

TITLE: Teach For America Audit Findings Year 2

The Hawai'i Teacher Standards Board (HTSB) approves Teach for America (TFA) candidates' audit findings according to the accreditation unit conditions and program areas for improvement (see [New Business Item \[NBI\] 23-13](#)). This NBI addresses the four specified conditions, including the approved due date of October 1st as written in [NBI 24-27](#).

Condition 1. TFA shall submit documentation for all TFA completers by October 1st for each academic year to verify:

- **License field and grade level of candidate's program**
- **Placement subject/teaching lines and grade levels**
- **Name of cooperating/mentor teacher**
- **Basic skills requirement verification**
- **Content knowledge requirement verification**
- **Location of placement**

TFA submitted documentation of 44 teacher candidates to HTSB on January 22, 2025, April 23, 2025, and July 22, 2025, by the due date.

TFA met the requirements of Condition 1.

Condition 2. All Hawai'i Department of Education TFA completers shall be required to turn in their Notification of Personnel Action (Form 5) prior to being issued a license by HTSB.

The HTSB staff conducted a licensure presentation for TFA completers on May 25, 2025. The presentation focused on converting their Emergency Hire Permit into a Provisional License and uploading their Form 5 into their HTSB online account.

TFA met the requirements of Condition 2.

Condition 3. All TFA teacher candidates shall be audited annually for the next three years.

The HTSB Licensing Specialists audited 44 TFA candidates who completed the licensure program during the school year 2024-2025.

No TFA teacher candidates were assigned to a Special Education teaching line.

Forty-four completers were in teaching lines in the field for which they were

recommended for licensure.

Seven of the 44 completers were assigned multiple instructional lines in different subject areas from their recommended license (see Table 1).

TFA Candidate	Recommended Licensure Field	Instructional Lines
1	English, grades 6-12	• 1 instructional line: English grade 6 • 1 instructional line: Social Studies grade 6
2	English, grades 6-12	• 1 instructional line: English grade 6 • 1 instructional line: Social Studies grade 6
3	English, grades 6-12	• 3 instructional lines: English grade 9 • 1 instructional line: Health grades 9-12
4	English, grades 6-12	• 2 instructional lines: English grades 7-8 • 2 instructional lines: Social Studies grades 7-8
5	English, grades 6-12	• 3 instructional lines: English grade 9 • 1 instructional line: Health grades 9-12
6	Social Studies, grades 6-12	• 3 instructional lines: Social Studies grades 7-8 • 1 instructional line: Math grade 8 • 1 instructional line: Reading Workshop grade 8
7	Science, grades 6-12	• 2 instructional lines: Science grades 9-12 • 1 instructional line: Health grades 9-12

Table 1.

TFA provided evidence from the Helper Helper app to confirm these completers met the required 450 hours of clinical experience in their recommended teaching field.

All completers passed the Praxis exam in the recommended teaching field before starting their clinical experience/student teaching.

TFA met the requirements of Condition 3.

Condition 4. TFA shall send an annual letter to all school administrator(s) with TFA teacher candidates explaining that TFA teacher candidates are not allowed in Special Education lines in accordance with IDEA Federal Law.

In June 2025, TFA staff emailed school administrators about not assigning teacher candidates in Special Education lines. The HTSB Executive Director was copied in

these emails.

TFA met the requirements of Condition 4.

Rationale/Background:

Teach For America was granted a seven-year accreditation, with unit conditions and program areas for improvement (see [New Business Item \[NBI\] 23-13](#)). One condition was to audit the TFA program for three school years: 2024-2025, 2025-2026, 2026-2027).

To support TFA members, the HTSB Licensing Specialists delivered two presentations. The first presentation was held on May 27, 2025, for 36 TFA program completers who were in the process of converting their permits to Provisional Licenses. The second presentation was on July 2, 2025, for 41 first-year TFA candidates applying for an Emergency Hire Permit.

Cost:

All costs are included in the current staff duties/responsibilities.

Submitted by: Kristi Miyamae/Dondra Ozaki

Referred to: Teacher Education Committee