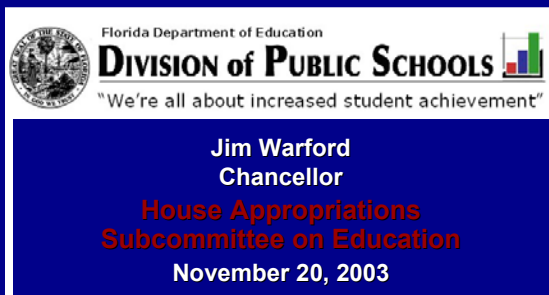


Better Educated Students and Teachers (BEST)

“Florida’s Teaching Salary Career Ladder Program”



Jim Horne, Commissioner of Education

BEST

- State-wide Program: 2003 Legislature passed Senate Bill 30A which requires each school district, beginning in 2004-05 academic year, to implement a salary career ladder for classroom teachers (s. 1012.231, F.S.)
- Early Innovator School District Program: 2003 Legislature provided \$25 million to fund early innovator school districts to establish best practice developmental models for implementation of the Florida BEST Teaching Program (SA 64 GAA)

Opportunity for Change

“Market-driven compensation provides the flexibility to compensate teachers differently based upon their position and their performance.”

“This is an opportunity for school boards to examine their current compensation packages and fundamentally change the way teachers are compensated, instead of simply adding the career ladder on top of the existing salary schedule.”

BEST Legislative Purposes and Guiding Principles (s.1000.041, F.S.)

Teachers

- Lead, While Students Learn
- Maintain Environment for Learning
- Are Trained, Recruited, Well-Compensated and Retained for Quality
- Are Rewarded for Students’ High Performance
- Are Most Successful with Exemplary School Administrators

BEST Legislative Purposes and Guiding Principles (con't) [s.1000.041, F.S.]

Support for Implementation Required of:

- School Boards
- District School Superintendents
- District Administrators
- School-Based Administrators
- Teacher Preparation Programs
- Post-Secondary Institutions Providing Acceleration Programs

The purpose of BEST is to elevate the teaching profession and improve student achievement.

Seven Broad Principles of BEST:

1. Multiple Career Paths
2. Market-Driven Compensation
3. Performance-Based Accountability
4. On-Going, Applied Professional Growth
5. School Leadership
6. High Quality Instruction of Low-performing students
7. Expanding the supply of high quality teachers

BEST Salary Career Ladder Teacher Categories

[s. 1012.231, F.S.]

- Associate Teacher
- Professional Teacher
- Lead Teacher
- Mentor Teacher

Associate Teacher

- Without Professional Certificate
- or**
- With Professional Certificate,
Evaluated as Low-Performing

Professional Teacher

- With Professional Certificate

Lead Teacher

- Department Chair
- Grade-Level Leader
- Intern Coordinator
- Professional Development Coordinator

Outstanding Performance

Minimum of One Year as Professional Teacher

Mentor Teacher

- Mentors Other Teachers
- Serves as Faculty-Based Professional Development Coordinator
- Participates in Direct Instruction of Low-Performing Students

Outstanding Performance

Minimum of 2 Years as Lead Teacher

Early Innovator School District Program: GAA Timeline

- **By December 31, 2003** – the school board shall reach consensus with the Commissioner of Education over a BEST developmental model for a salary career model and a principal leadership designation
- **Beginning January, 2004** – Begin trial implementation in all of the district's schools

Early Innovator School District Program: Overview of DOE Activities to Date

- **June 17, 2003** – Implementation Plan Approved by SBE
- **August 7, 2003** – Program Guidelines Disseminated to School Districts
- **August 25, 2003** – Request for Proposals/Applications Disseminated to School Districts
- **September 9, 2003** – Workshop conducted for Districts

Early Innovator School District Program: Overview of DOE Activities to Date (con't)

- **September 17, 2003** – Questions and Answers Disseminated
- **October 1, 2003** – Nine District Proposals Received
- **October 24, 2003** – Four District Proposals Selected for Negotiation
- **December 31, 2003** – District Pilots Approved by Commissioner of Education
- **January 2004** – Pilot Programs Implemented

- Four district proposals selected for further negotiation:
 - Broward
 - Pasco
 - Hillsborough
 - Sumter

Early Innovator School District Program Pilot Program Funding Priorities

Priority will be given:

- To school districts that fully and most feasibly implement the spirit and intent of the BEST Florida Teaching Program
- To school districts that maximize teacher compensation by coordinating multiple fund sources