

Teacher Shortage Crisis

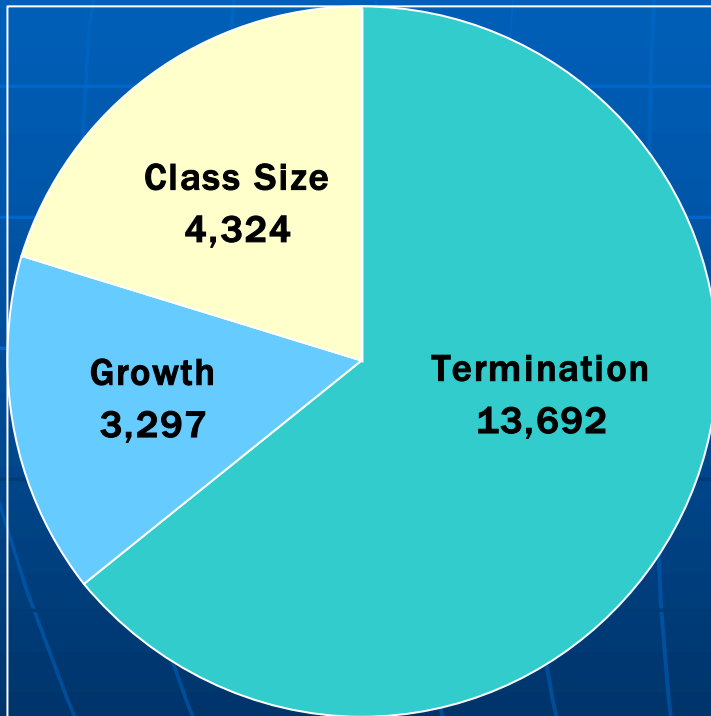
Board of Governors Meeting
September 15, 2005

Strategic Imperative #1: Increase the Supply of Highly Effective Teachers

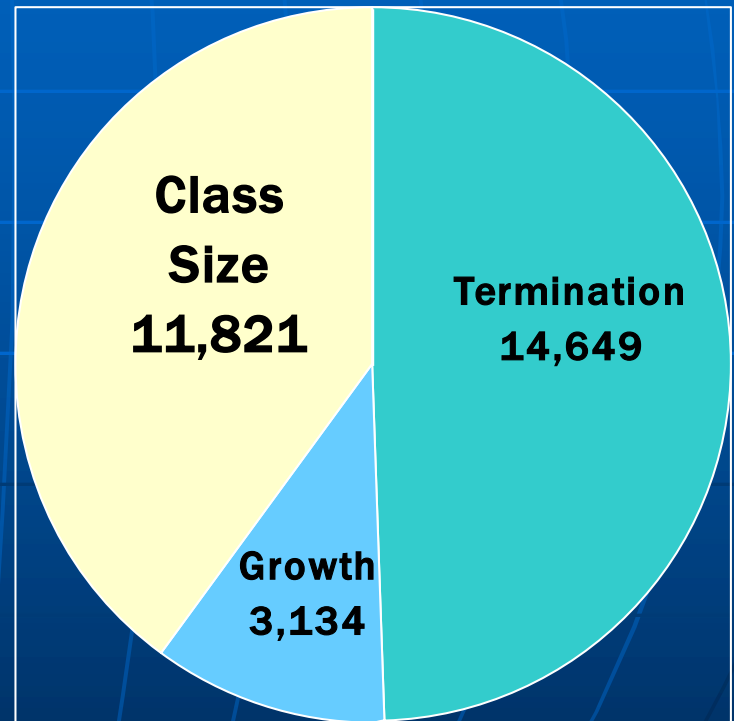
1. Acquire, retain and develop qualified, effective teachers
 - 1.1.a. Adopt and implement a comprehensive strategic action plan for meeting and/or exceeding capacity requirements for qualified, effective classroom teachers pursuant to class size demands for the 2006-07 school year.

Projected Needs

2004-05: **21,313**
teachers needed



2006-07: **29,604**
teachers needed*



Comprehensive Plan Components

1. Recruitment

- Into Education
- Into Teacher Education Programs
- Into Florida Public Schools

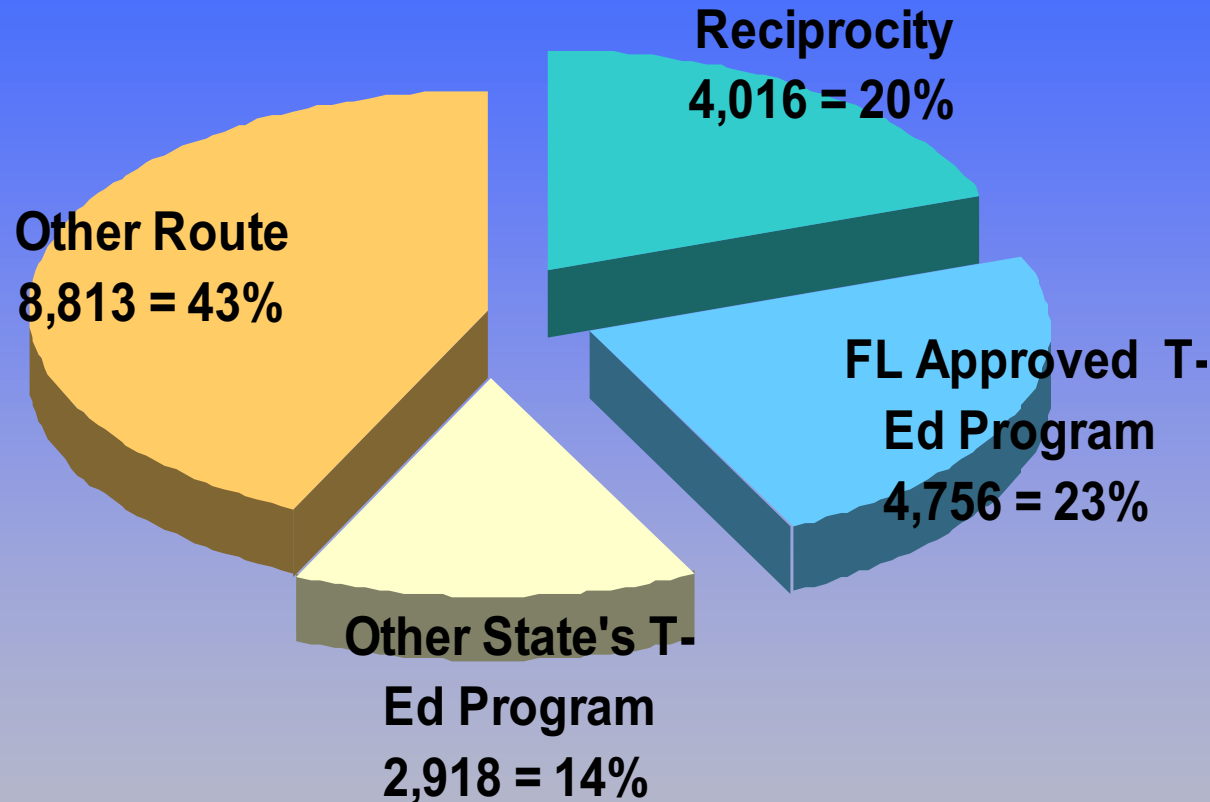
2. Preparation

- Pre-service
- On-the-job

3. Retention

- Recognition
- Professional Development
- Administrative and School Support

2003-04 Initial Certificate Routes



20,521 "First time" Certificates Issued

Increased Efficiency in Certificate Issuance

- 43% more certificates issued in 2003-04 than in 2002-03
- 99.5% of certificates issued within 30 days
- 40%+ of applications now received online, increasing efficiency in processing

Sample of Current Educator Quality Programs

- TeachinFlorida.com - interactive website
- The Great Florida Teach-In
- Approval of Educator Preparation Institutes
- Approval of District Certification Programs
- Approval of Initial Teacher Education Programs
- Approval of District Prof. Development Systems
- Dale Hickam Excellent Teaching Program
- Troops to Teachers
- Teacher Recognition Programs
- Florida Future Educators of America Program
- Florida Teacher Advancement Program
- Online Teacher Toolkit and Tele-mentoring

New Targeted Activities

- Partner with Florida Education Foundation to launch a Public Awareness Campaign
 - To promote excellence in teaching and recruit highly effective people into the profession, specifically into Florida schools
 - Contract services of Cooper DDB to obtain funding and assistance with initial market research and public awareness campaign
 - Research and preparation ongoing this fall
 - Roll-out in the early spring

New Targeted Activities

- Collect input from Colleges of Education, teachers, principals, district staff and teacher educators
- Initial surveys last spring indicated that:
 - Colleges of Education support the rule revision
 - An overwhelming majority of responding teachers determine whether to stay in or leave their jobs based upon:
 - The level of administrative support
 - Salary and benefit issues
 - Parent and student relationships

New Targeted Activities

- Conduct research on mentoring, new teacher support programs, and other areas of retention
 - Study of mentoring activities of NBPTS teachers
 - K-20 educator data collection and distribution improvements will help research and decision-making
 - RFP released for districts to apply for funds to provide support programs for teachers newly assigned to high-need schools, classes or subject areas. Data from these programs will be analyzed.

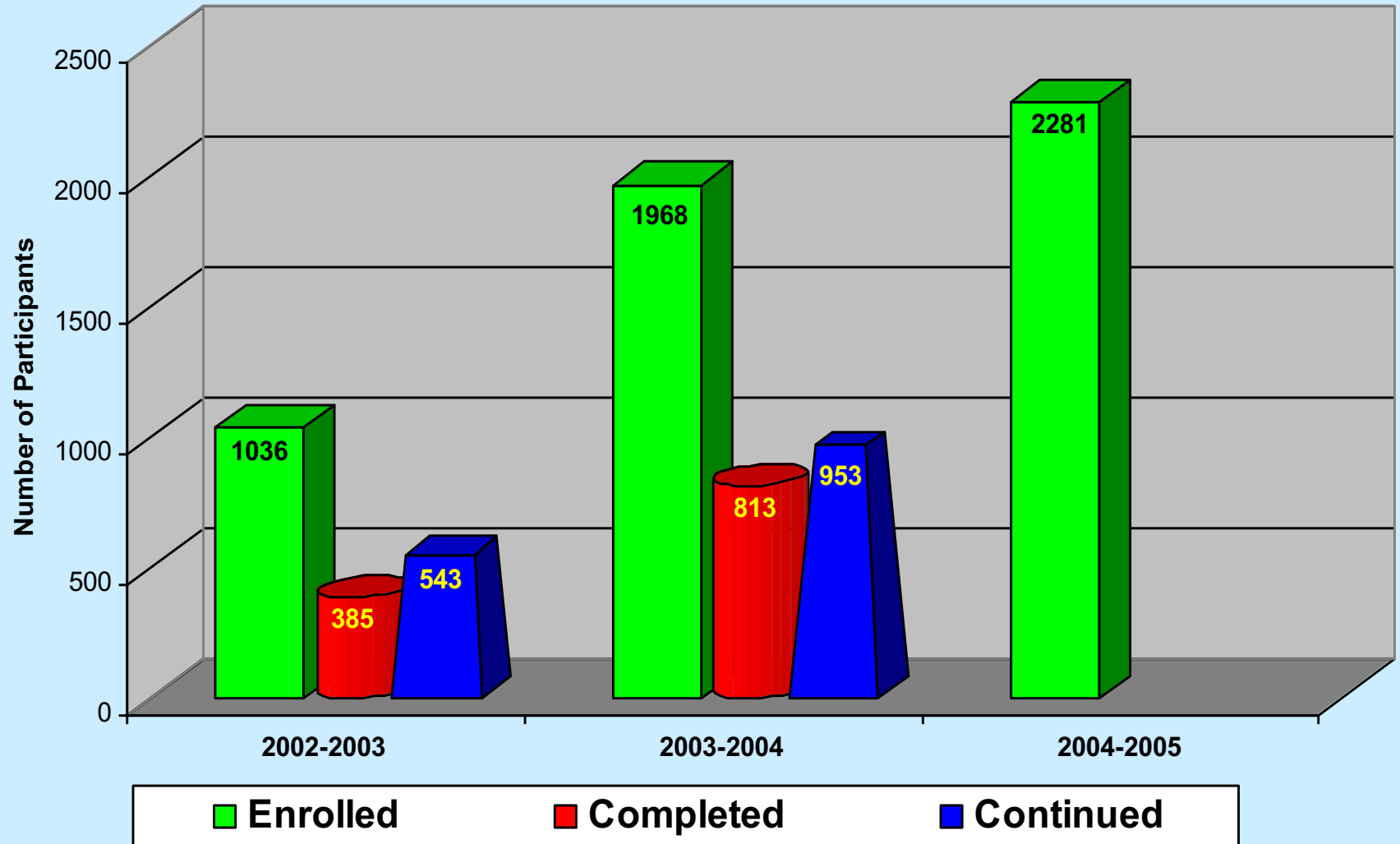
New Targeted Activities

- Involve parents in teacher quality and retention
 - Partnership with Florida PTA
 - Working with local and regional Education Foundations to support district activities

Teacher Preparation Routes

1. School District Alternative Certification Programs
2. Educator Preparation Institute
Alternative Certification Programs
(new)
3. Initial Teacher Education Programs
4. Temporary Certificate-holders who
complete isolated college courses in
professional preparation (Chapter
6A-4.002, FAC)

Florida District Certification Programs

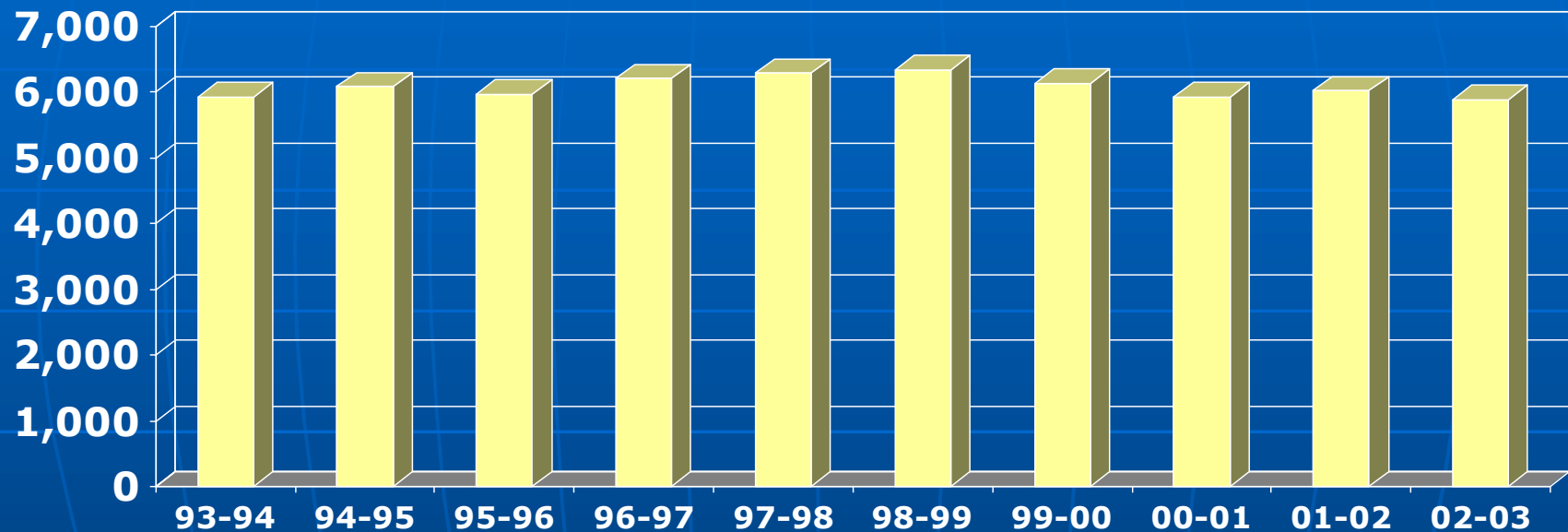


Educator Preparation Institutes

- 10 community colleges approved to offer non-credit model program
- St. Pete College approved to offer “for credit” competency-based program
- Applications pending for FAU, UWF and several more community colleges offering the non-credit model

SUS State-Approved Initial Educator Preparation Programs

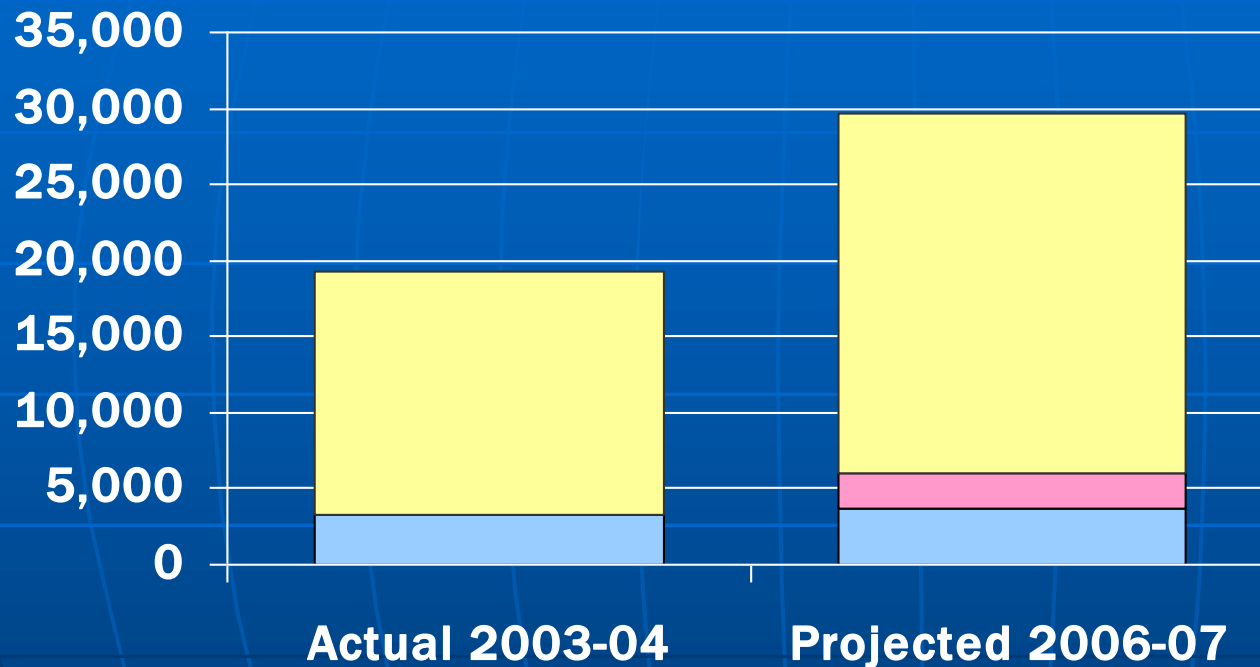
Completers



- Retention is good, once candidates are in the programs.
- Programs have been able to maintain enrollments.

Comparison of New Hires and Completers of Florida's State-Approved Programs*

(*For Classroom Teachers Only)



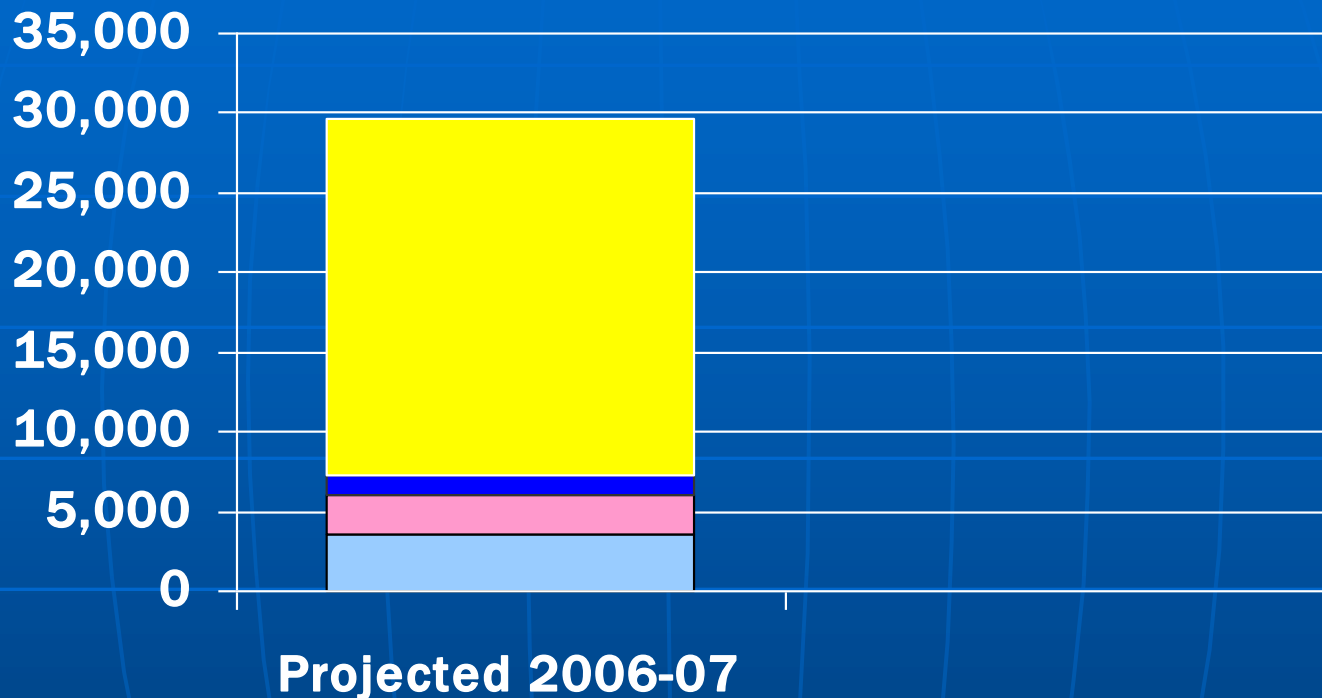
Even if ALL completers of State-approved programs remained in Florida and taught in Florida public schools, they would address less than 21% of the need in 05-06.

- Other New Hires
- Other New FLSAP Completers (Potential Candidates)
- New FLSAP Completers (Teach in FL Public Schools)

SUS NET Program

- \$11 million requested Program features
 - Program Features
 - Accelerated Programs: post-baccalaureate programs such as EPI's and MAT's
 - Program Enhancements; marketing, recruiters, additional faculty, and student incentives
 - Program Outcomes
 - increasing enrollment by 1500-1800 students
 - increasing completers by 20% per year

Graph of Resulting NET Gain



- Other New Hires
- NET Increase
- Other New FLSAP Completers (Potential Candidates)
- New FLSAP Completers (Teach in FL Public Schools)

Department Initiatives

- Promoting a variety of paths to certification
- Providing more flexibility in teacher education degree programs
- Stepping up recruitment
- Performance-based pay
 - Critical need subject areas, high-need classrooms
 - High performers
- Working to use class-size dollars for teacher pay
- Building partnerships to improve retention
- Supporting research-based teacher support programs