



House of Representatives Education Appropriations Committee

Teacher Recruitment and Retention Follow-up Report

Commissioner of Education
Jim Horne

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Why Are High Quality Educators So Important?

Research Shows...

- The most important factor in student achievement is having a high performing teacher in the classroom.
- Effective teachers boost student achievement scores.
- Outstanding principals establish the climate for excellence.

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A Snapshot of Florida's Teacher Workforce

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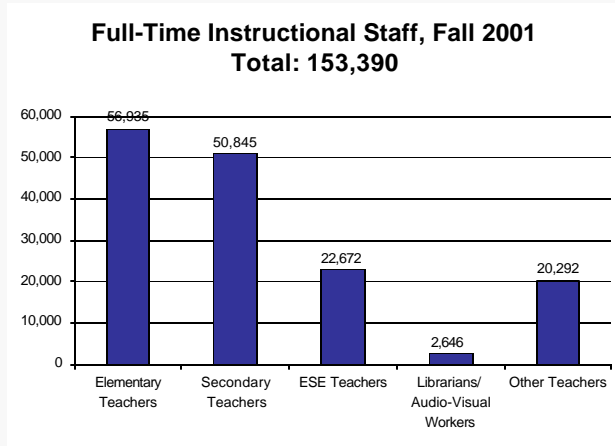
Florida's "Teacher" Workforce Includes

- Elementary Classroom Teachers
- Secondary Classroom Teachers
- Exceptional Education Teachers
- Guidance Counselors and Occupational Specialists
- School Social Workers
- School Psychologists
- Librarians and Audio-Visual Workers
- Other Instructional Professional Staff

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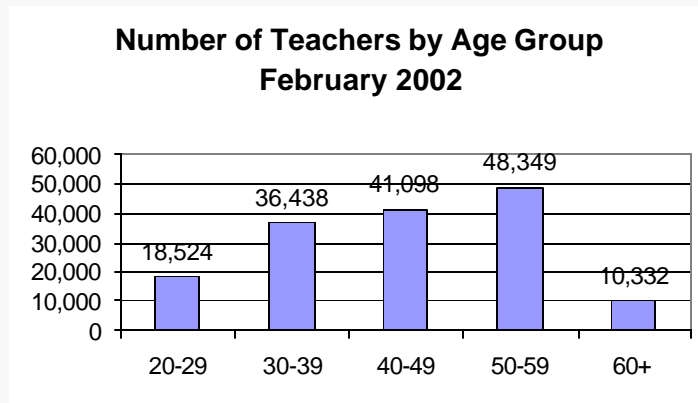
How Large is Florida's Teacher Workforce?



SOURCE: Florida Department of Education, Education Information and Accountability Services, *Staff in Florida's Public Schools*, Fall 2001



Age of Florida's Teachers



SOURCE: Florida Department of Education, Education Information and Accountability Services, *Staff Survey*, February 2002





Florida's Need for Teachers

- Florida has had approximately 15,000 vacancies for each of the last two school years.
- Prior to the passage of Amendment 9, Florida was estimated to need 160,000 new teachers in the next 10 years to address enrollment growth, teacher terminations and the replacement of an aging workforce.
- Projected vacancies for the 2003-04 school year indicate about 24,000 teachers will be needed, about one-third of these due to Amendment 9.



What Areas Have the Greatest Need for Teachers?

- In fall 2001, teachers not certified in the appropriate area filled 16 percent of the vacancies.
- Exceptional Student Education (ESE) programs accounted for nearly one out of four of the vacancies each fall. More than three out of ten vacancies in ESE were filled out of field.
- Current critical shortage areas designated by the State Board of Education are exceptional student education, math, science, foreign languages, reading, ESOL, technology education, and school psychology.
- Amendment 9 implementation may affect these areas of need.





Which State Policies and Programs Affect this Need?

- Certification
- Teacher Education Programs
- Recruitment Initiatives
- Retention Incentives



Certification

- Required in Chapter 1012, F.S., and by NCLB
- Public expectation for quality and safety
 - Credential Review
 - Fingerprints
- Content-Based
- Flexible
 - Alternative Certification
 - 2002-03 - first-year mandatory statewide implementation
 - 942 current participants
 - 6 percent vacancies filled
 - Adjunct Certification
 - Reciprocity





Teacher Education Programs

- State approval required in Section 1004.04, Florida Statutes
- 600 approved programs at 29 institutions
- 96% passage rate on state certification exams
- 99% eligible for rehire after first year of teaching
- Data collected annually support an overall satisfaction with preparation and performance of new teachers as reported by first year teachers (92.2%) and their principals (94.1%)



Teacher Education Programs

- In 2000-01, **5,580** students graduated from state-approved teacher education programs.
- Of those 2000-01 graduates who were new teachers, approximately **60%** taught in Florida public schools the year after graduation. This met **23%** of the need.
- **40%** of the 2000-01 graduates:
 - taught in non-public schools,
 - went out of state to teach,
 - decided not to teach.



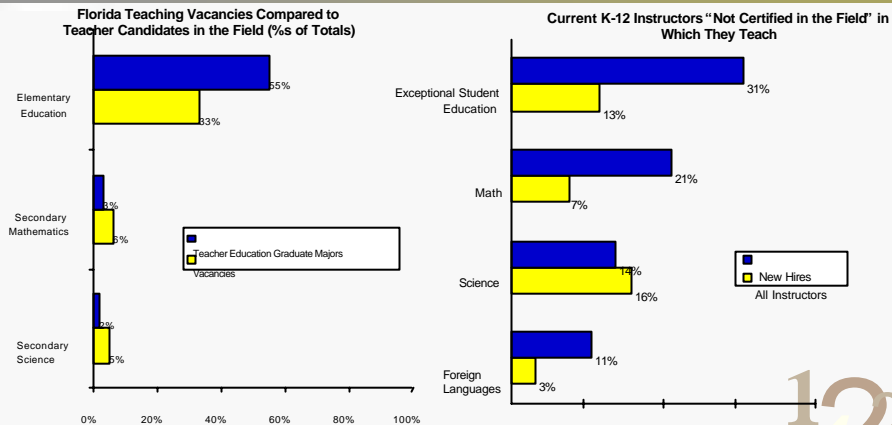


Teacher Education Three-Year Study

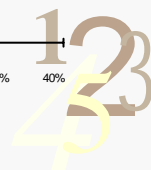
- In a three-year study of 1998-99 graduates, 70.6% taught at least one year during the three-year period.
- Of those 1998-99 graduates, 47.5% taught continuously throughout the three-year period.
- In the third year of the study (2001), 59.3% of graduates were teaching.



Florida's Teacher Shortage is Most Acute in Critical Academic Subjects



SOURCE: Florida Department of Education, Office of Strategy Planning, *Critical Teacher Shortage Areas 2002-2003*, November 2001





Teacher Recruitment Initiatives

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Attracting Teachers

- The Great Florida Teach-In -- Florida's Annual Teacher Job Fair
- TeachinFlorida.com -- Florida's web portal for teacher recruitment and educator support
- Troops to Teachers -- stipends to eligible former military who enter teaching
- Florida Future Educators -- 748 chapters
- Critical Teacher Shortage Scholarships
- Minority Teacher Scholarships

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The Great Florida Teach-In

- Required by Section 1012.05, Florida Statutes
- Attendance has doubled since 2000
 - In 2000, 447 attended
 - In 2001, 811 attended (417 out of state)
 - In 2002, 944 attended (559 out of state)
- In 2002, 46 states and 8 foreign countries represented



The Great Florida Teach-In

- Top 8 states participating in 2002 Teach-In:
 - Florida: 559
 - New York: 43
 - Ohio: 32
 - Pennsylvania: 24
 - Illinois/Michigan: 20
 - New Jersey: 19
 - Wisconsin: 15
- Conducted 2,283 interviews on-site and 188 contracts offered by 40 districts/charter schools.
- Of the 944 participants in the 2002 Teach-In, 408 are teaching in Florida public schools. This represents about 3% of the annual need.





TeachinFlorida.com

- Required by Section 1012.05, Florida Statutes.
- Over 15.9 million hits since November 2000 (9.5 million in 2002).
- In the last 30 days, the site received 2.7 million hits.
- As of June 2002, 940,361 job searches were conducted by teachers and 35,019 searches for teacher candidates were completed by employers.
- 239 districts, charter, private, public schools and community colleges post vacancies.
- Over 15,000 active resumes are posted by teacher candidates and 1,725 vacancies are currently posted.
- Partially privatized, combination of state and federal money.
- Of the teacher candidates who posted resumes on TeachinFlorida.com, 2,379 are now employed in Florida public schools. This represents 17% of the annual need.



Retention Initiatives



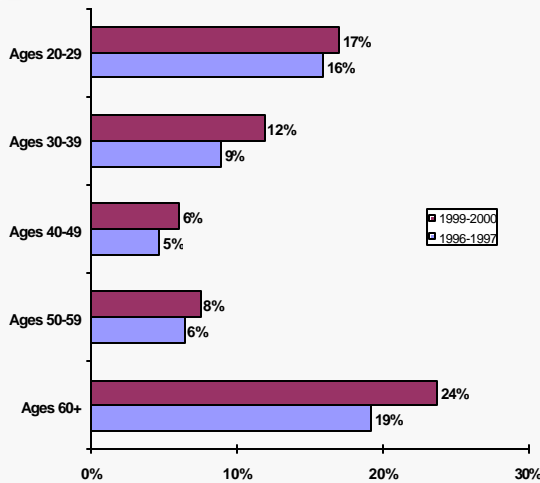


Seven to Ten Percent of Florida's Teachers Leave the Classroom Each Year

- Nearly two-thirds of these separations stem from teachers resigning voluntarily short of retirement.
- More teachers resign for personal reasons each year than graduate from Florida's teacher education institutions.
- The remaining separations are about equally divided between retirement and termination for other reasons (dismissal, death, expired contracts that were not renewed, and staff reduction).
- Among teachers in fall 1999, 17 percent of those ages 20 to 29 had left by fall 2000, while 24 percent of those 60 and older left, presumably to retire.



K-12 Teachers Who Left Teaching



SOURCE: Florida Department of Education, Office of Strategy Planning, January 2002





Teacher Exit Interview Data July 2001- June 2002

- Exit Interview Data are gathered and submitted by districts to DOE annually.
- **6,704 (4.9%)** teachers left the classroom. That is a **slight decrease** from the previous period (7,117 teachers left - 5.2%).
- 6,042 teachers reported leaving the classroom **voluntarily**.
- The **top five reasons** for teachers voluntarily leaving the classroom were:
 - Family/Personal reasons: 29.8%
 - Relocation: 28.6%
 - Retirement: 21.1%
 - Other: 15.9%
 - Inadequate salary: 6.5%



Teacher Exit Interview Data 2001-02 (con't.)

- 69.2% of Florida Teachers who voluntarily left teaching indicated future employment plans as “not known” or none.
- 15.9% indicated they would return to teaching.
- 6% stated they would seek employment in the field of education.
- 9% would seek employment outside education.



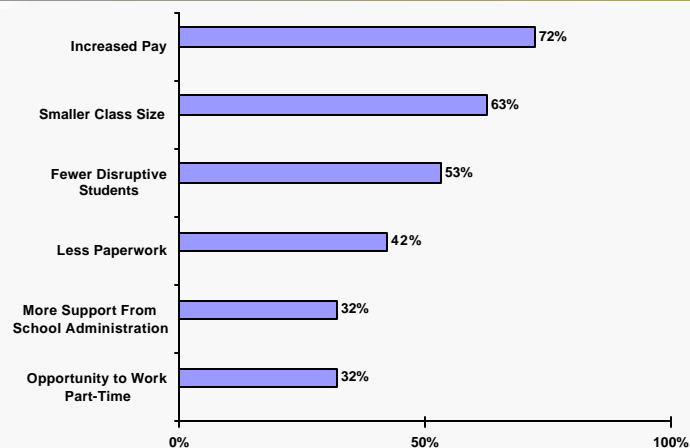


Teacher Retirement Trends

- One-third of Florida's teachers in 1992-1993 were born from 1946-1954. The leading edge of these teachers reached 30 years of service in Florida public schools in 2000. These teachers have already begun to retire.
- ? Nearly three-fourths of the teachers who were eligible to retire in 1998 entered the Deferred Retirement Option Program (DROP).
- ? DROP will have its greatest effect on the demand for teachers in 2003.



What They Say Would Encourage Them to Return



SOURCE: Florida Office of Economic and Demographic Research, *Teacher Survey*, April 2000





Current Retention Initiatives

- **Increased pay**
 - School Recognition Program
 - The Florida Mentor Teacher School Pilot Program
 - Performance Based Pay
 - Excellent Teaching Program
 - Advanced Placement Bonus
 - International Baccalaureate Bonus
- **Smaller class sizes – Amendment 9**
- **Fewer disruptive students – Teacher Authority Act**
- **Less paperwork – ESE paperwork reduction legislation**
- **More support from school administration**
 - Liability insurance
 - Use of reasonable force
 - Teacher Lead Program
- **Opportunity to work part-time – Allowed in law, Adjunct Certification Program**



Recommendations





Recommendations

- **Certification**
 - Streamline certification process
 - Expand alternative and adjunct certification programs
- **Teacher Preparation**
 - Increase program graduates
 - Encourage innovations
 - Paid internships
 - Improve alignment of program enrollments with state needs
- **Recruitment**
 - Increase critical teacher shortage scholarships
 - Increase minority teacher scholarships
 - Expand the Great Florida Teach-In
 - Implement a national recruitment campaign
 - Design teacher first-response and lifeline centers
 - Expand Florida Mentor Teacher School Pilot Program
 - Implement Transition to Teaching, a multi-million dollar federal project



Recommendations Continued

- **Retention**
 - Increase Excellent Teaching Program
 - Remove five-year cap on DROP
 - Continue teacher liability insurance program
 - Continue Teacher Lead Program
 - Develop multiple career paths and differentiated staffing models
 - Enhance school leadership
 - Examine market driven compensation models
 - Enhance professional development opportunities

