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2009

1                   A bill to be entitled  
2           An act relating to teacher retention; amending s. 1008.34,  
3           F.S.; requiring that the school report card that is  
4           delivered to parents in each school district include the  
5           district's teacher turnover rate; creating s. 1012.988,  
6           F.S.; creating the Florida Teacher Induction Initiative  
7           for the purpose of providing support to new teachers;  
8           requiring each district to develop and implement a teacher  
9           induction initiative; specifying required minimum elements  
10          of the initiative; requiring that districts report the  
11          teacher turnover rate to the Commissioner of Education;  
12          requiring that a district submit a plan to address its new  
13          teacher attrition rate under certain circumstances;  
14          requiring the Department of Education to establish a  
15          statewide data collection and reporting system to  
16          determine the annual district cost of replacing teachers;  
17          requiring the department to assist districts in developing  
18          initiatives and goals; requiring the department to conduct  
19          a study to determine the relationship of teacher retention  
20          and attrition to student academic achievement; providing  
21          an effective date.

22  
23   Be It Enacted by the Legislature of the State of Florida:

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25           Section 1. Subsection (5) of section 1008.34, Florida  
26   Statutes, is amended to read:

27           1008.34 School grading system; school report cards;  
28   district grade.--

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29 (5) SCHOOL REPORT CARD.--The Department of Education shall  
30 annually develop, in collaboration with the school districts, a  
31 school report card to be delivered to parents throughout each  
32 school district. The report card shall include the school's  
33 grade, information regarding school improvement, an explanation  
34 of school performance as evaluated by the federal No Child Left  
35 Behind Act of 2001, the teacher turnover rate pursuant to s.  
36 1012.988, and indicators of return on investment. Each school's  
37 report card shall be published annually by the department on its  
38 website, and the school district shall provide the school report  
39 card to each parent.

40 Section 2. Section 1012.988, Florida Statutes, is created  
41 to read:

42 1012.988 Florida Teacher Induction Initiative.--

43 (1) The Florida Teacher Induction Initiative is  
44 established to develop quality induction models in school  
45 districts to provide new teachers with professional support and  
46 guidance in the development of teaching skills, best practices,  
47 and classroom management skills and to provide new teachers with  
48 emotional and logistical support.

49 (2) In the 2009-2010 school year, each school district  
50 shall plan for the implementation of a teacher induction  
51 initiative that includes the following minimum elements:

52 (a) Provide each new teacher with an appropriate 2-year  
53 induction program that supports the teacher in achieving success  
54 in the classroom. A new teacher is defined as a teacher having  
55 less than 1 year of prior teaching experience or having a  
56 temporary teaching certificate. The plan shall include

57 professional development opportunities for beginning teachers  
58 which are aligned to student achievement and classroom  
59 organization skills.

60 (b) Implement strategies that include components such as  
61 mentoring and best practices for effective teacher induction in  
62 leadership training for principals.

63 (c) Propose strategies to redirect existing financial and  
64 human resources to support and expand quality induction efforts  
65 and retain effective teachers.

66 (d) Review the feasibility and fiscal impact of adjusting  
67 levels of teaching responsibility and providing mentoring in  
68 order to reduce teaching preparations and extracurricular  
69 assignments.

70 (e) Calculate annual teacher turnover rates for the prior  
71 2 school years, exclusive of retirements, by school and by  
72 school district, including data analysis of the level of teacher  
73 experience, teacher age, teacher ethnicity, teacher preparation  
74 pathway, in-state or out-of-state training, and in-field or out-  
75 of-field assignment. This information shall be reported to the  
76 Commissioner of Education.

77 (f) Establish school goals and school district goals to  
78 reduce teacher attrition to no more than 10 percent, exclusive  
79 of retirements and approved leaves of absence, with special  
80 attention to the first 7 years of teacher service.

81 (3) In the 2010-2011 school year and each school year  
82 thereafter, each school district shall:

83 (a) Implement its teacher induction initiative.

84 (b) Review and report to the commissioner the teacher

85 turnover rate by school and school district along with  
86 associated data analysis and the progress made towards meeting  
87 its goal to reduce teacher attrition.

88 (c) Use data from the Department of Education pursuant to  
89 subsection (6) to determine the cost effectiveness of school  
90 district teacher induction initiatives and report the school  
91 district's findings to the commissioner.

92 (4) In 2011-2012 school year and each school year  
93 thereafter, if the teacher turnover report shows no improvement  
94 over the prior year in the retention of new teachers in schools  
95 having grades of "D" or "F," the school district must submit a  
96 specific plan to address the attrition rate of new teachers and  
97 must use mentoring and other strategies, such as reduced  
98 teaching loads for new teachers, to address teacher turnover.

99 (5) If the school district goal to reduce teacher  
100 attrition is not met, the district must revise its teacher  
101 induction initiative and evaluate other methods of retaining  
102 teachers.

103 (6) The Department of Education shall:

104 (a) Develop and establish a statewide data collection and  
105 reporting system to determine the annual school district cost of  
106 replacing teachers and report the annual cost by district to the  
107 Governor, the President of the Senate, and the Speaker of the  
108 House of Representatives.

109 (b) Provide technical assistance to school districts in  
110 developing the teacher induction initiative and in establishing  
111 school and school district goals to reduce teacher attrition.

112 (c) Report the teacher turnover rate at each school as

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113 part of the school report card as required in s. 1008.34(5).  
114 (d) Conduct a study to determine the relationship of  
115 teacher retention and attrition to student academic achievement  
116 and report the findings to the Governor, the President of the  
117 Senate, and the Speaker of the House of Representatives by  
118 October 1, 2012.

119 Section 3. This act shall take effect July 1, 2009.