

Broward's Plan to bring the district into compliance with s. 1012.2315(2)

The District has initiated the following process in order to comply with s. 1012.2315(2)

- The District will create a database to track the number of teachers in the following categories at all schools in order to determine the District average:
 - First time teachers
 - Temporarily certified teachers
 - Teachers in need of improvement
 - Out-of-field teachers
- The District will identify the percentage of teachers in the above categories at schools with above the school-district average of minority or economically disadvantaged students or schools graded “D” or “F”
- The District will meet with Broward Teachers Union to fundamentally determine what contract language needs to be negotiated in order for the District to take necessary action to be in compliance.
- A monetary incentive plan has been created and implementation begun during the 05-06 school year to recruit, retain, and transfer experienced National Board Certified Teachers to low SES, high minority population Title I schools.
- Virtual University has initiated endorsement programs to increase the number of highly qualified teachers at low performing schools
- Recruitment targets have been instituted to recruit in the critical shortage areas for the low SES high minority population schools-two annual recruitment fairs are dedicated to acquiring specialized personnel for these schools
- Unassigned contract teachers with experience and appropriate credentials are given priority hiring at the low SES high minority population schools, before staffing at other schools is addressed
- Out-of-field credentials are reviewed and those teachers counseled on opportunities for certification in-field
- The District will continue to address its assignment of teachers to schools with higher than average minority or economically disadvantaged students by focusing efforts on the recruitment and retention of experienced, highly qualified teachers to these schools.