



## NOTICE OF INTENT

### Form No. BAAC-01

Section 1007.33(5)(d), Florida Statutes (F.S.), and Rule 6A-14.095, Florida Administrative Code (F.A.C.), outline the requirements for Florida College System baccalaureate program proposals. The completed Notice of Intent form, incorporated in Rule 6A-14.095, F.A.C., Site Determined Baccalaureate Access, shall be submitted by the college president to the chancellor of the Florida College System at [ChancellorFCS@fldoe.org](mailto:ChancellorFCS@fldoe.org).

## CHECKLIST

The notice of intent requires completion of the following components:

- Program summary
- Program description
- Workforce demand, supply, and unmet need
- Planning process

## FLORIDA COLLEGE SYSTEM INSTITUTION INFORMATION

|                        |                      |
|------------------------|----------------------|
| Institution Name:      | Valencia College     |
| Institution President: | Dr. Kathleen Plinske |

**PROGRAM SUMMARY**

|     |   |   |
|-----|---|---|
| 1.1 | Program name.   | Elementary Education  |
| 1.2 | Degree type.  | <input checked="" type="checkbox"/> Bachelor of Science<br><input type="checkbox"/> Bachelor of Applied Science   |
| 1.3 | How will the proposed degree program be delivered? (check all that apply).        | <input type="checkbox"/> Face-to-face (F2F)<br>(Entire degree program delivered via F2F courses only)<br><input type="checkbox"/> Completely online<br>(Entire degree program delivered via online courses only)<br><input checked="" type="checkbox"/> Combination of face-to-face/online<br>(Entire degree program delivered via a combination of F2F and online courses) |
| 1.4 | Degree Classification of Instructional Program (CIP) code (6-Digit).              | 13.1202   |
| 1.5 | Anticipated program implementation date.  | August 2024   |
| 1.6 | What are the primary pathways for admission to the program? Check all that apply. | <input checked="" type="checkbox"/> Associate in arts (AA)<br><input type="checkbox"/> Associate in Science (AS)<br><input type="checkbox"/> Associate in Applied Science (AAS)<br><br>If you selected AS/AAS, please specify the program:<br><br>Click or tap here to enter text.  |
| 1.7 | Is the degree program a STEM focus area?  | <input type="checkbox"/> Yes<br><input checked="" type="checkbox"/> No  |
| 1.8 | List program concentration(s) or track(s) (if applicable).                        | None  |

## PROGRAM DESCRIPTION

2.1 This section is the **executive summary** of this notice of intent. We recommend providing an abbreviated program description including but not limited to: the program demand, current supply, and unmet need in the college's service district; primary pathways to program admission; overview of program curriculum; career path and potential employment opportunities; and average starting salary. We encourage approximately 300 words for a sufficient description.

The demand for qualified Kindergarten and elementary teachers is at all time high growing at a fast rate particularly in Orange and Osceola counties and is anticipated to increase well into the future. According to the Florida Department of Economic Opportunity (DEO) 2021-2029 employment projections, the employment demand for the Standard Occupational Classification (SOC) codes 25-2021 Elementary School Teachers, Except Special Education shows 672 annual openings, and SOC 25-2012 Kindergarten Teachers, Except Special Education shows 100 annual openings. This is at an all-time high for the proposed CIP 13.1202 (Elementary Education) bachelor's program. This indicates a total of 772 projected annual job openings through 2029 (Table 3.1.1). In 2021-22, there were 308 total graduates with a BS in Elementary Education from public and private institutions in Valencia's service area, leaving 464 of the total job openings unfilled.

The Bachelor of Science (BS) in Elementary Education program at Valencia College will be designed as a 2+2 pathway with the Associate of Arts (AA) degree with the required prerequisite being the primary pathway into the bachelor program. The curriculum will prepare candidates in the Uniform Core Curriculum and Florida Educator Accomplished Practices to learn how to develop and implement effective classroom management and instructional techniques and strategies. The curriculum also requires the candidates to apply their knowledge by participating in field and paid internship experiences in Orange and Osceola County schools working with children in kindergarten through sixth grade. Graduates from Valencia's proposed program will be employed by Orange County Public Schools (OCPS) and School District of Osceola County (SDOC) as kindergarten and elementary school teachers with a projected median annual wage of \$52,052.

Additionally, Valencia has submitted a project concept to the Florida Department of Education to establish a Grow Your Own Registered Teacher Apprenticeship Program. If funded, this program would allow Orange and Osceola County District paraprofessionals who meet the eligibility criteria established in Fla. Stat. § 1012.555 to earn their Bachelor of Science degrees in Elementary Education at no cost through a combination of upper division baccalaureate coursework, on the job training, and related technical instruction that fulfills the degree requirements.

### **WORKFORCE DEMAND, SUPPLY, AND UNMET NEED**

3.1 Describe the workforce demand, supply, and unmet need for graduates of the program that incorporates, at a minimum, the shaded information from Sections 3.1.1 to 3.1.4. For proposed programs without a listed Standard Occupational Classification (SOC) linkage, provide a rationale for the identified SOC code(s). If using a SOC that is not on the CIP to SOC crosswalk, please justify why the SOC aligns with the baccalaureate program.

The primary Federal CIP code for the proposed BS in Elementary Education is 13.1202 and is aligned to Standard Occupational Classification (SOC) codes 25-2021 Elementary School Teachers, Except Special Education, and 25-2012 Kindergarten Teachers, Except Special Education (Table 3.1.1). According to the Florida Department of Economic Opportunity (DEO), in 2021, there were a total of 9, 034 kindergarten and elementary teacher employed in Orange and Osceola County schools. Also, the DEO 2021-2029 employment projections shows the annual employment demand for the SOC 25-2021 and 25-2012 in Valencia’s service area is at 772 with a median annual wage of \$52,052 (Table 3.1.1). According to the Integrated Postsecondary Education Data System (IPEDS) of the National Center for Education Statistics (NCES), University of Central Florida (UCF) is the only public institution in Valencia’s service area which offers a BS in Elementary Education (CIP13.1202). In 2021-22, UCF graduated a total of 294 students. IPEDS also shows

Rollins College as a regionally accredited nonpublic institution that offers a BS in Elementary Education with only 14 graduates in 2021-22. Among both institutions, the 5-year average (2017-22) of program completers is 375 (Table 3.1.3) which is 48.58% of the total annual job opening (772) leaving 51.42% (397) of the demand unfilled (table 3.1.4).

Orange County Public Schools (OCPS) is one of the largest employers in Orange County. In the 2022-23 school year, OCPS had 24,294 instructional and classified employees serving over 208,000 students, making it the [9th largest school district](#) in the [United States](#) and the fourth largest in [Florida](#). School District of Osceola County (SDOC) is also in Valencia's service area with 7,300 employees serving more than 69,000 students in kindergarten through 12th grade in 60 schools throughout Osceola County. Florida Teacher Association reports that in August 2022, there were a total of 10,771 advertised vacancies for teachers and support staff in Florida forcing districts to deal with the shortages in classrooms by hiring untrained teachers with temporary certificates as well as employing a large number of substitutes. <https://feaweb.org/issues-action/teacher-and-staff-shortage/> .

The America's City Business Journals, and Orlando Economic Partnership (OEP) 2030 report, show that Orlando is forecast to be "the second fastest growing large metropolitan area in the United States moving toward 2030" (<https://info.orlandoedc.com/hubfs/2030report.pdf>).

Furthermore, the Census Bureau (<https://www.census.gov/library/stories/state-by-state/florida-population-change-between-census-decade.html>) anticipates rapid growth in Osceola County from 2010- 2030, with a 50+% increase from 187,000 residents to 391,000. Central Florida's substantial population growth coincides with EMSI/Lightcast identifying the region as a hotspot for projected job increase.

Considering the projected population growth, the volume of current unmet need, and UCF graduates returning to their primary residence, it is critical for Valencia to offer the proposed BS degree in Elementary Education. This need is further substantiated by the school superintendents' and the local school boards' letters of support for Valencia's proposed program.



\*\*Please note that the “Level Change” column in Table 3.1.1 corresponds to the “Percent Growth” employment projections data produced by the DEO.

\*\*\*Please note that the “Total Job Openings” columns is preset to be divided by 8.







## ESTIMATES OF UNMET NEED

3.1.4 The Excel spreadsheet below is set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to “Worksheet Object”, and then “Open”. To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

**CLICK [HERE](#) FOR INSTRUCTIONS FOR COMPLETING THE ESTIMATES OF UNMET NEED SECTION:** If institutions do not have data available for completers in the service district, please report statewide data. You may note these are statewide figures.

|              | Demand             | Supply           |   | Range of Estimated Unmet Need |            |  |  |  |  |  |  |
|--------------|--------------------|------------------|---|-------------------------------|------------|--|--|--|--|--|--|
|              | (A)                | (B)              | (C)   | (A-B)                         | (A-C)      |  |  |  |  |  |  |
|              | Total Job Openings | Most Recent Year | 5-year average or average of years available if less than 5 years | Difference                    | Difference |  |  |  |  |  |  |
| DEO Total    | 772                | 308              | 375   | 464                           | 397        |  |  |  |  |  |  |
| Other Totals |                    |                  |   | 0                             | 0          |  |  |  |  |  |  |

During VC/UCF Education Collaboration meeting on August 31,2023, UCF team presented their enrollment data which indicated that most of their students reside outside Orange and Osceola Counties. These graduates will likely return to their home residence upon the completion of the program. This information demonstrates that the need for qualified kindergarten and elementary teachers is much higher than the projected 464 unmet need shown in table 3.1.4.

3.2 Describe any other evidence of workforce demand and unmet need for graduates as selected by the institution, which may include qualitative or quantitative data and information not reflected in the data presented in Sections 3.1.1 to 3.1.4, such as local economic development initiatives, emerging industries in the area, or evidence of rapid growth.

[Click or tap here to enter text.](#)

Orange and Osceola Counties are experiencing rapid growth, with the Orlando Economic Partnership (OEP) stating that more than 1,000 people move to the region each week. Using projections produced by America’s City Business Journals, OEP states that Orlando is forecast to be “the second fastest growing large metropolitan area in the United States moving toward 2030.” The Census Bureau anticipates rapid growth in Osceola County from 2010 – 2030, with a 50+% population increase from 187,000 residents to 391,000 (<https://www.census.gov/library/stories/state-by-state/florida-population-change-between-census-decade.html>).

To close the achievement gap, it is essential that all students are provided an opportunity to achieve their highest academic, professional, and life goals. In 2022-23 school year, both OCPS and SDOC enrolled over 280,000 students with 143,000 students enrolled in kindergarten through grade level 6. The enrollment is expected to increase as the population continues to grow.

<https://edudata.fldoe.org/ReportCards/Schools.html?school=0000&district=48> .

Central Florida’s substantial population growth aligns with a much higher demand for kindergarten and elementary school teachers for the next several years. This anticipated need is not entirely reflected by the Florida Department of Economic Opportunity (DEO) for Valencia’s service district.

Dr. Mark Shanoff, Superintendent of School District of Osceola County in his support letter to Valencia College President Dr. Plinske stated “Forecasted population growth within our county and already existing teacher shortages creates a dramatic need for qualified educators.” Dr. Shanoff is very eager to participate in a strategic and innovative partnership with Valencia to produce qualified teachers.

Orange County Public Schools (OCPS) hires hundreds of new teachers each year for kindergarten and elementary schools. OCPS has a continued need to attract, recruit, and retain highly qualified teachers. In a support letter, Dr. Maria F. Vazquez, Superintendent Orange County Public Schools agrees that “Valencia College believes the Bachelor of Science in Elementary Education will be a significant resource for OCPS.” Dr. Vasquez agrees with Dr. Plinske that, this new program will also expand the partnership with OCPS by forming an education advisory council, and through collaboration, develop a pipeline to grow a local workforce of teachers who understand the diversity and needs of our students throughout Orange County.

Additionally, both Superintendent Dr. Mark Shanoff (SDOC) and Superintendent Dr. Maria F. Vazquez (OCPS) have provided letters of support for Valencia's effort to establish a Grow Your Own Registered Teacher Apprenticeship Program. Valencia will partner with the districts to recruit Teacher Apprentice Program apprentice teachers and recruit, train, monitor and support TAP teacher mentors.

3.3 If the education level for the occupation identified by the Florida Department of Economic Opportunity (DEO) or the Bureau of Labor Statistics (BLS) presented in Sections 3.1.1 to 3.1.2 is below or above the level of a baccalaureate degree, provide justification for the inclusion of that occupation in the analysis.

The education level identified by both the Florida Department of Economic Opportunity and BLS is the baccalaureate degree.

3.4 Describe the career path and potential employment opportunities for graduates of the program.

Upon completion of the Bachelor of Science in Elementary Education program at Valencia College, graduates will be eligible for Florida Elementary Teacher Certification (K-6) and endorsements in Reading (K-12) and English for Speakers of Other Languages (ESOL, K-12). Valencia graduates will be well prepared for employment in Florida public, charter, and private schools as teachers from kindergarten to grade six.

## PLANNING PROCESS

4.1 Summarize the internal planning process. In timeline format, please describe the steps your institution took in completing the internal review and approval of the baccalaureate program. For example, summarize actions taken by the academic department proposing the degree, any non-academic departments, the college-wide curriculum committee, the college president, the Board of Trustees and any other areas.

[Click or tap here to enter text.](#)

| Engagement Activities                     | Date(s)  | Attendees   | Description of Activity  |
|---|--|---|--|
| Establishment of the need for the program | 9/30/2020<br>10/9/2020                               | Dr. Paula DaSilva,<br>Dr. Rhonda Atkinson,<br>Dr. Susan Dunn  | Discussed potential Elementary education degree to serve high needs populations  |
|   | 11/30/2020   | Dr. Nasser Hedayat<br>Dr. Mark Collins,<br>Dr. Scott Creamer<br>Dr. Susan Dunn  | Shared the idea for potential Elementary education degree with the AVP of Career and Workforce Education   |
|   | 12/8/2020  | Dr. Terri Daniels<br>Dr. Susan Dunn   | Update Valencia's West Campus President on potential degree.   |
| Conversation with College Leadership      | 04/19/2021   | Dr. Susan Dunn,<br>Dr. Terri Graham,<br>Dr. Isis Artze Vega   | To discuss with the VP of Academic Affairs the potential bachelor program.   |
|   | 04/22/2021   | Dr. Nasser Hedayat<br>Dr. Susan Dunn  | Reviewed the labor market data to support the bachelor's degree in Elementary Education  |
|   | 02/02/2023   | Dr. Isis Artze Vega<br>Dr. Susan Dunn<br>Dr. Mark Collins<br>Dr. Scott Creamer<br>Ellen Costello,<br>Dr. Paula DaSilva<br>Dr. Molly McIntire<br>Dr. Robyn Brighton<br>Dr. Cheryl Robinson<br>Dr. Landon Shephard<br>Kimberly Foster<br>Jane Maguire<br>Dr. Wendy Givoglu<br>Dr. Lancelot Gooden<br>Dr. Sobia Khan<br>Dr. Danny Hoey<br>Dr. Nasser Hedayat | Teacher preparation conversation - determining the next steps  |
| Program Development Process and Timelines | 02/15/2023<br>04/18/2023<br>05/12/2023<br>06/01/2023 | Dr. Susan Dunn<br>Dr. Danny Hoey<br>Dr. Landon Shephard<br>Dr. Paula DaSilva<br>Dr. Molly McIntire<br>Ellen Costello<br>Dr. Jeff Goltz  | Follow-up meeting to finalize recommendations regarding potential BS degrees in education, grow your own frameworks, and teacher apprenticeship programs. Evaluation of the community workforce needs for Elementary Education. Discuss the timeline for the program development and program approval. |

|   |                                      |   |  |
|---|--------------------------------------|---|--|
|   |                                      | Dr. Nasser, Hedayat   |  |
| Program Approval Requirements                 | 07/21/2023<br>7/25/2023<br>7/31/2023 | Dr. Danny Hoey<br>Dr. Jeff Goltz<br>Dr. Paula DaSilva<br>Ellen Costello,<br>Dr. Kris Vastbinder<br>Dr. Susan Dunn | Conversation on several topics including, program curriculum and course outlines, curriculum committee submission, Notice of Intent, and Proposal submission timelines, and start date of the program. |
| Communication Plan with External Stakeholders | 08/01/2023                           | Dr. Jeff Goltz<br>Dr. Nasser Hedayat<br>Dr. Susan Dunn  | Communication process and timelines with external stakeholders, community partners, State and SACS approval timelines.   |
| Board of Trustees                             | 09/14/2023                           | Valencia's DBOT members and College Senior Leadership   | Approval of new program  |
|   |                                      |   |  |

4.2 Summarize the external planning process with the business and industry community. In timeline format, please describe your institution's interactions and engagements with external stakeholders, including but not limited to industry advisory boards meetings, discussions with advisory committees, briefings from local businesses, consultations with employers, and conducting paper and online surveys.

[Click or tap here to enter text.](#)

| Engagement Activities  | Date(s)    | Attendees   | Description of Activity   |
|--|------------|---|---|
| Initial conversation with University of Central Florida (UCF). Establishment of the need for the program | 04/07/2021 | <b>Valencia:</b> Dr. Susan Dunn, Dr. Terri Graham, Dr. Isis Artze Vega,<br><b>UCF:</b> Pamela Carroll, Dr. Malcolm Butler, Dr. Kimberly Hardy, Dr. Tanya Armstrong, Dr. Pam Cavanaugh | UCF/Valencia discussion regarding Elementary Education Bachelors degree to support urban/high needs populations                             |
|  | 08/31/2022 | <b>Valencia:</b> Dr. Danny Hoey, Dr. Susan Dunn   | Meeting to discuss UCF Elementary Education updates – UCF informed Valencia team of their decision to stop offering Elementary Education BS |

|  |            |   |  |
|--|------------|---|--|
|  |            | <b>UCF:</b> Dr. Kim Hardy, Dr Tanya Armstrong   | degree courses at Valencia's West Campus   |
|  | 08/31/2023 | <b>Valencia:</b> Dr. Isis Artze Vega, Dr. Danny Hoey, Dr. Wendy Givoglu, Dr. Jeff Goltz, Dr. Nasser Hedayat, Dr. Susan Dunn.<br><br><b>UCF:</b> Dr. Andrea Borowczak, Dr. Ronnie Zimmerman, Dr. Taylar Wenzel, Dr. Paul Dosal, Dr. Grant Hayes, Dr. Orin Smith, Dr. Pam Cavanaugh | Follow-up discussion for proposed Elementary Education BS degree with UCF stakeholders. Reviewed UCF data on student enrollment, graduates, and residency. |

4.3 List external engagement activities with public and nonpublic postsecondary institutions. This list shall include meetings and other forms of communication among external postsecondary institutions regarding evidence of need, demand, and economic impact.

4.3.1 Public Universities in College's Service District

Date(s): Click or tap here to enter text.

Institution(s): University of Central Florida

Activity Descriptions and Outcomes:

Dr. Plinske and UCF President Dr. Cartwright discussed Valencia's plan to offer BS in Elementary Education.

4.3.2 Regionally Accredited Institutions in College's Service District

Date(s): Click or tap here to enter text.

Institution(s): Rollins College

Activity Descriptions and Outcomes:

Click or tap here to enter text.

4.3.3 Institutions outside of College's Service District (If applicable)

Date(s): 8/11/2023

Institution(s): Seminole State College, Lake Sumter State College, Eastern Florida State College, and Daytona State College

**Activity Descriptions and Outcomes:**

Shared Valencia's intent to offer the BS in Elementary Education. Received emails expressing support for Valencia's new bachelor program.



