



Response to the Crisis: *First Steps*

Florida State Board of Education
March 15, 2005, Meeting



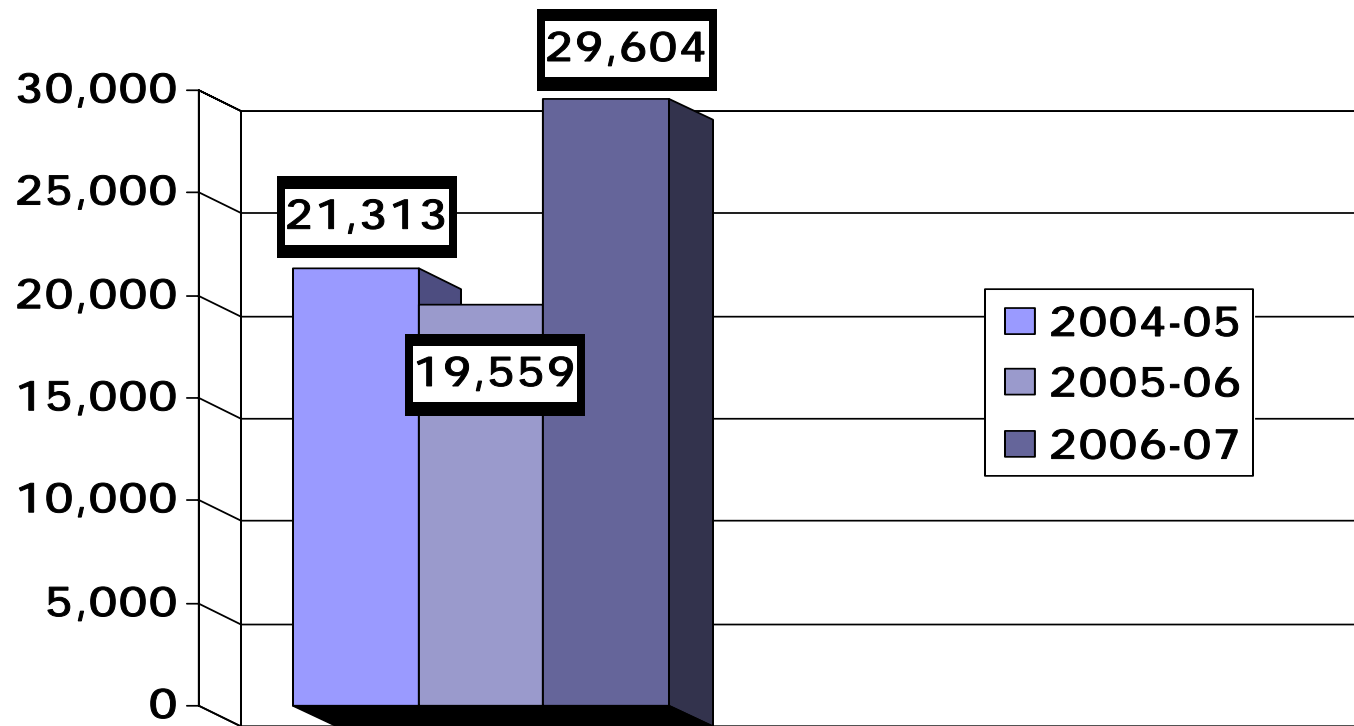
Strategic Imperative #1: Increase the Supply of Highly Effective Teachers

1.1 Acquire, retain and develop qualified, effective teachers

1.1.a. Adopt and implement a comprehensive strategic action plan for meeting and/or exceeding capacity requirements for qualified, effective classroom teachers pursuant to class size demands for the 2006-07 school year.

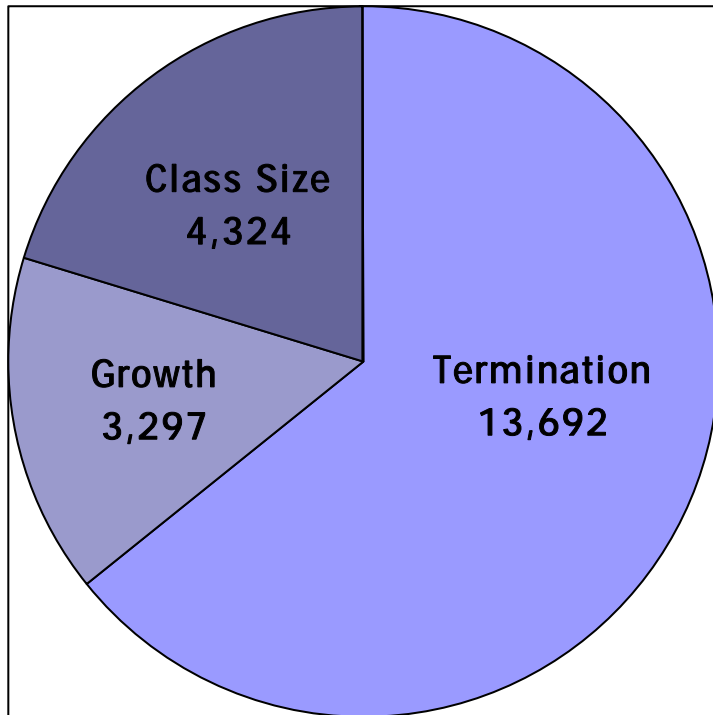
1.4 Identify and implement teacher retention best practices

Projected Teachers Needed

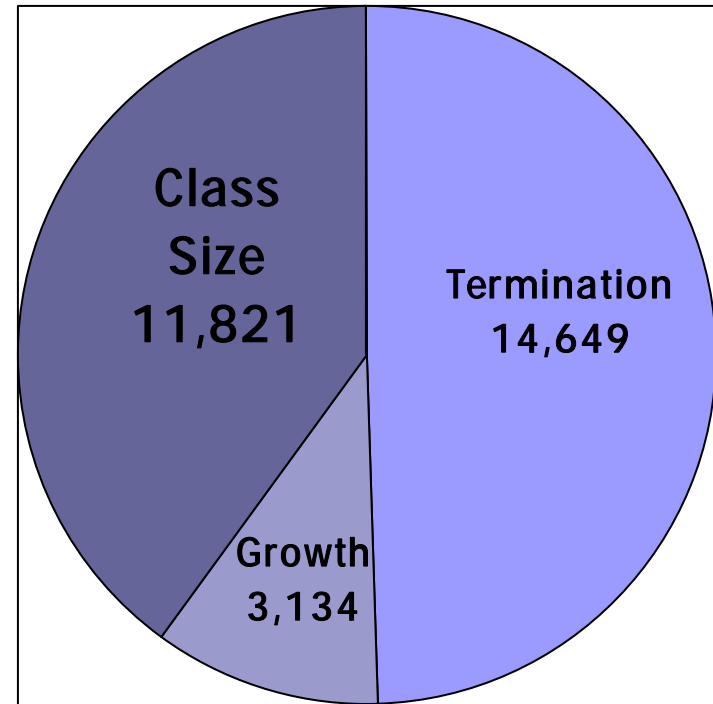


Projected Needs

2004-05: 21,313 teachers
needed



2006-07: 29,604 teachers
needed





Recruitment and Retention

Challenges:

- Insufficient funds to meet class size and increase teacher salaries in all disciplines
- Competition for high quality graduates, especially in math and science, with other professions that are more lucrative and “prestigious” and that offer more potential for professional growth
- Adapting to persistent patterns of teacher relocation and retirement
- Teachers choosing to leave their positions or the profession
- Restructuring the school day to implement new strategies, such as integrating professional time



Current Sources of Qualified Educators

- Trained Educators
 - Colleges of Education
 - Other States
 - Other Countries
- Potential Educators
 - Bachelor's degree holding career changers
 - Bachelor's degree holding retirees



Strategies to Obtain and Retain Teachers

- Current recruitment and retention strategies address all source groups, but some can be better defined and more fully executed
- Both current and new recruitment and retention strategies would benefit from
 - A comprehensive strategic marketing plan
 - Better data and research to adjust and sustain R/R efforts over time (continuous improvement model implementation)
 - Regular communication with teachers, principals, teacher educators and school district personnel officers
 - Partnerships with businesses and communities



SBOE Activities

1. Direction to implement systematically the Priority Projects from SI #1: the Comprehensive Capacity Plan, the Retention Task Force, and the NBCT Mentoring Study
2. Revise rules governing
 - Program approval (take out barriers, review what's important)
 - Education courses required for certification (align with all other programs)
3. Make requests to the Legislature based upon results of SI initiatives and projects



DOE Next Steps

- Partner with Florida Education Foundation to obtain funding and assistance with initial market research and public awareness campaign
- Collect input from teachers, principals, district staff and teacher educators
- Conduct research on mentoring, new teacher support programs, and other areas of retention
- Analyze collected data to formulate more specific strategies and tasks to systematically implement Recruitment and Retention