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A bill to be entitled  
 An act relating to the School Teacher Training and  
 Mentoring Program; creating s. 1012.988, F.S.;  
 establishing the School Teacher Training and Mentoring  
 Program within the Department of Education; providing  
 the purpose of the program; providing for the award of  
 stipends for classroom teacher mentorship, subject to  
 appropriation; providing for the proration of the  
 stipends under certain circumstances; providing  
 department and school district responsibilities;  
 providing program requirements relating to program  
 contracts, standards, mentor requirements, and meeting  
 requirements; authorizing rulemaking; providing an  
 effective date.

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

Section 1. Section 1012.988, Florida Statutes, is created  
 to read:

1012.988 School Teacher Training and Mentoring Program.-

(1) The School Teacher Training and Mentoring Program is  
 established within the Department of Education. The purpose of  
 the program is to increase the effectiveness and involvement of  
 classroom teachers and improve student achievement, classroom  
 management, and excellence in the state's public schools.

26        (2) (a) The department shall, subject to appropriation,  
 27 provide funds to school districts to place retired classroom  
 28 teachers who were evaluated as highly effective or current  
 29 classroom teachers who are evaluated as highly effective as  
 30 mentors to:

- 31        1. New classroom teachers.
- 32        2. Classroom teachers who are rated as needs improvement,  
 33 developing, or unsatisfactory.
- 34        3. Classroom teachers who struggle with behavior  
 35 management within the classroom.

36        (b) Each stipend shall be \$2,000. The department shall  
 37 provide enough funds for each school district to establish three  
 38 mentors at each school within the district. However, if the  
 39 funds appropriated are inadequate to provide the stipend to each  
 40 mentor, stipends must be prorated using the same percentage  
 41 reduction.

42        (3) School districts shall provide a stipend to three  
 43 mentors at each school within the district. However, if there is  
 44 a proven need at a school within the district, the school  
 45 district may allocate more than three stipends to that school.  
 46 The award of such stipends may be part of a school district's  
 47 professional development certification and professional  
 48 education competency program under s. 1012.56(8) and (9),  
 49 respectively.

50        (4) (a) The program must provide a contract for the mentor

51 and mentee which outlines the responsibilities of each person  
52 and establishes the framework and goals of the program.

53 (b) The program must establish standards for the program  
54 which are established by the department which must be based on  
55 the University College London Mentoring Handbook.

56 (c) The program must pair a more skilled or experienced  
57 classroom teacher as a mentor with a less experienced classroom  
58 teacher as a mentee.

59 (d) Each mentor must:

60 1. Not have an official management relationship with his  
61 or her mentee.

62 2. Provide direction, advice, and a neutral sounding board  
63 to his or her mentee.

64 3. Maintain confidentiality, unless prohibited by law.

65 4. Have no personal agenda other than assisting his or her  
66 mentee in developing and reaching the mentee's goals.

67 5. Help his or her mentee in developing skills and  
68 expertise, including drawing upon the mentor's own personal  
69 experiences.

70 (5) The program shall provide mentoring services for 6  
71 months as follows:

72 (a) For the first month of the program, each mentor shall  
73 complete two 90-minute sessions with his or her mentee.

74 (b) For the second and third months of the program, each  
75 mentor shall complete two 60-minute sessions with his or her

76 | mentee each month.

77 |       (c) For the fourth through sixth months of the program,  
78 | each mentor shall complete one 60-minute session with his or her  
79 | mentee each month.

80 |       (6) Each session must include the following:

81 |       (a) For the first session, the mentor and mentee shall  
82 | complete an introduction, establish the reason for the mentee's  
83 | participation in the program, and define the goals for the  
84 | remaining sessions.

85 |       (b) For the second session, the mentor and mentee shall  
86 | review the established goals, explore the mentee's current  
87 | skills, establish the mentee's desired goals, and establish a  
88 | plan to attain the mentee's desired goals.

89 |       (c) For the third session, the mentor and mentee shall  
90 | assess the mentee's skills, strengths, and weakness and how  
91 | those effect his or her goals.

92 |       (d) For the fourth through eighth sessions, the mentor and  
93 | mentee shall review the mentee's progress and address any  
94 | issues.

95 |       (e) For the ninth and final session, the mentor and mentee  
96 | shall complete a final review of the mentee's progress and  
97 | achievement of his or her goals and establish any future goals  
98 | for the mentee.

99 |       (7) The State Board of Education may adopt rules to  
100 | administer this section.

HB 393

2024

101 | Section 2. This act shall take effect July 1, 2024. |