



PreK-12 Policy Committee

Wednesday, March 3, 2010

10:00 a.m.

Morris Hall

Action Packet

**Larry Cretul
Speaker**

**John Legg
Chair**

COMMITTEE MEETING REPORT

PreK-12 Policy Committee

3/3/2010 10:00:00AM

Location: Morris Hall (17 HOB)

Summary: No Bills Considered

Committee meeting was reported out: Wednesday, March 03, 2010 2:12:20PM

COMMITTEE MEETING REPORT

PreK-12 Policy Committee

3/3/2010 10:00:00AM

Location: Morris Hall (17 HOB)

Attendance:

	<i>Present</i>	<i>Absent</i>	<i>Excused</i>
John Legg (Chair)	X		
Dwight Bullard	X		
Rachel V. Burgin	X		
Marti Coley	X		
Anitere Flores	X		
Erik Fresen	X		
Eduardo Gonzalez	X		
Mia Jones	X		
Martin Kiar	X		
Scott Plakon	X		
Kevin Rader	X		
Elaine Schwartz	X		
Kelli Stargel			X
Michael Weinstein	X		
Totals:	13	0	1

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COMMITTEE MEETING REPORT

PreK-12 Policy Committee

3/3/2010 10:00:00AM

Location: Morris Hall (17 HOB)

Other Business Appearance:

Local Education Foundations & STEM Florida

Mary Chance (At Request Of Chair) - Information Only

Executive Director, Consortium of Florida Education Foundations

6217 NW 19 Place

Gainesville FL

Phone: 352-338-0250

Teacher Quality

Frances Haithcock (Lobbyist) (State Employee) (At Request Of Chair) - Information Only

Chancellor, Public Schools, Florida Department of Education

325 W. Gaines St.

Tallahassee FL 32399

Phone: 850-245-0507

Teacher Quality

Kathy Hebda (State Employee) (At Request Of Chair) - Information Only

Deputy Chancellor, Florida Department of Education

325 W. Gaines St.

Tallahassee FL 32399

Phone: 850-245-0507

Teacher Quality

Sandi Jacobs (At Request Of Chair) - Information Only

Vice President, National Council on Teacher Quality

1420 New York Ave NW

Washington DC 20005

Phone: 202-393-0020

Teacher Quality

Raegen Miller (At Request Of Chair) - Information Only

Associate Director for Education Research, Center for American Progress

1333 H St. NW

Washington DC 20005

Phone: 202-741-6290

Teacher Quality

Patricia Levesque (Lobbyist) (At Request Of Chair) - Information Only

Executive Director, Foundation for Florida's Future

215 S. Monroe St., Ste. 100

Tallahassee FL 32301

Phone: 850-391-3070

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Presentation on Teacher Quality

PreK-12 Policy Committee
March 3, 2010

Quality Teaching Results in Rising Student Achievement

"From the moment students enter a school, the most important factor in their success is not the color of their skin or the income of their parents, it's the person standing at the front of the classroom."

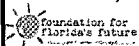
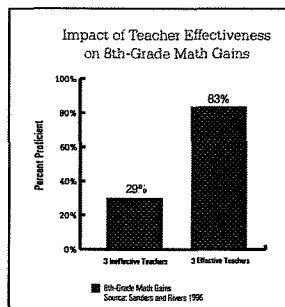
President Barack Obama



Quality Teaching Results in Rising Student Achievement

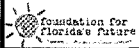
- The most effective teachers produce student gains almost four times greater than least effective teachers. (Kati Haycock, The Education Trust)

- The effect of teachers on subsequent academic growth can be measured for at least the following three years. 5th grade students who have an effective teacher for three consecutive years score 50+ percentile points higher than students who have an ineffective teacher for three consecutive years. (Sanders & Rivers, University of Tennessee)



Inequality in Teacher Quality

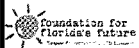
- Though research is clear on teacher quality, The Education Trust has found inequities of teacher quality are common-place in school districts with out-of-field or temporarily certified teachers being far more common in high-poverty schools. In their 2009 report, they found **27%** of teachers in high-poverty schools are teaching out-of-field subjects, versus **14%** of teachers in low-poverty schools.



National Recommendations to Improve Teacher Quality and Equity

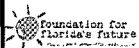
National Center for Teacher Quality, Brookings Institute, Center for American Progress, et al. recommend changes in several key areas:

- Evaluations
- Certification
- Pay
- Tenure



Teacher Evaluations

The Florida Department of Education recently analyzed teacher evaluations in the state and found that 99.7% of all teachers were given satisfactory evaluations.



Data on Florida Teachers in 2005-2006

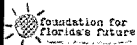
Florida Department of Education

Percent of teachers whose students declined in Reading

Grade	All Students Decline (100%)	Two thirds or more of their students declined (67%)	More than half of their students declined (51%)
Elementary	.3%	10.5%	30.3%
Middle	.5%	18.9%	47.2%
High	2.9%	68.5%	84.8%

Percent of teachers whose students declined in Math

Grade	All Students Decline (100%)	Two thirds or more of their students declined (67%)	More than half of their students declined (51%)
Elementary	.5%	15.9%	35.5%
Middle	1.2%	23.1%	42.7%
High	.3%	13.7%	34.8%

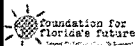


Teacher Evaluations

Florida's Race to the Top application requires reforms to the teacher evaluation process to be primarily based on student performance.

Recommendation:

- Make evaluations more meaningful
- Include student performance as a major component of the evaluation
- Have multiple levels of evaluation

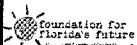


Teacher Certification

Florida gets high marks from most organizations for our alternative routes to teacher certification; however, we could do more . . .

Recommendation:

- Allow more qualified individuals to enter the profession
 - Teach for America
 - Troops to Teachers
- Ensure those who retain state-certification can demonstrate student learning

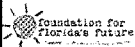


Teacher Pay

As of the 2007-2008 salary schedules, current law requires Differentiated Pay based upon subject area, demographics of the school and job duties.

Survey in 2008:

- Received responses from only 10 districts
- 4 counties provided small one-time supplements for teaching in a shortage area
- 1 county provided small one-time supplements for teaching in low-income school
- Majority issue identified as "differentiated pay" was for coaching and athletics



Teacher Pay

Florida's Race to the Top application requires reforms to the district salary schedules to be include student performance.

Recommendation:

- Ensure teachers who teach in Title I or high need schools are paid more
- Ensure teachers who teach in shortage subject areas are paid more
- Ensure teacher salary schedules are based upon performance rather than years of experience and level of degree



Teacher Tenure

- National Center for Teacher Quality recommends Florida extend the time prior to teachers receiving tenure.
- The U.S. Chamber of Commerce recently gave Florida a dismal "F" in the area of removing ineffective teachers from the classroom.
- Florida Superintendents in Senate Education Committee call the process for removing a tenured teacher "tedious and arduous"
- Less than .003% of teachers were removed for cause in 2007-08



Data on Florida Teachers in 2005-2006

Florida Department of Education

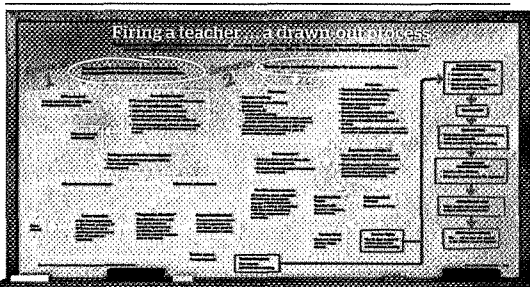
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Florida's Record at Removing Ineffective Teachers from the Classroom



Teacher Tenure Reform

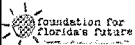
Florida's Race to the Top application requires use of student performance prior to receipt of tenure.

Recommendation:

- Eliminate or completely reform lifelong tenure
- Teachers should remain in the classroom because they are effective

What the Public Thinks...

- August 2009, Phi Delta Kappa & Gallup released their 41st annual *Poll of the Public's Attitudes toward the Public Schools*.
 - Nearly three out of four (73%) percent of respondents disapprove of teacher contracts that essentially give lifetime tenure after two or three years of work.
 - 72% of respondents say they favor Merit Pay, with similar levels of approval from Republicans, Democrats, and Independents.



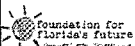
What Teachers Think...

- 2008 survey of over 1,000 K-12 public school teachers found:
 - 76% say that too many burned-out veteran teachers stay because they don't want to walk away from benefits and service time accrued.
 - Nearly half of teachers surveyed say they personally know a teacher who is ineffective and should not be in the classroom.
 - 55% say that it's very difficult and time-consuming to remove teachers who shouldn't be in the classroom.
 - 68% believe the schools where the principals and teachers have more control over the workforce are better for students than schools ones where work rules are defined by contract.



What Principals Think...

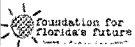
- The Foundation for Excellence in Education identified the top 100 teachers in the state of Florida based solely upon 3-years worth of student gains.
- Principals of these outstanding teachers were gathered to identify policies to help them recruit and retain more outstanding teachers.
- The two priority policies identified by these outstanding Florida principals:
 - They wanted to pay their effective teachers more.
 - They wanted to be able to easily remove the ineffective teachers from their school.

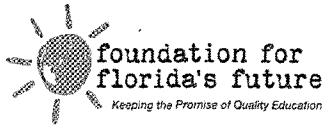


Recommendations

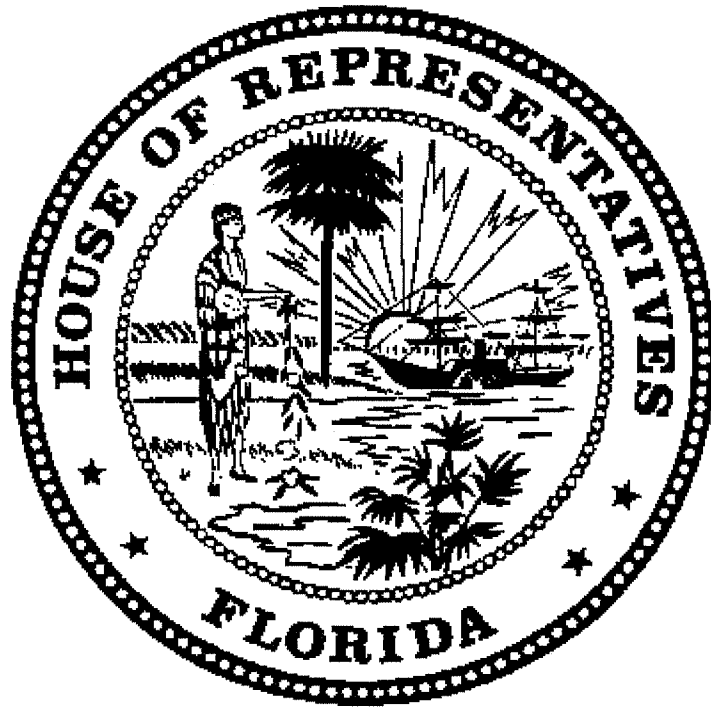
Florida Senate has very strong bill that will improve teacher quality.

- Evaluations
- Certification
- Pay
- Tenure





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PreK-12 Policy Committee

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Morris Hall

Amended Action Report

**Larry Cretul
Speaker**

**John Legg
Chair**

Teacher Performance Evaluations

- Evaluation data for 2008-09:
 - 99.74% of teachers were rated as satisfactory or above
 - 39 of 77 districts (includes lab schools) rated 100% of teachers satisfactory or above
 - Districts with the highest percentage of teachers rated unsatisfactory were Putnam, Hamilton, Polk, Dixie and Union (2.15% – 8.93%)
 - Districts with the highest numbers of teachers rated unsatisfactory were Orange (49), Osceola (63) and Polk (231)