

# FLORIDA DEPARTMENT OF EDUCATION



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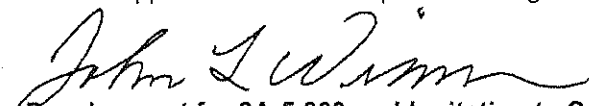
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LINDA K. TAYLOR

John L. Winn  
Commissioner of Education



**TO:** Deans and Directors of Approved Teacher Preparation Programs

**FROM:** John L. Winn 

**SUBJECT:** Status of Rule Development for 6A-5.066 and Invitation to Comment on Strategies for Teacher Recruitment and Retention

All of us are aware of the great significance and lasting influence a highly effective teacher can have on each of our students and the future of our state and also of the great shortage we are facing and challenge before us of staffing our K-12 classrooms with the teachers we need to meet our educational goals. This crisis is the number one priority of the State Board of Education and one which demands nothing less than all of our best efforts as individual educators and our purposeful cooperation as leaders in Florida's educational community.

Based upon this understanding, the Department is moving forward with development of significant changes to 6A-5.066, F.A.C., Approval of Preservice Teacher Preparation Programs. Several regional rule development workshops will be held beginning this month through May to provide an opportunity for input from all interested parties. My intent is to base these rule changes upon two guiding principles:

1. A focus on outcomes and the clear demonstration of standards and competencies both in classroom settings and on certification examinations, that produce effective teachers, rather than on process; and
2. An increase in flexibility to allow institutions to provide delivery systems that benefit students and institutions while maintaining clear accountability standards for faculty and students

As suppliers of new teachers and developers of veteran teachers, I am also personally seeking your input on how best to approach our multifaceted challenge. The Bureau of Educator Recruitment, Development and Retention will administer a web-based survey to collect your responses. The survey is accessible at <http://data.fldoe.org/EdRecruit/colleges> and is constructed in two parts, the first portion focusing on the Department of Education's comprehensive plan to meet the shortage, and the second on activities currently in place at your institution.

I sincerely appreciate the time you will spend in replying to these questions and am eager to review your responses.

## Survey Questions for Deans and Directors of Teacher Preparation Programs

Please respond to the following by checking the most appropriate box(es) as directed for each question.

### *Part I – Proposed Department of Education Strategies*

1. The following are proposed recruitment and retention activities planned by the Department of Education. Please indicate what you believe will be the level of effectiveness of each activity.
  - a. Surveying school principals, district personnel directors, and teachers to identify effective recruitment and retention efforts
    - Highly ineffective
    - Ineffective
    - No impact
    - Effective
    - Highly effective
  - b. Working with small/rural school districts' recruiters to identify their special needs and circumstances
    - Highly ineffective
    - Ineffective
    - No impact
    - Effective
    - Highly effective
  - c. Conducting and reviewing research on characteristics of highly effective teachers to assist in acquiring highly effective teachers
    - Highly ineffective
    - Ineffective
    - No impact
    - Effective
    - Highly Effective
  - d. Conducting market research to identify the most effective recruitment initiatives
    - Highly ineffective
    - Ineffective
    - No impact
    - Effective
    - Highly Effective

- e. Developing a public awareness campaign on the need for acquiring highly effective teachers in the state of Florida, including print and broadcast media
  - Highly ineffective
  - Ineffective
  - No impact
  - Effective
  - Highly Effective
  
- f. Creating Educator Preparation Institutes
  - Highly ineffective
  - Ineffective
  - No impact
  - Effective
  - Highly Effective
  
- g. Reviewing effective recruitment practices of other states
  - Highly ineffective
  - Ineffective
  - No impact
  - Effective
  - Highly Effective
  
- h. Working with the tourism industry to entice visitors to stay and teach in Florida
  - Highly ineffective
  - Ineffective
  - No impact
  - Effective
  - Highly Effective
  
- i. Partnering with corporate relocation officers to encourage spouses to teach
  - Highly ineffective
  - Ineffective
  - No impact
  - Effective
  - Highly Effective
  
- j. Increasing teacher pay overall
  - Highly ineffective
  - Ineffective
  - No impact
  - Effective
  - Highly effective

k. Instituting a differentiated pay scale for teachers

- Highly ineffective
- Ineffective
- No impact
- Effective
- Highly effective

l. Reducing class size beyond district average

- Highly ineffective
- Ineffective
- No impact
- Effective
- Highly effective

m. Conducting research on effective mentoring/coaching practices and implementing best practices for new teachers

- Highly ineffective
- Ineffective
- No impact
- Effective
- Highly effective

n. Directing recruitment efforts toward career changers or retirees

- Highly ineffective
- Ineffective
- No impact
- Effective
- Highly effective

2. Indicate if the following strategies would benefit your program. *Please check all that apply.*

- Nation-wide marketing campaign
- State-wide marketing campaign
- Increased financial assistance for students

3. Knowing that the Department is currently working with representatives of your sector on changing the State Board rule that governs approval of your programs, what can institutions and faculty do to effect changes in teacher preparation programs that will lead to greater numbers of effective teachers in Florida public school classrooms (either related or unrelated to the rule change)?

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4. What can the Department do to encourage, support and hasten the changes you describe? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

***Part II –Your Institution’s Current Practices***

1. What strategies are currently used by your institution to recruit students into your programs?  
*Please check all that apply.*
- Recruiting Committee
  - Brochures
  - Videos
  - Career fairs
  - FFEA Chapter
  - Joint recruitment activities with service area school districts
  - Coordinated feeder programs with community college(s) (other than regular articulation)
  - Coordinated programs with other colleges or departments in your university/college (i.e., liberal arts, etc.)
  - Other: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. Which of these strategies include specific activities for recruiting minorities and non-traditional students? *Please check all that apply.*
- Recruiting Committee
  - Brochures
  - Videos
  - Career fairs
  - FFEA Chapter
  - Other: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. Select each critical teacher shortage subject area for which your program has specific recruitment strategies.
- Mathematics
  - Science
  - Reading
  - ESE
  - ESOL
  - Foreign Language
  - School Psychology
  - Technology Education/Industrial Arts
  - We do not employ specific recruitment strategies for these subject areas

4. Does your program have specific activities that encourage your program completers to teach in Florida? *Please check all that apply.*
- Coordination with service area school districts to determine personnel needs
  - Joint recruitment activities with service area school districts
  - Design of preparation programs to meet specified district need(s)
  - Programs housed on community college campus(es)
  - Coordinated feeder programs with community college(s) (other than regular articulation)
  - Coordinated programs with other colleges or departments in your university/college (i.e., liberal arts, etc.)
  - We do not have specific activities that encourage teaching in Florida

Please describe your program that is most effective in placing your graduates in Florida schools:

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5. How has your student enrollment changed over the last five years?
- Significantly increased
  - Increased
  - Stayed the same
  - Decreased
  - Significantly decreased
6. Have any of your educational programs experienced a significant decrease in student enrollment over the past 5 years? *Please check all programs that apply.*
- Mathematics
  - Science
  - Reading
  - ESE
  - ESOL
  - Foreign Language
  - School Psychology
  - Technology Ed/Industrial Arts
7. Do you have an active Florida Future Educators of America (FFEA) chapter or other Educational organizations on campus? *Please check all that apply.*
- Yes, we have an active FFEA organization on campus
  - No, we do not have an FFEA organization on campus
  - Yes, we have other Educational organizations on campus
8. Do you have faculty or students who are active with FFEA High School organizations in your service area? *Please respond for faculty and students.*
- yes (faculty)
  - no (faculty)
  - yes (students)
  - no (students)

9. What financial incentives do you offer your students? *Please rank all that apply from this list in order of effectiveness.*

- Scholarships
- Grants
- Fellowships
- Teaching Assistantships

10. Have you participated in the "Great Florida Teach-In" within the last five years?

- yes
- no

11. If your institution was provided additional funds to recruit students please identify the top three activities the funds would be used to support.

- Coordination with service area school districts to determine personnel needs
- Joint recruitment activities held with service area school districts
- Design of preparation programs to meet specified district need(s)
- Programs housed on community college campus(es)
- Coordinated feeder programs with community college(s) (other than regular articulation)
- Coordinated programs with other colleges or departments in your university/college (i.e., liberal arts, etc.)
- Outreach programs in high schools
- Other: \_\_\_\_\_

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