

By Senator Deutch

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

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

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

29          1008.34 School grading system; school report cards;

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30 district grade.—

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

42 Section 2. Section 1012.988, Florida Statutes, is created  
43 to read:

44 1012.988 Florida Teacher Induction Initiative.—

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

51 (2) In the 2010-2011 school year, each school district  
52 shall plan for the implementation of a teacher induction  
53 initiative that includes the following minimum elements:

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

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

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

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

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

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

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

83 (3) In the 2011-2012 school year and each school year  
84 thereafter, each school district shall:

85 (a) Implement its teacher induction initiative.

86 (b) Review and report to the commissioner the teacher  
87 turnover rate by school and school district along with

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88 associated data analysis and the progress made towards meeting  
89 its goal to reduce teacher attrition.

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

94 (4) In 2012-2013 school year and each school year  
95 thereafter, if the teacher turnover report shows no improvement  
96 over the prior year in the retention of new teachers in schools  
97 having grades of "D" or "F," the school district must submit a  
98 specific plan to address the attrition rate of new teachers and  
99 must use mentoring and other strategies, such as reduced  
100 teaching loads for new teachers, to address teacher turnover.

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

104 (6) The Department of Education shall:

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

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

113 (c) Report the teacher turnover rate at each school as part  
114 of the school report card as required in s. 1008.34(5).

115 (d) Conduct a study to determine the relationship of  
116 teacher retention and attrition to student academic achievement

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117 and report the findings to the Governor, the President of the  
118 Senate, and the Speaker of the House of Representatives by  
119 October 1, 2013.

120 Section 3. This act shall take effect July 1, 2010.