

Pathways to the Education

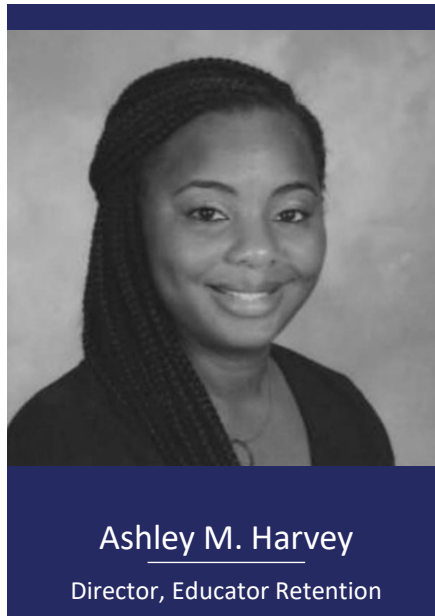
Profession

Ashley Harvey

Florida Organization for Instructional Leaders

November 1 - 2, 2023

Welcome and Introduction



Bureau of Educator Recruitment, Development and Retention
(BERDR)

Florida Department of Education (Department)

Agenda

- 1 Welcome and Introduction
- 2 Legislative Updates
- 3 Pathways to the Education Profession
- 4 Activity and Discussion
- 5 Recruitment Updates
- 6 Activity and Discussion
- 7 Questions



Legislative Updates



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Policy Updates Impacting Professional Learning

House Bill (HB) 1537 – Education

- Creates a system-wide shift from professional development to professional learning.
- The Department is to create a web portal of available opportunities.
- Establishes criteria for professional learning opportunities.

Policy Updates Impacting Professional Learning

HB 1537 – Education

- Section (s.) 1012.98(1), Florida Statutes (F.S.)
- “Professional learning” means learning that is **aligned** to the state’s standards for effective professional learning, educator practices, and leadership practices; incorporates **active learning**; is **collaborative**; provides models; and is **sustained** and **continuous**.
- Criteria for professional learning is established in s. 1012.98(3)(a)-(j), F.S.
- Routine informational meetings may not be considered professional learning and are not eligible for inservice points.

Policy Updates Impacting Professional Learning

HB 1537 – Education

- Protects administrators' responsibility to visit and observe classroom teachers for the purpose of instructional coaching.
- An applicant for renewal of a professional certificate in educational leadership from a Level I program or Level II program with a beginning validity date of July 1, 2025, or thereafter, must earn a minimum of 1 college credit or 20 inservice points in Florida's Educational Leadership Standards.

Department Professional Learning Updates

- Florida School Leaders website
- Clinical Education Program Developer Academy
- Florida Collaborative Leaders for All Student Success (FL-CLASS) Program

HB 7039 – Student Outcomes

- Primary instructional strategy for teaching word reading is phonics instruction for decoding and encoding.
- The identified reading instructional and intervention programs for foundational skills may not use strategies that employ the three-cueing system model of reading or visual memory as a basis for teaching word reading.
- Instructional strategies may include visual information and strategies that improve background and experiential knowledge, add context, and increase oral language and vocabulary to support comprehension, but may not be used to teach word reading.

HB 7039 – Student Outcomes

- Contracted training for teaching foundational skills shall be based on the science of reading and include phonics instruction for decoding and encoding as the primary instructional strategy for word reading.
- Instructional strategies included in the training may not employ the three-cueing system model of reading or visual memory as a basis for teaching word reading.

SB 240 - Education

- Completion of three years of full-time successful occupational experience or the equivalent of part-time experience in the teaching specialization area.
- The district school board may establish alternative qualifications for teachers with an industry certification in the career area in which they teach.



Pathways to the Education Profession



Temporary Teacher Certificate

House Bill 1

- Extends the validity period of the temporary certification from three years to five years to provide educators additional time to meet the requirements to receive a Florida Professional Certificate.

House Bill 1537 and House Bill 443

- Permits charter schools to issue adjunct certificates to qualified applicants.
- House Bill 443 extends the validity period of the adjunct temporary certification from three years to five years.

Temporary Teacher Internship Certificate

- HB 1537 – Section 1012.56(7)(b), F.S.
- The Department shall issue a temporary teacher internship certificate to any applicant who:
 - Is enrolled in a state-approved teacher preparation program under s. 1004.04, F.S.;
 - Is actively completing the required field experience or internship at a public school;
 - Completes the requirements outlined in s. 1012.56(2)(a), (b) and (d)-(f), F.S.;
 - Completes the subject area knowledge requirement; and
 - Documents completion of 60 college credits with a minimum cumulative grade point average of 2.5 on a 4.0 scale, as provided by one or more accredited institutions of higher learning or a nonaccredited institution of higher learning identified by the Department as having a quality program resulting in a bachelor's degree or higher.

Teacher Apprenticeship Program

- HB 1035 – Section 1012.555, F.S.
- During the 2023 legislative session, HB 1035 established s. 1012.555, F.S., Teacher Apprenticeship Program, administered and sponsored by the Department, as an alternative pathway for individuals to enter the teaching profession.
- The bill authorizes a temporary apprenticeship certificate.

Teacher Apprenticeship Program

To participate in the Teacher Apprenticeship Program, an individual must have:

- Received an associate degree from an accredited postsecondary institution.
- Earned a cumulative grade point average of 3.0 or higher in that degree program.
- Successfully passed a background screening pursuant to law.
- Received a temporary apprenticeship certificate as provided in s. 1012.56(7)(d), F.S.

Teacher Apprenticeship Program

Section 1012.56(7)(d), F.S.

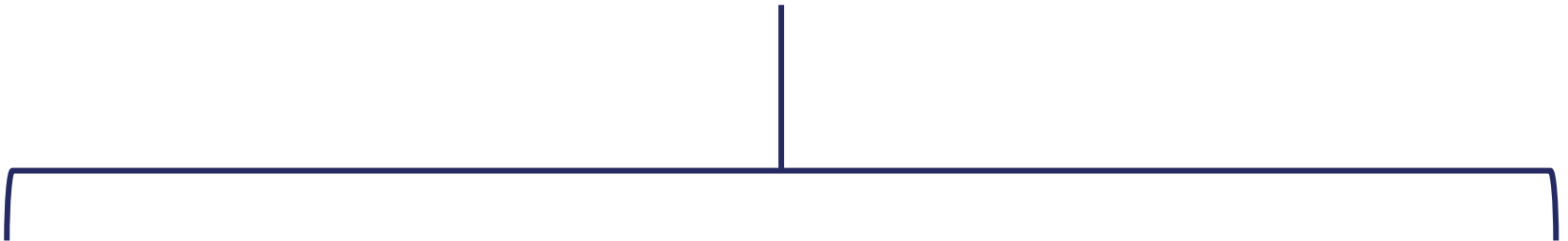
The Department shall issue a temporary apprenticeship certificate to any applicant who:

- Meets the requirements of paragraphs (2)(a), (b), and (d)-(f).
- Completes the subject area content requirements specified in state board rule or demonstrates mastery of subject area knowledge as provided in subsection (5).

HB 1035 Teacher Apprenticeship Program



Teacher Apprenticeship Program



Teacher Apprentice



Teacher Apprentice
Mentor



Participating Employer



Related Instruction
Provider

HB 1035 Teacher Apprenticeship Program

- No cost to the apprentice for related instruction as a condition to the program (Section 1009.25, F.S.).
- Once an apprentice has successfully completed all related instruction requirements, the remaining requirements to obtain professional certification are:
 - Demonstration of mastery of general knowledge pursuant to s. 1012.56(3), F.S.; and
 - Demonstration of mastery of professional preparation and education competency, pursuant to s. 1012.56(6), F.S.

Additional Pathways to the Teaching Profession – Military Veterans

- Military Veterans Certification
- Effective July 1, 2022, Florida issues a 5-year Temporary Certificate for military veterans who have not earned a bachelor's degree and meet all of the following preliminary requirements:
 - Minimum of 48 months of active duty military service with an honorable/medical discharge on DD214.
 - Minimum of 60 college credits with a 2.5 grade point average on an official transcript.
 - Passing score on a Florida subject area examination for bachelor's level subjects (except Exceptional Student Education K–12) which demonstrates mastery of subject area knowledge.

Heroes in the Classroom Bonus Program

- Subject to legislative appropriation, the Department shall provide a one-time sign-on bonus, as provided in the General Appropriations Act, to honorably discharged or retired military veterans and retired first responders, as defined in s. 112.1815(1), F.S., who commit to joining the teaching profession as a full-time classroom teacher.
- An honorably discharged or retired military veteran or retired first responder may receive an additional bonus for teaching a course in a high-demand teacher need area, as identified by the Department pursuant to paragraph (3)(e).
- [Section 1012.715, F.S.](#)



Activity and Discussion



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Activity and Discussion

- As you reflect on the legislative initiatives and pathways, what jumped out at you?
 - Identify this as a “wondering” or a “reflective thought.”
 - What questions do you have? Please write questions down.
- What changes in planning, teaching and learning will need to occur within your districts and schools?
- How can you support your district in preparing for these changes?



Recruitment Updates



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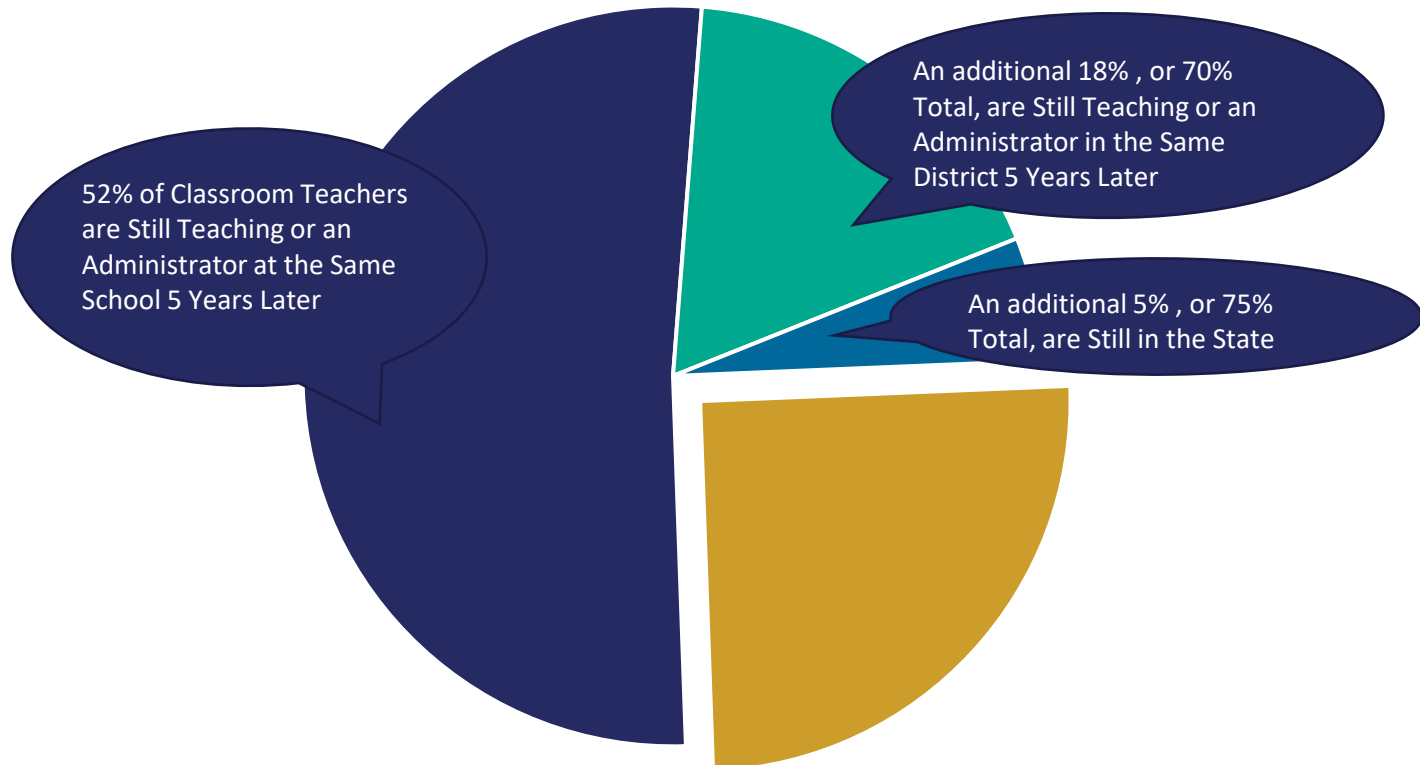
Setting the Stage with Data



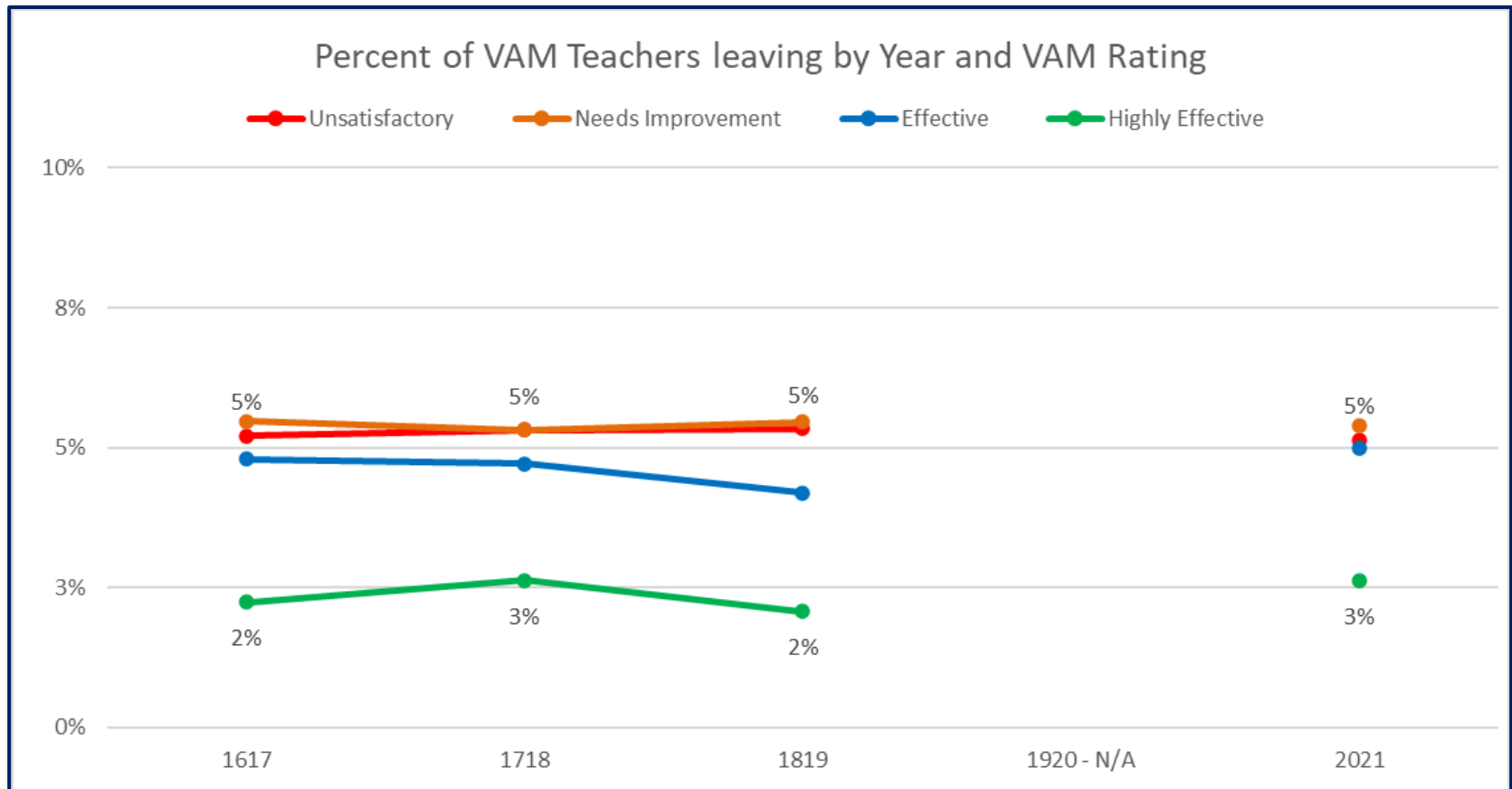
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Three-Quarters of Classroom Teachers Who Were Teaching 5 Years Ago Are Still In Florida Public Schools

Percent of Classroom Teachers in 2017-18
Still Teaching or an Administrator in 2021-22



Teachers With Highly Effective VAM Scores Are Less Likely to Leave Than Teachers With Needs Improvement or Unsatisfactory VAM Scores



What is Working

Recruitment Efforts & Opportunities

| | |
|---|-------------------------------------|
| 1 | Salary Increase Allocation |
| 2 | Great Florida Teach-In |
| 3 | Florida Future Educators of America |
| 4 | PowerSchool Group |
| 5 | Troops to Teachers |
| 6 | Removing Barriers |

Teacher Salary Increase Allocation

- In the 2020-21 fiscal year, the legislature appropriated \$500 million for the Teacher Salary Increase Allocation (TSIA) in the Florida Education Finance Program (FEFP).
- In 2021-22, the legislature increased the TSIA by \$50 million, for a total of \$550 million.
- In the 2022-23 fiscal year, the FEFP included \$800 million for the TSIA.
- In the 2023-24 fiscal year, the legislature removed the TSIA as a separate categorical within the FEFP and incorporated these funds into the Base Funding Allocation.
- Please visit <https://www.fldoe.org/teaching/recognition/teacher-salary.shtml> to learn more.

Great Florida Teach-In

- Annual, statewide educator job fair that highlights statewide teacher vacancies.
- Provides districts and charter schools with the opportunity to recruit teachers seeking employment in Florida.
- All Florida districts and charter schools are invited to participate.

Date: *April 13, 2024*

Location: *RP Funding Center, Lakeland*

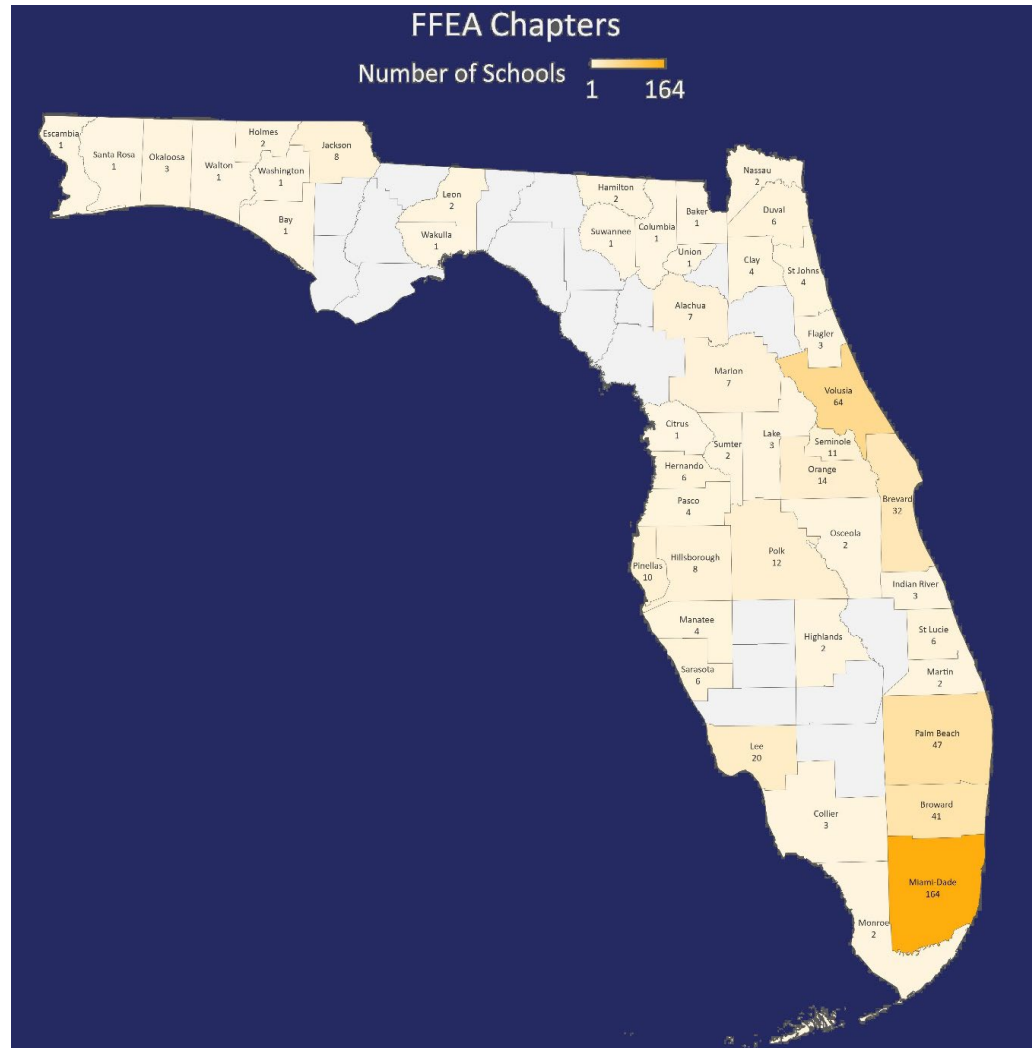
Florida Future Educators of America (FFEA)

- Program Goal is focused on supporting efforts to grow your own teachers.
 - Administrative support is critical to a sustained program.
- The Department hosts the Annual FFEA state conference for high school and postsecondary chapters.
 - Inspire students to move forward with a career in teaching
 - Exposure to teaching strategies
 - Student competitions
 - Keynote speakers and workshops

Date: *February 2-4, 2024*

Location: *Rosen Plaza Hotel - Orlando, FL*

Florida Future Educators of America Chapters



PowerSchool Group

- Provides school districts and charter schools assistance with the recruitment of qualified teachers and related service providers.
- Job posting integration with the Florida state job board.

Troops to Teachers

- Assist transitioning Service members and Veterans in beginning new careers as K-12 schoolteachers.
- Provide counseling and referral services to participants.
- Assist program participants with finding employment as a teacher when eligible.
- Reduce unemployment among veterans.
- Ron Burton: burtonr@tcc.fl.edu

Removing Barriers – Hometown Heroes

- The Florida Hometown Heroes Housing Program makes homeownership affordable for eligible frontline community workers such as law enforcement officers, firefighters, educators, healthcare professionals, childcare employees, and active military or veterans.
- This program provides down payment and closing cost assistance to first-time, income-qualified homebuyers so they can purchase a primary residence in the community in which they work and serve. The Florida Hometown Heroes Loan Program also offers a lower first mortgage rate and additional special benefits to those who have served and continue to serve their country.



<https://www.floridahousing.org/programs/homebuyer-overview-page/hometown-heroes>



Activity and Discussion



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Activity and Discussion

- Analyzing all the data and information presented, what are some opportunities for learning and opportunities for growth?
- How can the Department best support and facilitate the growth and development of partnerships between school districts, charters, universities and colleges?

2024 Florida Teacher of the Year Event Request Form



CONGRATULATIONS
2024 FLORIDA TEACHER OF THE YEAR

Adrianna Swearingen
BAY COUNTY



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A black clothespin is attached to a white card, which is hanging from a thin black string. The card has the word "Questions?" written in a blue, cursive font. The background is a solid, light blue color.

Questions?

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