

By the Committees on Fiscal Policy; and Education Pre-K -12

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1                   A bill to be entitled  
2       An act relating to deregulation of public  
3       schools/instructional, administrative, and support  
4       personnel; amending s. 1002.451, F.S.; requiring  
5       innovation schools of technology to comply with  
6       specified provisions of law relating to instructional  
7       multiyear contracts for instructional personnel in  
8       addition to annual contracts; amending s. 1002.55,  
9       F.S.; requiring newly hired prekindergarten  
10      instructors to complete specified training within a  
11      specified timeframe; deleting obsolete language;  
12      amending s. 1004.88, F.S.; authorizing the Florida  
13      Institute for Charter School Innovation to develop a  
14      professional learning system; amending s. 1011.6202,  
15      F.S.; requiring schools participating in the Principal  
16      Autonomy Program Initiative to comply with specified  
17      provisions of law relating to instructional multiyear  
18      contracts for instructional personnel in addition to  
19      annual contracts; amending s. 1012.05, F.S.;  
20      authorizing, rather than requiring, district school  
21      boards to base certain policies on guidelines from the  
22      Department of Education; revising the frequency with  
23      which school districts must submit certain information  
24      to the department; amending s. 1012.07, F.S.;  
25      requiring the State Board of Education to develop  
26      written strategies to address critical teacher  
27      shortages; making a technical change; amending s.  
28      1012.22, F.S.; deleting a prohibition on district  
29      school boards using advanced degrees to set salary

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30 schedules for instructional personnel and school  
31 administrators hired after a specified date; deleting  
32 requirements relating to annual salary adjustments;  
33 providing that collective bargaining may not preclude  
34 a district school board from carrying out specified  
35 duties; providing that if a superintendent appears  
36 before the State Board of Education for a specified  
37 purpose, the president of the school district  
38 bargaining unit also must appear; making technical  
39 changes; amending s. 1012.2315, F.S.; providing that  
40 provisions of law relating to the assignment of  
41 teachers apply to inexperienced teachers instead of  
42 temporarily certified teachers; defining the term  
43 "inexperienced teacher"; providing that a school  
44 district may still provide specified incentives to  
45 teachers despite collective bargaining provisions;  
46 making technical changes; amending s. 1012.335, F.S.;

47 defining the term "instructional multiyear contract";  
48 providing requirements for the award of an  
49 instructional multiyear contract; requiring that an  
50 employee awarded an instructional multiyear contract  
51 be returned to an annual contract under certain  
52 conditions; making conforming and technical changes;  
53 amending s. 1012.34, F.S.; requiring that procedures  
54 and requirements established by the district school  
55 superintendent for performance evaluations be approved  
56 by the district school board; requiring the district  
57 school superintendent to submit evaluation systems to  
58 the department under certain circumstances; deleting a

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59 requirement for the department to approve and monitor  
60 each school district's evaluation systems; revising  
61 the portion of a performance evaluation that is based  
62 on student performance; deleting requirements for  
63 performance evaluations; providing that student  
64 performance may not be the sole determinant for  
65 incentive pay for instructional personnel or school  
66 administrators; amending s. 1012.39, F.S.; revising an  
67 occupational experience qualification requirement for  
68 nondegreed teachers of career programs; deleting a  
69 training requirement for full-time nondegreed teachers  
70 of career programs; amending s. 1012.42, F.S.;  
71 providing that a teacher is considered in-field under  
72 certain circumstances; defining the term "self-  
73 contained classroom"; amending s. 1012.45, F.S.;  
74 revising requirements for school bus drivers;  
75 authorizing district school boards to adopt additional  
76 requirements for school bus drivers; requiring school  
77 bus drivers and school bus attendants to complete  
78 training in cardiopulmonary resuscitation and first  
79 aid; requiring school districts to maintain  
80 documentation of such training; requiring district  
81 school boards to provide training to school bus  
82 drivers and school bus attendants relating to students  
83 with disabilities; deleting a requirement for the  
84 State Board of Education to adopt rules relating to  
85 school bus drivers; amending s. 1012.555, F.S.;  
86 revising requirements for individuals to participate  
87 in the Teacher Apprenticeship Program; amending s.

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88 1012.56, F.S.; adding an additional method for an  
89 individual seeking an educator certification to  
90 demonstrate a mastery of general knowledge;  
91 authorizing school districts and consortia of school  
92 districts to issue temporary certificates under  
93 certain conditions; conforming a cross-reference;  
94 amending s. 1012.57, F.S.; deleting a provision  
95 relating to adjunct teaching certificates; amending s.  
96 1012.575, F.S.; providing that certain provisions  
97 relating to alternative teacher preparation programs  
98 also apply to the Florida Institute for Charter School  
99 Innovation; amending s. 1012.585, F.S.; revising the  
100 validity period for professional certificates;  
101 providing eligibility requirements for 5-year and 10-  
102 year professional certificates; requiring the State  
103 Board of Education to adopt rules to provide for the  
104 transition to or renewal of a 10-year professional  
105 certificate in certain situations; revising  
106 requirements for the renewal of professional  
107 certificates; authorizing certain private school  
108 teachers to extend the expiration date of a  
109 professional certificate; repealing s. 1012.72, F.S.,  
110 relating to the Dale Hickam Excellent Teaching  
111 Program; amending s. 1012.98, F.S.; conforming a  
112 cross-reference; providing that provisions relating to  
113 the development of a professional learning system  
114 apply to the Florida Institute for Charter School  
115 Innovation; making technical changes; amending ss.  
116 1004.04, 1004.85, and 1012.586, F.S.; conforming

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117 cross-references; providing an effective date.

118

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

120

121 Section 1. Paragraph (a) of subsection (5) of section  
122 1002.451, Florida Statutes, is amended to read:

123 1002.451 District innovation school of technology program.—

124 (5) EXEMPTION FROM STATUTES.—

125 (a) An innovation school of technology is exempt from  
126 chapters 1000-1013. However, an innovation school of technology  
127 shall comply with the following provisions of those chapters:

128 1. Laws pertaining to the following:

129 a. Schools of technology, including this section.

130 b. Student assessment program and school grading system.

131 c. Services to students who have disabilities.

132 d. Civil rights, including s. 1000.05, relating to  
133 discrimination.

134 e. Student health, safety, and welfare.

135 2. Laws governing the election and compensation of district  
136 school board members and election or appointment and  
137 compensation of district school superintendents.

138 3. Section 1003.03, governing maximum class size, except  
139 that the calculation for compliance pursuant to s. 1003.03 is  
140 the average at the school level.

141 4. Sections 1012.22(1)(c) and 1012.27(2), relating to  
142 compensation and salary schedules.

143 5. Section 1012.33(5), relating to workforce reductions,  
144 for annual contracts for instructional personnel. This  
145 subparagraph does not apply to at-will employees.

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146           6. Section 1012.335, relating to contracts with  
147 instructional personnel hired on or after July 1, 2011, for  
148 annual or instructional multiyear contracts for instructional  
149 personnel. This subparagraph does not apply to at-will  
150 employees.

151           7. Section 1012.34, relating to requirements for  
152 performance evaluations of instructional personnel and school  
153 administrators.

154           Section 2. Paragraph (c) of subsection (3) of section  
155 1002.55, Florida Statutes, is amended to read:

156           1002.55 School-year prekindergarten program delivered by  
157 private prekindergarten providers.—

158           (3) To be eligible to deliver the prekindergarten program,  
159 a private prekindergarten provider must meet each of the  
160 following requirements:

161           (c) The private prekindergarten provider must have, for  
162 each prekindergarten class of 11 children or fewer, at least one  
163 prekindergarten instructor who meets each of the following  
164 requirements:

165           1. The prekindergarten instructor must hold, at a minimum,  
166 one of the following credentials:

167           a. A child development associate credential issued by the  
168 National Credentialing Program of the Council for Professional  
169 Recognition; or

170           b. A credential approved by the Department of Children and  
171 Families as being equivalent to or greater than the credential  
172 described in sub-subparagraph a.

173  
174 The Department of Children and Families may adopt rules under

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175 ss. 120.536(1) and 120.54 which provide criteria and procedures  
176 for approving equivalent credentials under sub-subparagraph b.

177 2. The prekindergarten instructor must successfully  
178 complete three emergent literacy training courses that include  
179 developmentally appropriate and experiential learning practices  
180 for children and a student performance standards training course  
181 approved by the department as meeting or exceeding the minimum  
182 standards adopted under s. 1002.59. A newly hired  
183 prekindergarten instructor must complete the three emergent  
184 literacy training courses within 60 calendar days after being  
185 hired if the instructor has not previously completed the  
186 courses. The prekindergarten instructor must complete an  
187 emergent literacy training course at least once every 5 years  
188 after initially completing the three emergent literacy training  
189 courses. The courses in this subparagraph must be recognized as  
190 part of the informal early learning and career pathway  
191 identified by the department under s. 1002.995(1)(b). ~~The~~  
192 ~~requirement for completion of the standards training course~~  
193 ~~shall take effect July 1, 2022.~~ The courses must be made  
194 available online or in person.

195 Section 3. Present subsections (3) and (4) of section  
196 1004.88, Florida Statutes, are redesignated as subsections (4)  
197 and (5), respectively, and a new subsection (3) is added to that  
198 section, to read:

199 1004.88 Florida Institute for Charter School Innovation.—

200 (3) The institute may develop a professional learning  
201 system pursuant to s. 1012.98(7).

202 Section 4. Paragraph (b) of subsection (3) of section  
203 1011.6202, Florida Statutes, is amended to read:

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204           1011.6202 Principal Autonomy Program Initiative.—The  
205 Principal Autonomy Program Initiative is created within the  
206 Department of Education. The purpose of the program is to  
207 provide a highly effective principal of a participating school  
208 with increased autonomy and authority to operate his or her  
209 school, as well as other schools, in a way that produces  
210 significant improvements in student achievement and school  
211 management while complying with constitutional requirements. The  
212 State Board of Education may, upon approval of a principal  
213 autonomy proposal, enter into a performance contract with the  
214 district school board for participation in the program.

215           (3) EXEMPTION FROM LAWS.—

216           (b) A participating school or a school operated by a  
217 principal pursuant to subsection (5) shall comply with the  
218 provisions of chapters 1000-1013, and rules of the state board  
219 that implement those provisions, pertaining to the following:

220           1. Those laws relating to the election and compensation of  
221 district school board members, the election or appointment and  
222 compensation of district school superintendents, public meetings  
223 and public records requirements, financial disclosure, and  
224 conflicts of interest.

225           2. Those laws relating to the student assessment program  
226 and school grading system, including chapter 1008.

227           3. Those laws relating to the provision of services to  
228 students with disabilities.

229           4. Those laws relating to civil rights, including s.  
230 1000.05, relating to discrimination.

231           5. Those laws relating to student health, safety, and  
232 welfare.



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233           6. Section 1001.42(4)(f), relating to the uniform opening  
234 date for public schools.

235           7. Section 1003.03, governing maximum class size, except  
236 that the calculation for compliance pursuant to s. 1003.03 is  
237 the average at the school level for a participating school.

238           8. Sections 1012.22(1)(c) and 1012.27(2), relating to  
239 compensation and salary schedules.

240           9. Section 1012.33(5), relating to workforce reductions for  
241 annual contracts for instructional personnel. This subparagraph  
242 does not apply to at-will employees.

243           10. Section 1012.335, relating to annual or instructional  
244 multiyear contracts for instructional personnel hired on or  
245 after July 1, 2011. This subparagraph does not apply to at-will  
246 employees.

247           11. Section 1012.34, relating to personnel evaluation  
248 procedures and criteria.

249           12. Those laws pertaining to educational facilities,  
250 including chapter 1013, except that s. 1013.20, relating to  
251 covered walkways for relocatables, and s. 1013.21, relating to  
252 the use of relocatable facilities exceeding 20 years of age, are  
253 eligible for exemption.

254           13. Those laws pertaining to participating school  
255 districts, including this section and ss. 1011.69(2) and  
256 1012.28(8).

257           Section 5. Subsection (3) of section 1012.05, Florida  
258 Statutes, is amended to read:

259           1012.05 Teacher recruitment and retention.—

260           (3)(a) Each school board shall adopt policies relating to  
261 mentors and support for first-time teachers which may include

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262 ~~the based upon~~ guidelines issued by the Department of Education.

263 (b) By September 15 ~~and February 15~~ each school year, each  
264 school district shall electronically submit accurate public  
265 school e-mail addresses for all instructional and administrative  
266 personnel, as identified in s. 1012.01(2) and (3), to the  
267 Department of Education.

268 Section 6. Section 1012.07, Florida Statutes, is amended to  
269 read:

270 1012.07 Identification of critical teacher shortage areas.-  
271 The term "critical teacher shortage area" means high-need  
272 content areas and high-priority location areas identified by the  
273 State Board of Education. The State Board of Education shall  
274 adopt rules pursuant to ss. 120.536(1) and 120.54 necessary to  
275 annually identify critical teacher shortage areas. The state  
276 board must consider current and emerging educational  
277 requirements and workforce demands in determining critical  
278 teacher shortage areas. School grade levels may also be  
279 designated critical teacher shortage areas. Individual district  
280 school boards may identify and submit other critical teacher  
281 shortage areas. Such submissions must be aligned to current and  
282 emerging educational requirements and workforce demands in order  
283 to be approved by the State Board of Education. High-priority  
284 location areas must ~~shall~~ be in high-density, low-economic urban  
285 schools; low-density, low-economic rural schools; and schools  
286 that earned a grade of "F" or three consecutive grades of "D"  
287 pursuant to s. 1008.34. The State Board of Education shall  
288 develop written strategies to address the critical teacher  
289 shortages identified.

290 Section 7. Paragraph (c) of subsection (1) of section

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291 1012.22, Florida Statutes, is amended, and subsection (3) is  
292 added to that section, to read:

293 1012.22 Public school personnel; powers and duties of the  
294 district school board.—The district school board shall:

295 (1) Designate positions to be filled, prescribe  
296 qualifications for those positions, and provide for the  
297 appointment, compensation, promotion, suspension, and dismissal  
298 of employees as follows, subject to the requirements of this  
299 chapter:

300 (c) *Compensation and salary schedules.*—

301 1. Definitions.—As used in this paragraph:

302 a. "Adjustment" means an addition to the base salary  
303 schedule that is not a bonus and becomes part of the employee's  
304 permanent base salary and shall be considered compensation under  
305 s. 121.021(22).

306 b. "Grandfathered salary schedule" means the salary  
307 schedule or schedules adopted by a district school board before  
308 July 1, 2014, pursuant to subparagraph 3 ~~4~~.

309 c. "Instructional personnel" means instructional personnel  
310 as defined in s. 1012.01(2)(a)-(d), excluding substitute  
311 teachers.

312 d. "Performance salary schedule" means the salary schedule  
313 or schedules adopted by a district school board pursuant to  
314 subparagraph 4 ~~5~~.

315 e. "Salary schedule" means the schedule or schedules used  
316 to provide the base salary for district school board personnel.

317 f. "School administrator" means a school administrator as  
318 defined in s. 1012.01(3)(c).

319 g. "Supplement" means an annual addition to the base salary

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320 for the term of the negotiated supplement as long as the  
321 employee continues his or her employment for the purpose of the  
322 supplement. A supplement does not become part of the employee's  
323 continuing base salary but shall be considered compensation  
324 under s. 121.021(22).

325 2. Cost-of-living adjustment.—A district school board may  
326 provide a cost-of-living salary adjustment if the adjustment:

327 a. Does not discriminate among comparable classes of  
328 employees based upon the salary schedule under which they are  
329 compensated.

330 b. Does not exceed 50 percent of the annual adjustment  
331 provided to instructional personnel rated as effective.

332 3. ~~Advanced degrees.—A district school board may not use~~  
333 ~~advanced degrees in setting a salary schedule for instructional~~  
334 ~~personnel or school administrators hired on or after July 1,~~  
335 ~~2011, unless the advanced degree is held in the individual's~~  
336 ~~area of certification and is only a salary supplement.~~

337 4. Grandfathered salary schedule.—

338 a. The district school board shall adopt a salary schedule  
339 or salary schedules to be used as the basis for paying all  
340 school employees hired before July 1, 2014. Instructional  
341 personnel on annual contract as of July 1, 2014, shall be placed  
342 on the performance salary schedule adopted under subparagraph 4

343 ~~5~~. Instructional personnel on continuing contract or  
344 professional service contract may opt into the performance  
345 salary schedule if the employee relinquishes such contract and  
346 agrees to be employed on an annual contract under s. 1012.335.  
347 Such an employee shall be placed on the performance salary  
348 schedule and may not return to continuing contract or

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349 professional service contract status. Any employee who opts into  
350 the performance salary schedule may not return to the  
351 grandfathered salary schedule.

352 b. In determining the grandfathered salary schedule for  
353 instructional personnel, a district school board must base a  
354 portion of each employee's compensation upon performance  
355 demonstrated under s. 1012.34 and shall provide differentiated  
356 pay for both instructional personnel and school administrators  
357 based upon district-determined factors, including, but not  
358 limited to, additional responsibilities, school demographics,  
359 critical shortage areas, and level of job performance  
360 difficulties.

361 ~~4.5.~~ Performance salary schedule.—By July 1, 2014, the  
362 district school board shall adopt a performance salary schedule  
363 that provides annual salary adjustments for instructional  
364 personnel and school administrators based upon performance  
365 determined under s. 1012.34. Employees hired on or after July 1,  
366 2014, or employees who choose to move from the grandfathered  
367 salary schedule to the performance salary schedule shall be  
368 compensated pursuant to the performance salary schedule once  
369 they have received the appropriate performance evaluation for  
370 this purpose.

371 a. Base salary.—The base salary shall be established as  
372 follows:

373 (I) The base salary for instructional personnel or school  
374 administrators who opt into the performance salary schedule  
375 shall be the salary paid in the prior year, including  
376 adjustments only.

377 (II) Instructional personnel or school administrators new

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378 to the district, returning to the district after a break in  
379 service without an authorized leave of absence, or appointed for  
380 the first time to a position in the district in the capacity of  
381 instructional personnel or school administrator shall be placed  
382 on the performance salary schedule.

383 b. Salary adjustments.—Salary adjustments for highly  
384 effective or effective performance shall be established as  
385 follows:

386 ~~(I) The annual salary adjustment under the performance~~  
387 ~~salary schedule for an employee rated as highly effective must~~  
388 ~~be at least 25 percent greater than the highest annual salary~~  
389 ~~adjustment available to an employee of the same classification~~  
390 ~~through any other salary schedule adopted by the district.~~

391 ~~(II)~~ The annual salary adjustment under the performance  
392 salary schedule for an employee rated as effective must be equal  
393 to at least 50 percent and no more than 75 percent of the annual  
394 adjustment provided for a highly effective employee of the same  
395 classification.

396 ~~(II)~~ ~~(III)~~ A salary schedule may ~~shall~~ not provide an annual  
397 salary adjustment for an employee who receives a rating other  
398 than highly effective or effective for the year.

399 c. Salary supplements.—In addition to the salary  
400 adjustments, each district school board shall provide for salary  
401 supplements for activities that must include, but are not  
402 limited to:

403 (I) Assignment to a Title I eligible school.

404 (II) Assignment to a school that earned a grade of "F" or  
405 three consecutive grades of "D" pursuant to s. 1008.34 such that  
406 the supplement remains in force for at least 1 year following

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407 improved performance in that school.

408 (III) Certification and teaching in critical teacher  
409 shortage areas. Statewide critical teacher shortage areas shall  
410 be identified by the State Board of Education under s. 1012.07.  
411 However, the district school board may identify other areas of  
412 critical shortage within the school district for purposes of  
413 this sub-sub-subparagraph and may remove areas identified by the  
414 state board which do not apply within the school district.

415 (IV) Assignment of additional academic responsibilities.

416  
417 If budget constraints in any given year limit a district school  
418 board's ability to fully fund all adopted salary schedules, the  
419 performance salary schedule may ~~shall~~ not be reduced on the  
420 basis of total cost or the value of individual awards in a  
421 manner that is proportionally greater than reductions to any  
422 other salary schedules adopted by the district. ~~Any compensation~~  
423 ~~for longevity of service awarded to instructional personnel who~~  
424 ~~are on any other salary schedule must be included in calculating~~  
425 ~~the salary adjustments required by sub-subparagraph b.~~

426 (3) (a) Collective bargaining.—Notwithstanding provisions of  
427 chapter 447 related to district school board collective  
428 bargaining, collective bargaining may not preclude a district  
429 school board from carrying out its constitutional and statutory  
430 duties related to the following:

431 1. Providing incentives to effective and highly effective  
432 teachers.

433 2. Implementing school improvement plans under s. 1008.33  
434 to address the causes of low student performance and improve  
435 student academic performance and attendance.

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436 3. Implementing student discipline provisions required by  
437 law, including a review of a student's abilities, past  
438 performance, behavior, and needs.

439 4. Implementing school safety plans and requirements.

440 5. Implementing staff and student recognition programs.

441 6. Distributing correspondence to parents, teachers, and  
442 community members related to the daily operation of schools and  
443 the district.

444 7. Providing any required notice or copies of information  
445 related to the district school board or district operations  
446 which is readily available on the school district's website.

447 8. The school district's calendar.

448 9. The award of instructional multiyear contracts under s.  
449 1012.335.

450 (b) *Appearances before the board.*—If a district school  
451 superintendent appears before the state board to provide an  
452 update under s. 1011.62(14)(e), the state board must require  
453 that the president of the school district bargaining unit also  
454 must appear.

455 Section 8. Subsections (1) and (2) and paragraph (a) of  
456 subsection (4) of section 1012.2315, Florida Statutes, are  
457 amended to read:

458 1012.2315 Assignment of teachers.—

459 (1) LEGISLATIVE FINDINGS AND INTENT.—The Legislature finds  
460 disparities between teachers assigned to teach in a majority of  
461 schools that do not need improvement and schools that do need  
462 improvement pursuant to s. 1008.33. The disparities may be found  
463 in the assignment of inexperienced ~~temporarily certified~~  
464 teachers, teachers in need of improvement, and out-of-field



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465 teachers and in the performance of the students. It is the  
466 intent of the Legislature that district school boards have  
467 flexibility through the collective bargaining process to assign  
468 teachers more equitably across the schools in the district.

469 (2) ASSIGNMENT TO SCHOOLS GRADED "D" OR "F".—

470 (a) A school district may not assign a higher percentage  
471 than the school district average of inexperienced ~~temporarily~~  
472 ~~certified~~ teachers, teachers in need of improvement, or out-of-  
473 field teachers to schools graded "D" or "F" pursuant to s.  
474 1008.34. As used in this section, the term "inexperienced  
475 teacher" means a teacher who has been teaching for 2 years or  
476 less.

477 (b)1. A school district may assign an individual newly  
478 hired as instructional personnel to a school that has earned a  
479 grade of "F" in the previous year or any combination of three  
480 consecutive grades of "D" or "F" in the previous 3 years  
481 pursuant to s. 1008.34 if the individual:

482 a. Has received an effective rating or highly effective  
483 rating in the immediate prior year's performance evaluation  
484 pursuant to s. 1012.34;

485 b. Has successfully completed or is enrolled in a teacher  
486 preparation program pursuant to s. 1004.04, s. 1004.85, or s.  
487 1012.56, or a teacher preparation program specified in State  
488 Board of Education rule, is provided with high quality mentoring  
489 during the first 2 years of employment, holds a certificate  
490 issued pursuant to s. 1012.56, and holds a probationary contract  
491 pursuant to s. 1012.335(2) (a); or

492 c. Holds a probationary contract pursuant to s.  
493 1012.335(2) (a), holds a certificate issued pursuant to s.

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494 1012.56, and has successful teaching experience, and if, in the  
495 judgment of the school principal, students would benefit from  
496 the placement of that individual.

497 2. As used in this paragraph, the term "mentoring" includes  
498 the use of student achievement data combined with at least  
499 monthly observations to improve the educator's effectiveness in  
500 improving student outcomes. Mentoring may be provided by a  
501 school district, a teacher preparation program approved pursuant  
502 to s. 1004.04, s. 1004.85, or s. 1012.56, or a teacher  
503 preparation program specified in State Board of Education rule.

504  
505 Each school district shall annually certify to the Commissioner  
506 of Education that the requirements in this subsection have been  
507 met. If the commissioner determines that a school district is  
508 not in compliance with this subsection, the State Board of  
509 Education must ~~shall~~ be notified and must ~~shall~~ take action  
510 pursuant to s. 1008.32 in the next regularly scheduled meeting  
511 to require compliance.

512 (4) COLLECTIVE BARGAINING.—

513 (a) Notwithstanding provisions of chapter 447 relating to  
514 district school board collective bargaining, collective  
515 bargaining provisions may not preclude a school district from  
516 providing incentives to high-quality teachers and assigning such  
517 teachers to low-performing schools, including incentives in s.  
518 1011.69(4).

519 Section 9. Present paragraphs (b) and (c) of subsection (1)  
520 of section 1012.335, Florida Statutes, are redesignated as  
521 paragraphs (c) and (d), respectively, a new paragraph (b) is  
522 added to that subsection, paragraphs (d) and (e) are added to

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523 subsection (2) of that section, and subsections (3) and (4) of  
524 that section are amended, to read:

525 1012.335 Contracts with instructional personnel hired on or  
526 after July 1, 2011.—

527 (1) DEFINITIONS.—As used in this section, the term:

528 (b) "Instructional multiyear contract," beginning July 1,  
529 2025, means an employment contract for a period not to exceed 3  
530 years which the district school board may choose to award upon  
531 completion of a probationary contract and at least one annual  
532 contract.

533 (2) EMPLOYMENT.—

534 (d) An instructional multiyear contract may be awarded,  
535 beginning July 1, 2025, only if the employee:

536 1. Holds an active professional certificate or temporary  
537 certificate issued pursuant to s. 1012.56 and rules of the State  
538 Board of Education;

539 2. Has been recommended by the district school  
540 superintendent for the instructional multiyear contract based  
541 upon the individual's evaluation under s. 1012.34 and approved  
542 by the district school board; and

543 3. Has not received an annual performance evaluation rating  
544 of unsatisfactory or needs improvement under s. 1012.34.

545 (e) An employee awarded an instructional multiyear contract  
546 who receives an annual performance evaluation rating of  
547 unsatisfactory or needs improvement under s. 1012.34 must be  
548 returned to an annual contract in the following school year.  
549 Such evaluation rating must be included with the evaluation  
550 ratings under subsequent annual contracts for determinations of  
551 just cause under s. 1012.33.

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552           (3) VIOLATION OF ANNUAL OR INSTRUCTIONAL MULTIYEAR  
553 CONTRACT.—Instructional personnel who accept a written offer  
554 from the district school board and who leave their positions  
555 without prior release from the district school board are subject  
556 to the jurisdiction of the Education Practices Commission.

557           (4) SUSPENSION OR DISMISSAL OF INSTRUCTIONAL PERSONNEL ON  
558 ANNUAL OR INSTRUCTIONAL MULTIYEAR CONTRACT.—Any instructional  
559 personnel with an annual or instructional multiyear contract may  
560 be suspended or dismissed at any time during the term of the  
561 contract for just cause as provided in subsection (5). The  
562 district school board shall notify the employee in writing  
563 whenever charges are made and may suspend such person without  
564 pay. However, if the charges are not sustained, the employee  
565 must ~~shall~~ be immediately reinstated and his or her back pay  
566 must ~~shall~~ be paid. If the employee wishes to contest the  
567 charges, he or she must, within 15 days after receipt of the  
568 written notice, submit a written request for a hearing to the  
569 district school board. A direct hearing must ~~shall~~ be conducted  
570 by the district school board or a subcommittee thereof within 60  
571 days after receipt of the written appeal. The hearing must ~~shall~~  
572 be conducted in accordance with ss. 120.569 and 120.57. A  
573 majority vote of the membership of the district school board  
574 shall be required to sustain the district school  
575 superintendent's recommendation. The district school board's  
576 determination is final as to the sufficiency or insufficiency of  
577 the grounds for suspension without pay or dismissal. Any such  
578 decision adverse to the employee may be appealed by the employee  
579 pursuant to s. 120.68.

580           Section 10. Paragraphs (a) and (b) of subsection (1) and

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581 paragraph (a) of subsection (3) of section 1012.34, Florida  
582 Statutes, are amended, and paragraph (c) is added to subsection  
583 (7) of that section, to read:

584 1012.34 Personnel evaluation procedures and criteria.—

585 (1) EVALUATION SYSTEM APPROVAL AND REPORTING.—

586 (a) For the purpose of increasing student academic  
587 performance by improving the quality of instructional,  
588 administrative, and supervisory services in the public schools  
589 of this ~~the~~ state, the district school superintendent shall  
590 establish procedures for evaluating the performance of duties  
591 and responsibilities of all instructional, administrative, and  
592 supervisory personnel employed by the school district. The  
593 procedures and requirements in subsection (3) must be  
594 established by the district school superintendent and approved  
595 by the district school board, must set the standards of service  
596 to be offered to the public within the meaning of s. 447.209,  
597 and are not subject to collective bargaining. The district  
598 school superintendent shall provide instructional personnel the  
599 opportunity to review their class rosters for accuracy and to  
600 correct any mistakes. The district school superintendent shall  
601 report accurate class rosters for the purpose of calculating  
602 district and statewide student performance and annually report  
603 the evaluation results of instructional personnel and school  
604 administrators to the Department of Education in addition to the  
605 information required under subsection (5).

606 (b) The district school superintendent must submit the  
607 district instructional personnel and school administrator  
608 evaluation systems to the department whenever the evaluation  
609 systems in subsection (2) are amended ~~department must approve~~

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610 ~~each school district's instructional personnel and school~~  
611 ~~administrator evaluation systems. The department shall monitor~~  
612 ~~each district's implementation of its instructional personnel~~  
613 ~~and school administrator evaluation systems for compliance with~~  
614 ~~the requirements of this section.~~

615 (3) EVALUATION PROCEDURES AND CRITERIA.—Instructional  
616 personnel and school administrator performance evaluations must  
617 be based upon the performance of students assigned to their  
618 classrooms or schools, as provided in this section. Pursuant to  
619 this section, a school district's performance evaluation system  
620 is not limited to basing unsatisfactory performance of  
621 instructional personnel and school administrators solely upon  
622 student performance, but may include other criteria to evaluate  
623 instructional personnel and school administrators' performance,  
624 or any combination of student performance and other criteria.  
625 Evaluation procedures and criteria must comply with, but are not  
626 limited to, the following:

627 (a) A performance evaluation must be conducted for each  
628 employee at least once a year, except that a classroom teacher,  
629 as defined in s. 1012.01(2)(a), excluding substitute teachers,  
630 who is newly hired by the district school board must be observed  
631 and evaluated at least twice in the first year of teaching in  
632 the school district. The performance evaluation must be based  
633 upon sound educational principles and contemporary research in  
634 effective educational practices. The evaluation criteria must  
635 include:

636 1. Performance of students.—At least one-half ~~one-third~~ of  
637 a performance evaluation must be based upon data and indicators  
638 of student performance, as determined by each school district.

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639 ~~This portion of the evaluation must include growth or~~  
640 ~~achievement data of the teacher's students or, for a school~~  
641 ~~administrator, the students attending the school over the course~~  
642 ~~of at least 3 years. If less than 3 years of data are available,~~  
643 ~~the years for which data are available must be used. The~~  
644 ~~proportion of growth or achievement data may be determined by~~  
645 ~~instructional assignment.~~

646 ~~2. Instructional practice. For instructional personnel, at~~  
647 ~~least one third of the performance evaluation must be based upon~~  
648 ~~instructional practice. Evaluation criteria used when annually~~  
649 ~~observing classroom teachers, as defined in s. 1012.01(2)(a),~~  
650 ~~excluding substitute teachers, must include indicators based~~  
651 ~~upon each of the Florida Educator Accomplished Practices adopted~~  
652 ~~by the State Board of Education. For instructional personnel who~~  
653 ~~are not classroom teachers, evaluation criteria must be based~~  
654 ~~upon indicators of the Florida Educator Accomplished Practices~~  
655 ~~and may include specific job expectations related to student~~  
656 ~~support. This section does not preclude a school administrator~~  
657 ~~from visiting and observing classroom teachers throughout the~~  
658 ~~school year for purposes of providing mentorship, training,~~  
659 ~~instructional feedback, or professional learning.~~

660 ~~3. Instructional leadership. For school administrators, at~~  
661 ~~least one third of the performance evaluation must be based on~~  
662 ~~instructional leadership. Evaluation criteria for instructional~~  
663 ~~leadership must include indicators based upon each of the~~  
664 ~~leadership standards adopted by the State Board of Education~~  
665 ~~under s. 1012.986, including performance measures related to the~~  
666 ~~effectiveness of classroom teachers in the school, the~~  
667 ~~administrator's appropriate use of evaluation criteria and~~

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668 ~~procedures, recruitment and retention of effective and highly~~  
669 ~~effective classroom teachers, improvement in the percentage of~~  
670 ~~instructional personnel evaluated at the highly effective or~~  
671 ~~effective level, and other leadership practices that result in~~  
672 ~~student learning growth. The system may include a means to give~~  
673 ~~parents and instructional personnel an opportunity to provide~~  
674 ~~input into the administrator's performance evaluation.~~

675 4. Other indicators of performance.—For instructional  
676 personnel and school administrators, the remainder of a  
677 performance evaluation may include, but is not limited to,  
678 professional and job responsibilities as recommended by the  
679 State Board of Education or identified by the district school  
680 board and, for instructional personnel, peer reviews,  
681 objectively reliable survey information from students and  
682 parents based on teaching practices that are consistently  
683 associated with higher student achievement, and other valid and  
684 reliable measures of instructional practice.

685 (7) MEASUREMENT OF STUDENT PERFORMANCE.—

686 (c) The measurement of student learning growth under  
687 paragraph (a) may not be the sole determinant for any incentive  
688 pay for instructional personnel or school administrators.

689 Section 11. Paragraph (c) of subsection (1) of section  
690 1012.39, Florida Statutes, is amended to read:

691 1012.39 Employment of substitute teachers, teachers of  
692 adult education, nondegreed teachers of career education, and  
693 career specialists; students performing clinical field  
694 experience.—

695 (1) Notwithstanding ss. 1012.32, 1012.55, 1012.56, and  
696 1012.57, or any other provision of law or rule to the contrary,



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697 each district school board shall establish the minimal  
698 qualifications for:

699 (c) Part-time and full-time nondegreed teachers of career  
700 programs. Qualifications must be established for nondegreed  
701 teachers of career and technical education courses for program  
702 clusters that are recognized in the state and are based  
703 primarily on successful occupational experience rather than  
704 academic training. The qualifications for such teachers must  
705 require:

706 1. The filing of a complete set of fingerprints in the same  
707 manner as required by s. 1012.32. Faculty employed solely to  
708 conduct postsecondary instruction may be exempted from this  
709 requirement.

710 2. Documentation of education and successful occupational  
711 experience including documentation of:

712 a. A high school diploma or the equivalent.

713 b. Completion of a minimum level, established by the  
714 district school board, 3 years of full-time successful  
715 occupational experience or the equivalent of part-time  
716 experience in the teaching specialization area. The district  
717 school board may establish alternative qualifications for  
718 teachers with an industry certification in the career area in  
719 which they teach.

720 c. ~~For full-time teachers, completion of professional~~  
721 ~~education training in teaching methods, course construction,~~  
722 ~~lesson planning and evaluation, and teaching special needs~~  
723 ~~students. This training may be completed through coursework from~~  
724 ~~an accredited or approved institution or an approved district~~  
725 ~~teacher education program, or the local school district~~

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726 ~~inservice master plan.~~

727 ~~d.~~ Documentation of industry certification when state or  
728 national industry certifications are available and applicable.

729 Section 12. Subsection (1) of section 1012.42, Florida  
730 Statutes, is amended to read:

731 1012.42 Teacher teaching out-of-field.—

732 (1) ASSISTANCE.—

733 (a) Each district school board shall adopt and implement a  
734 plan to assist any teacher teaching out-of-field, and priority  
735 consideration in professional development activities shall be  
736 given to a teacher who is teaching out-of-field. The district  
737 school board shall require that the teacher participate in a  
738 certification or staff development program designed to provide  
739 the teacher with the competencies required for the assigned  
740 duties. The board-approved assistance plan must include duties  
741 of administrative personnel and other instructional personnel to  
742 provide students with instructional services.

743 (b) A teacher who holds an educator certificate in  
744 exceptional student education is considered in-field if he or  
745 she is teaching in a self-contained classroom. For the purpose  
746 of this paragraph, the term "self-contained classroom" means a  
747 classroom of exceptional students as defined in s. 1003.01  
748 taught by an educator who holds a certificate in exceptional  
749 student education and who is responsible for instruction of all  
750 academic subjects.

751 Section 13. Subsections (1) and (3) of section 1012.45,  
752 Florida Statutes, are amended to read:

753 1012.45 School bus drivers; requirements and duties.—

754 (1) Each school bus driver must be of good moral character,

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755 of good vision and hearing, able-bodied, free from communicable  
756 disease, mentally alert, and sufficiently strong physically to  
757 handle the bus with ease, and must meet ~~he or she must possess~~  
758 ~~other qualifications prescribed by the Commissioner of~~  
759 ~~Education, including~~ those qualifications described in 49 C.F.R.  
760 s. 391, relating to physical qualifications and examinations,  
761 and 49 C.F.R. part 40 and part 382, relating to controlled  
762 substance and alcohol use and testing, and he or she must hold a  
763 valid commercial driver license with a passenger endorsement.

764 (3) Each district school board shall require that school  
765 bus drivers and school bus attendants complete a certified  
766 cardiopulmonary resuscitation course and first aid training  
767 before being employed as a school bus driver or a school bus  
768 attendant. The school district shall maintain documentation of  
769 the completion of the cardiopulmonary resuscitation course and  
770 first aid training. Each district school board must also provide  
771 training to school bus drivers and school bus attendants for  
772 students with disabilities under s. 1003.57. Each district  
773 school board may adopt additional ~~The State Board of Education~~  
774 ~~shall adopt rules outlining~~ requirements that school bus drivers  
775 must meet to be ~~before they are~~ employed by district school  
776 boards.

777 Section 14. Subsection (2) and paragraph (a) of subsection  
778 (3) of section 1012.555, Florida Statutes, are amended to read:  
779 1012.555 Teacher Apprenticeship Program.—

780 (2) (a) An individual must meet the following minimum  
781 eligibility requirements to participate in the apprenticeship  
782 program:

783 1. Be enrolled in or have completed ~~Have received~~ an

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784 associate degree program at ~~from~~ an accredited postsecondary  
785 institution.

786 2. Have earned a cumulative grade point average of 2.5 ~~3.0~~  
787 in that degree program.

788 3. Have successfully passed a background screening as  
789 provided in s. 1012.32.

790 4. Have received a temporary apprenticeship certificate as  
791 provided in s. 1012.56(7) (d).

792 (b) As a condition of participating in the program, an  
793 apprentice teacher must commit to spending at least the first 2  
794 years in the classroom of a mentor teacher using team teaching  
795 strategies identified in s. 1003.03(5) (b) and fulfilling the on-  
796 the-job training component of the registered apprenticeship and  
797 its associated standards.

798 (c) An apprentice teacher must do both of the following:

799 1. Complete at least 2 years in an apprenticeship before  
800 being eligible to apply for a professional certificate  
801 established in s. 1012.56(7) (a). Completion of the Teacher  
802 Apprenticeship Program does not exempt an apprentice teacher  
803 from the requirements of s. 1012.56(2) (c).

804 2. Receive related instruction as provided in s. 446.051.

805 (d) An apprentice teacher must be appointed by the district  
806 school board as an education paraprofessional and must be paid  
807 in accordance with s. 446.032 and rules adopted by the State  
808 Board of Education.

809 (e) An apprentice teacher may change schools or districts  
810 after the first year of his or her apprenticeship if the hiring  
811 school or district has agreed to fund the remaining year of the  
812 apprenticeship.

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813 (3) A teacher who serves as a mentor in the apprenticeship  
814 program shall mentor his or her apprentice teacher using team  
815 teaching strategies and must, at a minimum, meet all of the  
816 following requirements:

817 (a) Have at least 5 7 years of teaching experience in this  
818 state.

819 Section 15. Subsections (3) and (7) and paragraph (a) of  
820 subsection (8) of section 1012.56, Florida Statutes, are amended  
821 to read:

822 1012.56 Educator certification requirements.—

823 (3) MASTERY OF GENERAL KNOWLEDGE.—Acceptable means of  
824 demonstrating mastery of general knowledge are:

825 (a) Achievement of passing scores on the general knowledge  
826 examination required by state board rule;

827 (b) Documentation of a valid professional standard teaching  
828 certificate issued by another state;

829 (c) Documentation of a valid certificate issued by the  
830 National Board for Professional Teaching Standards or a national  
831 educator credentialing board approved by the State Board of  
832 Education;

833 (d) Documentation of two semesters of successful, full-time  
834 or part-time teaching in a Florida College System institution,  
835 state university, or private college or university that awards  
836 an associate or higher degree and is an accredited institution  
837 or an institution of higher education identified by the  
838 Department of Education as having a quality program;

839 (e) Achievement of passing scores, identified in state  
840 board rule, on national or international examinations that test  
841 comparable content and relevant standards in verbal, analytical

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842 writing, and quantitative reasoning skills, including, but not  
843 limited to, the verbal, analytical writing, and quantitative  
844 reasoning portions of the Graduate Record Examination. Passing  
845 scores identified in state board rule must be at approximately  
846 the same level of rigor as is required to pass the general  
847 knowledge examinations; ~~or~~

848 (f) Documentation of receipt of a master's or higher degree  
849 from an accredited postsecondary educational institution that  
850 the Department of Education has identified as having a quality  
851 program resulting in a baccalaureate degree or higher; or

852 (g) Documentation of a rating of effective or highly  
853 effective under s. 1012.34 in each year of the validity period  
854 of the temporary certificate.

855  
856 A school district that employs an individual who does not  
857 achieve passing scores on any subtest of the general knowledge  
858 examination must provide information regarding the availability  
859 of state-level and district-level supports and instruction to  
860 assist him or her in achieving a passing score. Such information  
861 must include, but need not be limited to, state-level test  
862 information guides, school district test preparation resources,  
863 and preparation courses offered by state universities and  
864 Florida College System institutions. The requirement of mastery  
865 of general knowledge shall be waived for an individual who has  
866 been provided 3 years of supports and instruction and who has  
867 been rated effective or highly effective under s. 1012.34 for  
868 each of the last 3 years.

869 (7) TYPES AND TERMS OF CERTIFICATION.—

870 (a) The Department of Education shall issue a professional

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871 certificate for a period not to exceed 5 years to any applicant  
872 who fulfills one of the following:

873 1. Meets all the applicable requirements outlined in  
874 subsection (2).

875 2. For a professional certificate covering grades 6 through  
876 12:

877 a. Meets the applicable requirements of paragraphs (2) (a)-  
878 (h).

879 b. Holds a master's or higher degree in the area of  
880 science, technology, engineering, or mathematics.

881 c. Teaches a high school course in the subject of the  
882 advanced degree.

883 d. Is rated highly effective as determined by the teacher's  
884 performance evaluation under s. 1012.34, based in part on  
885 student performance as measured by a statewide, standardized  
886 assessment or an Advanced Placement, Advanced International  
887 Certificate of Education, or International Baccalaureate  
888 examination.

889 e. Achieves a passing score on the Florida professional  
890 education competency examination required by state board rule.

891 3. Meets the applicable requirements of paragraphs (2) (a)-  
892 (h) and completes a professional learning certification program  
893 approved by the department pursuant to paragraph (8) (b) or an  
894 educator preparation institute approved by the department  
895 pursuant to s. 1004.85. An applicant who completes one of these  
896 programs and is rated highly effective as determined by his or  
897 her performance evaluation under s. 1012.34 is not required to  
898 take or achieve a passing score on the professional education  
899 competency examination in order to be awarded a professional

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900 certificate.

901 (b) The department shall issue a temporary certificate to  
902 any applicant who:

903 1. Completes the requirements outlined in paragraphs  
904 (2) (a)-(f) and completes the subject area content requirements  
905 specified in state board rule or demonstrates mastery of subject  
906 area knowledge pursuant to subsection (5) and holds an  
907 accredited degree or a degree approved by the Department of  
908 Education at the level required for the subject area  
909 specialization in state board rule;

910 2. For a subject area specialization for which the state  
911 board otherwise requires a bachelor's degree, documents 48  
912 months of active-duty military service with an honorable  
913 discharge or a medical separation; completes the requirements  
914 outlined in paragraphs (2) (a), (b), and (d)-(f); completes the  
915 subject area content requirements specified in state board rule  
916 or demonstrates mastery of subject area knowledge pursuant to  
917 subsection (5); and documents completion of 60 college credits  
918 with a minimum cumulative grade point average of 2.5 on a 4.0  
919 scale, as provided by one or more accredited institutions of  
920 higher learning or a nonaccredited institution of higher  
921 learning identified by the Department of Education as having a  
922 quality program resulting in a bachelor's degree or higher; or

923 3. Is enrolled in a state-approved teacher preparation  
924 program under s. 1004.04; is actively completing the required  
925 program field experience or internship at a public school;  
926 completes the requirements outlined in paragraphs (2) (a), (b),  
927 and (d)-(f); completes the subject area content requirements  
928 specified in state board rule or demonstrates mastery of subject



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929 area knowledge pursuant to subsection (5); and documents  
930 completion of 60 college credits with a minimum cumulative grade  
931 point average of 2.5 on a 4.0 scale, as provided by one or more  
932 accredited institutions of higher learning or a nonaccredited  
933 institution of higher learning identified by the Department of  
934 Education as having a quality program resulting in a bachelor's  
935 degree or higher.

936 (c) The department shall issue one nonrenewable 2-year  
937 temporary certificate and one nonrenewable 5-year professional  
938 certificate to a qualified applicant who holds a bachelor's  
939 degree in the area of speech-language impairment to allow for  
940 completion of a master's degree program in speech-language  
941 impairment.

942 (d) The department shall issue a temporary apprenticeship  
943 certificate to any applicant who:

944 1. Meets the requirements of paragraphs (2) (a), (b), and  
945 (d)-(f).

946 2. Completes the subject area content requirements  
947 specified in state board rule or demonstrates mastery of subject  
948 area knowledge as provided in subsection (5).

949 (e) A person who is issued a temporary certificate under  
950 paragraph (b) must be assigned a teacher mentor for a minimum of  
951 2 school years after commencing employment. Each teacher mentor  
952 selected by the school district, charter school, or charter  
953 management organization must:

954 1. Hold a valid professional certificate issued pursuant to  
955 this section;

956 2. Have earned at least 3 years of teaching experience in  
957 prekindergarten through grade 12; and

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958           3. Have earned an effective or highly effective rating on  
959 the prior year's performance evaluation under s. 1012.34.

960           (f)1. A temporary certificate is valid for 5 school fiscal  
961 years, is limited to a one-time issuance, and is nonrenewable.

962           2. A temporary apprenticeship certificate issued under  
963 paragraph (d) is valid for 5 school years, may be issued only  
964 once, and is nonrenewable.

965           (g) A school district or a consortium of school districts  
966 may issue temporary certificates based on the requirements in  
967 paragraph (b). School districts or a consortium of school  
968 districts must report the number of such certificates issued,  
969 and any additional information to the department, based on  
970 reporting requirements adopted by the State Board of Education.

971  
972 At least 1 year before an individual's department-issued  
973 temporary certificate is set to expire, the department shall  
974 electronically notify the individual of the date on which his or  
975 her certificate will expire and provide a list of each method by  
976 which the qualifications for a professional certificate can be  
977 completed.

978           (8) PROFESSIONAL LEARNING CERTIFICATION PROGRAM.—

979           (a) The Department of Education shall develop and each  
980 school district, charter school, and charter management  
981 organization may provide a cohesive competency-based  
982 professional learning certification program by which  
983 instructional staff may satisfy the mastery of professional  
984 preparation and education competence requirements specified in  
985 subsection (6) and rules of the State Board of Education.  
986 Participants must hold a state-issued temporary certificate. A

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987 school district, charter school, or charter management  
988 organization that implements the program shall provide a  
989 competency-based certification program developed by the  
990 Department of Education or developed by the district, charter  
991 school, or charter management organization and approved by the  
992 Department of Education. These entities may collaborate with  
993 other supporting agencies or educational entities for  
994 implementation. The program shall include the following:

995 1. A teacher mentorship and induction component.

996 a. Each individual selected by the district, charter  
997 school, or charter management organization as a mentor:

998 (I) Must hold a valid professional certificate issued  
999 pursuant to this section;

1000 (II) Must have earned at least 3 years of teaching  
1001 experience in prekindergarten through grade 12;

1002 (III) Must have completed training in clinical supervision  
1003 and participate in ongoing mentor training provided through the  
1004 coordinated system of professional learning under s. 1012.98(4);

1005 (IV) Must have earned an effective or highly effective  
1006 rating on the prior year's performance evaluation; and

1007 (V) May be a peer evaluator under the district's evaluation  
1008 system approved under s. 1012.34.

1009 b. The teacher mentorship and induction component must, at  
1010 a minimum, provide routine opportunities for mentoring and  
1011 induction activities, including ongoing professional learning as  
1012 described in s. 1012.98 targeted to a teacher's needs,  
1013 opportunities for a teacher to observe other teachers, co-  
1014 teaching experiences, and reflection and follow-up ~~followup~~  
1015 discussions. Professional learning must meet the criteria

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1016 established in s. 1012.98(3). Mentorship and induction  
1017 activities must be provided for an applicant's first year in the  
1018 program and may be provided until the applicant attains his or  
1019 her professional certificate in accordance with this section.

1020 2. An assessment of teaching performance aligned to the  
1021 district's, charter school's, or charter management  
1022 organization's system for personnel evaluation under s. 1012.34  
1023 which provides for:

1024 a. An initial evaluation of each educator's competencies to  
1025 determine an appropriate individualized professional learning  
1026 plan.

1027 b. A summative evaluation to assure successful completion  
1028 of the program.

1029 3. Professional education preparation content knowledge,  
1030 which must be included in the mentoring and induction activities  
1031 under subparagraph 1., that includes, but is not limited to, the  
1032 following:

1033 a. The state academic standards provided under s. 1003.41,  
1034 including scientifically researched and evidence-based reading  
1035 instructional strategies grounded in the science of reading,  
1036 content literacy, and mathematical practices, for each subject  
1037 identified on the temporary certificate. Reading instructional  
1038 strategies for foundational skills shall include phonics  
1039 instruction for decoding and encoding as the primary  
1040 instructional strategy for word reading. Instructional  
1041 strategies may not employ the three-cueing system model of  
1042 reading or visual memory as a basis for teaching word reading.  
1043 Instructional strategies may include visual information and  
1044 strategies which improve background and experiential knowledge,

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1045 add context, and increase oral language and vocabulary to  
1046 support comprehension, but may not be used to teach word  
1047 reading.

1048 b. The educator-accomplished practices approved by the  
1049 state board.

1050 4. Required achievement of passing scores on the subject  
1051 area and professional education competency examination required  
1052 by State Board of Education rule. Mastery of general knowledge  
1053 must be demonstrated as described in subsection (3).

1054 5. Beginning with candidates entering a program in the  
1055 2022-2023 school year, a candidate for certification in a  
1056 coverage area identified pursuant to s. 1012.585(3)(g) ~~s.~~  
1057 ~~1012.585(3)(f)~~ must successfully complete all competencies for a  
1058 reading endorsement, including completion of the endorsement  
1059 practicum.

1060 Section 16. Subsection (4) of section 1012.57, Florida  
1061 Statutes, is amended to read:

1062 1012.57 Certification of adjunct educators.—

1063 ~~(4) Each adjunct teaching certificate is valid through the~~  
1064 ~~term of the annual contract between the educator and the school~~  
1065 ~~district or charter school. An additional annual certification~~  
1066 ~~and an additional annual contract may be awarded by the district~~  
1067 ~~or charter school at the district's or charter school's~~  
1068 ~~discretion but only if the applicant is rated effective or~~  
1069 ~~highly effective under s. 1012.34 during each year of teaching~~  
1070 ~~under adjunct teaching certification. A school district and~~  
1071 ~~charter school may issue an adjunct teaching certificate for a~~  
1072 ~~part-time or full-time teaching position; however, an adjunct~~  
1073 ~~teaching certificate issued for a full-time teaching position is~~

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1074 valid for no more than 5 years and is nonrenewable.

1075 Section 17. Section 1012.575, Florida Statutes, is amended  
1076 to read:

1077 1012.575 Alternative preparation programs for certified  
1078 teachers to add additional coverage.—A district school board, ~~or~~  
1079 an organization of private schools, ~~or~~ a consortium of charter  
1080 schools with an approved professional learning system as  
1081 described in s. 1012.98(7), or the Florida Institute for Charter  
1082 School Innovation may design alternative teacher preparation  
1083 programs to enable persons already certificated to add an  
1084 additional coverage to their certificates. Each alternative  
1085 teacher preparation program shall be reviewed and approved by  
1086 the Department of Education to ensure ~~assure~~ that persons who  
1087 complete the program are competent in the necessary areas of  
1088 subject matter specialization. Two or more school districts may  
1089 jointly participate in an alternative preparation program for  
1090 teachers.

1091 Section 18. Subsections (2), (3), and (4) and paragraph (b)  
1092 of subsection (5) of section 1012.585, Florida Statutes, are  
1093 amended to read:

1094 1012.585 Process for renewal of professional certificates.—

1095 (2) (a) All professional certificates, except a nonrenewable  
1096 professional certificate, are ~~shall be~~ renewable for successive  
1097 periods not to exceed 10 ~~5~~ years after the date of submission of  
1098 documentation of completion of the requirements for renewal  
1099 provided in subsection (3). Only one renewal may be granted  
1100 during each 5-year or 10-year validity period of a professional  
1101 certificate.

1102 1. An applicant who is rated highly effective, pursuant to

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1103 s. 1012.34, in at least 4 years of the 5-year validity period of  
1104 his or her professional certificate is eligible for a  
1105 professional certificate valid for 10 years. An applicant must  
1106 be issued at least one 5-year professional certificate to be  
1107 eligible for a 10-year professional certificate. An applicant  
1108 who does not meet the requirement of this subparagraph is  
1109 eligible only to renew his or her 5-year professional  
1110 certificate.

1111 2. An applicant who is rated effective or highly effective,  
1112 pursuant to s. 1012.34, for the entirety of the 10-year validity  
1113 period of his or her professional certificate is eligible to  
1114 renew a professional certificate valid for 10 years. An  
1115 applicant issued a 10-year professional certificate who does not  
1116 meet the requirement of this subparagraph is eligible only for  
1117 renewal of a professional certificate valid for 5 years.

1118 (b) A teacher with national certification from the National  
1119 Board for Professional Teaching Standards is deemed to meet  
1120 state renewal requirements for the life of the teacher's  
1121 national certificate in the subject shown on the national  
1122 certificate. A complete renewal application and fee shall be  
1123 submitted. The Commissioner of Education shall notify teachers  
1124 of the renewal application and fee requirements.

1125 (c) If the renewal application form is not received by the  
1126 department or by the employing school district before the  
1127 expiration of the professional certificate, the application  
1128 form, application fee, and a late fee must be submitted before  
1129 July 1 of the year following expiration of the certificate in  
1130 order to renew the professional certificate.

1131 (d) The State Board of Education shall adopt rules to allow

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1132 a 1-year extension of the validity period of a professional  
1133 certificate in the event of serious illness, injury, or other  
1134 extraordinary extenuating circumstances of the applicant. The  
1135 department shall grant such 1-year extension upon written  
1136 request by the applicant or by the district school  
1137 superintendent or the governing authority of a university lab  
1138 school, state-supported school, or private school that employs  
1139 the applicant.

1140 (e) The State Board of Education must adopt rules that  
1141 provide a process for transition from a 5-year to a 10-year  
1142 professional certificate or for renewal of a 10-year  
1143 professional certificate if student performance results are not  
1144 available to complete a performance evaluation in time to apply  
1145 for or renew the 10-year professional certificate. Such rules  
1146 must authorize a school district or the department, as  
1147 applicable, to provide an extension to the validity period of  
1148 the professional certificate or to convert a 5-year to a 10-year  
1149 professional certificate once an evaluation is completed.

1150 (3) For the renewal of a professional certificate, the  
1151 following requirements must be met:

1152 (a) The applicant must:

1153 1. Earn a minimum of 6 college credits or 120 inservice  
1154 points or a combination thereof for a certificate valid for 5  
1155 years. The district school board may reduce the requirements by  
1156 1 college credit or 20 inservice points for an applicant rated  
1157 highly effective, pursuant to s. 1012.34, in at least 3 of the 5  
1158 years of the 5-year validity period of his or her initial  
1159 professional certificate.

1160 2. Earn a minimum of 9 college credits or 180 inservice



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1161 points or a combination thereof for a professional certificate  
1162 valid for 10 years. A minimum of 6 college credits or 90  
1163 inservice points or a combination thereof must be earned within  
1164 the first 5 years of a professional certificate valid for 10  
1165 years.

1166 (b) For each area of specialization to be retained on a  
1167 certificate, the applicant must earn at least 3 of the required  
1168 credit hours or equivalent inservice points in the  
1169 specialization area. Education in "clinical educator" training  
1170 pursuant to s. 1004.04(5)(b); participation in mentorship and  
1171 induction activities, including as a mentor, pursuant to s.  
1172 1012.56(8)(a); and credits or points that provide training in  
1173 the area of scientifically researched, knowledge-based reading  
1174 literacy grounded in the science of reading, including explicit,  
1175 systematic, and sequential approaches to reading instruction,  
1176 developing phonemic awareness, and implementing multisensory  
1177 intervention strategies, and computational skills acquisition,  
1178 exceptional student education, normal child development, and the  
1179 disorders of development may be applied toward any  
1180 specialization area. Credits or points that provide training in  
1181 the areas of drug abuse, child abuse and neglect, strategies in  
1182 teaching students having limited proficiency in English, or  
1183 dropout prevention, or training in areas identified in the  
1184 educational goals and performance standards adopted pursuant to  
1185 ss. 1000.03(5) and 1008.345 may be applied toward any  
1186 specialization area, except specialization areas identified by  
1187 State Board of Education rule that include reading instruction  
1188 or intervention for any students in kindergarten through grade  
1189 6. Each district school board shall include in its inservice

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1190 master plan the ability for teachers to receive inservice points  
1191 for supporting students in extracurricular career and technical  
1192 education activities, such as career and technical student  
1193 organization activities outside of regular school hours and  
1194 training related to supervising students participating in a  
1195 career and technical student organization. Credits or points  
1196 earned through approved summer institutes may be applied toward  
1197 the fulfillment of these requirements. Inservice points may also  
1198 be earned by participation in professional growth components  
1199 approved by the State Board of Education and specified pursuant  
1200 to s. 1012.98 in the district's approved master plan for  
1201 inservice educational training; however, such points may not be  
1202 used to satisfy the specialization requirements of this  
1203 paragraph.

1204 (c)~~(b)~~ In lieu of college course credit or inservice  
1205 points, the applicant may renew a subject area specialization by  
1206 passage of a state board approved Florida-developed subject area  
1207 examination or, if a Florida subject area examination has not  
1208 been developed, a standardized examination specified in state  
1209 board rule.

1210 (d)~~(e)~~ If an applicant wishes to retain more than two  
1211 specialization areas on the certificate, the applicant must  
1212 ~~shall~~ be permitted two successive validity periods for renewal  
1213 of all specialization areas, but must earn no fewer than 6  
1214 college course credit hours or the equivalent inservice points  
1215 in any one validity period. If an applicant with an initial  
1216 professional certificate qualifies for reduced requirements  
1217 under paragraph (a), he or she must earn no fewer than 5 college  
1218 course credit hours or 100 inservice points in any one validity

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1219 period.

1220 (e)~~(d)~~ The State Board of Education shall adopt rules for  
1221 the expanded use of training for renewal of the professional  
1222 certificate for educators who are required to complete training  
1223 in teaching students of limited English proficiency or students  
1224 with disabilities and training in the teaching of reading as  
1225 follows:

1226 1. A teacher who holds a professional certificate may use  
1227 college credits or inservice points earned through training in  
1228 teaching students of limited English proficiency or students  
1229 with disabilities and training in the teaching of reading in  
1230 excess of 6 semester hours during one certificate-validity  
1231 period toward renewal of the professional certificate during the  
1232 subsequent validity periods.

1233 2. A teacher who holds a temporary certificate may use  
1234 college credits or inservice points earned through training in  
1235 teaching students of limited English proficiency or students  
1236 with disabilities and training in the teaching of reading toward  
1237 renewal of the teacher's first professional certificate. Such  
1238 training must not have been included within the degree program,  
1239 and the teacher's temporary and professional certificates must  
1240 be issued for consecutive school years.

1241 (f)~~(e)~~ Beginning July 1, 2014, an applicant for renewal of  
1242 a professional certificate must earn a minimum of one college  
1243 credit or the equivalent inservice points in the area of  
1244 instruction for teaching students with disabilities. The  
1245 requirement in this paragraph may not add to the total hours  
1246 required by the department for continuing education or inservice  
1247 training.

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1248        (g)~~(f)~~ An applicant for renewal of a professional  
1249 certificate in any area of certification identified by State  
1250 Board of Education rule that includes reading instruction or  
1251 intervention for any students in kindergarten through grade 6,  
1252 with a beginning validity date of July 1, 2020, or thereafter,  
1253 must earn a minimum of 2 college credits or the equivalent  
1254 inservice points in evidence-based instruction and interventions  
1255 grounded in the science of reading specifically designed for  
1256 students with characteristics of dyslexia, including the use of  
1257 explicit, systematic, and sequential approaches to reading  
1258 instruction, developing phonological and phonemic awareness,  
1259 decoding, and implementing multisensory intervention strategies.  
1260 Such training must be provided by teacher preparation programs  
1261 under s. 1004.04 or s. 1004.85 or approved school district  
1262 professional development systems under s. 1012.98. The  
1263 requirements in this paragraph may not add to the total hours  
1264 required by the department for continuing education or inservice  
1265 training.

1266        (h)~~(g)~~ An applicant for renewal of a professional  
1267 certificate in educational leadership from a Level I program  
1268 under s. 1012.562(2) or Level II program under s. 1012.562(3),  
1269 with a beginning validity date of July 1, 2025, or thereafter,  
1270 must earn a minimum of 1 college credit or 20 inservice points  
1271 in Florida's educational leadership standards, as established in  
1272 rule by the State Board of Education. The requirement in this  
1273 paragraph may not add to the total hours required by the  
1274 department for continuing education or inservice training.

1275        (i)~~(h)~~ A teacher may earn inservice points only once during  
1276 each 5-year validity period for any mandatory training topic

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1277 that is not linked to student learning or professional growth.

1278 (4) (a) When any person who holds a valid temporary  
1279 certificate or professional certificate is called into or  
1280 volunteers for actual wartime service or required peacetime  
1281 military service training, the certificate shall be renewed for  
1282 a period of time equal to the time spent in military service if  
1283 the person makes proper application and presents substantiating  
1284 evidence to the department or the employing school district  
1285 regarding such military service.

1286 (b) A teacher who has taught in a private school during the  
1287 5-year validity period of his or her professional certificate  
1288 and is subsequently reemployed to teach in a school district may  
1289 extend the expiration date of the certificate for a duration  
1290 equivalent to the number of years taught at a private school, up  
1291 to a maximum of 3 years. This extension is granted in order for  
1292 the teacher to submit documentation for his or her completion of  
1293 the requirements outlined in subsection (3). The teacher must  
1294 submit documentation of employment in a school district or in a  
1295 private school in a format determined by the department.

1296 (5) The State Board of Education shall adopt rules to allow  
1297 the reinstatement of expired professional certificates. The  
1298 department may reinstate an expired professional certificate if  
1299 the certificateholder:

1300 (b) Documents completion of 6 college credits during the 5  
1301 years immediately preceding reinstatement of the expired  
1302 certificate, completion of 120 inservice points, or a  
1303 combination thereof, in an area specified in paragraph (3) (b)  
1304 ~~(3) (a)~~ to include the credit required under paragraph (3) (f)  
1305 ~~(3) (e)~~.

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The requirements of this subsection may not be satisfied by subject area examinations or college credits completed for issuance of the certificate that has expired.

Section 19. Section 1012.72, Florida Statutes, is repealed.

Section 20. Paragraph (b) of subsection (5) and subsection (7) of section 1012.98, Florida Statutes, are amended to read:

1012.98 School Community Professional Learning Act.—

(5) The Department of Education, school districts, schools, Florida College System institutions, and state universities share the responsibilities described in this section. These responsibilities include the following:

(b) Each school district shall develop a professional learning system as specified in subsection (4). The system shall be developed in consultation with teachers, teacher-educators of Florida College System institutions and state universities, business and community representatives, and local education foundations, consortia, and professional organizations. The professional learning system must:

1. Be reviewed and approved by the department for compliance with s. 1003.42(3) and this section. Effective March 1, 2024, the department shall establish a calendar for the review and approval of all professional learning systems. A professional learning system must be reviewed and approved every 5 years. Any substantial revisions to the system must ~~shall~~ be submitted to the department for review and approval. The department shall establish a format for the review and approval of a professional learning system.

2. Be based on analyses of student achievement data and

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1335 instructional strategies and methods that support rigorous,  
1336 relevant, and challenging curricula for all students. Schools  
1337 and districts, in developing and refining the professional  
1338 learning system, shall also review and monitor school discipline  
1339 data; school environment surveys; assessments of parental  
1340 satisfaction; performance appraisal data of teachers, managers,  
1341 and administrative personnel; and other performance indicators  
1342 to identify school and student needs that can be met by improved  
1343 professional performance.

1344 3. Provide inservice activities coupled with follow-up  
1345 ~~follow-up~~ support appropriate to accomplish district-level and  
1346 school-level improvement goals and standards. The inservice  
1347 activities for instructional and school administrative personnel  
1348 shall focus on analysis of student achievement data, ongoing  
1349 formal and informal assessments of student achievement,  
1350 identification and use of enhanced and differentiated  
1351 instructional strategies that emphasize rigor, relevance, and  
1352 reading in the content areas, enhancement of subject content  
1353 expertise, integrated use of classroom technology that enhances  
1354 teaching and learning, classroom management, parent involvement,  
1355 and school safety.

1356 4. Provide inservice activities and support targeted to the  
1357 individual needs of new teachers participating in the  
1358 professional learning certification and education competency  
1359 program under s. 1012.56(8)(a).

1360 5. Include a professional learning catalog for inservice  
1361 activities, pursuant to rules of the State Board of Education,  
1362 for all district employees from all fund sources. The catalog  
1363 must ~~shall~~ be updated annually by September 1, must be based on

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1364 input from teachers and district and school instructional  
1365 leaders, and must use the latest available student achievement  
1366 data and research to enhance rigor and relevance in the  
1367 classroom. Each district inservice catalog must be aligned to  
1368 and support the school-based inservice catalog and school  
1369 improvement plans pursuant to s. 1001.42(18). Each district  
1370 inservice catalog must provide a description of the training  
1371 that middle grades instructional personnel and school  
1372 administrators receive on the district's code of student conduct  
1373 adopted pursuant to s. 1006.07; integrated digital instruction  
1374 and competency-based instruction and CAPE Digital Tool  
1375 certificates and CAPE industry certifications; classroom  
1376 management; student behavior and interaction; extended learning  
1377 opportunities for students; and instructional leadership.  
1378 District plans must be approved by the district school board  
1379 annually in order to ensure compliance with subsection (1) and  
1380 to allow for dissemination of research-based best practices to  
1381 other districts. District school boards shall ~~must~~ submit  
1382 verification of their approval to the Commissioner of Education  
1383 no later than October 1, annually. Each school principal may  
1384 establish and maintain an individual professional learning plan  
1385 for each instructional employee assigned to the school as a  
1386 seamless component to the school improvement plans developed  
1387 pursuant to s. 1001.42(18). An individual professional learning  
1388 plan must be related to specific performance data for the  
1389 students to whom the teacher is assigned, define the inservice  
1390 objectives and specific measurable improvements expected in  
1391 student performance as a result of the inservice activity, and  
1392 include an evaluation component that determines the



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1393 effectiveness of the professional learning plan.

1394         6. Include inservice activities for school administrative  
1395 personnel, aligned to the state's educational leadership  
1396 standards, which ~~that~~ address updated skills necessary for  
1397 instructional leadership and effective school management  
1398 pursuant to s. 1012.986.

1399         7. Provide for systematic consultation with regional and  
1400 state personnel designated to provide technical assistance and  
1401 evaluation of local professional learning programs.

1402         8. Provide for delivery of professional learning by  
1403 distance learning and other technology-based delivery systems to  
1404 reach more educators at lower costs.

1405         9. Provide for the continuous evaluation of the quality and  
1406 effectiveness of professional learning programs in order to  
1407 eliminate ineffective programs and strategies and to expand  
1408 effective ones. Evaluations must consider the impact of such  
1409 activities on the performance of participating educators and  
1410 their students' achievement and behavior.

1411         10. For all grades, emphasize:

1412             a. Interdisciplinary planning, collaboration, and  
1413 instruction.

1414             b. Alignment of curriculum and instructional materials to  
1415 the state academic standards adopted pursuant to s. 1003.41.

1416             c. Use of small learning communities; problem-solving,  
1417 inquiry-driven research and analytical approaches for students;  
1418 strategies and tools based on student needs; competency-based  
1419 instruction; integrated digital instruction; and project-based  
1420 instruction.

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1422 Each school that includes any of grades 6, 7, or 8 shall ~~must~~  
1423 include in its school improvement plan, required under s.  
1424 1001.42(18), a description of the specific strategies used by  
1425 the school to implement each item listed in this subparagraph.

1426 11. Provide training to reading coaches, classroom  
1427 teachers, and school administrators in effective methods of  
1428 identifying characteristics of conditions such as dyslexia and  
1429 other causes of diminished phonological processing skills;  
1430 incorporating instructional techniques into the general  
1431 education setting which are proven to improve reading  
1432 performance for all students; and using predictive and other  
1433 data to make instructional decisions based on individual student  
1434 needs. The training must help teachers integrate phonemic  
1435 awareness; phonics, word study, and spelling; reading fluency;  
1436 vocabulary, including academic vocabulary; and text  
1437 comprehension strategies into an explicit, systematic, and  
1438 sequential approach to reading instruction, including  
1439 multisensory intervention strategies. Such training for teaching  
1440 foundational skills must ~~shall~~ be based on the science of  
1441 reading and include phonics instruction for decoding and  
1442 encoding as the primary instructional strategy for word reading.  
1443 Instructional strategies included in the training may not employ  
1444 the three-cueing system model of reading or visual memory as a  
1445 basis for teaching word reading. Such instructional strategies  
1446 may include visual information and strategies which improve  
1447 background and experiential knowledge, add context, and increase  
1448 oral language and vocabulary to support comprehension, but may  
1449 not be used to teach word reading. Each district must provide  
1450 all elementary grades instructional personnel access to training

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1451 sufficient to meet the requirements of s. 1012.585(3)(g) ~~s.~~  
1452 ~~1012.585(3)(f)~~.

1453 (7) An organization of private schools or consortium of  
1454 charter schools which has no fewer than 10 member schools in  
1455 this state, which publishes and files with the Department of  
1456 Education copies of its standards, and the member schools of  
1457 which comply with the provisions of part II of chapter 1003,  
1458 relating to compulsory school attendance; ~~or~~ a public or  
1459 private college or university with a teacher preparation program  
1460 approved pursuant to s. 1004.04; or the Florida Institute for  
1461 Charter School Innovation, may also develop a professional  
1462 learning system that includes a professional learning catalog  
1463 for inservice activities. The system and inservice catalog must  
1464 be submitted to the commissioner for approval pursuant to state  
1465 board rules.

1466 Section 21. Paragraph (c) of subsection (2) and paragraph  
1467 (b) of subsection (5) of section 1004.04, Florida Statutes, are  
1468 amended to read:

1469 1004.04 Public accountability and state approval for  
1470 teacher preparation programs.—

1471 (2) UNIFORM CORE CURRICULA AND CANDIDATE ASSESSMENT.—

1472 (c) Each candidate must receive instruction and be assessed  
1473 on the uniform core curricula in the candidate's area or areas  
1474 of program concentration during course work and field  
1475 experiences. Beginning with candidates entering a teacher  
1476 preparation program in the 2022-2023 school year, a candidate  
1477 for certification in a coverage area identified pursuant to s.  
1478 1012.585(3)(g) ~~s. 1012.585(3)(f)~~ must successfully complete all  
1479 competencies for a reading endorsement, including completion of

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1480 the endorsement practicum through the candidate's field  
1481 experience under subsection (5), in order to graduate from the  
1482 program.

1483 (5) PRESERVICE FIELD EXPERIENCE.—All postsecondary  
1484 instructors, school district personnel and instructional  
1485 personnel, and school sites preparing instructional personnel  
1486 through preservice field experience courses and internships  
1487 shall meet special requirements. District school boards may pay  
1488 student teachers during their internships.

1489 (b)1. All school district personnel and instructional  
1490 personnel who supervise or direct teacher preparation students  
1491 during field experience courses or internships taking place in  
1492 this state in which candidates demonstrate an impact on student  
1493 learning growth must have:

1494 a. Evidence of "clinical educator" training;

1495 b. A valid professional certificate issued pursuant to s.  
1496 1012.56;

1497 c. At least 3 years of teaching experience in  
1498 prekindergarten through grade 12;

1499 d. Earned an effective or highly effective rating on the  
1500 prior year's performance evaluation under s. 1012.34 or be a  
1501 peer evaluator under the district's evaluation system approved  
1502 under s. 1012.34; and

1503 e. Beginning with the 2022-2023 school year, for all such  
1504 personnel who supervise or direct teacher preparation students  
1505 during internships in kindergarten through grade 3 or who are  
1506 enrolled in a teacher preparation program for a certificate area  
1507 identified pursuant to s. 1012.585(3)(g) ~~s. 1012.585(3)(f)~~, a  
1508 certificate or endorsement in reading.

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1510 The State Board of Education shall approve the training  
1511 requirements.

1512 2. All instructional personnel who supervise or direct  
1513 teacher preparation students during field experience courses or  
1514 internships in another state, in which a candidate demonstrates  
1515 his or her impact on student learning growth, through a Florida  
1516 online or distance program must have received "clinical  
1517 educator" training or its equivalent in that state, hold a valid  
1518 professional certificate issued by the state in which the field  
1519 experience takes place, and have at least 3 years of teaching  
1520 experience in prekindergarten through grade 12.

1521 3. All instructional personnel who supervise or direct  
1522 teacher preparation students during field experience courses or  
1523 internships, in which a candidate demonstrates his or her impact  
1524 on student learning growth, on a United States military base in  
1525 another country through a Florida online or distance program  
1526 must have received "clinical educator" training or its  
1527 equivalent, hold a valid professional certificate issued by the  
1528 United States Department of Defense or a state or territory of  
1529 the United States, and have at least 3 years teaching experience  
1530 in prekindergarten through grade 12.

1531 Section 22. Paragraph (b) of subsection (3) of section  
1532 1004.85, Florida Statutes, is amended to read:

1533 1004.85 Postsecondary educator preparation institutes.—

1534 (3) Educator preparation institutes approved pursuant to  
1535 this section may offer competency-based certification programs  
1536 specifically designed for noneducation major baccalaureate  
1537 degree holders to enable program participants to meet the

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1538 educator certification requirements of s. 1012.56. An educator  
1539 preparation institute choosing to offer a competency-based  
1540 certification program pursuant to the provisions of this section  
1541 must implement a program developed by the institute and approved  
1542 by the department for this purpose. Approved programs shall be  
1543 available for use by other approved educator preparation  
1544 institutes.

1545 (b) Each program participant must:

1546 1. Meet certification requirements pursuant to s.  
1547 1012.56(1) by obtaining a statement of status of eligibility in  
1548 the certification subject area of the educational plan and meet  
1549 the requirements of s. 1012.56(2)(a)-(f).

1550 2. Demonstrate competency and participate in field  
1551 experiences that are appropriate to his or her educational plan  
1552 prepared under paragraph (a). Beginning with candidates entering  
1553 an educator preparation institute in the 2022-2023 school year,  
1554 a candidate for certification in a coverage area identified  
1555 pursuant to s. 1012.585(3)(g) ~~s. 1012.585(3)(f)~~ must  
1556 successfully complete all competencies for a reading  
1557 endorsement, including completion of the endorsement practicum  
1558 through the candidate's field experience, in order to graduate  
1559 from the program.

1560 3. Before completion of the program, fully demonstrate his  
1561 or her ability to teach the subject area for which he or she is  
1562 seeking certification by documenting a positive impact on  
1563 student learning growth in a prekindergarten through grade 12  
1564 setting and, except as provided in s. 1012.56(7)(a)3., achieving  
1565 a passing score on the professional education competency  
1566 examination, the basic skills examination, and the subject area

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1567 examination for the subject area certification which is required  
1568 by state board rule.

1569 Section 23. Paragraph (b) of subsection (2) of section  
1570 1012.586, Florida Statutes, is amended to read:

1571 1012.586 Additions or changes to certificates; duplicate  
1572 certificates; reading endorsement pathways.—

1573 (2)

1574 (b) As part of adopting a pathway pursuant to paragraph  
1575 (a), the department shall review the competencies for the  
1576 reading endorsement and subject area examinations for educator  
1577 certificates identified pursuant to s. 1012.585(3)(g) ~~s.~~  
1578 ~~1012.585(3)(f)~~ for alignment with evidence-based instructional  
1579 and intervention strategies rooted in the science of reading and  
1580 identified pursuant to s. 1001.215(7) and recommend changes to  
1581 the State Board of Education. Recommended changes must address  
1582 identification of the characteristics of conditions such as  
1583 dyslexia, implementation of evidence-based classroom instruction  
1584 and interventions, including evidence-based reading instruction  
1585 and interventions specifically for students with characteristics  
1586 of dyslexia, and effective progress monitoring. By July 1, 2023,  
1587 each school district reading endorsement add-on program must be  
1588 resubmitted for approval by the department consistent with this  
1589 paragraph.

1590 Section 24. This act shall take effect July 1, 2024.