



# High Demand Teacher Needs Areas for 2023-24

**State Board of Education  
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FLORIDA DEPARTMENT OF  
**EDUCATION**  
fldoe.org

[www.FLDOE.org](http://www.FLDOE.org)

# Identifying High Demand Teacher Needs Areas

- Governor DeSantis has spearheaded an unprecedented effort to recruit and retain great teachers in Florida, tackling high demand teacher needs head on. Since 2020, Florida has invested more than \$2 billion in teacher pay and raised the average starting salary from \$40,000 to at least \$48,000.
- This statutorily required report uses current teacher supply and demand data to identify statewide needs in specific subject areas for the upcoming school year.
- This report is not a determination of a shortage of teachers. Rather, this report identifies the subject areas of greatest need.

## High Demand Teacher Needs Areas for 2023-24

The Commissioner recommends that the State Board of Education approve the following certification areas as high demand teacher needs areas for the upcoming school year.

- Exceptional Student Education (ESE)
- English
- Science-General
- English for Speakers of Other Languages (ESOL)
- Reading
- Science-Physical
- Math
- Tech Education (CTE)

# Executive Summary of Teacher Preparation Audit

- Florida has a robust initial and continued approval process for teacher preparation programs:
  - **Site Visit Component is Highly Effective for programs and recommends expanding site visit process.**
  - **Recommended updates to Annual Program Performance Metrics (APPR)**
- Programs should continue to focus on producing teachers for high demand teacher needs areas.
- Florida should continue to focus on strong teacher preparation content and ensure high quality clinical experiences for teacher preparation candidates.

# Teacher Preparation Update

Current Metrics	Scores by Program Only
Metric 1: Placement	
Metric 2: Retention	
Metric 3: VAM	
Metric 4: VAM / Subgroups	
Metric 5: Evaluations	
Metric 6: Critical Shortage Areas	

Recommended New Metrics	Scores by Program & Institution
Metric 1: Candidate Readiness (FTCE)	
Metric 2: Impact on Student Learning	
Metric 3: Workforce Contribution	
Metric 4: Teacher Evaluations	
Metric 5: Employer Survey	
Metric 6: Completer Survey	

## Recruitment Efforts & Opportunities

1. Teacher Salary Increase Allocation
2. Great Florida Teach-In
3. Florida Future Educators of America
4. Recruitment Support System
5. Teaching Academies
6. Removing Barriers

# Teacher Apprenticeship Models

## Post-Baccalaureate Pathway

- University of Florida (UF) College of Education is developing and sponsoring a post-baccalaureate registered program for school district paraprofessionals with a baccalaureate degree.
- Competency-based program aligned with the Florida Educator Accomplished Practices.
- Apprentices will be eligible for licensure from the Florida Department of Education (FDOE) and UF will confer a master's degree.
- UF plans to launch their first cohort in summer 2023.

# Teacher Apprenticeship Models

## Pre-Baccalaureate Pathway

- FDOE is developing a competency-based statewide teacher apprenticeship program where FDOE is the sponsor and school districts serve as participating employers.
- FDOE is working with UF and the National Center for Grown Your Own to develop the on-the-job training standards and competencies for the Standards of Apprenticeship.
- The competency-based program will be aligned with the Florida Educator Accomplished Practices.
- The Standards development will use a collaborative workgroup approach.
- It is envisioned that Teacher Apprentices will complete the program in about two years.
- Apprentices will be eligible for licensure from the FDOE and the participating college providing the related technical instruction will confer a baccalaureate degree.





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