HAWAIʻI TEACHER STANDARDS BOARD

TO: Members of the Hawai'i Teacher Standards Board

FROM: Felicia Villalobos, Executive Director

RE: Reports from March 9, 2026, to April 17, 2026
Licensing Data from July 1, 2025, to March 31, 2026

Executive Director's Activities from March 9, 2026, to April 17, 2026		
Evaluation Standards for Executive Director		
Week(s)	**Standard(s)**	**Activities**
Week 1: 03/09/26 03/13/26		**Meetings/Activities attended** **Virtually:** • Hawaiʻi Pacific University (HPU) regarding accreditation correction o 1.6, 1.7, 2.1, 2.3, 2.8, 2.9, 3.3, 3.5, 4.9 • iTeach-Hawaiʻi regarding an Early Childhood Education program o 1.6, 1.9, 2.1, 2.3, 2.8, 2.9, 3.5, 4.7, 4.9 • Teacher Education Committee Chair Dr. Gillentine o 1.1, 1.4, 1.5, 1.7, 1.9, 2.2, 2.4, 2.7, 4.7, 4.9 • Teacher Education Coordinating Committee (TECC) Meeting o 1.6, 1.7, 1.9, 2.1, 2.3, 2.8, 2.9, 3.3, 3.5, 4.7, 4.9 • Association for Advancing Quality in Educator Preparation (AAQEP) Cross State Conversations o 1.6, 1.7, 1.9, 2.1, 2.8, 2.9, 3.2, 3.5, 4.1, 4.9 **In-Person:** • Staff meeting o 2.2, 2.4, 2.5, 4.2, 4.4, 4.6, 4.7 • Educational Testing Services (ETS) Director o 1.6, 1.7, 1.9, 2.1, 2.5, 2.9, 3.3, 3.5, 4.1, 4.9 • Licensing Presentation to Kauaʻi Principals o 1.2, 1.6, 1.8, 2.1, 2.3, 2.4, 2.5, 3.3, 3.5, 4.7, 4.9 • Senator DeCorte meeting with Board Chair Miyamae and Licensing Specialist Jennifer Padua o 1.7, 1.8, 1.9, 2.1, 2.5, 2.7, 2.9, 3.3, 4.1, 4.7, 4.9
Week 2: 03/16/26-03/20/26		**Meetings/Activities attended** **Virtually:** • Honolulu Community College regarding starting a new Early Childhood Education Licensure Program o 1.6, 1.9, 2.1, 2.3, 2.8, 2.9, 3.3, 3.5, 4.7, 4.9 • Career Technical Education (CTE) NOCTI Testing options o 1.4, 1.6, 1.9, 2.5, 2.9, 3.5, 4.7, 4.9 • Hawaiʻi Public Charter School Commission Executive Director regarding licensure data o 1.6, 1.7, 1.8, 2.1, 2.5, 2.7, 2.9, 3.3, 4.1, 4.6, 4.7 **In-Person:** • Staff meeting o 2.2, 2.4, 2.5, 4.2, 4.4, 4.6, 4.7 • Conducting Interviews o 3.1, 3.3, 4.2, 4.3, 4.6
Week 3: 03/23/26-		**Meetings/Activities attended** **In-Person:**

03/27/26	• Licensing team meeting
	  o 2.2, 2.4, 2.5, 4.2, 4.4, 4.6, 4.7, 4.9
	• Attend AAQEP's annual accreditation conference
	  o 1.6, 1.7, 1.9, 2.1, 2.8, 2.9, 3.2, 3.5, 4.1

Week 4:
03/30/26-
04/03/26
	Meetings/Activities attended
	Virtually:
	• Edlio new feature-AI Chatbot
	  o 1.3, 1.4, 1.9, 2.1, 2.5
	• Atmos update meeting
	  o 1.3, 1.4, 2.3, 2.5, 4.2, 4.7
	• ETS monthly meeting
	  o 1.6, 1.7, 1.9, 2.9, 4.9
	In-Person:
	• Honolulu Country Club site visit for Summer Summit
	  o 1.3, 1.4, 2.1, 2.5, 3.3, 4.3, 4.5, 4.7
	• Business Solution Technologies (BST) licensing management system meeting
	  o 1.3, 1.4, 2.3, 2.5, 4.6, 4.7
	• INPEACE Ka Lama advisory committee meeting
	  o 1.2, 1.7, 1.9, 2.1, 2.3, 2.9, 3.3
	• Co-facilitate HTSB Cooperating/Mentor Workgroup
	  o 1.2, 1.9, 2.3, 2.8, 3.3, 4.7

Week 5:
04/06/26-
04/10/26
	Meetings/Activities attended
	Virtually:
	• Hawai'i Department of Education meeting regarding NOCTI CTE testing options
	  o 1.6, 1.7, 1.9, 2.1, 2.5, 2.8, 3.3, 3.5, 4.9
	
	In-Person:
	• Lt. Governor's meeting on Teacher Shortage
	  o 1.7, 1.8, 1.9, 2.1, 2.8, 2.9, 3.3
	• Licensing team meeting
	  o 2.2, 2.4, 2.5, 4.2, 4.4, 4.6, 4.7, 4.9
	• American Association of School Personnel Administrators (AASPA) National Educator Shortage Summit
	  o 1.7, 1.8, 1.9, 2.9, 3.2, 3.5, 4.7

Week 6:
04/13/26-
04/17/26
	Meetings/Activities attended
	Virtually:
	• AAQEP Cross State Conversations
	  o 1.6, 1.7, 1.9, 2.1, 2.8, 2.9, 3.2, 3.5, 4.1, 4.9
	In-Person:
	• Licensing team meeting
	  o 2.2, 2.4, 2.5, 4.2, 4.4, 4.6, 4.7, 4.9

Reports from HTSB's Licensing Specialists

Specialist Tracey Idica, NBCT:

Licensing Specialist Idica reported that the National Board Recognition Ceremony held on April 11 was a great success. The newly certified National Board Certified Teachers (NBCTs) were honored with a meaningful and celebratory event, highlighted by a pinning ceremony that emphasized the significance of their accomplishment. Specialist Idica shared that she has already received numerous expressions of gratitude from the new NBCTs. One message in particular stood out: a teacher reflected that while she knew the process was rigorous and demanding, she had not fully realized the magnitude of the achievement or how proud she would feel to become an NBCT.

The success of this event was made possible through the continued support and leadership of Executive Director Villalobos. Under her guidance, the ceremony has evolved from a brief gathering in the State Capitol basement auditorium into a full celebration featuring lunch and opportunities for networking. Although Washington Place was unavailable this year due to renovations, the Honolulu Country Club proved to be an excellent alternative venue. Attendees noted that this year's event was among the best, citing the convenient location, ample free parking, excellent food, and comfortable air-conditioned environment.

The event was also the result of strong collaboration among multiple partners. Eryn Lau from the Department of Education supported Specialist Idica with event logistics and prepared the certificates honoring the new NBCTs. Superintendent Hayashi and Principal Derek Minakami, NBCT, served as featured speakers. The Hawai'i State Teachers Association (HSTA) provided airfare for neighbor island NBCTs and gift bags for the honorees. The Hawai'i Education Association (HEA) contributed complimentary memberships and gourmet popcorn table favors. HTSB provided National Board-themed items and certificate frames for recipients to display their achievements in their classrooms. Directors from the Hawai'i National Board Collective along with partners from INPEACE and HTSB Specialists Higa and Molina worked together to ensure sign-in, floral arrangements, and table set up were ready for our guests.

The ceremony was well attended by HTSB board members and a wide range of stakeholders, including representatives from the Hawai'i State Senate and House of Representatives, NBPTS board members, Hawai'i DOE leadership, Complex Area Superintendents, principals, HSTA leadership, and INPEACE representatives. All gathered with a shared purpose: to celebrate accomplished teaching in Hawai'i.

Specialist Kris Murakami, Esq.:

During this reporting period, Licensing Specialist Murakami ("LS Murakami") completed a diverse set of tasks and assignments. LS Murakami prepared Reports for Board Action, and a Suspension of the Rules Report for April 24, 2026, Board Meeting.

LS Murakami continued to assist Licensing Specialist, Dr. Mitzie Higa in the formulation of comprehensive testimonies on behalf of the Board on a number of Senate and House Bills.
LS Murakami conducted a presentation/training session for graduate students majoring in SPED at UH West Oahu. These students are currently general education teachers, employed at a HIDOE or PCS school, who will graduate in May 2026 and be dually certified in SPED/General Education. The presentation focused on IDEA-specific issues related to Child Find and Discipline/Manifest Determination.

LS Murakami participated in the UHM COE Licensing Presentation together with Licensing Specialist Kaulana Molina, which focused on Permit Conversion and Add a Teaching Field Applicants.
LS Murakami participated in the HPU MCEE Presentation together with Licensing Specialists Kaulana Molina and Steven Harada.

LS Murakami, together with Licensing Specialist Tracey Idica and Licensing Clerks Natalie Aquino, Kellianne Pang, and Jimi Coloma met to discuss the distribution of licensing clerk tasks and responsibilities which included the tasks and responsibilities regarding the monthly public charter school reports, which include the assignment of one public charter school to both Natalie Aquino and Jimi Coloma.

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

Finally, LS Murakami worked on her daily tasks, preparing over 30 professional fitness letters at varying stages, along with extensive correspondence via these educators' Contact HTSB tab.

Specialist Jennifer Padua, Ph.D.:

Nationally, Licensing Specialist Padua ("Specialist Padua") 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 the AAQEP Annual Symposium in Texas. She also discussed potential collaboration in data reporting and artificial analysis with representatives from West ED and Pearson Learning. She also participated in the Council for the Accreditation of Educator Preparation (CAEP) Spring CAEPCon workshops, the National Association of State Directors of Teacher Education and Certification (NASDTEC) networking session and collaborated with Praxis Educational Testing Service (ETS) staff.

Specialist Padua was involved with state-level activities. She planned and facilitated the Cooperating/Mentor Teacher workgroup that included stakeholders from the Hawai‘i Educator Program Preparation (EPP), Hawai‘i Department of Education (HIDOE), Hawai‘i State Teachers Association (HSTA), and the Executive Office of Early Learning. She responded to inquiries from HIDOE staff and teachers.

Specialist Padua continues to support Hawai‘i State Approved Teacher Education Program (SATEP). She discussed 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 upcoming accreditation renewals, teacher candidate audits, 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. She coordinated training for the Business Solutions Technologies (BST) Licensing Management System (LMS) for EPP faculty. Specialist Padua delivered presentations about licensing or the Model Code of Ethics for Educators for teacher candidates enrolled in Hawai‘i Pacific University or the University of Hawai‘i at Mānoa.

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 assisted HTSB staff with teacher candidate audits and prepared EPP invoices. Alongside HTSB staff, Specialist Padua assisted with planning the HTSB Summer

Summit. She continued to communicate with BST staff about improving efficiency, addressing problems, and finding solutions within the LMS.

Specialist Mitzie Higa, Ed.D.:

Licensing 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 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 Hawai‘i Public Schools. This registered teacher apprenticeship program will allow individuals to earn a salary and benefits from the HIDOE or a public charter school, 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. We cannot move forward until these Standards are signed.

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 provided insight into how HTSB can develop selection criteria for mentors/journeymen, 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.

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 Higa has been busy providing testimony before the legislature on behalf of the board and meeting with legislators to discuss legislation and the R-TAP.

Specialist Steven Harada:

Licensing Specialist Harada closed out the first quarter of calendar year 2026 with continued participation in meetings with the National Association of State Directors of Teacher Education and Certification (NASDTEC) Western Region, Hawai‘i Teacher Standards Board (HTSB) Staff, and our licensing management system (LMS) operators, Business Solution Technologies (BST).

Specialist Harada continues to engage with Hawai‘i educator preparation programs (EPPs) and teacher candidates by preparing and actively participating in licensing presentations. Specialist Harada participated in the Hawai‘i Pacific University (HPU) Student Teacher Presentation, University of Hawai‘i at Mānoa - College of Education, HPU Model Code of Ethics for Educators (MCEE), Kahuawaiola, and Leeward Community College Special Education and Career and Technical Education.

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 charter school lists for new hires teaching without valid licenses or permits. Specialist Harada also attends monthly Association for Advancing Quality in Educator Preparation (AAQEP) meetings on national accreditation standards; assists with office walk-ins and scheduled appointments; and actively participates in weekly staff meetings to discuss current and future events.

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.

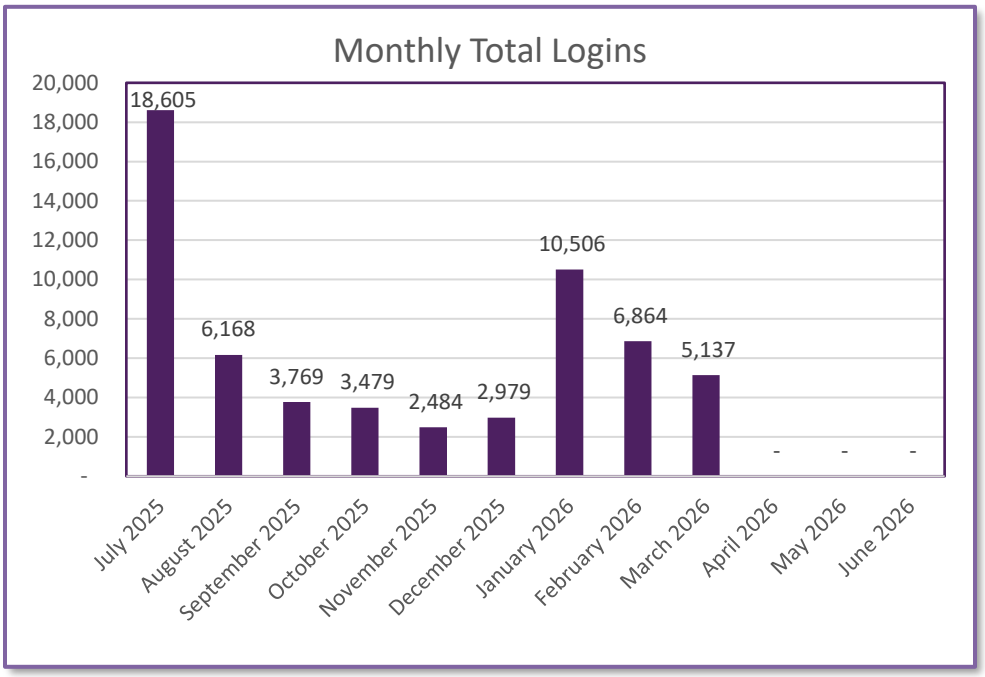
At the state level, LS Molina assisted with and participated in the National Board Celebration for new National Board Certified Teachers, as well as the National Board Collective Meetings to plan for Hawai‘i’s Educators Rising (EdRising) Conference and Competition at the University of Hawai‘i at Mānoa through the EdRising program, Team NBCT week, and the recent 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, University of Hawai‘i at West O‘ahu, Hawai‘i Pacific University, and the University of Hawai‘i at Mānoa: College of Education. She has commenced preparations for the upcoming HTSB Summer Summit, which includes conducting a site visit to the venue, finalizing save-the-date flyers and registration forms, and brainstorming a two-day summit overview schedule.

At the organizational level, LS Molina continues to assist in maintaining and updating the HTSB website, including reviewing the new Edlio Chatbot feature, 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 – MARCH 31, 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	1,487	4
March 2026	1,193	3
April 2026		
May 2026		
June 2026		
YEAR-TO-DATE TOTALS	11,327	47

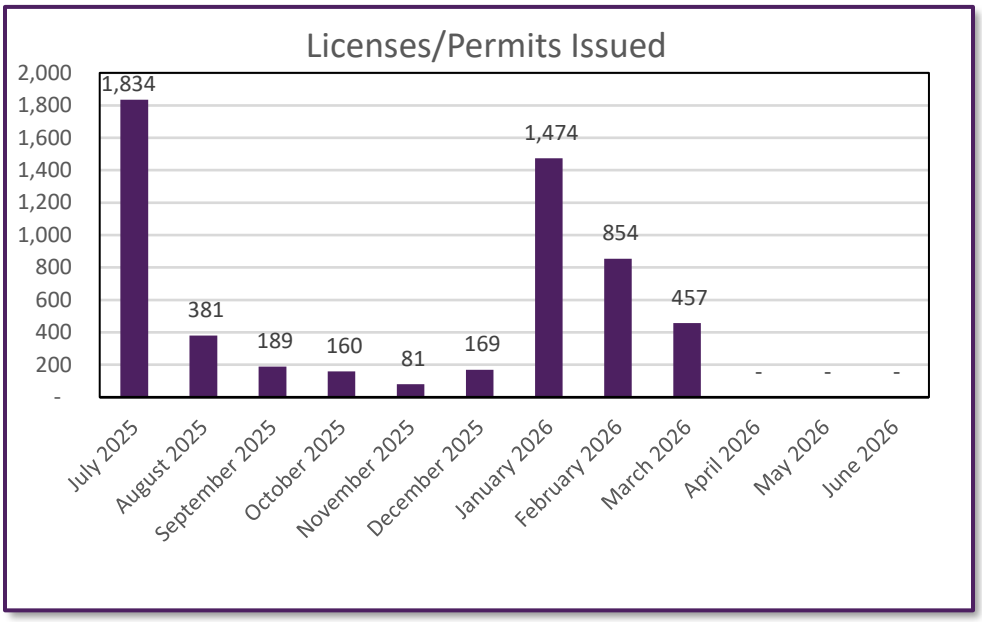
MONTHLY TOTAL LOGINS TO HTSB'S SYSTEM JULY 1, 2025 – JUNE 30, 2026	
July 2025	18,605
August 2025	6,168
September 2025	3,769
October 2025	3,479
November 2025	2,484
December 2025	2,979
January 2026	10,506
February 2026	6,864
March 2026	5,137
April 2026	
May 2026	
June 2026	
Year to Date Total:	59, 991



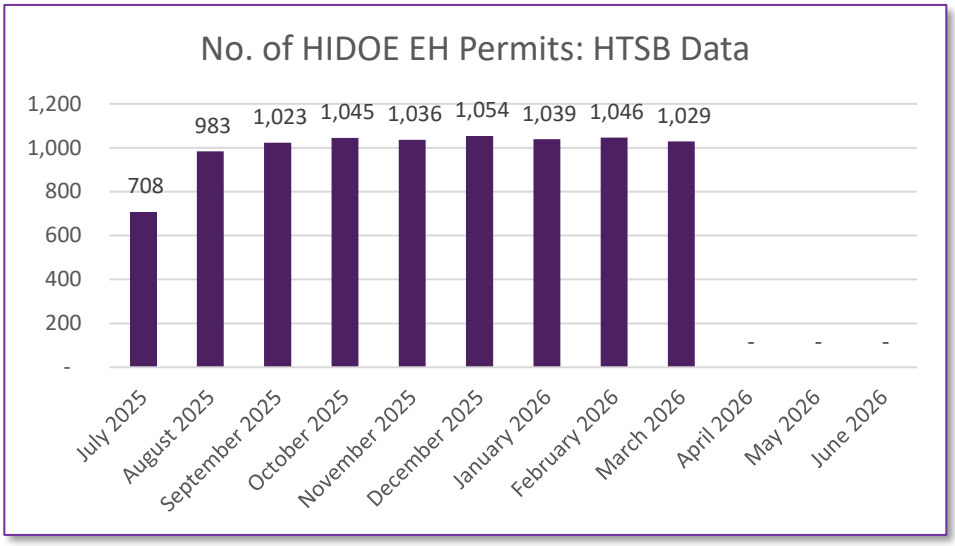
NEW APPLICATIONS BY TYPE SY: 2025-2026		
APPLICATION TYPE	**APPLICATION ACTION**	**TOTAL**
Advanced License	New License Application	**163**
	Add Teaching Field	**43**
	Renew Advanced License	**29**
Standard License	New License Application	**887**
	Add Teaching Field	**305**
	Renew Standard License	**2,557**
Provisional License	New License Application	**978**
	Add Teaching Field	**123**
Standard Limited CTE License	New License Application	**48**
Standard Limited Computer Science License	New License Application	**1**
Emergency Hire (EH) Permit	New EH Permit Application	**1,477**
CTE Permit	New CTE Permit Application	**6**
Hawaiian Permit	New Hawaiian Permit Application	**39**
Student Teacher (ST) Permit	New ST Permit Application	**281**
	Year-to-Date Total	**6,937**

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	637	34	88	11	193	963
March 2026	380	48	56	5	144	633
April 2026						
May 2026						
June 2026						

ISSUED LICENSES/PERMITS BY TYPE OF APPLICATION SY: 2025-2026		
LICENSE/PERMIT TYPE	**TYPE OF APPLICATION**	**TOTAL**
Advanced License	New License Application	50
	Add Teaching Field	28
	Renewal Advanced License Application	20
Standard License	New License Application	437
	Add Teaching Field	218
	Renewal Standard License Application	2,101
Provisional License	New License Application	714
	Add Teaching Field	89
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	1,621
CTE Permit	New CTE Permit Application	2
Hawaiian Permit	New Hawaiian Permit Application	29
Student Teacher Permit	New Student Teacher Permit Application	289
	Year-to-Date Total	**5,599**

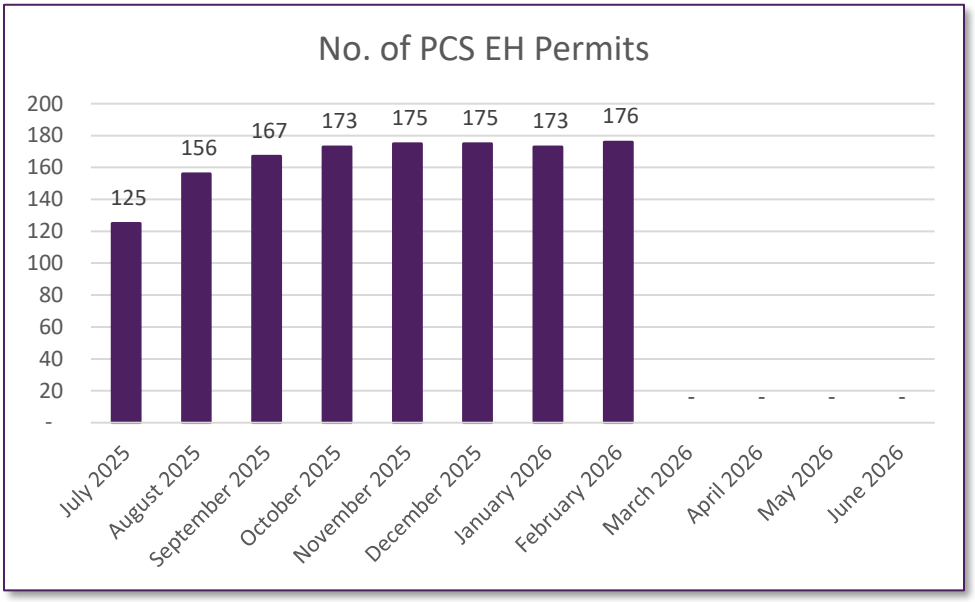


HAWAIʻI DEPARTMENT OF EDUCATION EMERGENCY HIRE TEACHERS SY: 2025-2026 Monthly Totals	
July 2025	708
August 2025	983
September 2025	1,023
October 2025	1,045
November 2025	1,036
December 2025	1,054
January 2026	1,039
February 2026	1,046
March 2026	1,029
April 2026	
May 2026	
June 2026	



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	160	160			
Hawai'i	111	145	148	158	151	161	161	161	156			
Honolulu	59	95	100	102	101	101	98	107	107			
Kauai	66	85	91	92	93	93	93	95	94			
Leeward	129	179	189	191	190	192	187	187	183			
Maui	171	216	225	225	225	226	225	220	217			
Windward	77	106	111	113	112	112	109	112	108			
State Office	3	3	4	4	4	4	3	4	4			
Total	**708**	**983**	**1,023**	**1,045**	**1,036**	**1,054**	**1,039**	**1,046**	**1,029**			

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	All reported 3/5/26
November 2025	175	All reported 3/5/26
December 2025	175	All reported 3/5/26
January 2026	173	All reported 4/2/26
February 2026	176	All reported 4/2/26
March 2026		
April 2026		
May 2026		
June 2026		

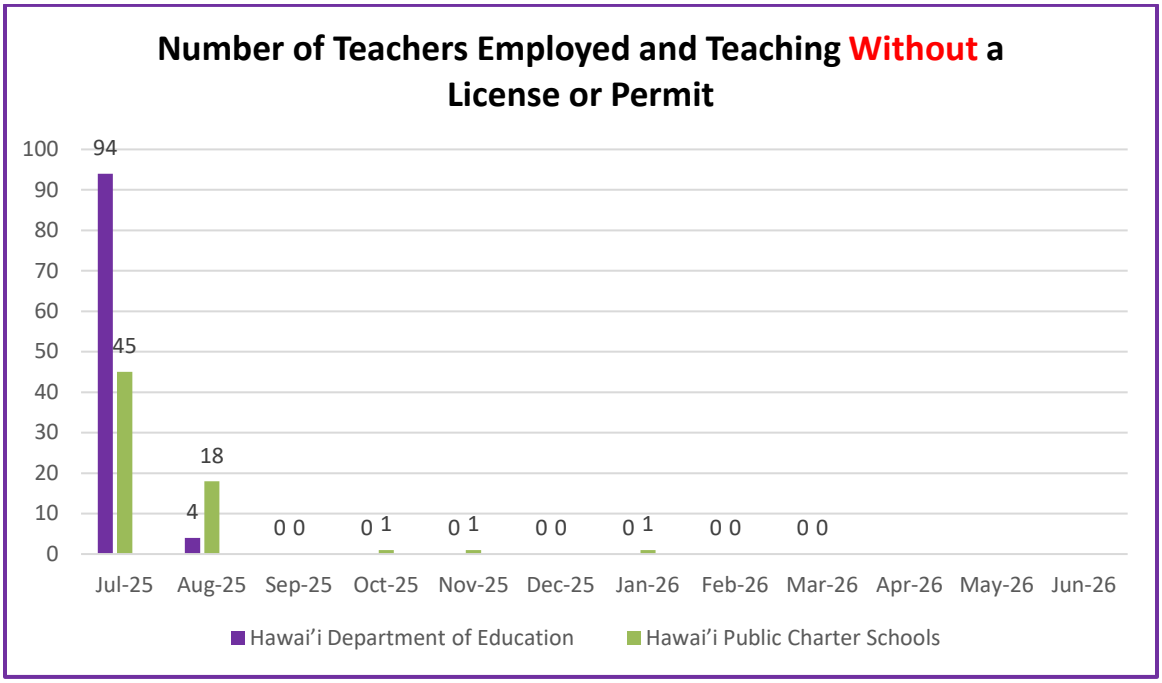


HAWAIʻI PUBLIC CHARTER SCHOOLS EMERGENCY HIRE TEACHERS BY DISTRICT SY: 2025-2026												
District	**July 2025**	**Aug 2025**	**Sept 2025**	**Oct 2025**	**Nov 2025**	**Dec 2025**	**Jan 2026**	**Feb 2026**	**Mar 2026**	**April 2026**	**May 2026**	**June 2026**
Central	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Hawai'i	38	52	57	57	57	55	53	56				
Honolulu	19	24	23	24	24	26	27	27				
Kauai	3	6	9	9	9	9	10	10				
Leeward	47	54	58	61	63	63	62	62				
Maui	12	14	13	14	14	14	14	14				
Windward	6	6	7	8	8	8	7	7				
Total	**125**	**156**	**167**	**173**	**175**	**175**	**173**	**176**				

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

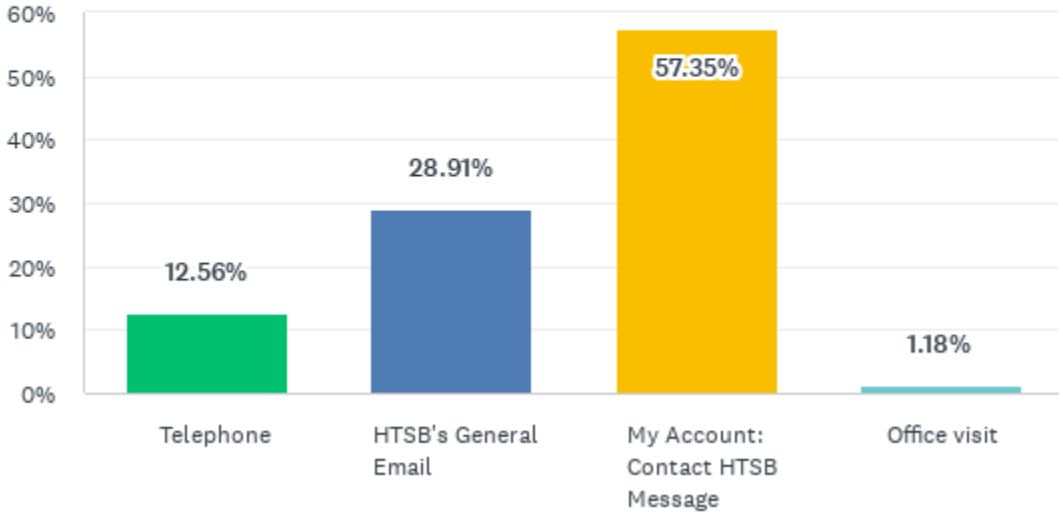
CONTENT/SUBJECT AREAS	SEPTEMBER 2025	OCTOBER 2025	NOVEMBER 2025	DECEMBER 2025	JANUARY 2026	FEBRUARY 2026	MARCH 2026
Academic Coach	0	0	0	0	0	0	0
Agriculture	0	0	0	0	0	0	0
Alternative Learning Programs Services & Support	N/A	N/A	N/A	2	1	1	0
Art	14	14	14	15	13	13	13
Behavior Analysis	1	1	1	1	1	1	1
Building & Construction	N/A	N/A	N/A	1	0	0	0
Business Education	1	1	0	1	0	2	2
Chinese	0	0	0	0	0	0	0
Computer	7	7	7	8	7	7	7
Counselor	59	58	58	60	59	57	56
Career and Technical Education (CTE)	27	27	27	25	28	29	28
Curriculum Coordinator	1	1	1	1	1	1	1
Drama	3	3	3	3	3	3	3
Early Childhood Education	24	24	25	24	23	25	25
Elementary	297	297	300	303	298	295	294
English	79	81	80	81	79	82	78
German	0	0	0	0	0	0	0
Hawaiian	1	1	1	1	1	1	1
Hawaiian Immersion	4	2	3	3	3	4	4
Hawaiian Language	6	6	5	5	5	5	5
Health	10	10	11	10	12	12	12
Japanese	5	5	5	5	4	4	4
Korean	1	1	1	1	1	1	1
Librarian	1	1	1	1	1	1	1
Math	110	112	110	113	113	111	109
Multidisciplinary	9	9	8	7	7	8	9
Music	7	8	6	5	5	5	5
Physical Education	16	15	15	16	16	16	16
Registrar	0	0	0	0	0	0	0
Science	80	80	77	78	74	74	73
Sec Ed (Alt Learning)	3	6	2	0	2	2	2
Social Studies	40	42	41	41	40	39	39
Spanish	3	3	3	3	3	4	4
Special Motivation	1	0	0	1	1	1	1
Special Education	203	217	218	226	223	230	224
Student Services Coordinator (SSC)	4	6	6	6	6	6	6
STEM	1	1	1	1	1	1	1
Teaching English to Speakers of Other Languages (TESOL)	4	4	4	4	6	4	4
World Language Complex Area Teacher	1	1	1	1	1	1	0
Total Emergency Hires	**1,023**	**1,044**	**1,035**	**1,053**	**1,038**	**1,046**	**1,029**

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	0	0	0
March 2026	0	0	0
April 2026			
May 2026			
June 2026			
YTD Totals	**98**	**66**	**164**

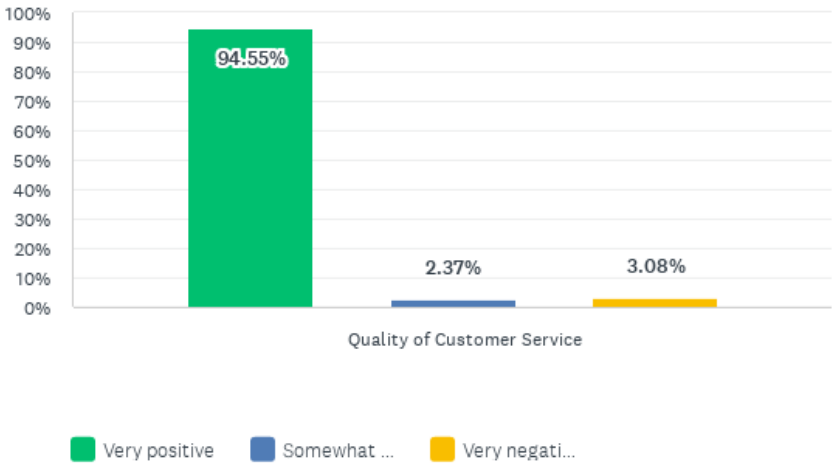


SURVEYMONKEY CUSTOMER SERVICE DATA
July 1, 2025– June 30, 2026

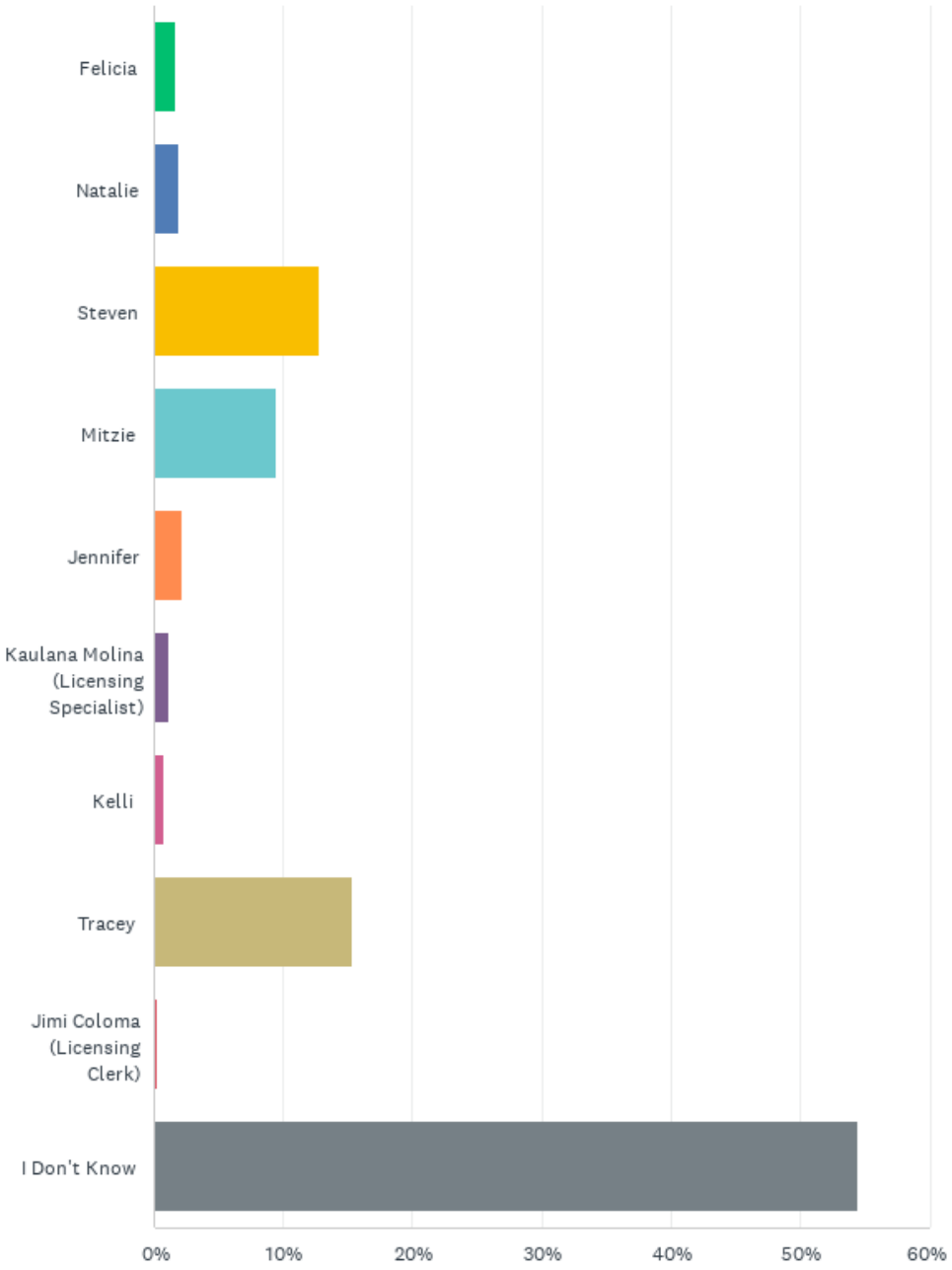
Q1 What method did you use to contact HTSB?



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



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	78
	Anuenue School	3
	Assets School	2
	Baldwin High	68
	Campbell High	45
	Castle High	75
	Connections PCS	1
	Damien Memorial School	10
	Farrington High	56
	Halau Ku Mana PCS	1
	Hana High & Elem	4
	Hanalani Schools	7
	Hawaii Academy of Arts and Sciences PCS	2
	Hawaii Baptist Academy	29
	Hawaii Preparatory Academy	6
	Hawaii Technology Academy PCS	1
	Hawaiian Mission Academy - 9-12 Campus	2
	Hilo High	78
	'Iolani School	41
	Island School	2
	Kailua High	44
	Kaimuki Christian School	1
	Kaimuki High	58
	Kaiser High	84
	Kalaheo High	36
	Kalani High	79
	Kamehameha Schools Hawai'i	11
	Kamehameha Schools Kapālama	118
	Kamehameha Schools Maui	7
	Kanu o ka 'Aina PCS	1
	Kapaa High	36
	Kapolei High	11
	Kau High & Pahala Elem	12
	Kauai High	59
	Ke Kula `O `Ehunuikaimalino	3
	Ke Kula O Samuel M.Kamakau Lab PCS	1
	Keaau High	5
	Kealakehe High	5
	Kekaulike High	12
	Kohala High	5
	Konawaena High	32
	Ko'olau Baptist Academy	2
	La Pietra - Hawaii School for Girls	7

Question #1	High School Choices	Count
What high school did you graduate from?	Lahainaluna High	22
	Lanai High & Elem	5
	Lanakila Baptist Schools	5
	Laupahoehoe Community PCS	2
	Le Jardin Academy	2
	Leilehua High	44
	Lutheran High School	5
	Maryknoll School	32
	Maui High	47
	McKinley High	83
	Mid-Pacific Institute	53
	Mililani High	115
	Moanalua High	89
	Molokai High	15
	Myron B. Thompson Academy PCS	2
	Pacific Buddhist Academy	1
	Parker School	4
	Pearl City High	128
	Punahou School	69
	Radford High	13
	Roosevelt High	95
	Sacred Hearts Academy	22
	Sacred Hearts School	3
	Saint Louis School	16
	Seabury Hall	4
	St. Andrew's Schools - The Priory	29
	St. Anthony School	14
	St. Francis School	15
	St. Joseph School	7
	Star of the Sea School	3
	University Laboratory School	11
	Waiakea High	122
	Waianae High	34
	Waimea High	32
	Waipahu High	58
	Graduated from a high school in Hawaii not listed above	114
	Graduated from a high school in a State outside of Hawaii	1417
	Graduated from a high school in another Country	239
	Total	**4,111**

Question #2	Choices	Count
What is your current role as an educator?	Student Teacher	32
	Recent college graduate from a State-Approved Teacher Education Program	102
	Emergency Hire Teacher	154
	Teacher	2692
	School Counselor	159
	School Librarian	38

	Principal	12
	Vice Principal	37
	School Level Resource Teacher	94
	State/District/Complex Level Resource Teacher	116
	Community College/University Faculty/Staff	13
	Retired Educator	200
	Left the Profession (Not Retired)	96
	Other	366
Only 1 response allowed	**Total**	**4,111**

Question #3	Choices	Count
What is your educational employment status?	Employed in the Hawai‘i Public Schools	2921
	Offered employment in the Hawai‘i Public Schools	96
	Employed in the Hawai‘i Public Charter Schools	154
	Offered employment in the Hawai‘i Public Charter Schools	14
	Employed in the Hawai‘i Private Schools	78
	Offered employment in the Hawai‘i Private Schools	4
	Teaching in a US state or territory outside of Hawai‘i	290
	Teaching outside of the US	98
	Student teacher and not employed	10
	Recent college graduate from a State Approved Teacher Education Program seeking employment	47
	Retired educator	173
	No longer a teacher, school counselor, school librarian currently residing in Hawai‘i (Not Retired)	108
	No longer a teacher, school counselor, school librarian currently residing in a US state or territory outside of Hawai‘i (Not Retired)	41
	No longer a teacher, school counselor, school librarian currently residing outside of the US (Not Retired)	7
	Not currently teaching, furthering my education: attending graduate school	36
	Not teaching, currently on sabbatical	34
Only 1 response allowed	**Total**	**4,111**

Question #4	Responses	Count
How many years of full-time teaching experience (teacher, counselor, librarian) do you have in Hawai‘i?	0	593
	1-3	653
	4-6	301
	7-10	442
	11-19	559
	20+	1563
Only 1 response allowed	**Total**	**4,111**

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	292
	1-3	572
	4-6	321
	7-10	500
	11-19	686
	20+	1740
Only 1 response allowed	**Total**	**4,111**

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	1301
	Brigham Young University- Hawai'i	79
	Chaminade University (School of Education)	254
	Chaminade University (School Counseling)	74
	DOE RISE	42
	Hawai'i Pacific University	48
	iTEACH Hawai'i	90
	Kaho‘iwai	46
	Kahuawaiola at UH-Hilo	26
	Leeward Community College - Career & Technical Education	31
	Leeward Community College - Special Education	45
	Teach Away	13
	Teach for America	83
	TEACH-NOW/Moreland University- Hawai’i	40
	University of Hawai'i - Hilo	165
	University of Hawai'i -Mānoa (College of Education)	1605
	University of Hawai'i -Mānoa (Library & Information Science Program)	10
	University of Hawai'i -West O‘ahu	55
	University of Phoenix- Hawai'i	104
	Only 1 response allowed **Total**	**4,111**

Question #7	State	July 1, 2025-June 30, 2026
Identify the state that your SATEP is approved for licensure.	Alabama	4
	Alaska	4
	Arizona	72
	Arkansas	1
	California	178
	Colorado	31
	Connecticut	6
	Delaware	4
	District of Columbia	12
	Florida	41
	Georgia	12

Question #7	State	July 1, 2025-June 30, 2026
Identify the state that your SATEP is approved for licensure.	Hawaii	3013
	Idaho	9
	Illinois	29
	Indiana	16
	Iowa	13
	Kansas	5
	Kentucky	3
	Louisiana	2
	Maine	2
	Maryland	14
	Massachusetts	23
	Michigan	15
	Minnesota	8
	Mississippi	7
	Missouri	16
	Montana	4
	Nebraska	5
	Nevada	29
	New Hampshire	3
	New Jersey	24
	New Mexico	7
	New York	57
	North Carolina	18
	North Dakota	5
	Ohio	27
	Oklahoma	8
	Oregon	66
	Pennsylvania	41
	Rhode Island	4
	South Carolina	4
	South Dakota	2
	Tennessee	21
	Texas	40
	Utah	26
	Vermont	3
	Virginia	20
	Washington	70
	West Virginia	4
	Wisconsin	8
	Guam	9
	Micronesia	1
	Northern Mariana Islands	2
	Outside of the US	63
Only 1 response allowed	**Total**	**4,111**

Question #8	Years	Count
What year did you graduate from your SATEP?	1960	1
	1966	1
	1968	2
	1971	4
	1972	4
	1973	1
	1974	5
	1975	5
	1976	4
	1977	5
	1978	8
	1979	8
	1980	9
	1981	7
	1982	11
	1983	22
	1984	21
	1985	31
	1986	32
	1987	47
	1988	56
	1989	63
	1990	65
	1991	79
	1992	102
	1993	105
	1994	127
	1995	145
	1996	111
	1997	79
	1998	85
	1999	131
	2000	47
	2001	61
	2002	94
	2003	97
	2004	68
	2005	154
	2006	105
	2007	66
	2008	63
	2009	62
	2010	132
	2011	132

Question #8	Years	Count
What year did you graduate from your SATEP?	2012	63
	2013	55
	2014	68
	2015	76
	2016	77
	2017	114
	2018	156
	2019	65
	2020	113
	2021	108
	2022	161
	2023	180
	2024	64
	2025	329
	2026	25
	Total	**4,111**

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	1,155
Have you ever held a teaching license, credential, or certificate in another U.S. state, U.S. territory, or DODEA?	No	2,956
	Total	**4,111**

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	2513
	Alabama	7
	Alaska	7
	Arizona	56
	Arkansas	1
	California	206
	Colorado	33
	Connecticut	8
	Delaware	3
	District of Columbia	5
	Florida	53
	Georgia	11
	Hawaii	540
	Idaho	9
	Illinois	27
	Indiana	4
	Iowa	5

Question #10	Scale	Count
In what other U.S. states, U.S. territories, or DODEA do you hold a teaching license?	Kansas	8
	Kentucky	5
	Louisiana	4
	Maine	3
	Maryland	15
	Massachusetts	20
	Michigan	16
	Minnesota	5
	Mississippi	3
	Missouri	16
	Montana	3
	Nebraska	5
	Nevada	38
	New Jersey	25
	New Mexico	12
	New York	60
	North Carolina	20
	North Dakota	4
	Ohio	19
	Oklahoma	9
	Oregon	46
	Pennsylvania	33
	Rhode Island	2
	South Carolina	5
	South Dakota	1
	Tennessee	18
	Texas	40
	Utah	16
	Vermont	4
	Virginia	22
	Washington	80
	West Virginia	2
	American Samoa	2
	Wisconsin	5
	Wyoming	1
	Guam	5
	Micronesia	1
	Northern Mariana Islands	2
	Outside of the US	18
	Department of Defense Education Activity (DODEA)	12
	Other	18
	Total	**4,111**

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	860
Do you currently have an **ACTIVE** teaching license, credential, certificate, or permit in another U.S. state, U.S. territory, or DODEA?	No	3,251
	Total	**4,111**

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	2956
	Alabama	4
	Alaska	4
	Arizona	43
	Arkansas	2
	California	118
	Colorado	14
	Connecticut	3
	Delaware	2
	District of Columbia	5
	Florida	41
	Georgia	7
	Hawaii	494
	Idaho	3
	Illinois	22
	Indiana	3
	Iowa	3
	Kansas	4
	Kentucky	3
	Louisiana	3
	Maine	2
	Maryland	12
	Massachusetts	9
	Michigan	7
	Mississippi	5
	Missouri	7
	Montana	3
	Nebraska	2
	Nevada	27
	New Jersey	17
	New Mexico	6
	New York	26
	North Carolina	13
	North Dakota	3
	Ohio	15

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?	Oklahoma	7
	Oregon	18
	Pennsylvania	18
	Rhode Island	3
	South Carolina	1
	South Dakota	1
	Tennessee	17
	Texas	32
	Utah	15
	Vermont	3
	Virginia	13
	Washington	42
	West Virginia	2
	Wisconsin	3
	Guam	2
	Micronesia	1
	Northern Mariana Islands	1
	Outside of the US	12
	Department of Defense Education Activity (DODEA)	13
	Other	19
	Total	**4,111**

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	370
		1	411
		2	869
		3 -Well Prepared	1251
		4-Not Part of my Program	1210
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		**Total**	**4,111**

Question #13b		Scale	Count
How well did your state-approved teacher education preparation program	(b) Student standards adopted by the Hawai'i Department of Education.	0 - Not Well Prepared	125
		1	170
		2	812

prepare you to incorporate the following professional practices in Hawai‘i?		3 -Well Prepared	2440
		4-Not Part of my Program	564
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		**Total**	**4,111**

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	93
		1	256
		2	994
		3 -Well Prepared	2520
		4-Not Part of my Program	248
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		**Total**	**4,111**

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	105
		1	300
		2	1136
		3 -Well Prepared	2348
		4-Not Part of my Program	222
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		**Total**	**4,111**

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	131
		1	443
		2	1230
		3 -Well Prepared	2064
		4-Not Part of my Program	243
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4).		**Total**	**4,111**

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	47
		1	129
		2	667
		3 -Well Prepared	2989
		4-Not Part of my Program	279
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		**Total**	**4,111**

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	134
		1	432
		2	1382
		3 -Well Prepared	1868
		4-Not Part of my Program	295
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		**Total**	**4,111**

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	101
		1	346
		2	1087
		3 -Well Prepared	2269
		4-Not Part of my Program	308
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		**Total**	**4,111**

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	107
		1	252
		2	992
		3 -Well Prepared	2440
		4-Not Part of my Program	320
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		**Total**	**4,111**

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	131
		1	358
		2	1037
		3 -Well Prepared	2267
		4-Not Part of my Program	318
Only 1 response allowed on scale of Not Well Prepared to Not Part of my Program (0-4)		**Total**	**4,111**

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	193
		1	210
		2	828
		3 - Fully Engaged	2107
		Not Applicable	773
Only 1 response allowed on scale of Not Engaged to Fully Engaged or Not Applicable (0 to 3 or NA).		**Total**	**4,111**

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	181
		1	237
		2	849
		3 - Fully Engaged	2106
		Not Applicable	738
Only 1 response allowed on scale of Not Engaged to Fully Engaged or Not Applicable (0 to 3 or NA).		**Total**	**4,111**

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	153
		1	159
		2	710
		3 - Fully Engaged	2371
		Not Applicable	718
Only 1 response allowed on scale of Not Engaged to Fully Engaged or Not Applicable (0 to 3 or NA).		**Total**	**4,111**

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	213
	1	223
	2	765
	3 - Quality Induction Provided	2133
	4-Not Applicable	777
Only 1 response allowed on the scale of Quality Induction Not Provided to Quality Induction Provided (0 to 3).	**Total**	**4,111**