

By Senator Deutch

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1 A bill to be entitled

2 An act relating to teacher retention; amending s. 1004.04,
3 F.S.; requiring that graduates of teacher preparation
4 programs demonstrate the competencies specified in the
5 educator-accomplished practices adopted by the State Board
6 of Education; revising the requirements for preservice
7 field experience; requiring that school districts provide
8 salary incentives to personnel who supervise or direct
9 teacher preparation students; requiring that field
10 experience provide for student-teacher participation in K-
11 12 classrooms; amending s. 1004.85, F.S.; requiring that a
12 postsecondary educator preparation institute guarantee the
13 high quality of its graduates; requiring that additional
14 training be provided at no expense to the educator or the
15 employer if the educator fails to demonstrate certain
16 competencies; amending s. 1008.34, F.S.; requiring that
17 the school report card that is delivered to parents
18 throughout each school district include the district's
19 teacher turnover rate; amending s. 1009.57, F.S.;
20 extending eligibility for the Florida Teacher Scholarship
21 and Forgivable Loan Program to part-time students;
22 providing for a scholarship award for paraprofessionals
23 during a teaching internship; requiring that the school
24 district maintain the paraprofessional's insurance during
25 the internship; amending s. 1009.58, F.S.; requiring that
26 the critical teacher shortage tuition reimbursement
27 program include tuition reimbursement for certain
28 undergraduate courses; increasing the number of semester
29 hours that are eligible for reimbursement payments at the

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30 approved tuition rate; amending ss. 1012.28 and 1012.34,
31 F.S.; providing duties of school principals with respect
32 to implementing the changes made by the act; amending s.
33 1012.72, F.S.; providing for bonuses under the Dale Hickam
34 Excellent Teaching Program for teachers who supervise or
35 direct teacher-preparation students; creating s. 1012.988,
36 F.S.; creating the Florida New Teacher Induction
37 Initiative for the purpose of providing support to new
38 teachers; requiring each school district to develop and
39 implement the initiative; specifying required minimum
40 elements of the initiative; requiring that districts
41 report the teacher turnover rate to the Commissioner of
42 Education and the Florida Quality Education Council;
43 requiring that a district submit a plan to address its
44 attrition rate under certain circumstances; requiring the
45 Department of Education to assist districts in developing
46 initiatives and goals for reducing teacher attrition;
47 creating s. 1012.989, F.S.; establishing the Florida
48 Quality Education Council within the Executive Office of
49 the Governor; specifying duties of the council; providing
50 for membership and for meetings; authorizing the members
51 to be reimbursed for per diem and travel expenses;
52 requiring the council to conduct comprehensive data
53 collection and analysis jointly with a state research
54 institution; requiring the council to implement a research
55 project for the purpose of redesigning and approving all
56 teacher preparation programs; requiring the council to
57 report annually to the Governor and the Legislature;
58 providing an effective date.

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

Section 1. Paragraph (e) of subsection (5) and subsection (6) of section 1004.04, Florida Statutes, are amended to read:
1004.04 Public accountability and state approval for teacher preparation programs.--

(5) CONTINUED PROGRAM APPROVAL.--Notwithstanding subsection (4), failure by a public or nonpublic teacher preparation program to meet the criteria for continued program approval shall result in loss of program approval. The Department of Education, in collaboration with the departments and colleges of education, shall develop procedures for continued program approval that document the continuous improvement of program processes and graduates' performance.

(e) Continued approval of a teacher preparation program ~~programs~~ is contingent upon compliance with the student admission requirements of subsection (4) and upon the receipt of at least a satisfactory rating from the public schools and private schools that employ graduates of the program. Each teacher preparation program shall guarantee the high quality of its graduates during the first 2 years immediately following graduation from the program or following the graduate's initial certification, whichever occurs first. Any educator in a Florida school who fails to demonstrate the competencies ~~essential skills~~ specified in the educator-accomplished practices adopted by the State Board of Education ~~subparagraphs 1.-5.~~ shall be provided additional training by the teacher preparation program at no expense to the educator or the employer. Such training must consist of an

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88 individualized plan agreed upon by the school district and the
89 postsecondary educational institution that includes specific
90 learning outcomes. The postsecondary educational institution
91 assumes no responsibility for the educator's employment contract
92 with the employer. Employer satisfaction shall be determined by
93 an annually administered survey instrument approved by the
94 Department of Education that, at a minimum, must include employer
95 satisfaction with ~~of~~ the graduates' ability to demonstrate the
96 educator-accomplished practices at the professional level. ~~do the~~
97 following:

98 ~~1. Write and speak in a logical and understandable style~~
99 ~~with appropriate grammar.~~

100 ~~2. Recognize signs of students' difficulty with the reading~~
101 ~~and computational process and apply appropriate measures to~~
102 ~~improve students' reading and computational performance.~~

103 ~~3. Use and integrate appropriate technology in teaching and~~
104 ~~learning processes.~~

105 ~~4. Demonstrate knowledge and understanding of Sunshine~~
106 ~~State Standards.~~

107 ~~5. Maintain an orderly and disciplined classroom conducive~~
108 ~~to student learning.~~

109 (6) PRESERVICE FIELD EXPERIENCE.--All postsecondary
110 instructors, school district personnel and instructional
111 personnel, and school sites preparing instructional personnel
112 through preservice field experiences, preservice ~~experience~~
113 courses, and internships shall meet special requirements.
114 District school boards are authorized to pay student teachers
115 during their internships.

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116 (a) All instructors in postsecondary teacher preparation
117 programs who instruct or supervise preservice field experiences,
118 preservice ~~experience~~ courses, or internships shall have at least
119 one of the following: specialized training in clinical
120 supervision; a valid professional teaching certificate issued
121 under ~~pursuant to~~ ss. 1012.56 and 1012.585; or at least 3 years
122 of successful teaching experience in prekindergarten through
123 grade 12.

124 (b) All school district personnel and instructional
125 personnel who supervise or direct teacher preparation students
126 during field experience courses or internships must have evidence
127 of "clinical educator" training or documented experience as a
128 mentor pursuant to s. 1012.72 and must successfully demonstrate
129 effective classroom management strategies that consistently
130 result in improved student performance. The State Board of
131 Education shall approve the training requirements.

132 (c) School districts shall provide salary incentives to
133 school district personnel and instructional personnel who
134 supervise or direct teacher preparation students during field
135 experience courses or internships and who comply with subsection
136 (b). Salary incentives may include differentiated pay pursuant to
137 s. 1012.22 or a mentoring bonus under the Excellent Teaching
138 Program if the supervising teacher qualifies pursuant to s.
139 1012.72.

140 (d) ~~(e)~~ Preservice field experience programs must provide
141 for student-teacher participation in K-12 classroom settings and
142 engagement in supervised instruction of K-12 students at the
143 earliest stage of postsecondary education courses. All preservice
144 field experience programs must provide specific guidance and

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145 demonstration of effective classroom management strategies,
146 strategies for incorporating technology into classroom
147 instruction, strategies for incorporating scientifically
148 researched, knowledge-based reading literacy and computational
149 skills acquisition into classroom instruction, and ways to link
150 instructional plans to the Sunshine State Standards, as
151 appropriate. The length of structured field experiences may be
152 extended to ensure that candidates achieve the competencies
153 needed to meet certification requirements.

154 (e) ~~(d)~~ Postsecondary teacher preparation programs, in
155 consultation ~~cooperation~~ with district school boards and approved
156 private school associations, shall select the school sites for
157 preservice field experience activities. These sites must
158 represent the full spectrum of school communities, including, but
159 not limited to, schools located in urban settings. ~~In order to be~~
160 ~~selected, school sites must demonstrate commitment to the~~
161 ~~education of public school students and to the preparation of~~
162 ~~future teachers.~~

163 Section 2. Paragraphs (a) and (b) of subsection (3) of
164 section 1004.85, Florida Statutes, are amended to read:

165 1004.85 Postsecondary educator preparation institutes.--

166 (3) Educator preparation institutes approved pursuant to
167 this section may offer alternative certification programs
168 specifically designed for noneducation major baccalaureate degree
169 holders to enable program participants to meet the educator
170 certification requirements of s. 1012.56. Such programs shall be
171 competency-based educator certification preparation programs that
172 prepare educators through an alternative route. An educator
173 preparation institute choosing to offer an alternative

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174 certification program pursuant to the provisions of this section
175 must implement a program previously approved by the Department of
176 Education for this purpose or a program developed by the
177 institute and approved by the department for this purpose.
178 Approved programs shall be available for use by other approved
179 educator preparation institutes.

180 (a) Within 90 days after receipt of a request for approval,
181 the Department of Education shall approve an alternative
182 certification program or issue a statement describing ~~of~~ the
183 deficiencies in the request for approval. The department shall
184 approve an alternative certification program if the educator
185 preparation institute provides sufficient evidence of the
186 following:

187 1. Instruction ~~must be provided~~ in professional knowledge
188 and subject matter content must include ~~that includes~~ educator-
189 accomplished practices and competencies specified in State Board
190 of Education rule and meet ~~meets~~ subject matter content
191 requirements, professional competency testing requirements, and
192 competencies associated with teaching scientifically based
193 reading instruction and strategies that research has shown to be
194 successful in improving reading among low-performing readers.

195 2. The program must provide field experience that is
196 supervised by ~~with supervision from~~ qualified educators.

197 3. The program must provide a certification ombudsman to
198 assist ~~facilitate the process and procedures required for~~
199 participants who complete the program with ~~to meet~~ any
200 requirements related to the background screening pursuant to s.
201 1012.32 and educator professional or temporary certification
202 pursuant to s. 1012.56.

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203 4. The program must guarantee the high quality of its
204 graduates during the first 2 years immediately following
205 graduation from the program or following the graduate's initial
206 certification, whichever occurs first. Any educator in a state
207 school who fails to demonstrate the competencies specified in the
208 Florida Educator Accomplished Practices adopted by the State
209 Board of Education shall be provided additional training by the
210 program at no expense to the educator or the employer. Such
211 training shall consist of an individualized plan agreed upon by
212 the school district and the educator preparation institute which
213 includes specific learning outcomes. The institute assumes no
214 responsibility for the educator's employment contract with the
215 employer.

216 (b) Each program participant must:

217 1. ~~Obtain~~ Meet certification requirements pursuant to s.
218 ~~1012.56(1) by obtaining~~ a statement of status of eligibility
219 pursuant to s. 1012.56 which verifies eligibility for a temporary
220 certificate and ~~meet the requirements of s. 1012.56(2)(a)-(f).~~

221 2. Participate in field experience that is appropriate to
222 his or her educational plan.

223 3. Fully demonstrate his or her ability to teach the
224 subject area for which he or she is seeking certification and
225 demonstrate mastery of professional preparation and education
226 competence by obtaining ~~achievement~~ of a passing score on the
227 professional education competency examination required by state
228 board rule prior to completion of the program.

229 Section 3. Subsection (5) of section 1008.34, Florida
230 Statutes, is amended to read:

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231 1008.34 School grading system; school report cards;
232 district grade.--

233 (5) SCHOOL REPORT CARD.--The Department of Education shall
234 annually develop, in collaboration with the school districts, a
235 school report card to be delivered to parents throughout each
236 school district. The report card shall include the school's
237 grade, information regarding school improvement, an explanation
238 of school performance as evaluated by the federal No Child Left
239 Behind Act of 2001, teacher turnover rate pursuant to s.
240 1012.988, and indicators of return on investment. Each school's
241 report card shall be published annually by the department on its
242 website, and the school district shall provide the school report
243 card to each parent.

244 Section 4. Subsection (3) of section 1009.57, Florida
245 Statutes, is amended to read:

246 1009.57 Florida Teacher Scholarship and Forgivable Loan
247 Program.--

248 (3) (a) Within the Florida Teacher Scholarship and
249 Forgivable Loan Program shall be established the Florida Critical
250 Teacher Shortage Forgivable Loan Program which shall make
251 undergraduate and graduate forgivable loans available to eligible
252 students entering programs of study that lead to a degree in a
253 teaching program in a critical teacher shortage area. Special
254 emphasis shall be given to education paraprofessionals who are
255 seeking teacher certification in critical teacher shortage areas.
256 To be eligible for a program loan, a candidate shall:

257 1. Be a full-time or part-time student at the upper-
258 division undergraduate or graduate level in a teacher training
259 program approved by the department pursuant to s. 1004.04 leading

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260 to certification in a critical teacher shortage subject area. A
261 part-time student must complete six semester hours or its
262 equivalent during the semester or its equivalent.

263 2. Have declared an intent to teach, for at least the
264 number of years for which a forgivable loan is received, in
265 publicly funded elementary or secondary schools of Florida in a
266 critical teacher shortage area identified by the State Board of
267 Education. For purposes of this subsection, part-time student
268 status will be reflected as a proportion of the year, and a
269 school is considered publicly funded if it receives at least 75
270 percent of its operating costs from governmental agencies and
271 operates its educational program under contract with a public
272 school district or the Department of Education.

273 3. Meet the general requirements for student eligibility as
274 provided in s. 1009.40, except as otherwise provided in this
275 section.

276 4. If applying for an undergraduate forgivable loan, have
277 maintained a minimum cumulative grade point average of 2.5 on a
278 4.0 scale for all undergraduate work. Renewal applicants for
279 undergraduate loans shall maintain a minimum cumulative grade
280 point average of at least a 2.5 on a 4.0 scale for all
281 undergraduate work and have earned at least 6 ~~12~~ semester credits
282 per term, or the equivalent.

283 5. If applying for a graduate forgivable loan, have
284 maintained an undergraduate cumulative grade point average of at
285 least a 3.0 on a 4.0 scale or have attained a Graduate Record
286 Examination score of at least 1,000. Renewal applicants for
287 graduate loans shall maintain a minimum cumulative grade point
288 average of at least a 3.0 on a 4.0 scale for all graduate work

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289 and have earned at least ~~6~~ 9 semester credits per term, or the
290 equivalent.

291 (b) An undergraduate forgivable loan may be awarded for 2
292 undergraduate years, or its part-time equivalent, not to exceed
293 \$4,000 per year, or for a maximum of 3 years for programs
294 requiring a fifth year of instruction to obtain initial teaching
295 certification.

296 (c) A graduate forgivable loan may be awarded for 2
297 graduate years, or its part-time equivalent, not to exceed \$8,000
298 per year. In addition to meeting criteria specified in paragraph
299 (a), a loan recipient at the graduate level shall:

300 1. Hold a bachelor's degree from any college or university
301 accredited by a regional accrediting association as defined by
302 State Board of Education rule.

303 2. Not already hold a teaching certificate resulting from
304 an undergraduate degree in education in an area of critical
305 teacher shortage as designated by the State Board of Education.

306 3. Not have received an undergraduate forgivable loan as
307 provided for in paragraph (b).

308 (d) Education paraprofessionals who receive a Florida
309 Teacher Scholarship and Forgivable Loan for the semester in which
310 a teaching internship is required shall also receive an
311 additional scholarship award equal to 100 percent of their school
312 district salary for that semester. The local school district must
313 provide an approved leave of absence for the education
314 paraprofessional and must maintain all district-paid insurance
315 for the education paraprofessional during the semester of
316 internship.

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317 (e)~~(d)~~ Recipients of the Paul Douglas Teacher Scholarship
318 Loan Program as authorized under title IV, part D, subpart 1 of
319 the Higher Education Act of 1965, as amended, shall not be
320 eligible to participate in the Florida Critical Teacher Shortage
321 Forgivable Loan Program.

322 (f)~~(e)~~ The State Board of Education shall adopt by rule
323 repayment schedules and applicable interest rates under ss.
324 1009.82 and 1009.95. A forgivable loan must be repaid within 10
325 years of completion of a program of studies.

326 1. Credit for repayment of an undergraduate or graduate
327 forgivable loan shall be in an amount not to exceed \$4,000 in
328 loan principal plus applicable accrued interest for each full
329 year of eligible teaching service. However, credit in an amount
330 not to exceed \$8,000 in loan principal plus applicable accrued
331 interest shall be given for each full year of eligible teaching
332 service completed at a high-density, low-economic urban school or
333 at a low-density, low-economic rural school, as identified by the
334 State Board of Education.

335 2. Any forgivable loan recipient who fails to teach in a
336 publicly funded elementary or secondary school in this state as
337 specified in this subsection is responsible for repaying the loan
338 plus accrued interest at 8 percent annually.

339 3. Forgivable loan recipients may receive loan repayment
340 credit for teaching service rendered at any time during the
341 scheduled repayment period. However, such repayment credit shall
342 be applicable only to the current principal and accrued interest
343 balance that remains at the time the repayment credit is earned.
344 No loan recipient shall be reimbursed for previous cash payments
345 of principal and interest.

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346 (g) ~~(f)~~ Funds appropriated by the Legislature for the
347 program shall be deposited in the State Student Financial
348 Assistance Trust Fund.

349 Section 5. Section 1009.58, Florida Statutes, is amended to
350 read:

351 1009.58 Critical teacher shortage tuition reimbursement
352 program.--

353 (1) A critical teacher shortage tuition reimbursement
354 program shall be established for the purpose of improving the
355 skills and knowledge of current teachers or persons preparing to
356 teach in critical teacher shortage areas. Special emphasis shall
357 be given to education paraprofessionals who are seeking teacher
358 certification in critical teacher shortage areas.

359 (2) The State Board of Education shall adopt rules to
360 implement the critical teacher shortage tuition reimbursement
361 program. Any full-time public school employee or lab school
362 employee certified to teach in this state or full-time education
363 paraprofessional seeking certification in a critical teacher
364 shortage area is eligible for the program. For the purposes of
365 this program, tuition reimbursement shall be limited to courses
366 in critical teacher shortage areas as determined by the State
367 Board of Education. Such courses shall be:

368 (a) Graduate-level courses leading to a master's,
369 specialist, or doctoral degree;

370 (b) Graduate-level courses leading to a new certification
371 area; ~~or~~

372 (c) State-approved undergraduate courses leading to an
373 advanced degree or new certification area; or.

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374 (d) State-approved undergraduate courses leading to a
375 degree in a critical teacher shortage area.

376 (3) Participants may receive tuition reimbursement payments
377 for up to 15 ~~9~~ semester hours, or the equivalent in quarter
378 hours, per year, at a rate not to exceed the approved tuition
379 rate ~~\$78~~ per semester hour, up to a total of 60 ~~36~~ semester
380 hours. All tuition reimbursements shall be contingent on passing
381 an approved course with a minimum grade of 3.0 or its equivalent.

382 (4) This section shall be implemented only to the extent
383 specifically funded and authorized by law.

384 Section 6. Present subsections (4), (5), and (6) of section
385 1012.28, Florida Statutes, are redesignated as subsections (5),
386 (6), and (7), respectively, and a new subsection (4) is added to
387 that section, to read:

388 1012.28 Public school personnel; duties of school
389 principals.--

390 (4) Each school principal is responsible for the
391 establishment and success of the New Teacher Induction Initiative
392 and the goal to reduce the teacher attrition rate in his or her
393 school in accordance to s. 1012.988.

394 Section 7. Paragraph (a) of subsection (3) of section
395 1012.34, Florida Statutes, is amended to read:

396 1012.34 Assessment procedures and criteria.--

397 (3) The assessment procedure for instructional personnel
398 and school administrators must be primarily based on the
399 performance of students assigned to their classrooms or schools,
400 as appropriate. Pursuant to this section, a school district's
401 performance assessment is not limited to basing unsatisfactory
402 performance of instructional personnel and school administrators

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403 upon student performance, but may include other criteria approved
404 to assess instructional personnel and school administrators'
405 performance, or any combination of student performance and other
406 approved criteria. The procedures must comply with, but are not
407 limited to, the following requirements:

408 (a) An assessment must be conducted for each employee at
409 least once a year. The assessment must be based upon sound
410 educational principles and contemporary research in effective
411 educational practices. The assessment must primarily use data and
412 indicators of improvement in student performance assessed
413 annually as specified in s. 1008.22 and may consider results of
414 peer reviews in evaluating the employee's performance. Student
415 performance must be measured by state assessments required under
416 s. 1008.22 and by local assessments for subjects and grade levels
417 not measured by the state assessment program. The assessment
418 criteria must include, but are not limited to, indicators that
419 relate to the following:

- 420 1. Performance of students.
- 421 2. Ability to maintain appropriate discipline.
- 422 3. Knowledge of subject matter. The district school board
423 shall make special provisions for evaluating teachers who are
424 assigned to teach out-of-field.
- 425 4. Ability to plan and deliver instruction and the use of
426 technology in the classroom.
- 427 5. Ability to evaluate instructional needs.
- 428 6. Ability to establish and maintain a positive
429 collaborative relationship with students' families to increase
430 student achievement.

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431 7. Ability of the school principal to establish the New
432 Teacher Induction Initiative and to reduce teacher attrition at
433 the school in accordance with s. 1012.988.

434 ~~8.7.~~ Other professional competencies, responsibilities, and
435 requirements as established by rules of the State Board of
436 Education and policies of the district school board.

437 Section 8. Paragraph (d) of subsection (2) of section
438 1012.72, Florida Statutes, is amended to read:

439 1012.72 Dale Hickam Excellent Teaching Program.--

440 (2) The Dale Hickam Excellent Teaching Program is created
441 to provide categorical funding for monetary incentives and
442 bonuses for teaching excellence. The Department of Education
443 shall distribute to each school district or to the NBPTS an
444 amount as prescribed annually by the Legislature for the Dale
445 Hickam Excellent Teaching Program. For purposes of this section,
446 the Florida School for the Deaf and the Blind shall be considered
447 a school district. Unless otherwise provided in the General
448 Appropriations Act, each distribution shall be the sum of the
449 amounts earned for the following incentives and bonuses:

450 (d) An annual bonus equal to 10 percent of the prior fiscal
451 year's statewide average salary for classroom teachers to be
452 distributed to the school district to be paid to each individual
453 who meets the requirements of paragraph (c) and agrees, in
454 writing, to provide the equivalent of 12 workdays of mentoring,
455 supervising, or directing teacher-preparation students during
456 field experience courses or internships, pursuant to s. 1004.04,
457 and related services to public school teachers within the state
458 who do not hold NBPTS certification. Related services must
459 include instruction in helping teachers work more effectively

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460 with the families of their students. The district school board
461 shall distribute the annual bonus in a single payment following
462 the completion of all required mentoring and related services for
463 the year. It is not the intent of the Legislature to remove
464 excellent teachers from their assigned classrooms; therefore,
465 credit may not be granted by a school district or public school
466 for mentoring or related services provided during student contact
467 time during the 196 days of required service for the school year.
468

469 A teacher for whom the state pays the certification fee and who
470 does not complete the certification program or does not teach in
471 a public school of this state for at least 1 year after
472 completing the certification program must repay the amount of the
473 certification fee to the state. However, a teacher who completes
474 the certification program but fails to be awarded NBPTS
475 certification is not required to repay the amount of the
476 certification fee if the teacher meets the 1-year teaching
477 requirement. Repayment is not required of a teacher who does not
478 complete the certification program or fails to fulfill the
479 teaching requirement because of the teacher's death or disability
480 or because of other extenuating circumstances as determined by
481 the State Board of Education.

482 Section 9. Section 1012.988, Florida Statutes, is created
483 to read:

484 1012.988 Florida New Teacher Induction Initiative.--

485 (1) The Florida New Teacher Induction Initiative is
486 established to develop quality induction models in school
487 districts so as to provide new teachers with professional support
488 and guidance in the development of teaching skills, best

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489 practices, and classroom management and to provide emotional and
490 logistical support.

491 (2) Beginning in the 2008-2009 school year, each school
492 district shall develop a new teacher induction initiative that
493 includes the following minimum elements:

494 (a) Provide each new teacher with an appropriate 2-year
495 induction program that supports the teacher in achieving success
496 in the classroom. The plan shall include professional development
497 opportunities for beginning teachers which are aligned to student
498 achievement and classroom organization skills.

499 (b) Implement strategies that include components of
500 effective teacher induction in leadership training for
501 principals.

502 (c) Propose strategies to redirect existing financial and
503 human resources to support and expand quality induction efforts
504 and retain effective teachers.

505 (d) Review the feasibility and fiscal impact of adjusting
506 levels of teaching responsibility and providing mentoring in
507 order to reduce teaching preparations and reduce extracurricular
508 assignments.

509 (e) Assess annual teacher turnover rates for the prior 2
510 school years, exclusive of retirements, by school and by school
511 district, including data analysis of the level of teacher
512 experience, teacher age, teacher ethnicity, teacher-preparation
513 pathway, in-state or out-of-state training, and in-field or out-
514 of-field assignment. These reports shall be provided to the
515 Commissioner of Education and to the Florida Quality Education
516 Council.

517 (f) Establish school goals and district goals to reduce

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518 teacher attrition to no more than 10 percent, exclusive of
519 retirements, with special attention to the first 7 years of
520 teacher service.

521 (3) In the 2009-2010 school year and thereafter, each
522 school district, as part of an on-going evaluation of its new
523 teacher induction initiative, shall review and report the teacher
524 turnover rate by school and school district along with associated
525 data analysis and the progress made towards meeting its goal to
526 reduce teacher attrition. The report of the district's findings
527 shall be provided to the Commissioner of Education and to the
528 Florida Quality Education Council and shall include:

529 (a) The teacher turnover rate at each school, which shall
530 be reported as part of the school report card as required in s.
531 1008.34(5).

532 (b) The teacher turnover rate, which shall be reflected in
533 the principal assessment criteria in accordance with s.
534 1012.34(3).

535 (4) If the teacher turnover report shows no improvement
536 over the prior year in the retention of new teachers in schools
537 having grades of "D" or "F," the district must submit a specific
538 plan to address the attrition rate of new teachers and must use
539 mentoring and other methods to address teacher turnover.

540 (5) If the district goal to reduce teacher attrition is not
541 met, the district must revise its new teacher induction
542 initiative and evaluate other methods of retaining teachers.

543 (6) The Department of Education shall provide technical
544 assistance to school districts in developing the new teacher
545 induction initiative and in establishing school and district
546 goals to reduce teacher attrition.

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547 (7) Districts shall provide appropriate data to the Florida
548 Quality Education Council to assist the council in establishing
549 the cost of teacher turnover and in finding solutions for
550 reducing teacher turnover rates.

551 Section 10. Section 1012.989, Florida Statutes, is created
552 to read:

553 1012.989 Florida Quality Education Council.--

554 (1) The Florida Quality Education Council is established
555 within the Executive Office of the Governor to promote, recruit,
556 support, and sustain an effective teacher workforce in order to
557 meet the state's education needs and to compete in a global
558 economy. The purposes and objectives of the initiatives and
559 programs developed by the council shall be to:

560 (a) Promote the extent to which teachers affect the state's
561 ability to compete in a global, knowledge economy.

562 (b) Advance teaching as a valued profession.

563 (c) Monitor the progress of the Florida New Teacher
564 Induction Initiative created in s. 1012.988, and recommend
565 modifications to the initiative when needed.

566 (d) Implement a long-term data-collection and analysis
567 initiative to identify and promote the most effective practices
568 and policies for teacher preparation and the Florida New Teacher
569 Induction Initiative and provide continuous support of highly
570 effective teachers.

571 (e) Provide on-going review and support of teacher
572 preparation and teacher support programs provided by
573 postsecondary institutions, school districts, and individual
574 schools, and recommend modifications when needed.

575 (f) Support contemporary research through collaborative

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576 partnerships between postsecondary institutions and local school
577 districts.

578 (g) Explore the viability of expanding reciprocal
579 certification agreements with other states.

580 (h) Examine optimum working conditions in order to enhance
581 retention of beginning teachers.

582 (i) Examine the effect that salaries, benefits, and working
583 conditions have on teacher attrition.

584 (2) The council shall consist of 15 members appointed as
585 follows:

586 (a) Five members appointed by the Governor, one from
587 each of the following categories:

588 1. A Florida Teacher of the Year who has demonstrated
589 evidence of sustained student achievement.

590 2. An elementary school principal having a demonstrated
591 commitment to beginning teachers, effective classroom
592 instruction, and sustained student achievement and learning
593 gains.

594 3. A secondary school student currently serving as an ad
595 hoc school district board representative and recommended by the
596 school board chair.

597 4. An elementary school teacher who has demonstrated
598 evidence of sustained student achievement and who currently
599 teaches in a high-poverty or low-performing school and
600 recommended by the Florida Education Association.

601 5. A dean, director, or chair of a college of education of
602 a state postsecondary institution who is engaged in research
603 concerning effective teacher quality, creating new teacher
604 recruitment initiatives, and partnerships with local schools and

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605 instructional leaders and recommended by the Florida Association
606 of Colleges for Teacher Education.

607 (b) Five members appointed by the President of the Senate,
608 one from each of the following categories:

609 1. A middle school teacher from a school district having
610 fewer than 10,000 students and recommended by a school district
611 superintendent.

612 2. A secondary school principal who has a demonstrated
613 commitment to beginning teachers, effective classroom
614 instruction, and sustained student achievement and learning gains
615 and recommended by the Florida Association of School
616 Administrators.

617 3. A school district superintendent who is currently
618 engaged in and committed to a comprehensive quality induction
619 program for new teachers and recommended by the Florida
620 Association of District School Superintendents.

621 4. A parent of a student enrolled in public school and
622 recommended by the Florida Parent Teacher Association.

623 5. A faculty member of a state postsecondary institution
624 who is engaged in research concerning effective teacher quality,
625 creating new teacher recruitment initiatives, and recommended by
626 the Florida Association of Colleges for Teacher Education.

627 (c) Five members appointed by the Speaker of the House of
628 Representatives, one from each of the following categories:

629 1. A high school teacher from a school district having more
630 than 100,000 students and recommended by the Florida Education
631 Association.

632 2. A school board member from a district currently engaged
633 in and committed to a comprehensive quality induction program for

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634 new teachers and recommended by the Florida School Boards
635 Association.

636 3. A school district representative who is responsible for
637 coordinating teacher recruitment, professional development, and
638 retention efforts and recommended by the Florida Association of
639 School Administrators.

640 4. A faculty member or dean working in an Educator
641 Preparation Institute offered at a state community college.

642 5. A chief operating officer of a state incorporated
643 business who is a member of a statewide economic development
644 organization and recommended by the Associated Industries of
645 Florida.

646 (3) The council shall be established no later than October
647 1, 2008, and shall meet bimonthly during the 2008-2009 fiscal
648 year and as considered necessary thereafter.

649 (a) The council shall elect a chair from among its
650 membership. Eight members constitute a quorum. Business may not
651 be transacted at any meeting unless a quorum is present.

652 (b) Council members shall be appointed to 4-year terms and
653 may be reappointed for no more than two consecutive terms.

654 (c) Members of the council shall serve without
655 compensation, but are entitled to reimbursement for per diem and
656 travel expenses in accordance with s. 112.061.

657 (d) The Executive Office of the Governor shall provide
658 administrative support to the council.

659 (4) The council may apply for and accept funds, grants,
660 gifts, and services from the state and federal government or any
661 other public or private source, and may use funds derived from
662 these sources to defray clerical and administrative costs as

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663 necessary to carry out the council's assigned duties.

664 (5) The council shall implement a comprehensive data
665 collection and analysis initiative to provide policy
666 recommendations, to identify successful and cost-efficient
667 pathways that enhance high-quality and effective classroom
668 instruction, and to investigate the causes and costs of teacher
669 attrition. This initiative shall be conducted jointly by the K-20
670 data warehouse and a state research institution that has
671 demonstrated expertise and national recognition in conducting
672 scientific studies related to K-12 education. The initiative
673 shall include gathering data relating to student achievement and
674 learning gains resulting from highly effective teaching. Data
675 collection shall, at a minimum, examine correlations between
676 student achievement, if any, and the following factors:

677 (a) A teacher's prior involvement in a high school teaching
678 career academy.

679 (b) Standardized test scores of teacher education
680 candidates.

681 (c) A teacher's years of classroom experience.

682 (d) The institution or teacher-preparation pathway
683 attended.

684 (e) Components of postsecondary teacher preparation
685 including:

686 1. The onset and extent of classroom field experiences.

687 2. A description of both content and pedagogical
688 coursework.

689 3. The extent of opportunities for student teachers to
690 observe effective classroom instruction.

691 4. The extent of opportunities for student teachers to

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692 demonstrate and model effective classroom instruction.

693 5. The K-12 classroom teaching experience of faculty
694 members.

695 (f) Participation in the Florida New Teacher Induction
696 Initiative or other support and induction programs provided for
697 beginning teachers, including information regarding:

698 1. The length of the induction program.

699 2. The extent of the principal's involvement in the
700 induction process.

701 3. A description of any mentoring provided to new teachers
702 and support provided by teachers who hold national board
703 certification.

704 4. A description of mentor screening, selection, and
705 training.

706 5. Provision for common planning time and involvement in
707 professional learning communities comprised of other teachers.

708 6. Professional development that is aligned to the
709 development of teaching skills, best practices, classroom
710 management, and enhancement of student achievement.

711 7. Teaching load and assignment of extracurricular
712 responsibilities.

713 (6) In order to implement currently available research and
714 findings of the data collection and analysis initiative described
715 in subsection (5), by January 1, 2009, the council shall request
716 proposals from a state postsecondary institution that is
717 accredited by the Southern Association of Colleges and Schools
718 and that operates a state-approved teacher preparation program
719 and a leadership program for school principals as described in s.
720 1012.986. The postsecondary institution must submit evidence of

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721 expertise and national recognition in conducting research related
722 to K-12 teaching and learning, provide opportunities for
723 effective public school teachers to serve as adjunct instructors,
724 and commit to engagement from the entire institution to recruit
725 and prepare classroom teachers. The research proposal, at a
726 minimum shall include:

727 (a) Commitment, support, and involvement from at least five
728 school district superintendents. Schools in those districts must
729 commit to serving as teaching and learning laboratories, and
730 provide student teachers continuing opportunities to observe
731 effective classroom instruction.

732 (b) Technologies to deploy to state school districts and to
733 state-approved teacher preparation programs the research
734 practices and key findings that result from the partnership.

735 (c) Research-based cost analysis of teacher attrition, with
736 identification of significant factors related to teacher
737 attrition.

738 (7) The comprehensive data collection and analysis
739 described in subsection (5) and the research project described in
740 subsection (6) shall serve as the basis for the redesign and
741 approval of all teacher preparation programs in the state.

742 (8) The council shall prepare an annual report containing
743 the status and results of the data collection and research
744 analysis. The report must include policy recommendations,
745 including, but not limited to, the Florida New Teacher Induction
746 Initiative, measures to reduce teacher attrition, teacher
747 professional development, teacher-preparation pathways, and ways
748 to advance high-quality teaching. The report shall be presented
749 to the Governor, the President of the Senate, and the Speaker of

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750 | the House of Representatives by March 1 of each year.

751 | Section 11. This act shall take effect upon becoming a law.