By the Committee on Education

304-913-03

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 1                     A bill to be entitled
 2           An act relating to teacher recruitment and
 3           retention; amending s. 1012.05, F.S.; providing
 4           requirements for the Department of Education
 5           with respect to the retention of qualified
 6           teachers; requiring the department to develop a
 7           long-range plan for educator recruitment and
 8           retention; specifying the contents of the plan;
 9           requiring school districts to consider
10           implementing specified elements of the
11           long-range plan; requiring the department to
12           report annually to the Legislature on the
13           implementation of programs contained in the
14           long-range plan; providing an effective date.
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16  Be It Enacted by the Legislature of the State of Florida:
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18           Section 1.  Section 1012.05, Florida Statutes, is
19  amended to read:
20           1012.05  Teacher recruitment and retention.--
21           (1)  The Department of Education, in cooperation with
22  teacher organizations, district personnel offices, and
23  schools, colleges, and departments of education in public and
24  nonpublic postsecondary educational institutions, shall
25  concentrate on the recruitment and retention of qualified
26  teachers.
27           (2)  The Department of Education shall:
28           (a)  Develop and implement a system for posting
29  teaching vacancies and establish a database of teacher
30  applicants that is accessible within and outside the state.
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 1   (b) Advertise in major newspapers, national
 2 professional publications, and other professional publications
 3 and in schools of education.
 4   (c) Utilize state and nationwide toll-free numbers.
 5   (d) Conduct periodic communications with district
 6 personnel directors regarding applicants.
 7   (e) Provide district access to the applicant database
 8 by computer or telephone.
 9   (f) Develop and distribute promotional materials
10 related to teaching as a profession and as a career.
11   (g) Publish and distribute information pertaining to
12 employment opportunities, application procedures, teacher
13 certification, and teacher salaries.
14   (h) Provide information related to certification
15 procedures.
16   (i) Develop and sponsor the Florida Future Educator of
17 America Program throughout the state.
18   (j) Develop, in consultation with school district
19 staff including, but not limited to, district school
20 superintendents, district school board members, and district
21 human resources personnel, a long-range plan for educator
22 recruitment and retention.
23   (j)(k) Identify best practices for retaining
24 high-quality teachers.
25   (k)(l) Develop, in consultation with Workforce
26 Florida, Inc., and the Agency for Workforce Innovation,
27 created pursuant to ss. 445.004 and 20.50, respectively, a
28 plan for accessing and identifying available resources in the
29 state's workforce system for the purpose of enhancing teacher
30 recruitment and retention.
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1   (3) The Department of Education, in cooperation with
2   district personnel offices, shall sponsor a job fair in a
3   central part of the state to match in-state educators and
4   out-of-state educators with teaching opportunities in this
5   state.
6   (4) The Department of Education shall develop, in
7   consultation with school district staff, including, but not
8   limited to, district school superintendents, district school
9   board members, and district human resources personnel, a
10 long-range plan for educator recruitment and retention. The
11 plan must address the areas of critical teacher shortage for
12 each year.
13   (a) The plan must include a model comprehensive
14 induction program and a model peer mentoring program for new
15 teachers employed in the state or district for the first time
16 and teachers certified under s. 1012.56(7)(a) and s.
17 1012.57(1). The purpose of the program is to provide an
18 orientation to professional responsibilities and the support
19 activities required to enable the teachers to successfully
20 demonstrate the competencies required by this section.
21   1. The components of the induction program must
22 include:
23   a. Preservice activities;
24   b. Regular meetings between the new teacher and the
25 peer mentor;
26   c. Partnerships with teacher preparation programs; and
27   d. Partnerships with other schools within the
28 district.
29   2. The induction program for a teacher's first year in
30 the district may include:
31   a. A reduced teaching load;

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1   b. A limitation on the teacher's initial assignments
2   to the field in which the teacher is certified.
3   3. The plan for the mentoring program must include:
4   a. Training for the peer mentor;
5   b. Training for the school principal on managing
6   successful teacher retention efforts and on providing support
7   for the new teacher and peer mentor;
8   c. Assigning a trained mentor within the school to
9   each new teacher; and
10   d. Providing opportunities to collaborate with the
11 mentor and other teachers through scheduling and structural
12 changes, including a common planning time, in order to build
13 collegial relationships and promote instructional excellence.
14   (b) Each school district shall consider implementing
15 the model induction program and the model peer mentoring
16 program contained in the long-range plan.
17   (c) The Department of Education shall annually report
18 to the Legislature on the number of districts implementing the
19 model induction program and the model peer mentoring program,
20 the retention rates for first-year teachers, and the impact of
21 the model induction program and the model peer mentoring
22 program on the long-range plan for educator recruitment and
23 retention.
24   Section 2. This act shall take effect upon becoming a
25 law.
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2	SENATE SUMMARY
3	Requires the Department of Education, in conjunction with
	district staff, to develop a long-range plan for educator
4	recruitment and retention. Provides programs to be
	included in the plan and the purpose of the programs.
5	Requires the department to report to the Legislature each
	year on the implementation of programs contained in the
6	long-range plan.
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