



FLORIDA'S INVESTMENT IN HIGH-QUALITY TEACHING

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Why are High Quality Teachers 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 and make a difference in the lives of our children.

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A Snapshot of Florida's Teacher Workforce

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Florida's "Teacher" Workforce Includes

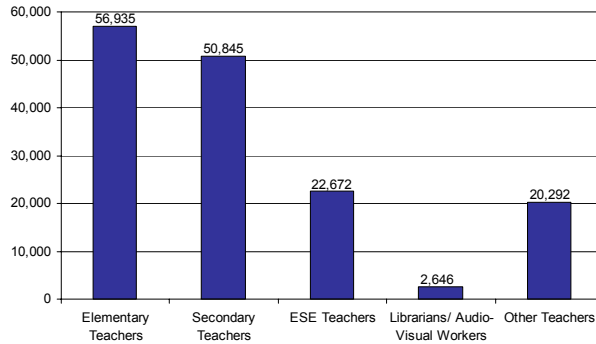
- Elementary Classroom Teachers
- Secondary Classroom Teachers
- Exceptional Education Teachers
- Guidance Counselors and Occupational Specialists
- School Social Workers
- School Psychologists
- Librarians and Audio-Visual Workers
- Other Instructional Professional Staff

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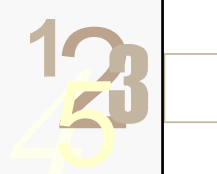


How Large is Florida's Teacher Workforce?

Full-Time Instructional Staff, Fall 2001
Total: 153,390

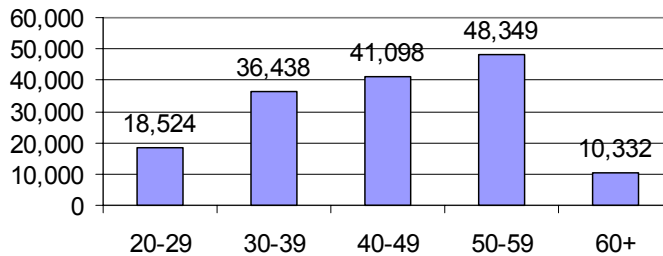


SOURCE: Florida Department of Education, Education Information and Accountability Services, *Staff in Florida's Public Schools*, Fall 2001

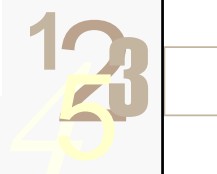


Age of Florida's Teachers

Number of Teachers by Age Group
February 2002



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





Florida's Need for Teachers

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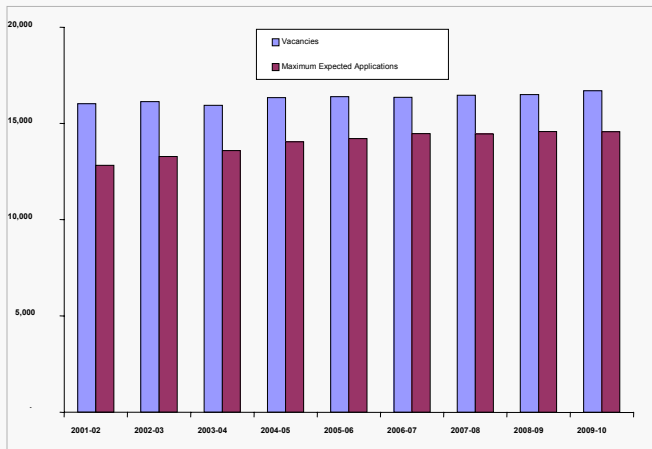
Florida's Teacher Shortage

- Even without Amendment 9, Florida will need 160,000 new teachers in the next 10 years to address enrollment growth, teacher terminations and to replace an aging workforce.
- In less than 10 years, the number of vacancies to be filled will equal the size of the entire 2000-01 teacher workforce.

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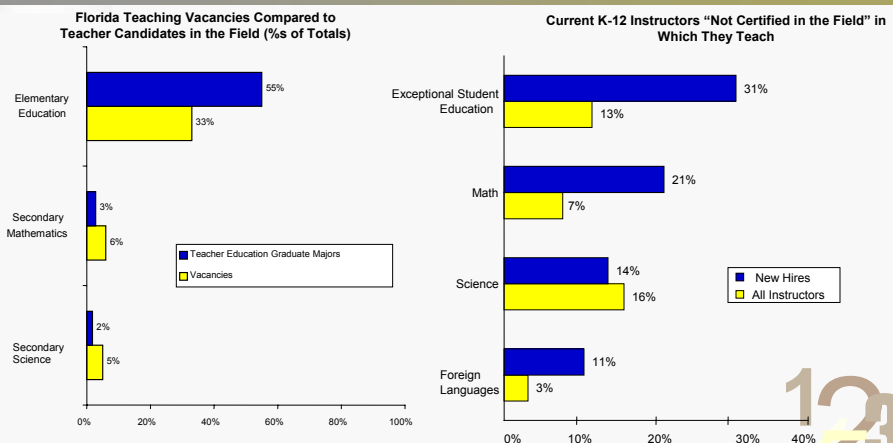
Projected K-12 Teacher Vacancies Compared to Qualified Applicants



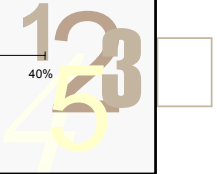
SOURCE: Florida Office of Economic and Demographic Research, *Teacher Demand and Supply Forecasts, 2000*



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



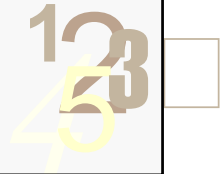
SOURCE: Florida Department of Education, Office of Strategy Planning, *Critical Teacher Shortage Areas 2002-2003*, November 2001



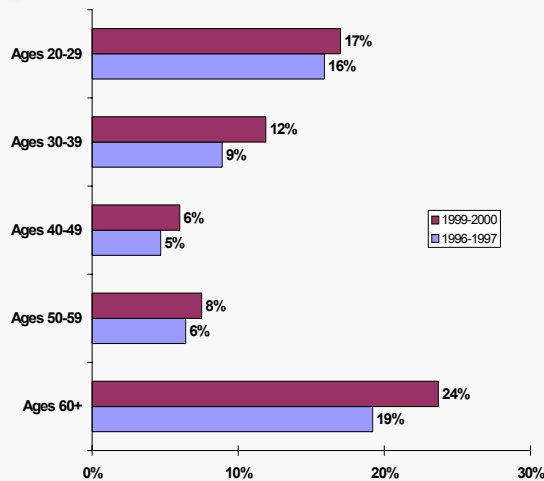


Seven to Ten Percent of Florida's Teachers Leave the Classroom Each Year

- 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

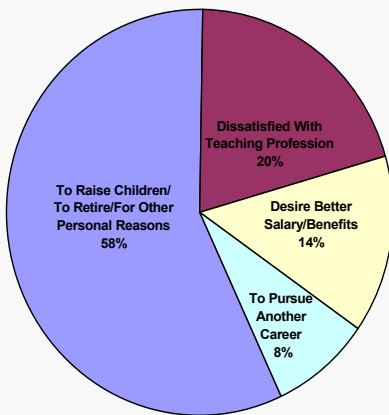


SOURCE: Florida Department of Education, Office of Strategy Planning, January 2002





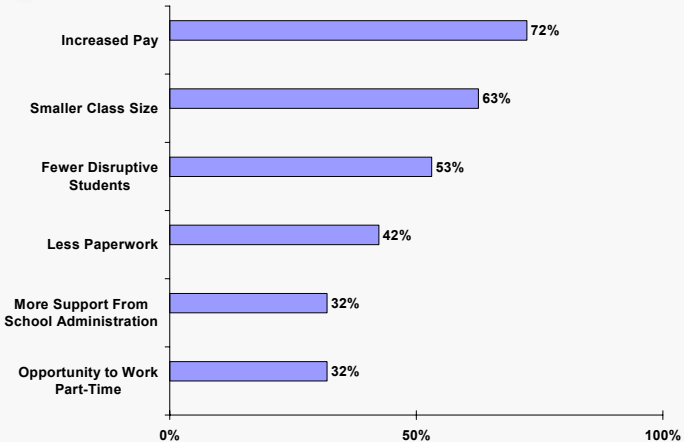
Why Teachers Left



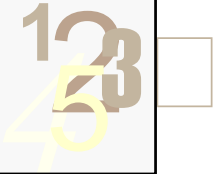
SOURCE: Florida Office of Economic and Demographic Research, *Teacher Survey*, April 2000



What They Say Would Encourage Them to Return



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



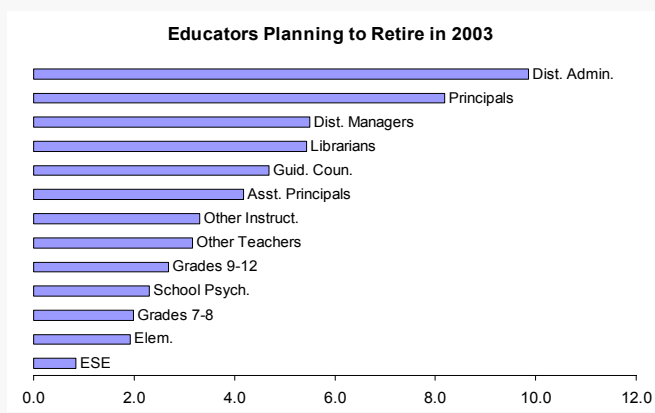


Teacher Retirement Trends

- 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.
- Because of the age structure of its teachers, Florida is expected to see an unprecedented rise in the number of teacher retirements in the decade following 2006.
- 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, the year those who entered DROP in 1998 complete five years in the program.



DROP Effect on Florida Education



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





Florida's Teacher Supply

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Teacher Education Programs

- About **5,600** students graduate from approved teacher education programs each year. This number represents about one third of the teacher vacancies each fall.
- However, not all graduates end up in Florida public schools classrooms. Approximately 40 percent of the graduates:
 - Teach in nonpublic schools
 - Go out of state to teach
 - Decide not to teach
- The subject areas of these graduates do not always match the need for new teachers. More than **half** of the graduates are completing programs in elementary education even though only a **third** of the vacancies are in elementary.

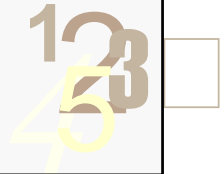
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Florida Has Invested in Preparing Each New Graduate

In 2001, the state's average investment
in preparing each new education
graduate from an approved Florida
public or private teacher education
program was:

\$20,500.00



SOURCE: Department of Education, Division of Colleges and Universities, September 2002



Teacher Recruitment





What is Important to Teachers?

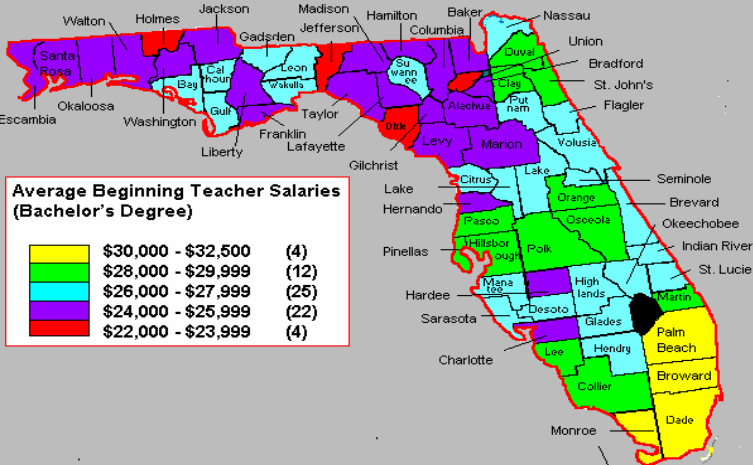
National Follow-Up Survey Identified Major Sources of Job Dissatisfaction

- Low Salaries
- Lack Of Support from School Administration
- Student Discipline Problems
- Lack of Student Motivation
- Lack of Influence Over Decision Making

SOURCE: Ingersoll, R., *The Teacher Shortage: A Case of Wrong Diagnosis and Wrong Prescription*, NASSP Bulletin, June 2002



2001-2002 Beginning Teacher Salaries Reported by Districts



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





Differences Between Beginning Salaries for Teachers and Other Professions 1999-2000

BEGINNING TEACHER	\$26,866	Difference	Ratio
Criminal Justice	\$28,984	\$2,118	0.93
Nursing	\$41,124	\$14,258	0.65
Accounting	\$39,164	\$12,298	0.69
Electrical Engineering	\$48,980	\$22,114	0.55
Management Information Systems	\$38,380	\$11,514	0.70
Architecture	\$33,692	\$6,826	0.80

SOURCE: Florida Department of Education, FETPIP, Bachelor Degree Graduates Employed But Not Continuing Education, September 2002



Why Average Salaries Don't Tell the Story

- Large growth depresses the salary average
- Salary data are not reported consistently
- States have different definitions of “teacher”
- District salary variations
- State tax burdens
- Cost of living differences
- Benefits





Florida's Highest Education Priority

Increasing the Supply of Highly Qualified K-12 Teachers

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Florida's Investment Toward a Higher Quality Teacher Workforce

Snapshot of Workforce Shows Improvements Needed

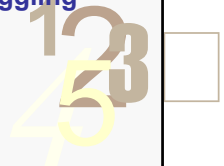
- Higher salaries
- More teachers in critical teaching areas
- Increased diversity
- More gender representation
- More teachers qualified in field and fewer out of field
- Continuous teacher preparation

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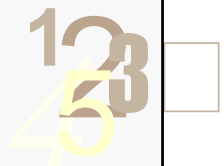
Recruitment Incentives

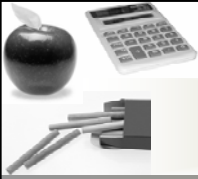
- Address critical need areas (e.g., exceptional student education, math, science, reading, ESOL, foreign languages, technology education, school psychology);
- Increase participation of individuals from underrepresented populations (e.g., African American and Hispanic teachers at all levels, males in elementary education and other identified areas, etc); and
- Prepare individuals to work more effectively with struggling students in struggling schools.



Potential Strategies for Teacher Retention

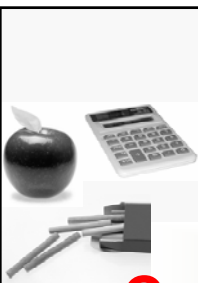
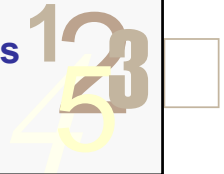
- Multiple Career Paths
- Market-Driven Compensation
- Performance-Based Accountability
- Ongoing, Applied Professional Growth





Teacher Investment Pays Off

- **Makes Florida Competitive in the National Market**
- **Compensates High-Performing Teachers**
- **Offers Teachers Advancement Into Higher-Level Positions Without Having to Leave the Teaching Profession**
- **Helps Meet Florida's Teaching Shortages by Attracting Quality Teachers**



Current Teacher-Focused Initiatives in Florida





Attracting Teachers

- TeachInFlorida.com -- Florida's web portal for teacher recruitment and educator support
- The Great Florida Teach-In -- Florida's Annual Teacher Job Fair
- Part-Time Adjunct Teaching Certificates
- Alternative Certification
- Full Credit for Teaching Experience



Rewarding High Performing Teachers

- School boards must adopt a **performance pay policy** for outstanding instructional personnel equal to 5% of their pay
- The 1998 Legislature created the **Excellent Teaching Program**, which pays 90% of the cost of pursuing national certification. Teachers are eligible for bonuses of \$7,800 for 10 years
- In 2000, the Legislature began providing bonuses of up to \$2,000 per year for teachers who succeed in teaching **Advanced Placement or International Baccalaureate classes**





Rewarding High Performing Teachers (cont.)

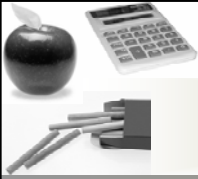
- **School Recognition awards**, created by the 1999 Legislature, provides bonuses of up to \$100 per student to all schools with improved student performance. These awards are frequently used by the school advisory councils to provide bonuses to teachers
- The **Florida Mentor Teacher School Pilot program** permits teachers to advance professionally depending upon their interests, abilities and accomplishments as in other careers.



Targeted Funding for Teachers

- Florida leads the nation in providing liability insurance coverage for **ALL** full-time teachers, education professional's guidance counselors, librarians, media specialist and social workers.
- Florida is in its second year of a 5-year grant (\$1.5 million) awarded from the US DOE, to increase the state's capacity to recruit, prepare and retain sufficient numbers of qualified ESE personnel.
- Since 1997, every classroom teacher has been provided approximately \$100 to purchase classroom supplies

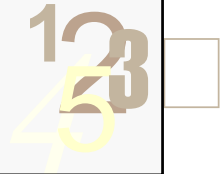




Teacher Initiatives

- **Excellent Teaching Program – \$75.9 m**
- **Teacher Initiatives - \$143.2 m**
 - \$14.2 million – State funds
 - \$129 million - Federal funds
- **Teacher Scholarships - \$8.9 m**
- **Teacher Lead Program – \$16.2 m**
- **District Professional Development - \$36 m**
- **Teacher Liability Insurance - \$1.2 m**
- **Barry Grunow Act - \$165,000**

- **Total Teacher Initiatives - \$281.5 million**



Recommendations





Increase the Number of Teacher Candidates

- Increase teacher shortage and minority teacher scholarships
- Expand alternative certification programs and provide more support for paraprofessionals to become teachers



Address the DROP Retirement Problem

- Take the five-year cap off of DROP to allow teachers to stay in the classroom and for high performing principals





Leadership Teacher Program

- **Implement a Leadership Teacher Program to reward high performing teachers who lead learning teams of teachers in improving instructional practice in the classroom.**



Reward our Best Teachers

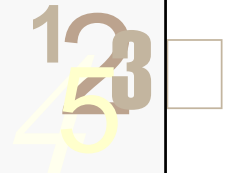
- **Increase the Excellent Teaching Program and Teacher Advancement Program providing for ten percent pay enhancement and Mentor Teachers**





Address the Leadership Shortage

- Expand principal leadership and incentive programs to increase the number of high-quality school principals
- Outstanding principals have low teacher turnover!



Revolutionize Teaching in Florida

- Associate Teacher – First year teachers and teachers with temporary certificates who serve under the guidance of a high performing veteran teacher
- Teacher – A fully certified teacher eligible for school recognition and performance pay bonuses
- Senior Teacher – High performing teacher selected to lead other teachers in professional development and school improvement activities - may receive extended year contract.
- Mentor Teacher – Board Certified high performing teacher who mentors others and receives performance pay and up to ten percent salary supplement

