

STRATEGIC PLANNING UPDATE

Imperative 1

**Jim Warford, Chancellor
K-12 Public Schools
Department of Education**

Imperative 1 – Supply of Highly Qualified Teachers

□ Management Objectives

- **ACQUIRE** – Increase number of qualified applicants for State Educator Certification
- **RETAIN** – Keep good teachers
- **DEVELOP** – Provide professional support

Imperative 1 – Supply of Highly Qualified Teachers

1.1 ACQUIRE

Management Objectives

| Title | Measure |
|--|--|
| 1.1 ACQUIRE – Increase number of applicants for State Educator Certification that are determined eligible. | Number of applicants for State Educator Certification determined eligible. |

Imperative 1 – Supply of Highly Qualified Teachers

1.1 ACQUIRE

Priority Projects

- 1.1.1 Increase the number of eligible teacher applicants and the number of teachers hired through outreach. Outreach tactics to be utilized include:
- a) Increase the number of Elementary, Middle, Secondary and Post-Secondary chapters of Florida Future Educators of America (FFEA).
 - b) Increase the number of participants in district alternate certification programs.
 - c) Increase the number of participants in programs such as Troops to Teachers and Transition to Teaching, that target second career individuals, recent college grads (outside field of education).
 - d) Expand national ad campaign to attract potential applicants to Florida.

Imperative 1 – Supply of Highly Qualified Teachers

1.2 **RETAIN**

Management Objectives

Title

Measure

1.2 **RETAIN** – Keep good teachers.

Teacher Retention Rate

Imperative 1 – Supply of Highly Qualified Teachers

1.2 **RETAIN**

Priority Projects

- 1.2.1 Increase the new teacher retention rate – recent completers of state-approved initial educator preparation programs.
- 1.2.2 Increase the retention rates of teachers ages 20-29.
- 1.2.3 Increase the percentage of teachers who are satisfied with recognition of the teaching profession.

Imperative 1 – Supply of Highly Qualified Teachers

1.3 DEVELOP

Management Objectives

Title

Measure

1.3 **DEVELOP** –
Provide Quality
Professional
Support

- ❑ Percentage of districts with a professional development system that is rated good or excellent.
- ❑ Number of Teacher Mentors & hours provided.
- ❑ Percentage of teachers completing CIM training.
- ❑ Percentage of satisfaction with Professional Development.

Imperative 1 – Supply of Highly Qualified Teachers

1.3 DEVELOP

Priority Projects

- 1.3.1 Increase the number of districts that have state-approved professional development programs by FY 2006 that are evaluated as “Good” or “Excellent.”
- 1.3.2 Increase the number of teacher mentors
- 1.3.3 Promote the Chancellor’s Continuous Improvement Model for Classroom Impact.
- 1.3.4 Implement the Chancellor’s Teacher Climate Survey.