



PreK-12 Policy Committee

Wednesday, March 3, 2010

10:00 a.m.

Morris Hall

Meeting Packet

Larry Cretul
Speaker

John Legg
Chair



The Florida House of Representatives

Education Policy Council

PreK-12 Policy Committee

Larry Cretul
Speaker

John Legg
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Meeting Agenda
Wednesday, March 3, 2010
10:00 a.m.
Morris Hall

I. Call to Order/Roll Call

II. Presentations by:

- **Consortium of Florida Education Foundations**
- **Florida Department of Education**
- **National Council on Teacher Quality**
- **Center for American Progress**
- **Foundation for Florida's Future**

III. Closing Comments/Adjournment

Mary Chance, Executive Director

Consortium of Florida Education Foundations

Mary currently serves as executive director for the Consortium of Florida Education Foundations, a membership organization established in 1987 to provide a forum for the exchange of information and development of resources for district-wide education foundations to enhance public education at the local level. She previously served as executive director of the Alachua County Public Schools Foundation for 10 years, leading that organization's development from a single focus on student scholarships to a broadened mission of providing substantive support in numerous areas.

Sandi Jacobs, Vice President for Policy

National Council on Teacher Quality

Sandi most recently worked at the U.S. Department of Education as a Senior Education Program Specialist for the Reading First and Comprehensive School Reform Demonstration programs. Prior to that, she taught 4th and 5th grade for nearly a decade at Public School 9 in Brooklyn. Ms. Jacobs was a Presidential Management Intern and a charter corps member of Teach For America. She holds a MA in sociology of education from Columbia University's Teachers College and a BA in history from Columbia College.

Raegen Miller, Associate Director for Educational Research

Center for American Progress

Prior to joining American Progress, Raegen was a National Academy of Education/Spencer Postdoctoral Fellow affiliated with the Center on Reinventing Public Education at the University of Washington. He holds a doctorate in Administration, Planning, and Social Policy from the Harvard Graduate School of Education. Raegen, who has taught math in a range of settings, completed his teacher training at Stanford University, and holds an M.S. in mathematics from Cal Poly, San Luis Obispo. He was a trustee of Prospect Hill Academy Charter School in Somerville, MA, and he served as president of his local teachers' union in Palo Alto, CA.

Patricia Levesque, Executive Director

Foundation for Florida's Future

Prior to her leadership of the Foundation for Florida's Future and the Foundation for Excellence in Education, Patricia served as Governor Jeb Bush's deputy chief of staff for education. She also worked in the Florida House of Representatives for six years, covering education policy in the Speaker's Office; serving as Staff Director of the House Education K-12 Committee, where she was responsible for working on Governor Bush's historic A+ Plan for Education; and serving as Council Director of the House Council for Lifelong Learning.



Consortium of Florida Education Foundations

Presentation to:
House PreK-12 Education
Policy Committee
Wednesday, March 3, 2010

Mary L. Chance
Executive Director



An Overview of ...



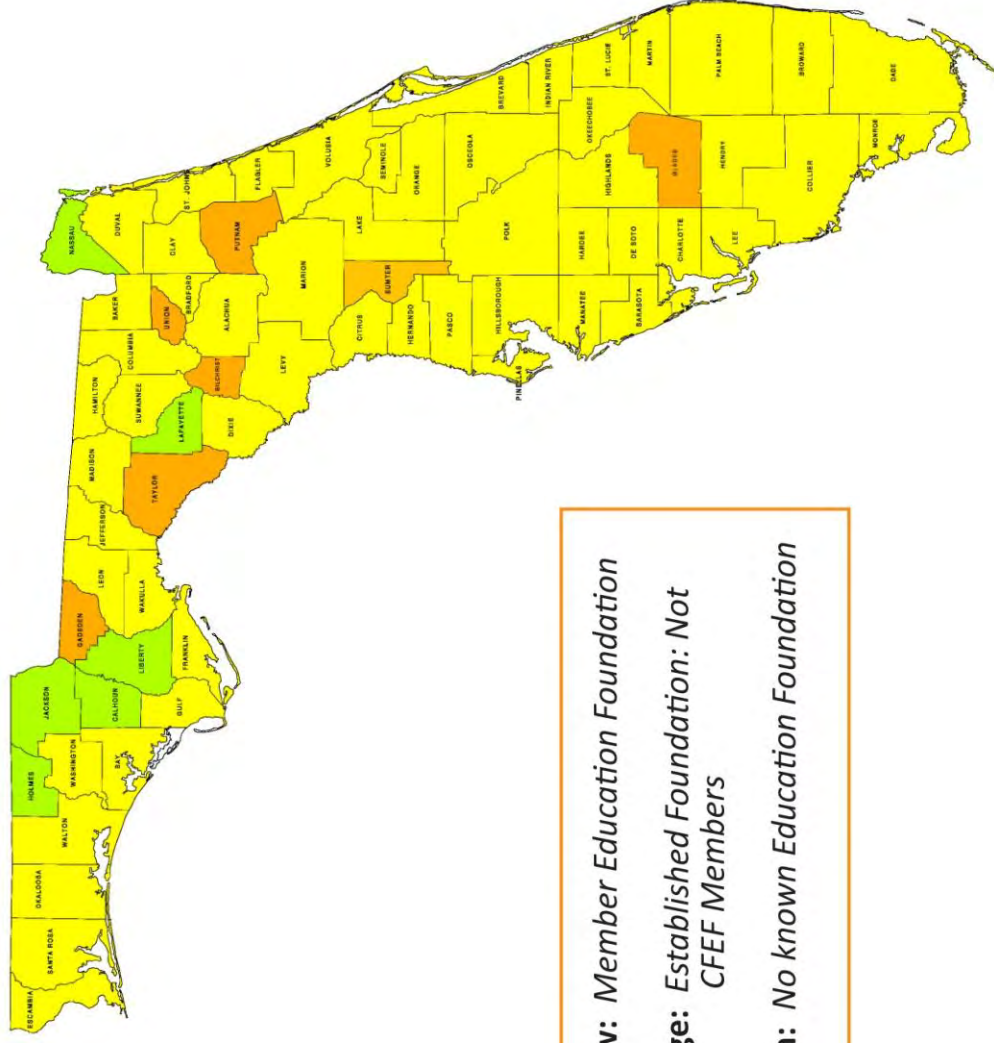
Consortium of Florida Education Foundations



STEM florida



09-10 CFEF Membership



Yellow: Member Education Foundation
Orange: Established Foundation: Not CFEF Members
Green: No known Education Foundation



Program Priorities

- Literacy/Reading Initiatives
- Increasing Graduation Rates
- Career and Technical Education & Workforce Development
- Improving Performance of Low Achieving Students
- STEM (*Science, Technology, Engineering & Math*)



Top Policy Priorities:

- Career & Technical Education for high wage / high skill / high demand careers
- Integrated math and science skills/ Rigor and relevance in curriculum (STEM)
- Revising the Class Size Amendment and giving local school system leaders more autonomy in allocating resources and teachers



Partnership

STEM Florida is based on the concept that addressing STEM education is so important all stakeholders must work as a team. Businesses, economic and workforce development organizations and all other STEM stakeholders must work together with policymakers and educators to successfully meet the STEM talent development challenges ahead of us.



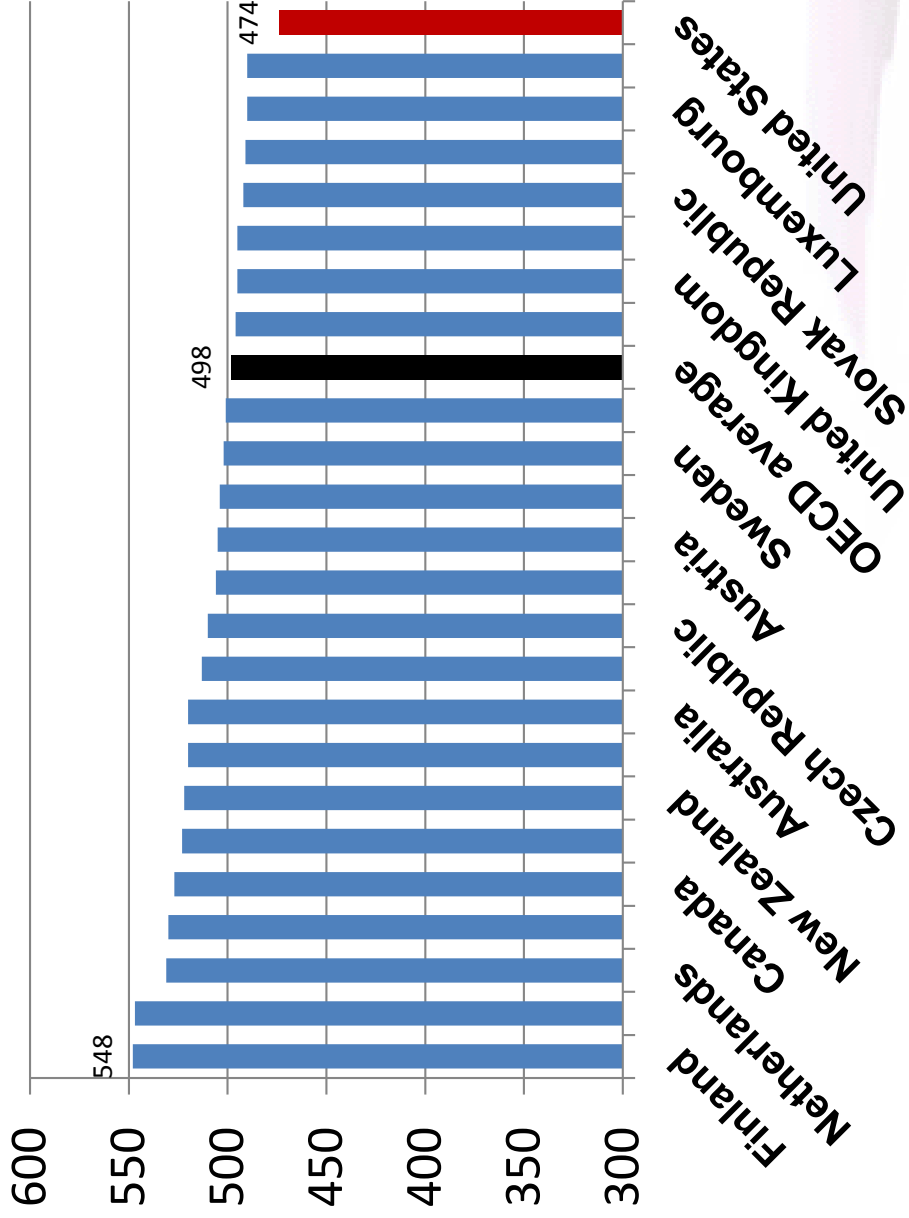
Programme for International Student Assessment (PISA)

Seeks to measure how well young adults at age 15 can use their knowledge and skills to meet real-life challenges, rather than merely the extent to which they have mastered a specific school curriculum.



PISA Mathematics 2006:

OECD nations scoring measurably above the USA



PISA Science 2006:

OECD nations scoring measurably above the USA



“If the United States had in recent years closed the gap between its educational achievement levels and those of better-performing nations such as Finland and Korea, GDP in 2008 could have been \$1.3 trillion to \$2.3 trillion higher. This represents 9 to 16 percent of GDP.”

The Economic Impact of the Achievement Gap in America's Schools
McKinsey & Company. (2009)



What's Next?

STRATEGY PARTNERS IMPLEMENTATION TEAM FORUMS RESOURCES FAQs CONTACT

STEM Florida

Florida will be a national leader in market relevant STEM talent development and retention.

STEM Florida
 Business leaders – take advantage of this chance to set Florida's agenda for STEM talent development. Attend a Business Roundtable and share your workforce needs, challenges, and suggestions for improvement.

Business Roundtables
 • View the Introduction Video
 • Register for an Event

STEM Inventory Survey

Use Our Resources
 Learn more about our documents, presentations, and links.

Join the Discussion
 See what STEM stakeholders are saying about...

Recently Discussed
 • Learn Jobsum Dollar Sign Alert
 • Learn Jobsum Dollar Sign Alert

Sign the Declaration of INTERDEPENDENCE
 Learn More

Who's Participating
 • Business Schools
 • Career Partners
 • Stakeholders
 • Stakeholders

Who Use The STANDARDS?
 STEM Skills Employers
 Education & Training Providers
 Economic Development Organizations
 Workforce Development, Organizations
 Chambers of Commerce
 Trade Industry Associations
 Aerospace, Biotech/Life Sciences, Energy, Homeland Security/Defense, Information Technologies, Manufacturing
 Other Related Public Partners

In June 2009, Workforce Florida and Enterprise Florida announced plans to create a statewide council to strengthen the Science, Technology, Engineering and Math (STEM) skills of Florida's students as a way to address the increasing demand for jobs requiring strong foundations in these areas. A business-led Florida STEM Council, funded by a \$500,000 grant from Workforce Florida, will connect education, workforce, business and economic development leaders to identify opportunities to build and measure the state's supply of workers with skills and knowledge in these fields to support innovation in existing and emerging industries.

An experienced team of professionals has been assembled to implement this series of activities to address STEM talent development.

We encourage Florida's STEM stakeholders to play a role in addressing the STEM talent development in this initiative. The first step is to acknowledge the shared responsibility of all stakeholders in meeting this challenge. Sign the Declaration of Interdependence and pledge your support to being a part of the solution.

STEM Florida

FINDED BY **Workforce Florida**

LEAD PARTNER **CFEF**

STRATEGIC PARTNER **STEM Florida Enterprise Florida**



The screenshot shows the CFEF website in a Windows Internet Explorer browser. The address bar shows the URL <http://www.cfef.net>. The browser's menu bar includes File, Edit, View, Favorites, Tools, and Help. The Norton toolbar is visible at the top. The website header features the CFEF logo and navigation links: Home, Contact Us, Search Site, Go, About the Consortium, Consortium Initiatives, Member Foundations, Consortium Sponsors, Educational Links, and License & Learning.

Welcome

The Consortium of Florida Education Foundations, created in 1987, is the professional association for the local county education foundations that serve the 26 million public school students and 295,000 educators throughout Florida's 67 counties. The Consortium's mission is to provide a forum for the exchange of information and development of resources for Florida education foundations in order to advance their capacity to enhance public education at the local level.

To learn more about the Consortium, please visit the following links:

- [About Us](#)
- [Member Foundations](#)
- [Members Area](#)
- [2008-09 CFEF Annual Report](#)
- [School District Matching Grant Program: A Case for Support](#)
- [Needs Archive](#)

Thank you to our sponsors:

- Suncoast for Kids Foundation
- AMSCOT
- Progress Energy

The browser's status bar at the bottom shows "Done" and "start".

WWW.CFEF.NET

Teacher Quality Overview

House Education PreK-12 Policy Committee
March 3, 2010

Frances Haithcock
Public Schools Chancellor

Teacher Quality Overview

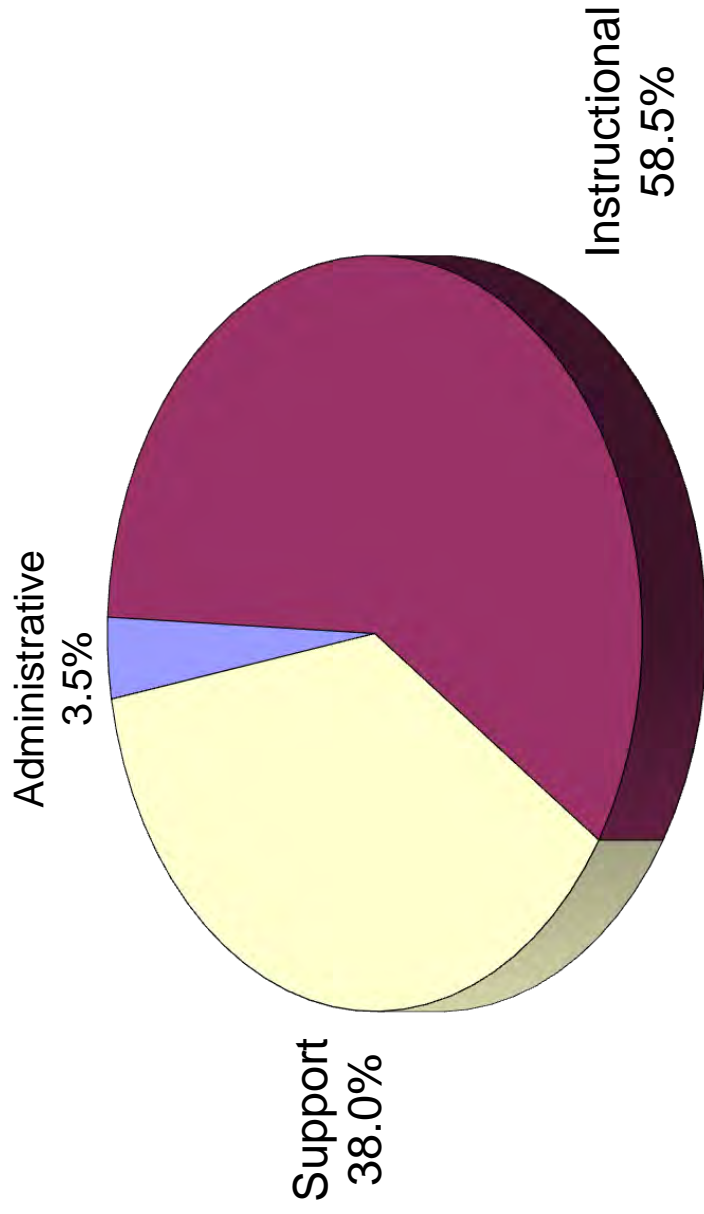
1. Landscape of Florida's Teacher Workforce
2. Entering Teaching
 - Basics of Educator Certification
 - Basics of Teacher Preparation
3. Employment as a Teacher
 - Contracts
 - Compensation
 - Evaluation
4. Exiting Teaching
 - Terminations from Employment
 - Professional Practices
5. Race to the Top Related Proposals

1. Landscape of Florida's Teacher Workforce

- ▶ Statistics for Florida's Instructional
Personnel and Classroom Teachers

Staff in Public Schools – Fall 2009

- ▶ Administrative 11,236 = 3.5%
- ▶ Instructional 189,429 = 58.5%
- ▶ Support 123,117 = 38.0%
- ▶ Total: 323,782

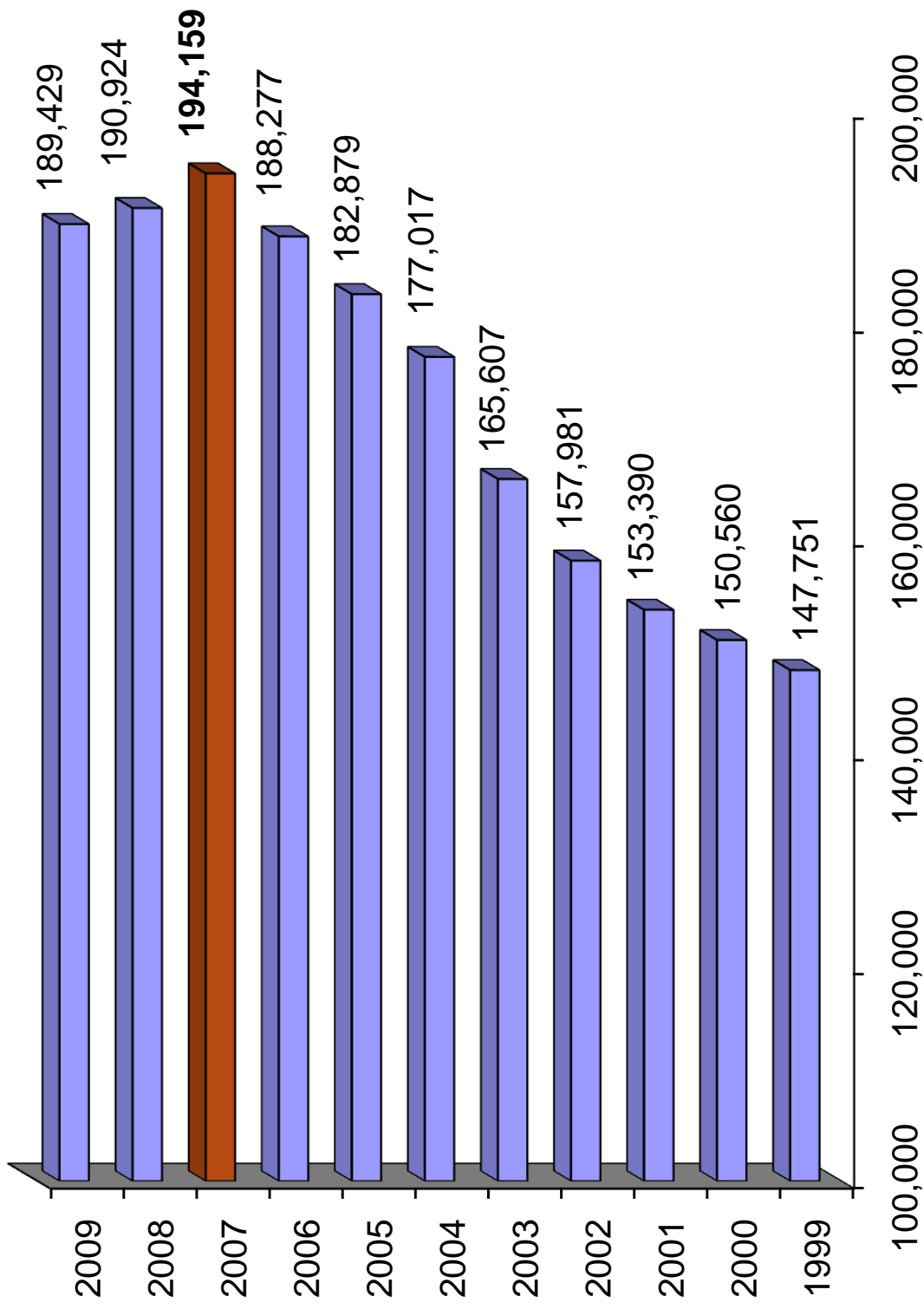


Instructional Personnel – Fall 2009

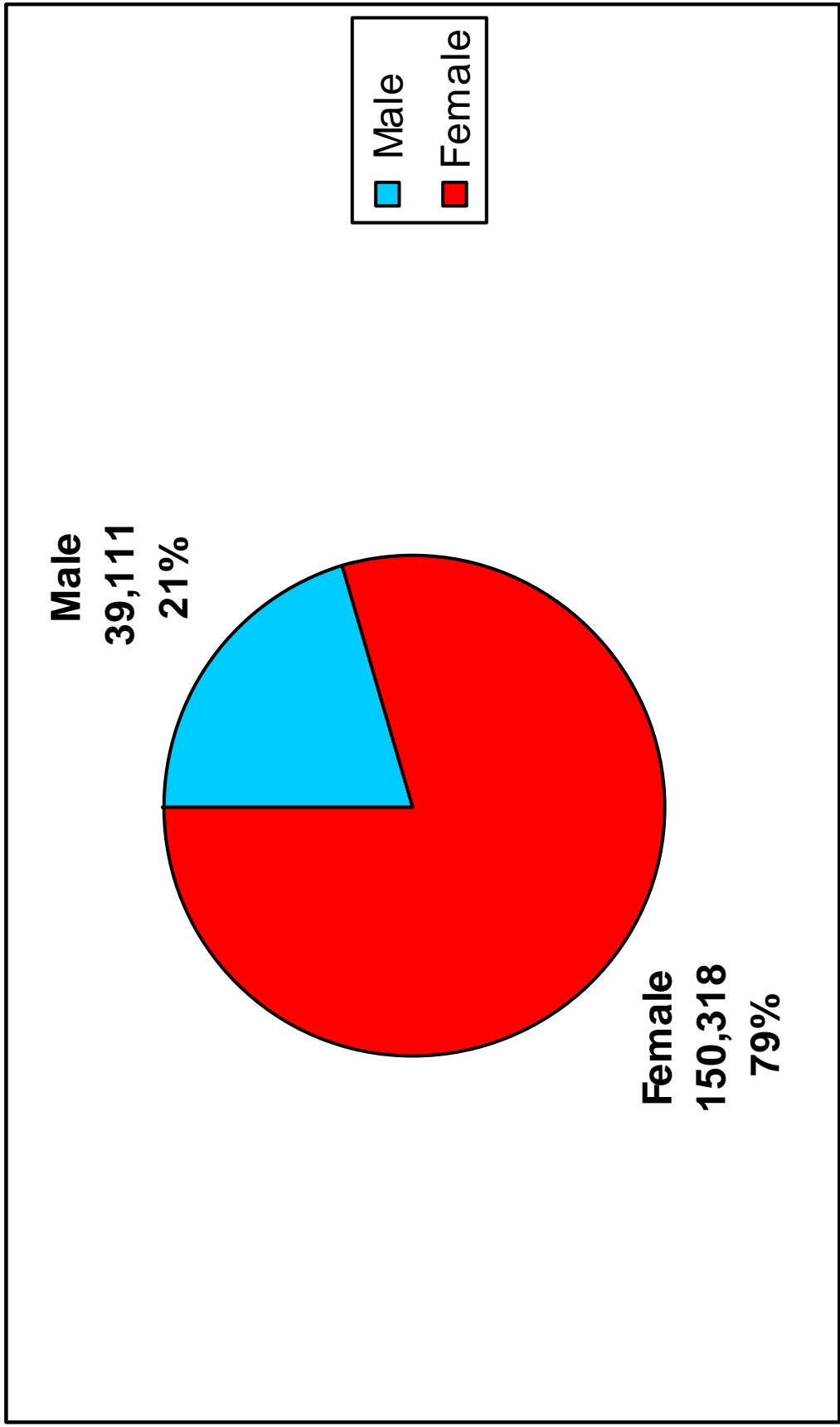
- ▶ Defined in s. 1012.01, F. S.

Elementary Teachers (PK, K-5 or 6)	71,781
Secondary Teachers (6-12)	63,914
Exceptional Education Teachers	25,320
Other Teachers	5,709
Total Teachers	166,724
Guidance	5,797
School Social Workers	1,004
School Psychologists	1,398
Librarians/Audio-Visual Workers	2,710
Other Professional Staff – Instructional	11,796
TOTAL INSTRUCTIONAL STAFF	189,429

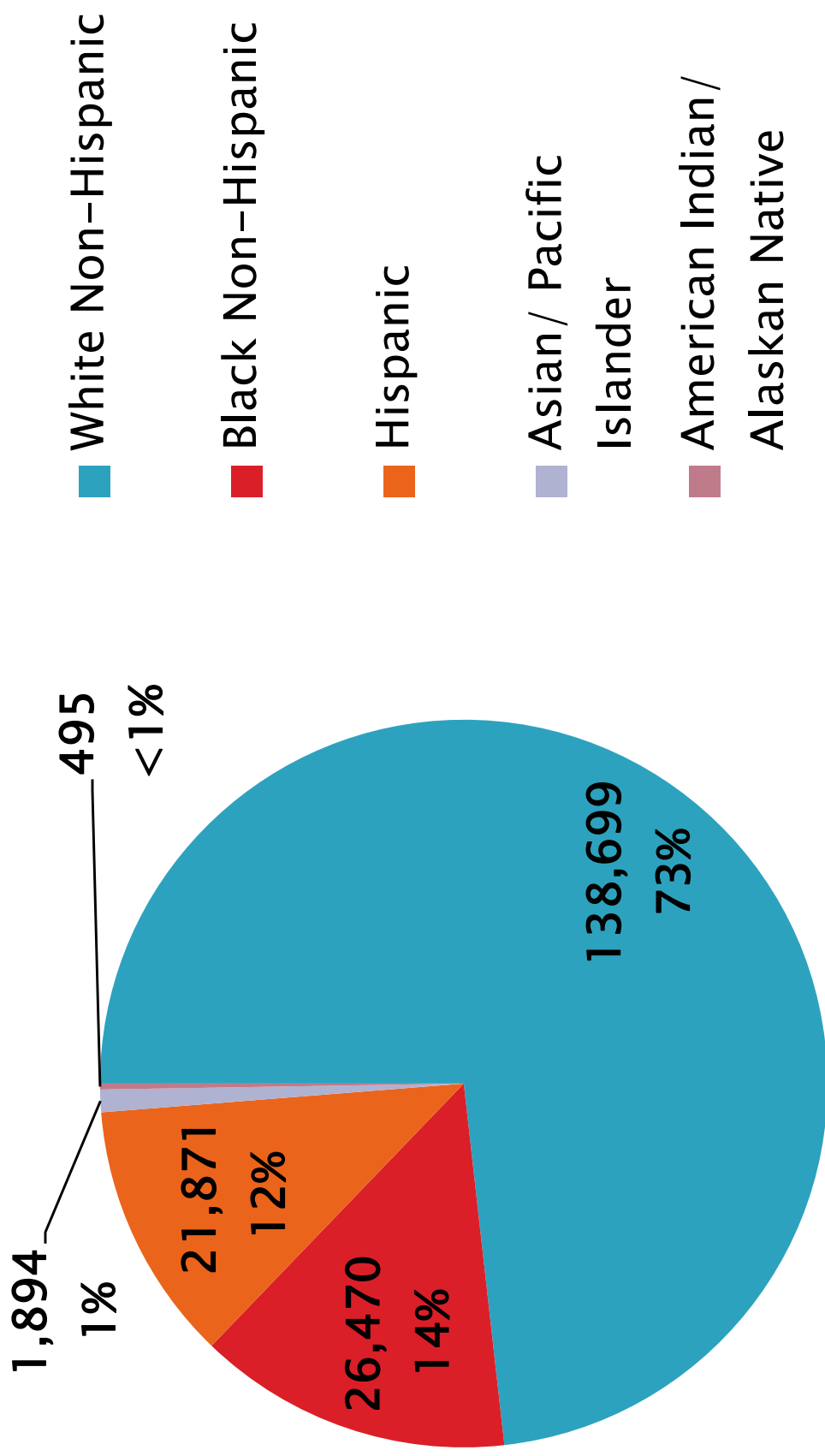
Total Instructional Staff Fall 1999 – Fall 2009



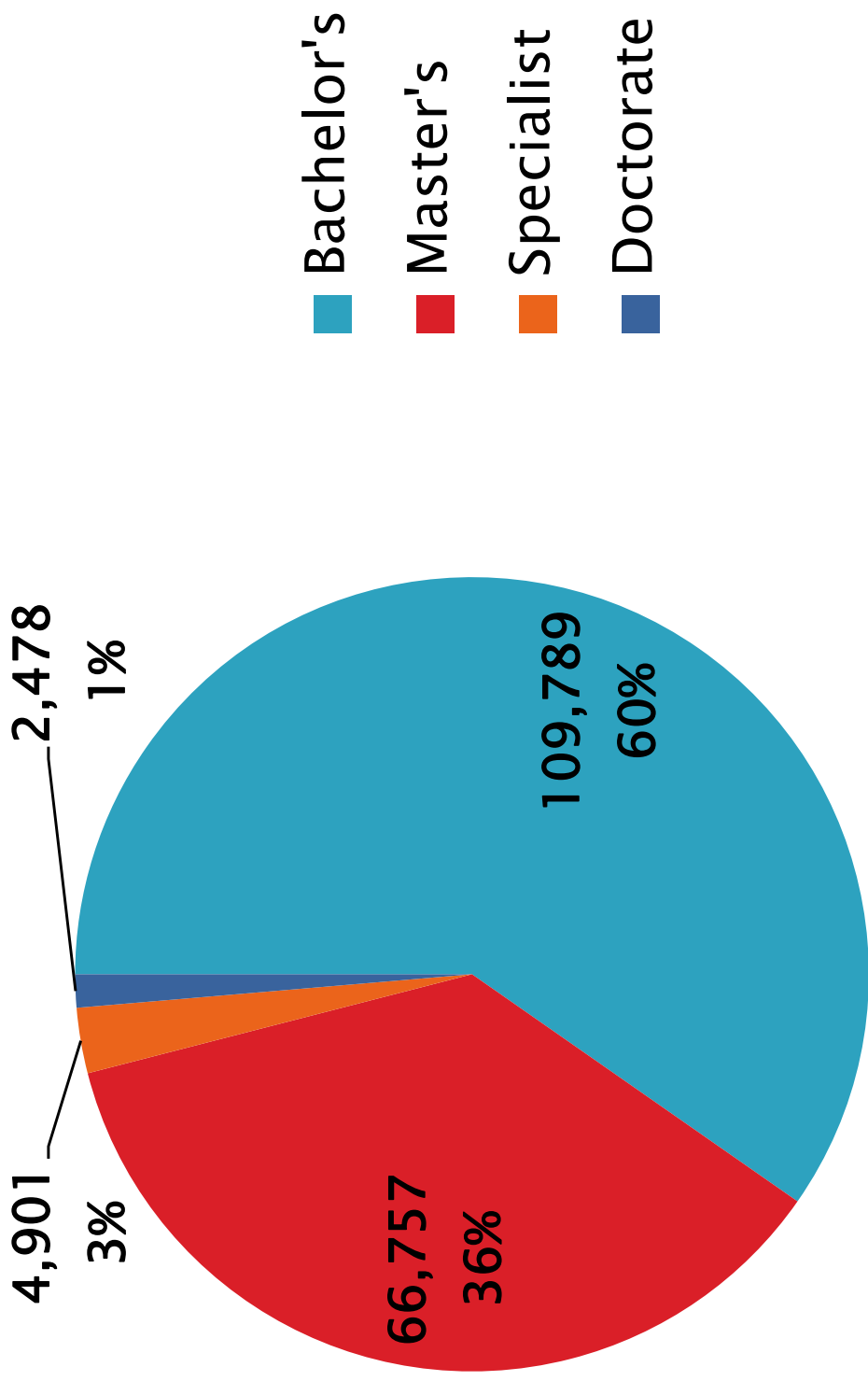
Instructional Personnel – Fall 2009



Instructional Personnel – Fall 2009



Instructional Personnel 2008-09 Degree Levels



Instructional Personnel 2008-09

▶ Teachers' Average Years of Experience by Degree Level, 2008-09*

<u>Degree</u>	<u>Average Years Experience</u>
◦ Bachelor's	10.12
◦ Master's	14.93
◦ Specialist	17.45
◦ Doctorate	15.35
◦ All Degrees	12.13

* Survey 3, February 9-13, 2009, as of March 31, 2009

2. Entering Teaching

- ▶ Basics of the Certification Process
- ▶ Basics of Teacher Preparation Programs

The Certification Process

s. 1012.56, F.S.

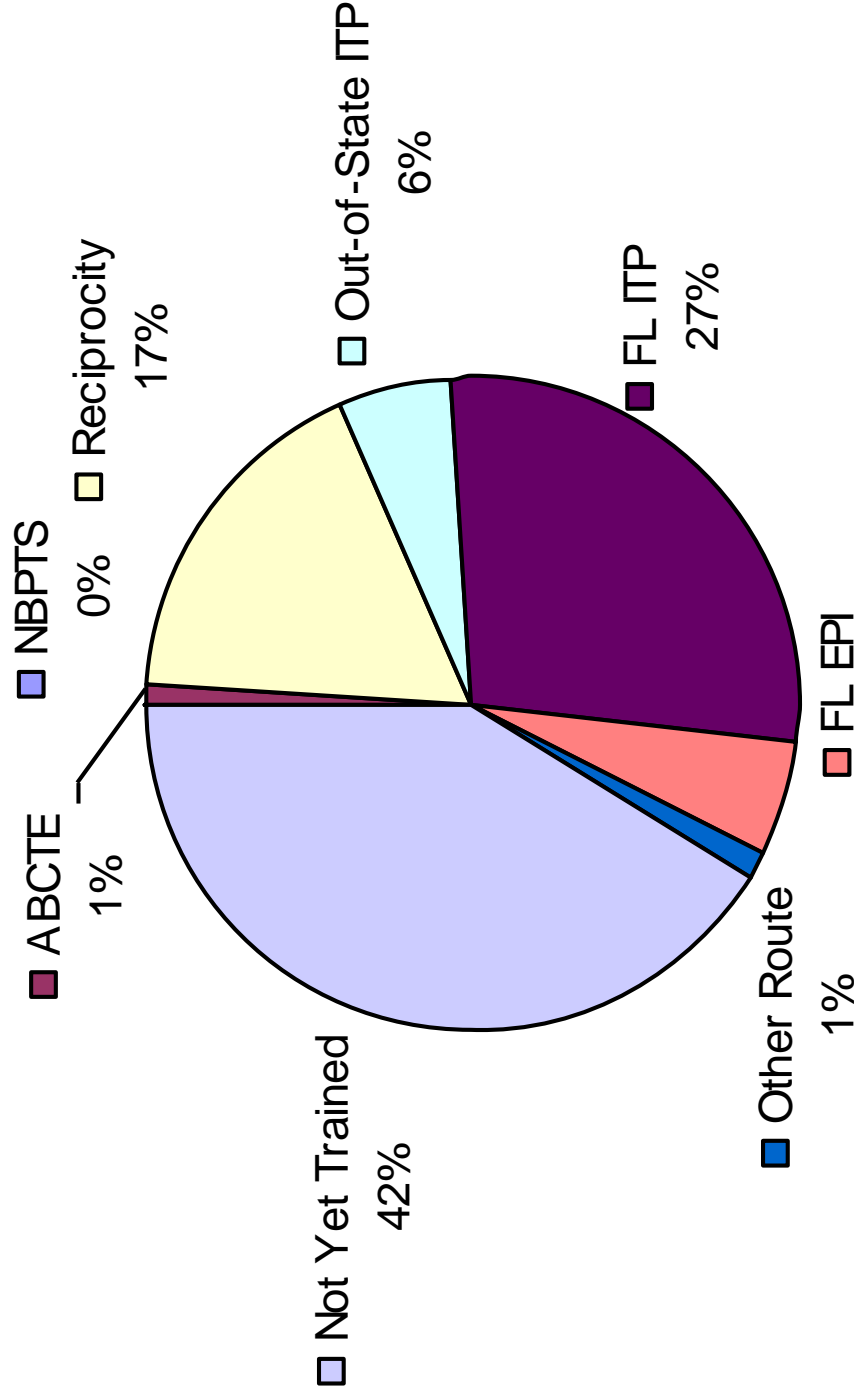
- ▶ Types of Florida Certificates:
 - Temporary Certificate: State-issued, 3-year validity, nonrenewable
 - Professional Certificate: State-issued, 5-year validity, renewable
- ▶ Requirements for the Professional Certificate:
 - Area 1 – Mastery of General Knowledge
 - Area 2 – Mastery of Subject Knowledge
 - Area 3 – Mastery of Professional Preparation and Education Competence

Pathways to Professional Certification

- ▶ Valid Standard Certificate from a state other than Florida (“reciprocity”)
- ▶ Valid National Board Certificate
- ▶ Florida Approved Teacher Preparation Program and passing scores on all sections of the Florida Teacher Certification Examination (FTCE)
- ▶ ABCTE Passport Certificate + District Professional Education Competence (PEC) demonstration
- ▶ Course by course plan + passing scores on all FTCE sections + District PEC demonstration

Basis for Initial Certification

Certificates Issued 2008-09



NBPTS	8
ABCTE	162
Reciprocity	2,501
Out-of-State ITP	814
FL ITP	3,958
FL EPI	805
Other Route	202
Not Yet Trained	5,954
TOTAL	14,242

Teacher Preparation Programs

- ▶ **Initial Teacher Preparation Programs**
 - Authorized in s. 1004.04, F.S.
 - Typically terminate in a Bachelor's or Master's degree
 - Candidates demonstrate all requirements for Professional Certificate (including all FTCE sections) prior to program completion
 - Delivered by state and private colleges and universities

Teacher Preparation Programs

- ▶ Professional Preparation Programs
 - Authorized by ss. 1004.85 and 1012.56, F.S.
 - For candidates who hold a Bachelor's degree
 - Candidates demonstrate Area 3 – Professional Preparation and Education Competence prior to program completion
 - Delivered by public colleges and universities through Educator Preparation Institutes (EPIs)
 - Delivered by all Florida school districts through District Alternative Certification Programs

Teacher Preparation Programs

469 Initial Teacher Preparation Programs

33 Educator Preparative Institutes

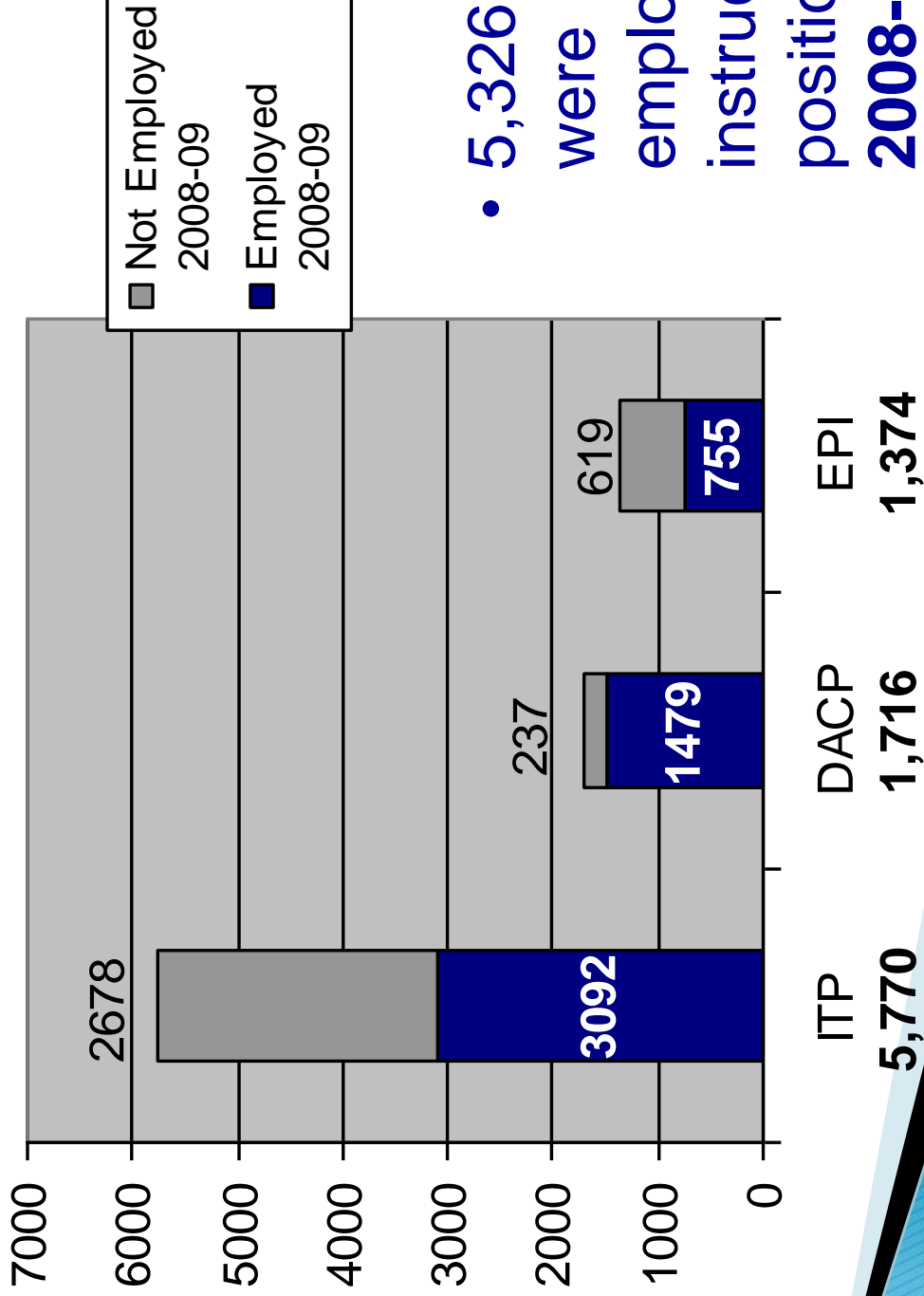
+72 District Alternative Certification Programs

574 Approved Teacher Preparation Programs

- ▶ Other Educator Preparation Programs:
 - 30 programs in Ed Media, Guidance, School Psychology, Speech–Language Impaired
 - 22 programs in Educational Leadership
 - 68 programs in School Principal
 - 312 endorsement add–on programs in districts and institutions

Teacher Preparation Programs

- 8,860 individuals completed a Florida approved program during the **2007-08** school year



Renewal of a Professional Certificate

- ▶ 6 semester hours college credit:
 - Earned during 5-year renewal period *
 - In the subject area or in the related areas of education listed in 1012.585
- ▶ Equivalents to college credit:
 - 120 Master Inservice Plan points
 - Passing score on FTCE subject area exam for each subject shown on certificate
 - Valid National Board Certificate

* *Employed teachers also have annual professional development requirements under s.1012.98, F.S.*

Renewal of a Professional Certificate

- ▶ District staff process renewals for their certified employees
- ▶ DOE processes renewal applications for other certificate holders
- ▶ In 2008–09:
 - 32,378 certificate holders renewed through their school districts
 - 5,598 certificate holders renewed through DOE
 - 350 individuals reinstated an expired Florida Professional Certificate

3. Employment as a Teacher

- ▶ Contracts
- ▶ Evaluations
- ▶ Compensation

Employment Contracts

- ▶ Authorized under s. 1012.33, F.S.
- ▶ Professional Service Contract (teachers)
 - Eligibility:
 - Hold a Professional Certificate issued under 1012.56
 - At least 3 years probationary service – earned during no more than 5 successive years
 - Recommended by superintendent and reappointed by school board
 - Renewal: annual, except for unsatisfactory performance
- ▶ If employed prior to July 1, 1984, employee may still hold a Continuing Contract
- ▶ Principals and supervisors can hold contracts valid up to 3 years

Teacher Performance Evaluations

- ▶ Required under s. 1012.34, F.S.
- ▶ Annual evaluation for all instructional, administrative and supervisory employees
- ▶ DOE approves district instructional personnel appraisal systems
- ▶ Must include appropriate parental input
- ▶ May include peer review and assistance
- ▶ District must train evaluators and must notify employees of requirements before the evaluation takes place

Teacher Performance Evaluations

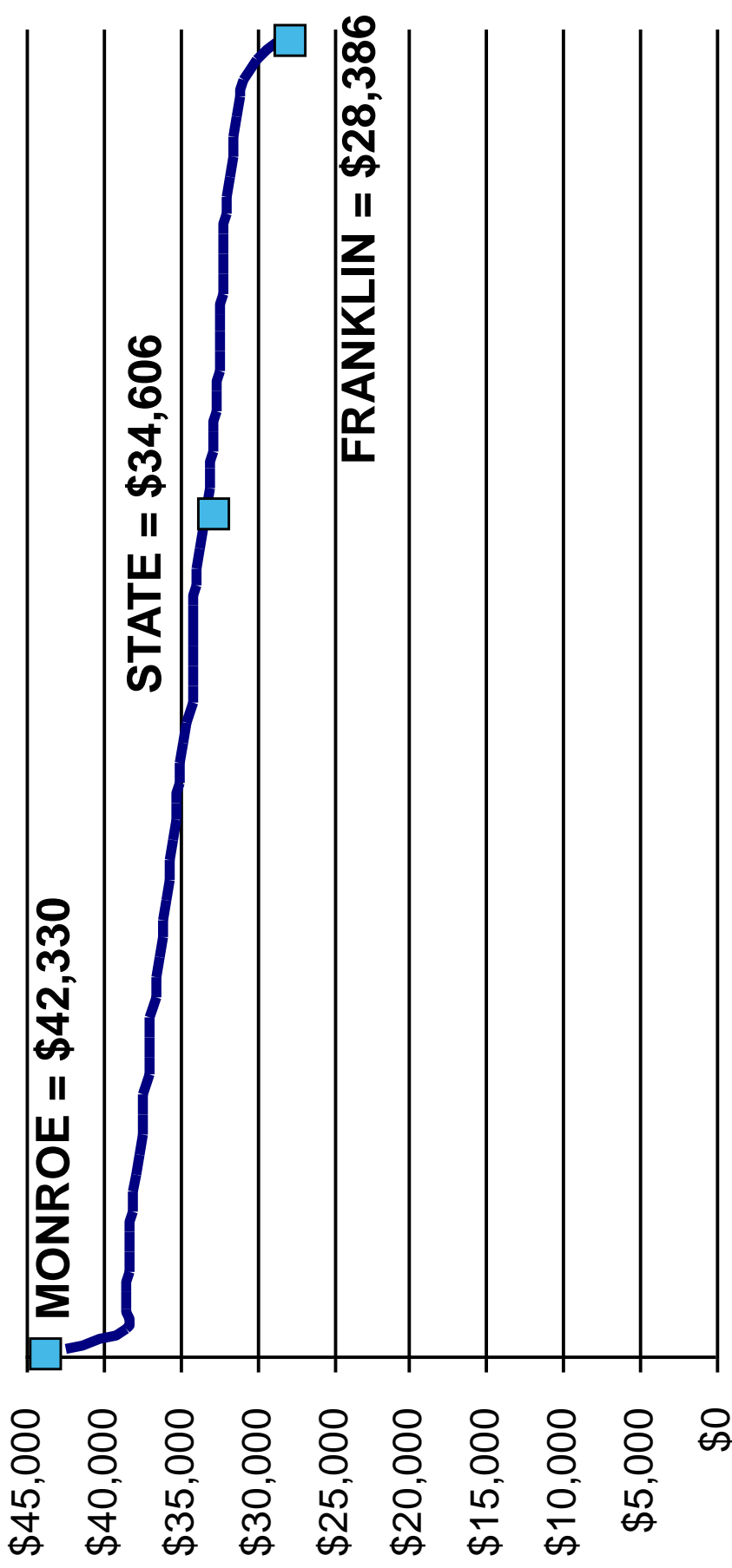
- ▶ Evaluation Criteria:
 - Primarily based on performance of assigned students as demonstrated on state assessments or on local assessments for other subjects and grades
 - Other Criteria:
 - Ability to maintain appropriate discipline
 - Knowledge of subject matter
 - Ability to plan and deliver instruction and the use of technology in the classroom
 - Ability to evaluate instructional needs
 - Ability to establish and maintain a positive collaborative relationship with students' families to increase student achievement
 - Other professional competencies/ district requirements

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%)
 - District with the highest numbers of teachers rated unsatisfactory were Palm Beach (15,929), Orange (12,758) and Pinellas (9,841)

Teacher Compensation

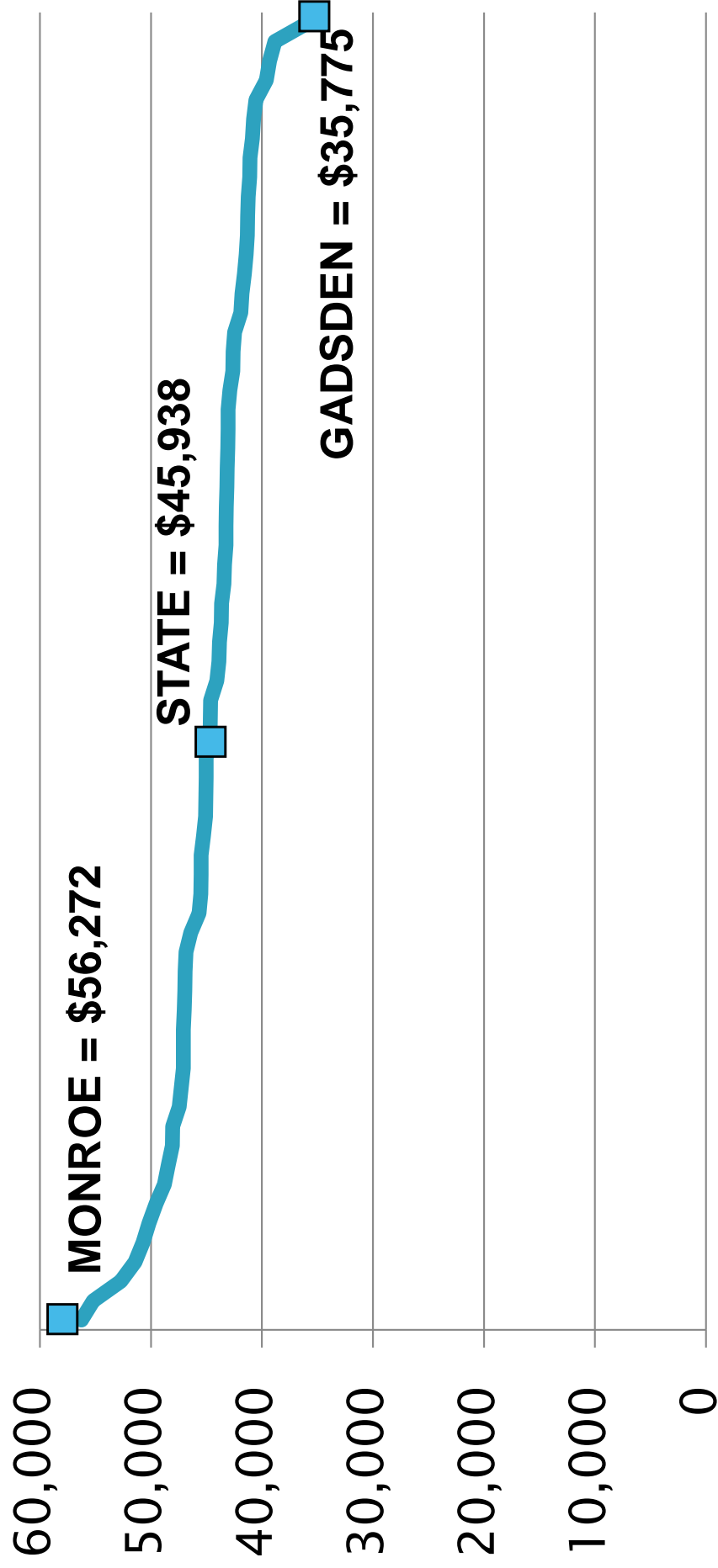
Beginning Teacher Salaries 2008-09



Survey 3, February 9-13, 2009, as of March 31, 2009, Bachelor's Degree Step

Teacher Compensation

Average Teacher Salaries 2008-09



* Survey 3, February 9-13, 2009, as of March 31, 2009

State Bonus Programs

- ▶ Dale Hickam Excellent Teaching Program
 - S. 1012.72 ◦ \$57,649,972
- ▶ Merit Award Program
 - s. 1012.225 ◦ \$19,160,608
- ▶ AP/IB/AICE Total Allotments*
 - s. 1011.62 ◦ \$73,117,708
- ▶ School Recognition Program
 - S. 1008.36 ◦ \$122,505,802

*This amount represents the 0.16 FTE for all programs combined. Funds must be spent on teacher bonuses under the statute; remainder may go to support the programs.

4. Exiting Teaching

- ▶ Terminations of Employment
- ▶ Professional Practices

Termination of Employment

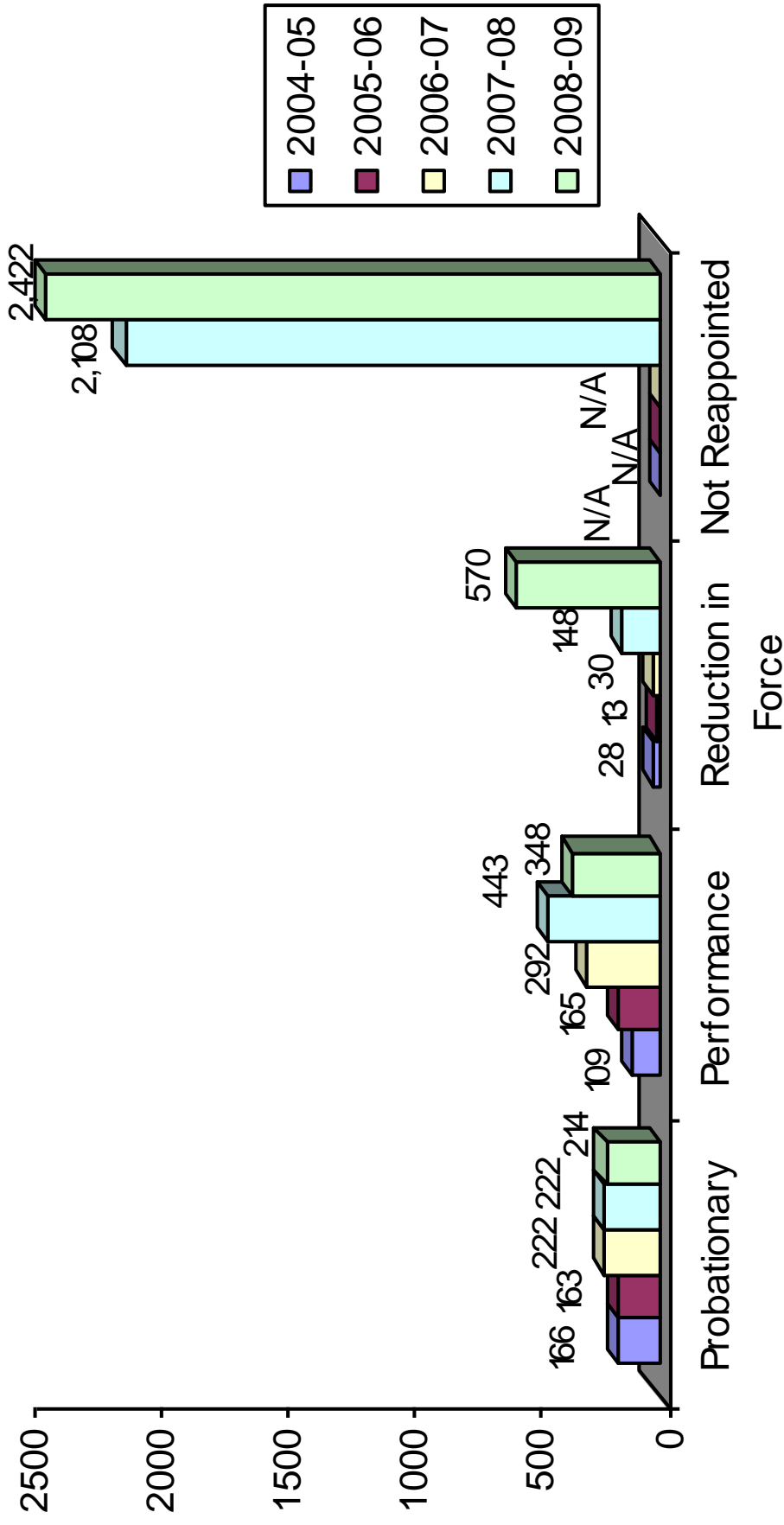
- ▶ 11,620 teachers left teaching positions in 2008–09:
 - 7,160 (63.6%) exited voluntarily
 - 3,554 (31.6%) resigned involuntarily
 - 536 (4.8%) left for other reasons
- ▶ Top reasons for voluntary separation:
 - Retirement
 - Relocation
 - Family/personal reasons

Termination of Employment

- ▶ Of the 3,554 teachers who resigned involuntarily in 2008–09:
 - 214 were released by the end of the 97-day probationary period
 - 348 were terminated for performance-related reasons
 - 570 were terminated as a result of workforce reduction (those holding Professional Service or Continuing Contracts)
 - 2,422 were not reappointed (those teaching in years 1–3)

Termination of Employment

- Changes in reasons for involuntary termination 2004-05 through 2008-09



Dismissal from Employment

- ▶ All contracted employees: Just cause
 - Immorality, misconduct, incompetency, willful neglect of duty, crime of moral turpitude
- ▶ Professional service contract holders:
Unsatisfactory performance
 - Superintendent's recommendation based on results of process completed after an employee is notified of unsatisfactory performance based on his/her annual evaluation (s. 1012.34, F.S.)
- ▶ Principals and supervisors: Other provisions of the district school board

Revocation of Certificate

- ▶ Reasons to permanently revoke a Florida Educator's Certificate include:
 - Conviction of a criminal charge listed in s. 1012.315, F.S.
 - “Third strike” provision of s. 1012.795(6): issued a final order for disciplinary action for the third time
 - Decision of the Education Practices Commission for violations of s. 1012.795, which includes the Code of Ethics and Principles of Professional Conduct:
 - Obligation to the student
 - Obligation to the public
 - Obligation to the profession

Revocation of Certificate

- ▶ In 2008–09, the Education Practices Commission:
 - Received 719 cases from the DOE
 - Issued 664 final orders that included
 - 19 time-specific revocations (up to 10 years)
 - 62 permanent revocations
- ▶ In 2008–09, Professional Practices Services received 3,305 new cases (including teachers and applicants for certification)

5. Related Race to the Top Proposals

- ▶ Evaluations
- ▶ Compensation

Race to the Top: Evaluations

- ▶ Improved teacher and principal evaluations
 - Accurate and transparent student growth measures
 - Observations on clearly-defined core practices
 - Multiple data sources
 - Timely feedback connected to appropriate professional development

Race to the Top: Compensation

- ▶ Compensation systems using evaluation results
 - District proposals to base a portion of each employee's salary on (new improved) evaluation results
 - Highly effective teachers/principals can earn more for:
 - Working in high minority, high poverty schools and for teaching in hard-to-staff subjects and grades
 - Taking on additional responsibilities
 - Moving up in career level

Contact Information

- ▶ Source Publications and Reports:
<http://www.fldoe.org/eias/eiaspubs/default.asp#staff>
- ▶ Questions about Educator Quality programs
for the Department of Education:
Kathy.Hebda@fldoe.org
850-245-0891

**Table 6
Minimum/Maximum Teacher Salaries by Degree Level, 2008-09***

District Name	Bachelor's		Master's		Specialist		Doctorate	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Monroe	\$42,330	\$70,264	\$44,088	\$76,555	\$45,036	\$78,473	\$45,577	\$80,184
Sarasota	\$38,530	\$52,068	\$41,747	\$65,126	\$44,604	\$72,706	\$46,510	\$75,811
Manatee	\$38,517	\$60,836	\$39,555	\$66,033	\$41,966	\$70,835	\$44,376	\$74,349
Broward	\$38,500	\$70,000	\$42,150	\$73,650	\$45,300	\$76,800	\$46,500	\$78,000
Flagler	\$38,213	\$57,677	\$40,963	\$60,427	\$42,463	\$61,927	\$43,713	\$63,177
Collier	\$38,198	\$60,793	\$40,893	\$66,808	\$42,393	\$68,808	\$43,393	\$69,808
Lee	\$38,192	\$59,941	\$40,692	\$62,441	\$42,192	\$63,941	\$43,192	\$64,941
Dade	\$38,000	\$67,225	\$41,100	\$70,325	\$43,150	\$72,375	\$45,200	\$74,425
St. Johns	\$38,000	\$53,700	\$40,650	\$56,550	\$41,650	\$57,550	\$42,650	\$58,750
Clay	\$37,800	\$60,000	\$39,800	\$62,000	\$40,500	\$62,700	\$41,100	\$63,300
Osceola	\$37,500	\$60,000	\$40,185	\$62,685	\$41,685	\$64,185	\$43,185	\$65,685
Charlotte	\$37,440	\$55,030	\$40,990	\$58,580	\$42,990	\$60,580	\$44,590	\$62,180
Duval	\$37,300	\$64,801	\$38,300	\$67,949	\$39,300	\$69,388	\$40,300	\$71,391
Pinellas	\$37,300	\$59,870	\$39,480	\$62,050	\$40,650	\$63,220	\$41,800	\$64,370
Hillsborough	\$37,014	\$61,594	\$39,927	\$64,508	\$41,392	\$65,972	\$42,841	\$67,421
Martin	\$37,000	\$57,237	\$39,220	\$60,672	\$41,573	\$64,312	\$43,926	\$67,952
Orange	\$37,000	\$61,560	\$39,605	\$64,165	\$40,993	\$65,553	\$42,267	\$66,827
Palm Beach	\$36,822	\$71,245	\$39,822	\$74,245	\$41,322	\$75,745	\$42,822	\$77,245
Nassau	\$36,500	\$57,000	\$39,500	\$60,000	\$39,700	\$60,200	\$39,900	\$60,400
Pasco	\$36,420	\$58,470	\$39,120	\$61,170	\$40,820	\$62,870	\$41,820	\$63,870
Putnam	\$36,251	\$55,365	\$38,397	\$60,011	\$39,397	\$61,011	\$40,297	\$61,911
Brevard	\$36,000	\$56,350	\$38,625	\$58,975	\$39,900	\$60,250	\$41,200	\$61,550
Seminole	\$36,000	\$64,884	\$40,136	\$68,946	\$43,586	\$72,386	\$47,041	\$75,818
Sumter	\$35,931	\$57,554	\$38,312	\$60,000	\$39,503	\$61,223	\$40,599	\$62,922
Lake	\$35,600	\$54,550	\$37,975	\$56,925	\$38,925	\$57,875	\$39,925	\$58,875
Indian River	\$35,500	\$57,100	\$38,453	\$60,053	\$39,409	\$61,009	\$40,374	\$61,974
St. Lucie	\$35,356	\$59,717	\$38,621	\$62,921	\$41,014	\$65,435	\$42,092	\$66,565
DeSoto	\$35,108	\$55,534	\$38,308	\$58,734	\$38,466	\$58,892	\$40,069	\$60,495
Marion	\$35,070	\$52,420	\$37,370	\$55,420	\$39,170	\$58,720	\$40,970	\$62,920
Hernando	\$35,000	\$53,350	\$37,500	\$55,850	\$38,500	\$56,850	\$39,500	\$57,850
Polk	\$35,000	\$54,675	\$37,181	\$56,856	\$37,839	\$57,514	\$38,220	\$57,895
Walton	\$34,700	\$61,205	\$36,400	\$62,930	\$37,900	\$64,405	\$39,500	\$66,005
Florida	\$34,606	\$55,779	\$37,006	\$58,926	\$38,319	\$60,567	\$39,500	\$61,994
Jefferson	\$34,125	\$52,500	\$35,831	\$55,125	\$36,684	\$56,438	\$37,538	\$57,750
Leon	\$34,100	\$60,576	\$35,300	\$63,095	\$36,500	\$65,172	\$37,700	\$66,846
Volusia	\$34,010	\$59,147	\$37,001	\$63,572	\$38,424	\$65,536	\$39,903	\$67,393
Glades	\$34,000	\$55,000	\$35,500	\$57,400	\$37,500	\$60,600	\$39,000	\$63,000
Highlands	\$34,000	\$54,000	\$36,200	\$56,200	\$36,500	\$56,500	\$37,800	\$57,800
Okeechobee	\$34,000	\$54,860	\$36,200	\$57,060	\$37,200	\$58,060	\$38,200	\$59,060
Citrus	\$33,858	\$52,521	\$35,858	\$54,521	\$36,858	\$55,521	\$37,858	\$56,521
Hendry	\$33,840	\$52,800	\$35,980	\$54,760	\$36,980	\$55,970	\$38,980	\$58,000
Madison	\$33,568	\$54,730	\$36,071	\$58,902	\$36,905	\$60,295	\$36,905	\$60,295
Wakulla	\$33,500	\$52,500	\$35,700	\$54,700	\$36,200	\$55,200	\$36,700	\$55,700
Union	\$33,250	\$50,677	\$34,750	\$53,272	\$35,250	\$55,055	\$36,050	\$56,038
Hardee	\$33,015	\$51,877	\$35,260	\$55,404	\$35,590	\$55,923	\$35,887	\$56,390
Lafayette	\$32,993	\$50,036	\$35,193	\$52,236	\$36,293	\$53,336	\$36,953	\$53,996
Hamilton	\$32,829	\$49,620	\$35,329	\$52,120	\$36,329	\$53,120	\$36,829	\$53,620
Gilchrist	\$32,694	\$51,657	\$34,961	\$53,924	\$35,450	\$54,413	\$36,131	\$55,094
Suwannee	\$32,473	\$54,067	\$34,783	\$56,377	\$35,308	\$56,902	\$36,223	\$57,817
Alachua	\$32,450	\$49,850	\$33,950	\$53,950	\$34,950	\$57,050	\$35,950	\$60,475
Okaloosa	\$32,428	\$64,036	\$34,212	\$67,454	\$35,833	\$70,561	\$37,455	\$73,667
Levy	\$32,427	\$49,979	\$35,239	\$52,789	\$35,950	\$53,531	\$36,659	\$54,211
Columbia	\$32,370	\$54,930	\$35,170	\$57,730	\$36,320	\$58,880	\$37,520	\$60,080
Bay	\$32,305	\$55,321	\$34,869	\$58,292	\$36,815	\$60,270	\$38,731	\$62,250
Santa Rosa	\$32,092	\$59,181	\$34,575	\$61,664	\$35,817	\$62,906	\$37,059	\$64,148
Washington	\$32,085	\$50,715	\$33,120	\$53,820	\$34,155	\$54,855	\$35,190	\$55,890
Bradford	\$32,025	\$55,094	\$34,525	\$57,594	\$35,225	\$58,294	\$36,025	\$59,094
Baker	\$32,010	\$54,000	\$34,440	\$56,430	\$35,410	\$57,400	\$36,450	\$58,440
Escambia	\$32,000	\$51,000	\$34,500	\$53,500	\$35,100	\$54,100	\$35,600	\$54,600
Jackson	\$31,853	\$49,109	\$34,909	\$52,226	\$37,976	\$55,346	\$39,893	\$57,293
Liberty	\$31,770	\$49,182	\$34,704	\$52,116	\$36,304	\$53,716	\$36,705	\$54,117
Holmes	\$31,500	\$48,500	\$33,500	\$50,900	\$34,645	\$52,054	\$35,803	\$53,224
Calhoun	\$31,475	\$47,375	\$33,900	\$49,800	\$35,170	\$51,070	\$36,385	\$52,285
Dixie	\$31,200	\$48,782	\$33,592	\$51,257	\$34,112	\$51,796	\$34,320	\$52,011
Gulf	\$30,951	\$49,538	\$32,936	\$51,991	\$34,259	\$53,393	\$35,557	\$54,793
Gadsden	\$30,910	\$46,208	\$32,178	\$47,475	\$32,729	\$48,026	\$33,391	\$48,687
Taylor	\$30,000	\$50,826	\$33,226	\$56,607	\$36,896	\$60,133	\$39,673	\$62,677
Franklin	\$28,386	\$45,011	\$30,843	\$50,231	\$32,432	\$52,841	\$34,022	\$55,455

* Survey 3, February 9-13, 2009, as of March 31, 2009

Average Teacher Salaries in Rank Order, 2008-09*

District Number	District Name	Average Salary	Rank
44	MONROE	56,272	1
58	SARASOTA	55,213	2
11	COLLIER	52,710	3
46	OKALOOSA	51,446	4
6	BROWARD	50,722	5
50	PALM BEACH	50,178	6
13	DADE	49,555	7
41	MANATEE	48,810	8
59	SEMINOLE	48,446	9
8	CHARLOTTE	48,069	10
18	FLAGLER	48,056	11
60	SUMTER	47,470	12
54	PUTNAM	47,291	13
43	MARTIN	47,102	14
55	ST. JOHNS	47,102	15
16	DUVAL	47,087	16
36	LEE	47,012	17
66	WALTON	46,969	18
	FLORIDA	46,938	
52	PINELLAS	46,839	19
29	HILLSBOROUGH	46,421	20
61	SUWANNEE	45,669	21
64	VOLUSIA	45,529	22
10	CLAY	45,500	23
48	ORANGE	45,494	24
5	BREVARD	45,287	25
22	GLADES	45,099	26
45	NASSAU	45,059	27
9	CITRUS	45,033	28
31	INDIAN RIVER	45,030	29
57	SANTA ROSA	44,685	30
28	HIGHLANDS	44,651	31
49	OSCEOLA	44,639	32
56	ST. LUCIE	44,066	33
51	PASCO	43,901	34
37	LEON	43,832	35
3	BAY	43,678	36
33	JEFFERSON	43,647	37
26	HENDRY	43,424	38
25	HARDEE	43,370	39
42	MARION	43,237	40
38	LEVY	43,236	41
47	OKEECHOBEE	43,228	42
21	GILCHRIST	43,180	43
24	HAMILTON	43,143	44
53	POLK	43,080	45
14	DESOTO	43,057	46
19	FRANKLIN	43,051	47
67	WASHINGTON	42,909	48
12	COLUMBIA	42,632	49
2	BAKER	42,612	50
35	LAKE	42,478	51
34	LAFAYETTE	41,917	52
27	HERNANDO	41,795	53
40	MADISON	41,591	54
17	ESCAMBIA	41,430	55
1	ALACHUA	41,316	56
30	HOLMES	41,290	57
32	JACKSON	41,246	58
23	GULF	41,125	59
62	TAYLOR	41,077	60
65	WAKULLA	40,872	61
15	DIXIE	40,775	62
7	CALHOUN	40,539	63
4	BRADFORD	39,620	64
39	LIBERTY	39,327	65
63	UNION	38,848	66
20	GADSDEN	35,775	67

* Survey 3, February 9-13, 2009, as of March 31, 2009

DIST NUM	DISTRICT NAME	CLASSRO TEACHERS	UNSATISFACTORY		SATISFACTORY	
			Number	Percent	Number	Percent
01	ALACHUA	2,910	1	0.03%	2,909	99.97%
02	BAKER	586		0.00%	586	100.00%
03	BAY	1,671		0.00%	1,671	100.00%
04	BRADFOR	251		0.00%	251	100.00%
05	BREVARD	7,693	23	0.30%	7,670	99.70%
06	BROWARI	26,476		0.00%	26,476	100.00%
07	CALHOUN	311		0.00%	311	100.00%
08	CHARLOT	1,327	3	0.23%	1,324	99.77%
09	CITRUS	1,693	1	0.06%	1,692	99.94%
10	CLAY	3,179		0.00%	3,179	100.00%
11	COLLIER	4,819	1	0.02%	4,818	99.98%
12	COLUMBI	815	1	0.12%	814	99.88%
13	DADE	31,616		0.00%	31,616	100.00%
14	DESOTO	421		0.00%	421	100.00%
15	DIXIE	256	12	4.69%	244	95.31%
16	DUVAL	7,847	12	0.15%	7,835	99.85%
17	ESCAMBI	3,827		0.00%	3,827	100.00%
18	FLAGLER	1,280		0.00%	1,280	100.00%
19	FRANKLIN	169		0.00%	169	100.00%
20	GADSDEN	589		0.00%	589	100.00%
21	GILCHRIS	306		0.00%	306	100.00%
22	GLADES	131		0.00%	131	100.00%
23	GULF	226		0.00%	226	100.00%
24	HAMILTON	172	4	2.33%	168	97.67%
25	HARDEE	418	3	0.72%	415	99.28%
26	HENDRY	420		0.00%	420	100.00%
27	HERNANC	2,470	6	0.24%	2,464	99.76%
28	HIGHLAN	1,337	11	0.82%	1,326	99.18%
29	HILLSBOR	19,599		0.00%	19,599	100.00%
30	HOLMES	363		0.00%	363	100.00%
31	INDIAN RI	1,527	1	0.07%	1,526	99.93%
32	JACKSON	773		0.00%	773	100.00%
33	JEFFERS	146		0.00%	146	100.00%
34	LAFAYET	169	1	0.59%	168	99.41%
35	LAKE	3,458	38	1.10%	3,420	98.90%
36	LEE	7,833	7	0.09%	7,826	99.91%
37	LEON	2,593	2	0.08%	2,591	99.92%
38	LEVY	560	1	0.18%	559	99.82%
39	LIBERTY	198	2	1.01%	196	98.99%
40	MADISON	282		0.00%	282	100.00%
41	MANATEE	3,679	8	0.22%	3,671	99.78%
42	MARION	2,966		0.00%	2,966	100.00%
43	MARTIN	1,433	8	0.56%	1,425	99.44%
44	MONROE	939	3	0.32%	936	99.68%
45	NASSAU	1,004		0.00%	1,004	100.00%
46	OKALOOS	2,986	2	0.07%	2,984	99.93%
47	OKEECHC	832	9	1.08%	823	98.92%
48	ORANGE	12,807	49	0.38%	12,758	99.62%
49	OSCEOLA	3,922	63	1.61%	3,859	98.39%
50	PALM BEA	15,934	5	0.03%	15,929	99.97%
51	PASCO	6,937		0.00%	6,937	100.00%
52	PINELLAS	9,884	43	0.44%	9,841	99.56%
53	POLK	7,784	231	2.97%	7,553	97.03%
54	PUTNAM	1,210	26	2.15%	1,184	97.85%
55	ST. JOHN	1,994	3	0.15%	1,991	99.85%
56	ST. LUCIE	3,823	8	0.21%	3,815	99.79%
57	SANTA RC	2,376		0.00%	2,376	100.00%
58	SARASOT	4,086		0.00%	4,086	100.00%
59	SEMINOLE	5,631		0.00%	5,631	100.00%
60	SUMTER	636	8	1.26%	628	98.74%
61	SUWANNE	542		0.00%	542	100.00%
62	TAYLOR	344		0.00%	344	100.00%
63	UNION	280	25	8.93%	255	91.07%
64	VOLUSIA	1,636		0.00%	1,636	100.00%
65	WAKULLA	457		0.00%	457	100.00%
66	WALTON	974		0.00%	974	100.00%
67	WASHING	438		0.00%	438	100.00%
68	DEAF/BLI	123		0.00%	123	100.00%
69	DOZIER/O	46		0.00%	46	100.00%
71	FL VIRTUA	993		0.00%	993	100.00%
72	FAU LAB	127	1	0.79%	126	99.21%
73	FSU LAB	136	1	0.74%	135	99.26%
74	FAMU LAE	49		0.00%	49	100.00%
75	UF LAB SC	109	2	1.83%	107	98.17%
78	CONNECT	21		0.00%	21	100.00%
79	FLVA	13		0.00%	13	100.00%
	STATE	237,868	625	0.26%	237,243	99.74%



How States Help and Hinder Teacher Quality

*Pre-K-12 Policy Committee
Florida House of Representatives
March 3, 2009*



National Council on Teacher Quality

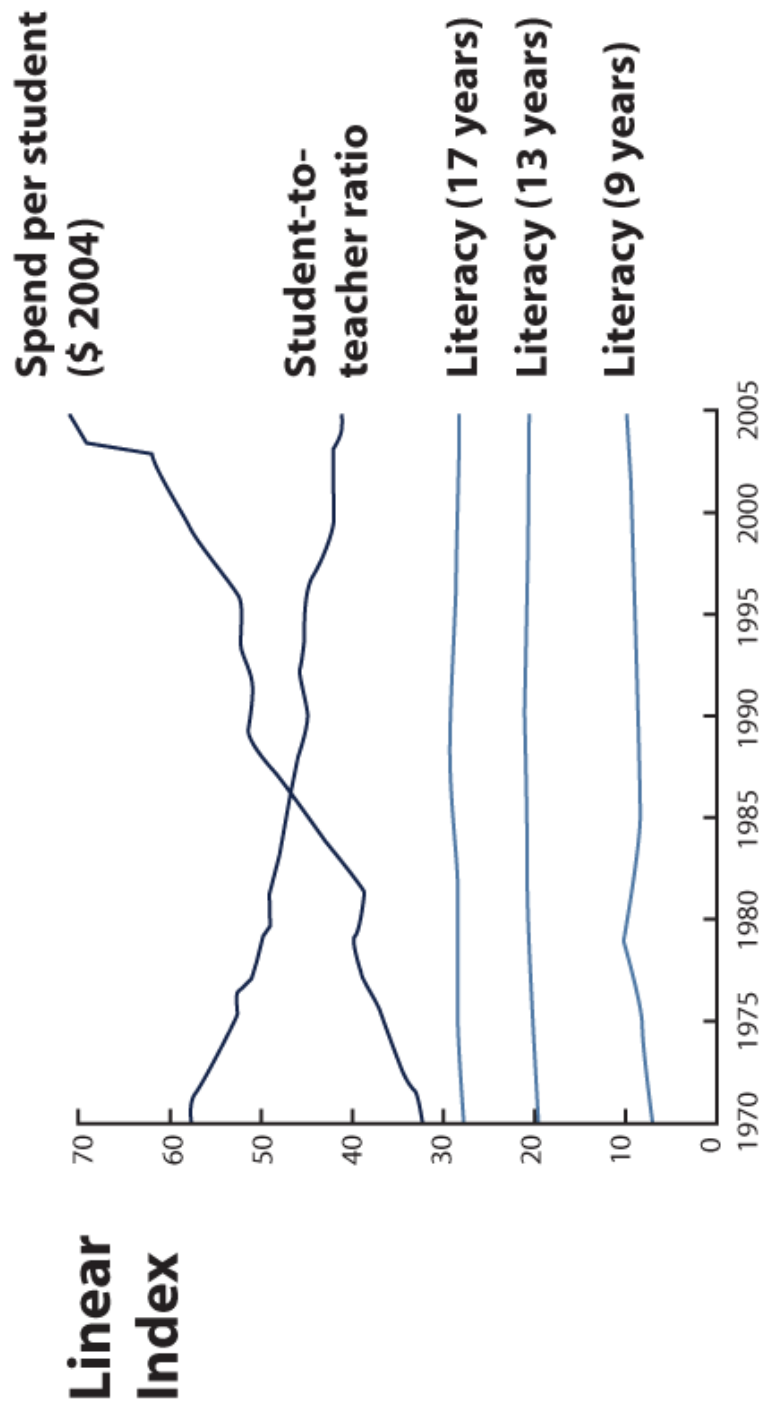


National Council on Teacher Quality

- Non-partisan, non-profit research and advocacy group
- Committed to increasing the accountability and transparency of the institutions having the greatest impact on teacher quality:
 - States
 - Teacher preparation programs
 - Teacher unions
 - School districts



Student Achievement in the United States



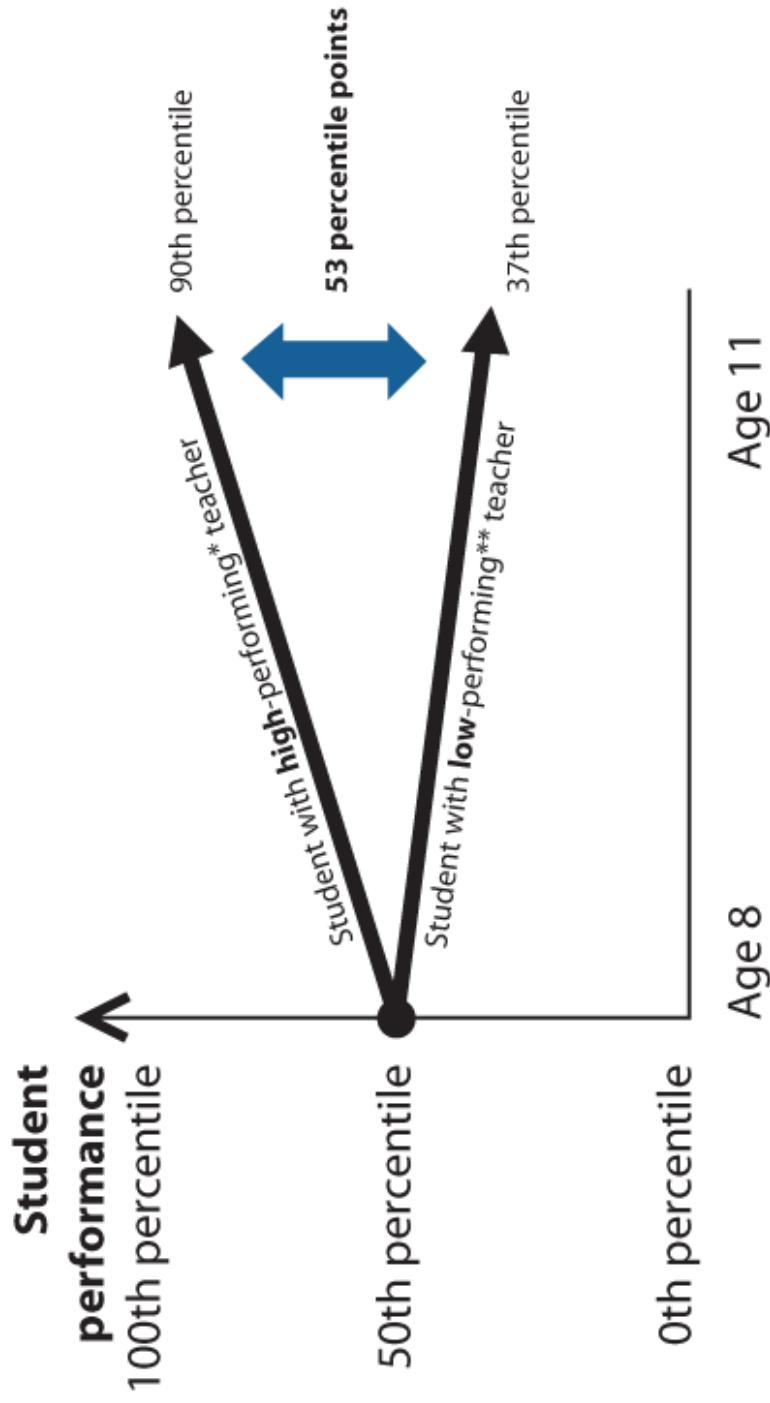
Source: National Centre for Education Statistics, NEAP, Hanushek (1998)

(McKinsey & Company: *How the World's Best Performing School Systems Come Out on Top*)

New Focus on Teacher Quality

- Teacher quality is the most important school-level variable in student achievement.
- Recognition that increasing teacher quality is key to raising student achievement.

The Effect of Teacher Quality



*Among the top 20% of teachers; **Among the bottom 20% of teachers
Analysis of test data from Tennessee showed that teacher quality effected student performance more than any other variable; on average, two students with average performance (50th percentile) would diverge by more than 50 percentile points over a three year period depending on the teacher they were assigned

State Teacher Policy Yearbook


- Annual review of each state's teacher policies
- 2009 edition is comprehensive report on all aspects of teacher policy.
- Average overall state grade: D
- Overall grade for Florida: C
(highest in nation)

2009 Yearbook Grades

		Average Grade	Florida Grade
Area 1	Delivering Well Prepared Teachers	D	C
Area 2	Expanding the Teaching Pool	D+	B-
Area 3	Identifying Effective Teachers	D-	C-
Area 4	Retaining Effective Teachers	D+	C
Area 5	Exiting Ineffective Teachers	D	C

Finding:

Evaluation and tenure policies do not consider what should count the most about teacher performance: classroom effectiveness.



State efforts to consider classroom effectiveness

Requires evidence of student
learning to be the preponderant
criterion for teacher evaluation **4***

Requires evaluation to include
any objective measures of
student learning **16***

Requires evaluation to include
classroom observation **30***

*Including Florida





How many times do states require districts to evaluate a new teacher during a school year?

FLORIDA 18


14

9

10

Not addressed 1 time 2 times 3 or more times





Do states require districts to evaluate all
veteran teachers each year?

36

FLORIDA

15

Yes

No





How are tenure decisions made?

47


FLORIDA

4

States require districts
to consider some
evidence of teacher
effectiveness

Virtually automatic






How long before a
teacher earns tenure?

FLORIDA **32**

1 **2** **8** **5** **2** **0** **1**





Do state data systems have the capacity to reliably assess teacher effectiveness?

Individual student records
match with teacher records

21*

Test records match over time

48*

Unique teacher identifier
system


46*

Unique student identifier that
connects data across
databases

50*

*including Florida





Do states use value-added data as a criterion for assessing teacher effectiveness?


48

FLORIDA

3

Use value-added data Do not use value-added data





Do states require teachers to show evidence of effectiveness before conferring permanent licensure?

35

FLORIDA

15

1

No evidence of effectiveness	Some evidence of effectiveness	Preponderant evidence of effectiveness
------------------------------	--------------------------------	--





Finding:



States are complicit in keeping ineffective teachers in the classroom.





Do states allow multiple appeals
of teacher dismissals?

38

FLORIDA*

5

8

Yes

No

No (or unclear)
policy

*Although there appears to be a loophole.





Do states distinguish due process for classroom ineffectiveness from felony or morality violations?

47

FLORIDA

1

3

Yes

No

No policy





What are the consequences for teachers who receive unsatisfactory evaluations?

No articulated consequences

22

Improvement plan after a single unsatisfactory rating


25*

Eligible for dismissal after multiple unsatisfactory ratings

13*

*including Florida





How long can new teachers practice without passing subject-matter licensing tests?

21

FLORIDA

11

9

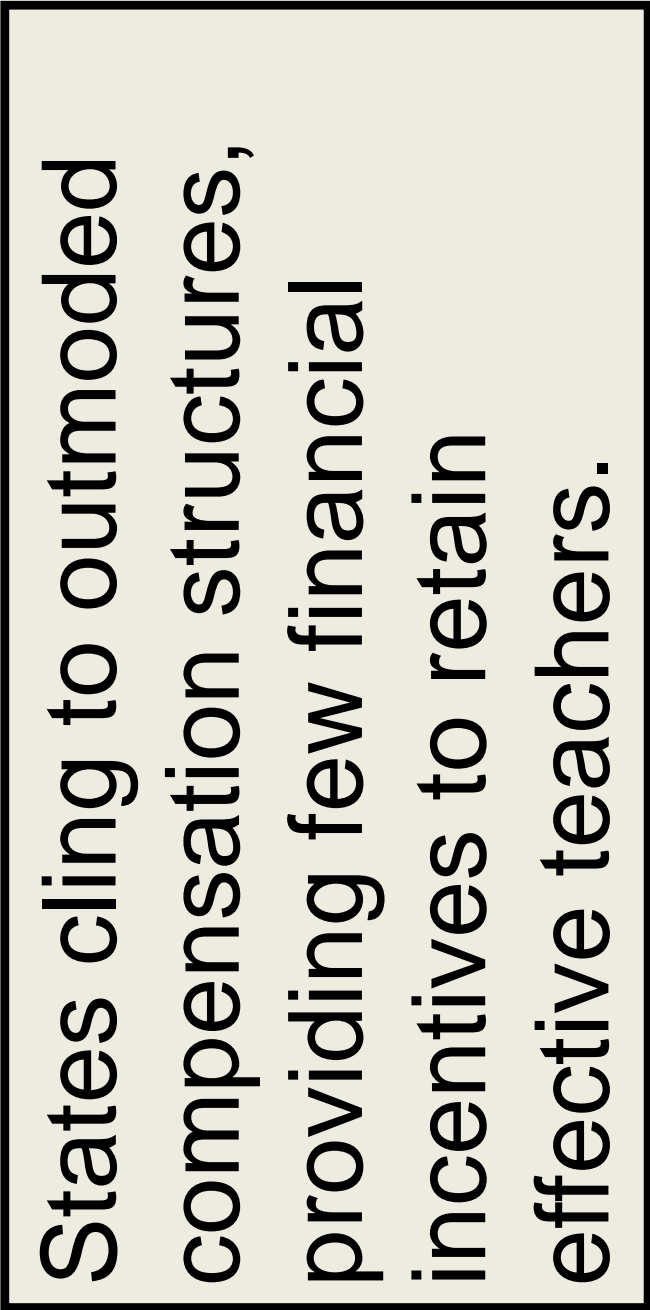
8

No deferral Up to 1 year Up to 2 years 3 years or more (or unspecified)





Finding:



States cling to outmoded compensation structures, providing few financial incentives to retain effective teachers.



Do states require districts to pay more to teachers who have earned advanced degrees?

33

FLORIDA*

18

Yes

No

*Although Florida does require local district salary schedules “to furnish incentives for teacher training.”





Do states provide incentives to teach in high-needs schools or shortage subject areas?

No support

18*

Shortage subject areas

29*

High-needs schools

29*

*including Florida





Do states support performance pay?

32

FLORIDA

19

Supports performance pay

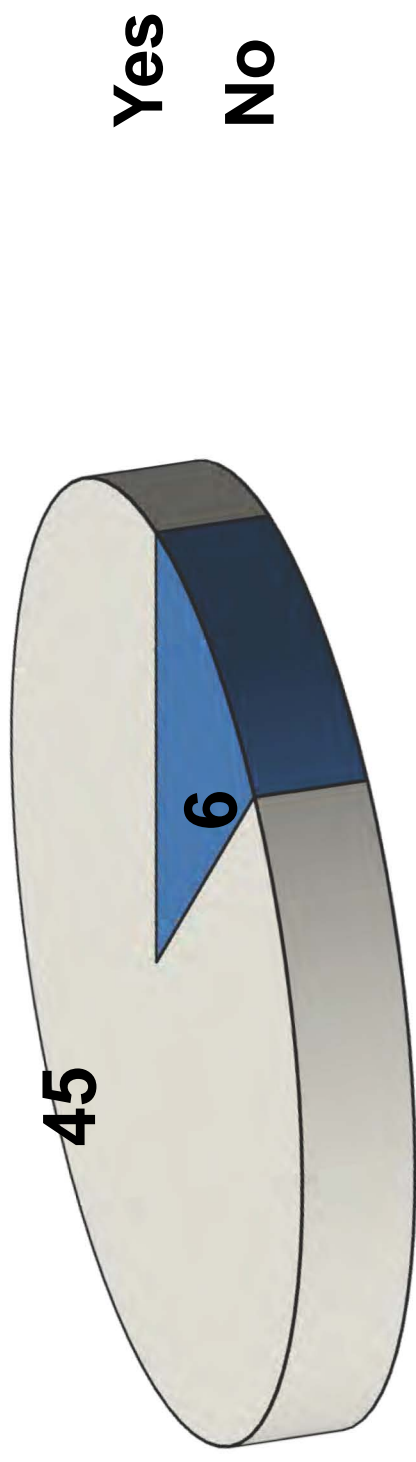
Does not support
performance pay





Do states direct districts to compensate teachers for related prior work experience?

FLORIDA



Teacher Preparation

- Close loophole that allows some teacher candidates to enter preparation programs without passing basic skills test.
- Improve content requirements for elementary teacher candidates and require a passing score for each subject on licensure exam.
- Require content preparation for special education teachers.
- Strengthen teacher preparation program accountability.
- Ensure alternate route selectivity and flexibility.

Visit the State Teacher Policy Yearbook
website at: www.nctq.org/stpy

- 51 Individual State Summaries
- National Summary
- Searchable interface to look across states and policy areas

NCTQ Homepage | 2007 State Teacher Policy Yearbook

2008 State Teacher Policy Yearbook

What States Can Do To Retain Effective New Teachers

Welcome Overview Primary Findings Goals Supporting Research Methodology Reports Media

How the States are Faring
Select an area or goal to view the national ratings and to be able to download the state's report.

Overall Rating for Yearbook

- ▶ **Area 1: Identify effective teachers**
 - Goal 1: State data systems
 - Goal 2: Evaluation of effectiveness
 - Goal 3: Tenure
- ▶ **Area 2: Retain effective teachers**
 - Goal 1: Induction
 - Goal 2: License advancement
 - Goal 3: Pay scales
 - Goal 4: Retention pay
 - Goal 5: Compensation for prior work experience
 - Goal 6: Differential pay for shortage areas
 - Goal 7: Performance pay
 - Goal 8: Pension flexibility
 - Goal 9: Pension neutrality
- ▶ **Area 3: Exit ineffective teachers**
 - Goal 1: New teacher evaluation
 - Goal 2: Unsatisfactory evaluations
 - Goal 3: License loopholes

Download National Report
Click on a state to view the teachers goal ratings and to be able to download the state's report.

Key for Areas
A B C D F

Key for Individual Goals within Each Area
Best practice State meets goal State nearly meets goal State partially meets goal State does not meet goal

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Questions or Feedback?

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202-393-0020

- NCTQ is available to work with individual states to improve teacher policies.



