

Strategy Guidance for use of funds under The American Recovery and Reinvestment Act of 2009



Strategy Number 17

Contact: Pam Stewart

Support New and Struggling Teachers

Email: Pam.Stewart@fldoe.org

Phone: (850) 245-0509

Statement of need:

In recent years, the number of Florida's newly-hired teachers in any given year is reduced by 40% within their first five years of teaching (see DOE publication, *Retention of First-year Instructional Staff*, at <http://www.fldoe.org/eias/eiaspubs/word/tch1keep.rtf>). Additionally, teachers themselves indicate that many make decisions to leave or stay in their schools based on support they receive, usually from their principal or a mentor, or the school environment as a whole. Finally, each year from 2003-04 through 2007-08, about half of the newly certified teachers in Florida had not completed their teacher training at the time of initial certification. Although the hiring landscape has changed in the last year, there are still many teachers in Florida's public schools who are in their early years of teaching, and need additional support and guidance to ensure maximum learning for their students.

Proposed areas for implementation:

- Teacher support in the form of mentoring or coaching is professional development. As such, all professional development delivered through the districts' professional development system must meet the requirements of section 1012.98, Florida Statutes, including the state's Protocol Standards for high quality professional development in the areas of planning, delivery, follow-up and evaluation (see <http://www.teachinflorida.com/ProfessionalDevelopment/>).
- Reading coaches, who provide job-imbedded professional development for teachers, have specific qualifications they must meet in order to provide support. These qualifications are described in State Board Rule 6A-6.053 (see <http://www.justreadflorida.com/docs/6A-6-053.pdf>) and additional resources for reading teachers and coaches may be found at www.justreadflorida.com.
- Professional Development resources for mathematics lead teachers may be found at http://www.fcrstem.org/Research_Centers/FCR-STEM/Specialized_Initiatives/PDTeachersPrincipals.aspx, <http://www.flpromise.org>, and http://www.fldoestem.org/FLDOE_STEM/Resources_for_School_Districts.aspx.
- Resources offering support for teachers of students with disabilities includes the Florida Diagnostic and Learning Resources System (see <http://fdlrshrd.nefec.org/index.aspx> and the Personnel Development Web site (see <http://www.florida-ese.org/personneldevelopment/overview/Default.aspx>)
- Additional resources for providing support to early career teachers and authentic professional learning are available through the National Staff Development Council at www.nsd.org.

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Funding Sources:

- Title I stimulus funds may be used for teachers in Title I schools only
- IDEA stimulus funds may be used for teachers of students with disabilities
- Title II-A for teachers in core academic subjects
- SFSF