

By the Committee on Education; and Senators Lynn and Atwater

304-2300-03

1 A bill to be entitled
2 An act relating to educational leadership;
3 creating the BEST Florida Teaching Act of 2003;
4 creating s. 1000.041, F.S.; providing
5 legislative purposes and guiding principles of
6 the act; amending s. 1001.33, F.S.; requiring
7 cooperation to apply such guiding principles;
8 amending s. 1001.42, F.S.; requiring school
9 district support of authority; amending ss.
10 1001.51 and 1001.54, F.S.; requiring
11 cooperation and support of district school
12 superintendents and school principals; amending
13 s. 1002.20, F.S.; providing student rights with
14 respect to classroom orderliness; amending s.
15 1002.42, F.S.; correcting a cross-reference;
16 amending s. 1003.04, F.S.; requiring specified
17 student conduct; requiring parental cooperation
18 with school authority; amending s. 1003.31,
19 F.S.; requiring support of the authority of
20 teachers and bus drivers; amending s. 1003.32,
21 F.S.; revising provisions relating to teacher
22 authority and responsibility for control of
23 students; designating a school placement review
24 committee to determine placement for disruptive
25 students; requiring reports; requiring
26 Commissioner of Education review of success in
27 achieving orderly classrooms and use of
28 enforcement actions; requiring reporting of
29 knowledge or suspicion of crimes of violence on
30 school property and providing immunity;
31 amending s. 1004.04, F.S.; revising provisions

1 relating to state approval of teacher
2 preparation programs; expanding State Board of
3 Education rules establishing core curricula;
4 requiring teacher preparation programs to
5 incorporate certain instruction; providing for
6 guarantee; providing for additional teacher
7 training under certain circumstances;
8 authorizing pay for student teacher
9 internships; authorizing additional standards
10 for program approval and certification;
11 deleting the requirement that pilot programs be
12 established at the University of Central
13 Florida, the University of North Florida, and
14 the University of South Florida; allowing pilot
15 programs to be established as authorized by the
16 Commissioner of Education at colleges and
17 universities with state-approved teacher
18 education programs; providing priority
19 consideration for participation in teacher
20 education pilot programs; authorizing the
21 Commissioner of Education to waive rules for
22 the state-approval of teacher preparation
23 programs to allow institutional flexibility;
24 amending ss. 1006.08 and 1006.09, F.S.;
25 requiring district school superintendent and
26 school principal support relating to student
27 discipline; amending s. 1009.59, F.S.; renaming
28 and revising eligibility criteria and loan
29 reimbursement of the Critical Teacher Shortage
30 Student Loan Forgiveness Program; amending s.
31 1012.05, F.S.; requiring the Department of

1 Education to provide for one-stop shopping for
2 teacher career information and on-line support;
3 authorizing use of funds to recruit and prepare
4 teachers; providing requirements for the
5 Department of Education with respect to the
6 retention of qualified teachers; requiring the
7 department to develop a long-range plan for
8 educator recruitment and retention; specifying
9 the contents of the plan; requiring school
10 districts to consider implementing specified
11 elements of the long-range plan; requiring the
12 department to report annually to the
13 Legislature on the implementation of programs
14 contained in the long-range plan; creating s.
15 1012.231, F.S.; requiring the State Board of
16 Education to convene a statewide council
17 related to a plan for a differentiated pay
18 model for classroom teachers; providing for
19 membership on the council; requiring
20 recommendations to the Legislature and the
21 Governor; requiring district school board plans
22 for compensation of beginning classroom
23 teachers; providing a performance pay framework
24 for differentiated teacher salaries; providing
25 requirements and incentives relating to teacher
26 assignments; amending s. 1012.27, F.S.;
27 providing duties of district school
28 superintendents; amending s. 1012.56, F.S.;
29 revising the time period for which an official
30 statement of status of eligibility for
31 certification is valid; revising requirements

1 for mastery of general knowledge, mastery of
2 subject area knowledge, and mastery of
3 professional preparation and education
4 competence; revising provisions relating to
5 temporary certificates; amending s. 1012.57,
6 F.S.; requiring district school boards to adopt
7 rules to allow for the issuance of adjunct
8 teaching certificates; revising provisions
9 relating to determination of expertise in the
10 subject area to be taught; amending s.
11 1012.585, F.S.; revising certain requirements
12 for renewal of professional certificates;
13 correcting a cross-reference; creating s.
14 1012.586, F.S.; authorizing school districts to
15 process certain applications via website;
16 providing for a fee and the uses thereof;
17 amending s. 1012.73, F.S.; providing that
18 teacher career development does not require
19 graduation from a teacher preparation program;
20 amending s. 1012.98, F.S.; revising provisions
21 relating to the School Community Professional
22 Development Act; deleting provisions relating
23 to recruitment, preparation, and professional
24 development of school administrative personnel;
25 creating s. 1012.987, F.S.; authorizing a
26 principal leadership designation and incentives
27 therefor; requiring a system for recruitment,
28 preparation, and education leadership
29 development of school administrative personnel;
30 creating s. 1012.561, F.S.; creating the "Fast
31 Track" Educator Certification Program;

1 providing assistance for certain professionals
2 and others to become teachers; authorizing
3 community college and other approved teacher
4 preparation programs to offer the program;
5 requiring instruction for mastery of
6 competencies; providing program approval
7 requirements; establishing requirements for
8 program participants and completers; providing
9 eligibility for state and federal funding;
10 requiring the Commissioner of Education to
11 develop mentoring programs to recommend to the
12 Legislature; requiring the commissioner to
13 consult with others in preparing the
14 recommendations; providing an effective date.

15
16 Be It Enacted by the Legislature of the State of Florida:

17
18 Section 1. This act shall be known by the popular name
19 "The BEST Florida Teaching Act of 2003."

20 Section 2. Section 1000.041, Florida Statutes, is
21 created to read:

22 1000.041 Better Educated Students and Teachers (BEST)
23 Florida Teaching Act of 2003; legislative purposes; guiding
24 principles.--The legislative purposes and guiding principles
25 of the BEST Florida Teaching Act of 2003 are:

26 (1) Teachers lead, students learn.

27 (2) Teachers maintain orderly, disciplined classrooms
28 conducive to student learning.

29 (3) Teachers are trained, recruited, well compensated,
30 and retained for quality.

31

1 (4) Teachers are well rewarded for their students'
2 high performance.

3 (5) Teachers are most effective when served by
4 exemplary school administrators.

5
6 Each teacher preparation program, each postsecondary
7 educational institution providing dual enrollment or other
8 acceleration programs, each district school board, and each
9 district and school-based administrator fully supports and
10 cooperates in the accomplishment of these purposes and guiding
11 principles.

12 Section 3. Section 1001.33, Florida Statutes, is
13 amended to read:

14 1001.33 Schools under control of district school board
15 and district school superintendent.--

16 (1) Except as otherwise provided by law, all public
17 schools conducted within the district shall be under the
18 direction and control of the district school board with the
19 district school superintendent as executive officer.

20 (2) Each district school board, each district school
21 superintendent, and each district and school-based
22 administrator shall cooperate to apply the following guiding
23 principles of the Better Educated Students and Teachers (BEST)
24 Florida Teaching Act of 2003:

25 (a) Teachers lead, students learn.

26 (b) Teachers maintain orderly, disciplined classrooms
27 conducive to student learning.

28 (c) Teachers are trained, recruited, well compensated,
29 and retained for quality.

30 (d) Teachers are well rewarded for their students'
31 high performance.

1 (e) Teachers are most effective when served by
2 exemplary school administrators.

3 Section 4. Subsections (5) and (6) of section 1001.42,
4 Florida Statutes, are amended to read:

5 1001.42 Powers and duties of district school
6 board.--The district school board, acting as a board, shall
7 exercise all powers and perform all duties listed below:

8 (5) PERSONNEL.--

9 (a) Designate positions to be filled, prescribe
10 qualifications for those positions, and provide for the
11 appointment, compensation, promotion, suspension, and
12 dismissal of employees, subject to the requirements of chapter
13 1012.

14 (b) Notwithstanding s. 1012.55 or any other provision
15 of law or rule to the contrary, the district school board may,
16 consistent with adopted district school board policy relating
17 to alternative certification for school principals, appoint
18 persons to the position of school principal who do not hold
19 educator certification.

20 (c) Fully support and cooperate in the application of
21 the guiding principles of the Better Educated Students and
22 Teachers (BEST) Florida Teaching Act of 2003, pursuant to s.
23 1000.041.

24 (6) STUDENT CHILD WELFARE.--

25 (a) In accordance with the provisions of chapters 1003
26 and 1006, provide for the proper accounting for all students
27 ~~children~~ of school age, for the attendance and control of
28 students at school, and for proper attention to health,
29 safety, and other matters relating to the welfare of students
30 ~~children~~.

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1 (b) In accordance with the provisions of ss. 1003.31
2 and 1003.32, fully support the authority of each teacher and
3 school bus driver to remove disobedient, disrespectful,
4 violent, abusive, uncontrollable, or disruptive students from
5 the classroom and the school bus.

6 Section 5. Subsection (23) of section 1001.51, Florida
7 Statutes, is renumbered as subsection (25), and new
8 subsections (23) and (24) are added to that section to read:

9 1001.51 Duties and responsibilities of district school
10 superintendent.--The district school superintendent shall
11 exercise all powers and perform all duties listed below and
12 elsewhere in the law, provided that, in so doing, he or she
13 shall advise and counsel with the district school board. The
14 district school superintendent shall perform all tasks
15 necessary to make sound recommendations, nominations,
16 proposals, and reports required by law to be acted upon by the
17 district school board. All such recommendations, nominations,
18 proposals, and reports by the district school superintendent
19 shall be either recorded in the minutes or shall be made in
20 writing, noted in the minutes, and filed in the public records
21 of the district school board. It shall be presumed that, in
22 the absence of the record required in this section, the
23 recommendations, nominations, and proposals required of the
24 district school superintendent were not contrary to the action
25 taken by the district school board in such matters.

26 (23) QUALITY TEACHERS.--Fully support and cooperate in
27 the application of the guiding principles of the Better
28 Educated Students and Teachers (BEST) Florida Teaching Act of
29 2003, pursuant to s. 1000.041.

30 (24) ORDERLY CLASSROOMS AND SCHOOL BUSES.--Fully
31 support the authority of each teacher and school bus driver to

1 remove disobedient, disrespectful, violent, abusive,
2 uncontrollable, or disruptive students from the classroom and
3 the school bus.

4 Section 6. Subsection (1) of section 1001.54, Florida
5 Statutes, is amended to read:

6 1001.54 Duties of school principals.--

7 (1)(a) A district school board shall employ, through
8 written contract, public school principals.

9 (b) The school principal has authority over school
10 district personnel in accordance with s. 1012.28.

11 (c) The school principal shall fully support and
12 cooperate in the application of the guiding principles of the
13 Better Educated Students and Teachers (BEST) Florida Teaching
14 Act of 2003, pursuant to s. 1000.041.

15 (d) The school principal shall fully support the
16 authority of each teacher and school bus driver to remove
17 disobedient, disrespectful, violent, abusive, uncontrollable,
18 or disruptive students from the classroom and the school bus.

19 Section 7. Subsection (22) is added to section
20 1002.20, Florida Statutes, to read:

21 1002.20 K-12 student and parent rights.--K-12 students
22 and their parents are afforded numerous statutory rights
23 including, but not limited to, the following:

24 (22) ORDERLY, DISCIPLINED CLASSROOMS.--Public school
25 students shall be in orderly, disciplined classrooms conducive
26 to learning without the distraction caused by disobedient,
27 disrespectful, violent, abusive, uncontrollable, or disruptive
28 students, in accordance with s. 1003.32.

29 Section 8. Subsection (13) of section 1002.42, Florida
30 Statutes, is amended to read:

31 1002.42 Private schools.--

1 (13) PROFESSIONAL DEVELOPMENT SYSTEM.--An organization
2 of private schools that has no fewer than 10 member schools in
3 this state may develop a professional development system to be
4 filed with the Department of Education in accordance with the
5 provisions of s. 1012.98~~(6)~~~~(7)~~.

6 Section 9. Section 1003.04, Florida Statutes, is
7 amended to read:

8 1003.04 Student conduct and parental involvement
9 ~~goals.--~~

10 ~~(1) It is the goal of the Legislature and each~~
11 ~~district school board that~~ Each public K-12 student must
12 remain in attendance throughout the school year, unless
13 excused by the school for illness or other good cause, and
14 must comply fully with the school's code of conduct.

15 (2) The parent of each public K-12 student must
16 cooperate with the authority of the student's school board,
17 superintendent, principal, teachers, and school bus drivers to
18 remove the student from the classroom or the school bus
19 pursuant to ss. 1003.31 and 1003.32 if the student is
20 disobedient, disrespectful, violent, abusive, uncontrollable,
21 or disruptive.

22 ~~(3)~~~~(2)~~ It is the goal of the Legislature and each
23 district school board that the parent of each public K-12
24 student comply with the school's reasonable and
25 time-acceptable parental involvement requests.

26 Section 10. Subsection (1) of section 1003.31, Florida
27 Statutes, is amended to read:

28 1003.31 Students subject to control of school.--

29 (1) Subject to law and rules of the State Board of
30 Education and of the district school board, each student
31 enrolled in a school shall:

1 (a) During the time she or he is being transported to
2 or from school at public expense;

3 (b) During the time she or he is attending school;

4 (c) During the time she or he is on the school

5 premises participating with authorization in a

6 school-sponsored activity; and

7 (d) During a reasonable time before and after the
8 student is on the premises for attendance at school or for
9 authorized participation in a school-sponsored activity, and
10 only when on the premises,

11
12 be under the control and direction of the principal or teacher
13 in charge of the school, and under the immediate control and
14 direction of the teacher or other member of the instructional
15 staff or of the bus driver to whom such responsibility may be
16 assigned by the principal. However, the State Board of
17 Education or the district school board may, by rules, subject
18 each student to the control and direction of the principal or
19 teacher in charge of the school during the time she or he is
20 otherwise en route to or from school or is presumed by law to
21 be attending school. Each district school board, each district
22 school superintendent, and each school principal shall fully
23 support the authority of teachers and school bus drivers to
24 remove disobedient, disrespectful, violent, abusive,
25 uncontrollable, or disruptive students from the classroom and
26 the school bus.

27 Section 11. Section 1003.32, Florida Statutes, is
28 amended to read:

29 1003.32 Authority of teacher; responsibility for
30 control of students; district school board and principal
31 duties.--Subject to law and to the rules of the district

1 school board, each teacher or other member of the staff of any
2 school shall have such authority for the control and
3 discipline of students as may be assigned to him or her by the
4 principal or the principal' s designated representative and
5 shall keep good order in the classroom and in other places in
6 which he or she is assigned to be in charge of students.

7 (1) In accordance with this section and within the
8 framework of the district school board's code of student
9 conduct, teachers and other instructional personnel shall have
10 the authority to undertake any of the following actions in
11 managing student behavior and ensuring the safety of all
12 students in their classes and school and their opportunity to
13 learn in an orderly and disciplined classroom:

14 (a) Establish classroom rules of conduct.

15 (b) Establish and implement consequences, designed to
16 change behavior, for infractions of classroom rules.

17 (c) Have disobedient, disrespectful, violent, abusive,
18 uncontrollable, or disruptive students temporarily or
19 permanently removed from the classroom for behavior management
20 intervention.

21 (d) Have violent, abusive, uncontrollable, or
22 disruptive students directed for information or assistance
23 from appropriate school or district school board personnel.

24 (e) Assist in enforcing school rules on school
25 property, during school-sponsored transportation, and during
26 school-sponsored activities.

27 (f) Request and receive information as to the
28 disposition of any referrals to the administration for
29 violation of classroom or school rules.

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1 (g) Request and receive immediate assistance in
2 classroom management if a student becomes uncontrollable or in
3 case of emergency.

4 (h) Request and receive training and other assistance
5 to improve skills in classroom management, violence
6 prevention, conflict resolution, and related areas.

7 (i) Press charges if a crime has been committed
8 ~~against the teacher or other instructional personnel~~ on school
9 property, during school-sponsored transportation, or during
10 school-sponsored activities.

11 (j) Use reasonable force, according to standards
12 adopted by the State Board of Education, to protect himself or
13 herself or others from injury.

14 (k) Use corporal punishment according to school board
15 policy and at least the following procedures, if a teacher
16 feels that corporal punishment is necessary:

17 1. The use of corporal punishment shall be approved in
18 principle by the principal before it is used, but approval is
19 not necessary for each specific instance in which it is used.
20 The principal shall prepare guidelines for administering such
21 punishment which identify the types of punishable offenses,
22 the conditions under which the punishment shall be
23 administered, and the specific personnel on the school staff
24 authorized to administer the punishment.

25 2. A teacher or principal may administer corporal
26 punishment only in the presence of another adult who is
27 informed beforehand, and in the student's presence, of the
28 reason for the punishment.

29 3. A teacher or principal who has administered
30 punishment shall, upon request, provide the student's parent
31

1 with a written explanation of the reason for the punishment
2 and the name of the other adult who was present.

3 (2) Teachers and other instructional personnel shall:

4 (a) Set and enforce reasonable classroom rules that
5 treat all students equitably.

6 (b) Seek professional development to improve classroom
7 management skills when data show that they are not effective
8 in handling minor classroom disruptions.

9 (c) Maintain an orderly and disciplined classroom with
10 a positive and effective learning environment that maximizes
11 learning and minimizes disruption.

12 (d) Work with parents and other school personnel to
13 solve discipline problems in their classrooms.

14 (3) A teacher may send a student to the principal's
15 office to maintain effective discipline in the classroom and
16 may recommend an appropriate consequence consistent with the
17 student code of conduct under s. 1006.07. The principal shall
18 respond by employing the teacher's recommended consequence or
19 a more serious disciplinary action if the student's history of
20 disruptive behavior warrants it. If the principal determines
21 that a lesser disciplinary action is appropriate, the
22 principal shall consult with the teacher prior to taking
23 disciplinary action ~~appropriate discipline-management~~
24 ~~techniques consistent with the student code of conduct under~~
25 ~~s. 1006.07.~~

26 (4) A teacher may remove from class a student whose
27 behavior the teacher determines interferes with the teacher's
28 ability to communicate effectively with the students in the
29 class or with the ability of the student's classmates to
30 learn. Each district school board, each district school
31 superintendent, and each school principal shall support the

1 authority of teachers to remove disobedient, violent, abusive,
2 uncontrollable, or disruptive students from the classroom.

3 (5) If a teacher removes a student from class under
4 subsection (4), the principal may place the student in another
5 appropriate classroom, in in-school suspension, or in a
6 dropout prevention and academic intervention program as
7 provided by s. 1003.53; or the principal may recommend the
8 student for out-of-school suspension or expulsion, as
9 appropriate. The student may be prohibited from attending or
10 participating in school-sponsored or school-related
11 activities. The principal may not return the student to that
12 teacher's class without the teacher's consent unless the
13 committee established under subsection (6) determines that
14 such placement is the best or only available alternative. The
15 teacher and the placement review committee must render
16 decisions within 5 days of the removal of the student from the
17 classroom.

18 (6)(a) Each school shall establish a placement review
19 committee to determine placement of a student when a teacher
20 withholds consent to the return of a student to the teacher's
21 class.

22 (b) The principal must report on a quarterly basis to
23 the district school superintendent and district school board
24 each incidence of a teacher's withholding consent for a
25 removed student to return to the teacher's class and the
26 disposition of the incident, and the superintendent must
27 annually report these data to the department.

28 (c) The Commissioner of Education shall annually
29 review each school district's compliance with this section,
30 and success in achieving orderly classrooms, and shall use all
31 appropriate enforcement actions up to and including the

1 withholding of disbursements from the Educational Enhancement
2 Trust Fund until full compliance is verified.

3 (d) Placement review committee membership must include
4 at least the following:

5 1.(a) Two teachers, one selected by the school's
6 faculty and one selected by the teacher who has removed the
7 student.

8 2.(b) One member from the school's staff who is
9 selected by the principal.

10
11 The teacher who withheld consent to readmitting the student
12 may not serve on the committee. The teacher and the placement
13 review committee must render decisions within 5 days after the
14 removal of the student from the classroom. If the placement
15 review committee's decision is contrary to the decision of the
16 teacher to withhold consent to the return of the removed
17 student to the teacher's class, the teacher may appeal the
18 committee's decision to the district school superintendent.

19 (7) Any teacher who removes 25 percent of his or her
20 total class enrollment shall be required to complete
21 professional development to improve classroom management
22 skills.

23 (8) Each teacher or other member of the staff of any
24 school who knows or has reason to suspect that any person has
25 committed, or has made a credible threat to commit, a crime of
26 violence on school property shall report such knowledge or
27 suspicion in accordance with the provisions of s. 1006.13.
28 Each district school superintendent and each school principal
29 shall fully support good-faith reporting in accordance with
30 the provisions of this subsection and s. 1006.13. Any person
31 who makes a report required by this subsection in good faith

1 shall be immune from civil or criminal liability for making
2 the report.

3 (9)~~(8)~~ When knowledgeable of the likely risk of
4 physical violence in the schools, the district school board
5 shall take reasonable steps to ensure that teachers, other
6 school staff, and students are not at undue risk of violence
7 or harm.

8 Section 12. Section 1004.04, Florida Statutes, is
9 amended to read:

10 1004.04 Public accountability and state approval for
11 teacher preparation programs.--

12 (1) INTENT.--

13 (a) The Legislature recognizes that skilled teachers
14 make an important contribution to a system that allows
15 students to obtain a high-quality education.

16 (b) The intent of the Legislature is to require the
17 State Board of Education to attain ~~establish~~ a system for
18 development and approval of teacher preparation programs that
19 allows ~~will free~~ postsecondary teacher preparation
20 institutions to employ varied and innovative teacher
21 preparation techniques while being held accountable for
22 producing graduates with the competencies and skills necessary
23 to achieve the state education goals; help the state's diverse
24 student population, including students who have substandard
25 reading and computational skills and students with limited
26 English proficiency, meet high standards for academic
27 achievement; maintain safe, secure classroom learning
28 environments; and sustain the state system of school
29 improvement and education accountability established pursuant
30 to ss. 1000.03(5) and 1008.345.

31 (2) UNIFORM CORE CURRICULA.--

1 (a) The State Board of Education shall adopt rules
2 pursuant to ss. 120.536(1) and 120.54 that establish uniform
3 core curricula for each state-approved teacher preparation
4 program.

5 (b) The rules to establish uniform core curricula for
6 each state-approved teacher preparation program must include,
7 but are not limited to, a State Board of Education identified
8 foundation in scientifically researched, knowledge-based
9 reading literacy and computational skills acquisition;
10 classroom management; school safety; professional ethics;
11 educational law; human development and learning; and
12 understanding of the Sunshine State Standards content measured
13 by state achievement tests, reading and interpretation of
14 data, and use of data to improve student achievement.

15 (c) These rules shall not require an additional period
16 of time-to-degree but may be phased in to enable teacher
17 preparation programs to supplant state board identified
18 pedagogy courses with the courses identified pursuant to
19 paragraph (b).

20 ~~(3)~~(2) DEVELOPMENT OF TEACHER PREPARATION PROGRAMS.--A
21 system developed by the Department of Education in
22 collaboration with postsecondary educational institutions
23 shall assist departments and colleges of education in the
24 restructuring of their programs in accordance with this
25 section to meet the need for producing quality teachers now
26 and in the future.

27 (a) The system must be designed to assist teacher
28 educators in conceptualizing, developing, implementing, and
29 evaluating programs that meet state-adopted standards. These
30 standards shall emphasize quality indicators drawn from
31 research, professional literature, recognized guidelines,

1 Florida essential teaching competencies and
2 educator-accomplished practices, effective classroom
3 practices, and the outcomes of the state system of school
4 improvement and education accountability, as well as
5 performance measures.

6 (b) Departments and colleges of education shall
7 emphasize the state system of school improvement and education
8 accountability concepts and standards, including Sunshine
9 State Standards.

10 (c) State-approved teacher preparation programs must
11 incorporate:

12 1. Appropriate English for Speakers of Other Languages
13 instruction so that program graduates will have completed the
14 requirements for teaching limited English proficient students
15 in Florida public schools.

16 2. Scientifically researched, knowledge-based reading
17 literacy and computational skills instruction so that program
18 graduates will be able to provide the necessary academic
19 foundations for their students at whatever grade levels they
20 choose to teach.

21 ~~(4)(3)~~ INITIAL STATE PROGRAM APPROVAL.--

22 (a) A program approval process based on standards
23 adopted pursuant to subsections ~~subsection~~ (2) and (3) must be
24 established for postsecondary teacher preparation programs,
25 phased in according to timelines determined by the Department
26 of Education, and fully implemented for all teacher
27 preparation programs in the state. Each program shall be
28 approved by the department, consistent with the intent set
29 forth in subsection (1) and based primarily upon significant,
30 objective, and quantifiable graduate performance measures.

31

1 (b) Each teacher preparation program approved by the
2 Department of Education, as provided for by this section,
3 shall require students to meet the following as prerequisites
4 for admission into the program:

5 1. Have a grade point average of at least 2.5 on a 4.0
6 scale for the general education component of undergraduate
7 studies or have completed the requirements for a baccalaureate
8 degree with a minimum grade point average of 2.5 on a 4.0
9 scale from any college or university accredited by a regional
10 accrediting association as defined by State Board of Education
11 rule or otherwise approved pursuant to State Board of
12 Education rule.

13 2. Demonstrate mastery of general knowledge, including
14 the ability to read, write, and compute, by passing the
15 College Level Academic Skills Test, a corresponding component
16 of the National Teachers Examination series, or a similar test
17 pursuant to rules of the State Board of Education.

18
19 Each teacher preparation program may waive these admissions
20 requirements for up to 10 percent of the students admitted.
21 Programs shall implement strategies to ensure that students
22 admitted under a waiver receive assistance to demonstrate
23 competencies to successfully meet requirements for
24 certification.

25 (5)~~(4)~~ CONTINUED PROGRAM APPROVAL.--Notwithstanding
26 subsection~~(4)~~~~(3)~~, failure by a public or nonpublic teacher
27 preparation program to meet the criteria for continued program
28 approval shall result in loss of program approval. The
29 Department of Education, in collaboration with the departments
30 and colleges of education, shall develop procedures for
31

1 continued program approval that document the continuous
2 improvement of program processes and graduates' performance.

3 (a) Continued approval of specific teacher preparation
4 programs at each public and nonpublic postsecondary
5 educational institution within the state is contingent upon
6 the passing of the written examination required by s. 1012.56
7 by at least 90 percent of the graduates of the program who
8 take the examination. On request of an institution, the
9 Department of Education shall provide an analysis of the
10 performance of the graduates of such institution with respect
11 to the competencies assessed by the examination required by s.
12 1012.56.

13 (b) Additional criteria for continued program approval
14 for public institutions may be approved by the State Board of
15 Education. Such criteria must emphasize instruction in
16 classroom management and must provide for the evaluation of
17 the teacher candidates' performance in this area. The criteria
18 shall also require instruction in working with underachieving
19 students. Program evaluation procedures must include, but are
20 not limited to, program graduates' satisfaction with
21 instruction and the program's responsiveness to local school
22 districts. Additional criteria for continued program approval
23 for nonpublic institutions shall be developed in the same
24 manner as for public institutions; however, such criteria must
25 be based upon significant, objective, and quantifiable
26 graduate performance measures. Responsibility for collecting
27 data on outcome measures through survey instruments and other
28 appropriate means shall be shared by the postsecondary
29 educational institutions and the Department of Education. By
30 January 1 of each year, the Department of Education shall
31 report this information for each postsecondary educational

1 institution that has state-approved programs of teacher
2 education to the Governor, the State Board of Education, the
3 Commissioner of Education, the President of the Senate, the
4 Speaker of the House of Representatives, all Florida
5 postsecondary teacher preparation programs, and interested
6 members of the public. This report must analyze the data and
7 make recommendations for improving teacher preparation
8 programs in the state.

9 (c) Continued approval for a teacher preparation
10 program is contingent upon the results of annual reviews of
11 the program conducted by the postsecondary educational
12 institution, using procedures and criteria outlined in an
13 institutional program evaluation plan approved by the
14 Department of Education. This plan must incorporate the
15 criteria established in paragraphs (a) and (b) and include
16 provisions for involving primary stakeholders, such as program
17 graduates, district school personnel, classroom teachers,
18 principals, community agencies, and business representatives
19 in the evaluation process. Upon request by an institution, the
20 department shall provide assistance in developing, enhancing,
21 or reviewing the institutional program evaluation plan and
22 training evaluation team members.

23 (d) Continued approval for a teacher preparation
24 program is contingent upon standards being in place that are
25 designed to adequately prepare elementary, middle, and high
26 school teachers to instruct their students in reading and
27 higher-level mathematics concepts and in the use of technology
28 at the appropriate grade level.

29 (e) Continued approval of teacher preparation programs
30 is contingent upon compliance with the student admission
31 requirements of subsection (4)~~(3)~~ and upon the receipt of at

1 | least a satisfactory rating from public schools and private
2 | schools that employ graduates of the program. Each teacher
3 | preparation program shall guarantee the high quality of its
4 | graduates during the first 2 years immediately following
5 | graduation from the program or following initial
6 | certification, whichever occurs first. Any educator in a
7 | Florida school who fails to demonstrate the essential skills
8 | specified in subparagraphs 1.-5. shall be provided additional
9 | training by the teacher preparation program at no expense to
10 | the educator or the employer. Such training must consist of an
11 | individualized plan agreed upon by the school district and the
12 | postsecondary educational institution that includes specific
13 | learning outcomes. The postsecondary educational institution
14 | assumes no responsibility for the educator's employment
15 | contract with the employer.Employer satisfaction shall be
16 | determined by an annually administered survey instrument
17 | approved by the Department of Education that, at a minimum,
18 | must include employer satisfaction of the graduates' ability
19 | to do the following:
20 | 1. Write and speak in a logical and understandable
21 | style with appropriate grammar.
22 | 2. Recognize signs of students' difficulty with the
23 | reading and computational process and apply appropriate
24 | measures to improve students' reading and computational
25 | performance.
26 | 3. Use and integrate appropriate technology in
27 | teaching and learning processes.
28 | 4. Demonstrate knowledge and understanding of Sunshine
29 | State Standards.
30 | 5. Maintain an orderly and disciplined classroom
31 | conducive to student learning.

1 (f)1. Each Florida public and private institution that
2 offers a state-approved teacher preparation program must
3 annually report information regarding these programs to the
4 state and the general public. This information shall be
5 reported in a uniform and comprehensible manner that is
6 consistent with definitions and methods approved by the
7 Commissioner of the National Center for Educational Statistics
8 and that is approved by the State Board of Education. This
9 information must include, at a minimum:

10 a. The percent of graduates obtaining full-time
11 teaching employment within the first year of graduation.

12 b. The average length of stay of graduates in their
13 full-time teaching positions.

14 c. Satisfaction ratings required in paragraph (e).

15 2. Each public and private institution offering
16 training for school readiness related professions, including
17 training in the fields of child care and early childhood
18 education, whether offering technical credit, associate in
19 applied science degree programs, associate in science degree
20 programs, or associate in arts degree programs, shall annually
21 report information regarding these programs to the state and
22 the general public in a uniform and comprehensible manner that
23 conforms with definitions and methods approved by the State
24 Board of Education. This information must include, at a
25 minimum:

26 a. Average length of stay of graduates in their
27 positions.

28 b. Satisfaction ratings of graduates' employers.

29
30 This information shall be reported through publications,
31 including college and university catalogs and promotional

1 materials sent to potential applicants, secondary school
2 guidance counselors, and prospective employers of the
3 institution's program graduates.

4 (6)~~(5)~~ PRESERVICE FIELD EXPERIENCE.--All postsecondary
5 instructors, school district personnel and instructional
6 personnel, and school sites preparing instructional personnel
7 through preservice field experience courses and internships
8 shall meet special requirements. District school boards are
9 authorized to pay student teachers during their internships.

10 (a) All instructors in postsecondary teacher
11 preparation programs who instruct or supervise preservice
12 field experience courses or internships shall have at least
13 one of the following: specialized training in clinical
14 supervision; a valid professional teaching certificate
15 pursuant to ss. 1012.56 and 1012.585; or at least 3 years of
16 successful teaching experience in prekindergarten through
17 grade 12.

18 (b) All school district personnel and instructional
19 personnel who supervise or direct teacher preparation students
20 during field experience courses or internships must have
21 evidence of "clinical educator" training and must successfully
22 demonstrate effective classroom management strategies that
23 consistently result in improved student performance. The State
24 Board of Education shall approve the training requirements.

25 (c) Preservice field experience programs must provide
26 specific guidance and demonstration of effective classroom
27 management strategies, strategies for incorporating technology
28 into classroom instruction, and ways to link instructional
29 plans to the Sunshine State Standards, as appropriate. The
30 length of structured field experiences may be extended to
31

1 ensure that candidates achieve the competencies needed to meet
2 certification requirements.

3 (d) Postsecondary teacher preparation programs in
4 cooperation with district school boards and approved private
5 school associations shall select the school sites for
6 preservice field experience activities. These sites must
7 represent the full spectrum of school communities, including,
8 but not limited to, schools located in urban settings. In
9 order to be selected, school sites must demonstrate commitment
10 to the education of public school students and to the
11 preparation of future teachers.

12 (7)~~(6)~~ STANDARDS OF EXCELLENCE.--The State Board of
13 Education shall approve standards of excellence for teacher
14 preparation. These standards must exceed the requirements for
15 program approval pursuant to subsection(4)~~(3)~~and must
16 incorporate state and national recommendations for exemplary
17 teacher preparation programs.

18 (8)~~(7)~~ NATIONAL BOARD STANDARDS.--The State Board of
19 Education shall review standards and recommendations developed
20 by the National Board for Professional Teaching Standards and
21 may incorporate those parts deemed appropriate into criteria
22 for continued state program approval, standards of excellence,
23 and requirements for inservice education.

24 (9)~~(8)~~ COMMUNITY COLLEGES.--To the extent practical,
25 postsecondary educational institutions offering teacher
26 preparation programs shall establish articulation agreements
27 on a core of liberal arts courses and introductory
28 professional courses with field experience components which
29 shall be offered at community colleges.

30 (10)~~(9)~~ PRETEACHER AND TEACHER EDUCATION PILOT
31 PROGRAMS.--State universities and community colleges may

1 establish preteacher education and teacher education pilot
2 programs to encourage promising minority students to prepare
3 for a career in education. These pilot programs shall be
4 designed to recruit and provide additional academic, clinical,
5 and counseling support for students whom the institution
6 judges to be potentially successful teacher education
7 candidates, but who may not meet teacher education program
8 admission standards. Priority consideration shall be given to
9 those pilot programs that are jointly submitted by community
10 colleges and state universities.

11 (a) These pilot programs shall be approved by the
12 State Board of Education and shall be designed to provide help
13 and support for program participants during the preteacher
14 education period of general academic preparation at a
15 community college or state university and during professional
16 preparation in a state-approved teacher education program.
17 Emphasis shall be placed on development of the basic skills
18 needed by successful teachers.

19 (b) State universities and community colleges may
20 admit into the pilot program those incoming students who
21 demonstrate an interest in teaching as a career, but who may
22 not meet the requirements for entrance into an approved
23 teacher education program.

24 1. Flexibility may be given to colleges of education
25 to develop and market innovative teacher training programs
26 directed at specific target groups such as graduates from the
27 colleges of arts and sciences, employed education
28 paraprofessionals, substitute teachers, early federal
29 retirees, and nontraditional college students. Programs must
30 be submitted to the State Board of Education for approval.

31

1 2. Academically successful graduates in the fields of
2 liberal arts and science may be encouraged to embark upon a
3 career in education.

4 3. Models may be developed to provide a positive
5 initial experience in teaching in order to encourage
6 retention. Priority should be given to models that encourage
7 minority graduates.

8 (c) In order to be certified, a graduate from a pilot
9 program shall meet all requirements for teacher certification
10 specified by s. 1012.56. Should a graduate of a pilot program
11 not meet the requirements of s. 1012.56, that person shall not
12 be included in the calculations required by paragraph
13 ~~(5)~~~~(4)~~(a) and State Board of Education rules for continued
14 program approval, or in the statutes used by the State Board
15 of Education in deciding which teacher education programs to
16 approve.

17 (d) Institutions participating in the pilot program
18 shall submit an annual report evaluating the success of the
19 program to the Commissioner of Education by March 1 of each
20 year. The report shall include, at a minimum, contain, ~~but~~
21 ~~shall not be limited to~~ the number of pilot program
22 participants, including the number participating in general
23 education and the number admitted to approved teacher
24 education programs, the number of pilot program graduates, and
25 the number of pilot program graduates who met the requirements
26 of s. 1012.56. The commissioner shall consider the number of
27 participants recruited, the number of graduates, and the
28 number of graduates successfully meeting the requirements of
29 s. 1012.56 reported by each institution, and shall make an
30 annual recommendation to the State Board of Education

31

1 regarding the institution's continued participation in the
2 pilot program.

3 (11)~~(10)~~ TEACHER EDUCATION PILOT PROGRAMS FOR
4 HIGH-ACHIEVING STUDENTS.--Pilot teacher preparation programs
5 may shall be established with the authorization of the
6 Commissioner of Education at colleges and universities with
7 state-approved teacher education programs ~~at the University of~~
8 ~~Central Florida, the University of North Florida, and the~~
9 ~~University of South Florida~~. These programs shall include a
10 year-long paid teaching assignment and competency-based
11 learning experiences and shall be designed to encourage
12 high-achieving students, as identified by the institution, to
13 pursue a career in education. Priority consideration shall be
14 given to students obtaining academic degrees in mathematics,
15 science, engineering, reading, or identified critical shortage
16 areas. Students chosen to participate in the pilot programs
17 shall agree to teach for at least 1 year after they receive
18 their degrees. Criteria for identifying high-achieving
19 students shall be developed by the institution and shall
20 include, at a minimum, requirements that the student have a
21 3.3 grade point average or above and that the student has
22 demonstrated mastery of general knowledge pursuant to s.
23 1012.56. The year-long paid teaching assignment shall begin
24 after completion of the equivalent of 3 years of the state
25 university teacher preparation program.

26 (a) Each pilot program shall be designed to include:

27 1. A year-long paid teaching assignment at a
28 low-performing ~~specified~~ school site during the fourth year of
29 the state university teacher preparation program, which
30 includes intense supervision by a support team trained in
31 clinical education. The support team shall include a state

1 university supervisor and experienced school-based mentors. A
2 mentor teacher shall be assigned to each fourth year employed
3 teacher to implement an individualized learning plan. This
4 mentor teacher will be considered an adjunct professor for
5 purposes of this program and may receive credit for time spent
6 as a mentor teacher in the program. The mentor teacher must
7 have a master's degree or above, a minimum of 3 years of
8 teaching experience, and clinical education training or
9 certification by the National Board for ~~of~~ Professional
10 Teaching Standards. Experiences and instruction may be
11 delivered by other mentors, assigned teachers, professors,
12 individualized learning, and demonstrations. Students in this
13 paid teaching assignment shall assume full responsibility of
14 all teaching duties.

15 2. Professional education curriculum requirements that
16 address the educator-accomplished practices and other
17 competencies specified in state board rule.

18 3. A modified instructional delivery system that
19 provides onsite training during the paid teaching assignment
20 in the professional education areas and competencies specified
21 in this subsection. The institutions participating in this
22 pilot program shall be given a waiver to provide a modified
23 instructional delivery system meeting criteria that allows
24 earned credit through nontraditional approaches. The modified
25 system may provide for an initial evaluation of the
26 candidate's competencies to determine an appropriate
27 individualized professional development plan and may provide
28 for earned credit by:

- 29 a. Internet learning and competency acquisition.
30 b. Learning acquired by observing demonstrations and
31 being observed in application.

1 c. Independent study or instruction by mentor teachers
2 or adjunct teachers.

3 4. Satisfactory demonstration of the
4 educator-accomplished practices and content area competencies
5 for program completion.

6 5. For program completion, required achievement of
7 passing scores on all tests required for certification by
8 State Board of Education rules.

9 (b) Beginning in July 2003, each institution
10 participating in the pilot program shall submit to the
11 Commissioner of Education an annual report evaluating the
12 effectiveness of the program. The report shall include, but
13 shall not be limited to, the number of students selected for
14 the pilot program, the number of students successfully
15 completing the pilot program, the number of program
16 participants who passed all required examinations, the number
17 of program participants who successfully demonstrated all
18 required competencies, and a followup study to determine the
19 number of pilot program completers who were employed in a
20 teaching position and employers' satisfaction with the
21 performance of pilot program completers.

22 (c) This subsection shall be implemented to the extent
23 specifically funded in the General Appropriations Act.

24 (12)~~(11)~~ RULES.--The State Board of Education shall
25 adopt necessary rules pursuant to ss. 120.536(1) and 120.54 to
26 implement this section. The Commissioner of Education may
27 waive the rules for state approval of teacher preparation
28 programs in order to allow institutions to employ varied and
29 innovative techniques while being held accountable for
30 producing graduates with competencies and skills equal to or
31 superior to those required in this section.

1 Section 13. Subsection (1) of section 1006.08, Florida
2 Statutes, is amended to read:

3 1006.08 District school superintendent duties relating
4 to student discipline and school safety.--

5 (1) The district school superintendent shall recommend
6 plans to the district school board for the proper accounting
7 for all students of school age, for the attendance and control
8 of students at school, and for the proper attention to health,
9 safety, and other matters which will best promote the welfare
10 of students. Each district school superintendent shall fully
11 support the authority of his or her principals, teachers, and
12 school bus drivers to remove disobedient, disrespectful,
13 violent, abusive, uncontrollable, or disruptive students from
14 the classroom and the school bus.When the district school
15 superintendent makes a recommendation for expulsion to the
16 district school board, he or she shall give written notice to
17 the student and the student' s parent of the recommendation,
18 setting forth the charges against the student and advising the
19 student and his or her parent of the student's right to due
20 process as prescribed by ss. 120.569 and 120.57(2). When
21 district school board action on a recommendation for the
22 expulsion of a student is pending, the district school
23 superintendent may extend the suspension assigned by the
24 principal beyond 10 school days if such suspension period
25 expires before the next regular or special meeting of the
26 district school board.

27 Section 14. Paragraph (a) of subsection (1) of section
28 1006.09, Florida Statutes, is amended to read:

29 1006.09 Duties of school principal relating to student
30 discipline and school safety.--

31

1 (1)(a) Subject to law and to the rules of the State
2 Board of Education and the district school board, the
3 principal in charge of the school or the principal's designee
4 shall develop policies for delegating to any teacher or other
5 member of the instructional staff or to any bus driver
6 transporting students of the school responsibility for the
7 control and direction of students. Each school principal shall
8 fully support the authority of his or her teachers and school
9 bus drivers to remove disobedient, disrespectful, violent,
10 abusive, uncontrollable, or disruptive students from the
11 classroom and the school bus.The principal or the principal's
12 designee must give full consideration to ~~shall consider~~ the
13 recommendation for discipline made by a teacher, other member
14 of the instructional staff, or a bus driver when making a
15 decision regarding student referral for discipline.

16 Section 15. Section 1009.59, Florida Statutes, is
17 amended to read:

18 1009.59 ~~Critical Teacher Shortage~~ Student Loan
19 Reimbursement Forgiveness Program.--

20 (1) The ~~Critical Teacher Shortage~~ Student Loan
21 Reimbursement Forgiveness Program is established to encourage
22 qualified personnel with undergraduate or graduate degrees in
23 mathematics, science, engineering, reading, or State Board of
24 Education designated critical teacher shortage areas to seek
25 employment as teachers in Florida's publicly funded schools in
26 ~~subject areas in which critical teacher shortages exist, as~~
27 ~~identified annually by the State Board of Education.~~ The
28 primary purpose function of the program is to enhance the
29 quality of Florida's teacher workforce by making ~~make~~
30 repayments toward loans received by the selected students from
31 federal programs or commercial lending institutions for the

1 support of postsecondary education study. Repayments are
2 intended to be made to qualified applicants with undergraduate
3 or graduate degrees in mathematics, science, engineering,
4 reading, or State Board of Education designated critical
5 teacher shortage areas ~~who begin teaching for the first time~~
6 ~~in designated subject areas, and who apply during their first~~
7 full year of teaching in a publicly funded school in Florida
8 as certified teachers in these subject areas. Repayment shall
9 be prorated if a teacher teaches at least 90 days during the
10 first year of teaching.

11 (2) From the funds available, the Department of
12 Education may make loan principal repayments on behalf of
13 persons with degrees in mathematics, science, engineering,
14 reading, or state board designated critical teacher shortage
15 areas who are certified to teach in Florida public schools.
16 The repayments may be made as follows:

17 (a) Up to \$1,500 the first year the person is employed
18 as a teacher in a publicly funded school in Florida ~~\$2,500 a~~
19 ~~year for up to 4 years on behalf of selected graduates of~~
20 ~~state-approved undergraduate postsecondary teacher preparation~~
21 ~~programs, persons certified to teach pursuant to any~~
22 ~~applicable teacher certification requirements, or selected~~
23 ~~teacher preparation graduates from any state participating in~~
24 ~~the Interstate Agreement on the Qualification of Educational~~
25 ~~Personnel.~~

26 (b) Up to \$2,500 for the second year the person is
27 employed as a teacher in a publicly funded school in Florida
28 ~~\$5,000 a year for up to 2 years on behalf of selected~~
29 ~~graduates of state-approved graduate postsecondary teacher~~
30 ~~preparation programs, persons with graduate degrees certified~~
31 ~~to teach pursuant to any applicable teacher certification~~

1 ~~requirements, or selected teacher preparation graduates from~~
2 ~~any state participating in the Interstate Agreement on the~~
3 ~~Qualification of Educational Personnel.~~

4 (c) Up to \$3,500 for the third year the person is
5 employed as a teacher in a publicly funded school in Florida.

6 (d) Up to \$4,500 for the fourth year and each
7 subsequent year, up to a maximum of 10 years, the person is
8 employed as a teacher in a publicly funded school in Florida.

9 (e)(c) All repayments shall be contingent on continued
10 proof of satisfactory employment in a teacher position the
11 designated subject areas in a publicly funded school in this
12 state and shall be made directly to the holder of the loan or
13 the applicant. The state shall not bear responsibility for the
14 collection of any interest charges or other remaining balance.
15 ~~In the event that designated critical teacher shortage subject~~
16 ~~areas are changed by the State Board of Education, A teacher~~
17 ~~shall continue to be eligible for loan reimbursement in~~
18 ~~accordance with paragraphs (a)-(d) for up to the maximum of 10~~
19 ~~years if forgiveness as long as he or she continues to teach~~
20 ~~in a subject area or in a critical shortage area pursuant to~~
21 ~~this section at a publicly funded school in Florida in the~~
22 ~~subject area for which the original loan repayment was made~~
23 ~~and otherwise meets all conditions of eligibility.~~

24 (3) Students receiving a state scholarship loan or a
25 fellowship loan are not eligible to participate in the
26 ~~Critical Teacher Shortage~~ Student Loan Reimbursement
27 ~~Forgiveness~~ Program.

28 (4) The Department of Education must advertise the
29 availability of this program and must advise school districts,
30 postsecondary educational institutions, and the public of the
31 criteria and application procedures.

1 ~~(5)(4)~~ The State Board of Education may adopt rules
2 pursuant to ss. 120.536(1) and 120.54 necessary for the
3 administration of this program.

4 ~~(6)(5)~~ This section shall be implemented only to the
5 extent as specifically funded and authorized by law.

6 Section 16. Section 1012.05, Florida Statutes, is
7 amended to read:

8 1012.05 Teacher recruitment and retention.--

9 (1) The Department of Education, in cooperation with
10 teacher organizations, district personnel offices, and
11 schools, colleges, and departments of all ~~education in~~ public
12 and nonpublic postsecondary educational institutions, shall
13 concentrate on the recruitment and retention of qualified
14 teachers.

15 (2) The Department of Education shall:

16 (a) Develop and implement a system for posting
17 teaching vacancies and establish a database of teacher
18 applicants that is accessible within and outside the state.

19 (b) Advertise in major newspapers, national
20 professional publications, and other professional publications
21 and in public and nonpublic postsecondary educational
22 institutions ~~schools of education~~.

23 (c) Utilize state and nationwide toll-free numbers.

24 (d) Conduct periodic communications with district
25 personnel directors regarding applicants.

26 (e) Provide district access to the applicant database
27 by computer or telephone.

28 (f) Develop and distribute promotional materials
29 related to teaching as a profession and as a career.

30 (g) Publish and distribute information pertaining to
31 employment opportunities, application procedures, all routes

1 toward teacher certification, in Florida, and teacher
2 salaries.

3 (h) Provide information related to certification
4 procedures.

5 (i) Develop and sponsor the Florida Future Educator of
6 America Program throughout the state.

7 ~~(j) Develop, in consultation with school district~~
8 ~~staff including, but not limited to, district school~~
9 ~~superintendents, district school board members, and district~~
10 ~~human resources personnel, a long-range plan for educator~~
11 ~~recruitment and retention.~~

12 ~~(j)(k)~~ Identify best practices for retaining
13 high-quality teachers.

14 ~~(k)(l)~~ Develop, in consultation with Workforce
15 Florida, Inc., and the Agency for Workforce Innovation,
16 created pursuant to ss. 445.004 and 20.50, respectively, a
17 plan for accessing and identifying available resources in the
18 state's workforce system for the purpose of enhancing teacher
19 recruitment and retention.

20 (l) Develop and implement a First Response Center to
21 provide educator candidates one-stop shopping for information
22 on teaching careers in Florida and establish the Teacher
23 Lifeline Network to provide on-line support to beginning
24 teachers.

25 (3) The Department of Education, in cooperation with
26 district personnel offices, shall sponsor a job fair in a
27 central part of the state to match in-state educators and
28 potential educators and out-of-state educators and potential
29 educators with teaching opportunities in this state.

30 (4) Subject to proviso in the General Appropriations
31 Act, the Commissioner of Education may use funds appropriated

1 by the Legislature and funds from federal grants and other
2 sources to provide incentives for teacher recruitment and
3 preparation programs. The purpose of the use of such funds is
4 to recruit and prepare individuals who do not graduate from
5 state-approved teacher preparation programs to teach in a
6 Florida public school. The commissioner may contract with
7 entities other than, and including, approved teacher
8 preparation programs to provide intensive teacher training
9 leading to passage of the required certification exams for the
10 desired subject area or coverage. The commissioner shall
11 survey school districts to evaluate the effectiveness of such
12 programs.

13 (5) The Department of Education shall develop, in
14 consultation with school district staff, including, but not
15 limited to, district school superintendents, district school
16 board members, and district human resources personnel, a
17 long-range plan for educator recruitment and retention. The
18 plan must address the areas of critical teacher shortage for
19 each year.

20 (a) The plan must include a model comprehensive
21 induction program and a model peer mentoring program for new
22 teachers employed in the state or district for the first time
23 and teachers certified under s. 1012.56(7)(a) and s.
24 1012.57(1). The purpose of the program is to provide an
25 orientation to professional responsibilities and the support
26 activities required to enable the teachers to successfully
27 demonstrate the competencies required by this section.

28 1. The components of the induction program must
29 include:

30 a. Preservice activities;

31

- 1 b. Regular meetings between the new teacher and the
2 peer mentor;
- 3 c. Partnerships with teacher preparation programs; and
4 d. Partnerships with other schools within the
5 district.
- 6 2. The induction program for a teacher's first year in
7 the district may include:
- 8 a. A reduced teaching load;
9 b. A limitation on the teacher's initial assignments
10 to the field in which the teacher is certified.
- 11 3. The plan for the mentoring program must include:
- 12 a. Training for the peer mentor;
13 b. Training for the school principal on managing
14 successful teacher retention efforts and on providing support
15 for the new teacher and peer mentor;
- 16 c. Assigning a trained mentor within the school to
17 each new teacher; and
- 18 d. Providing opportunities to collaborate with the
19 mentor and other teachers through scheduling and structural
20 changes, including a common planning time, in order to build
21 collegial relationships and promote instructional excellence.
- 22 (b) Each school district shall consider implementing
23 the model induction program and the model peer mentoring
24 program contained in the long-range plan.
- 25 (c) The Department of Education shall annually report
26 to the Legislature on the number of districts implementing the
27 model induction program and the model peer mentoring program,
28 the retention rates for first-year teachers, and the impact of
29 the model induction program and the model peer mentoring
30 program on the long-range plan for educator recruitment and
31 retention.

1 Section 17. Section 1012.231, Florida Statutes, is
2 created to read:

3 1012.231 Teacher compensation; assignment of
4 teachers.--The State Board of Education shall convene a
5 statewide advisory council of teachers and education
6 stakeholders to develop a long-range plan to implement a
7 differentiated pay model for teachers in the 2005-2006
8 academic year, based on the differentiated classroom teacher
9 categories in subsection (2). The advisory council shall
10 consist of 15 members: the Commissioner of Education; six
11 members appointed by the Governor; four members appointed by
12 the President of the Senate; and four members appointed by the
13 Speaker of the House of Representatives. The members of the
14 advisory council must consist of representatives from across
15 the state and must include beginning and experienced teachers.
16 The Commissioner of Education shall serve as the chair for the
17 council. The State Board of Education shall submit the
18 council's findings and recommendations to the Governor, the
19 President of the Senate, and the Speaker of the House of
20 Representatives by January 15, 2004.

21 (1) STARTING SALARY.--Beginning with the 2003-2004
22 academic year, each district school board shall develop, and
23 shall present to the State Board of Education by September 1,
24 2004, a plan for compensation of beginning classroom teachers,
25 pursuant to legislative appropriations. The plan shall provide
26 for phased-in incremental implementation that maintains
27 separation between years of service for each differentiated
28 classroom teacher category as required pursuant to subsection
29 (2).

1 (2) PERFORMANCE PAY FRAMEWORK.--For purposes of
2 developing differentiated salary levels, the following policy
3 framework designates categories of classroom teachers:

4 (a) Associate Teacher.--Classroom teachers who have
5 not yet fully validated all essential teaching competencies,
6 including the educator-accomplished practices as established
7 in State Board of Education rule, or who have not qualified
8 through reciprocal certification options identified in s.
9 1012.56(4).

10 (b) Teacher.--Classroom teachers who have fully
11 validated all essential teaching competencies, including the
12 educator-accomplished practices as established in State Board
13 of Education rule, or who have qualified through reciprocal
14 certification options identified in s. 1012.56(4).

15 (c) Senior Teacher.--Classroom teachers who have
16 demonstrated outstanding performance as evidenced by improved
17 student achievement and who are responsible for leading others
18 in the school as department chair, lead teacher, grade-level
19 leader, intern coordinator, or professional development
20 coordinator. Senior teachers must serve as faculty for
21 professional development activities as determined by the State
22 Board of Education.

23 (d) Mentor Teacher.--Classroom teachers who have
24 demonstrated sustained outstanding performance as evidenced by
25 improved student achievement and other factors as defined by
26 the State Board of Education and who serve as regular mentors
27 to other teachers who are either not performing satisfactorily
28 or who strive to become more proficient. Mentor teachers must
29 serve as faculty-based professional development coordinators
30 and regularly demonstrate and share their expertise with other
31 teachers in order to remain mentor teachers.

1 (3) TEACHER ASSIGNMENT.--School districts may not
2 assign a higher percentage of first-time teachers, temporarily
3 certified teachers, teachers in need of improvement, or
4 out-of-field teachers to schools with above the school
5 district average of minority and economically disadvantaged
6 students or schools that are graded "D" or "F" District school
7 boards are authorized to provide salary incentives to meet
8 this requirement.

9 Section 18. Section 1012.27, Florida Statutes, is
10 amended to read:

11 1012.27 Public school personnel; powers and duties of
12 district school superintendent.--The district school
13 superintendent is ~~shall be~~ responsible, ~~as required herein,~~
14 for directing the work of the personnel, subject to the
15 requirements of this chapter, and in addition the district
16 school superintendent shall perform ~~have~~ the following duties:

17 (1) POSITIONS, QUALIFICATIONS, AND NOMINATIONS.--

18 (a) Recommend to the district school board duties and
19 responsibilities which need to be performed and positions
20 which need to be filled to make possible the development of an
21 adequate school program in the district.

22 (b) Recommend minimum qualifications of personnel for
23 these various positions, and nominate in writing persons to
24 fill such positions.

25
26 The district school superintendent's recommendations for
27 filling instructional positions at the school level must
28 consider nominations received from school principals of the
29 respective schools. Before transferring a teacher who holds a
30 professional teaching certificate from one school to another,
31 the district school superintendent shall consult with the

1 principal of the receiving school and allow the principal to
2 review the teacher's records and interview the teacher. If, in
3 the judgment of the principal, students would not benefit from
4 the placement, an alternative placement may be sought.

5 (2) COMPENSATION AND SALARY SCHEDULES.--Prepare and
6 recommend to the district school board for adoption a salary
7 schedule or salary schedules. The district school
8 superintendent must recommend a salary schedule for
9 instructional personnel which bases a portion of each
10 employee's compensation on performance demonstrated under s.
11 1012.34. In developing the recommended salary schedule, the
12 district school superintendent shall include input from
13 parents, teachers, and representatives of the business
14 community.

15 (3) CONTRACTS AND TERMS OF SERVICE.--Recommend to the
16 district school board terms for contracting with employees and
17 prepare such contracts as are approved.

18 (4) TRANSFER.--Recommend employees for transfer and
19 transfer any employee during any emergency and report the
20 transfer to the district school board at its next regular
21 meeting.

22 (5) SUSPENSION AND DISMISSAL.--Suspend members of the
23 instructional staff and other school employees during
24 emergencies for a period extending to and including the day of
25 the next regular or special meeting of the district school
26 board and notify the district school board immediately of such
27 suspension. When authorized to do so, serve notice on the
28 suspended member of the instructional staff of charges made
29 against him or her and of the date of hearing. Recommend
30 employees for dismissal under the terms prescribed herein.

31

1 (6) DIRECT WORK OF EMPLOYEES AND SUPERVISE
2 INSTRUCTION.--Direct or arrange for the proper direction and
3 improvement, under rules of the district school board, of the
4 work of all members of the instructional staff and other
5 employees of the district school system, supervise or arrange
6 under rules of the district school board for the supervision
7 of instruction in the district, and take such steps as are
8 necessary to bring about continuous improvement.

9 Section 19. Subsections (1) through (6) of section
10 1012.56, Florida Statutes, are amended to read:

11 1012.56 Educator certification requirements.--

12 (1) APPLICATION.--Each person seeking certification
13 pursuant to this chapter shall submit a completed application
14 containing the applicant's social security number to the
15 Department of Education and remit the fee required pursuant to
16 s. 1012.59 and rules of the State Board of Education. Pursuant
17 to the federal Personal Responsibility and Work Opportunity
18 Reconciliation Act of 1996, each party is required to provide
19 his or her social security number in accordance with this
20 section. Disclosure of social security numbers obtained
21 through this requirement is ~~shall be~~ limited to the purpose of
22 administration of the Title IV-D program of the Social
23 Security Act for child support enforcement. Pursuant to s.
24 120.60, the department shall issue within 90 calendar days
25 after the stamped receipted date of the completed application:

26 (a) A certificate covering the classification, level,
27 and area for which the applicant is deemed qualified; or

28 (b) An official statement of status of eligibility.

29 The statement of status of eligibility must advise the
30 applicant of any qualifications that must be completed to
31 qualify for certification. Each statement of status of

1 eligibility is valid for 3 ~~2~~ years after its date of issuance,
2 except as provided in paragraph (2)(d). ~~A statement of status~~
3 ~~of eligibility may be reissued for one additional 2-year~~
4 ~~period if application is made while the initial statement of~~
5 ~~status of eligibility is valid or within 1 year after the~~
6 ~~initial statement expires, and if the certification subject~~
7 ~~area is authorized to be issued by the state board at the time~~
8 ~~the application requesting a reissued statement of status of~~
9 ~~eligibility is received.~~

10 (2) ELIGIBILITY CRITERIA.--To be eligible to seek
11 certification ~~pursuant to this chapter~~, a person must:

12 (a) Be at least 18 years of age.

13 (b) File a written statement, under oath, that the
14 applicant subscribes to and will uphold the principles
15 incorporated in the Constitution of the United States and the
16 Constitution of the State of Florida.

17 (c) Document receipt of a bachelor's or higher degree
18 from an accredited institution of higher learning, or a
19 nonaccredited institution of higher learning that the
20 Department of Education has identified as having a quality
21 program resulting in a bachelor's degree, or higher. Each
22 applicant seeking initial certification must have attained at
23 least a 2.5 overall grade point average on a 4.0 scale in the
24 applicant's major field of study. The applicant may document
25 the required education by submitting official transcripts from
26 institutions of higher education or by authorizing the direct
27 submission of such official transcripts through established
28 electronic network systems. The bachelor's or higher degree
29 may not be required in areas approved in rule by the State
30 Board of Education as nondegreed areas.

31

1 (d) Submit to a fingerprint check from the Department
2 of Law Enforcement and the Federal Bureau of Investigation
3 pursuant to s. 1012.32. If the fingerprint reports indicate a
4 criminal history or if the applicant acknowledges a criminal
5 history, the applicant's records shall be referred to the
6 Bureau of Educator Standards for review and determination of
7 eligibility for certification. If the applicant fails to
8 provide the necessary documentation requested by the Bureau of
9 Educator Standards within 90 days after the date of the
10 receipt of the certified mail request, the statement of
11 eligibility and pending application shall become invalid.

12 (e) Be of good moral character.

13 (f) Be competent and capable of performing the duties,
14 functions, and responsibilities of an educator.

15 (g) Demonstrate mastery of general knowledge, pursuant
16 to subsection (3).

17 (h) Demonstrate mastery of subject area knowledge,
18 pursuant to subsection (4).

19 (i) Demonstrate mastery of professional preparation
20 and education competence, pursuant to subsection (5).

21 (3) MASTERY OF GENERAL KNOWLEDGE.--Acceptable means of
22 demonstrating mastery of general knowledge are:

23 (a) Achievement of passing scores on basic skills
24 examination required by state board rule;

25 (b) Achievement of passing scores on the College Level
26 Academic Skills Test earned prior to July 1, 2002;

27 (c) A valid standard teaching certificate issued by
28 another state ~~that requires an examination of mastery of~~
29 general knowledge;

30
31

1 (d) A ~~valid standard teaching certificate issued by~~
2 ~~another state and~~ valid certificate issued by the National
3 Board for Professional Teaching Standards; or

4 (e) Documentation of two semesters of successful
5 teaching in a community college, state university, or private
6 college or university that awards an associate or higher
7 degree and is an accredited institution or an institution of
8 higher education identified by the Department of Education as
9 having a quality program. ~~A valid standard teaching~~
10 ~~certificate issued by another state and documentation of 2~~
11 ~~years of continuous successful full-time teaching or~~
12 ~~administrative experience during the 5-year period immediately~~
13 ~~preceding the date of application for certification.~~

14 (4) MASTERY OF SUBJECT AREA KNOWLEDGE.--Acceptable
15 means of demonstrating mastery of subject area knowledge are:

16 (a) Achievement of passing scores on subject area
17 examinations required by state board rule;

18 (b) Completion of the subject area specialization
19 requirements specified in state board rule and verification of
20 the attainment of the essential subject matter competencies by
21 the district school superintendent of the employing school
22 district or chief administrative officer of the employing
23 state-supported or private school for a subject area for which
24 a subject area examination has not been developed and required
25 by state board rule;

26 (c) Completion of the ~~graduate level~~ subject area
27 specialization requirements specified in state board rule for
28 a subject coverage requiring a master's or higher degree and
29 achievement of a passing score on the subject area examination
30 specified in state board rule;

31

1 (d) A valid standard teaching certificate issued by
2 another state ~~that requires an examination of mastery of~~
3 ~~subject area knowledge; or~~

4 (e) A ~~valid standard teaching certificate issued by~~
5 ~~another state and~~ valid certificate issued by the National
6 Board for Professional Teaching Standards ~~or~~

7 (f) ~~A valid standard teaching certificate issued by~~
8 ~~another state and documentation of 2 years of continuous~~
9 ~~successful full-time teaching or administrative experience~~
10 ~~during the 5-year period immediately preceding the date of~~
11 ~~application for certification.~~

12 (5) MASTERY OF PROFESSIONAL PREPARATION AND EDUCATION
13 COMPETENCE.--Acceptable means of demonstrating mastery of
14 professional preparation and education competence are:

15 (a) Completion of an approved teacher preparation
16 program at a postsecondary educational institution within this
17 state and achievement of a passing score on the professional
18 education competency examination required by state board rule;

19 (b) Completion of a teacher preparation program at a
20 postsecondary educational institution outside Florida and
21 achievement of a passing score on the professional education
22 competency examination required by state board rule;

23 (c) A valid standard teaching certificate issued by
24 another state ~~that requires an examination of mastery of~~
25 ~~professional education competence;~~

26 (d) A ~~valid standard teaching certificate issued by~~
27 ~~another state and~~ valid certificate issued by the National
28 Board for Professional Teaching Standards;

29 (e) Documentation of two semesters of successful
30 teaching in a community college, state university, or private
31 college or university that awards an associate or higher

1 degree and is an accredited institution or an institution of
2 higher education identified by the Department of Education as
3 having a quality program ~~A valid standard teaching certificate~~
4 ~~issued by another state and documentation of 2 years of~~
5 ~~continuous successful full-time teaching or administrative~~
6 ~~experience during the 5-year period immediately preceding the~~
7 ~~date of application for certification;~~

8 (f) Completion of professional preparation courses as
9 specified in state board rule, successful completion of a
10 professional education competence demonstration program
11 pursuant to paragraph (7)(b), and achievement of a passing
12 score on the professional education competency examination
13 required by state board rule; or

14 (g) Successful completion of a professional
15 preparation alternative certification and education competency
16 program, outlined in paragraph (7)(a).

17
18 Rules of the State Board of Education governing mastery of
19 professional preparation and education competence shall be
20 revised as necessary in accordance with s. 1004.04(2).

21 (6) TYPES AND TERMS OF CERTIFICATION.--

22 (a) The Department of Education shall issue a
23 professional certificate for a period not to exceed 5 years to
24 any applicant who meets all the requirements outlined in
25 subsection (2).

26 (b) The department shall issue a temporary certificate
27 to any applicant who completes the requirements outlined in
28 paragraphs (2)(a)-(f) and completes the subject area content
29 requirements specified in state board rule or demonstrates
30 mastery of subject area knowledge pursuant to subsection (4)
31 and holds an accredited degree or a degree approved by the

1 Department of Education at the level required for the subject
2 area specialization in state board rule.

3 (c) The department shall issue one nonrenewable 2-year
4 temporary certificate and one nonrenewable 5-year professional
5 certificate to a qualified applicant who holds a bachelor's
6 degree in the area of speech-language impairment to allow for
7 completion of a master's degree program in speech-language
8 impairment.

9
10 Each temporary certificate is valid for 3 school fiscal years
11 and is nonrenewable. ~~However, the requirement in paragraph~~
12 ~~(2)(g) must be met within 1 calendar year of the date of~~
13 ~~employment under the temporary certificate. Individuals who~~
14 ~~are employed under contract at the end of the 1 calendar year~~
15 ~~time period may continue to be employed through the end of the~~
16 ~~school year in which they have been contracted. A school~~
17 ~~district shall not employ, or continue the employment of, an~~
18 ~~individual in a position for which a temporary certificate is~~
19 ~~required beyond this time period if the individual has not met~~
20 ~~the requirement of paragraph (2)(g).~~The State Board of
21 Education shall adopt rules to allow the department to extend
22 the validity period of a temporary certificate for 2 years
23 when the requirements for the professional certificate, ~~not~~
24 ~~including the requirement in paragraph (2)(g),~~were not
25 completed due to the serious illness or injury of the
26 applicant or other extraordinary extenuating circumstances.
27 Based on emergency need,the department shall reissue the
28 temporary certificate for 2 additional years upon approval by
29 the Commissioner of Education. A written request for such
30 reissuance must first ~~of the certificate shall be submitted,~~
31 stating the basis for the emergency need,by the district

1 school superintendent, the governing authority of a university
2 lab school, the governing authority of a state-supported
3 school, or the governing authority of a private school.

4 Section 20. Subsection (1) of section 1012.57, Florida
5 Statutes, is amended to read:

6 1012.57 Certification of adjunct educators.--

7 (1) Notwithstanding the provisions of ss. 1012.32,
8 1012.55, and 1012.56, or any other provision of law or rule to
9 the contrary, district school boards shall adopt rules to
10 allow for the issuance of ~~may issue~~ an adjunct teaching
11 certificate to any applicant who fulfills the requirements of
12 s. 1012.56(2)(a)-(f) and who has expertise in the subject area
13 to be taught. An applicant shall be considered to have
14 expertise in the subject area to be taught if the applicant
15 has at least a major ~~minor~~ in the subject area or demonstrates
16 sufficient subject area mastery through passage of a subject
17 area test ~~as determined by district school board policy~~. The
18 adjunct teaching certificate shall be used for part-time
19 teaching positions. The intent of this provision is to allow
20 school districts to tap the wealth of talent and expertise
21 represented in Florida's citizens who may wish to teach
22 part-time in a Florida public school by permitting school
23 districts to issue adjunct certificates to qualified
24 applicants. Adjunct certificateholders should be used as a
25 strategy to reduce the teacher shortage; thus, adjunct
26 certificateholders should supplement a school's instructional
27 staff, not supplant it. Each school principal shall assign an
28 experienced peer mentor to assist the adjunct teaching
29 certificateholder during the certificateholder's first year of
30 teaching, and an adjunct certificateholder may participate in
31 a district's new teacher training program. District school

1 boards shall provide the adjunct teaching certificateholder an
2 orientation in classroom management prior to assigning the
3 certificateholder to a school. Each adjunct teaching
4 certificate is valid for 5 school years and is renewable if:

5 (a) The applicant completes a minimum of 60 inservice
6 points or 3 semester hours of college credit. The earned
7 credits must include instruction in classroom management,
8 district school board procedures, school culture, and other
9 activities that enhance the professional teaching skills of
10 the certificateholder.

11 (b) The applicant has received satisfactory
12 performance evaluations during each year of teaching under
13 adjunct teaching certification.

14 Section 21. Paragraph (a) of subsection (1),
15 subsection (2), and paragraph (a) of subsection (3) of section
16 1012.585, Florida Statutes, are amended to read:

17 1012.585 Process for renewal of professional
18 certificates.--

19 (1)(a) District school boards ~~in this state~~ shall
20 renew state-issued professional certificates as follows:

21 1. Each district school board shall renew state-issued
22 professional certificates for individuals who hold a
23 state-issued professional certificate ~~by this state~~ and are
24 employed by that district pursuant to criteria established in
25 subsections (2), (3), and (4) and rules of the State Board of
26 Education.

27 2. The employing school district may charge the
28 individual an application fee not to exceed the amount charged
29 by the Department of Education for such services, including
30 associated late renewal fees. Each district school board shall
31 transmit monthly to the department a fee in an amount

1 established by the State Board of Education for each renewed
2 certificate. The fee shall not exceed the actual cost for
3 maintenance and operation of the statewide certification
4 database and for the actual costs incurred in printing and
5 mailing such renewed certificates. As defined in current rules
6 of the state board, the department shall contribute a portion
7 of such fee for purposes of funding the Educator Recovery
8 Network established in s. 1012.798. The department shall
9 deposit all funds into the Educational Certification Trust
10 Fund for use as specified in s. 1012.59.

11 (2)(a) All professional certificates, except a
12 nonrenewable professional certificate, shall be renewable for
13 successive periods not to exceed 5 years after the date of
14 submission of documentation of completion of the requirements
15 for renewal provided in subsection (3). Only one renewal may
16 be granted during each 5-year validity period of a
17 professional certificate.

18 (b) A teacher with national certification from the
19 National Board for Professional Teaching Standards is deemed
20 to meet state renewal requirements for the life of the
21 teacher's national certificate in the subject shown on the
22 national certificate. A complete renewal application and fee
23 shall be submitted.

24 (c) If the renewal application form is not received by
25 the department or by the employing school district before the
26 expiration of the professional certificate, the application
27 form, application fee, and a late fee must be submitted before
28 July 1 of the year following expiration of the certificate in
29 order to renew the professional certificate.

30 (d) The State Board of Education shall adopt rules to
31 allow a 1-year extension of the validity period of a

1 professional certificate in the event of serious illness,
2 injury, or other extraordinary extenuating circumstances of
3 the applicant. The department shall grant such 1-year
4 extension upon written request by the applicant or by the
5 district school superintendent or the governing authority of a
6 university lab school, state-supported school, or private
7 school that employs the applicant.

8 (3) For the renewal of a professional certificate, the
9 following requirements must be met:

10 (a) The applicant must earn a minimum of 6 college
11 credits or 120 inservice points or a combination thereof. For
12 each area of specialization to be retained on a certificate,
13 the applicant must earn at least 3 of the required credit
14 hours or equivalent inservice points in the specialization
15 area. Education in "clinical educator" training pursuant to s.
16 1004.04(6)(b)~~1004.04(5)(b)~~ and credits or points that provide
17 training in the area of exceptional student education, normal
18 child development, and the disorders of development may be
19 applied toward any specialization area. Credits or points that
20 provide training in the areas of drug abuse, child abuse and
21 neglect, strategies in teaching students having limited
22 proficiency in English, or dropout prevention, or training in
23 areas identified in the educational goals and performance
24 standards adopted pursuant to ss. 1000.03(5) and 1001.23 may
25 be applied toward any specialization area. Credits or points
26 earned through approved summer institutes may be applied
27 toward the fulfillment of these requirements. Inservice points
28 may also be earned by participation in professional growth
29 components approved by the State Board of Education and
30 specified pursuant to s. 1012.98 in the district's approved
31 master plan for inservice educational training, including, but

1 not limited to, serving as a trainer in an approved teacher
2 training activity, serving on an instructional materials
3 committee or a state board or commission that deals with
4 educational issues, or serving on an advisory council created
5 pursuant to s. 1001.452.

6 Section 22. Section 1012.586, Florida Statutes, is
7 created to read:

8 1012.586 Additions or changes to certificates;
9 duplicate certificates.--A school district may process via a
10 Department of Education website certificates for the following
11 applications of public school employees:

12 (1) Addition of a subject coverage or endorsement to a
13 valid Florida certificate on the basis of the completion of
14 the appropriate subject area testing requirements of s.
15 1012.56(4)(a) or the completion of the requirements of an
16 approved school district program or the inservice components
17 for an endorsement.

18 (2) A reissued certificate to reflect a name change.

19 (3) A duplicate certificate to replace a lost or
20 damaged certificate.

21
22 The employing school district shall charge the employee a fee
23 not to exceed the amount charged by the Department of
24 Education for such services. Each district school board shall
25 retain a portion of the fee as defined in the rules of the
26 State Board of Education. The portion sent to the department
27 shall be used for maintenance of the technology system, the
28 web application, and posting and mailing of the certificate.

29 Section 23. Subsection (3) of section 1012.73, Florida
30 Statutes, is amended to read:

31 1012.73 Florida Mentor Teacher School Pilot Program.--

1 (3) The five teacher career development positions and
2 minimum requirements are:

3 (a) Education paraprofessional learning guide.--An
4 education paraprofessional learning guide must hold an
5 associate degree from a postsecondary educational institution
6 and must demonstrate appropriate writing, speaking, and
7 computation skills.

8 (b) Associate teacher.--An associate teacher must hold
9 a bachelor's degree from a postsecondary educational
10 institution and a valid Florida teaching certificate as
11 provided by s. 1012.56.

12 (c) Teacher.--A teacher must hold a bachelor's degree
13 or higher from a postsecondary educational institution and a
14 valid Florida teaching certificate, have a minimum of 3 years'
15 full-time teaching experience, document satisfactory teaching
16 performance, and document evidence of positive student
17 learning gains, when data become available.

18 (d) Lead teacher.--A lead teacher must hold a
19 bachelor's degree or higher from a postsecondary educational
20 institution and a valid Florida professional teaching
21 certificate, have a minimum of 3 years' full-time teaching
22 experience, document exemplary teaching performance, and
23 document evidence of significant positive student learning
24 gains, when data become available. A lead teacher shall
25 provide intensive support for associate teachers and teachers.

26 (e) Mentor teacher.--A mentor teacher must:

27 1. Hold a bachelor's degree or higher from a
28 postsecondary educational institution and a valid Florida
29 professional teaching certificate.

30 2. Have a minimum of 5 years' full-time teaching
31 experience.

- 1 3. Document exemplary teaching performance.
- 2 4. Document evidence of significant positive student
- 3 learning gains, when data become available.
- 4 5. Hold a valid National Board for Professional
- 5 Teaching Standards certificate; have been selected as a
- 6 school, district, or state teacher of the year; or hold an
- 7 equivalent status as determined by the commissioner.
- 8 6. Demonstrate expertise as a staff developer.

9
10 Teacher career development does not require graduation from a
11 teacher preparation program.

12 Section 24. Subsection (2), paragraph (b) of
13 subsection (3), and subsections (5) through (10) of section
14 1012.98, Florida Statutes, are amended to read:

15 1012.98 School Community Professional Development
16 Act.--

17 (2) The school community includes students and
18 parents, administrative personnel, managers, instructional
19 personnel, support personnel, members of district school
20 boards, members of school advisory councils, ~~parents~~, business
21 partners, and personnel that provide health and social
22 services to students ~~school children~~. ~~School districts may~~
23 ~~identify and include additional members of the school~~
24 ~~community in the professional development activities required~~
25 ~~by this section.~~

26 (3) The activities designed to implement this section
27 must:

28 (b) Assist the school community in providing
29 stimulating, scientifically research-based educational
30 activities that encourage and motivate students to achieve at
31 the highest levels and to become active learners.

1 ~~(5)(a) The Department of Education shall provide a~~
2 ~~system for the recruitment, preparation, and professional~~
3 ~~development of school administrative personnel. This system~~
4 ~~shall:~~

5 ~~1. Identify the knowledge, competencies, and skills~~
6 ~~necessary for effective school management and instructional~~
7 ~~leadership that align with student performance standards and~~
8 ~~accountability measures.~~

9 ~~2. Include performance evaluation methods.~~

10 ~~3. Provide for alternate means for preparation of~~
11 ~~school administrative personnel which may include programs~~
12 ~~designed by school districts and postsecondary educational~~
13 ~~institutions pursuant to guidelines developed by the~~
14 ~~commissioner. Such preparation programs shall be approved by~~
15 ~~the Department of Education.~~

16 ~~4. Provide for the hiring of qualified out-of-state~~
17 ~~school administrative personnel.~~

18 ~~5. Provide advanced educational opportunities for~~
19 ~~school-based instructional leaders.~~

20 ~~(b) The Commissioner of Education shall appoint a task~~
21 ~~force that includes a district school superintendent, a~~
22 ~~district school board member, a principal, an assistant~~
23 ~~principal, a teacher, a dean of a college of education, and~~
24 ~~parents. The task force shall convene periodically to provide~~
25 ~~recommendations to the department in the areas of recruitment,~~
26 ~~certification, preparation, professional development, and~~
27 ~~evaluation of school administrators.~~

28 (5)(6) Each district school board shall provide
29 funding for the professional development system as required by
30 s. 1011.62 and the General Appropriations Act, and shall
31 direct expenditures from other funding sources to strengthen

1 the system and make it uniform and coherent. A school district
2 may coordinate its professional development program with that
3 of another district, with an educational consortium, or with a
4 community college or university, especially in preparing and
5 educating personnel. Each district school board shall make
6 available inservice activities to instructional personnel of
7 nonpublic schools in the district and the state certified
8 teachers who are not employed by the district school board on
9 a fee basis not to exceed the cost of the activity per all
10 participants.

11 (6)~~(7)~~ An organization of private schools which has no
12 fewer than 10 member schools in this state, which publishes
13 and files with the Department of Education copies of its
14 standards, and the member schools of which comply with the
15 provisions of part II of chapter 1003, relating to compulsory
16 school attendance, may also develop a professional development
17 system that includes a master plan for inservice activities.
18 The system and inservice plan must be submitted to the
19 commissioner for approval pursuant to rules of the State Board
20 of Education.

21 (7)~~(8)~~ The Department of Education shall design
22 methods by which the state and district school boards may
23 evaluate and improve the professional development system. The
24 evaluation must include an annual assessment of data that
25 indicate progress or lack of progress of all students. If the
26 review of the data indicates progress, the department shall
27 identify the best practices that contributed to the progress.
28 If the review of the data indicates a lack of progress, the
29 department shall investigate the causes of the lack of
30 progress, provide technical assistance, and require the school
31 district to employ a different approach to professional

1 development. The department shall report annually to the State
2 Board of Education and the Legislature any school district
3 that, in the determination of the department, has failed to
4 provide an adequate professional development system. This
5 report must include the results of the department's
6 investigation and of any intervention provided.

7 (8)~~(9)~~ The State Board of Education may adopt rules
8 pursuant to ss. 120.536(1) and 120.54 to administer this
9 section.

10 (9)~~(10)~~ This section does not limit or discourage a
11 district school board from contracting with independent
12 entities for professional development services and inservice
13 education if the district school board can demonstrate to the
14 Commissioner of Education ~~believes~~ that, through such a
15 contract, a better product can be acquired or its goals for
16 education improvement can be better met.

17 (10)~~(11)~~ For teachers, managers, and administrative
18 personnel who have been evaluated as less than satisfactory, a
19 district school board shall require participation in specific
20 professional development programs as part of the improvement
21 prescription.

22 Section 25. Section 1012.987, Florida Statutes, is
23 created to read:

24 1012.987 Education leadership development.--

25 (1) The State Board of Education shall adopt rules
26 through which school principals may earn a principal
27 leadership designation based on teacher retention, overall
28 student performance, and school grade. The State Board of
29 Education must designate incentives available to personnel who
30 earn a principal leadership designation including, but not
31 limited to, merit pay, expanded discretionary spending

1 flexibility, relaxed regulation or reporting requirements,
2 additional professional development resources, and public
3 recognition.

4 (2)(a) The Department of Education shall provide a
5 system for the recruitment, preparation, and education
6 leadership development of school administrative personnel.
7 This system shall be based on standards adopted by the State
8 Board of Education that include, but are not limited to:

9 1. Improved student achievement.
10 2. Increased emphasis on reading using the latest
11 scientific knowledge-based research in reading and the
12 administrator's role as a successful school leader in reading
13 reform efforts.

14 3. Instructional leadership.
15 4. Data analysis.
16 5. School safety.
17 6. Community and family involvement.
18 7. Operational management.
19 8. School finance.

20 (b) Each education leadership development program must
21 provide all program participants full information on not less
22 than an annual basis to update the participants on the status
23 of, and rationale for changes to, state and federal law and
24 funding policies.

25 (c) Education leadership development programs must be
26 consistent with standards adopted by the State Board of
27 Education and must be approved by the department.

28 (d) Alternative education leadership development
29 programs that meet the standards of, and are approved by, the
30 Department of Education may be offered by a school district or
31 postsecondary educational institution.

1 (e) The Commissioner of Education may conduct K-20
2 education leadership institutes for the purpose of
3 communicating the state's education priorities, best
4 practices, and other related research and facilitating the
5 formation of a K-20 partnership.

6 Section 26. Section 1012.561, Florida Statutes, is
7 created to read:

8 1012.561 "Fast Track" Educator Certification Program.--

9 (1) The "Fast Track" Educator Certification Program is
10 created as an accelerated educator preparation and
11 certification program for midcareer professionals, dislocated
12 professionals, and other baccalaureate degreeholders who want
13 to become teachers in this state. Institutions providing
14 teacher preparation programs approved pursuant to s. 1004.04
15 and public community colleges may provide these "Fast Track"
16 programs. Provider programs must be approved by the
17 Commissioner of Education, who shall ensure that the provider:

18 (a) Collaborates with other institutions, agencies,
19 and organizations.

20 (b) Provides instruction in professional knowledge and
21 subject matter content, where appropriate, which meets
22 educator-accomplished practices and competencies, content, and
23 professional competency testing requirements and meets
24 competencies associated with teaching reading.

25 (c) Ensures that each participant fully demonstrates
26 the ability to teach the subject area for which he or she is
27 certified prior to completion of the program.

28 (d) Addresses performance evaluations that measure the
29 effectiveness of the program, including the pass rates of
30 participants taking the professional preparation examination.

31

1 (2) Program participants must meet state temporary
2 certification requirements through:

3 (a) Obtaining a temporary certificate pursuant to s.
4 1012.56(6); or

5 (b) Being eligible to obtain a temporary certificate,
6 including meeting the requirements of s. 1012.56(2)(a)-(f);
7 however, a participant with an overall 2.5 grade point average
8 on a 4.0 scale in his or her baccalaureate or higher degree
9 may meet the grade point average requirements in
10 1012.56(2)(c).

11 (3) Providers are eligible for funding from federal
12 and state funds. Educators who complete a community college
13 program shall be included in performance-based funding
14 allocations.

15 Section 27. The Commissioner of Education shall
16 develop a high quality, standards-driven mentoring program for
17 recommendation to the Legislature for the 2004-2005 academic
18 year. In developing the program, the commissioner must consult
19 with members of the teaching profession, including teachers
20 certified by the National Board for Professional Teaching
21 Standards.

22 Section 28. This act shall take effect upon becoming a
23 law.

1 STATEMENT OF SUBSTANTIAL CHANGES CONTAINED IN
2 COMMITTEE SUBSTITUTE FOR
3 Senate Bills 1032, 2418, 2496

4 The committee substitute specifies the contents of long-range
5 plans for teacher recruitment and retention developed by the
6 Department of Education.

7 The committee substitute provides an additional means for
8 demonstrating mastery of general knowledge and educator
9 competence through documented successful teaching experience
10 at a community college, state university, or private college
11 or university. The committee substitute provides that an
12 acceptable means of demonstrating general and subject area
13 knowledge and professional competence for educator
14 certification is:

15 Holding a valid standard teaching certificate from another
16 state; or

17 Holding a valid certificate from the National Board for
18 Professional Teaching Standards.

19 The committee substitute deletes the changes to the Dale
20 Hickam Excellent Teaching Program and deletes provisions that:

21 reference the American Board for Certification of Teacher
22 Excellence (ABCTE) certification;

23 require district school boards to provide OPS personnel for
24 paperwork reduction assistance to classroom teachers;

25 create the Teaching Fellows Program and a categorical fund;

26 provide for a salary schedule for teachers;

27 establish the minimum beginning salary as the statewide
28 minimum that it is not subject to collective bargaining;

29 require pilot teacher education programs at UCF, UNF, and USF;

30 authorize the request of resignations of certain school
31 principals and teachers; and

32 prohibit school boards from signing a collective bargaining
33 agreement that fails to provide sufficient incentives.

34 The committee substitute also:

35 includes a career ladder policy framework;

36 provides for the Commissioner of Education to convene a
37 statewide advisory council of teachers and other stakeholders
38 to develop a plan for implementing a differentiated pay model;

39 creates a Fast Track educator certification program for
40 mid-career professionals and others;

41 requires the Commissioner of Education to develop a high
42 quality, standards-driven mentoring program for recommendation

1 to the Legislature for the 2004-2005 academic year;
2 allows pilot programs at colleges and universities with
3 state-approved teacher education programs, as authorized by
4 the Commissioner of Education; and
5 authorizes the Commissioner of Education to waive rules for
6 state approval of teacher preparation programs to allow for
7 institutional flexibility and accountability.
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