

**Professional Practices  
Advisory Council Proposed Action Plan**

**2007-2008**

	<b>Recommendation</b>	<b>Fiscal Impact</b>	<b>Action</b>
1	Post educator misconduct information on public websites.	N/A	<ul style="list-style-type: none"> <li>▪ Develop Website</li> <li>▪ Post current and future final orders</li> <li>▪ Release to public August 20, 2007</li> </ul>
2	Identify a district contact for each school district	N/A	Identified and distributed to districts
3	Continue Professional Practices advisory council	Per-diem, mileage to cover up to 5 meetings/year { \$60,000 }	<ul style="list-style-type: none"> <li>▪ Will submit a Legislative Budget Request to cover travel costs.</li> </ul>
4	Clearly define responsibilities of districts and the state	N/A	Provided to advisory council for consideration
5	Require FLDOE to provide to districts the names of educators and the disciplinary actions taken that year	See #6	<ul style="list-style-type: none"> <li>▪ Provide to districts by November 2007</li> <li>▪ Subsequently, provide to districts by beginning of 2008 school year</li> </ul>

**2008 and beyond**

	<b>Recommendation</b>	<b>Fiscal Impact</b>	<b>Action</b>
6	Dedicate staff to manage and analyze data collection.	\$150,000 for staffing and support	Will submit a Legislative Budget Request for funds to provide support and staffing to analyze and report data in a manner suitable for making policy.
7	Provide consistent message to district employees statewide.	N/A	<ul style="list-style-type: none"> <li>▪ Provide training to district staff</li> <li>▪ Encourage districts to participate in training</li> <li>▪ Determine training components</li> <li>▪ Establish printed materials</li> </ul>
8	Provide training to district staff	N/A	<ul style="list-style-type: none"> <li>▪ Provide training to district staff using the Train the Trainer model</li> <li>▪ Update training materials</li> <li>▪</li> </ul>
9	Require submission of an Annual Report to the Legislature and State Board of Education from the PPS and the EPC	N/A	<ul style="list-style-type: none"> <li>▪ Will propose bill language in the 2008 legislative session requiring PPS and EPC to report annually to the Governor, members of the Legislature, and the State Board of Education working with stakeholders on draft legislation.</li> <li>▪ Finalize PPS Annual Report and provide to the Advisory Council for input</li> <li>▪ Provide PPS Annual Report to the State Board of Education, anticipated Fall 2007</li> </ul>
10	Prohibit employer / administrator from entering into confidentiality agreements with terminated employees	N/A	Will propose bill language revising current statute to include the requirement that all administrators report educator misconduct. (Training of district staff which includes this requirement. DOE provides technical assistance. Districts provide their policy to the department.)

	Recommendation	Fiscal Impact	Action
11	*Increase Number of Education Practices Commission Members by <del>five</del> <u>nine</u> (On July 24, 2007, the Advisory Council amended the recommendation to increase the suggested number of additional Education Practices Commission members by nine, to include five teachers, two administrators and two lay persons.)	\$10,244 for additional meetings	<ul style="list-style-type: none"> <li>Will propose bill language in the 2008 legislative session for nine additional EPC members: 5 teachers, 2 administrators, and 2 lay people</li> <li>Will submit a legislative budget request for travel costs for meetings</li> </ul>
12	Require districts to report complaints against teachers who hold district certificates so the misconduct will be on record when and if the teacher applies for a state issued certificate	N/A	<ul style="list-style-type: none"> <li>PPS advisory council will address standards for district and state</li> <li>Will propose bill language in the 2008 legislative session to require district staff to report misconduct by district certified staff to the Bureau of Professional Practices Services.</li> </ul>
13	Require school districts to report the termination of any educator for misconduct, whether or not the misconduct is a basis for action against the certificate.	N/A	Will propose bill language in the 2008 legislative session requiring districts to report to the department the termination of an educator for misconduct.
14	Require ethics as a professional development component for renewal purposes	Refer to recommendation #19	<ul style="list-style-type: none"> <li>Will propose bill language in the 2008 legislative session to add Ethics as a required component of districts' professional development</li> <li>Create training modules and materials</li> <li>Train district staff using the Train the Trainer Model</li> </ul>
15	Require districts to check the candidate's background with previous employer	None	Will propose bill language in the 2008 legislative session requiring districts to contact the previous employer prior to hiring a candidate.
16	Recommend the establishment of federal requirements to create uniform standards for all states	N/A	The Commissioner of Education will champion this issue at the national level.

	<b>Recommendation</b>	<b>Fiscal Impact</b>	<b>Action</b>
17	<p>Establish timelines for completion of cases in:</p> <ul style="list-style-type: none"> <li>• Investigative process</li> <li>• Counsel process</li> <li>• Noticed for hearing</li> </ul>	<p>Fiscal impact is dependent on compression of timelines</p>	<ul style="list-style-type: none"> <li>▪ Evaluate and determine appropriate timeline</li> <li>▪ Determine necessary staff</li> <li>▪ Will submit legislative budget request for additional staff to accomplish</li> <li>▪ Proposing State Board of Education rule change to increase the certification fees which help increase the Teacher Certification Trust Fund</li> </ul>
18	<p>Establish grounds for automatic actions:</p> <ul style="list-style-type: none"> <li>• Denial of employment</li> <li>• Denial of certification</li> <li>• Revocation of certification</li> </ul>	<p>Assumes minimal fiscal impact</p>	<ul style="list-style-type: none"> <li>▪ PPS advisory council will consider grounds and make recommendations</li> <li>▪ Will propose bill language in the 2008 legislative session that would establish authority for the State Board of Education to adopt rules establishing grounds for automatic actions</li> </ul>
19	<p>Create training videos on ethics and investigative procedures</p>	<p>\$100,000 for costs of multimedia production and services</p>	<ul style="list-style-type: none"> <li>▪ Determine training components</li> <li>▪ Establish information to be included in video training</li> <li>▪ Work with production company to produce multimedia training</li> <li>▪ Distribute to districts</li> <li>▪ Train district staff using Train the Trainer Model</li> <li>▪ Will submit legislative budget request for additional funds to accomplish</li> </ul>
20	<p>*Require investigators to have prior law enforcement or investigative experience, or obtain investigative training prior to independently conducting investigations.* Raise investigators' salaries to attract and retain high quality investigators</p>	<p>Additional Rate for certified investigators</p>	<ul style="list-style-type: none"> <li>▪ Provide increased levels of responsibility for investigators</li> <li>▪ Pair less experienced investigators with experienced investigators</li> <li>▪ Require investigative staff to participate in investigative training and mentoring</li> <li>▪ Require CLEAR Certification within 18 months of employment for staff that do not have prior investigative or law enforcement experience</li> </ul>

	<b>Recommendation</b>	<b>Fiscal Impact</b>	<b>Action</b>
21	*Recommend that districts have investigators with investigative backgrounds <b>or that staff obtain investigative training.*</b>	Significant fiscal impact for school districts	<ul style="list-style-type: none"> <li>▪ Recommend that districts consider hiring investigators with investigative backgrounds whenever possible.</li> <li>▪ Provide training to district investigative staff</li> </ul>
22	Require private school educators to undergo criminal history background check	Significant fiscal impact for private schools	Work with the Children's Cabinet, private schools and regulatory bodies to encourage private schools to require employees to undergo a criminal history background check.
23	Require private school educators to hold certificates	Significant fiscal impact for private schools and for DOE	Work with the Children's Cabinet, private schools and regulatory bodies to encourage private schools to require instructional employees to hold a Florida Educator Certificate.
24	Establish independent agency outside the FLDOE for all components of K-12 educator preparation, certification, and investigative / prosecutorial responsibilities	N/A	At the July 24, 2007, meeting of the Professional Practices advisory council, the council reconsidered this recommendation and decided they did not agree with their own recommendation after further debate and discussion. They therefore voted to eliminate this as a recommendation of the council.

\*Denotes change in language by advisory council

**Blue** denotes action requires legislative changes

**Green** denotes action require legislative budget request