Commission Chair

about data and teacher permits or licenses. She also discussed early childhood education licensure requirements with Parkway Village Staff and its consultant. She and Licensing Specialist Kaulana Molina also delivered two presentations at the Hawai‘i State Teacher Association (HSTA) Institute Day, with over 500 teachers in attendance.

Specialist Padua continues to support Hawai‘i State Approved Teacher Education Program (SATEP). She discussed Educator Program Preparation (EPP) review requirements with the Program Review Committee members and EPP faculty regarding their initial license program, adding a teaching field program, or modifying an existing approved program. She communicated with Hawai‘i SATEP staff about teacher candidate audits, ProEthica accounts, and program completer and clinical experience requirements. Specialist Padua is also working to resolve SATEP issues, including discrepancies in SATEP accreditation state approvals, incorrect reporting of SATEP completers, and incorrect teaching fields on existing licenses. Specialist Padua delivered presentations about licensing or the Model Code of Ethics for Educators for teacher candidates enrolled in Chaminade University, the University of Hawai‘i at Hilo, and the University of Hawai‘i at West O‘ahu.

At the organizational level, Specialist Padua updated licensure materials for dissemination, revised content information for HTSB’s new website, assisted with permit or licensure applications, and helped revise the HTSB Strategic Plan. She assisted HTSB staff with teacher candidate audits and prepared EPP invoices. Alongside HTSB staff, Specialist Padua assisted with reviewing Board minutes and New Business Items. She continued to communicate with BST staff about improving efficiency, addressing problems, and finding 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.

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 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 Hawai‘i Public Schools. This registered teacher apprenticeship program will allow individuals 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. 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 HTSB, funded by this SAEF grant. HIDOE has told HTSB that the consult and confer process is now complete. Now HIDOE is waiting for HSTA to sign the Standards of Apprenticeship for Teacher K-12.

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

Specialist Higa and Executive Director Villalobos attended the National Apprenticeship Conference and PESBA to learn how other states are successfully running their Registered Teacher Apprenticeship Programs.

Specialist Higa met with the CTE Workgroup Meeting virtually on January 20, 2026.
The legislative session is in full swing, and Specialist Higa has been tracking the bills, and working with the HTSB Permitted Interaction Group to develop and submit testimony in support, or opposition, as directed.

Specialist Steven Harada:
Throughout the first quarter of calendar year 2026, Specialist Steven Harada participated in ongoing cross-state meetings with the Association for Advancing Quality in Educator Preparation (AAQEP) regarding national accreditation standards, as well as with our licensing management system (LMS) operators, Business Solution Technologies, to ensure internal LMS issues are investigated and resolved. He continues to meet with the Hawai‘i Teacher Standards Board (HTSB) licensing team regarding licensing matters and processes.

Specialist Harada continues to engage with educator preparation programs (EPPs) and teacher candidates by preparing and actively participating in presentations for Chaminade Teacher Candidates, the Hawai‘i State Teacher Association (HSTA) Institute Day, iteach Teacher Candidate Presentation, HSTA Central Chapter at ‘Aiea Intermediate, and the Kaua‘i Principal Teacher Licensure Requirements Presentation.

Specialist Harada is always there whenever support is needed. This includes last month’s Educators Rising competition at the University of Hawai‘i at Mānoa, and providing support for in-office walk-ins, phone appointments, account login issues, and taking on additional licensing specialist alpha group assignments.

Specialist Kaulana Molina, NBCT:
Licensing Specialist Molina (LS Molina) has participated in several activities since the previous reporting period. At the national level, LS Molina continues to participate in cross-state collaboration meetings with staff from the Association for Advancing Quality in Educator Preparation (AAQEP) and the National Association of State Directors of Teacher Education and Certification (NASDTEC) Western Regional meeting.

At the state level, LS Molina assisted with and participated in the National Board Collective Meeting to plan for Hawai‘i’s Educators Rising (EdRising) Conference and Competition at the University of Hawai‘i at Mānoa through the EdRising program, Team NBCT week, and the upcoming National Board Celebration. LS Molina co-facilitated the Hawaiian Workgroup meeting surrounding the Policy on Hawaiian Permit Requirements, Program Responsibilities, and Review. LS Molina contributed to HTSB presentations for the Hawai‘i State Teacher Association Institute Day, Chaminade University, Kaua‘i’s Principals Meeting, and the University of Hawai‘i at West O‘ahu. She has also begun planning for the upcoming HTSB Summit.

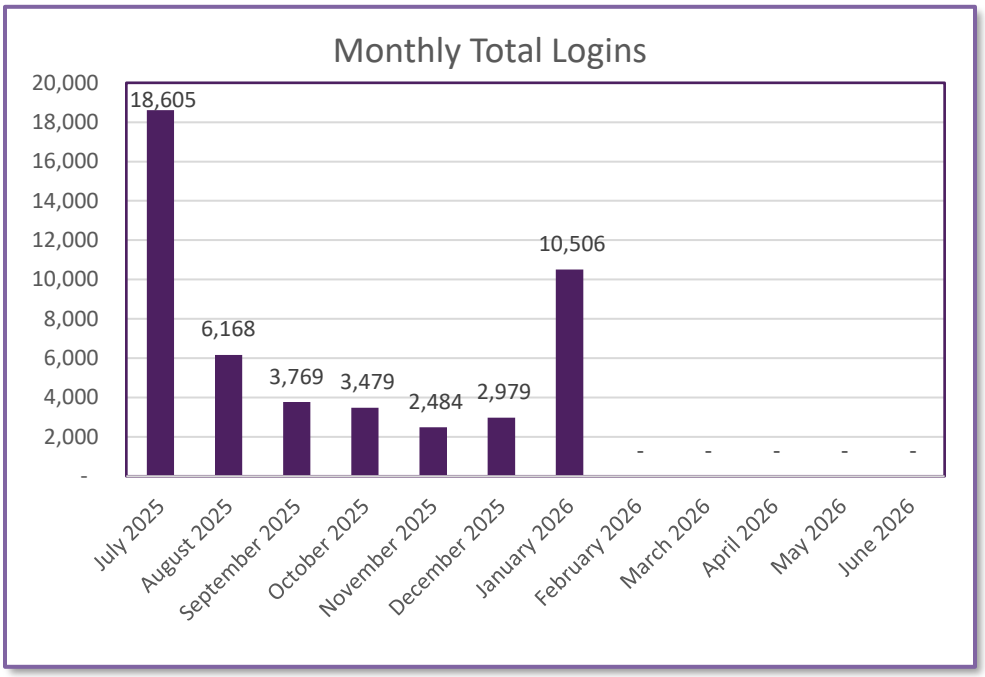
At the organizational level, LS Molina continues to assist in maintaining and updating the HTSB website, license renewal guides, and resource links, to ensure information remains current and accessible. LS Molina has maintained responsibility for submitting support tickets to Edlio for troubleshooting and coordinating the resolution of technical issues with the new website. LS Molina is also contributing to completing the draft of the 2026 HTSB Strategic Plan. Lastly, LS Molina continues

onboarding efforts regarding Professional Fitness matters. Additional licensure and permit training is being completed to support LS Molina’s assigned licensing transition.

DATA REPORTS:
JULY 1, 2025 – JANUARY 30, 2026

CUSTOMER SERVICE LICENSING SECTION OFFICE DATA SY: 2025-2026		
MONTH	**SYSTEM MESSAGES SENT**	**WALK-IN VISITORS**
July 2025	2,961	16
August 2025	1,200	8
September 2025	831	2
October 2025	591	4
November 2025	488	3
December 2025	617	3
January 2026	1,959	4
February 2026		
March 2026		
April 2026		
May 2026		
June 2026		
YEAR-TO-DATE TOTALS	8,647	40

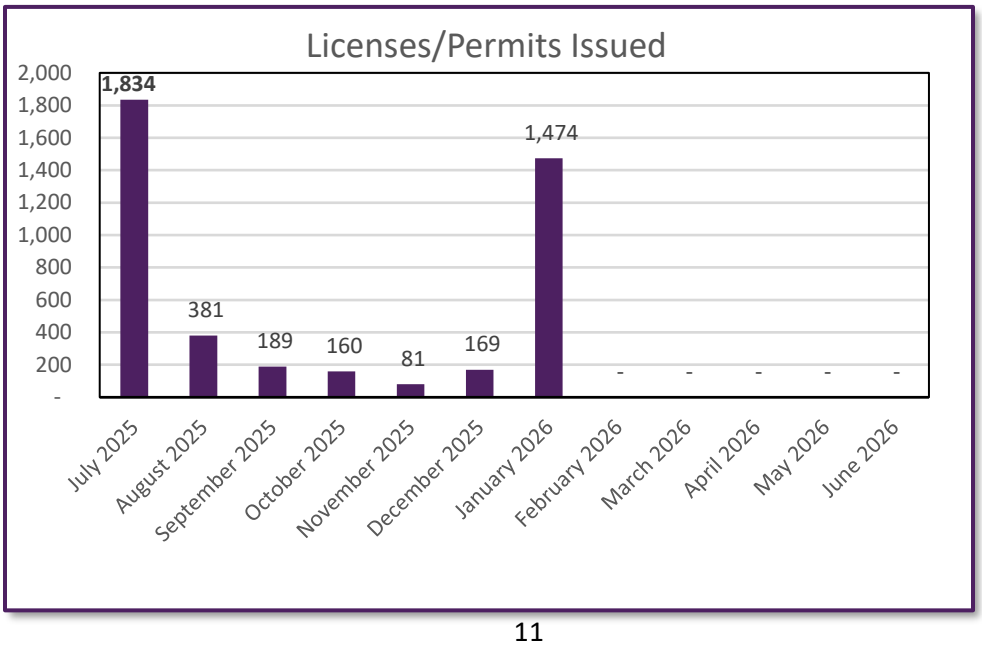
MONTHLY TOTAL LOGINS TO HTSB'S SYSTEM JULY 1, 2025 – JUNE 30, 2026	
July 2025	18,605
August 2025	6,168
September 2025	3,769
October 2025	3,479
November 2025	2,484
December 2025	2,979
January 2026	10,506
February 2026	
March 2026	
April 2026	
May 2026	
June 2026	
Year to Date Total:	47,990



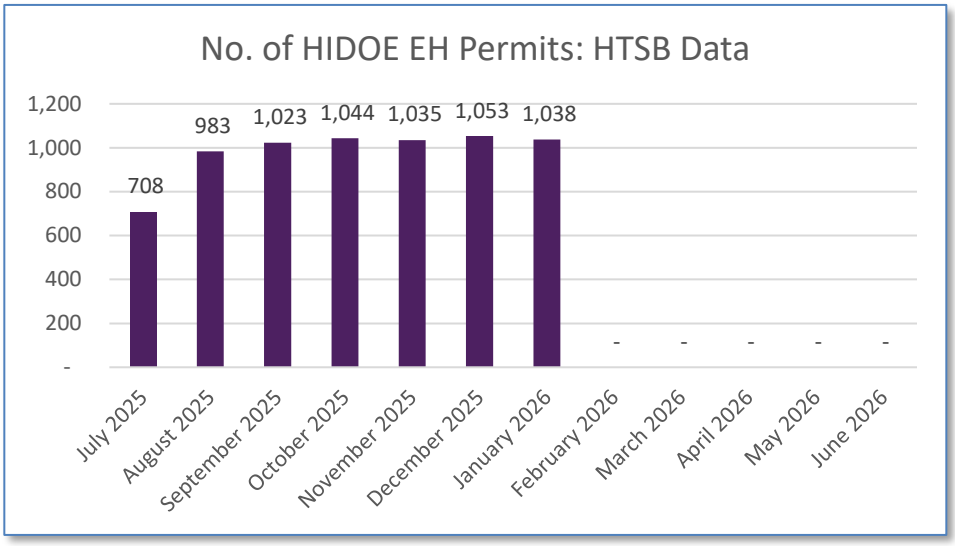
NEW APPLICATIONS BY TYPE SY: 2025-2026		
APPLICATION TYPE	**APPLICATION ACTION**	**TOTAL**
Advanced License	New License Application	**117**
	Add Teaching Field	**30**
	Renew Advanced License	**15**
Standard License	New License Application	**633**
	Add Teaching Field	**228**
	Renew Standard License	**1,570**
Provisional License	New License Application	**848**
	Add Teaching Field	**98**
Standard Limited CTE License	New License Application	**48**
Standard Limited Computer Science License	New License Application	**0**
Emergency Hire (EH) Permit	New EH Permit Application	**1,439**
CTE Permit	New CTE Permit Application	**5**
Hawaiian Permit	New Hawaiian Permit Application	**38**
Student Teacher (ST) Permit	New ST Permit Application	**274**
	Year-to-Date Total	**5,343**

NEW APPLICATIONS BY STATUS SY: 2025-2026						
Month SY: 25-26	**Approved**	**Canceled**	**Pending Applicant Action**	**Pending HTSB Review**	**Submitted**	**Totals**
July 2025	1,573	159	51	14	159	1,956
August 2025	303	54	31	6	75	469
September 2025	142	31	10	1	50	234
October 2025	133	11	15	5	47	211
November 2025	71	17	13	4	44	149
December 2025	151	28	15	2	61	257
January 2026	1,428	50	126	21	442	2,067
February 2026						
March 2026						
April 2026						
May 2026						
June 2026						

ISSUED LICENSES/PERMITS BY TYPE OF APPLICATION SY: 2025-2026		
LICENSE/PERMIT TYPE	**TYPE OF APPLICATION**	**January TOTAL**
Advanced License	New Advanced License Application	28
	Add Teaching Field	18
	Renewal Advanced License Application	12
Standard License	New License Application	320
	Add Teaching Field	157
	Renewal Standard License Application	1,169
Provisional License	New Provisional License Application	618
	Add Teaching Field	70
Standard Limited CTE License	New Standard Limited CTE License Application	1
Standard Limited Computer Science License	New Standard Limited Computer Science License Application	0
Emergency Hire (EH) Permit	New EH Permit Application	1,584
CTE Permit	New CTE Permit Application	2
Hawaiian Permit	New Hawaiian Permit Application	27
Student Teacher Permit	New Student Teacher Permit Application	282
	Year-to-Date Total	**4,288**

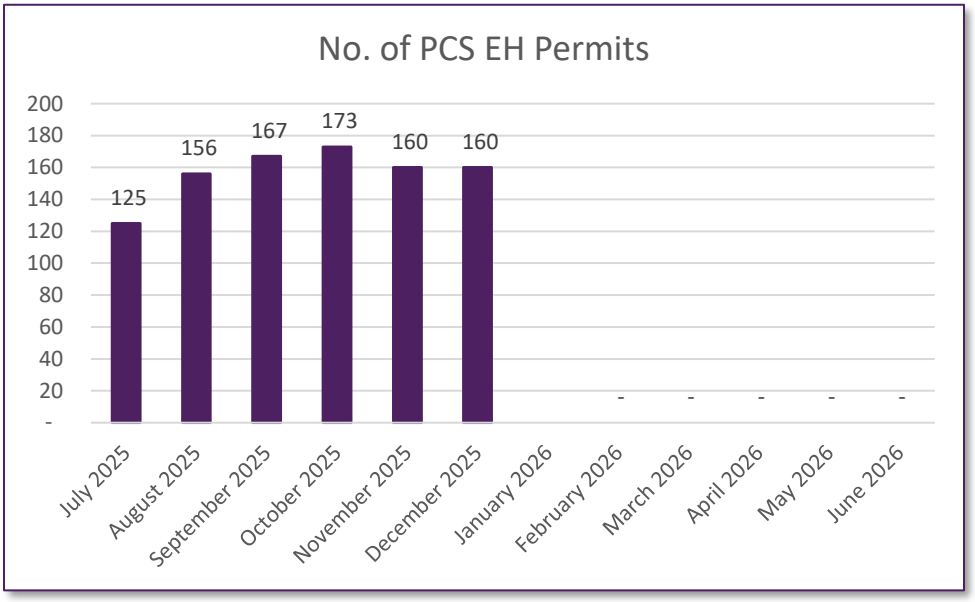


HAWAIʻI DEPARTMENT OF EDUCATION EMERGENCY HIRE TEACHERS SY: 2025-2026 Monthly Totals	
July 2025	708
August 2025	983
September 2025	1,023
October 2025	1,044
November 2025	1,035
December 2025	1,053
January 2026	1,038
February 2026	
March 2026	
April 2026	
May 2026	
June 2026	



HAWAIʻI DEPARTMENT OF EDUCATION EMERGENCY HIRE TEACHERS by DISTRICT SY: 2025-2026												
District	July 2025	Aug 2025	Sept 2025	Oct 2025	Nov 2025	Dec 2025	Jan 2026	Feb 2026	Mar 2026	April 2026	May 2026	June 2026
Central	92	154	155	160	160	165	163					
Hawai'i	111	145	148	158	151	161	161					
Honolulu	59	95	100	102	101	101	98					
Kauai	66	85	91	92	93	93	93					
Leeward	129	179	189	191	190	192	187					
Maui	171	216	225	225	225	226	225					
Windward	77	106	111	113	112	112	109					
State Office	3	3	4	4	4	4	3					
Total	**708**	**983**	**1,023**	**1,045**	**1,036**	**1,054**	**1,039**					

HAWAIʻI PUBLIC CHARTER SCHOOLS EMERGENCY HIRES SY: 2025-2026		
Red: Corrected/Updated data from Charter Schools		
Month	**Number of Emergency Hires**	**Notes**
July 2025	125	Updated reports to HTSB
August 2025	156	
September 2025	167	
October 2025	173	2/23/26-1 school has not reported
November 2025	160	2/23/26- 2 schools have not reported
December 2025	160	3/2/26- 2 schools have not reported
January 2026		
February 2026		
March 2026		
April 2026		
May 2026		
June 2026		

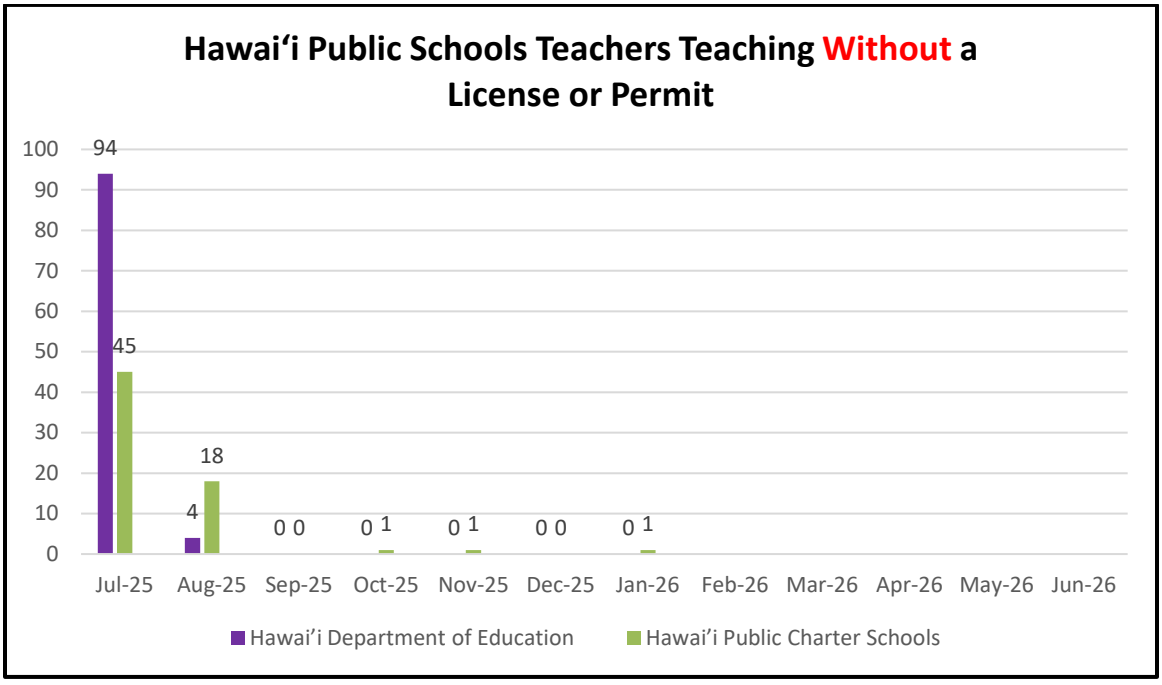


HAWAIʻI PUBLIC CHARTER SCHOOLS EMERGENCY HIRE TEACHERS BY DISTRICT SY: 2025-2026												
District	**July 2025**	**Aug 2025**	**Sept 2025**	**Oct 2025**	**Nov 2025**	**Dec 2025**	**Jan 2026**	**Feb 2026**	**Mar 2026**	**April 2026**	**May 2026**	**June 2026**
Central	n/a	n/a	n/a	n/a	n/a	n/a						
Hawai'i	38	52	57	57	57	55						
Honolulu	19	24	23	24	24	26						
Kauai	3	6	9	9	9	9						
Leeward	47	54	58	61	48	48						
Maui	12	14	13	14	14	14						
Windward	6	6	7	8	8	8						
Total	**125**	**156**	**167**	**173**	**160**	**160**						

HAWAIʻI DEPARTMENT OF EDUCATION
EMERGENCY HIRE TEACHERS
TEACHING ASSIGNMENTS BY CONTENT AREAS

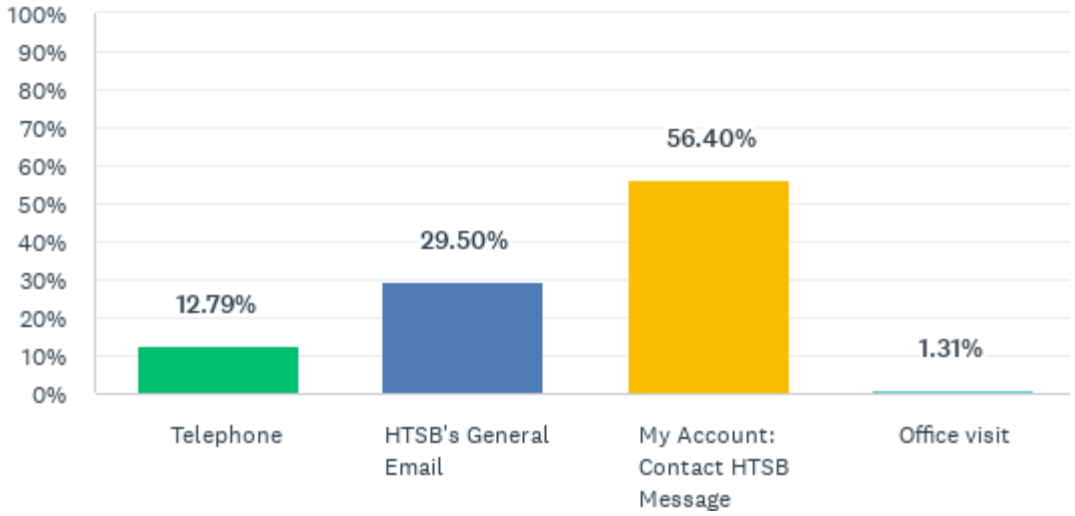
CONTENT/SUBJECT AREAS	JULY 2025	AUGUST 2025	SEPTEMBER 2025	OCTOBER 2025	NOVEMBER 2025	DECEMBER 2025	JANUARY 2026
Academic Coach	1	0	0	0	0	0	0
Agriculture	1	0	0	0	0	0	0
Alternative Learning Programs Services & Support	N/A	N/A	N/A	N/A	N/A	2	1
Art	14	13	14	14	14	15	13
Behavior Analysis	1	0	1	1	1	1	1
Building & Construction	N/A	N/A	N/A	N/A	N/A	1	0
Business Education	2	1	1	1	0	1	0
Chinese	1	0	0	0	0	0	0
Computer	6	7	7	7	7	8	7
Counselor	52	58	59	58	58	60	59
Career and Technical Education (CTE)	16	25	27	27	27	25	28
Curriculum Coordinator	1	2	1	1	1	1	1
Drama	1	3	3	3	3	3	3
Early Childhood Education	17	25	24	24	25	24	23
Elementary	195	286	297	297	300	303	298
English	65	77	79	81	80	81	79
German	1	0	0	0	0	0	0
Hawaiian	0	1	1	1	1	1	1
Hawaiian Immersion	1	2	4	2	3	3	3
Hawaiian Language	6	6	6	6	5	5	5
Health	7	10	10	10	11	10	12
Japanese	0	5	5	5	5	5	4
Korean	2	1	1	1	1	1	1
Librarian	1	1	1	1	1	1	1
Math	65	108	110	112	110	113	113
Multidisciplinary	7	7	9	9	8	7	7
Music	3	6	7	8	6	5	5
Physical Education	14	14	16	15	15	16	16
Registrar	0	1	0	0	0	0	0
Science	53	75	80	80	77	78	74
Sec Ed (Alt Learning)	1	3	3	6	2	0	2
Social Studies	22	40	40	42	41	41	40
Spanish	4	3	3	3	3	3	3
Special Motivation	0	0	1	0	0	1	1
Special Education	143	192	203	217	218	226	223
Student Services Coordinator (SSC)	2	2	4	6	6	6	6
STEM	0	1	1	1	1	1	1
Teaching English to Speakers of Other Languages (TESOL)	2	7	4	4	4	4	6
World Language Complex Area Teacher	1	1	1	1	1	1	1
Total Emergency Hires	**708**	**983**	**1,023**	**1,044**	**1,035**	**1,053**	**1,038**

SY2025-2026 HTSB LICENSURE COMPLIANCE AUDIT DATA			
NUMBER 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 2025	94	45	139
August 2025	4	18	22
September 2025	0	0	0
October 2025	0	1	1
November 2025	0	1	1
December 2025	0	0	0
January 2026	0	1	1
February 2026			
March 2026			
April 2026			
May 2026			
June 2026			
YTD Totals	**98**	**66**	**164**

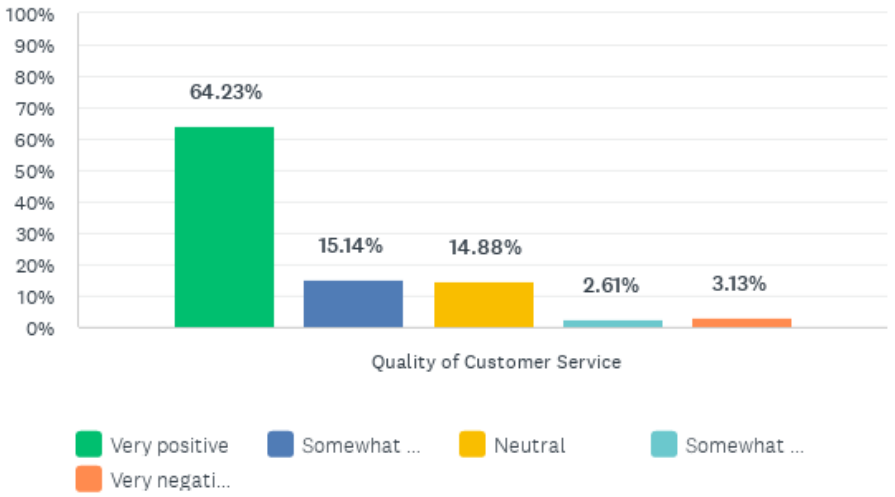


SURVEYMONKEY CUSTOMER SERVICE DATA
July 1, 2025– June 30, 2026

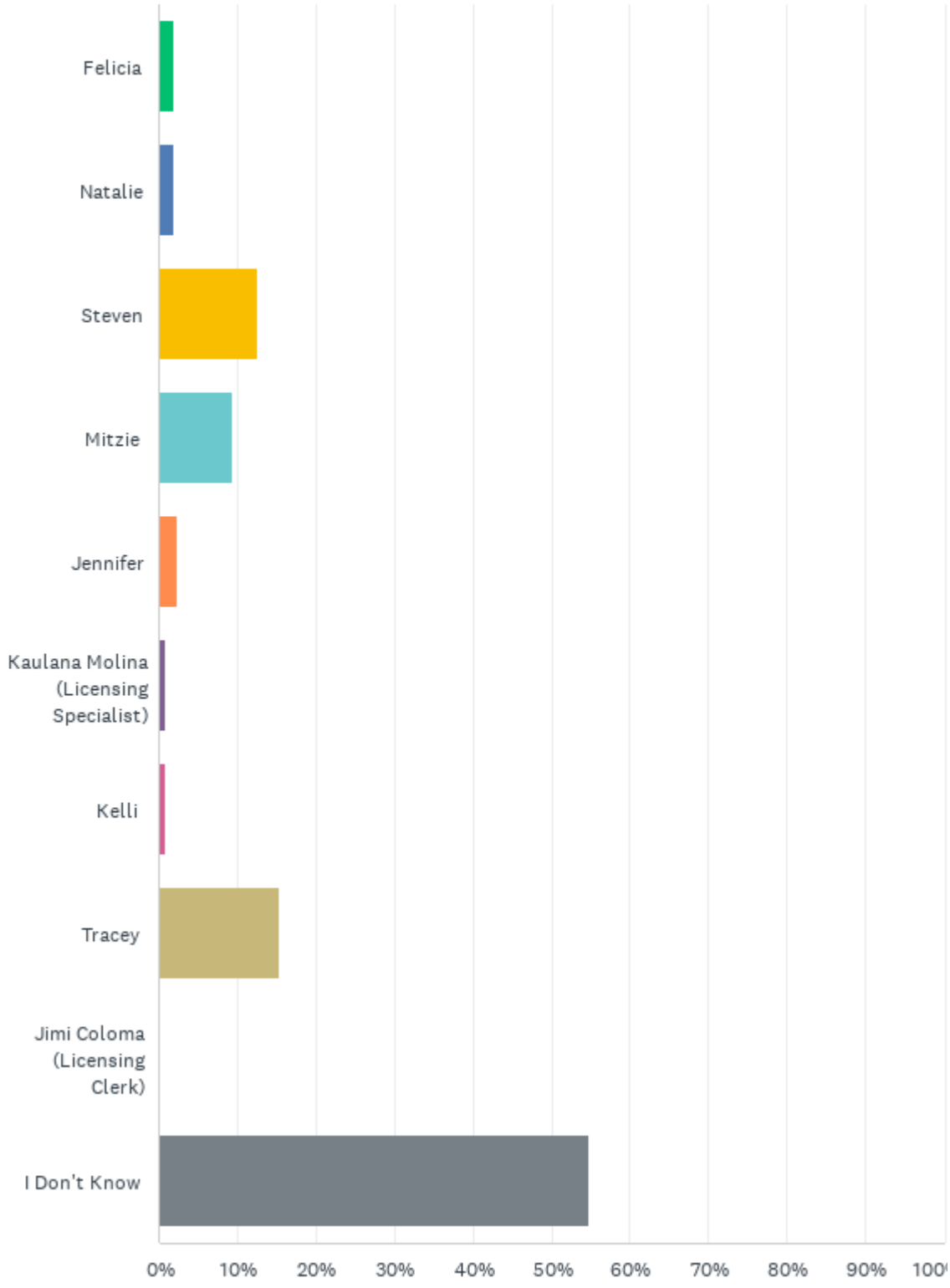
Q What method did you use to contact HTSB?



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



Q Which HTSB licensing staff person assisted you?



APPLICATION SURVEY QUESTIONS
JULY 1, 2025 – JUNE 30, 2026

Question #1	High School Choices	Count
What high school did you graduate from?	Aiea High	58
	Ānuenue School	2
	Assets School	2
	Baldwin High	53
	Campbell High	32
	Castle High	56
	Connections PCS	1
	Damien Memorial School	9
	Farrington High	36
	Hālau Kū Māna PCS	1
	Hana High & Elem	2
	Hanalani Schools	6
	Hawaii Academy of Arts and Sciences PCS	1
	Hawaii Baptist Academy	20
	Hawaii Preparatory Academy	5
	Hawaiian Mission Academy - 9-12 Campus	2
	Hilo High	62
	ʻIolani School	30
	Island School	1
	Kailua High	34
	Kaimuki Christian School	1
	Kaimuki High	44
	Kaiser High	72
	Kalaheo High	25
	Kalani High	56
	Kamehameha Schools Hawaiʻi	9
	Kamehameha Schools Kapālama	95
	Kamehameha Schools Maui	5
	Kanu o ka 'Āina PCS	1
	Kapaʻa High	24
	Kapolei High	6
	Kau High & Pahala Elem	8
	Kauai High	47
	Ke Kula ʻO ʻEhunuikaimalino	2
	Ke Kula O Samuel M.Kamakau Lab PCS	1
	Keaʻau High	4
	Kealakehe High	3
	Kekaulike High	8
	Kohala High	3
	Konawaena High	28
	Ko'olau Baptist Academy	1
	La Pietra – Hawaiʻi School for Girls	6
	Lahainaluna High	17
	Lanai High & Elem	4

Question #1	High School Choices	Count
What high school did you graduate from?	Lanakila Baptist Schools	5
	Laupahoehoe Community PCS	1
	Le Jardin Academy	2
	Leilehua High	30
	Lutheran High School	5
	Maryknoll School	24
	Maui High	38
	McKinley High	59
	Mid-Pacific Institute	42
	Mililani High	92
	Moanalua High	69
	Molokai High	12
	Myron B. Thompson Academy PCS	1
	Pacific Buddhist Academy	1
	Parker School	5
	Pearl City High	95
	Punahou School	59
	Radford High	7
	Roosevelt High	74
	Sacred Hearts Academy	13
	Sacred Hearts School	1
	Saint Louis School	11
	Seabury Hall	4
	St. Andrew's Schools - The Priory	20
	St. Anthony School	11
	St. Francis School	11
	St. Joseph School	7
	Star of the Sea School	2
	University Laboratory School	8
	Waiakea High	102
	Waianae High	26
	Waimea High	27
	Waipahu High	44
	Graduated from a high school in Hawai‘i not listed above	92
	Graduated from a high school in a State outside of Hawai‘i	1167
	Graduated from a high school in another Country	188
	Total	**3,238**

Question #2	Choices	Count
What is your current role as an educator?	Student Teacher	27
	Recent college graduate from a State-Approved Teacher Education Program	90
	Emergency Hire Teacher	134
	Teacher	2106
	School Counselor	125
	School Librarian	34
	Principal	10
	Vice Principal	29

	School Level Resource Teacher	69
	State/District/Complex Level Resource Teacher	87
	Community College/University Faculty/Staff	12
	Retired Educator	137
	Left the Profession (Not Retired)	82
	Other	296
Only 1 response allowed	**Total**	**3,238**

Question #3	Choices	Count
What is your educational employment status?	Employed in the Hawai‘i Public Schools	2254
	Offered employment in the Hawai‘i Public Schools	89
	Employed in the Hawai‘i Public Charter Schools	131
	Offered employment in the Hawai‘i Public Charter Schools	12
	Employed in the Hawai‘i Private Schools	62
	Offered employment in the Hawai‘i Private Schools	4
	Teaching in a US state or territory outside of Hawai‘i	235
	Teaching outside of the US	76
	Student teacher and not employed	10
	Recent college graduate from a State Approved Teacher Education Program seeking employment	40
	Retired educator	125
	No longer a teacher, school counselor, school librarian currently residing in Hawai‘i (Not Retired)	93
	No longer a teacher, school counselor, school librarian currently residing in a US state or territory outside of Hawai‘i (Not Retired)	33
	No longer a teacher, school counselor, school librarian currently residing outside of the US (Not Retired)	8
	Not currently teaching, furthering my education: attending graduate school	34
	Not teaching, currently on sabbatical	32
Only 1 response allowed	**Total**	**3,238**

Question #4	Responses	Count
How many years of full-time teaching experience (teacher, counselor, librarian) do you have in Hawai‘i?	0	505
	1-3	550
	4-6	232
	7-10	351
	11-19	432
	20+	1168
Only 1 response allowed	**Total**	**3,238**

Question #5	Responses	Count
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	254
	1-3	484
	4-6	256
	7-10	397
	11-19	526
	20+	1321
Only 1 response allowed	**Total**	**3,238**

Question #6	State-Approved Teacher Education Programs	Count
Identify the name of the state-approved teacher education program (SATEP) that you completed	Completed program in another state or country	1050
	Brigham Young University- Hawai'i	59
	Chaminade University (School of Education)	215
	Chaminade University (School Counseling)	58
	DOE RISE	32
	Hawai'i Pacific University	41
	iTEACH Hawai'i	63
	Kaho‘iwai	42
	Kahuawaiola at UH-Hilo	24
	Leeward Community College - Career & Technical Education	23
	Leeward Community College - Special Education	37
	Teach Away	12
	Teach for America	73
	TEACH-NOW/Moreland University- Hawai’i	32
	University of Hawai'i - Hilo	131
	University of Hawai'i -Mānoa (College of Education)	1217
	University of Hawai'i -Mānoa (Library & Information Science Program)	7
	University of Hawai'i -West O‘ahu	42
	University of Phoenix- Hawai'i	80
	Only 1 response allowed **Total**	**3,238**

Question #7	State	July 1, 2025-June 30, 2026
Identify the state that your SATEP is approved for licensure.	Alabama	4
	Alaska	3
	Arizona	62
	Arkansas	1
	California	144
	Colorado	29
	Connecticut	2
	Delaware	4
	District of Columbia	10
	Florida	31
	Georgia	11
	Hawai‘i	2342
	Idaho	7

Question #7	State	July 1, 2025-June 30, 2026
Identify the state that your SATEP is approved for licensure.	Illinois	24
	Indiana	14
	Iowa	9
	Kansas	3
	Kentucky	2
	Louisiana	2
	Maine	1
	Maryland	13
	Massachusetts	20
	Michigan	13
	Minnesota	7
	Mississippi	6
	Missouri	11
	Montana	2
	Nebraska	3
	Nevada	22
	New Hampshire	2
	New Jersey	23
	New Mexico	6
	New York	47
	North Carolina	15
	North Dakota	4
	Ohio	21
	Oklahoma	7
	Oregon	52
	Pennsylvania	34
	Rhode Island	2
	South Carolina	3
	South Dakota	1
	Tennessee	20
	Texas	33
	Utah	21
	Vermont	3
	Virginia	17
	Washington	60
	West Virginia	2
	Wisconsin	3
	Guam	7
	Micronesia	1
	Northern Mariana Islands	2
	Outside of the US	50
Only 1 response allowed	**Total**	**3,238**

Question #8	Years	Count
What year did you graduate from your SATEP?	1960	1
	1966	1
	1968	2
	1971	3
	1972	3
	1973	1
	1974	3
	1975	5
	1976	4
	1977	5
	1978	7
	1979	7
	1980	5
	1981	5
	1982	9
	1983	15
	1984	14
	1985	24
	1986	23
	1987	34
	1988	38
	1989	47
	1990	50
	1991	62
	1992	81
	1993	78
	1994	90
	1995	113
	1996	86
	1997	62
	1998	62
	1999	104
	2000	33
	2001	47
	2002	77
	2003	81
	2004	56
	2005	115
	2006	71
	2007	50
	2008	51
	2009	52
	2010	97
	2011	103

Question #8	Years	Count
What year did you graduate from your SATEP?	2012	58
	2013	47
	2014	54
	2015	63
	2016	61
	2017	90
	2018	116
	2019	51
	2020	86
	2021	91
	2022	136
	2023	128
	2024	52
	2025	311
	2026	17
	Total	**3,238**

Question #9	Scale	Count
Have you ever held a teaching license, credential, or certificate in another U.S. state, U.S. territory, or DODEA?	Yes	937
Have you ever held a teaching license, credential, or certificate in another U.S. state, U.S. territory, or DODEA?	No	2301
	Total	**3,238**

Question #10	Scale	Count
In what other U.S. states, U.S. territories, or DODEA do you hold a teaching license?	I do not hold a license	1973
	Alabama	6
	Alaska	4
	Arizona	47
	Arkansas	1
	California	165
	Colorado	29
	Connecticut	5
	Delaware	2
	District of Columbia	4
	Florida	40
	Georgia	10
	Hawai‘i	409
	Idaho	7
	Illinois	22
	Indiana	3
	Iowa	4

Question #10	Scale	Count
In what other U.S. states, U.S. territories, or DODEA do you hold a teaching license?	Kansas	6
	Kentucky	4
	Louisiana	2
	Maine	2
	Maryland	12
	Massachusetts	16
	Michigan	14
	Minnesota	4
	Mississippi	2
	Missouri	13
	Montana	3
	Nebraska	2
	Nevada	27
	New Jersey	20
	New Mexico	9
	New York	51
	North Carolina	16
	North Dakota	4
	Ohio	16
	Oklahoma	9
	Oregon	38
	Pennsylvania	30
	Rhode Island	1
	South Carolina	5
	South Dakota	1
	Tennessee	18
	Texas	32
	Utah	11
	Vermont	2
	Virginia	20
	Washington	69
	American Samoa	2
	Wisconsin	3
	Wyoming	1
	Guam	4
	Micronesia	1
	Northern Mariana Islands	2
	Outside of the US	12
	Department of Defense Education Activity (DODEA)	9
	Other	14
	Total	**3,238**

Question #11	Scale	Count
Do you currently have an **ACTIVE** teaching license, credential, certificate, or permit in another U.S. state, U.S. territory, or DODEA?	Yes	680
Do you currently have an **ACTIVE** teaching license, credential, certificate, or permit in another U.S. state, U.S. territory, or DODEA?	No	2558
	Total	**3,238**

Question #12	Scale	Count
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	2322
	Alabama	4
	Alaska	2
	Arizona	38
	Arkansas	2
	California	97
	Colorado	11
	Connecticut	2
	Delaware	1
	District of Columbia	4
	Florida	31
	Georgia	6
	Hawaii	362
	Idaho	2
	Illinois	18
	Indiana	3
	Iowa	3
	Kansas	3
	Kentucky	3
	Louisiana	2
	Maine	1
	Maryland	10
	Massachusetts	8
	Michigan	6
	Mississippi	4
	Missouri	6
	Montana	3
	Nevada	21
	New Jersey	14
	New Mexico	5
	New York	25
	North Carolina	11
	North Dakota	3
	Ohio	12
	Oklahoma	7
	Oregon	16
	Pennsylvania	17

Question #12	Scale	Count
In what other U.S. states, U.S. territories or DODEA do you hold an ACTIVE teaching license, credential, certificate, or permit?	Rhode Island	3
	South Carolina	1
	South Dakota	1
	Tennessee	17
	Texas	27
	Utah	12
	Vermont	2
	Virginia	12
	Washington	37
	Wisconsin	2
	Guam	1
	Micronesia	1
	Northern Mariana Islands	1
	Outside of the US	8
	Department of Defense Education Activity (DODEA)	11
	Other	17
	Total	**3,238**

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	288
		1	311
		2	678
		3 -Well Prepared	1022
		4-Not Part of my Program	939
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		**Total**	**3,238**

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	91
		1	133
		2	645
		3 -Well Prepared	1942
		4-Not Part of my Program	427

Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)	**Total**	**3,238**

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	72
		1	213
		2	767
		3 -Well Prepared	2,007
		4-Not Part of my Program	179
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		**Total**	**3,238**

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	83
		1	233
		2	895
		3 -Well Prepared	1866
		4-Not Part of my Program	161
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		**Total**	**3,238**

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	100
		1	351
		2	968
		3 -Well Prepared	1637
		4-Not Part of my Program	182
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4).		**Total**	**3,238**

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	33
		1	109
		2	517
		3 -Well Prepared	2362
		4-Not Part of my Program	217
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		**Total**	**3,238**

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	100
		1	334
		2	1052
		3 -Well Prepared	1524
		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**	**3,238**

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	79
		1	261
		2	837
		3 -Well Prepared	1831
		4-Not Part of my Program	230
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		**Total**	**3,238**

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	82
		1	187
		2	771
		3 -Well Prepared	1954
		4-Not Part of my Program	244
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		**Total**	**3,238**

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	100
		1	265
		2	794
		3 -Well Prepared	1832
		4-Not Part of my Program	247
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		**Total**	**3,238**

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	141
		1	168
		2	639
		3 - Fully Engaged	1694
		Not Applicable	596
Only 1 response allowed on scale of Not Engaged to Fully Engaged or Not Applicable (0 to 3 or NA).		**Total**	**3,238**

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	138
		1	185
		2	648
		3 - Fully Engaged	1703
		Not Applicable	564
Only 1 response allowed on scale of Not Engaged to Fully Engaged or Not Applicable (0 to 3 or NA).		**Total**	**3,238**

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	115
		1	128
		2	549
		3 - Fully Engaged	1893
		Not Applicable	553
Only 1 response allowed on scale of Not Engaged to Fully Engaged or Not Applicable (0 to 3 or NA).		**Total**	**3,238**

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	159
	1	178
	2	600
	3 - Quality Induction Provided	1695
	4-Not Applicable	606
Only 1 response allowed on the scale of Quality Induction Not Provided to Quality Induction Provided (0 to 3).	**Total**	**3,238**