



FACTE

SPRING 2010 Meeting
Flagler College -Tallahassee

Genae Brown Crump, Director

Eileen L. McDaniel, Chief

March 15, 2010



Points of Discussion

1. Matrices and Folio Review update
2. Initial Teacher Preparation (ITPs)
3. Educator Preparation Institute (EPIs)
4. Educational Leadership (ELPs)
5. Program Completer information
 - SUS, ICUF, CC, DAC
6. Differences between PTOs and EPIs
7. NCATE update
8. FTCE update
9. IPEP Reporting
10. Title II Reporting
11. Bureau Updates and Informative (& perhaps)
Interesting Stats



Updates: Program Matrices and Folio Reviews

- Review of matrices documentation is complete. Feedback is being sent to institutions as the DOE completes the review of these programs. Majority will not have reading feedback at this time.
- Fall 2009 folio review was conducted December/January and the DOE is completing its review and continuing to send out final reports (16 institutions, 29 programs, 13 resubmits).
- Spring 2010 folio review is currently being conducted (8 institutions, 16 programs, 12 resubmits).



Reminders on reporting

- Please make sure to pay attention to what DOE program code is assigned to your program and indicate the exact (or close to it as possible) endorsement statement on your student transcripts that is written in the approval letter.
- Use the same DOE program code provided for all program approval reporting purposes.



Folio Submissions

- Next submission date for initial programs (folios) is **June 1, 2010**. Please remember that this submission date is for **ONLY** resubmissions.



Initial Teacher Preparation Programs (ITPs)

- 38 state-approved colleges/universities
 - 18 private institutions
 - 13 public institutions
 - 7 state institutions
- First IPEP submissions to the DOE will begin in Fall 2011
- Eight (8) Site Visits are scheduled for next fiscal year (4 in fall and 4 in spring)



Educator Preparation Institutes (EPIs)

- 30 state-approved EPIs
 - 25 community/state colleges
 - 4 state universities
- EPIs submitted first Annual Program Evaluation Plan
- DOE is in the process of reviewing and disseminating feedback to institutions
- Site visits will begin in Fall of 2011
- Approved one new EPI in 2008-2009
 - Teacher Education University



Educational Leadership Programs (ELPs)

- 21 state-approved ELPs
 - 11 public institutions
 - 9 private institutions
 - 1 school district Level 1 program
- Initial and Continued Approval basic rubric is complete
- Guidelines will be drafted in near future



Program Completers from 2006-2009

Teacher Preparation Programs	2006-2007	2007-2008	2008-2009
Initial Teacher Prep Programs (ITPs)	5,499	5,974	6,984
Educator Preparation Institutes (EPIs)	717	1,375	1,741
District Alternative Certification Programs (DACPs)	1,511	1,716	1,646
Total	7,727	9,065	10,371

Program Completers/ Professional Certificates Issued

Program Type	2006-2007			2007-2008			2008-2009		
	Completers	Com w/Pro	%	Completers	Com w/Pro	%	Completers	Com w/Pro	%
SUS	4,486	4,150	93%	4,127	3,624	88%	3,252	1,936	60%
ICUF	1,494	1,431	96%	1,636	1,495	91%	868	558	64%
CC *	821	739	90%	1,476	1,272	86%	1,659	1,012	61%
DACP	3,095**	2,964	96%	1,716	1,634	95%	1,649	305***	18%

* = Community College stats include both EPI and baccalaureate programs in CC and State Colleges

** = 2006-2007 District Alternative Certification stats include data from 2002-2007

*** = Since DACP completers must hold 3-yr Temp to participate in program, stats may reflect waiting until Temp expires



Differences between EPIs and PTOs

- EPIs can only be offered at the graduate level (post bachelor), while PTOs can be offered at both the undergraduate and graduate levels.
- EPI program candidates must show competency demonstration (FEAPs) to complete, while PTO candidates do not show competency demonstration to complete.



Differences between EPIs and PTOs...continued

- EPIs require annual reporting on standards, while PTOs currently do not have reporting requirements.
- EPI program completers who have passed all three FTCE exams have met requirements for a Professional Certificate; PTO completers must still demonstrate professional education competence and have one year teaching experience.



NCATE Update

- Conducted first site visit using NCATE's new process option #1 (Continuous Improvement) at the University of Florida in February 2010
- Have had conversations with NCATE representatives regarding partnership agreement between FDOE and NCATE and how NCATE's new site visit options will look within this partnership agreement
- We will continue the partnership between NCATE/State as joint partners, rather than concurrent partners
- Workgroup will be created to work on one report between NCATE/State – Summer 2010



Florida Teacher Certification Examinations

- 2009 Florida Legislature discontinued appropriations of general revenue funds for supporting the fees for postsecondary examinations
- Necessitated significant changes in examinee fees and other services related to the FTCE/FELE
- Changes:
 - Paper-based testing discontinued as of January 2010
 - Reduced testing sites
 - Score verification session registrations limited to the following :
 - Jacksonville
 - Miami
 - Orlando
 - Tallahassee
- Donna Utakis at (413) 256-2722 or DonnaUtakis@nesinc.com



Electronic Institutional Program Evaluation Plan (e-IPEP)

- Full pilot scheduled for the spring.
- System will be used for collection of enrolled and completed candidates from ICUF institutions.
- Institutions must submit IPEPs each year, but will be reviewed periodically.



IPEP Data

- o The IPEP data must include:
 - Candidates' admission data
 - FTCE pass rate data
 - Candidates' demonstration of teaching competencies included in the Uniform Core Curricula
 - Program completers' impact on student learning
 - Satisfaction with preparation based on the first year of teaching following completion of the program
 - Employer satisfaction
 - Length of stay/employment during the first year following completion



Teacher Preparation Survey

- Survey of all state approved program completers:
 - ITP, EPI and DACP
- Institutions may use the actual survey that the DOE disseminates
 - Institutional results from the previous survey will be sent
- Survey of 2008-2009 completers employed in Florida school districts will begin April 1, 2010



New Reporting Requirements for Title II

- Institutions will submit reports for the following:
 - Initial Teacher Preparation Programs
 - Educator Preparation Institutes
- Districts must also submit reports on its alternative certification programs



Title II Reporting

- New requirements state that institutions must report to states by April 1.
- Completer pass rates have been disseminated for verification.
- Online system will be used for some of the new reporting requirements AND for certification of the data.
- Institutions that have state approved initial teacher preparation programs AND EPIs must complete reports for each type of program.



New Title II Reporting Elements

- Pass rates for enrolled students who are student teaching the following Fall
- Pass rates for all other enrolled students
- Admission requirements for each program:
 - Initial Teacher Preparation Programs
 - EPIs
- Number of clock hours prior to student teaching
- Number of completers who received professional certification for the past three years
- Demographic breakdown of enrolled students:
 - Gender
 - Race/Ethnicity



Online FDOE Reporting System for Title II

- Institutions will be responsible for the following sections of the IHE report on the FDOE reporting system:
 - **Section II Goals and Assurances:**
 - Setting annual quantifiable goals for increasing the number of prospective teachers trained in teacher shortage areas, including mathematics, science, and special education
 - Assurances (see page 4 of the report)



Online FDOE Reporting System for Title II

- **Section VII. Contextual information**
 - Any additional information that describes your teacher preparation program(s)
- **Section VIII. Certification**

All other sections will be populated based on data submitted to the Department!



Currently in the Works

- Electronic IPEP system completion
- Spring Folio Review
- FDOE reporting system for Title II
- Teacher preparation survey



Trainings

- Webinars on Title II Reporting and e-IPEP
- Site Visit Reviewer (Continued)
Training for EPIs will take place in near future



Contacts

- Genae Crump, Program Director
 - **Phone:** 850-245-0560
 - **E-mail:** Genae.Crump@fldoe.org
- Tonya Jones, Program Specialist
 - **Phone:** 850-245-0537
 - **E-mail:** Tonya.Jones@fldoe.org



Educator Recruitment, Development and Retention

***Update of Bureau Activities and
information for sharing ...***

Eileen L. McDaniel, Chief



Bureau Updates

1. Position Vacancies
2. Revision of FEAPs
3. Landscape of Florida's Teacher Workforce
 - Instructional Personnel
4. Entering Teaching
 - Teacher Preparation Programs
 - Annual Report Teacher Preparation Programs
5. Employment as a Teacher
 - Evaluations
 - Compensation
6. Exiting Teaching - Terminations



Great News ...

Recommendations to fill two positions in Educator Preparation Unit have been forwarded to upper management for approval. Stay tuned!



Review of Florida Educator Accomplished Practices

- Review existing essential practices of effective teaching and propose revisions that would update and improve the practices (State Board Rule 6A-5.065, F.A.C.);
- Seeking input and comment from interested stakeholder associations, institutions, district staff and teachers;
- Rule development workshops will be scheduled at a later date after a proposed draft is posted for review.

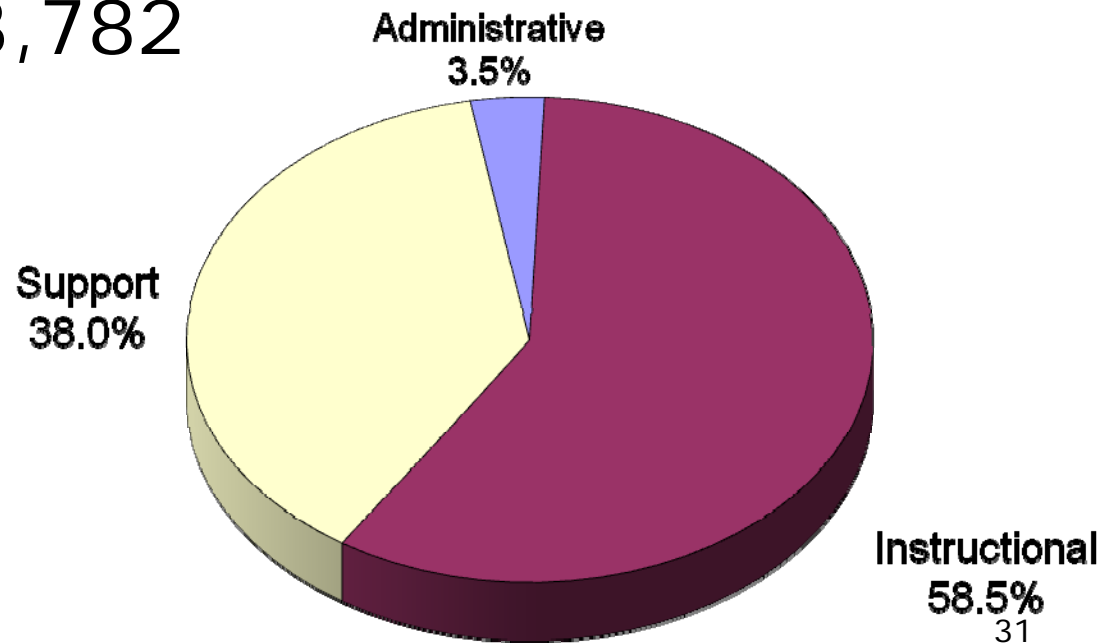


Landscape of Florida's Teacher Workforce

Statistics for Florida's Instructional
Personnel and Classroom Teachers

Staff in Public Schools – Fall 2009

- Administrative 11,236 = 3.5%
- Instructional 189,429 = 58.5%
- Support 123,117 = 38.0%
- Total: 323,782





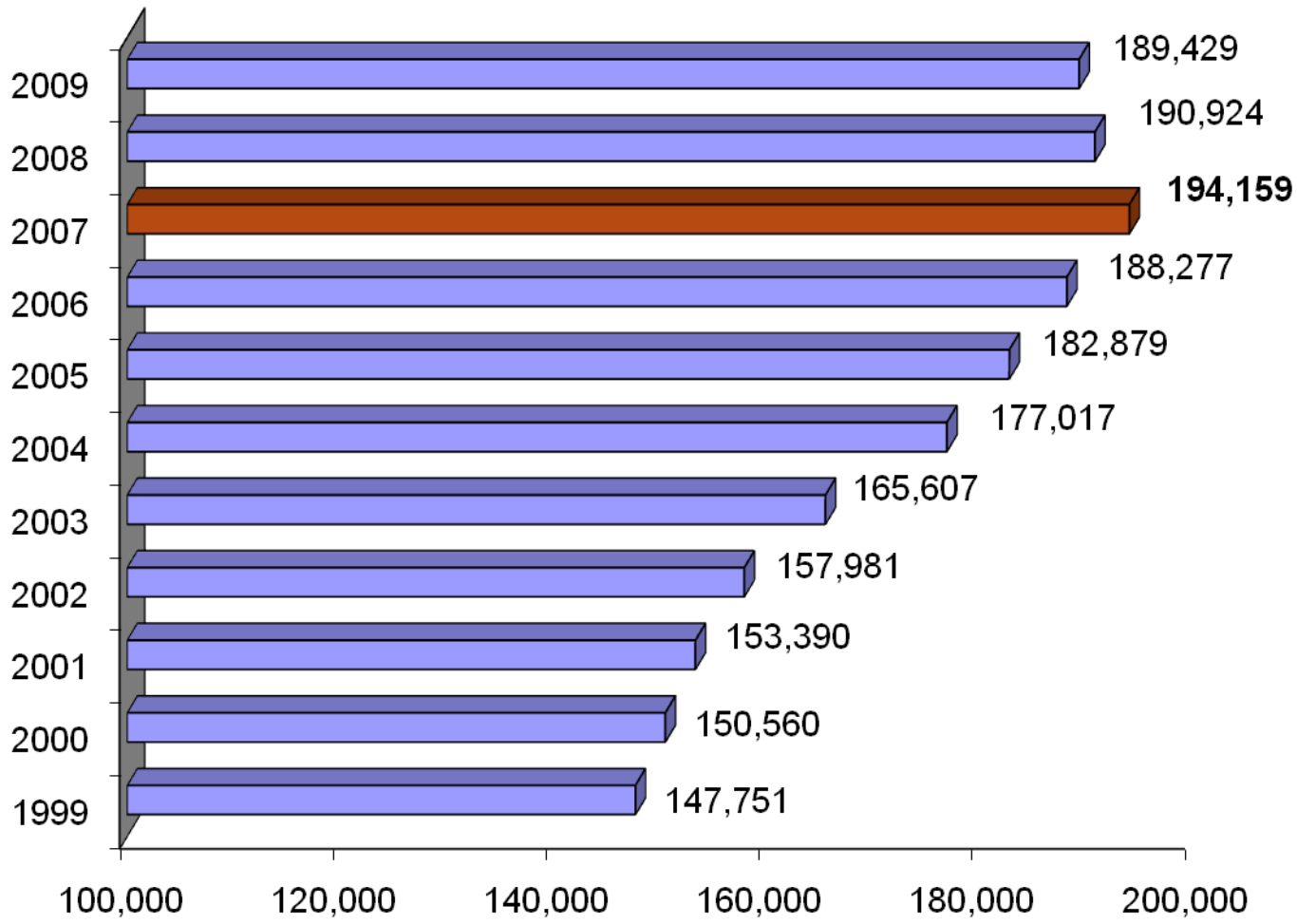
Instructional Personnel – Fall 2009

- Defined in s. 1012.01, F. S.

Elementary Teachers (PK, K-5 or 6)	71,781
Secondary Teachers (6-12)	63,914
Exceptional Education Teachers	25,320
Other Teachers	5,709
Total Teachers	166,724
Guidance	5,797
School Social Workers	1,004
School Psychologists	1,398
Librarians/Audio-Visual Workers	2,710
Other Professional Staff – Instructional	11,796
TOTAL INSTRUCTIONAL STAFF	189,429

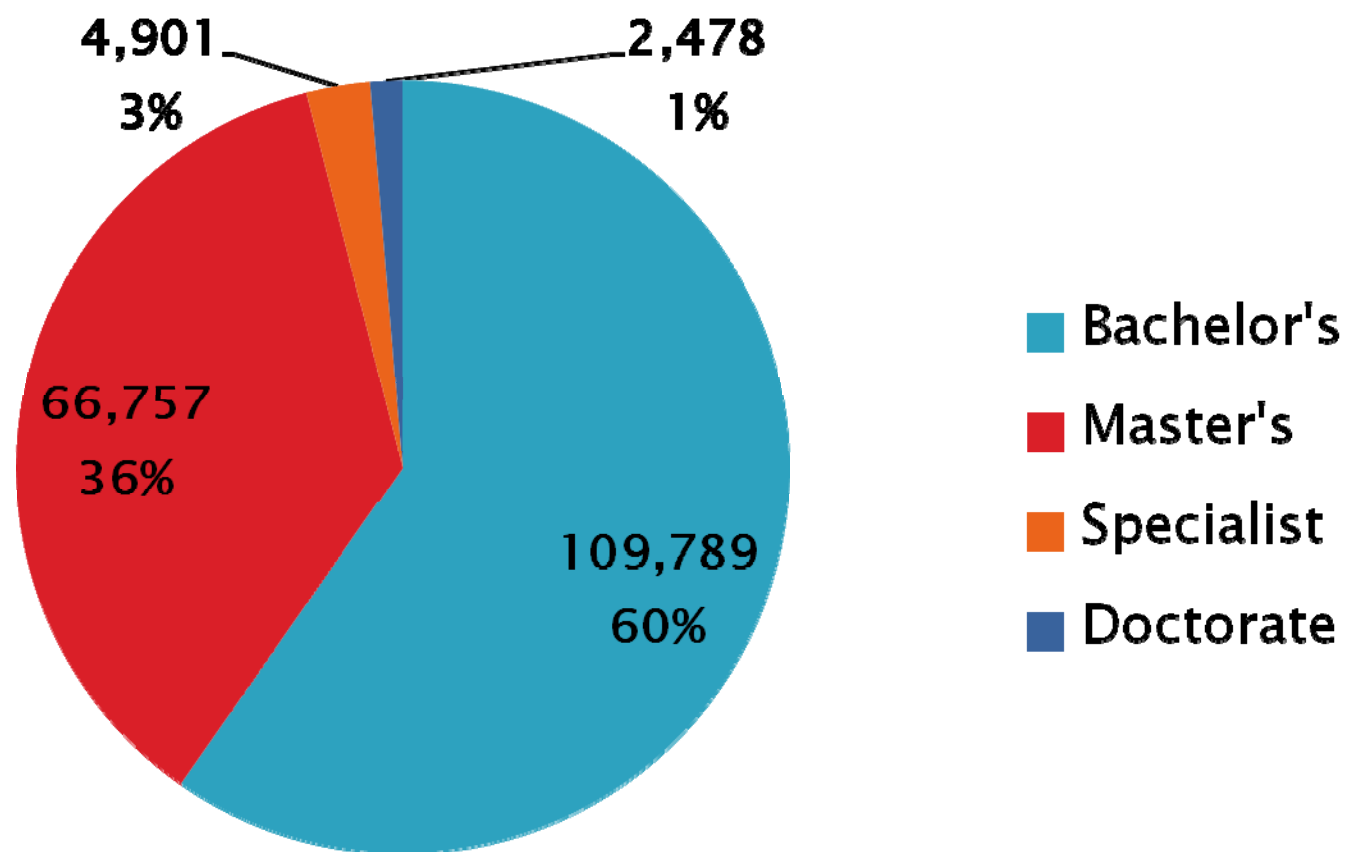
Total Instructional Staff

Fall 1999 – Fall 2009



Instructional Personnel 2008-09

Degree Levels





Instructional Personnel 2008-09

○ Teachers' Average Years of Experience by Degree Level, 2008-09*

<u>Degree</u>	<u>Average Years Experience</u>
● Bachelor's	10.12
● Master's	14.93
● Specialist	17.45
● Doctorate	15.35
● All Degrees	12.13

* Survey 3, February 9-13, 2009, as of March 31, 2009

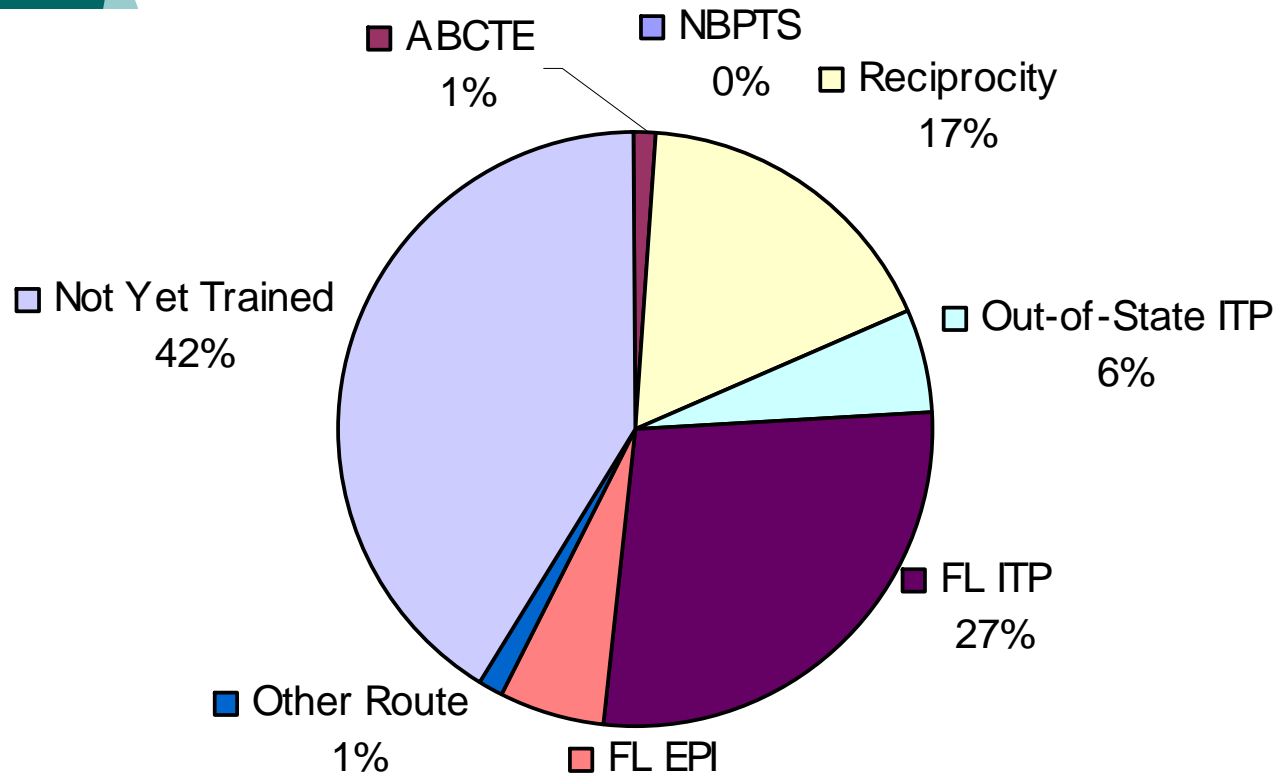


Entering Teaching

Teacher Preparation Programs

Basis for Initial Certification

Certificates Issued 2008-09



NBPTS	8
ABCTE	162
Reciprocity	2,501
Out-of-State ITP	814
FL ITP	3,958
FL EPI	805
Other Route	202
Not Yet Trained	5,954
TOTAL	14,242



Teacher Preparation Programs

469 Initial Teacher Preparation Programs

33 Educator Preparation Institutes

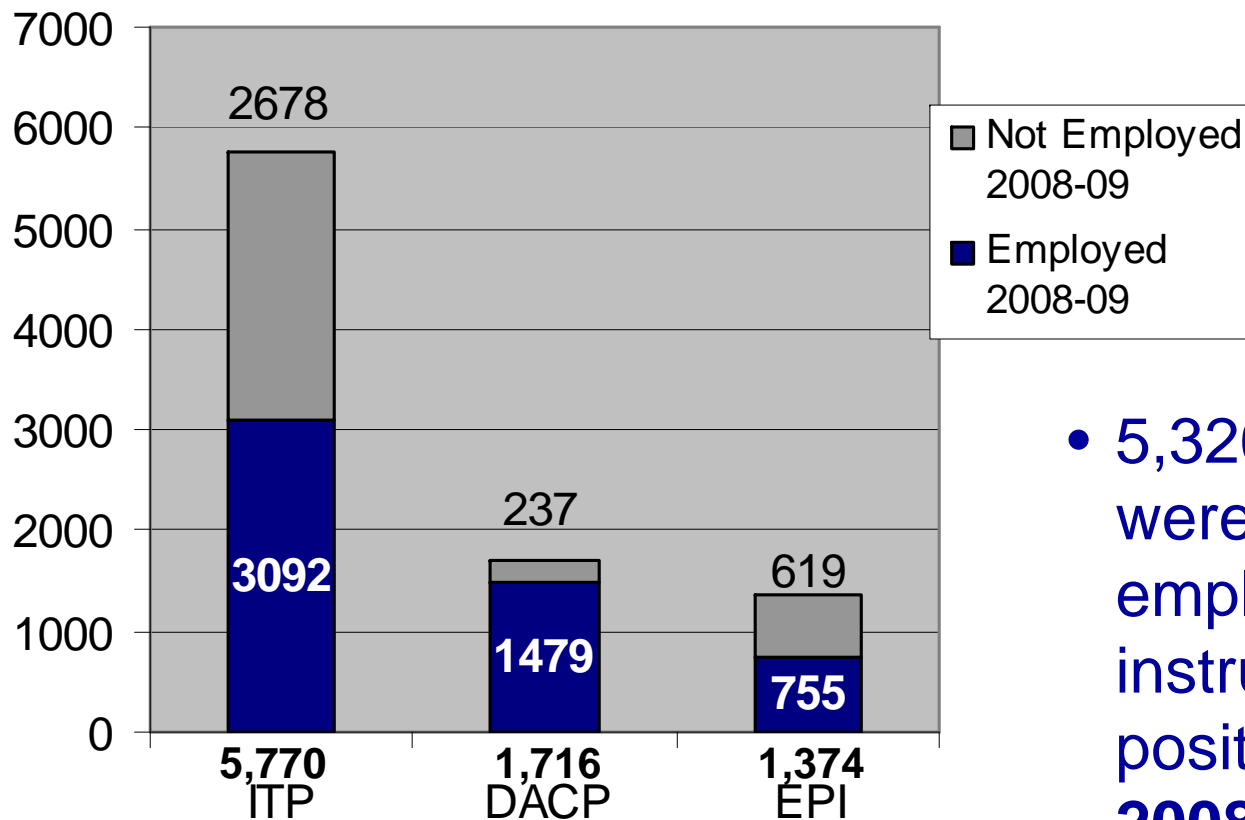
+ 72 District Alternative Certification Programs

574 Approved Teacher Preparation Programs

- Other Educator Preparation Programs:
 - 30 programs in Ed Media, Guidance, School Psychology, Speech-Language Impaired
 - 22 programs in Educational Leadership
 - 68 programs in School Principal
 - 312 endorsement add-on programs in districts and institutions

Teacher Preparation Programs

o 8,860 individuals completed a Florida approved program during the **2007-08** school year



- 5,326 of them were employed in instructional positions in **2008-09**



Annual Report on Teacher Preparation

- o <http://www.fldoe.org/profdev/doc/tftpp.rtf>
- o Notable findings:
 - The (advanced > 30) age of the completers and respondents (EPI-80%; DACP-70%; ITP-33%)
 - Teachers, their principals and peer mentors reported high level satisfaction with level of preparedness of teachers from all program types;
 - Preparation for diversity in classroom (ESE and ESOL) – hardly appeared in survey data;
 - Recruitment questions - shift in respondents' comments regarding first teaching position: appropriateness of teaching assignment moved from second to 'much less importance';
 - Nearly 70% DACP, 56% EPI and 25% ITP completers teaching in secondary level/critical shortage areas.



Employment as a Teacher

- Evaluations
- Compensation



Teacher Performance Evaluations

- o Required under s. 1012.34, F.S.
- o Annual evaluation for all instructional, administrative and supervisory employees
- o DOE approves district instructional personnel appraisal systems
- o Must include appropriate parental input
- o May include peer review and assistance
- o District must train evaluators and must notify employees of requirements before the evaluation takes place



Teacher Performance Evaluations

o Evaluation Criteria:

- Primarily based on performance of assigned students as demonstrated on state assessments or on local assessments for other subjects and grades

o Other Criteria:

- Ability to maintain appropriate discipline
- Knowledge of subject matter
- Ability to plan and deliver instruction and the use of technology in the classroom
- Ability to evaluate instructional needs
- Ability to establish and maintain a positive collaborative relationship with students' families to increase student achievement
- Other professional competencies/district requirements



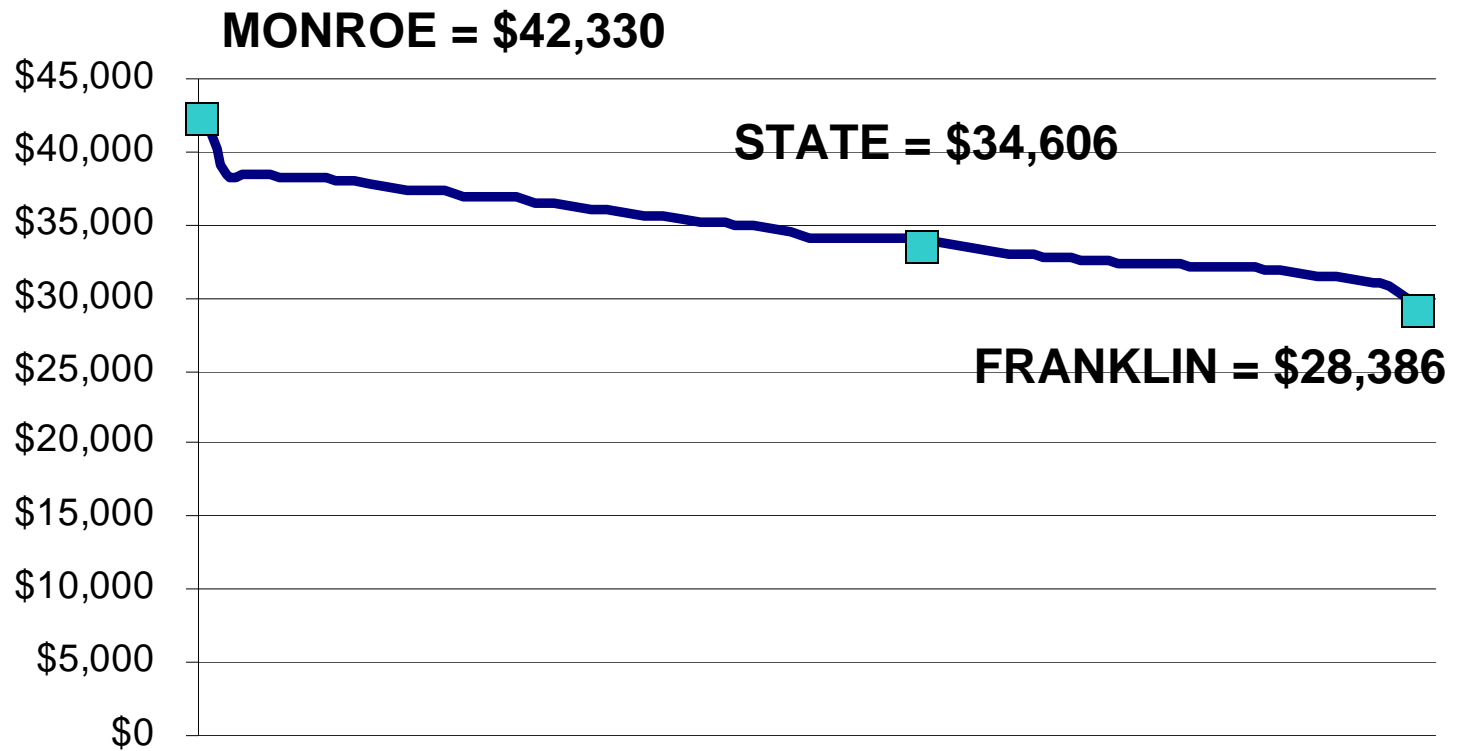
Teacher Performance Evaluations

o Evaluation data for 2008-09:

- 99.74% of teachers were rated as satisfactory or above
- 39 of 77 districts (includes lab schools) rated 100% of teachers satisfactory or above
- Districts with the highest percentage of teachers rated unsatisfactory were Putnam, Hamilton, Polk, Dixie and Union (2.15% – 8.93%)
- Districts with the highest numbers of teachers rated unsatisfactory were Orange (49), Osceola (63) and Polk (231)

Teacher Compensation

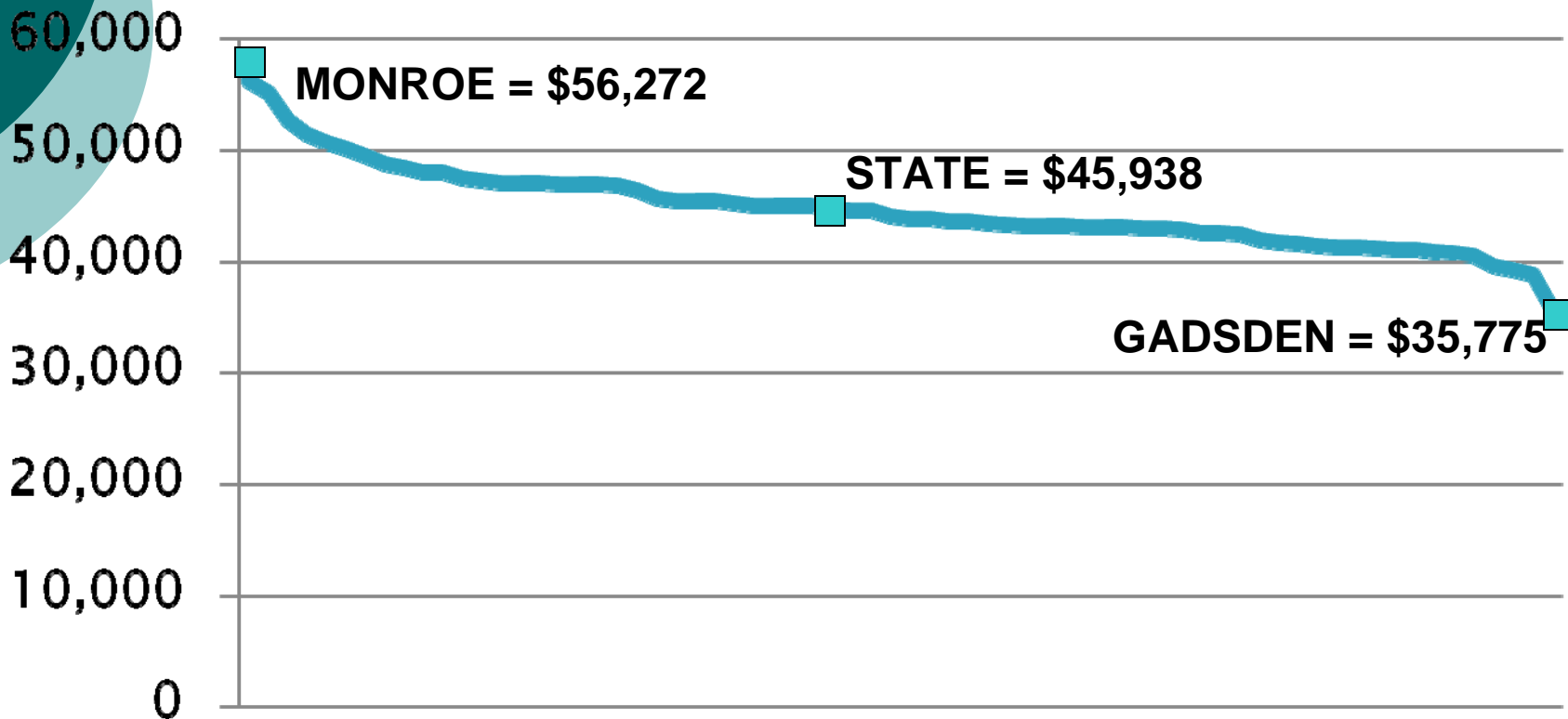
Beginning Teacher Salaries 2008-09



Survey 3, February 9-13, 2009, as of March 31, 2009, Bachelor's Degree Step

Teacher Compensation

Average Teacher Salaries 2008-09



* Survey 3, February 9-13, 2009, as of March 31, 2009



State Bonus Programs

- o Dale Hickam Excellent Teaching Program
 - s. 1012.72 o \$57,649,972
- o Merit Award Program
 - s. 1012.225 o \$19,160,608
- o AP/IB/AICE Total Allotments*
 - s. 1011.62 o \$73,117,708
- o School Recognition Program
 - s. 1008.36 o \$122,505,802

*This amount represents the 0.16 FTE for all programs combined. Funds must be spent on teacher bonuses under the statute; remainder may go to support the programs.



Exiting Teaching

Termination of Employment



Termination of Employment

- o 11,620 teachers left teaching positions in 2008-09:
 - 7,160 (63.6%) exited voluntarily
 - 3,554 (31.6%) resigned involuntarily
 - 536 (4.8%) left for other reasons
- o Top reasons for voluntary separation:
 - Retirement
 - Relocation
 - Family/personal reasons

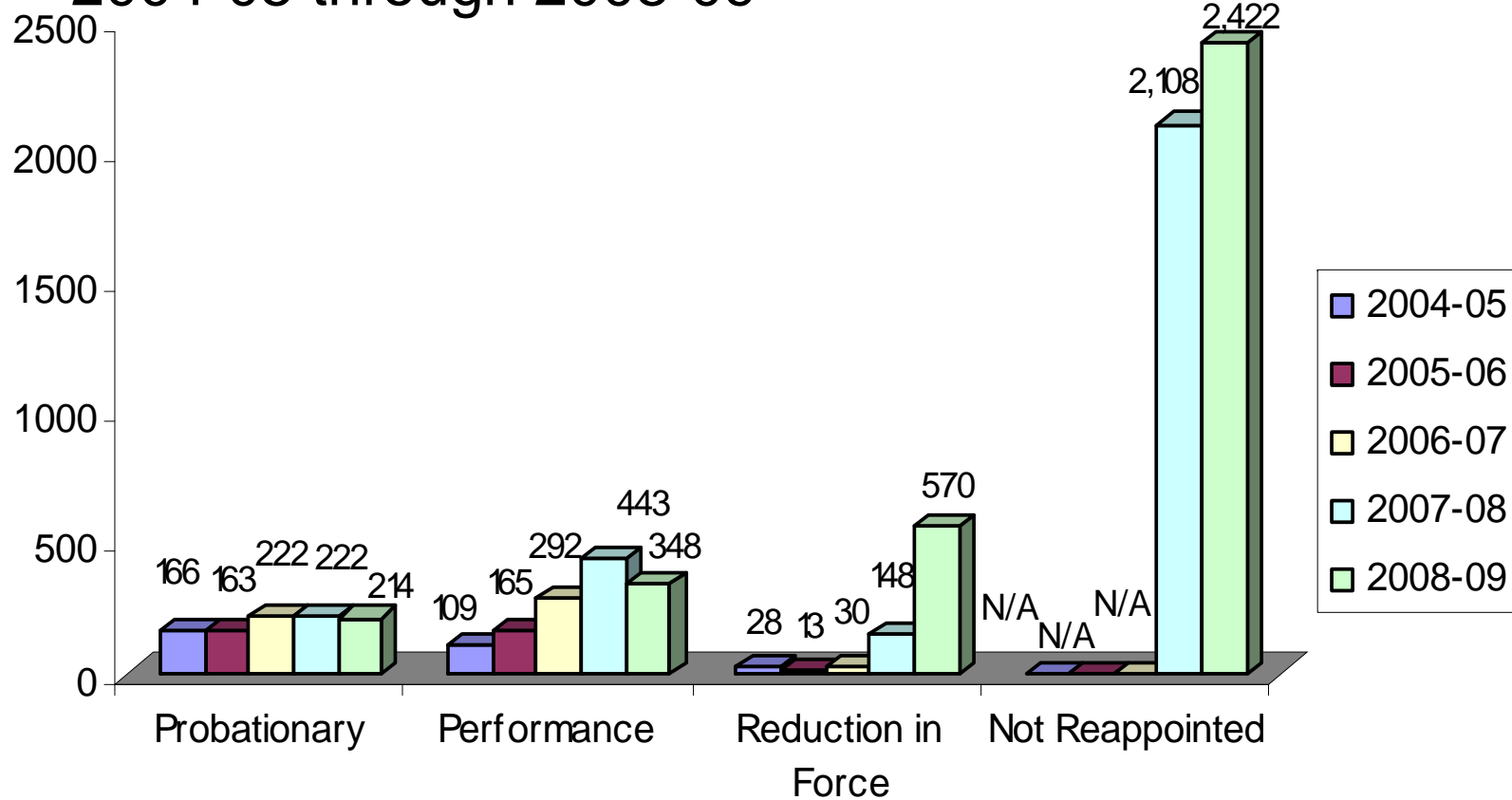


Termination of Employment

- o Of the 3,554 teachers who resigned involuntarily in 2008-09:
 - 214 were released by the end of the 97-day probationary period
 - 348 were terminated for performance-related reasons
 - 570 were terminated as a result of workforce reduction (those holding Professional Service or Continuing Contracts)
 - 2,422 were not reappointed (those teaching in years 1-3)

Termination of Employment

Changes in reasons for involuntary termination
2004-05 through 2008-09





Contact Information

- Source Publications and Reports:
<http://www.fldoe.org/eias/eiaspubs/default.asp#staff>
- Questions regarding BERDR Programs:
Eileen.McDaniel@fldoe.org
850.245.0562