

HILLSBOROUGH COUNTY PUBLIC SCHOOLS

Hillsborough County Public Schools currently has systematic process in place to manage the quality of the teaching force at “D” and F schools. We will review all of these processes to ensure that they conform to 1012.2315(2) that was recently signed into law.

The steps we have taken are as follows:

1. No teachers rated as “In Need of Improvement” can be assigned to a school graded “D” or “F” – or to any school with more than 90% poverty level of students.
2. Teachers who are placed in surplus teacher pools may not choose vacancies in our “D” or “F” – or to any school with more than 90% poverty level of students.
3. Our “D” and “F” schools and schools with more than a 90% poverty level of students have preferred hiring windows. Their hiring takes place before the opening of hiring in other schools.
4. High performing teachers are targeted and encouraged to transfer to “D” and “F” schools – and to any school with more than 90% poverty level of students. Pay incentives also exist at any school with more than 90% poverty level of students.
5. District level staff participates in the hiring of staff at “D” and “F” schools and at school with more than 90% poverty level of students. To the greatest extent possible, teachers teaching out-of-field are not assigned to those schools.