

Recommendations on Teacher Issues

Presentation to the State Board of Education
Cheri Pierson Yecke, Ph.D.
February 20, 2007



Categories of Recommendations

1. Teacher Preparation
2. Teacher Recruitment
3. Teacher Retention
4. Teacher Compensation
5. Teacher Effectiveness

Notes:

Issues requiring changes in legislation are in teal.
Carrie Fraser will provide an expanded explanation in her presentation.

Issues that require funding are marked with dollar signs \$\$.



Category 1: Teacher Preparation



1. Teacher Preparation

The Graduate Guarantee

Amend §1004.04(5)(e)

More Field Experiences for Incoming

Teachers: Change the Board rule so as to support and expand innovative programs that provide teacher candidates increased time in a variety of classroom settings.

Accountability for Teacher Preparation

Programs: Create a model for a competency-based accountability model for all teacher preparation routes that is easily understood by the public. (Funding to be requested next year.)



Category 2: Teacher Recruitment



2. Teacher Recruitment

Out-of-State Recruitment: Seek financial support for continued recruitment efforts in states with surpluses. \$\$

Incentives for Entering Critical Shortage Areas: Continue to support an increase in incentives for an individual to enter and complete approved programs and then teaching in critical shortage areas (loan forgiveness and tuition reimbursement). \$\$



2. Recruitment: Make Florida the number one state for former military personnel who want to teach

Rule Changes:

Credit for Foreign Language Expertise:

Change the Board rule to allow military personnel to use proof of their completion of Defense Language Institute (DLI) training to demonstrate subject area competence in foreign languages.



2. Recruitment: Make Florida the number one state for former military personnel who want to teach (continued)

Issues for policy study:

- Credit for Military Instructional Training
- Demonstration of Competence by Exam
- Allowing military training to be counted as college credit
- Expand availability of Florida Subject Area Tests



2. Recruitment: Make Florida the number one state for former military personnel who want to teach (continued)

Issues for policy and fiscal impact study:

- In-State Tuition for Reservists \$\$
- Step Increases for Former Military Personnel \$\$



Category 3: Teacher Retention



3. Teacher Retention

- **Reward teachers who become reading coaches:** Currently, Board rules do not include reading coaches among those teachers who receive National Board Certification bonuses. We can amend the Dale Hickam rule to address this and include reading coaches.
- **Reward teacher excellence by automatic recertification renewals**
- **Define mentoring requirements**



Category 4: Teacher Compensation



4. Teacher Compensation

- Place the performance pay program into statute \$\$
- Performance pay funding: \$\$
- Performance pay to increase base salary \$\$
- Expand the Opportunity to be a Teacher Mentor \$\$



4. Teacher Compensation (continued)

Issues to Study:

Pilot Program for an 11 Month

Teaching Contract: Study the creation of 11-month contract for teachers to be piloted in a limited number of districts. Include in the program evaluation the impact on student academic performance.



Category 5: Teacher Effectiveness



5. Teacher Effectiveness

Issues to Study

In addition to on-going work:

Study the Relative Effectiveness of

Differentiated Pay: Evaluate effectiveness of differentiated pay (performance and incentive) to determine (1) the impact on student achievement, and (2) to identify levels of funding that drive behavior.

Study the Relative Effectiveness of Various Teacher Preparation Programs:

Conduct a comparative study to identify the relative effectiveness of teachers from various teacher preparation entities.



5. Teacher Effectiveness

Issues to Study (continued):

Study the Relative Effectiveness of Professional Development: Have districts evaluate the effectiveness of professional development based on changes in classroom practice and improvement in student achievement.

Study the Relative Effectiveness of Various Types of Mentoring Programs: Evaluate the relative effectiveness of various types of mentors and their activities so as to show the results of the mentoring program.



Recommendations on Teacher Issues

Presentation to the State Board of Education
Cheri Pierson Yecke, Ph.D.
February 20, 2007

