

FLORIDA TEACHER PREPARATION PROGRAMS

2023 Annual Program Performance Reports (APPRs)
Summary and Analysis

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FLORIDA DEPARTMENT OF
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EXECUTIVE SUMMARY

The Florida Department of Education (the Department) is committed to working alongside parents, teachers, educators and community members to provide the highest quality opportunities for all students. This report shares Florida's state-approved teacher preparation programs' 2023 progress on established performance measures as well as each program's current approval status.¹ As outlined in law and State Board of Education rule, programs receive summative score ratings and ratings on five performance metrics: placement rate, retention rate, student performance on state assessments, student subgroup performance on state assessments and teacher evaluation. Teacher preparation programs educating future teachers in high demand teacher need areas may also earn a program bonus rating. Ensuring that teacher preparation programs in Florida are of high quality is crucial to meeting the Department's goals for student achievement and academic success.

Recognizing teacher quality as the school-based factor with the greatest impact on student achievement, Florida continues to implement new policies to strengthen teacher preparation and certification, building on its investments in previous years, including:

- **Investing in Florida's teachers**, with over \$1 billion allocated in the 2023 legislative session to raise teacher salaries, a \$250 million increase from the \$800 million investment the previous year.
- **Revising Teacher preparation accountability system metrics** based on feedback from a third-party audit completed in 2021 and Senate Bill (SB) 2524, passed by the Florida Legislature in 2022, to address the audit recommendations.
- **Expanding pathways to becoming a teacher**, with multiple pathways now available, including teacher apprenticeship and internship candidates enrolled in state-approved preparation programs, and military veterans.
- **Removing barriers to becoming a teacher** by expanding the length of a temporary teaching certificate from three to five years and allowing the general knowledge, subject area examination and professional education competence examination requirements to be waived for teachers upon circumstances outlined in section (s.) 1012.56, Florida Statutes (F.S.) passed by the Florida Legislature in 2023.

¹This report is presented to fulfill the requirement of Section 1004.04, Florida Statutes, detailed in State Board of Education Rule 6A-5.066, Florida Administrative Code.

- **Updating the state’s standards for effective teachers**, called the Florida Educator Accomplished Practices (FEAP), to promote rigor and alignment to the Benchmarks for Excellent for Student Thinking (B.E.S.T.) Standards.

Report Finding Highlights

- **Summative Scores**—96 of 323 (30%) programs had enough performance data to receive a 2023 summative score ranking, a small decrease of three percentage points from 2022.
- **Progress Trends**—34 programs improved their summative scores, while 37 programs’ scores went down.
- **Placement Rate**—168 of 323 programs (52%) received a placement rate score in 2023. Among the programs receiving a score, the average placement rate score was 2.98, compared to 2022’s score of 3.0.
- **Retention Rate**—174 of 323 programs (54%) received a retention rate score for 2023. All but two rated programs received a score of 3.0 or 4.0. The average retention rate was 3.43, higher than last years’ rate of 3.29.
- **Student Performance**—111 of 320 (34%) programs received a score for student learning growth on statewide assessments for 2023. The average score for program performance of students on statewide assessments assigned to completers was 2.91, lower than the average of 3.06 last year.
- **Student Subgroup Performance**—111 programs received a score for student subgroup performance on statewide assessments. The average score for program performance by subgroups assigned to completers in 2023 was 2.68, up from 2.60 in 2022.
- **Teacher Evaluations**—230 of 323 programs (71%) received a teacher evaluation score for 2023.
- **Bonus Metric—High Demand Teacher Needs Areas**—46 of 100 eligible programs (46%) received the High Demand Teacher Needs area bonus.

Recommendations

The following recommendations are made based upon Florida’s current teacher preparation accountability system. The Florida State Board of Education revised key elements of the teacher accountability system, such as the Annual Program Performance Report (APPR) metrics, based on recommendations from the January 2022 teacher preparation audit report and SB 2524 passed during Florida’s 2022 legislative session. A total of six recommendations are offered this year that we believe will support initial implementation of these teacher preparation program

accountability system changes. The 2024 report next year will address the extent to which the new APPR metrics are effective in addressing previous feedback.

- **Conduct an educator workforce analysis and develop incentives** to better target district needs and teacher preparation program placement, especially in high demand teacher areas.
- **Identify reasons for low retention rate in Educator Preparation Institutes** and take appropriate steps to improve these rates.
- **Increase the alignment between what teacher candidates are learning in teacher preparation programs and knowledge and skills they need** to successfully support student learning and growth over time in the classroom.
- **Modify teacher preparation program accountability system business rules** to round summative scores to the hundredths rather than the tenths place to allow for more illustrative comparisons among programs.
- **Develop and implement a communication plan** to ensure stakeholder understanding of the changes to the APPR metrics and meaning of the APPR score and ratings.
- **Report average number of Florida Teacher Certification Examinations (FTCE) attempts** to provide important context for the best attempt data.

INTRODUCTION

There is ample evidence that teacher quality is the single school-based factor with the greatest impact on student achievement. Teachers are estimated to have two to three times greater impact on student reading and math test performance than any other school factor.²

Additionally, several studies have demonstrated a relationship between teachers' knowledge of scientifically based reading instruction and the outcomes of their students.³ And in mathematics, teacher candidates who learn about a specific math topic in their teacher preparation program have been shown to deliver strong classroom lessons on that topic.⁴ Finally, research shows that elementary students who are assigned to teachers whose students consistently perform better than predicted on test scores are more likely to attend college and to earn higher salaries.⁵

In addition to this clear evidence that teacher quality matters, teacher preparation and certification have also been identified as strong correlates of student achievement in reading and mathematics.⁶ Accordingly, Florida has been leveraging teacher preparation and

²Opper, I.M. (2019). *Teachers Matter: Understanding Teachers' Impact on Student Achievement*. Rand Corporation.

³McCutchen, D., Green, L., Abbott, R.D., & Sanders, E.A. (2009). Further evidence for teacher knowledge: Supporting struggling readers in grades three through five. *Reading and Writing*, 22(4), 401-423; Hudson, A.K., Moore, K.A., Han, B., Wee Koh, P., Binks-Cantrell, E., & Joshi, R.M. (2021). Elementary teachers' knowledge of foundational literacy skills: A critical piece of the puzzle in the science of reading. *Reading Research Quarterly*, 56, S287-S315; Moats, L.C., & Foorman, B.R. (2003). Measuring teachers' content knowledge of language and reading. *Annals of Dyslexia*, 53(1), 23-45.

⁴Hiebert, J. Berk, D., & Miler, E. (2017). Relationships between mathematics teacher preparation and graduates' analyses of classroom teaching. *The Elementary School Journal*, 117(4), 687-707; Hiebert, J., Berk, D., Miller, E., Gallivan, H., & Meikle, E. (2019) Relationships between opportunity to learn mathematics in teacher preparation and graduates' knowledge for teaching mathematics. *Journal for Research in Mathematics Education*, 50(1), 23-50; Morris, A.K., & Hiebert, J. (2017). Effects of teacher preparation courses: Do graduates use what they learned to plan mathematics lessons? *American Educational Research Journal*, 54(3), 524-567.; Suppa, S., DiNapoli, J., & Mixell, R. (2018). Teacher Preparation "Does" Matter: Relationships between Elementary Mathematics Content Course and Graduates' Analyses of Teaching. *Mathematics Teacher Education and Development*, 20(2), 25-57.

⁵Chetty, R., Friedman, J. N., Rockoff, J. E. (2014). Measuring the Impacts of Teacher II: Teacher Value-Added and Student Outcomes in Adulthood. *American Economic Review*, 104(11), 2633-2679.

⁶Darling-Hammond, L. (2000). Teacher Quality and Student Achievement: A Review of State Policy Evidence. *Education Policy Analysis Archives*, 8(1), <https://doi.org/10.14507/epaa.v8n1.2000>.

certification as crucial policy tools for ensuring the quality and effectiveness of teachers and reaching the state's goals for student achievement and academic success. The state of Florida continues to implement policies to support teacher recruitment, preparation, and retention, including Florida's Teacher Preparation Accountability System, focused on ensuring that every student has an effective teacher every year.

The state of Florida has spent \$3.3 billion to raise teacher salaries over the past five years. During the 2023 legislative session, the state allocated \$1.052 billion to raise teacher salaries. This is a \$252 million increase from the \$800 million investment last year.

Furthermore, Florida has expanded opportunities to become a teacher, with multiple pathways now available. In 2023, Florida established an additional pathway, Teacher Apprenticeship Program, that provides an opportunity for apprentices who have earned an associate's degree to earn a tuition-free baccalaureate degree while working in the classroom with a temporary apprenticeship certificate alongside a highly qualified mentor. In addition, Florida now provides temporary teaching certificates to candidates enrolled in state-approved preparation programs. School districts can employ these candidates while they complete their internships at schools. In 2022, the Florida Legislature created the Military Veterans Certification Pathway, which provides a five-year temporary certificate to veterans as they fulfill the requirements for a professional certificate.

Florida has also provided pathways for teacher candidates to demonstrate competency in certification requirements. In 2022, for instance, a new option was introduced for candidates to satisfy the General Knowledge requirement by earning a master's degree from an approved and accredited institution. Most recently, the 2023 legislative session made the teaching profession even more accessible by waiving the general knowledge requirement for candidates who, after initially failing the exam, earned a rating of effective or highly effective on their performance evaluations for three of the most recent years with additional supports and instruction provided. Teachers employed and working in the classroom can waive the professional education competence exam with documentation of three years of being rated effective or highly effective on their evaluations. State Board of Education Rule 6A-4.003, Florida Administrative Code (F.A.C.), identifies specific subject areas where only a baccalaureate degree is required that a candidate may leverage a master's or higher degree to satisfy the subject area exam requirement.

Teacher preparation programs deliver content and training to ensure current and future candidates are ready to use Florida Assessment of Student Thinking (FAST) assessments to monitor student progress and individual growth. In March 2022, Governor DeSantis signed legislation creating the FAST plan, eliminating the end-of-year Florida Standards Assessments. FAST assessments, which are aligned to Florida's Benchmarks for Excellent Student Thinking (B.E.S.T.) Standards, are administered three times during the year: the first assessment, administered at the beginning of the school year, is designed to provide a baseline score; the second provides a midyear score; the third provides an end-of-year summative score. FAST assessments were administered for the first time during the 2022-23 school year in grades PK-

10. The FAST summative score will be used for school accountability beginning in 2023-2024. The teacher preparation accountability system will evaluate program performance on FAST assessments annually beginning with the 2025 Annual Program Performance Report (APPR).

In 2023, Florida updated both the Florida Educator Accomplished Practices (FEAP) and FTCE to promote rigor and alignment to the B.E.S.T. Standards. The FTCE are state assessments for prospective educators to demonstrate their knowledge and skills in the areas of general knowledge, professional educational competence, subject area knowledge and/or educational leadership. The FEAP are the state's standards for effective educators and must be met by public and charter school teachers and candidates. In 2023, the State Board of Education approved updates to the FEAP to require age and developmentally appropriate instruction aligned to the state academic standards. Recent updates to the FTCE have focused on increasing alignment to the B.E.S.T. Standards, particularly in Mathematics, English Language Arts and Reading.

Building on the State Board of Education's bold goal to have 90% of all Florida students performing at or above grade level by the end of grade three by 2024, Florida has taken several actions to strengthen teacher expertise in reading instruction based on the science of reading and to ensure that they have high-quality preservice field experiences prior to student teaching. Beginning in the 2022-2023 academic year, teacher candidates in certain certification areas⁷ were required to complete the state's reading endorsement. Legislation passed in 2023⁸ also expanded educator certification requirements to include knowledge of scientifically researched, evidence-based reading instructional strategies grounded in the science of reading, which prohibits methods such as the three-cueing system model of reading. Furthermore, school district and instructional personnel who supervise or direct teacher preparation candidates in these certification areas must hold a Florida educator's certificate or endorsement in reading. Additionally, beginning this academic year, teacher candidates entering an Initial Teacher Preparation (ITP) program must have a minimum of 60 preservice field experience hours and 12 weeks of student teaching. Furthermore, effective July 1, 2023, the Uniform Core Curricula was modified to include strategies and practices to support research-based assessment and grading practices aligned to the state's academic standards for ITPs. Candidate training in teacher preparation programs was updated from professional development to professional learning. As such, the Professional Development Certification Program was revised to Professional Learning Certification Program (PLCP). Finally, candidates entering an Educator Preparation Institute (EPI) beginning in the 2023-24 academic year must have a minimum of 60 preservice field experience hours prior to student teaching. Both the EPI and PLCP programs were amended to eliminate duplicative requirements already embedded in the FEAP and to include the state

⁷Program areas impacted by this new requirement include Elementary Education (Grades K-6), PK-Primary Education (age 3 through Grade 3), Middle Grades English (Grades 5-9), English (Grades 6-12), Reading (Grades K-12), Reading (endorsement), and English to Speakers of Other Languages (ESOL; Grades K-12).

⁸ House Bill 7039 – Student Outcomes.

academic standards provided under s. 1003.41, F.S.; scientifically based reading instruction; content literacy; and mathematical practices.

Florida continues to take steps to maintain rigorous accountability systems for state-approved teacher preparation programs. In 2021, the Department commissioned an audit to review the impact of the state's continued approval process and APPR on programs. The State Board of Education revised the APPR and continued approval criteria in 2023 based on feedback from the audit and legislation passed in 2022. Changes to the APPR, which are described on pages 11-12, will be reflected in the results presented in the 2024 Florida Teacher Preparation Program Annual Program Performance Report.

This report is presented to fulfill the requirement of s. 1004.04, F.S., detailed in the State Board of Education Rule 6A-5.066, F.A.C. This rule requires the Department to report the results of each approved teacher preparation program's annual progress on established performance measures⁹ as well as each program's current approval status. In accordance with the statute, this report must be made available to the Governor, the President of the Senate, the Speaker of the House of Representatives, the State Board of Education, the Board of Governors, the Commissioner of Education, Florida teacher preparation programs, school district superintendents, and the general public. As the 2023 edition, this report reflects data corresponding to teacher preparation program completers employed in the 2020-2021 school year. It provides comparative data¹⁰ from Florida's Teacher Preparation Accountability System to support programs in efforts to continuously improve their content, delivery, and outcomes and to inform policymakers and consumers, including school districts and prospective teacher candidates, about individual program strengths and weaknesses. This report also includes an analysis of the FTCE performance data on the Elementary Education Examination and its subtests. FTCE performance data for other subject areas with significant numbers of teacher candidates are also provided.

This report provides an overview of teacher preparation in Florida and the state's Teacher Preparation Accountability System, followed by:

- Summative findings which rank the overall performance of programs with sufficient data;
- Analysis of each metric used to measure program performance;
- Recommendations for further developing and enhancing the accountability system for consideration by Florida policymakers; and
- Analysis of the FTCE data.

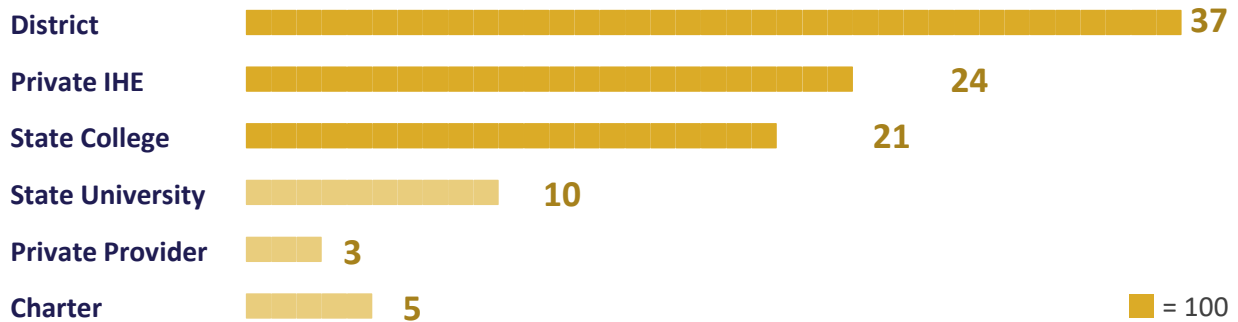
⁹Details about the specific timeframe associated with each performance measure are provided in Exhibit 6.

¹⁰The data set does not allow for testing of statistically significant differences among the programs. Additionally, there is large variability in the data set, including the size of programs and the number of sub scores available for each program.

TEACHER PREPARATION IN FLORIDA

In 2023, there were 100 providers of teacher preparation programs in Florida. Per Rule 6A-5.066, F.A.C., eligible providers of teacher preparation programs are Florida postsecondary institutions, private providers, school districts, charter schools, and charter school management organizations. Of the 100 providers, 37 districts and five charter schools operate their own Professional Learning Certification Programs (PLCPs). Most other providers are institutions of higher education (IHEs), including 31 public IHEs and 24 private IHEs. There are also three non-IHE private providers.

Exhibit 1
Florida Teacher Preparation Program Provider Types



There are three types of state-approved programs for new teacher certification in Florida: Initial Teacher Preparation Programs (ITPs), Educator Preparation Institutes (EPIs), and PLCPs.

ITPs are offered at postsecondary institutions and typically culminate in a bachelor’s or master’s degree. This is the more traditional pathway to eligibility for educator certification.

EPIs provide an alternate route to educator certification for prospective teachers including career changers and college graduates who already hold, at a minimum, a bachelor’s degree. EPI candidates may work as teachers of record while earning their professional certification. EPIs are provided by public and private postsecondary institutions as well as private providers.

PLCPs are another alternate route to educator certification for prospective teachers that already hold at a minimum a bachelor’s degree. PLCPs are offered by school districts, charter schools, and charter management organizations that allow members of their instructional staff with temporary certificates to work while earning their full certification.

Exhibit 2¹¹
Types of Teacher Preparation Programs



Florida has 407¹² teacher preparation programs. Thirty-seven are offered by local school districts, five by charter schools/charter management organizations, 72 by the Florida College System, 172 by the State University System, 118 by private IHEs, and three by private providers.

Of the 407 programs, 25 are EPIs and 42 are district-run PLCPs or charter schools/charter management organizations. The majority of programs in the state, 340, are offered by ITPs. ITPs may offer multiple subject-area programs; for example, the University of South Florida offers 37 distinct subject area programs, substantially more than the number offered by any other provider.

Exhibit 3
Florida Institutions Offering 10 or More Preparation Programs

Institution	Subject Area Programs Offered
University of South Florida	37
University of Central Florida	22
Florida International University	18
University of North Florida	17
Florida Atlantic University	15
Florida State University	15
Florida Agricultural and Mechanical University	14

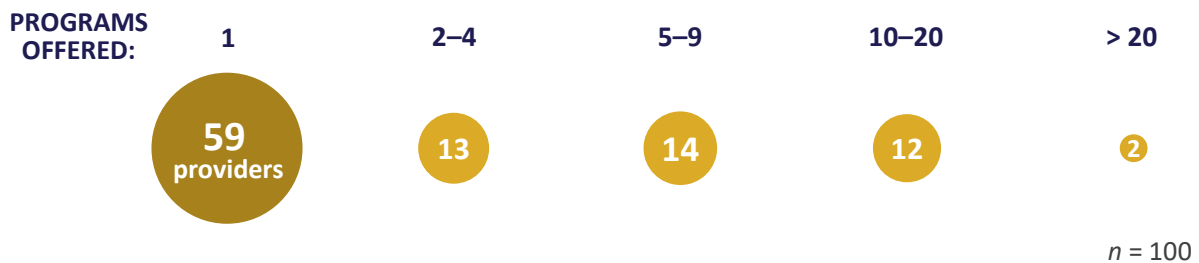
¹¹ Details on all programs, including program level (graduate/undergraduate) are included in Appendix C.

¹²To increase the amount of available performance data that can be considered, some similar programs within an institution are combined for accountability purposes. These aggregations result in the analysis of 323 programs in this report. Throughout this report, additional footnotes indicate aggregated programs in relevant tables. Program aggregation is discussed further in the next section and Appendix D.

Institution	Subject Area Programs Offered
University of Florida	14
Rollins College	12
Southeastern University	11
University of West Florida	11
Warner University	11
Bethune-Cookman University	10
Nova Southeastern University	10

Fourteen institutions provide both EPIs and at least one ITP: Broward College, Daytona State College, Doral College, Eastern Florida State College, Florida Gateway College, Florida Gulf Coast University, Florida State College at Jacksonville, Indian River State College, Miami Dade College, Polk State College, St. Johns River State College, St. Petersburg College, University of Florida, and University of West Florida.

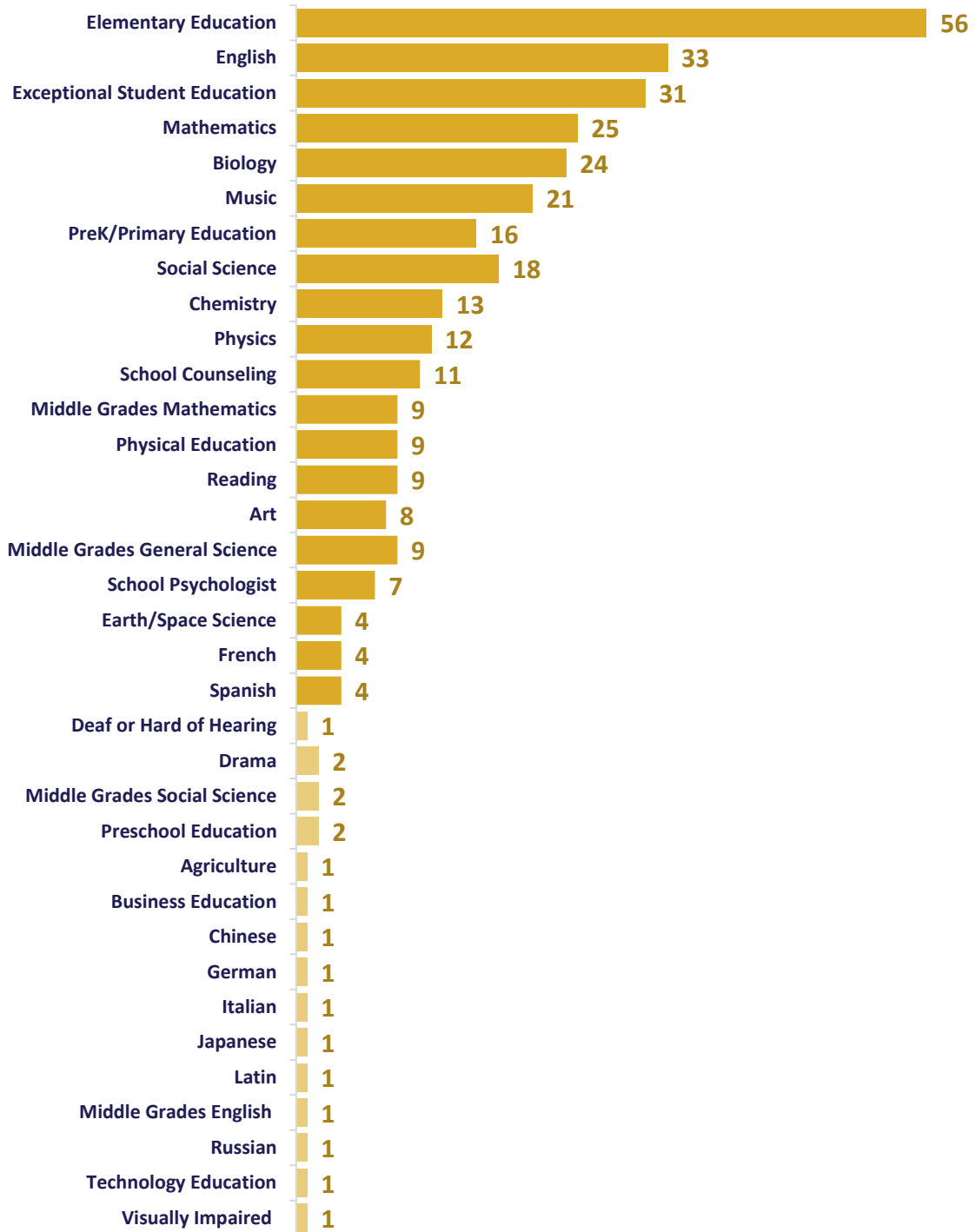
Exhibit 4
Preparation Programs Offered by Providers



The 340 ITPs cover a wide range of subject matter, with the most offered program being Elementary Education, which is offered by more than 50 providers. Exhibit 5 shows the number of ITPs by subject area¹³.

¹³The number of programs by subject area in Exhibit 5 exceeds the total of 340 because some institutions offer dual programs (e.g., Middle Grades Mathematics/Middle Grades Science), which are included in the counts for both subject areas.

Exhibit 5
Number of Programs by Subject Areas of Initial Teacher Preparation Programs¹⁴



Florida's Teacher Preparation Accountability System

Florida sets and holds teacher preparation programs to performance metrics as outlined in the Florida Statutes and State Board of Education rule with the goal of improving teacher preparedness and ultimately leading to increased outcomes for Florida's students. The state publishes annual reports on individual preparation programs and their performance against these metrics. Importantly, Florida evaluates providers at the program level as institutional scores can mask individual program performance in the aggregate. Program-level scores reported by the state¹⁵ allow prospective students and school districts to make more informed choices. Institutions are also provided annual continuous improvement information.

To measure program performance, the Department currently reviews the following data for each program annually:

- Placement rate of program completers into instructional positions in Florida public schools.
- Retention rate for employed program completers in instructional positions in Florida public schools.¹⁶
- Performance of students in Pre-Kindergarten (PK) through Grade 12 who are assigned to in-field program completers on statewide assessments using the results of Florida's student learning growth formula.
- Performance of students in PK through Grade 12 who are assigned to in-field program completers aggregated by student subgroup.
- Results of program completers' annual teacher evaluations.
- Production of program completers in high demand teacher needs areas.¹⁷

¹⁴ Effective July 1, 2022, candidates entering a teacher preparation program in the 2022-23 academic year and beyond earning a certification in one of the following coverage areas must successfully complete all competencies for a reading endorsement: Elementary Education (grades K-6); PK-Primary Education (Age 3 through grade 3); Middle Grades English (grades 5-9); English (grades 6-12); Reading (grades K-12); Reading (endorsement); and ESOL (grades K-12).

¹⁵The state prioritizes program-level reporting, however, there are instances when data from individual programs are combined to increase the amount of available data. For example, the following programs may be combined for reporting purposes: undergraduate and graduate programs; science programs such as biology, chemistry, or physics; and world language programs such as French and Spanish.

¹⁶For the placement and retention rate metrics, placement and retention in private schools and out-of-state schools are also considered when data are provided by the institution and verified.

¹⁷Formerly referred to as statewide critical teacher shortage areas.

The APPR is a yearly public report card issued by the Department for state-approved teacher preparation programs that includes the performance metrics outlined in Exhibit 6. Programs receive a performance level score ranging from 1 (lowest) to 4 (highest) for the first five performance metrics. In addition, programs can receive bonus points for producing program completers in high demand teacher needs areas.¹⁸ Each APPR report provides a summative rating score, between 1 and 4, that is an average of the first five performance level scores received. If the program is eligible for the high demand teacher need bonus, the summative rating score is calculated by multiplying the bonus score of 4 by 0.2 and adding it to the product of 0.8 and average of all other scores.

**Exhibit 6
APPR Performance Metric Timeframe and Minimum Requirements (2023)**

Performance Metric	Employment Timeframe for Results from Completers	Minimum Number of Completers Used for Calculation
Placement Rate	Results from completers employed 2019-2020 or 2020-2021	At least 3 completers in the selected cohort time period
Retention Rate	Results from completers employed in 2016-2017 or 2017-2018 and employed within the 5-year period after initial placement	At least 3 completers in the selected cohort time period
Student Performance on Statewide Assessments	Results from completers employed in 2020-2021 ¹⁹	At least 2 completers who taught Value-Added Model (VAM)-related subjects in the selected cohort time period
Student Performance by Subgroups	Results from completers employed in 2020-2021 ¹⁹	At least 2 completers who taught VAM-related subjects in the selected cohort time period
Teacher Evaluation Results	Results from completers employed in 2020-2021 ²⁰	At least 2 completers who are employed in-field and received an annual evaluation from the selected cohort time period
High Demand Teacher Needs Areas (Bonus Only)	Results from total number of completers in 2020-2021 compared to 2019-2020	At least 2 completers in each year AND at least 1 additional

¹⁸Refer to the full rubric in Appendix A for additional information about APPR performance metric scoring.

¹⁹The average Student Learning Growth Results (or VAM score) for 2017-2018, 2018-2019, and 2019-2020 program completers employed in an in-field instructional position in 2020-2021. This applies to both Student Performance on Statewide Assessments and Student Performance by Subgroups.

²⁰Teacher evaluation percentages, by evaluation rating, for 2017-2018, 2018-2019, and 2019-2020 program completers employed in an in-field instructional position in 2020-2021.

Performance Metric	Employment Timeframe for Results from Completers	Minimum Number of Completers Used for Calculation
		completer than in the previous year’s cohort

Teacher preparation programs in Florida are granted an initial program approval for a period of seven years. At the end of this period, a Continued Approval Score (CAS) is calculated for each program, consisting of three components. The first component is the average of all annual APPR summative rating scores within the current approval period. The second consists of scores from the Continued Approval Site Visit, conducted in the final year of the initial approval period. The third and final component is the score from an Evidence of Programmatic Improvement Rating, which is based on progress toward goals set in a provider’s improvement plan. The final score is determined by weighting the APPR Average Summative Rating 50%, the Continued Approval Site Visit Rating 20%, and the Evidence of Programmatic Improvement Rating 30%. Full approval is granted to programs achieving a score of 2.4 or greater, with those 3.5 or greater receiving full approval with distinction.

APPR and Continued Approval Criteria Revisions Stemming from Audit

Florida contracted with a third party in 2021 to audit the impact of the state’s accountability framework on teacher preparation programs. The audit was based on a full review of Florida statute, rules, and policies; interviews and surveys with state-approved teacher preparation programs and other stakeholders; and conversations with Department staff.

The report included findings and recommendations on APPR performance metrics and initial and continued approval processes for institutions. The audit report found that APPR performance metrics did not result in ratings and scores for many teacher preparation programs and proposed six new APPR metrics and corresponding weights for determining an overall program score.²¹ The audit report found the continued approval site visit process to be highly effective but noted it was applied only to elementary and PK–primary education programs.

The Florida State Board of Education revised the APPR and continued approval criteria in 2023 based on feedback provided by the audit and legislation passed by the Florida Legislature in 2022. The revised APPR, presented in Exhibit 7, became effective June 27, 2023, and will impact the 2024 version of this report.²² Continued Approval Site Visits may be conducted in-person, virtually, or a hybrid of the two. Providers may utilize a site visit from an accrediting entity

²¹Proposed metrics include a measure of candidate readiness based on passage rates on educator certification examinations and a workforce contribution rate based on the placement of completers in state and in high demand teacher needs areas.

²²Refer to the full revised rubric in Appendix B for additional information.

recognized by the Council for Higher Education Accreditation.²³ If this option is utilized, the final CAS is calculated by weighting the APPR Average Summative Rating 70% and the Evidence of Programmatic Improvement Rating 30%. Elementary education programs will still be prioritized for review but total enrollment and program performance on APPR metrics will also be factored.

Exhibit 7
Revised APPR Performance Metrics and Weights

Performance Metric	Metric Description	Percentage of Overall Score
Candidate Readiness	Program completer pass rates on the FTCE. Preparation for this occurs during teacher preparation coursework.	30
Workforce Contribution Rate	Program completers placed in Florida public and private schools and out-of-state PK-12 schools with additional weight given to completers in High Demand Teacher Needs areas.	20
Impact on Student Learning	Average student learning growth score among students taught by program completers.	30
Annual Evaluations	Results of program completers’ annual evaluation.	20

²³Providers are eligible to utilize a site visit from an accrediting entity recognized by the Council for Higher Education Accreditation if they are accredited for the last two years from the entity, received a site visit in 2019 or later by the Department and received an average site visit at or above Good, and have a continued approval summative average APPR rating at or above 3.0.

2023 FLORIDA TEACHER PREPARATION PROGRAM PERFORMANCE

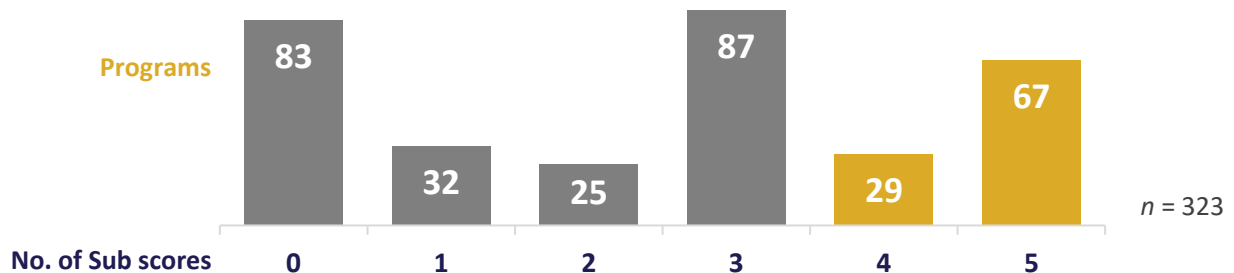
FINDING

96 of 323 programs (30%) had enough performance data to receive a 2023 ranking.

As previously noted, in some instances similar programs within an institution are combined to increase the amount of available performance data that can be considered. These aggregations result in the analysis of 323 programs in this report. (See Appendix B for program aggregations.)

For this report, programs must have a minimum of four sub scores to be ranked. Ninety-six programs had the minimum sub scores necessary for their summative ratings and resulting rankings to be presented here. Thus, rankings are provided for 30% of the analyzed programs, a slight decrease from last year’s report in which 33% of programs had at least four sub scores. The relatively low percentage is due in large part to the lack of statewide student growth data for teachers in certain grades and subjects. Prior to 2021’s report, no student growth data for EPIs and PLCPs were available. However, for 2023, 19 EPIs and 15 PLCPs had at least four sub scores, including a rating for the student growth measure, and are thus included in the 2023 rankings. Current business rules require at least four sub scores for the scope of this report, so programs with associated student performance measures are highlighted.

Exhibit 8
Performance Metrics per Program



FINDING

Nine programs share the top ranking in the state of Florida for 2023, including one PLCP, five EPIs, and four ITPs

Exhibit 9

Program Rankings Summary Table all Programs With 4 or 5 Sub scores 2023

The color scheme alternates by rank. Programs with the same rank are grouped by color.

Rank	Institution	Program	Summative Score	Completers (> 6 cohorts)
1	Chipola College	Elementary Education/English for Speakers of Other Languages (ESOL)/Reading	3.8	84
1	Florida Southern College	Elementary Education/ESOL/Reading	3.8	185
1	Florida Teachers of Tomorrow	Educator Preparation Institute	3.8	139
1	Indian River State College	Educator Preparation Institute	3.8	64
1	Manatee County	Professional Learning Certification Program	3.8	136
1	Northwest Florida State College	Elementary Education/ESOL/Reading	3.8	113
1	Nova Southeastern University	Elementary Education/ESOL/Reading	3.8	52
1	Pasco-Hernando State College	Educator Preparation Institute	3.8	182
1	St. Johns River State College	Educator Preparation Institute	3.8	238
10	Saint Leo University	Reading	3.7	102
10	University of West Florida	Elementary Education/ESOL/Reading	3.7	94
12	Daytona State College	Educator Preparation Institute	3.6	75
12	Indian River State College	Middle Grades Mathematics	3.6	30
12	Stetson University	Elementary Education/ESOL/Reading	3.6	88
12	University of South Florida	Elementary Education/ ESOL (MAT) ²⁴ , Elementary Education/ESOL/Reading, and Elementary	3.6	1,038

²⁴ Masters of Arts in Teaching (MAT).

Rank	Institution	Program	Summative Score	Completers (> 6 cohorts)
		Education/ESOL/Reading (MAT) ²⁵		
12	Valencia College	Educator Preparation Institute	3.6	506
17	Alachua County	Professional Learning Certification Program	3.5	77
17	Brevard County	Professional Learning Certification Program	3.5	167
17	Duval County	Professional Learning Certification Program	3.5	282
17	Florida International University	Reading	3.5	101
17	Florida Southwestern State College	Elementary Education/ESOL/Reading	3.5	345
17	Florida State University	Elementary Education/ESOL/Reading	3.5	338
17	Nova Southeastern University	Reading	3.5	27
17	Orange County	Professional Learning Certification Program	3.5	930
17	St. Petersburg College	Elementary Education/ESOL/Reading	3.5	346
17	University of Central Florida	English/ESOL and English/ESOL/Reading ²⁶	3.5	215
17	University of Florida	Elementary Education/Exceptional Student Education/ESOL/Reading	3.5	193
17	University of North Florida	Middle Grades Mathematics/ Middle Grades General Science	3.5	17
29	Daytona State College	Mathematics	3.4	18
29	Florida Gateway College	Educator Preparation Institute	3.4	99
29	Florida Gulf Coast University	Mathematics	3.4	26
29	Florida Gulf Coast University	Educator Preparation Institute	3.4	78
29	Florida State University	English/ESOL and English/ESOL/Reading ²⁷	3.4	99
29	Hillsborough Community College	Educator Preparation Institute	3.4	472
29	Polk State College	Educator Preparation Institute	3.4	442

²⁵Aggregated programs.

²⁶Aggregated programs.

²⁷Aggregated programs.

Rank	Institution	Program	Summative Score	Completers (> 6 cohorts)
29	Seminole State College	Educator Preparation Institute	3.4	251
29	St. Petersburg College	Middle Grades Mathematics	3.4	24
29	St. Petersburg College	Educator Preparation Institute	3.4	73
29	State College of Florida, Manatee-Sarasota	Educator Preparation Institute	3.4	199
29	University of North Florida	English/ESOL and English/ESOL/Reading ²⁸	3.4	66
29	University of North Florida	Elementary Education/ESOL and Elementary Education/ESOL/Reading ²⁹	3.4	490
29	University of West Florida	Elementary Education/Exceptional Student Education/ESOL/Reading	3.4	252
43	Flagler College	English/ESOL/Reading	3.3	15
43	Gadsden County	Professional Learning Certification Program	3.3	42
43	Pinellas County	Professional Learning Certification Program	3.3	188
43	Polk County	Professional Learning Certification Program	3.3	273
43	Santa Rosa County	Professional Learning Certification Program	3.3	149
43	Southeastern University	English/ESOL and English/ESOL/Reading ³⁰	3.3	27
49	Baptist College of Florida	Elementary Education/ESOL/Reading	3.2	18
49	Flagler College	Elementary Education/Deaf or Hard of Hearing/ESOL/Reading	3.2	46
49	Flagler College	Elementary Education/Exceptional Student Education/ESOL/Reading	3.2	190
49	Florida Atlantic University	Mathematics	3.2	22
49	Florida Atlantic University	English/ESOL and English/ESOL/Reading ³¹	3.2	78

²⁸Aggregated programs.

²⁹Aggregated programs.

³⁰Aggregated programs.

³¹Aggregated programs.

Rank	Institution	Program	Summative Score	Completers (> 6 cohorts)
49	Florida Atlantic University	Elementary Education/ESOL and Elementary Education/ESOL/Reading ³²	3.2	784
49	Florida State University	Mathematics (FSU-Teach)	3.2	43
49	Miami Dade College	Mathematics	3.2	34
49	Palm Beach State College	Educator Preparation Institute	3.2	229
49	University of Central Florida	Reading	3.2	85
49	University of Central Florida	Mathematics	3.2	118
49	University of Florida	Elementary/ESOL/Reading	3.2	307
49	University of South Florida	English/ESOL, English/ESOL (MAT), English/ESOL/Reading, and English/ESOL/Reading (MAT) ³³	3.2	241
49	University of South Florida	Elementary Education/Exceptional Student Education/ESOL/Reading	3.2	341
49	University of Tampa	Elementary Education/ESOL/Reading	3.2	193
49	University of West Florida	Reading	3.2	65
49	University of West Florida	Educator Preparation Institute	3.2	2,581
66	Barry University	Elementary Education/ESOL/Reading	3	23
66	Broward College	Educator Preparation Institute	3	265
66	Chipola College	English/ESOL and English/ESOL/Reading ³⁴	3	13
66	Daytona State College	Elementary Education/ESOL/Reading	3	237
66	Flagler College	Elementary Education/ESOL/Reading	3	176
66	Florida State College at Jacksonville	Educator Preparation Institute	3	16
66	Indian River State College	Mathematics	3	12
66	Miami-Dade County	Professional Learning Certification Program	3	349

³²Aggregated programs.

³³Aggregated programs.

³⁴Aggregated programs.

Rank	Institution	Program	Summative Score	Completers (> 6 cohorts)
66	Pasco County	Professional Learning Certification Program	3	317
66	Rollins College	Elementary Education/ESOL/Reading	3	77
66	Saint Leo University	Elementary Education/ESOL/Reading	3	325
66	University of Central Florida	Elementary Education/ESOL/Reading	3	1841
66	University of Florida	Educator Preparation Institute	3	156
66	University of South Florida	Reading	3	108
80	Florida International University	English/ESOL and English/ESOL/Reading ³⁵	2.9	40
81	Barry University	Reading	2.8	56
81	Escambia County	Professional Learning Certification Program	2.8	269
81	Florida Gulf Coast University	Elementary Education/ESOL/Reading	2.8	400
81	Florida International University	Elementary Education/ESOL/Reading	2.8	471
81	Indian River State College	Elementary Education/ESOL/Reading	2.8	132
81	Polk State College	Elementary Education/ESOL/Reading	2.8	83
81	South Florida State College	Elementary Education/ESOL/Reading	2.8	60
81	Southeastern University	Elementary Education/ESOL/Reading	2.8	108
81	University of South Florida	Middle Grades Mathematics (MAT) and Middle Grades Mathematics ³⁶	2.8	74
81	Warner University	Elementary Education/ESOL and Elementary Education/ESOL/Reading ³⁷	2.8	18
91	University of South Florida	Mathematics and Mathematics (MAT) ³⁸	2.7	92

³⁵Aggregated programs.

³⁶Aggregated programs.

³⁷Aggregated programs.

³⁸Aggregated programs.

Rank	Institution	Program	Summative Score	Completers (> 6 cohorts)
92	St. Petersburg College	Mathematics	2.6	24
93	Bay County	Professional Learning Certification Program	2.5	165
93	Broward County	Professional Learning Certification Program	2.5	473
95	Miami Dade College	Educator Preparation Institute	2.4	101
96	Palm Beach County	Professional Learning Certification Program	2.3	355

Full program ratings, including all sub scores, can be found in Appendix C. The average summative rating for ranked programs in 2023 is 3.2. Although this is a slight decrease from the 2022 average rating of 3.3, it is slightly higher than the 2021 average summative rating of 3.1, and the average summative rating score for the five years preceding 2021 was lower, at 3.0.

Prior reports have noted that some of the largest programs in the state generally have below average performance ratings. In 2023, however, only one of the five largest programs was below the state average summative rating of 3.2. Two other programs scored at 3.2, and the remaining two scored above the state average.

Exhibit 10
Relative Size of 15 Highest and 15 Lowest Performing Programs

The number of program completers ranged from 1,038 to 18 (includes multiple cohorts over multiple years).
 APPR scores ranged from 3.8 to 2.3. Programs with scores between 3 and 4 are considered high performing.

✓ Denotes aggregated programs.

	1 (low score)	2	3	(high score) 4
APP R SCORE:	1	2	3	(high score) 4
University of South Florida ✓ Elementary Ed/ESOL/Reading	Program Completers		APPR score: 3.6	1,038
Broward County PLCP	473	2.5		
Florida International University Elementary Ed/ESOL/Reading	471	2.8		
Florida Gulf Coast University Elementary Ed/ESOL/Reading	400	2.8		
Palm Beach PLCP	355	2.3		
Escambia County PLCP	269	2.8		
St. Johns River State College EPI	238			3.8
Florida Southern College Elementary Ed/ESOL/Reading	185			3.8
Pasco-Hernando State College EPI	182			3.8
Bay County PLCP	165	2.5		
Florida Teachers of Tomorrow EPI	139			3.8
Manatee County PLCP	136			3.8
Indian River State College Elementary Ed/ESOL/Reading	132	2.8		
Northwest Florida State College Elementary Ed/ESOL/Reading	113			3.8
Southeastern University Elementary Ed/ESOL/Reading	108	2.8		
Saint Leo University Reading	102			3.7
Miami Dade College EPI	101	2.4		
University of West Florida Elementary Ed/ESOL/Reading	94			3.7
University of South Florida ✓ Mathematics	92	2.7		
Stetson University Elementary Ed/ESOL/Reading	88			3.6
Chipola College Elementary Education/ESOL/Reading	84			3.8
Polk State College Middle Grades Mathematics	83	2.8		
Daytona State College EPI	75			3.6
University of South Florida ✓ Middle Grades Mathematics	74	2.8		
Indian River State College EPI	64			3.8
South Florida State College Elementary Ed/ESOL/Reading	60	2.8		
Nova Southeastern University Elementary Ed/ESOL/Reading	52			3.8
Indian River State College Middle Grades Mathematics	30			3.6
St. Petersburg College Mathematics	24	2.6		
Warner University Elementary Ed/ESOL	18	2.8		

Exhibit 11
Summative Scores and Rankings of Five Largest Programs

Institution/Program	Completers	Summative Score	2023 Rank	2022 Rank
University of West Florida Educator Preparation Institute	2,581	3.2	66	56
University of Central Florida Elementary Education/ESOL/Reading	1,841	3.0	78	72
University of South Florida ³⁹ Elementary Education/ESOL/Reading Elementary Education/ESOL/Reading (MAT) Elementary Education/ESOL (MAT)	1,038	3.6	15	72
Orange County Professional Learning Certification Program	930	3.5	24	49
Florida Atlantic University ⁴⁰ Elementary Education/ESOL Elementary Education/ESOL/Reading	784	3.2	66	10

Of the 100 providers of teacher preparation programs in Florida, 55 providers are represented in the rankings. Twenty providers operate multiple ranked programs. Institutional summaries of ranked programs can be found in Appendix D.

³⁹Aggregated programs.

⁴⁰Aggregated programs.

FINDING

Among elementary programs, four providers shared the top ranking with a summative score of 3.8: Chipola College, Florida Southern College, Northwest Florida State College, and Nova Southeastern University, for Elementary Education/ESOL/Reading programs.

**Exhibit 12
Rankings Summary Table Elementary Education Programs 2023**

The color scheme alternates by rank. Programs with the same rank are grouped by color.

Rank	Institution	Program	Summative Score	Completers (> 6 cohorts)
1	Chipola College	Elementary Education/ESOL/Reading	3.8	84
1	Florida Southern College	Elementary Education/ESOL/Reading	3.8	185
1	Northwest Florida State College	Elementary Education/ESOL/Reading	3.8	113
1	Nova Southeastern University	Elementary Education/ESOL/Reading	3.8	52
5	University of West Florida	Elementary Education/ESOL/Reading	3.7	94
6	University of South Florida ⁴¹	Elementary Education/ ESOL (MAT ⁴²), Elementary Education/ESOL/Reading, and Elementary Education/ESOL/Reading (MAT)	3.6	1,038
6	Stetson University	Elementary Education/ESOL/Reading	3.6	88
6	Florida Southwestern State College	Elementary Education/ESOL/Reading	3.5	345
9	Florida State University	Elementary Education/ESOL/Reading	3.5	338
9	St. Petersburg College	Elementary Education/ESOL/Reading	3.5	346
9	University of Florida	Elementary Education/Exceptional Student Education/ESOL/Reading	3.5	193

⁴¹Aggregated programs.

⁴² Master of Arts in Teaching appears as MAT throughout this document.

Rank	Institution	Program	Summative Score	Completers (> 6 cohorts)
12	University of North Florida ⁴³	Elementary Education/ESOL and Elementary Education/ESOL/Reading	3.4	490
12	University of West Florida	Elementary Education/Exceptional Student Education/ESOL/Reading	3.4	252
14	Flagler College	Elementary Education/ Deaf or Hard of Hearing/ ESOL/Reading	3.2	46
14	Florida Atlantic University	Elementary Education/ESOL and Elementary Education/ESOL/Reading	3.2	784
14	Baptist College of Florida	Elementary Education/ESOL/Reading	3.2	18
14	University of Florida	Elementary Education/ESOL/Reading	3.2	307
14	University of Tampa	Elementary Education/ESOL/Reading	3.2	193
14	Flagler College	Elementary Education/Exceptional Student Education/ESOL/Reading	3.2	190
14	University of South Florida	Elementary Education/Exceptional Student Education/ESOL/Reading	3.2	341
21	Barry University	Elementary Education/ESOL/Reading	3	23
21	Daytona State College	Elementary Education/ESOL/Reading	3	237
21	Flagler College	Elementary Education/ESOL/Reading	3	176
21	Rollins College	Elementary Education/ESOL/Reading	3	77
21	Saint Leo University	Elementary Education/ESOL/Reading	3	325
21	University of Central Florida	Elementary Education/ESOL/Reading	3	1841
27	Florida Gulf Coast University	Elementary Education/ESOL/Reading	2.8	400

⁴³ Aggregated programs.

Rank	Institution	Program	Summative Score	Completers (> 6 cohorts)
27	Florida International University	Elementary Education/ESOL/Reading	2.8	471
27	Indian River State College	Elementary Education/ESOL/Reading	2.8	132
27	Polk State College	Elementary Education/ESOL/Reading	2.8	83
27	South Florida State College	Elementary Education/ESOL/Reading	2.8	60
27	Southeastern University	Elementary Education/ESOL/Reading	2.8	108
27	Warner University ⁴⁴	Elementary Education/ESOL and Elementary Education/ESOL/Reading	2.8	18

The average summative score for elementary education programs is 3.2, slightly higher than last year’s average elementary score of 3.1, and equal to the overall summative score for all ranked programs.

⁴⁴Aggregated programs.

FINDING

The highest ranked English Education/Reading program is Reading at Saint Leo University, with a summative score of 3.7.

**Exhibit 13
English and Reading Programs Rankings Summary 2023**

The color scheme alternates by rank. Programs with the same rank are grouped by color.

Rank	Institution	Program	Summative Score	Completers (> 6 cohorts)
1	Saint Leo University	Reading	3.7	102
2	Florida International University	Reading	3.5	101
2	University of Central Florida	English/ESOL and English/ESOL/Reading	3.5	215
2	Nova Southeastern University	Reading	3.5	27
5	Florida State University	English/ESOL and English/ESOL/Reading	3.4	99
5	University of North Florida	English/ESOL and English/ESOL/Reading	3.4	66
7	Flagler College	English/ESOL/Reading	3.3	15
7	Southeastern University	English/ESOL and English/ESOL/Reading	3.3	27
9	Florida Atlantic University	English/ESOL and English/ESOL/Reading	3.2	78
9	University of Central Florida	Reading	3.2	85
9	University of South Florida	English/ESOL, English/ESOL (MAT), English/ESOL/Reading, English/ESOL/Reading (MAT)	3.2	241
9	University of West Florida ⁴⁵	Reading	3.2	65
13	Chipola College	English/ESOL and English/ESOL/Reading	3	13
13	University of South Florida	Reading	3	108
15	Florida International University	English/ESOL and English/ESOL/Reading	2.9	40
16	Barry University	Reading	2.8	56

⁴⁵Aggregated programs.

The average score for English and/or Reading programs is 3.3, slightly higher than the average of 3.2 for all programs, and slightly lower than last year’s average of 3.4 for English and/or Reading programs.

FINDING

The highest ranked program for mathematics is Middle Grades Mathematics at Indian River State College, with a summative score of 3.6.

**Exhibit 14
Mathematics Programs Rankings Summary 2023**

The color scheme alternates by rank. Programs with the same rank are grouped by color.

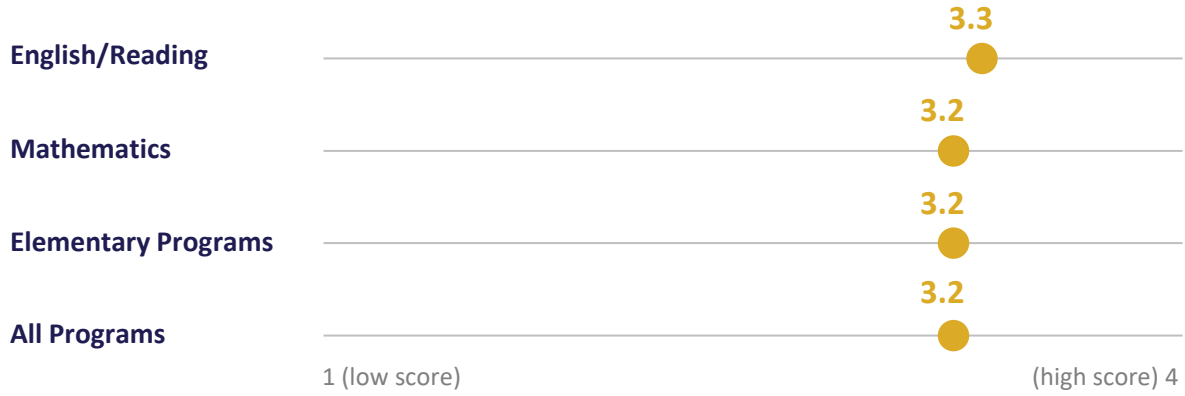
Rank	Institution	Program	Summative Score	Completers (> 6 cohorts)
1	Indian River State College	Middle Grades Mathematics	3.6	30
2	University of North Florida	Middle Grades Mathematics/Middle Grades General Science	3.5	17
3	Daytona State College	Mathematics	3.4	18
3	Florida Gulf Coast University	Mathematics	3.4	26
3	St. Petersburg College	Middle Grades Mathematics	3.4	24
6	Florida Atlantic University	Mathematics	3.2	22
6	Florida State University	Mathematics (FSU-Teach)	3.2	43
6	Miami Dade College	Mathematics	3.2	34
6	University of Central Florida	Mathematics	3.2	118
10	Indian River State College	Mathematics	3.0	12
11	University of South Florida ⁴⁶	Middle Grades Mathematics (MAT) and Middle Grades Mathematics	2.8	74
12	University of South Florida ⁴⁷	Mathematics and Mathematics (MAT)	2.7	92
13	St. Petersburg College	Mathematics	2.6	24

The average rating for mathematics programs is 3.2, the same as last year’s mathematics program average and the same for 2023 programs overall.

⁴⁶Aggregated programs.

⁴⁷Aggregated programs.

Exhibit 15
Average Summative Score by Program Type 2023



Progress Trends

FINDING

Thirty-four programs improved their scores, whereas 37 programs' scores went down.

Summative scores are calculated based on sub scores in APPR metrics including placement rate, retention rate, student performance overall and in sub-groups, teacher evaluations, and high demand teacher needs areas (if applicable).

Exhibit 16
Change in Program Performance Scores 2022-2023

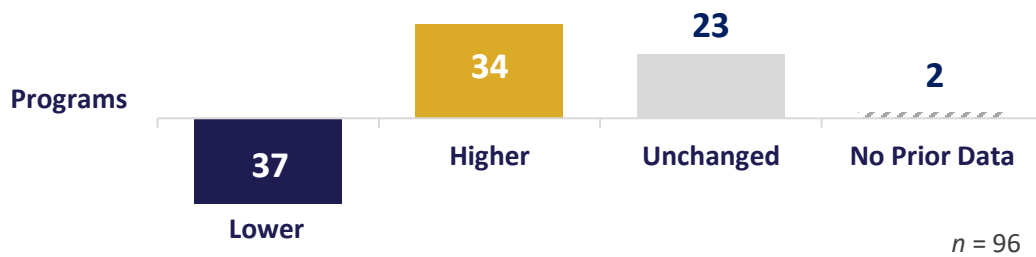


Exhibit 17
Progress Trends in Program Summative Scores 2022-2023

Dashes indicate that data are not applicable.

Institution	Program	2023 Score	2022 Score	Progress Trend
Alachua County	Professional Learning Certification Program	3.5	3	↑
Baptist College of Florida	Elementary Education/ESOL/Reading	3.2	3.5	↓
Barry University	Elementary Education/ESOL/Reading	3	2.8	↑
Barry University	Reading	2.8	3.4	↓
Bay County	Professional Learning Certification Program	2.5	3.3	↓
Brevard County	Professional Learning Certification Program	3.5	3.3	↑
Broward College	Educator Preparation Institute	3	2.8	↑
Broward County	Professional Learning Certification Program	2.5	3	↓
Chipola College	Elementary Education/ESOL/Reading	3.8	3.4	↑

Institution	Program	2023 Score	2022 Score	Progress Trend
Chipola College	English/ESOL and English/ESOL/Reading ⁴⁸	3	3.4	↓
Daytona State College	Educator Preparation Institute	3.6	3.2	↑
Daytona State College	Elementary Education/ESOL/Reading	3	3.4	↓
Daytona State College	Mathematics	3.4	4	↓
Duval County	Professional Learning Certification Program	3.5	3.5	↔
Escambia County	Professional Learning Certification Program	2.8	3.3	↓
Flagler College	Elementary Education/Deaf or Hard of Hearing/ESOL/Reading	3.2	2.8	↑
Flagler College	Elementary Education/ESE/ESOL/Reading	3.2	3.4	↓
Flagler College	Elementary Education/ESOL/Reading	3	2.8	↑
Flagler College	English/ESOL/Reading	3.3	3.8	↓
Florida Atlantic University	Elementary Education/ESOL Reading and Elementary Education/ESOL ⁴⁹	3.2	3.7	↓
Florida Atlantic University	English/ESOL and English/ESOL/Reading ⁵⁰	3.2	3	↑
Florida Atlantic University	Mathematics	3.2	3.6	↓
Florida Gateway College	Educator Preparation Institute	3.4	3.2	↑
Florida Gulf Coast University	Educator Preparation Institute	3.4	3.6	↓
Florida Gulf Coast University	Elementary Education/ESOL/Reading	2.8	3.4	↓
Florida Gulf Coast University	Mathematics	3.4	3.5	↓
Florida International University	Elementary Education/ESOL/Reading	2.8	3.4	↓
Florida International University	English/ESOL and English/ESOL/Reading ⁵¹	2.9	3.2	↓
Florida International University	Reading	3.5	3.5	↔
Florida Southern College	Elementary Education/ESOL/Reading	3.8	3.4	↑
Florida Southwestern State College	Elementary Education/ESOL/Reading	3.5	3.4	↑
Florida State College at Jacksonville	Educator Preparation Institute	3	3.5	↓
Florida State University	Elementary Education/ESOL/Reading	3.5	3.2	↑
Florida State University	English/ESOL and English/ESOL/Reading ⁵²	3.4	3.2	↑

⁴⁸Aggregated programs.

⁴⁹Aggregated programs.

⁵⁰Aggregated programs.

⁵¹ Aggregated programs.

⁵² Aggregated programs.

Institution	Program	2023 Score	2022 Score	Progress Trend
Florida State University	Mathematics (FSU-Teach)	3.2	2.8	↑
Florida Teachers of Tomorrow	Educator Preparation Institute	3.8	3.8	↔
Gadsden County	Professional Learning Certification Program	3.3	-	-
Hillsborough Community College	Educator Preparation Institute	3.4	3.8	↓
Indian River State College	Educator Preparation Institute	3.8	3.4	↑
Indian River State College	Elementary Education/ESOL/Reading	2.8	2.8	↔
Indian River State College	Mathematics	3	2.8	↑
Indian River State College	Middle Grades Mathematics	3.6	3.6	↔
Manatee County	Professional Learning Certification Program	3.8	3.3	↑
Miami Dade College	Educator Preparation Institute	2.4	3	↓
Miami Dade College	Mathematics	3.2	3	↑
Miami-Dade County	Professional Learning Certification Program	3	3	↔
Northwest Florida State College	Elementary Education/ESOL/Reading	3.8	3.2	↑
Nova Southeastern University	Elementary Education/ESOL/Reading	3.8	2.8	↑
Nova Southeastern University	Reading	3.5	3.2	↑
Orange County	Professional Learning Certification Program	3.5	3.3	↑
Palm Beach County	Professional Learning Certification Program	2.3	2.8	↓
Palm Beach State College	Educator Preparation Institute	3.2	3.2	↔
Pasco County	Professional Learning Certification Program	3	3.3	↓
Pasco-Hernando State College	Educator Preparation Institute	3.8	3.6	↑
Pinellas County	Professional Learning Certification Program	3.3	3.8	↓
Polk County	Professional Learning Certification Program	3.3	3.8	↓
Polk State College	Educator Preparation Institute	3.4	3.4	↔
Polk State College	Elementary Education/ESOL/Reading	2.8	-	-
Rollins College	Elementary Education/ESOL/Reading	3	3	↔
Saint Leo University	Elementary Education/ESOL/Reading	3	3	↔
Saint Leo University	Reading	3.7	3.8	↓
Santa Rosa County	Professional Learning Certification Program	3.3	3.5	↓
Seminole State College	Educator Preparation Institute	3.4	3.4	↔

Institution	Program	2023 Score	2022 Score	Progress Trend
South Florida State College	Elementary Education/ESOL/Reading	2.8	3.2	↓
Southeastern University	Elementary Education/ESOL/Reading	2.8	2.8	↔
Southeastern University	English/ESOL and English/ESOL/Reading ⁵³	3.3	2.8	↑
St. Johns River State College	Educator Preparation Institute	3.8	3.8	↔
St. Petersburg College	Educator Preparation Institute	3.4	3.6	↓
St. Petersburg College	Elementary Education/ESOL/Reading	3.5	3.2	↑
St. Petersburg College	Mathematics	2.6	3	↓
St. Petersburg College	Middle Grades Mathematics	3.4	3.4	↔
State College of Florida, Manatee-Sarasota	Educator Preparation Institute	3.4	3.4	↔
Stetson University	Elementary Education/ESOL/Reading	3.6	3.5	↑
University of Central Florida	Elementary Education/ESOL/Reading	3	3	↔
University of Central Florida	English/ESOL and English/ESOL/Reading ⁵⁴	3.5	3.6	↓
University of Central Florida	Mathematics	3.2	3	↑
University of Central Florida	Reading	3.2	3.4	↓
University of Florida	Educator Preparation Institute	3	3	↔
University of Florida	Elementary Education/ESE/ESOL/Reading	3.5	3	↑
University of Florida	Elementary Education/ESOL/Reading	3.2	3.2	↔
University of North Florida	Elementary Education/ESOL and Elementary Education/ESOL/Reading ⁵⁵	3.4	3	↑
University of North Florida	English/ESOL and English/ESOL/Reading ⁵⁶	3.4	3.4	↔
University of North Florida	Middle Grades Mathematics/Middle Grades General Science	3.5	3.6	↓
University of South Florida	Elementary Education/ESE/ESOL/Reading	3.2	3.2	↔
University of South Florida	Elementary Education/ESOL (MAT), Elementary Education/ESOL/Reading, Elementary Education/ESOL ⁵⁷	3.6	3	↑
University of South Florida	English/ESOL, English/ESOL (MAT), English/ESOL/Reading, English/ESOL/Reading (MAT) ⁵⁸	3.2	3.4	↓

⁵³Aggregated programs.

⁵⁴Aggregated programs.

⁵⁵Aggregated programs.

⁵⁶Aggregated programs.

⁵⁷Aggregated programs.

⁵⁸Aggregated programs.

Institution	Program	2023 Score	2022 Score	Progress Trend
University of South Florida	Mathematics and Mathematics (MAT) ⁵⁹	2.7	2.6	↑
University of South Florida	Middle Grades Mathematics and Middle Grades Mathematics (MAT) ⁶⁰	2.8	3.4	↓
University of South Florida	Reading	3	3	↔
University of Tampa	Elementary Education/ESOL/Reading	3.2	3.4	↓
University of West Florida	Educator Preparation Institute	3.2	3.2	↔
University of West Florida	Elementary Education/ESE/ESOL/ Reading	3.4	2.9	↑
University of West Florida	Elementary Education/ESOL/Reading	3.7	3	↑
University of West Florida	Reading	3.2	3.4	↓
Valencia College	Educator Preparation Institute	3.6	3.6	↔
Warner University	Elementary Education/ESOL and Elementary Education/ESOL/Reading ⁶¹	2.8	3.5	↓

⁵⁹Aggregated programs.

⁶⁰Aggregated programs.

⁶¹ Aggregated programs.

FINDING

Elementary Education/ESOL/Reading at Nova Southeastern University had the greatest increase in summative score, rising from a 2.8 in 2022 to a 3.8 this year. The Professional Learning Certification Program at Bay County had the greatest decrease, from a 3.3 in 2022 to a 2.5 in 2023.

**Exhibit 18
Programs With Largest Increases and Decreases**

Institution	Program	Change in Score 2022 to 2023	Program Completers (> 6 cohorts)
Nova Southeastern University	Elementary Education/ESOL/Reading	+1	52
University of West Florida	Elementary Education/ESOL/Reading	+0.7	94
University of South Florida	Elementary Education/ESOL (MAT), Elementary Education/ESOL/Reading, Elementary Education/ESOL ⁶²	+0.6	1,038
Northwest Florida State College	Elementary Education/ESOL/Reading	+0.6	113
Alachua County	Professional Learning Certification Program	+0.5	77
Manatee County	Professional Learning Certification Program	+0.5	136
Southeastern University	English/ESOL and English/ESOL/Reading ⁶³	+0.5	27
University of Florida	Elementary Education/ESE/ESOL/Reading	+0.5	193
University of West Florida	Elementary Education/ESE/ESOL/ Reading	+0.5	252
Barry University	Reading	-0.6	56
Daytona State College	Mathematics	-0.6	18
Florida Gulf Coast University	Elementary Education/ESOL/Reading	-0.6	400
Florida International University	Elementary Education/ESOL/Reading	-0.6	471
Miami Dade College	Educator Preparation Institute	-0.6	101
University of South Florida	Middle Grades Mathematics and Middle Grades Mathematics (MAT) ⁶⁴	-0.6	74

⁶²Aggregated programs.

⁶³Aggregated programs.

⁶⁴Aggregated programs.

Institution	Program	Change in Score 2022 to 2023	Program Completers (> 6 cohorts)
Warner University	Elementary Education/ESOL and Elementary Education/ESOL/Reading ⁶⁵	-0.7	18
Bay County	Professional Learning Certification Program	-0.8	165

⁶⁵Aggregated programs.

ANALYSIS OF PERFORMANCE METRICS

Performance Metric 1—Placement Rate

Placement rate is defined as the number of program completers reported annually as employed in a full-time or part-time instructional position in a Florida public school district in either the first or second academic year subsequent to program completion.

In general, a high placement rate may indicate that program completers have little difficulty finding employment. A low placement rate may indicate that there is little demand for the new teachers produced by a given program. This could be a reflection of the perceived quality of new teachers trained by that program provider or could result from little demand in general for teachers of particular grades and subjects or regional variations in hiring. Additionally, a low placement rate may indicate that a program's completers are working as teachers out of state or in private schools or other settings that are not tracked by their institutions. Institutions have the option to complete forms for the addition of out-of-state and privately employed completers, but not all choose to do this.

The implicit differences in demand for certain types of teachers are addressed in the scoring of this metric by comparing each program's placement rate to the average placement rate for all programs producing teachers of those grades and subjects. For example, programs producing elementary teachers are compared to the average placement rate for elementary teachers; programs producing secondary mathematics teachers are compared to the average placement rate for secondary mathematics teachers.

Exhibit 19 Placement Rate Scoring Rubric

Level 4	Placement rate is at or above the 68 th percentile of all equivalent programs across the state.
Level 3	Placement rate is at or above the 34 th percentile and below the 68 th percentile of all equivalent programs across the state.
Level 2	Placement rate is at or above the 5 th percentile and below the 34 th percentile of all equivalent programs across the state.
Level 1	Placement rate is below the 5 th percentile of all equivalent programs across the state.

FINDING

168 out of 323 programs (56%) received a placement rate score for 2023. Among the programs receiving a score, the average placement rate score was 2.98, down from 3.0 in 2022.

Exhibit 20
Average Placement Rate Score 2016-2023

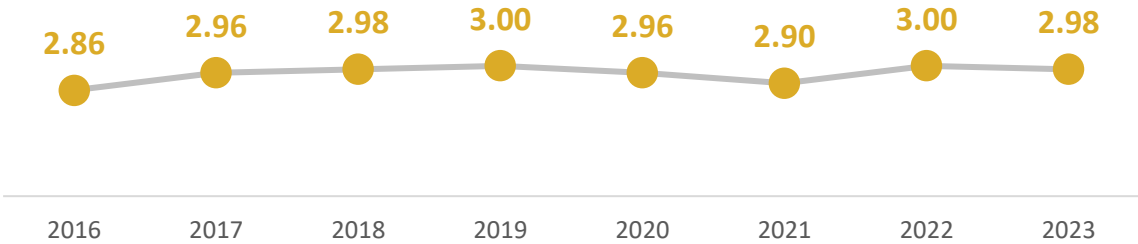
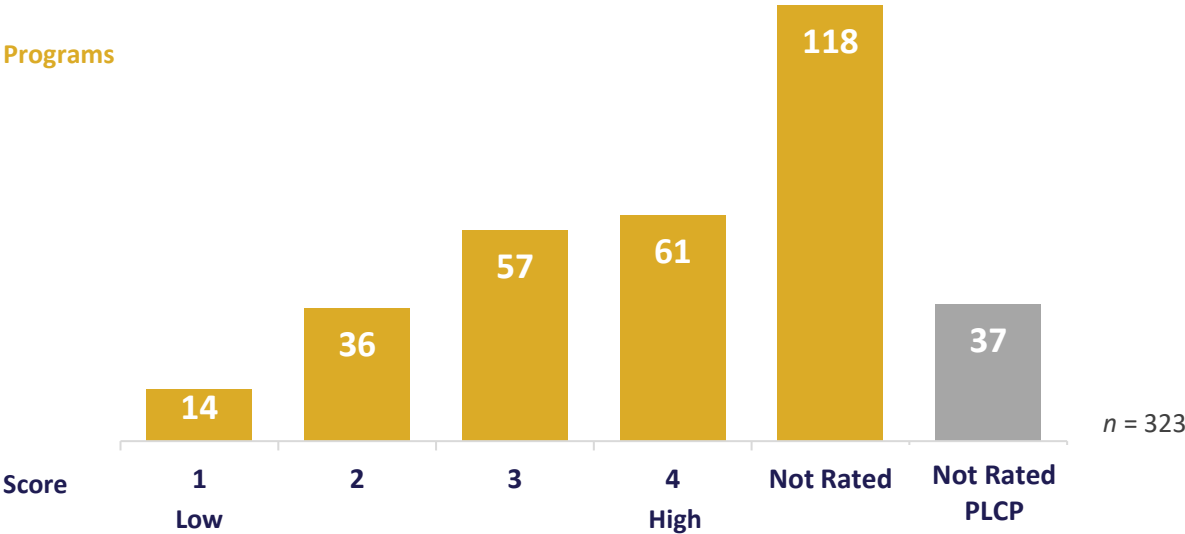


Exhibit 21
Distribution of Placement Rate Scores



Placement rate is not applicable to PLCPs, since candidates in these programs are already employed as teachers. This contributes to the high percentage of programs not rated on this metric, but 118 non-PLCPs are also not rated. The percentage of non-PLCP programs not rated increased this year from 37% in 2022 to 41% in 2023.

Exhibit 22
Programs Receiving Highest Score (4.0) for Placement Rate

Institution	Program	New Teachers Placed (> 6 cohorts)
Ave Maria University	Elementary Education/ESOL/Reading	26
Barry University	Elementary Education/ESOL/Reading	23
Barry University	Reading	56
Barry University	School Psychologist	21
Chipola College	Elementary Education/ESOL/Reading	84
College of Central Florida	PK-Primary Education/ESOL/Reading/PK Disabilities	84
Daytona State College	Educator Preparation Institute	75
Daytona State College	Exceptional Student Education/ESOL/Reading	48
Florida Atlantic University	English/ESOL and English/ESOL/Reading	78
Florida Atlantic University	Mathematics	22
Florida Atlantic University	School Counseling	119
Florida Atlantic University	Social Science	87
Florida College	Music	8
Florida Gateway College	Educator Preparation Institute	99
Florida Gulf Coast University	Educator Preparation Institute	78
Florida International University	Mathematics	20
Florida Southern College	Elementary Education/ESOL/Reading	185
Florida Southern College	Music	48
Florida Southwestern State College	Elementary Education/ESOL/Reading	345
Florida State University	Social Science	103
Florida Teachers of Tomorrow	Educator Preparation Institute	139
Hillsborough Community College	Educator Preparation Institute	472
Indian River State College	Mathematics	12
Indian River State College	Middle Grades Mathematics	30
Miami Dade College	Educator Preparation Institute	101
Miami Dade College	Mathematics	34
Northwest Florida State College	Elementary Education/ESOL/Reading	113

Institution	Program	New Teachers Placed (> 6 cohorts)
Nova Southeastern University	Elementary Education/ESOL/Reading	52
Nova Southeastern University	Reading	27
Palm Beach State College	Educator Preparation Institute	229
Pasco-Hernando State College	Educator Preparation Institute	182
Polk State College	Educator Preparation Institute	442
Polk State College	PK-Primary Education/ESOL/ Reading	18
Rollins College	Music	16
Saint Leo University	Reading	102
Southeastern University	English/ESOL and English/ESOL/Reading	27
Southeastern University	Music	14
St. Johns River State College	Educator Preparation Institute	238
St. Johns River State College	PK-Primary Education/ESOL/ Reading	111
St. Petersburg College	Biology and Middle Grades General Science	23
St. Petersburg College	Educator Preparation Institute	73
St. Petersburg College	Elementary Education/ESOL/Reading	346
St. Petersburg College	Exceptional Student Education/ESOL/Reading	108
State College of Florida, Manatee-Sarasota	Educator Preparation Institute	199
Stetson University	Elementary Education/ESOL/Reading	88
University of Central Florida	Art	66
University of Central Florida	Exceptional Student Education/ESOL/Reading	66
University of Central Florida	Mathematics	118
University of Central Florida	School Psychologist	81
University of Florida	Elementary Education/Exceptional Student Education/ESOL/Reading	193
University of North Florida	Biology, Chemistry, and Physics	13
University of North Florida	English/ESOL and English/ESOL/Reading	66
University of North Florida	Exceptional Student Education/ESOL and Exceptional Student Education/ESOL/Reading (MAT)	86
University of North Florida	Music	55
University of North Florida	School Counseling	116
University of South Florida	Biology, Biology (MAT), Chemistry, Chemistry (MAT), Middle Grades General Science, Physics, and Physics (MAT)	96

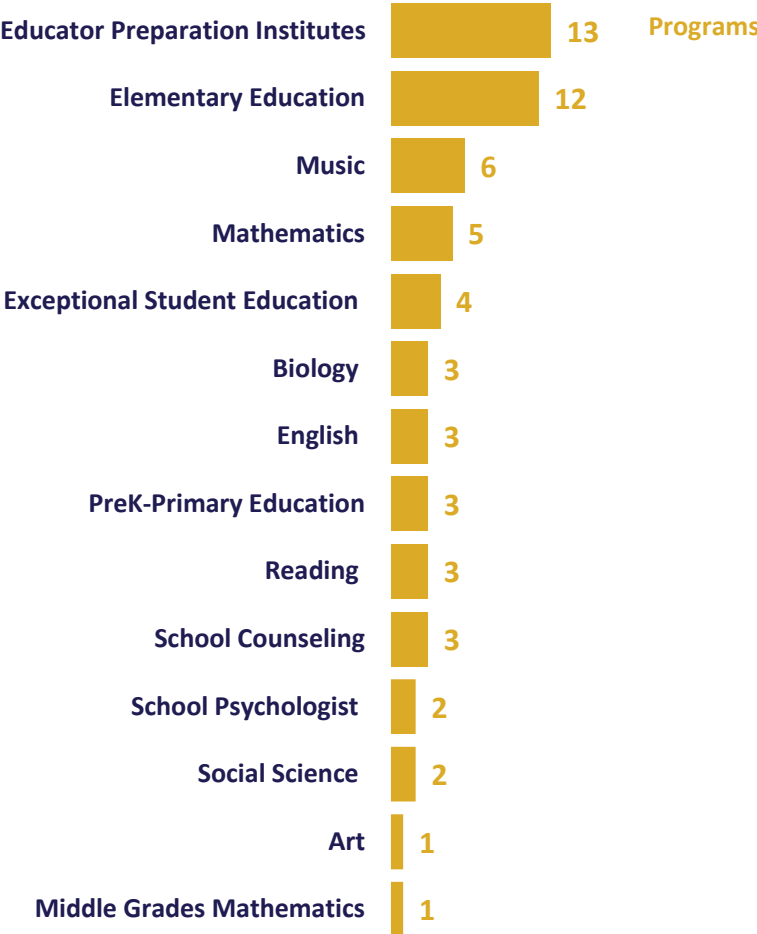
Institution	Program	New Teachers Placed (> 6 cohorts)
University of South Florida	Elementary Education/ ESOL (MAT), Elementary Education/ESOL/Reading, and Elementary Education/ESOL/Reading (MAT)	1,038
University of South Florida	Music	123
University of South Florida	School Counseling	84
University of West Florida	Elementary Education/ESOL/Reading	94
Valencia College	Educator Preparation Institute	506

Nearly all (60) of the 61 programs that received the highest score for new teacher placement placed at least 10 teachers.

FINDING

Half of EPIs (13 out of 25 programs) received the highest score for new teacher placement.

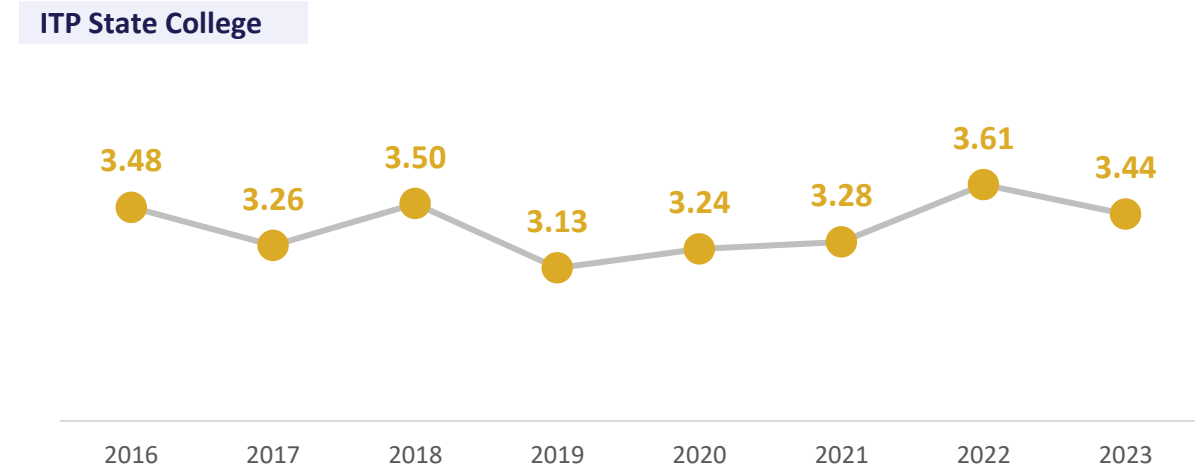
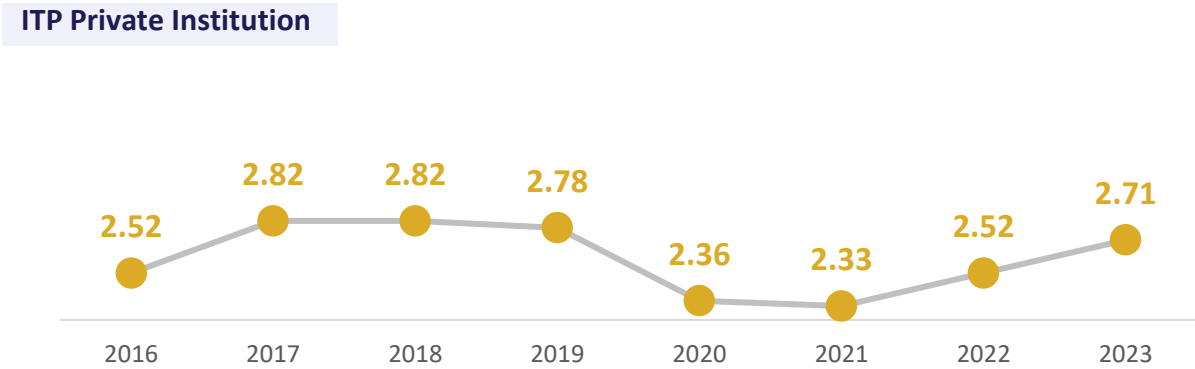
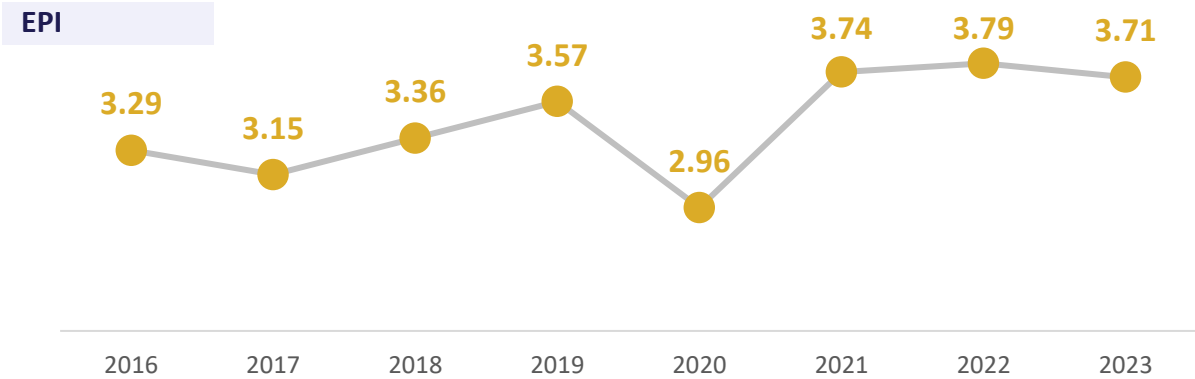
Exhibit 23
Subject Matter of Programs Receiving Highest Placement Scores⁶⁶



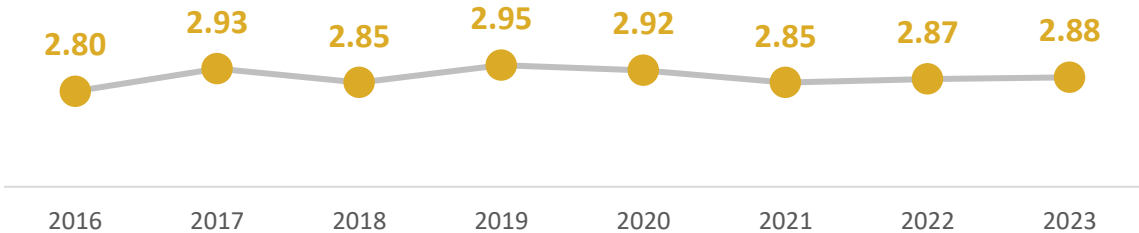
n = 61

⁶⁶Educator Preparation Institutes are competency-based professional preparation programs for non-education baccalaureate or higher degree holders that have demonstrated mastery in their content area.

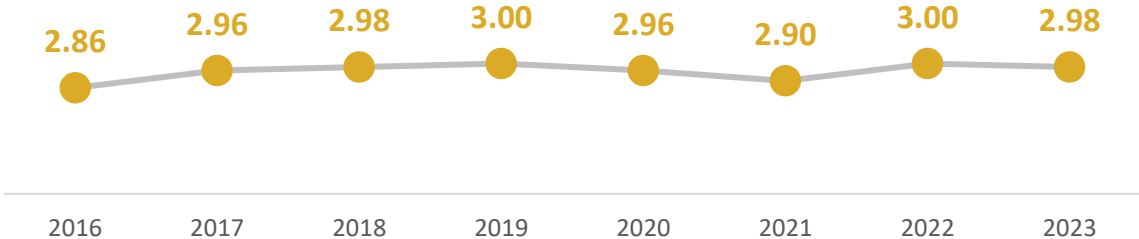
Exhibit 24
Average Score for Placement Rate by Program Type 2016-2023



ITP State University

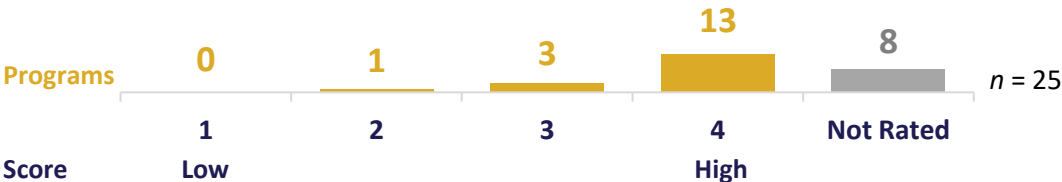


All Programs

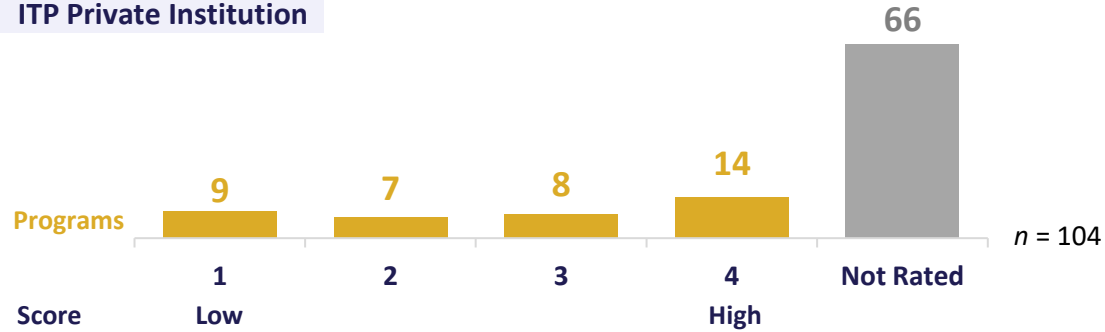


**Exhibit 25
Placement Rate Score Distribution by Program Type**

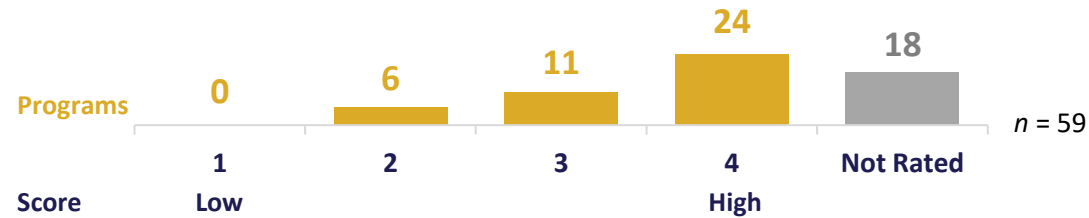
EPI



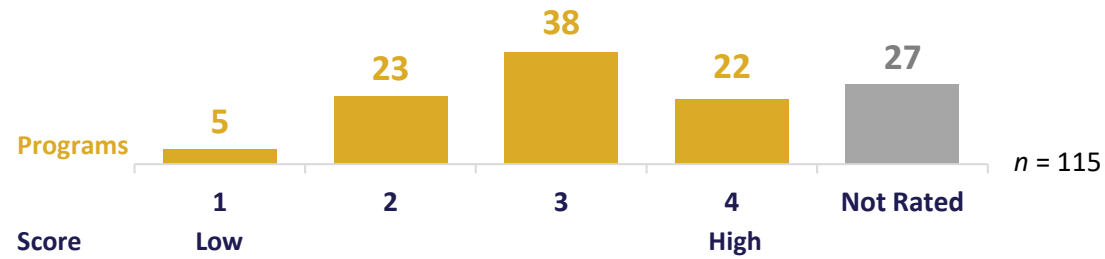
ITP Private Institution



ITP State College



ITP State University



Performance Metric 2—Retention Rate

Retention rate is defined as the average number of years that program completers are employed in a full-time or part-time instructional position in a Florida public school at any point each year in a five-year period following initial employment in either of the two subsequent academic years after program completion.

Exhibit 26
Retention Rate Scoring Rubric

Level 4	The average number of years employed in the 5-year period following initial placement is 4.5 years or more.
Level 3	The average number of years employed in the 5-year period following initial placement is 3 years to less than 4.5 years.
Level 2	The average number of years employed in the 5-year period following initial placement is 2 years to less than 3 years.
Level 1	The average number of years employed in the 5-year period following initial placement is less than 2 years.

FINDING

174 out of 323 programs (54%) received a retention rate score for 2023. All but 2 rated programs received a score of 3.0 or 4.0. The average retention rate score was 3.43, an increase for the first time since 2016.

Exhibit 27
Average Retention Rate Score 2016-2023

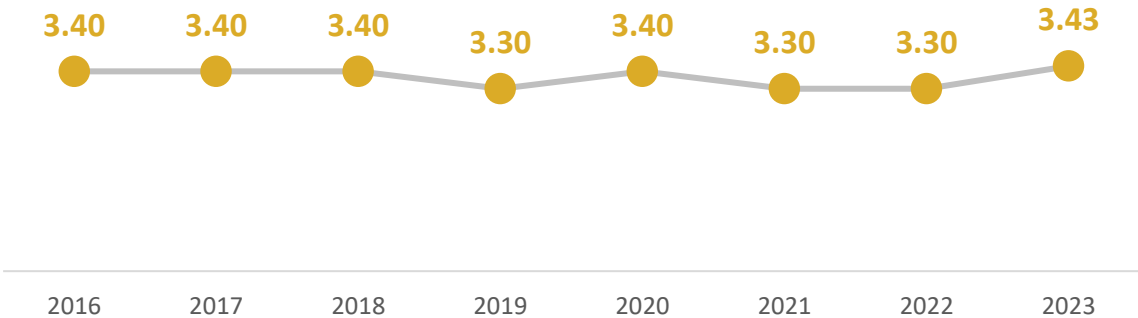


Exhibit 28
Distribution of Retention Rate Scores

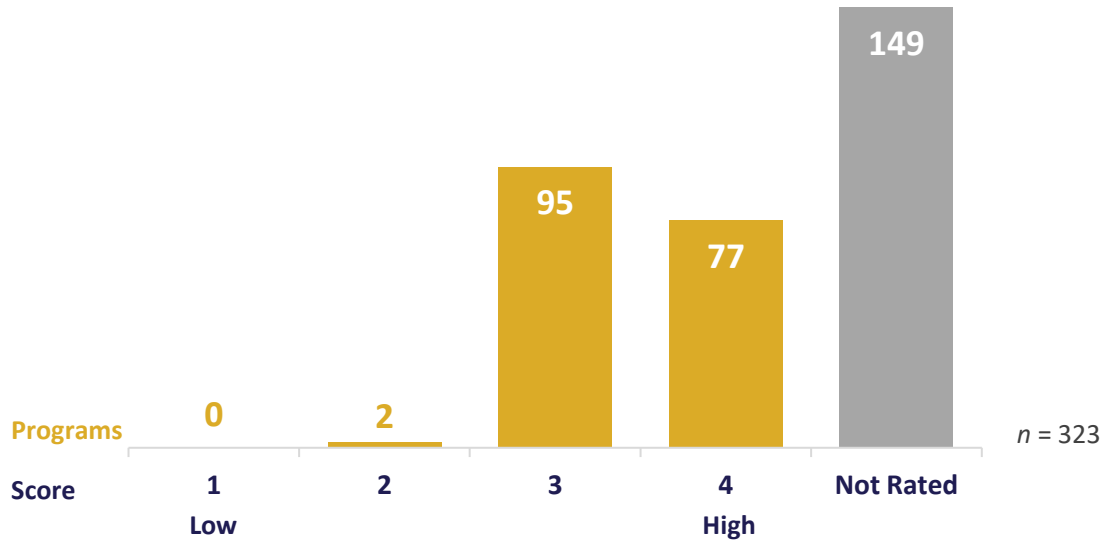


Exhibit 29
Programs Receiving the Highest Score (4.0) for Retention Rate Institution/Program

Institution	Program Name
Barry University	Reading
Bay County	Professional Learning Certification Program
Broward College	Exceptional Student Education/ESOL/Autism Spectrum Disorders/Reading and Exceptional Student Education/ESOL/Reading ⁶⁷
Chipola College	Elementary Education/ESOL/Reading
College of Central Florida	PK-Primary Education/ESOL/Reading/PK Disabilities
Daytona State College	Mathematics
Florida Agricultural and Mechanical University	Elementary Education/ESOL/Reading
Florida Agricultural and Mechanical University	PK-Primary Education/ESOL/ Reading
Florida Atlantic University	Exceptional Student Education/ESOL and Exceptional Student Education/ESOL/Reading ⁶⁸

⁶⁷Aggregated programs.

⁶⁸Aggregated programs.

Institution	Program Name
Florida Atlantic University	Reading
Florida Atlantic University	School Counseling
Florida Atlantic University	Social Science
Florida Gateway College	Educator Preparation Institute
Florida Gulf Coast University	Exceptional Student Education/ESOL/Reading
Florida Gulf Coast University	School Counseling
Florida Gulf Coast University	Social Science
Florida International University	Art and Art (MAT)
Florida International University	Biology, Chemistry, Earth/Space Science, and Physics ⁶⁹
Florida International University	English/ESOL and English/ESOL/Reading ⁷⁰
Florida International University	PK-Primary Education/ESOL/ Reading
Florida International University	Reading
Florida International University	School Counseling
Florida International University	School Psychologist
Florida Memorial University	Elementary Education/ESOL and Elementary Education/ESOL/Reading ⁷¹
Florida Memorial University	Reading/ESOL
Florida Southern College	Elementary Education/ESOL/Reading
Florida Southern College	Music
Florida Southwestern State College	Elementary Education/ESOL/Reading
Florida State College at Jacksonville	Educator Preparation Institute
Florida State University	Biology (FSU-Teach), Chemistry (FSU-Teach), Earth/Space Science (FSU-Teach), and Physics (FSU-Teach) ⁷²
Florida State University	School Psychologist
Indian River State College	Educator Preparation Institute
Indian River State College	Exceptional Student Education/ESOL and Exceptional Student Education/ESOL/Reading ⁷³
Indian River State College	Middle Grades Mathematics
Manatee Professional Learning Certification Program	Professional Learning Certification Program
Miami Dade College	Mathematics
Miami Dade College	Preschool Ed/ PK-Primary Ed/ ESOL/ Reading/ PK-Primary Disabilities

⁶⁹Aggregated programs.

⁷⁰Aggregated programs.

⁷¹Aggregated programs.

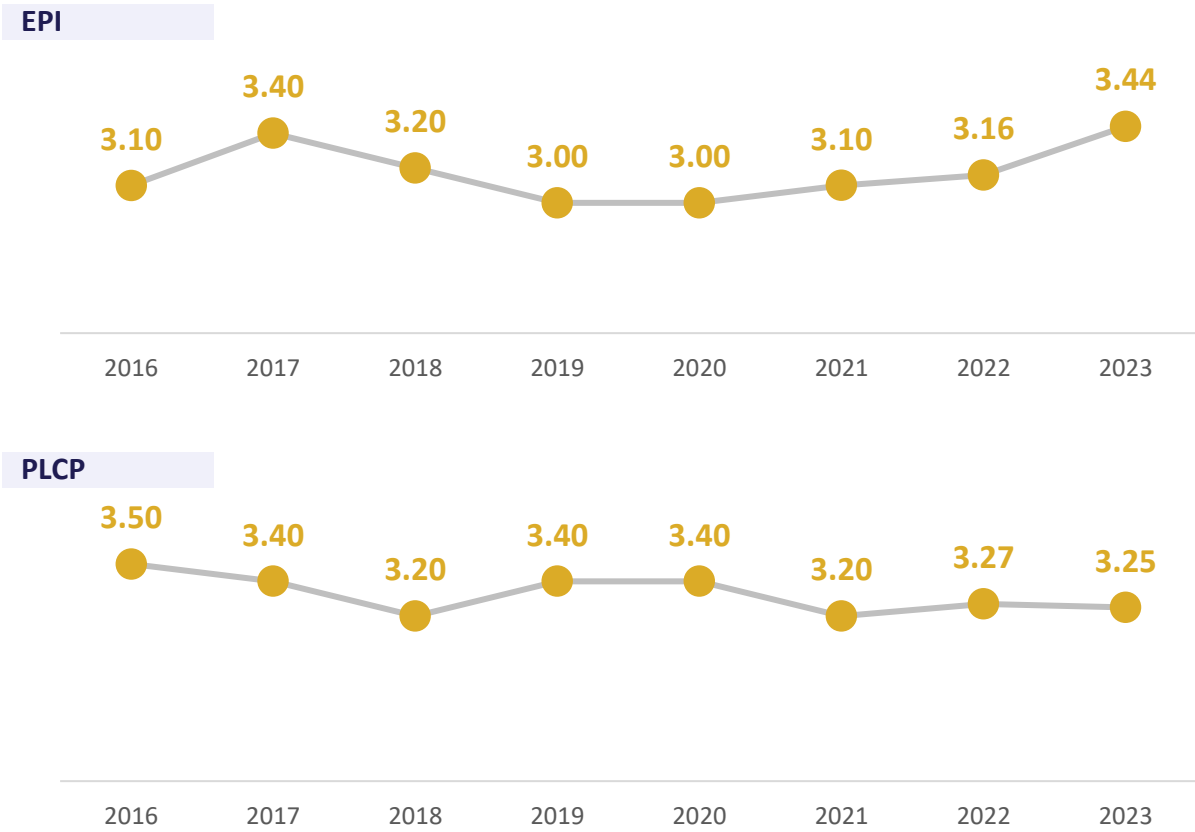
⁷²Aggregated programs.

⁷³Aggregated programs.

Institution	Program Name
Northwest Florida State College	Elementary Education/ESOL/Reading
Nova Southeastern University	Elementary Education/ESOL/Reading
Nova Southeastern University	Exceptional Student Education/ESOL
Nova Southeastern University	Reading
Palm Beach Atlantic University	Elementary Education/ESOL/Reading
Pasco-Hernando State College	Educator Preparation Institute
Pinellas Professional Learning Certification Program	Professional Learning Certification Program
Polk Professional Learning Certification Program	Professional Learning Certification Program
Polk State College	Educator Preparation Institute
Saint Leo University	Elementary Education/ESOL/Reading
Saint Leo University	Exceptional Student Education/ESOL/Reading
Saint Leo University	Reading
Seminole State College	Educator Preparation Institute
South Florida State College	Elementary Education/ESOL/Reading
Southeastern University	Music
St. Johns River State College	Educator Preparation Institute
St. Petersburg College	Exceptional Student Education/ESOL/Reading
St. Petersburg College	PK-Primary Education/ESOL/ Reading
State College of Florida, Manatee-Sarasota	Educator Preparation Institute
Stetson University	Elementary Education/ESOL/Reading
University of Central Florida	Exceptional Student Education/ESOL/Reading
University of Central Florida	Music
University of Central Florida	PK-Primary Education/ESOL/ Reading
University of Central Florida	Reading
University of Central Florida	School Counseling
University of Florida	Agriculture
University of Florida	Art
University of Florida	Elementary Education/ESOL/Reading
University of Florida	Preschool Ed/PK-Primary Ed/PK Disabilities/ESOL
University of Florida	School Counseling
University of Florida	Social Science
University of North Florida	Mathematics

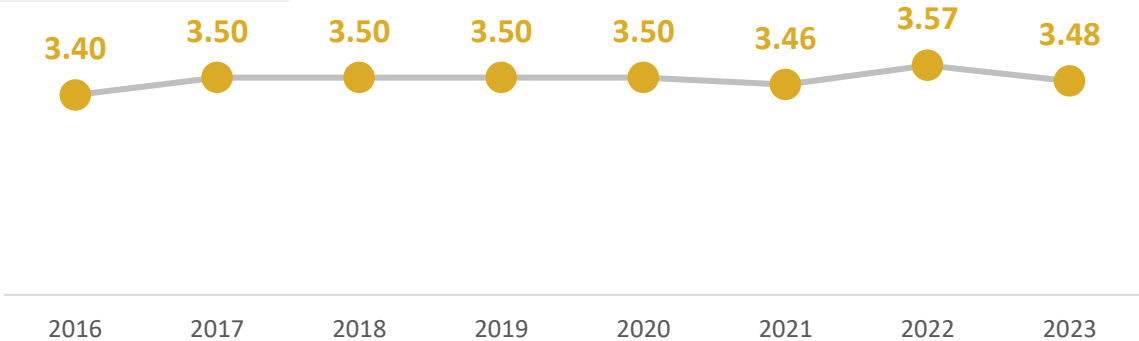
Institution	Program Name
University of North Florida	School Counseling
University of North Florida	Social Science
University of South Florida	Music
University of South Florida	PK-Primary Education/ESOL/ Reading
University of South Florida	School Counseling
University of West Florida	Music
University of West Florida	Physical Education
Warner University	Elementary Education/ESOL and Elementary Education/ESOL/Reading ⁷⁴

Exhibit 30
Average Score for Retention Rate by Program Type

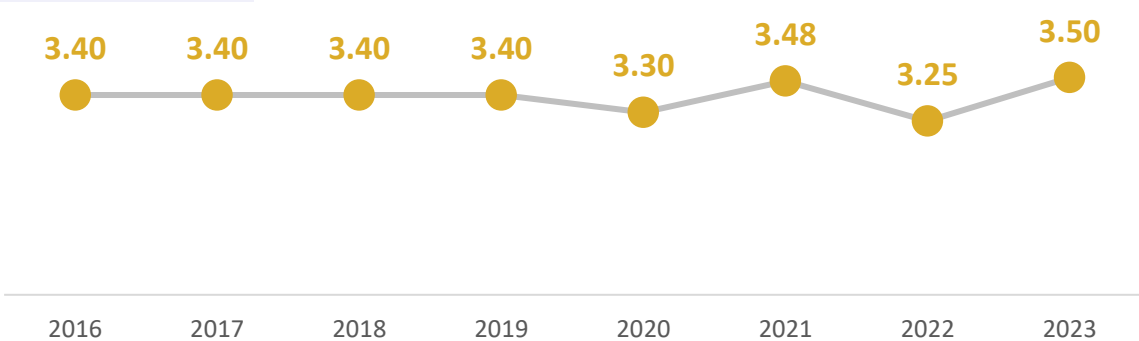


⁷⁴Aggregated programs.

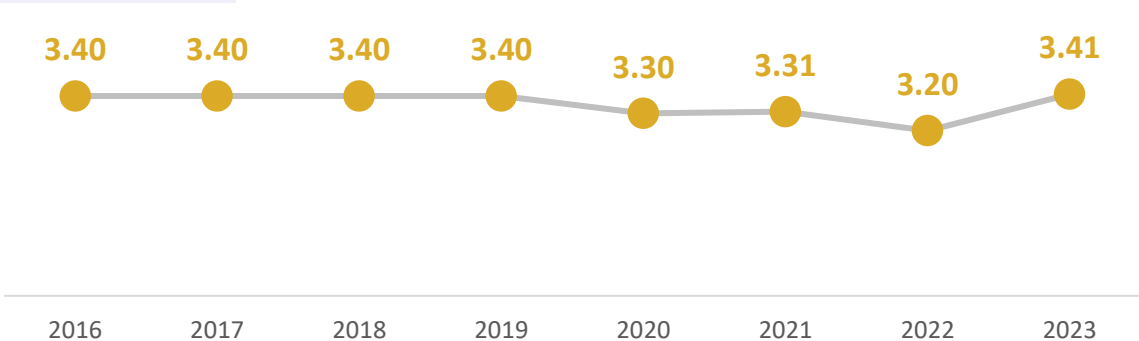
ITP Private Institution



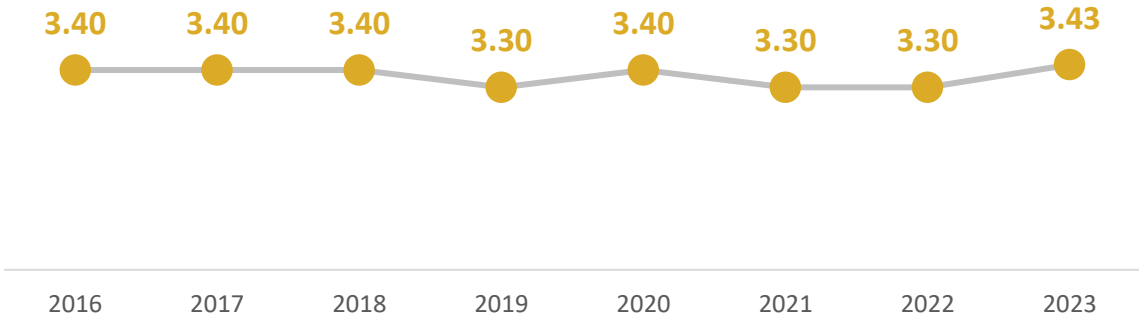
ITP State College



ITP State University



All Programs

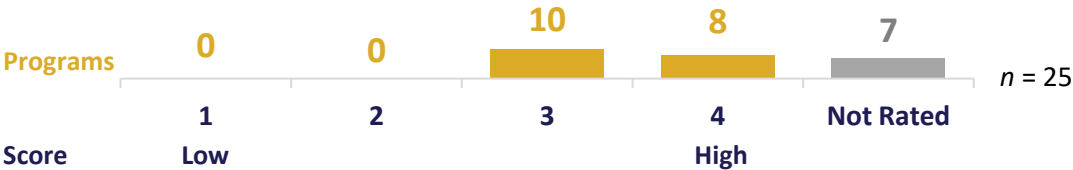


FINDING

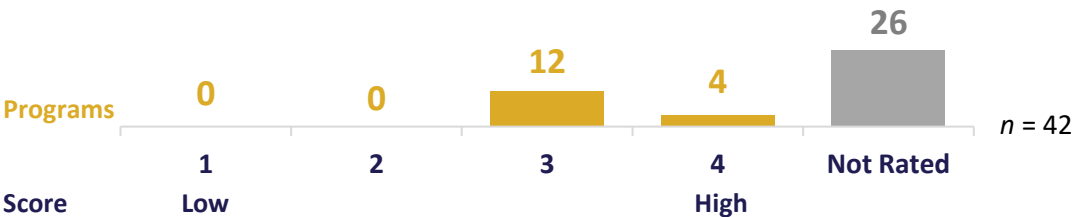
EPIs score highly on placement, presumably because many candidates are already teachers of record. Yet their retention scores are generally lower. Only two EPI programs, St. Johns River State College and the State College of Florida, Manatee-Sarasota, received a 4.0 rating on the retention metric.

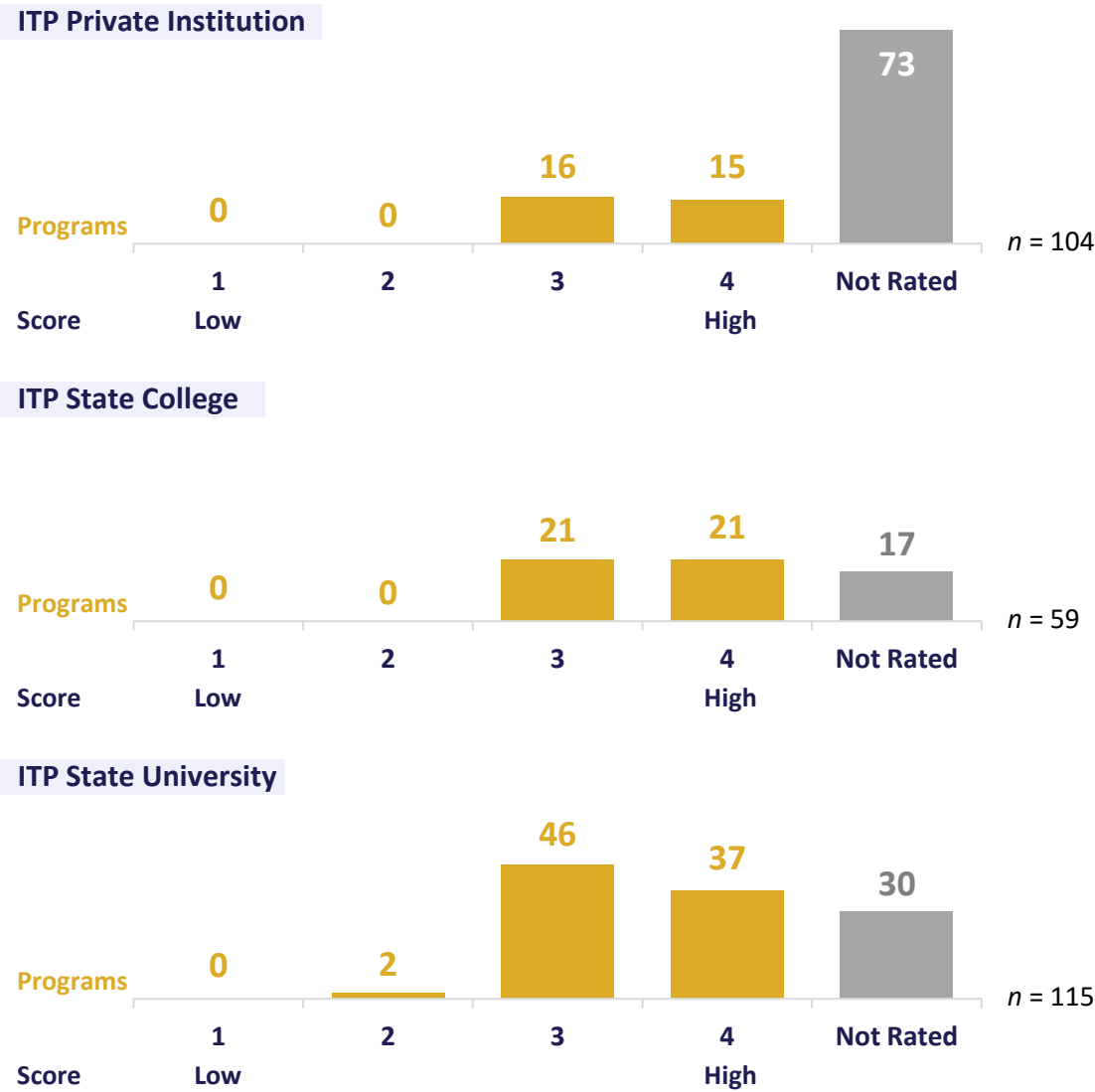
Exhibit 31
Retention Rate Score Distribution by Program Type

EPI



PLCP





Florida continues to have a much lower rate of new teacher attrition than nationally, which generally indicates that 8%⁷⁵ of teachers leave the profession every year with younger teachers and those early in their careers the most likely to leave.

⁷⁵ <https://www.edweek.org/teaching-learning/why-teachers-leave-or-dont-a-look-at-the-numbers/2021/05>

Performance Metric 3—Performance of PK–Grade 12 Students on Statewide Assessments

This metric evaluates the extent to which program completers achieve learning gains for their students once teaching in the classroom. Performance of program completers' students is assessed through the student learning growth formula that is outlined in s. 1012.34, F.S. Student learning growth scores are calculated through a value-added model (VAM), designed to measure the amount a teacher contributes to student learning. The teacher preparation program accountability system looks at classroom performance through three specific lenses: student learning gains as measured in this indicator; student learning gains for specific student subgroups (see Performance Metric 4); and overall teacher evaluation results, which include classroom observations and student learning performance, as well as other measures used by districts (see Performance Metric 5).

Program scores for this metric are based on the performance of students assigned to in-field program completers from the previous three-year period who received a student learning growth score from the most recent academic year for which results are available. The scores of all such program completers are averaged. The score for this metric considers both the average student learning growth score and the confidence interval, which considers the margin of error associated with that score.

Exhibit 32 Performance on Statewide Assessments Scoring Rubric

Level 4	The probability that the average student learning growth among students taught by program completers exceeds the expectations for those students is $\geq 95\%$.
Level 3	The probability that the average student learning growth among students taught by program completers exceeds the expectations for those students is $< 5\%$ AND the probability that the average student learning growth among students taught by program completers falls short of the expectations for those students is $< 5\%$.
Level 2	Not calculated.
Level 1	The probability that the average student learning growth among students taught by program completers falls short of the expectations for those students is $\geq 95\%$.

Not all initial teacher preparation programs will have student learning growth scores. Only programs covering subjects included in statewide student learning growth models (English Language Arts Grades 4-10, Mathematics Grades 4-8, and Algebra 1) will have scores needed to evaluate this performance metric. The 2024 report will include student learning growth scores that reflect updated cut scores for the value-added model assessments.

FINDING

Only 111 of 323 (34%) programs received a score for student learning growth for 2023. The average program score for performance of students on statewide assessments was 2.91, lower than the average of 3.06 last year.

Exhibit 33
Average Program Performance by Students on Statewide Assessments Score 2016-2023

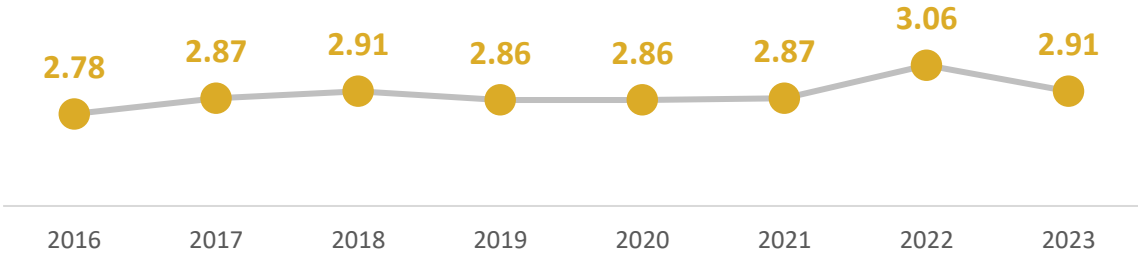
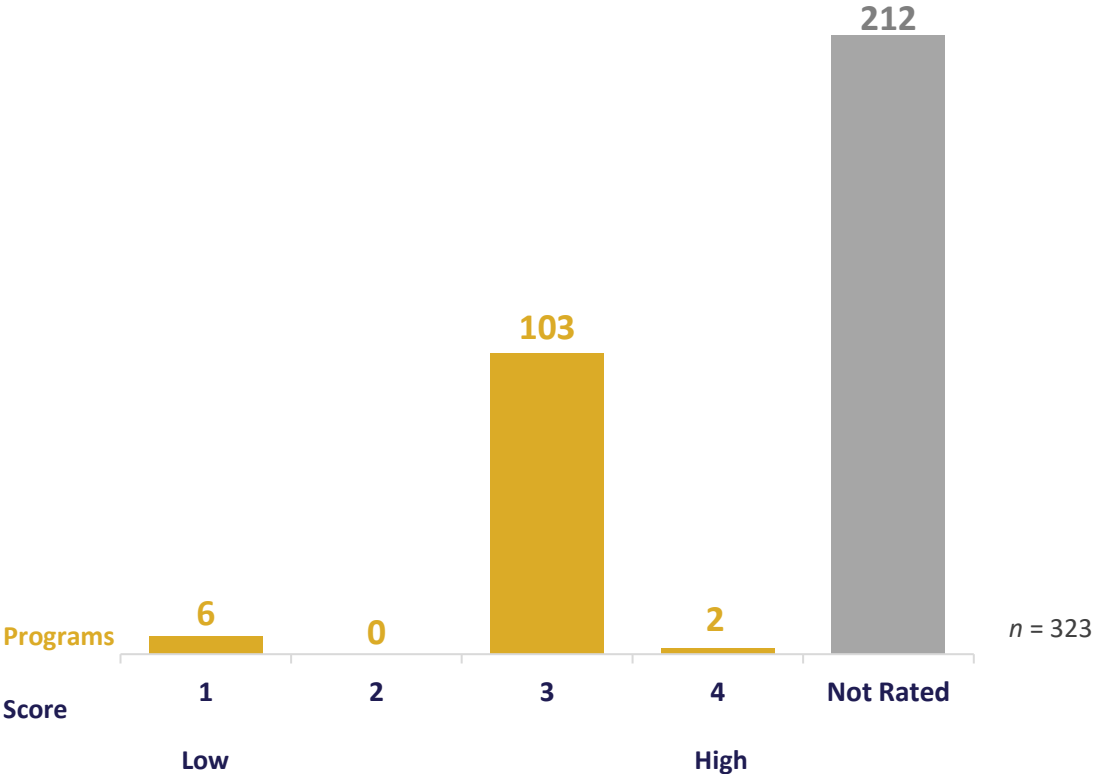


Exhibit 34
Distribution of Program Performance by Students on Statewide Assessments Scores



Most of the 212 state-approved teacher preparation programs that are not rated are in subject areas for which there are no statewide assessments. Twenty-three of these programs are in subject areas, including English and mathematics, for which corresponding statewide assessment data would be expected although new teachers from these programs might teach grade levels in which no such assessment is given, or programs might not have the required minimum of two completers to receive a score on this metric. No programs primarily focused on exceptional student education have a score for this metric, even though students with disabilities are expected to meet the state academic standards, and all but a small percentage of students with disabilities are expected to take statewide assessments.

FINDING

2 programs in the state earned a score of 4.0 on this metric, a decrease from 2022 in which 9 programs earned the highest score.

**Exhibit 35
Programs Earning a Score of 4.0 on Performance by Students on Statewide Assessments**

Institution	Program Name
Hillsborough Community College	Educator Preparation Institute
University of Tampa	Elementary Education/ESOL/Reading

**Exhibit 36
Average Program Scores for Student Learning Growth Metric**

2021 was the first year in which EPI and PLCP programs received scores on this metric.

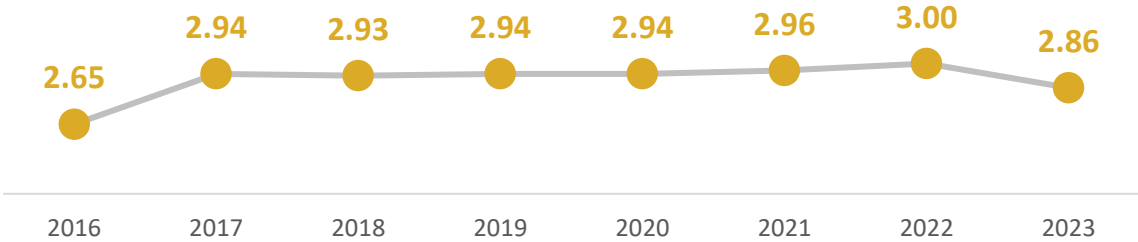
EPI



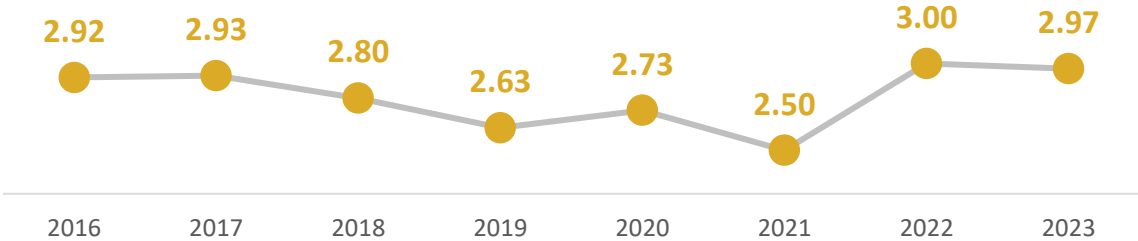
PLCP



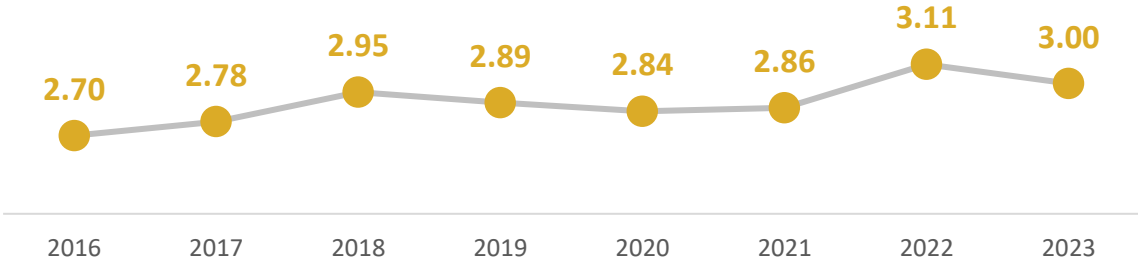
ITP Private Institution



ITP State College



ITP State University



All Programs

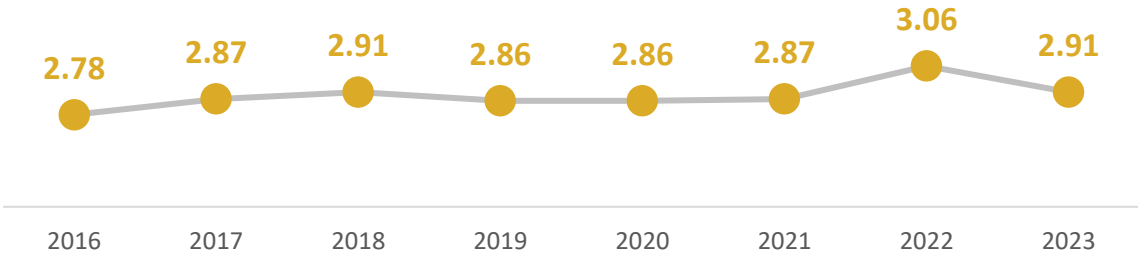
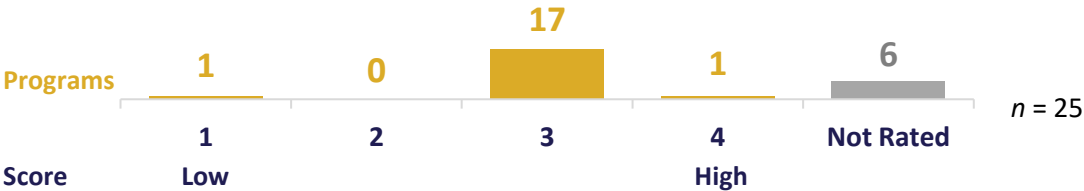
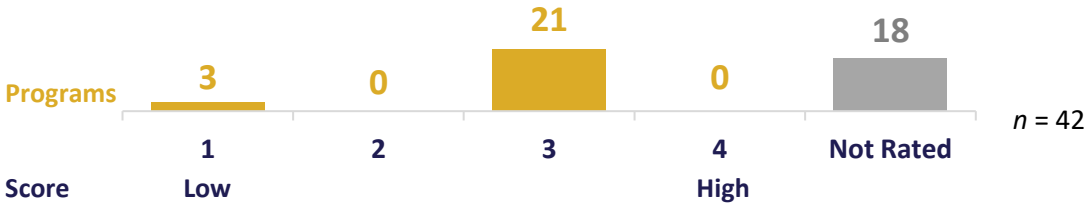


Exhibit 37
Distribution of Program Scores for Student Learning Growth Metric

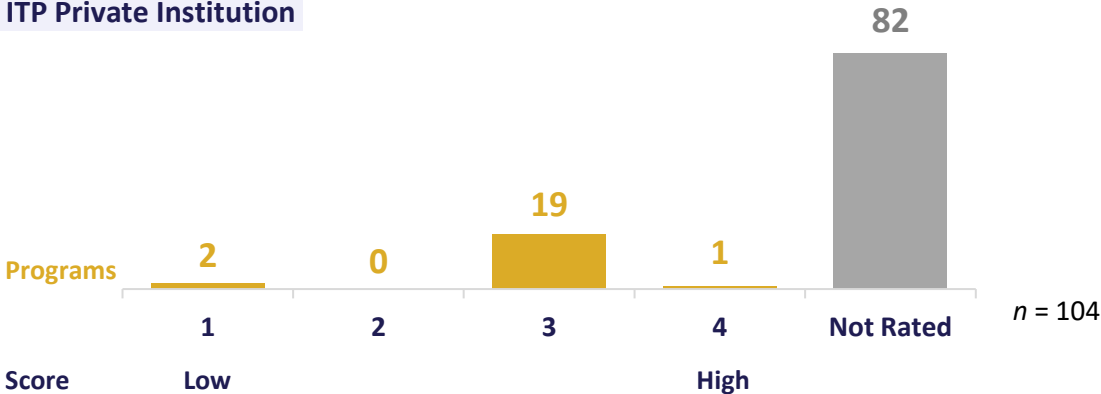
EPI



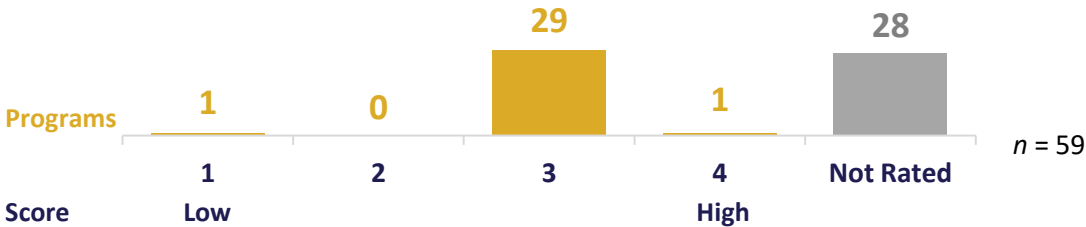
PLCP

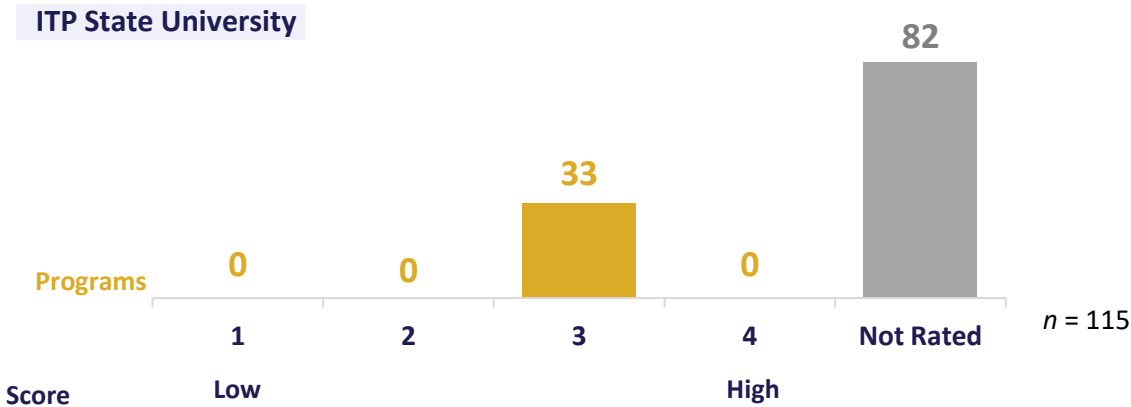


ITP Private Institution



ITP State College





Performance Metric 4—Performance of Student Subgroups on Statewide Assessments

This metric considers a different aspect of completers’ contributions to student learning, specifically the performance of student subgroups. The intent is to measure how well the teacher preparation program prepares completers to work with all students, including the growing population of students in a variety of settings in Florida schools, including economically disadvantaged students, a variety of demographic groups, students with disabilities, and students with limited English proficiency as stated in Rule 6A-5.066(1)(gg)1.-2., F.A.C.

To calculate the learning gains of students by subgroup, teacher VAM scores are disaggregated for the following student subgroups: Caucasian, African American, Hispanic, Asian, Native American, Multiracial, students eligible for free or reduced lunch, students with disabilities, and English language learners. Unlike the previous metric, scoring for the performance of student subgroups is not based on actual VAM scores. Rather, this metric considers the average student learning growth results by each subgroup as compared to the statewide average for these subgroups for all program completers with VAM scores. These percentages are compared to the statewide percentages to determine the number of subgroups that met expectations or exceeded the statewide average to arrive at the program score.

Exhibit 38
Program Performance by Student Subgroups on Statewide Assessments Scoring Rubric

Level 4	At least 75% of the subgroups meet or exceed the state standard for performance.
Level 3	At least 50% but less than 75% of the subgroups meet or exceed the state standard for performance.
Level 2	At least 25% but less than 50% of the subgroups meet or exceed the state standard for performance.
Level 1	Fewer than 25% of the subgroups exceed the state standard for performance.

FINDING

Of the 111 programs receiving a score for student subgroup performance on statewide assessments, the average program score for 2023 was 2.68, an upturn since 2022.

Exhibit 39
Average Program Performance by Student Subgroups on Statewide Assessments Score 2016-2023

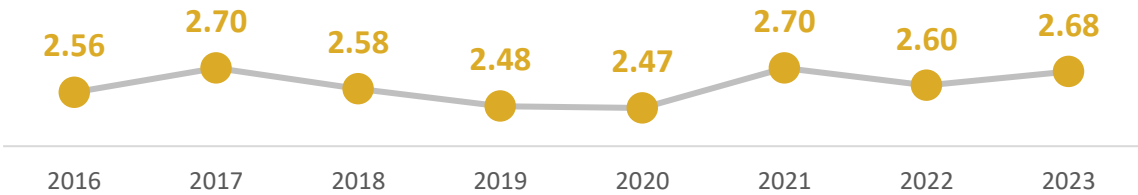


Exhibit 40
Distribution of Performance by Student Subgroups on Statewide Assessments Scores

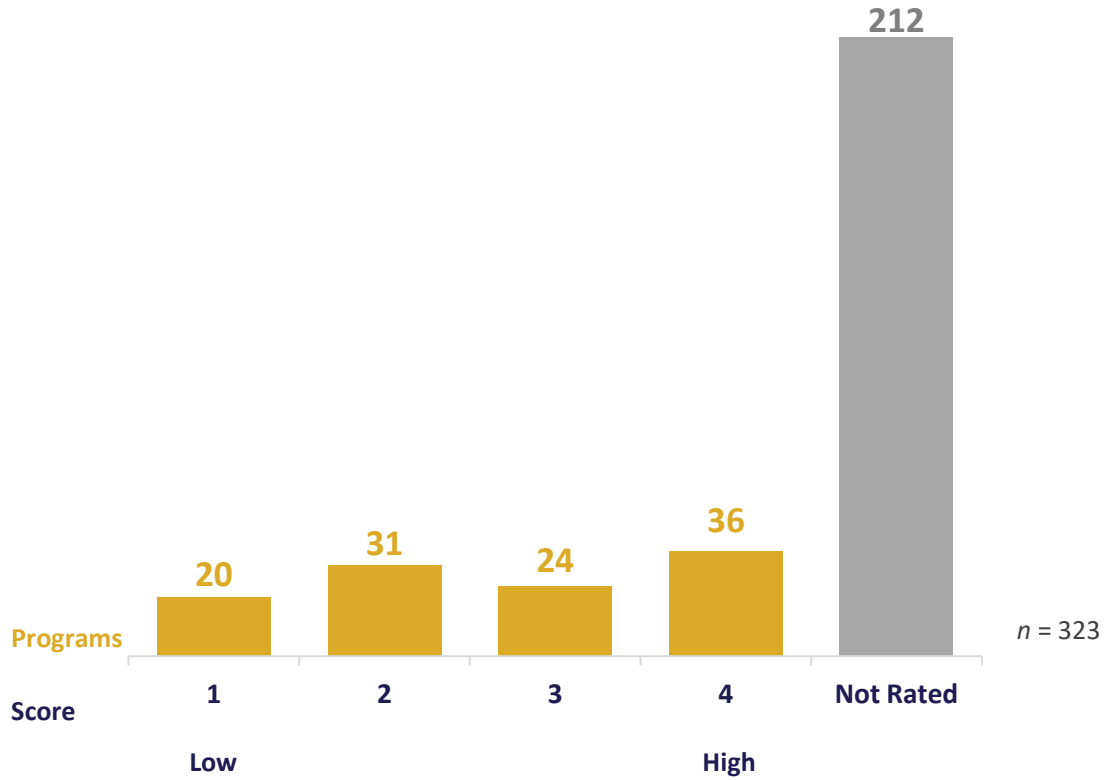


Exhibit 41
Programs Receiving Highest Score (4.0) for Subgroup Student Learning Growth

Institution	Program Name
Alachua County	Professional Learning Certification Program
Baptist College of Florida	Elementary Education/ESOL/Reading
Brevard County	Professional Learning Certification Program
Chipola College	Elementary Education/ESOL/Reading
Daytona State College	Educator Preparation Institute
Duval County	Professional Learning Certification Program
Flagler College	English/ESOL/Reading
Florida Atlantic University	Elementary Education/ESOL and Elementary Education/ESOL/Reading ⁷⁶
Florida Gulf Coast University	Mathematics

⁷⁶Aggregated programs.

Institution	Program Name
Florida Southern College	Elementary Education/ESOL/Reading
Florida Southwestern State College	Elementary Education/ESOL/Reading
Florida State University	Elementary Education/ESOL/Reading
Florida Teachers of Tomorrow	Educator Preparation Institute
Hillsborough Community College	Educator Preparation Institute
Hillsborough County	Professional Learning Certification Program
Indian River State College	Educator Preparation Institute
Indian River State College	Middle Grades Mathematics
Manatee County	Professional Learning Certification Program
Northwest Florida State College	Elementary Education/ESOL/Reading
Nova Southeastern University	Elementary Education/ESOL/Reading
Orange County	Professional Learning Certification Program
Pasco-Hernando State College	Educator Preparation Institute
Polk State College	Educator Preparation Institute
Rollins College	Elementary Education/ESOL/Reading
St. Johns River State College	Educator Preparation Institute
St. Petersburg College	Middle Grades Mathematics
Union County	Professional Learning Certification Program
University of Central Florida	English/ESOL and English/ESOL/Reading ⁷⁷
University of North Florida	Elementary Education/ESOL and Elementary Education/ESOL/Reading ⁷⁸
University of North Florida	English/ESOL and English/ESOL/Reading ⁷⁹
University of North Florida	Middle Grades Mathematics/Middle Grades General Science
University of South Florida	Elementary Education/ ESOL (MAT), Elementary Education/ESOL/Reading, and Elementary Education/ESOL/Reading (MAT) ⁸⁰
University of Tampa	Elementary Education/ESOL/Reading
University of West Florida	Educator Preparation Institute
University of West Florida	Elementary Education/ESOL/Reading
Valencia College	Educator Preparation Institute

⁷⁷Aggregated programs.

⁷⁸Aggregated programs.

⁷⁹Aggregated programs.

⁸⁰Aggregated programs.

FINDING

Two programs received the highest possible score for both student learning growth overall and student learning growth by subgroups, as shown in Exhibit 42. Two programs (PLCP at Palm Beach County and English at Florida Southern College) received the lowest possible score for both.

Exhibit 42
Programs Receiving Highest Score (4.0) for Overall and Subgroup Student Learning Growth

Institution	Program Name
Hillsborough Community College	Educator Preparation Institute
University of Tampa	Elementary Education/ESOL/Reading

Exhibit 43
Average Program Score for Subgroup Student Learning Growth Metric

2021 was the first year in which PLCP and EPI programs received scores on this metric.

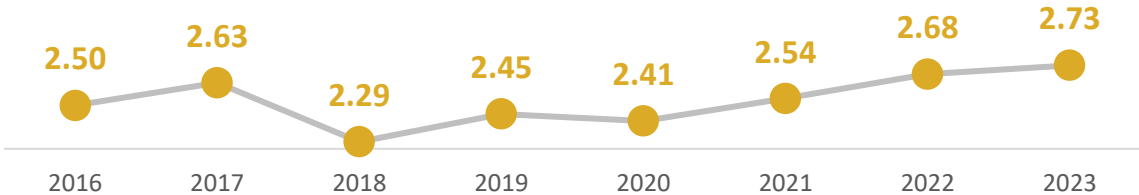
EPI



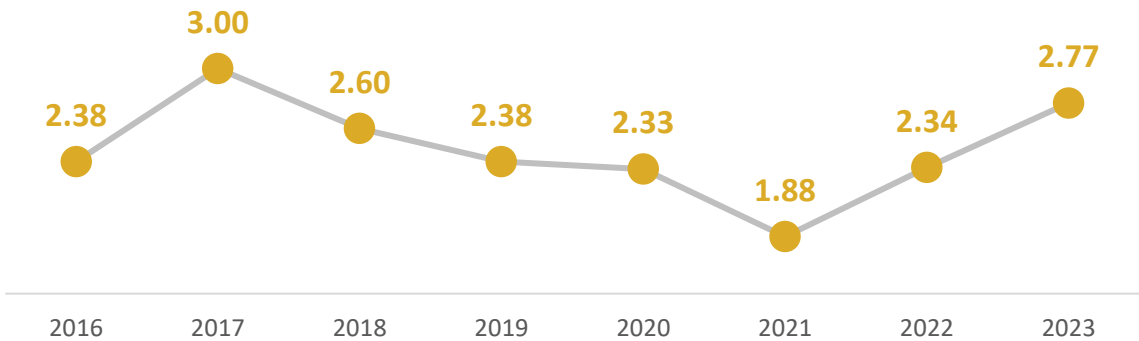
PLCP



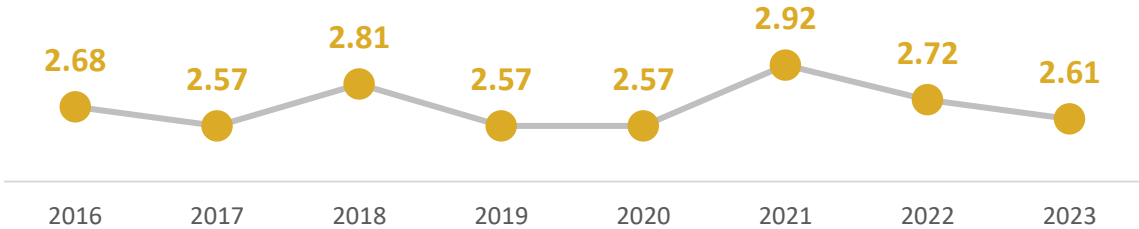
ITP Private Institution



ITP State College



ITP State University



All Programs

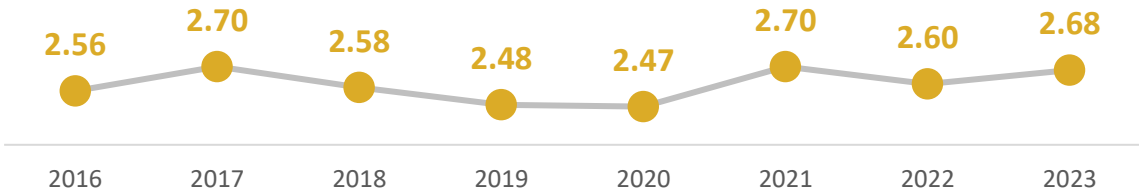
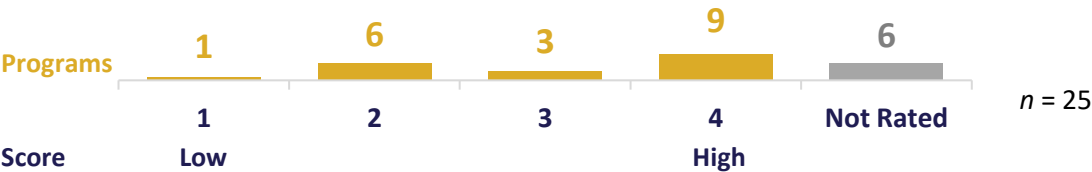
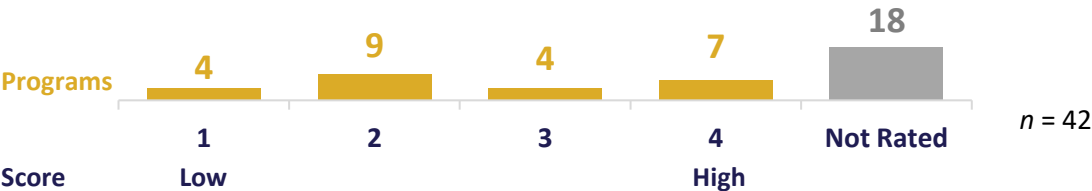


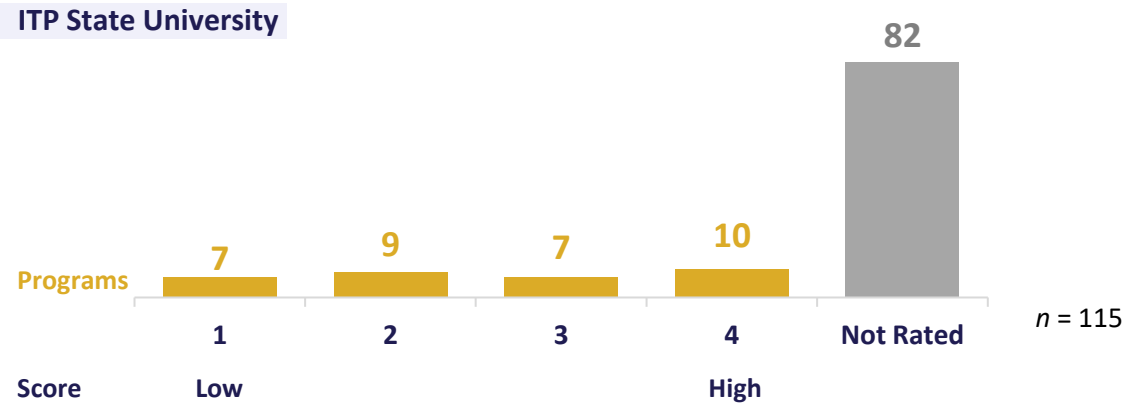
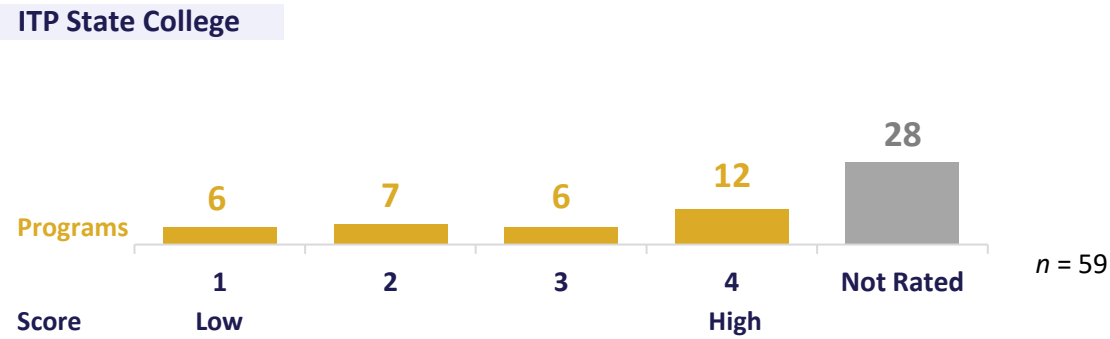
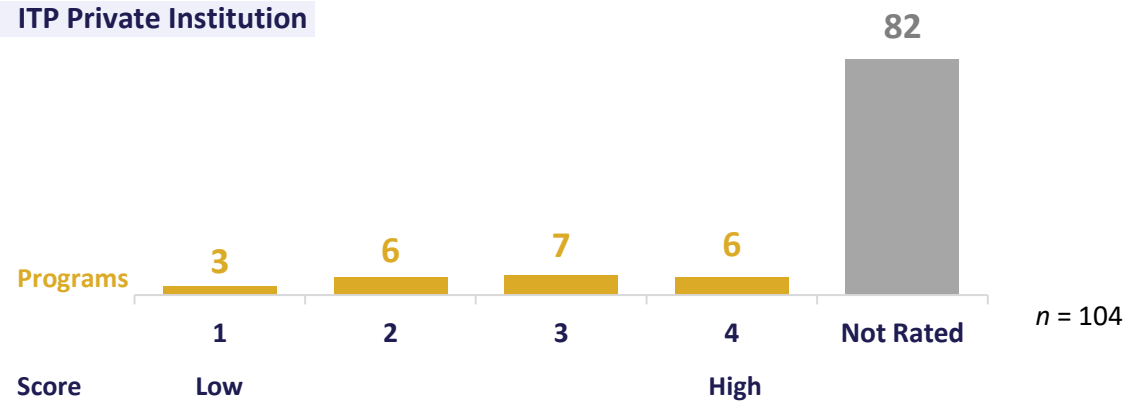
Exhibit 44
Distribution of Program Scores for Subgroup Student Learning Growth Metric

EPI



PLCP





Performance Metric 5—Teacher Evaluations

This metric considers the results of annual teacher evaluations from the most recent academic year for program completers from the previous three-year period. Florida requires that all teachers receive an annual evaluation that results in a rating of highly effective, effective, needs

improvement (for teachers teaching more than three years) or developing (for teachers with experience of three years or less), or unsatisfactory as specified in s. 1012.34, F.S.

School districts and charter schools develop their own teacher evaluation systems consistent with state law and guidelines. Growth or achievement data for the teacher’s students and observation of instructional practice must each comprise at least one third of the evaluation. Other measures can be added at each charter school or districts’ discretion. The addition of this metric, in addition to the metrics looking solely at student learning gains, is important for two reasons. First, this metric allows for consideration of other factors used by districts to evaluate teacher performance, including classroom observations. This metric also allows consideration of performance for many more teachers who do not teach grades or subjects associated with statewide assessments. Scoring for this metric is based on the percentage of teachers receiving highly effective and effective ratings.

**Exhibit 45
Program Performance on Annual Teacher Evaluation Scoring Rubric**

Level 4	At least 30% of the program’s completers received a highly effective rating and 90 to 100% of the program’s completers received either highly effective or effective ratings, and no completers were rated unsatisfactory.
Level 3	Program did not meet criteria for Level 4, but at least 80% of the program’s completers received either highly effective or effective ratings, and no completers were rated unsatisfactory.
Level 2	Program did not meet criteria for Level 3, but at least 60% of the program’s completers received a highly effective or effective rating and no more than 5% (more than one for $n < 20$) of the program’s completers were rated unsatisfactory.
Level 1	Program did not meet criteria for Level 2, 3, or 4.

FINDING

230 out of 323 programs (71%) received a teacher evaluation score for 2023.

Exhibit 46
Average Program Score for Teacher Evaluations 2016-2023

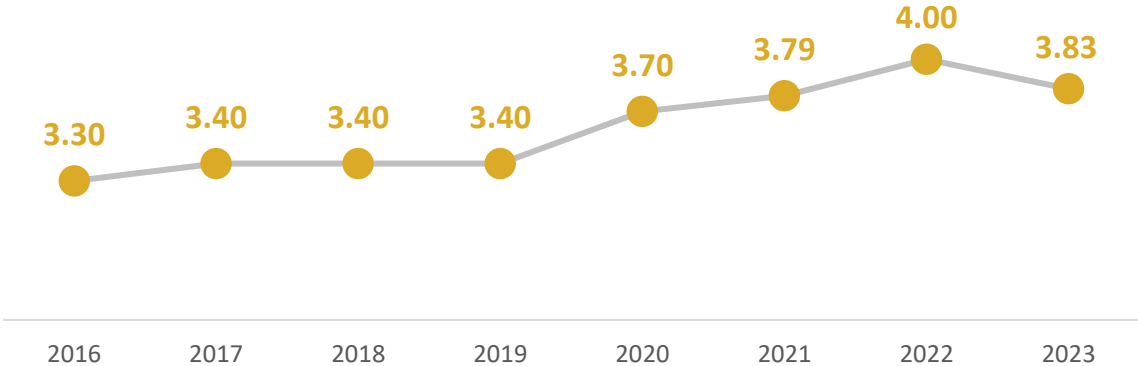


Exhibit 47
Distribution of Teacher Evaluation Scores

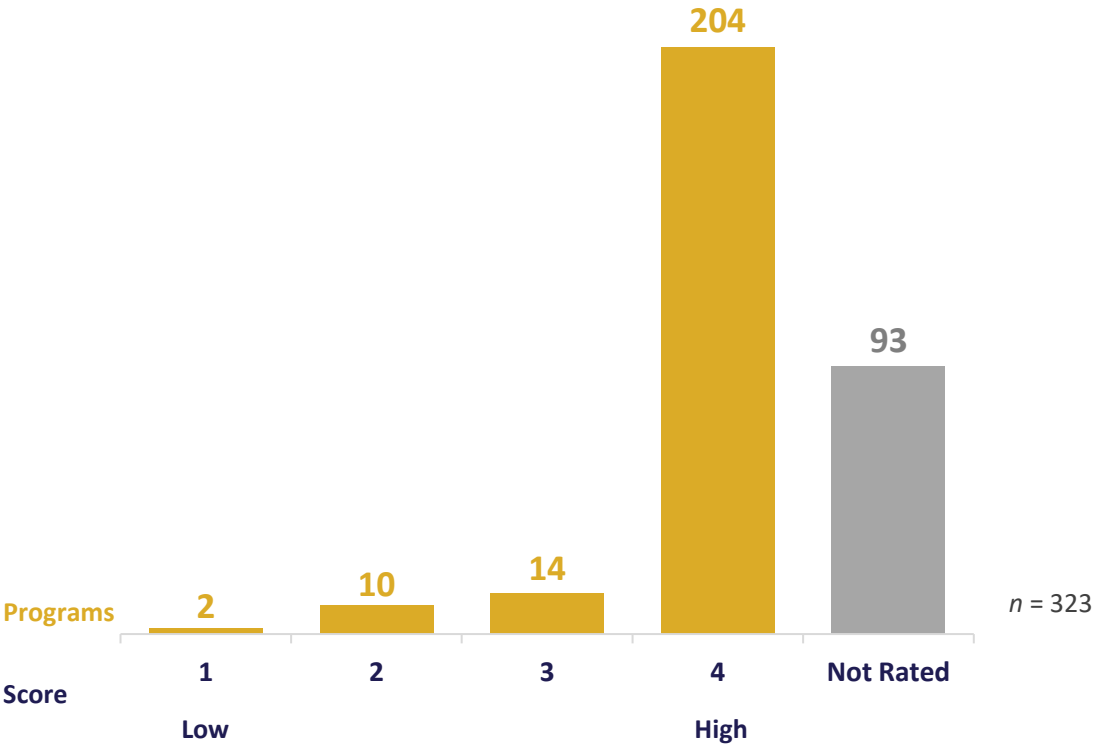


Exhibit 48
Programs Receiving the Highest Score (4.0) for Teacher Evaluation Ratings

Institution	Program Name	Final Score
Alachua County	Professional Learning Certification Program	3.5
Ave Maria University	Elementary Education/ESOL/Reading	4
Baker County	Professional Learning Certification Program	2.7
Barry University	Elementary Education/ESOL/Reading	3
Barry University	Reading	2.8
Barry University	School Psychologist	4
Bay County	Professional Learning Certification Program	2.5
Bethune-Cookman University	Elementary Education/ESOL/Reading	1
Bethune-Cookman University	Exceptional Student Education/ESOL/Reading	1
Bethune-Cookman University	Music	2.5
Bradford County	Professional Learning Certification Program	1
Brevard County	Professional Learning Certification Program	3.5
Broward College	Biology and Middle Grades General Science	1
Broward College	Educator Preparation Institute	3
Broward College	Exceptional Student Education/ESOL/Autism Spectrum Disorders/Reading and Exceptional Student Education/ESOL/Reading ⁸¹	3.7
Broward College	Mathematics	3
Broward College	Middle Grades Mathematics	1
Broward County	Professional Learning Certification Program	2.5
Chipola College	Biology and Middle Grades General Science	1
Chipola College	Elementary Education/ESOL/Reading	3.8
College of Central Florida	PK-Primary Education/ESOL/Reading/PK Disabilities	4
Collier County	Professional Learning Certification Program	3
Daytona State College	Educator Preparation Institute	3.6
Daytona State College	Exceptional Student Education/ESOL/Reading	3.7
Daytona State College	Mathematics	3.4
Duval County	Professional Learning Certification Program	3.5
Escambia County	Professional Learning Certification Program	2.8
Flagler College	Elementary Education/ Deaf or Hard of Hearing/ ESOL/Reading	3.2

⁸¹ Aggregated programs.

Institution	Program Name	Final Score
Flagler College	Elementary Education/ESOL/Reading	3
Flagler College	Elementary Education/Exceptional Student Education/ESOL/Reading	3.2
Flagler College	English/ESOL/Reading	3.3
Florida Agricultural and Mechanical University	Elementary Education/ESOL/Reading	3.3
Florida Agricultural and Mechanical University	English/ESOL and English/ESOL/Reading	1
Florida Agricultural and Mechanical University	School Counseling	1
Florida Agricultural and Mechanical University	Social Science	1
Florida Atlantic University	Art	1
Florida Atlantic University	Biology, Chemistry, and Physics	3.3
Florida Atlantic University	Elementary Education/ESOL and Elementary Education/ESOL/Reading ⁸²	3.2
Florida Atlantic University	English/ESOL and English/ESOL/Reading	3.2
Florida Atlantic University	Exceptional Student Education/ESOL and Exceptional Student Education/ESOL/Reading	3.7
Florida Atlantic University	Mathematics	3.2
Florida Atlantic University	Music	3
Florida Atlantic University	Reading	4
Florida Atlantic University	School Counseling	4
Florida Atlantic University	Social Science	4
Florida College	Elementary Education/ESOL and Elementary Education/ESOL/Reading	3
Florida College	Music	4
Florida Gateway College	Educator Preparation Institute	3.4
Florida Gulf Coast University	Biology	1
Florida Gulf Coast University	Educator Preparation Institute	3.4
Florida Gulf Coast University	Elementary Education/ESOL/Reading	2.8
Florida Gulf Coast University	Exceptional Student Education/ESOL/Reading	3.7
Florida Gulf Coast University	Mathematics	3.4
Florida Gulf Coast University	Music	3.3

⁸² Aggregated programs.

Institution	Program Name	Final Score
Florida Gulf Coast University	PK-Primary Education/ESOL/Reading/PK Disabilities	3
Florida Gulf Coast University	School Counseling	3.3
Florida Gulf Coast University	Social Science	3.7
Florida International University	Art and Art (MAT)	4
Florida International University	Biology, Chemistry, Earth/Space Science, and Physics ⁸³	3.3
Florida International University	Elementary Education/ESOL/Reading	2.8
Florida International University	English/ESOL and English/ESOL/Reading ⁸⁴	2.9
Florida International University	Exceptional Student Education/ESOL/Reading	3
Florida International University	Mathematics	4
Florida International University	Music	3.5
Florida International University	PK-Primary Education/ESOL/ Reading	3.7
Florida International University	Reading	3.5
Florida International University	School Counseling	3.3
Florida International University	School Psychologist	3.7
Florida International University	Social Science	3
Florida Southern College	Elementary Education/ESOL/Reading	3.8
Florida Southern College	Music	4
Florida Southern College	Social Science	1
Florida State College at Jacksonville	PK-Primary Education/ESOL and PK-Primary Education/ESOL/ Reading ⁸⁵	3
Florida State University	Art	2.7
Florida State University	Biology (FSU-Teach), Chemistry (FSU-Teach), Earth/Space Science (FSU-Teach), and Physics (FSU-Teach) ⁸⁶	3.7
Florida State University	Elementary Education/ESOL/Reading	3.5
Florida State University	English/ESOL and English/ESOL/Reading ⁸⁷	3.4
Florida State University	Exceptional Student Education/ESOL/Autism Spectrum Disorders/Reading	3
Florida State University	Mathematics (FSU-Teach)	3.2
Florida State University	Music	3.3

⁸³Aggregated programs.

⁸⁴Aggregated programs.

⁸⁵Aggregated programs.

⁸⁶Aggregated programs.

⁸⁷Aggregated programs.

Institution	Program Name	Final Score
Florida State University	School Psychologist	3.3
Florida State University	Social Science	3.7
Florida State University	Visually Impaired	3.3
Florida Teachers of Tomorrow	Educator Preparation Institute	3.8
Gadsden County	Professional Learning Certification Program	3.3
Gilchrist County	Professional Learning Certification Program	1
Indian River County	Professional Learning Certification Program	3
Indian River State College	Biology and Middle Grades General Science	3
Indian River State College	Educator Preparation Institute	3.8
Indian River State College	Elementary Education/ESOL/Reading	2.8
Indian River State College	Exceptional Student Education/ESOL and Exceptional Student Education/ESOL/Reading ⁸⁸	3.7
Jacksonville University	Elementary Education/ESOL/Reading	1
Lake County	Professional Learning Certification Program	3.3
Lee County	Professional Learning Certification Program	3
Levy County	Professional Learning Certification Program	3
Lynn University	Exceptional Student Education/ESOL/Autism Spectrum Disorders/Reading	1
Manatee County	Professional Learning Certification Program	3.8
Marion County	Professional Learning Certification Program	1
Miami Dade College	Biology	3.5
Miami Dade College	Exceptional Student Education/ESOL/Reading	3.3
Miami Dade College	Mathematics	3.2
Miami Dade College	Preschool Ed/ PK-Primary Ed/ ESOL/ Reading/ PK-Primary Disabilities	3.7
Miami-Dade County	Professional Learning Certification Program	3
Northwest Florida State College	Elementary Education/ESOL/Reading	3.8
Nova Southeastern University	Elementary Education/ESOL/Reading	3.8
Nova Southeastern University	Exceptional Student Education/ESOL	3.2
Nova Southeastern University	Reading	3.5
Nova Southeastern University	School Counseling	3.3
Nova Southeastern University	School Psychologist	3.3
Okaloosa County	Professional Learning Certification Program	3.5
Orange County	Professional Learning Certification Program	3.5

⁸⁸Aggregated programs.

Institution	Program Name	Final Score
Palm Beach Atlantic University	Elementary Education/ESOL/Reading	3
Palm Beach Atlantic University	English/ESOL	1
Palm Beach Atlantic University	Music	1
Palm Beach County	Professional Learning Certification Program	2.3
Palm Beach State College	Educator Preparation Institute	3.2
Pasco-Hernando State College	Educator Preparation Institute	3.8
Pasco County	Professional Learning Certification Program	3
Pinellas County	Professional Learning Certification Program	3.3
Polk County	Professional Learning Certification Program	3.3
Polk State College	Elementary Education/ESOL/Reading	2.8
Polk State College	PK-Primary Education/ESOL/ Reading	4
Rollins College	Elementary Education/ESOL/Reading	3
Rollins College	Music	4
Saint Leo University	Exceptional Student Education/ESOL/Reading	3.7
Saint Leo University	Middle Grades Social Science and Middle Grades Social Science/Reading ⁸⁹	1
Saint Leo University	Reading	3.7
Santa Rosa County	Professional Learning Certification Program	3.3
Seminole State College	Educator Preparation Institute	3.4
Southeastern University	Elementary Education/ESOL/Reading	2.8
Southeastern University	English/ESOL and English/ESOL/Reading ⁹⁰	3.3
Southeastern University	Mathematics	1
Southeastern University	Music	4
St. Johns River State College	Educator Preparation Institute	3.8
St. Johns River State College	PK-Primary Education/ESOL/ Reading	3.7
St. Petersburg College	Biology and Middle Grades General Science ⁹¹	3.7
St. Petersburg College	Educator Preparation Institute	3.4
St. Petersburg College	Elementary Education/ESOL/Reading	3.5
St. Petersburg College	Exceptional Student Education/ESOL/Reading	4
St. Petersburg College	Mathematics	2.6
St. Petersburg College	Middle Grades Mathematics	3.4
State College of Florida, Manatee-Sarasota	Educator Preparation Institute	3.4

⁸⁹Aggregated programs.

⁹⁰Aggregated programs.

⁹¹Aggregated programs.

Institution	Program Name	Final Score
Stetson University	Elementary Education/ESOL/Reading	3.6
Stetson University	Music	3.3
Sumter County	Professional Learning Certification Program	1
Suwannee County	Professional Learning Certification Program	1
Trinity International University	Elementary Education/ESOL/Reading	1
Union County	Professional Learning Certification Program	3.7
University of Central Florida	Art	3.7
University of Central Florida	Biology, Chemistry, Middle Grades General Science, and Physics ⁹²	3.3
University of Central Florida	Elementary Education/ESOL/Reading	3
University of Central Florida	English/ESOL and English/ESOL/Reading	3.5
University of Central Florida	Exceptional Student Education/ESOL/Reading	4
University of Central Florida	French, French/ESOL, Spanish, and Spanish/ESOL	1
University of Central Florida	Mathematics	3.2
University of Central Florida	Music	3.7
University of Central Florida	Physical Education	1
University of Central Florida	PK-Primary Education/ESOL/ Reading	3.7
University of Central Florida	Reading	3.2
University of Central Florida	School Counseling	3.3
University of Central Florida	School Psychologist	3.7
University of Central Florida	Social Science	3.3
University of Florida	Agriculture	3.7
University of Florida	Art	3.7
University of Florida	Educator Preparation Institute	3
University of Florida	Elementary Education/ESOL/Reading	3.2
University of Florida	Elementary Education/Exceptional Student Education/ESOL/Reading	3.5
University of Florida	Music	3.3
University of Florida	Preschool Ed/ PK-Primary Ed/ PK Disabilities/ESOL	3.3
University of Florida	School Counseling	3
University of Florida	School Psychologist	3
University of Florida	Social Science	3.3

⁹²Aggregated programs.

Institution	Program Name	Final Score
University of Miami	Elementary Education/Exceptional Student Education/ESOL/Reading	2.9
University of Miami	Music	2.7
University of North Florida	Biology, Chemistry, and Physics	4
University of North Florida	Elementary Education/ESOL and Elementary Education/ESOL/Reading ⁹³	3.4
University of North Florida	Exceptional Student Education/ESOL and Exceptional Student Education/ESOL/Reading (MAT) ⁹⁴	3.7
University of North Florida	Mathematics	3
University of North Florida	Middle Grades Mathematics/Middle Grades General Science	3.5
University of North Florida	Music	4
University of North Florida	PK-Primary Education/ESOL and PK-Primary Education/ESOL/Reading ⁹⁵	2.9
University of North Florida	Social Science	3.3
University of South Florida	Elementary Education/ ESOL (MAT), Elementary Education/ESOL/Reading, and Elementary Education/ESOL/Reading (MAT) ⁹⁶	3.6
University of South Florida	Elementary Education/Exceptional Student Education/ESOL/Reading	3.2
University of South Florida	English/ESOL, English/ESOL (MAT), English/ESOL/Reading, and English/ESOL/Reading (MAT) ⁹⁷	3.2
University of South Florida	Exceptional Student Education/ESOL/Reading and Exceptional Student Education/ESOL/Reading (MAT) ⁹⁸	3.3
University of South Florida	Middle Grades Mathematics (MAT) and Middle Grades Mathematics ⁹⁹	2.8
University of South Florida	Music	4
University of South Florida	Physical Education	3.3
University of South Florida	PK-Primary Education/ESOL/ Reading	3.5

⁹³Aggregated programs.

⁹⁴Aggregated programs.

⁹⁵Aggregated programs.

⁹⁶Aggregated programs.

⁹⁷Aggregated programs.

⁹⁸Aggregated programs.

⁹⁹Aggregated programs.

Institution	Program Name	Final Score
University of South Florida	School Counseling	4
University of South Florida	School Psychologist	3
University of South Florida	Social Science and Social Science (MAT) ¹⁰⁰	3.3
University of Tampa	Biology	3
University of Tampa	Elementary Education/ESOL/Reading	3.2
University of Tampa	Social Science	3.5
University of West Florida	Educator Preparation Institute	3.2
University of West Florida	Elementary Education/ESOL/Reading	3.7
University of West Florida	Elementary Education/Exceptional Student Education/ESOL/Reading	3.4
University of West Florida	Music	3.7
University of West Florida	Physical Education	4
University of West Florida	Reading	3.2
Valencia College	Educator Preparation Institute	3.6
Warner University	Elementary Education/ESOL and Elementary Education/ESOL/Reading ¹⁰¹	2.8

Important context for understanding the analysis of this metric is that nearly all teachers in Florida receive an effective or highly effective rating on their evaluation. State data show that 98% of teachers receive an annual rating of effective or highly effective. Given the lack of differentiation among the underlying data, the high program scores in past years are not surprising.

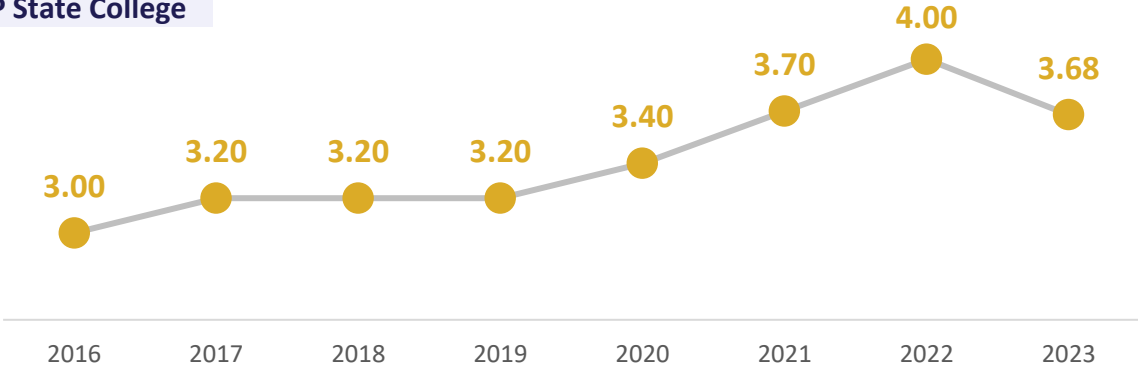
¹⁰⁰Aggregated programs.

¹⁰¹Aggregated programs.

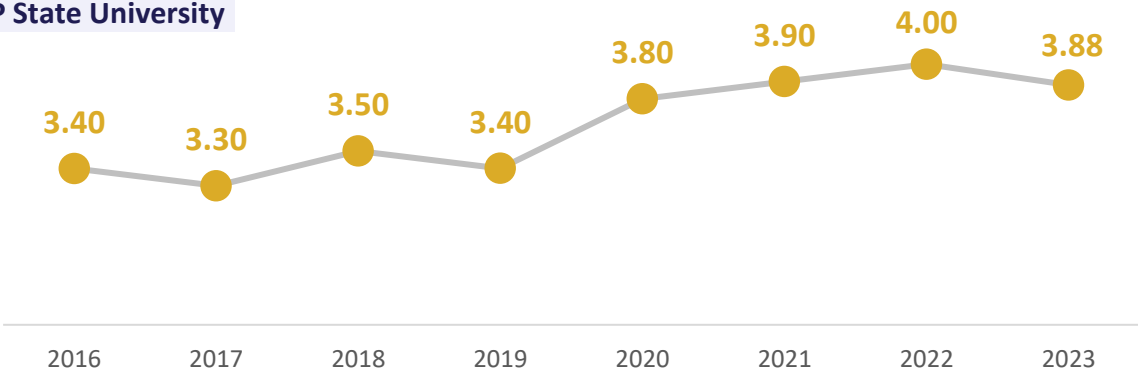
Exhibit 49
Average Program Scores for Teacher Evaluation Metric



ITP State College



ITP State University



All Programs

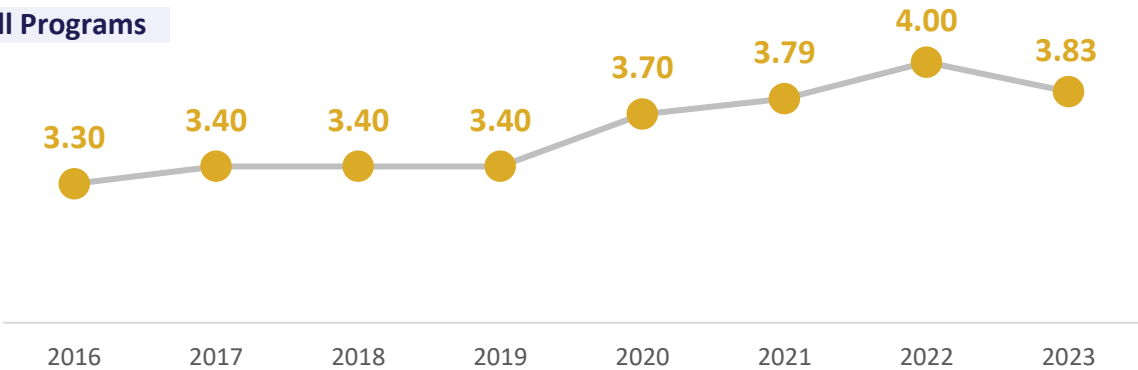
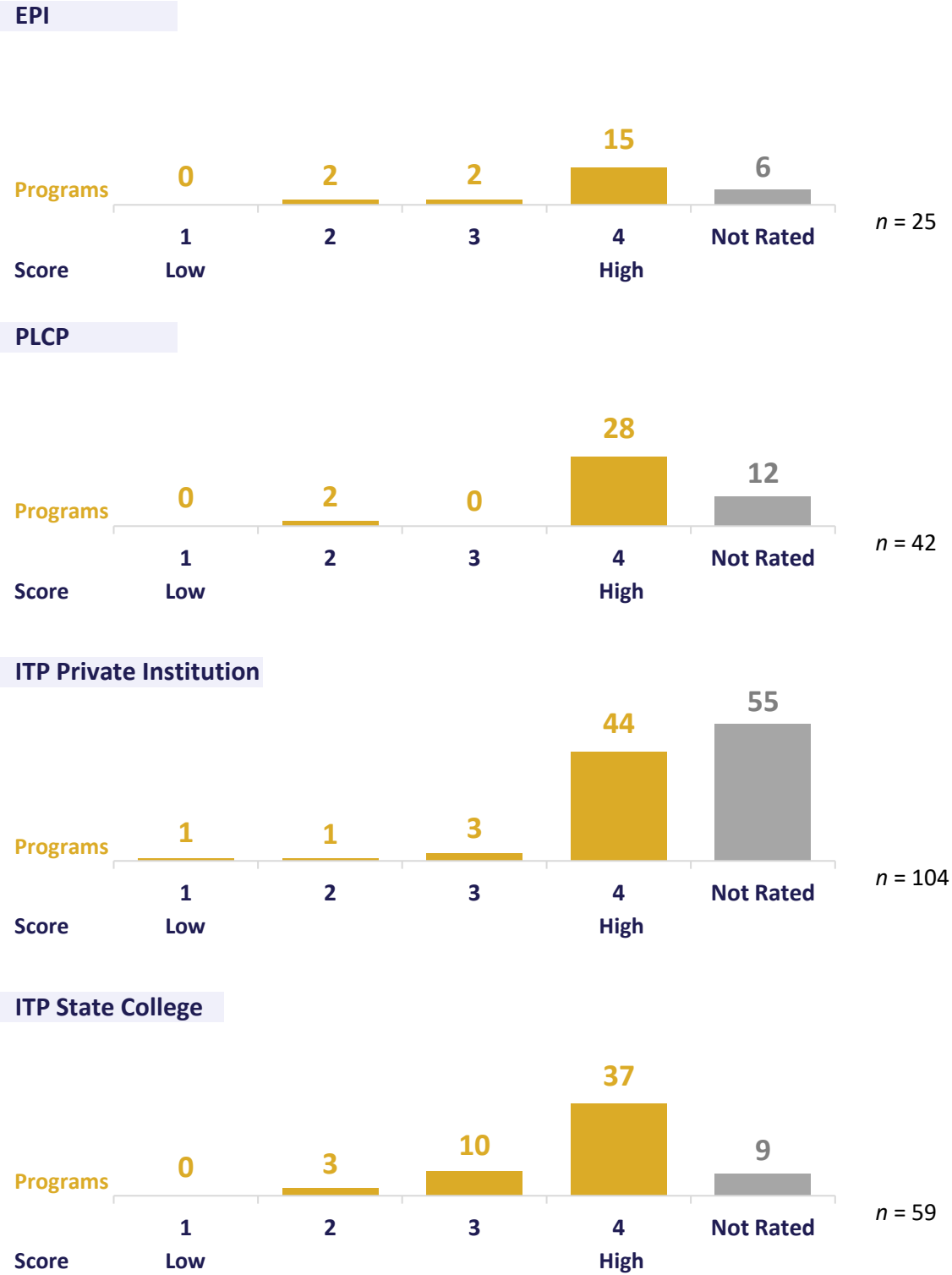
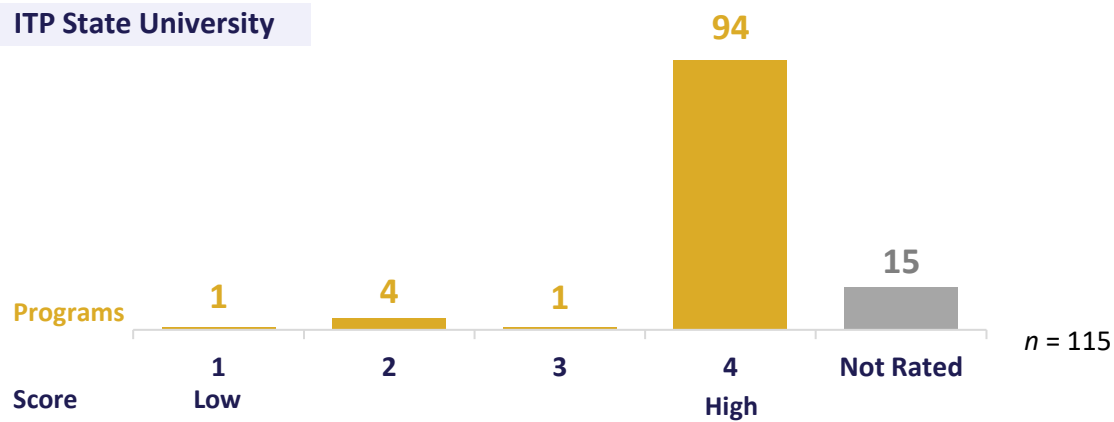


Exhibit 50
Distribution of Program Scores for Teacher Evaluation Metric





Bonus Metric—High Demand Teacher Needs Areas

The final metric in Florida’s teacher preparation accountability system considers whether programs are producing teachers in high demand teacher needs areas. Because, by design, many programs are not preparing teachers for these subject areas, this metric is not used to evaluate all programs as the other performance metrics are. Instead, eligible programs can earn bonus points that impact their summative scores and rankings.

High demand teacher needs areas are determined and published each year by the State Board of Education in accordance with Rule 6A-20.0131, F.A.C. For the school year 2020-2021, the following were identified as high demand teacher needs areas¹⁰², in rank order:

- English for Speakers of Other Languages (ESOL)
- Science—General
- English
- Exceptional Student Education (ESE)
- Science—Physical
- Mathematics
- Technical Education
- Reading

¹⁰² Science-General includes Science and General Science; Science-Physical includes Chemistry and Physics; ESE includes Exceptional Student Education, Speech Correction, Emotionally Handicapped, Hearing Impaired, Mentally Handicapped, Physically Impaired, Specific Learning Disabilities, Speech-Language Impaired, Varying Exceptionalities, Visually Impaired, Autism Spectrum Disorders endorsement, Adaptive Physical Education and Orientation and Mobility endorsement; and Reading and ESOL include both the certification and the endorsement.

Based on these identified areas, 100 of the 323 programs analyzed were eligible for the high demand teacher needs area bonus. To earn the bonus, eligible programs must have a minimum of two program completers and increase the number of program completers compared to the prior year.

FINDING

46 out of 100 eligible programs (46%) received the high demand teacher needs areas bonus.

**Exhibit 51
Eligibility for High Demand Teacher Needs Areas Bonus**

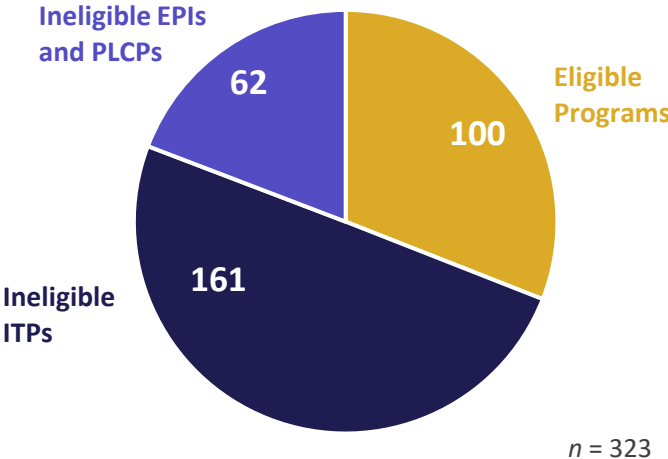


Exhibit 52
Programs Awarded High Demand Teacher Needs Areas Bonus

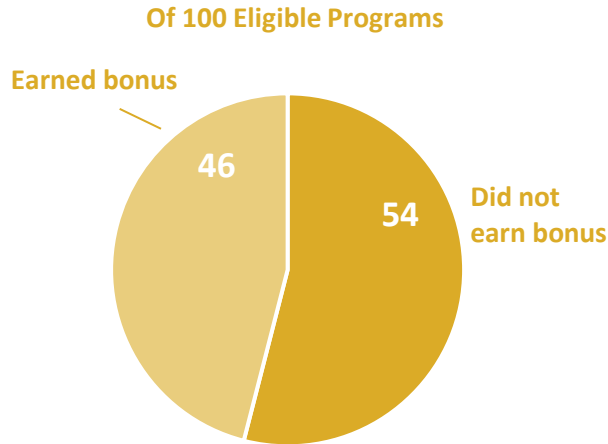


Exhibit 53
Programs Receiving the High Demand Teacher Needs Area Bonus

Institution	Program Name	Increase in Completers From 2019-20 to 2020-21
Ave Maria University	Elementary Education/ESOL/Reading	2
Baptist College of Florida	Elementary Education/ESOL/Reading	3
Broward College	Exceptional Student Education/ESOL/Reading ¹⁰³	20
Chipola College	Elementary Education/ESOL/Reading	5
Chipola College	Middle Grades General Science ¹⁰⁴	3
Chipola College	Mathematics	1
Chipola College	Middle Grades Mathematics	10
Daytona State College	Exceptional Student Education/ESOL/Reading	1
Flagler College	Elementary Education/Deaf or Hard of Hearing/ESOL/Reading	3
Flagler College	Elementary Education/ESOL/Reading	1
Florida Atlantic University	Mathematics	4

¹⁰³Aggregated programs.

¹⁰⁴Aggregated programs.

Institution	Program Name	Increase in Completers From 2019-20 to 2020-21
Florida International University	English/ESOL ¹⁰⁵	7
Florida International University	Reading	1
Florida Southern College	Mathematics	1
Florida Southwestern State College	Elementary Education/ESOL/Reading	2
Florida State University	Elementary Education/ESOL/Reading	1
Florida State University	English/ESOL ¹⁰⁶	7
Florida State University	Mathematics (FSU-Teach)	18
Indian River State College	Exceptional Student Education/ESOL ¹⁰⁷	4
Lynn University	Exceptional Student Education/ESOL/Autism Spectrum Disorders/Reading	4
Nova Southeastern University	Exceptional Student Education/ESOL	1
Nova Southeastern University	Reading	3
Polk State College	PK-Primary Education/ESOL/ Reading	3
Saint Leo University	Elementary Education/ESOL/Reading	5
Saint Leo University	Reading	16
Saint Leo University	Middle Grades English/ESOL/Reading	2
Southeastern University	Exceptional Student Ed/Elementary Ed/ESOL/Reading/Autism Spectrum Disorders/Gifted	3
St. Petersburg College	Elementary Education/ESOL/Reading	28
St. Petersburg College	Exceptional Student Education/ESOL/Reading	4
University of Central Florida	English/ESOL ¹⁰⁸	8
University of Central Florida	Exceptional Student Education/ESOL/Reading	2
University of Central Florida	Mathematics	3
University of Central Florida	PK-Primary Education/ESOL/ Reading	10
University of Central Florida	Reading	10
University of Florida	Elementary Education/Exceptional Student Education/ESOL/Reading	2

¹⁰⁵Aggregated programs.

¹⁰⁶Aggregated programs.

¹⁰⁷Aggregated programs.

¹⁰⁸Aggregated programs.

Institution	Program Name	Increase in Completers From 2019-20 to 2020-21
University of Miami	Elementary Education/Exceptional Student Education/ESOL/Reading	6
University of North Florida	English/ESOL ¹⁰⁹	3
University of North Florida	PK-Primary Education/ESOL ¹¹⁰	11
University of South Florida	Reading	1
University of South Florida	Mathematics ¹¹¹	4
University of South Florida	Elementary Education/Exceptional Student Education/ESOL/Reading	1
University of South Florida	English/ESOL (MAT) ¹¹²	6
University of South Florida	PK-Primary Education/ESOL/ Reading	2
University of West Florida	Elementary Education/ESOL/Reading	1
University of West Florida	Elementary Education/Exceptional Student Education/ESOL/Reading	8
University of West Florida	Reading	13

In 2023, Florida reported an 8% decline in teacher vacancies for the first day of school for the 2023-24 school year compared to the 2022-23 school year. With an average of 1.28 vacancies per school, Florida's vacancy rate is less than the national average of 2 vacancies per school and less than the 1.4 vacancies per school Florida experienced in 2022.

Under the current APPR metric system, combining multiple programs into a single unit of analysis for accountability purposes makes it challenging to accurately understand whether teacher preparation programs are helping to address teacher vacancies. For instance, treating 'science' as a broad shortage category may mask important differences among science disciplines and reward programs and institutions that are doing little to contribute to the production of new teachers in key shortage subjects, such as Physical Science. Further, there is currently no differentiation in the scoring for this metric that accounts for programs that produce significantly greater numbers of new teachers or the percentage increase relative to overall program size. However, application of the new APPR workforce contribution metric will allow for more differentiation. Programs will receive a weighted boost for employed completers of high demand teacher needs areas, rather than an overall bonus.

¹⁰⁹Aggregated programs.

¹¹⁰Aggregated programs.

¹¹¹Aggregated programs.

¹¹²Aggregated programs.

FINDING

Seven out of the 46 programs (15%) that earned the high demand teacher needs areas bonus received low scores for teacher placement.

Seven of the programs that received the high demand teacher needs areas bonus received a score of 2.0 or lower on the teacher placement metric, which means the employment rate of their new teachers is in the bottom third of similar programs in the state.

**Exhibit 54
High Demand Teacher Needs Areas Programs With Low Placement Scores**

Institution	Program Name	Placement Score
Baptist College of Florida	Elementary Education/ESOL/Reading	2
Flagler College	Elementary Education/ESOL/Reading	2
University of South Florida	PK-Primary Education/ESOL/ Reading	2
Florida International University	English/ESOL	1
Nova Southeastern University	Exceptional Student Education/ESOL	1
University of Miami	Elementary Education/Exceptional Student Education/ESOL/Reading	1
University of North Florida	PK-Primary Education/ESOL	1

**Exhibit 55
Distribution of Teacher Shortage Bonus Metric by Program Type**

Institution Type	Eligible Programs	Earned Bonus
Private IHE	26	13
State College	26	11
State University	48	22

The high demand teacher needs areas bonus is currently not applicable to EPIs and PLCPs. Because those programs by design may include teachers of varying grades and subjects, a separate set of business rules may be needed to determine their eligibility and production of teachers in high demand areas.

CONSIDERATIONS

As noted earlier, the Florida State Board of Education revised the APPR and continued approval criteria in 2023 based on feedback provided by the audit and legislation passed by the Florida Legislature in 2022. As a result, it is expected that when the revised APPR metrics are implemented with the 2024 APPRs, most of the recommendations in the 2022 report for improving the APPR will be addressed. However, six recommendations are offered this year with the expectation that these recommendations will support the initial implementation of the new APPR metrics.

- 1. Conduct an educator workforce analysis and develop incentives to better target district needs and teacher preparation program placement, especially in high demand teacher needs areas.**

After an increase from an average score of 2.90 to 3.00, Florida teacher preparation programs saw a decrease to 2.98 on the Placement Rate subscore. While this does not appear to be a significant difference and may be addressed by the changes from the current Placement Rate metric to the new Workforce Contribution Rate metric, teacher preparation programs and the Department should take action to increase teacher candidate placement rates. To that end, Florida should conduct an educator workforce analysis to more specifically identify the types of teachers needed by region and district within the state. This analysis should include the number of current teacher vacancies by certification area and should project the regional and district needs for the next 10 years. The results of this analysis should be used to map existing teacher preparation programs to the regions and districts in which they typically place candidates to determine which regions and/or districts will have shortages or overages of candidates in specific certification areas. The Department will then be able to work collaboratively with teacher preparation program providers and districts across the state to identify where specific certification programs may be needed or how candidates might be incentivized to accept positions in districts with vacancies in their certification area, possibly through bonuses or higher salaries. Additionally, the state should consider options to incentivize high school students to enroll in and complete teacher preparation programs in high demand teacher need areas, possibly through scholarships or tuition forgiveness upon completion of the program and placement and retention in a high demand teacher need area for a minimum number of years.

- 2. Identify reasons for low retention rate in EPIs and take appropriate steps to improve these rates.**

The Department should partner with providers of EPIs and the school districts where EPI teacher candidates are placed to identify the reasons that retention rates are lower for EPIs than for other types of programs in spite of their higher placement rates. Since candidates in these programs already hold bachelor's degrees in a content area when entering the program,

it may be that the programs need to provide additional instruction in pedagogy, classroom management, or other aspects of teaching. Additionally, EPI providers may need to partner with districts receiving their candidates to ensure that they are provided with strong mentoring and coaching support in these areas to increase their potential for retention in the field. To make decisions about the specifics of any program changes or additions, EPIs and the Department should conduct surveys and interviews with former EPI candidates who have been placed in teaching positions and district personnel and school leaders who have worked with these candidates once they were placed in schools to determine what areas of their programs should be strengthened.

3. Increase the alignment between what teacher candidates are learning in teacher preparation programs and the content knowledge and pedagogical skills they need to successfully support student learning and growth over time in the classroom.

The average sub-score for the Student Performance metric is down to 2.91 this year from 3.06 last year, indicating the need to ensure that teacher candidates have the necessary content knowledge and pedagogical skills to ensure that their students experience growth in their learning from year to year. While Florida has taken legislative action to require teacher preparation programs to include instruction on scientifically researched, evidence-based reading instructional strategies grounded in the science of reading, which do not include methods such as the three-cueing system model of reading, other content areas must still be addressed. The Department should review the most recent research on teacher preparation programs^{113,114,115,116} to determine how the content of Florida's teacher preparation programs should be adjusted so that teacher candidates have the content knowledge and pedagogical skills needed upon completion of their programs and entry into the classroom. Based on this research review, Florida should set requirements for each teacher preparation program type and certification area.

4. Consider rounding summative scores to the hundredths rather than the tenths place to allow for more illustrative comparisons.

With only a 4-point scale, rounding to a single decimal place masks potentially meaningful differentiation between programs. It is likely there would be far fewer ties in the ranking tables if an additional decimal place was presented.

¹¹³ Walsh, K., Drake, G., & Holston, S. (2022). *Teacher Prep Review: Preparation for Teaching Elementary Mathematics*. National Council on Teacher Quality.

¹¹⁴ NCTQ. (2023). *Building Content Knowledge*. Washington, D.C.: National Council on Teacher Quality.

¹¹⁵ Linda Darling-Hammond, Abby C. W. Schachner, Steven K. Wojcikiewicz & Lisa Flook (02 Jan 2023): *Educating teachers to enact the science of learning and development*, Applied Developmental Science, DOI: 10.1080/10888691.

¹¹⁶ Ellis, C., Holston, S., Drake, G., Putman, H., Swisher, A., & Peske, H. (2023). *Teacher Prep Review: Strengthening Elementary Reading Instruction*. Washington, DC: National Council on Teacher Quality.

5. Develop and implement a communication plan to ensure stakeholder understanding of the changes to the APPR metrics and meaning of the APPR score and ratings.

As Florida transitions to the new APPR metrics, it will be important to communicate with stakeholders. This includes educator preparation program administrators and consumers of the programs such as districts, charter schools and prospective teachers. The new metrics, how they are each calculated, how they are different from the previous metrics, and why the changes have been made will all be important to message to these audiences. Additionally, the communication plan should include bidirectional communication to allow the Department to communicate with these stakeholders and for the stakeholders to ask questions, share concerns or request additional information.

As part of this communication plan, a clear strategy should be developed to increase APPR score visibility beyond the specific delivery requirements of the authorizing statute. It is important that information about the quality of available educator preparation programs reach the program consumers, including schools, districts and prospective teachers. The Department may want to consider public announcements and awards for the highest rated programs and those making the most progress in order to increase awareness of these scores and to better inform stakeholders. Additionally, programs and institutions should be required to post their APPR score and rating compared to other programs on their website, link to the results on the Department's website and to provide information about their APPR score and rating to prospective teachers prior to enrollment.

6. Report average number of FTCE attempts.

For the FTCE, the Department reports pass rates for both first-time test takers and best attempt (i.e., the percentage of test takers who ultimately pass). The Department may consider also including the average number of attempts, which would provide important context for the best attempt data. The first-time pass rate provides some of this context, but the average number of attempts would provide even more.

Conclusion

The Department is committed to working alongside parents, community members and education stakeholders to provide a world-class education for students. In 2023, Florida expanded pathways to becoming certified educators through the Teacher Apprenticeship Program. This is an alternative pathway which serves as a pipeline for Florida's school districts and to encourage innovative partnerships with educator preparation programs. The program provides no cost pathways to the teaching profession by increasing the supply of qualified teachers, by allowing apprentices the opportunity to pursue a tuition-free baccalaureate degree while working in the classroom alongside a highly qualified mentor. Additionally, Florida has expanded eligibility for temporary teaching certificates to candidates currently enrolled in state-approved teacher preparation programs. School districts can partner with neighboring teacher preparation programs to employ candidates interning at schools who meet the minimum requirements. The Heroes in the Classroom bonus program provides a one-time, sign-on bonus to retired first responders and veterans who commit to joining the teaching profession as a full-time classroom teacher. An additional bonus is awarded to retired first responders or veterans who teach a course in a high demand teacher needs area. Fees for taking applicable FTCE and applying for the professional educator certificate are waived for first responders as well.

Florida continues to be a leader in holding teacher preparation programs accountable for the outcomes of their program candidates while providing consistent support and technical assistance. Ensuring that these programs are of high quality is crucial so that Florida's teacher workforce is prepared to meet the needs of all of Florida's students.

FLORIDA TEACHER CERTIFICATION EXAMINATIONS

Teacher candidates in ITPs, EPIs, PLCPs in Florida are required demonstrate mastery of general knowledge, professional knowledge, and content area knowledge as a condition of certification. The rigor of the Florida Teacher Certification Examinations (FTCE) assures the preparedness of teacher preparation candidates to meet the needs of today’s high-performing classrooms and provides the state of Florida with an assessment tool that allows prospective educators to demonstrate their knowledge and skills in the areas of general knowledge, professional education competence, and subject area knowledge. The tests measure prospective teachers’ achievement of the benchmarks established by the State Board of Education as stated in Rule 6A-4.0021, F.A.C., and published in the Competencies and Skills Required for Teacher Certification in Florida.

Exhibit 58 lists the full set of assessments offered as part of the FTCE. Appendix I provides complete data for the assessments in wider use, including the program subject areas ranked in this report. For each teacher preparation program, first attempt and best attempt pass rates, number of examinees, and mean score are reported for each offered assessment.

Exhibit 61 illustrates the considerably higher FTCE pass rates for examinees enrolled in an ITP, EPI, or PLCP program, compared to examinees who are not affiliated with a program. Program completers’ comparative success in passing these assessments suggests that teacher preparation programs are providing high quality of preparation and graduating effective educators.

Exhibit 56 Florida Teacher Certification Examinations

† indicates full data set provided in Appendix I

General Knowledge
Subject 1: Essay
Subject 2: English Language Skills
Subject 3: Reading
Subject 4: Mathematics
Professional Education Competency
Professional Education (PED) †
Subject Area Knowledge

Agriculture 6–12

Art K–12

Biology 6–12†

Business Education 6–12

Chemistry 6–12

Computer Science K–12

Drama 6–12

Earth-Space Science 6–12

Educational Media Specialist PK–12

Elementary Education K–6 (4 subtests)†

English 6–12 (2 subtests)†

Engineering and Technology Education 6–12

English to Speakers of Other Languages (ESOL) K–12†

Exceptional Student Education K–12†

Family and Consumer Science 6–12

French K–12

German K–12 (2 subtests)

Guidance and Counseling PK–12

Health K–12

Hearing Impaired K–12

Humanities K–12

Latin K–12

Marketing 6–12

Mathematics 6–12†

Middle Grades English 5–9 (2 subtests)

Middle Grades General Science 5–9

Middle Grades Mathematics 5–9

Middle Grades Social Science 5–9

Music K–12

Physical Education K–12

Physics 6–12

PK–3 (4 subtests)†

 Preschool Education Birth to Age 4

 Reading K–12†

 School Psychologist K–12

 Social Science 6–12†

 Spanish K–12

 Speech-Language Impaired K–12

 Visually Impaired K–12

There is a significant volume of available FTCE data, a comprehensive analysis of which is outside the scope of this report. Instead, the following section focuses on the FTCE Elementary Education subtests. The elementary years are a crucial time for developing students' academic skills. Reading at grade level is essential by the end of third grade, as students subsequently must use their reading skills to master new content¹¹⁷. Research shows that elementary students who are assigned to teachers whose students consistently perform better than predicted on test-scores are more likely to attend college and to earn higher salaries¹¹⁸.

Before considering those data, there are some general observations and related suggestions that apply to most FTCE data. Florida reports pass rates for both first-time test takers and best attempt (i.e., the percentage of test takers who ultimately pass). The Department may want to consider also including the average number of attempts, which would provide important context for the best attempt data. The first-time pass rate provides some of this context, but the average number of attempts would provide even more.

For all assessments considered in this report, the pass rate for non-program examinees is considerably lower than that of examinees enrolled in a preparation program. While it may be desirable for the state to have pathways that allow those who can demonstrate their subject area expertise to have a fast track to the classroom, especially in high demand areas, there may be unintended consequences associated with making the assessments so widely available. In particular, the large number of non-program examinees makes the average pass rate for a specific assessment not especially meaningful without looking at the breakdown between program and non-program test takers. A low average pass rate could result in the perception that a particular assessment is too difficult or the cut score too rigorous when a closer look at the data tells a different story. It may also be helpful to take a closer look at the non-program examinees. It is possible that a percentage of these test takers are licensed teachers seeking to add a certification or endorsement in another subject area, and the pass rate for non-program examinees may be even lower if already certified teachers were removed from that group.

¹¹⁷ Feister, L. (2013). Early warning confirmed: A research update on third-grade reading. Baltimore, MD: The Annie E. Casey Foundation. Retrieved from <https://www.aecf.org/resources/early-warning-confirmed/>

¹¹⁸ Chetty, R., Friedman, J. N., Rockoff, J. E. (2014). Measuring the Impacts of Teacher II: Teacher Value-Added and Student Outcomes in Adulthood. *American Economic Review*, 104(11), 2633–2679.

In addition, pass rate data for the professional knowledge and general knowledge examinations are only reported at the institutional level. There may be significant differences in passing rates across programs that cannot currently be ascertained. Further, it precludes any analysis across assessments for specific programs. It is not currently possible to see if there are programs that are stronger in content preparation but have considerable weaknesses in pedagogy, or vice versa; either case would be important to know for programs’ continuous improvement and potentially of interest to prospective teachers, hiring school districts, and policymakers as well. The Department might consider breaking these data out in the future.

Elementary Education

The FTCE in Elementary Education includes four subtests: Language Arts and Reading, Social Science, Science, and Mathematics. Exhibit 59 shows the elementary education programs with 100% pass rates for either the first or best attempt, along with the corresponding 2023 APPR score and corresponding program rank in this year’s report. No state college or state university programs had subtests with 100% first attempt and/or best attempt past rates.

It should be noted that although the FTCE and APPR data used in this year’s report are from roughly the same timeframe, there may be variance in program cohorts and the comparison between pass rates and APPRs is provided for informational purposes only. In addition, the number of test takers varies across programs from the single digits to over 900, and it may be less challenging for a small program to achieve a perfect pass rate.

Exhibit 57 Elementary Education Programs With 100% First Attempt and/or Best Attempt Pass Rates

Dashes indicate that data are not applicable.

Provider Type	Subtests With 100% Pass Rate (4 total)	2023 APPR Score	Rank Overall	Rank Among Elementary Programs
Educator Preparation Institutes				
Eastern Florida State College	Language Arts & Reading, Social Science, Science, Mathematics	1.0	—	—
Florida Gulf Coast University	Social Science		29	27
iTeachFLORIDA	Language Arts & Reading, Social Science, Science, Mathematics	1.0	—	—
St. Petersburg College	Language Arts & Reading, Social Science, Science	3.6	29	9
University of Arizona Global Campus	Language Arts & Reading, Social Science, Science, Mathematics	1.0	—	—
University of Florida	Language Arts & Reading, Social Science, Mathematics	3.2	67	—

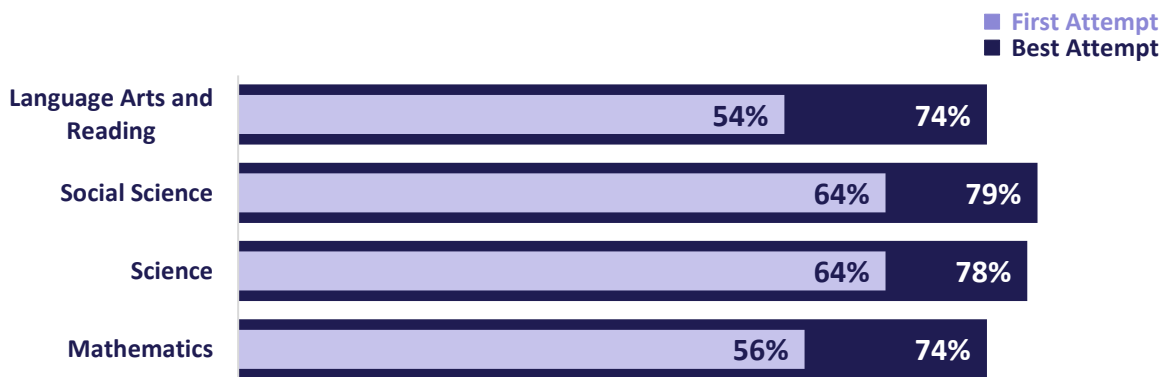
Provider Type	Subtests With 100% Pass Rate (4 total)	2023 APPR Score	Rank Overall	Rank Among Elementary Programs
Professional Learning Certification Programs				
Alachua County	Language Arts & Reading	3.5	17	—
Baker County	Language Arts & Reading, Social Science, Science, Mathematics	2.7	—	—
Bay County	Language Arts & Reading, Social Science	2.5	94	—
Bradford County	Language Arts & Reading, Social Science	1.0	—	—
Brevard County	Language Arts & Reading, Social Science, Science, Mathematics	3.5	—	—
DeSoto County	Social Science, Science, Mathematics	1	—	—
Indian River County	Language Arts & Reading, Social Science, Science	3.0	—	—
Lee County	Language Arts & Reading, Social Science, Science, Mathematics	3.0	—	—
Manatee County	Language Arts & Reading	3.8	1	—
Marion County	Language Arts & Reading, Social Science, Science, Mathematics	1.0	—	—
Osceola County	Language Arts & Reading, Science, Social Science, Mathematics	1.0	—	—
Pinellas County	Social Science	3.3	43	—
Polk County	Social Science	3.3	43	—
Santa Rosa	Science, Mathematics	3.3	43	—
Sumter County	Social Science, Science, Mathematics	1	—	—
Wakulla County ¹¹⁹	Language Arts & Reading	—	—	—
Private Colleges/Universities				
Ave Maria University	Language Arts & Reading, Social Science, Science, Mathematics	4.0	—	—
Baptist College of Florida	Language Arts & Reading, Social Science, Science, Mathematics	3.2	49	14
Florida College	Language Arts & Reading, Social Science, Science, Mathematics	3.0	—	—

¹¹⁹ Additional information for Wakulla County APPR information does not appear in this report as program approval occurred too late for this year’s data.

Provider Type	Subtests With 100% Pass Rate (4 total)	2023 APPR Score	Rank Overall	Rank Among Elementary Programs
Jacksonville University	Language Arts & Reading, Social Science, Science, Mathematics	1.0	—	—
Johnson University - Florida	Mathematics	1.0	—	—
Lynn University	Language Arts & Reading, Social Science, Science, Mathematics	1.0	—	—

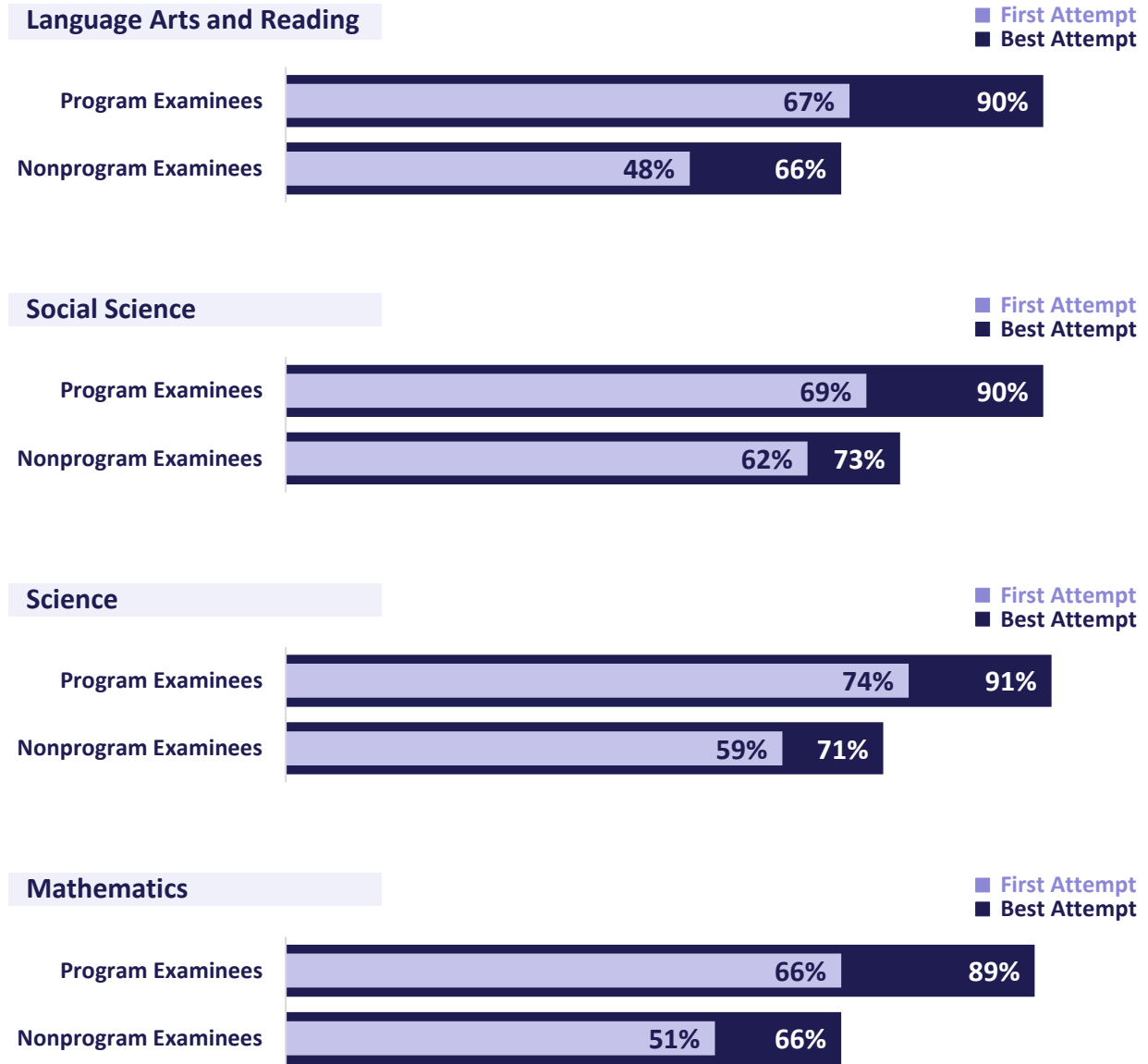
Looking at performance on each of the subtests, the social science and science subtests have the highest pass rates for first-time test takers, with 64% passing the first time. Social science also has the highest overall pass rate, with 79% of examinees ultimately passing.

**Exhibit 58
Elementary Education Subtests: First Attempt and Best Attempt Pass Rates**



However, as noted above, looking at pass rates without distinguishing between program and non-program examinees may mask important differences. Exhibit 61 shows the results for each subtest comparing these 2 groups of examinees. As noted above, nonprogram examinees have considerably lower pass rates than program examinees; the gap is even wider for best attempt pass rates. It would be particularly interesting to identify the number of attempts non-program examinees are making, given that considerable resources are expended on unsuccessful attempts. There may be additional information that could be provided by the Department to help potential examinees who are not enrolled in preparation programs to determine whether they are ready to take the assessment.

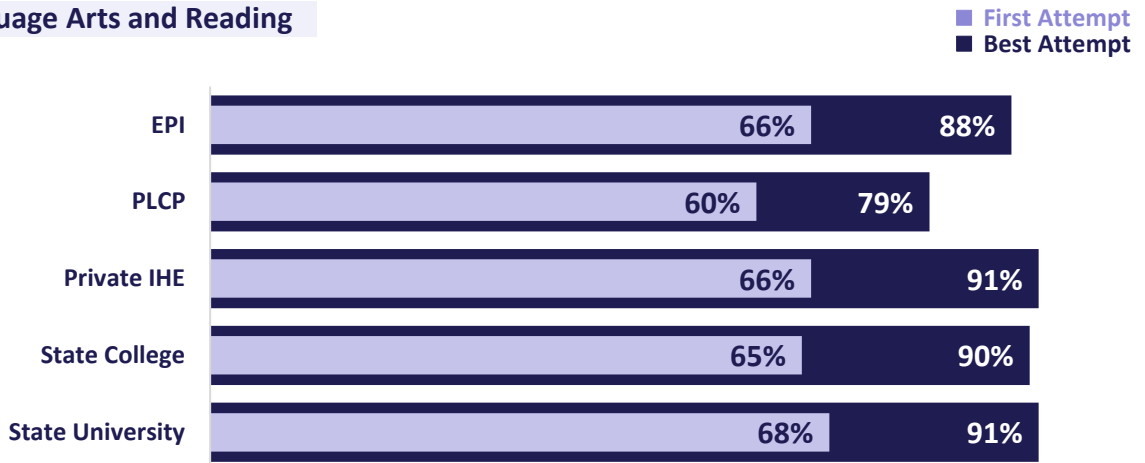
Exhibit 59
Elementary Education Subtests: First and Best Attempt Pass Rates for Program and Non-Program Examinees



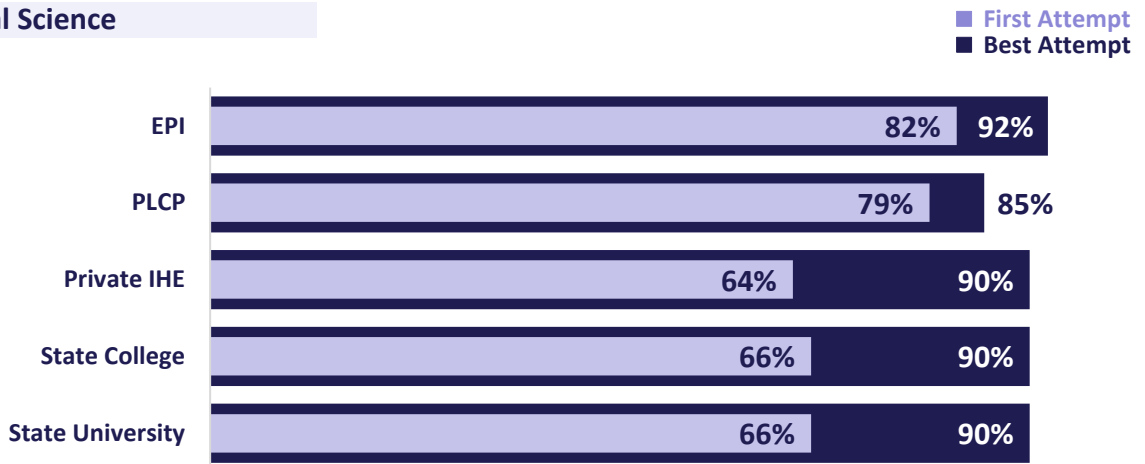
It is also possible to compare results for program examinees based on different types of preparation programs. Exhibit 62 compares results for each subtest for EPIs, PLCPs, private colleges and universities, state colleges, and state universities.

Exhibit 60
Elementary Education Subtest First and Best Attempt Pass Rates by Program Type

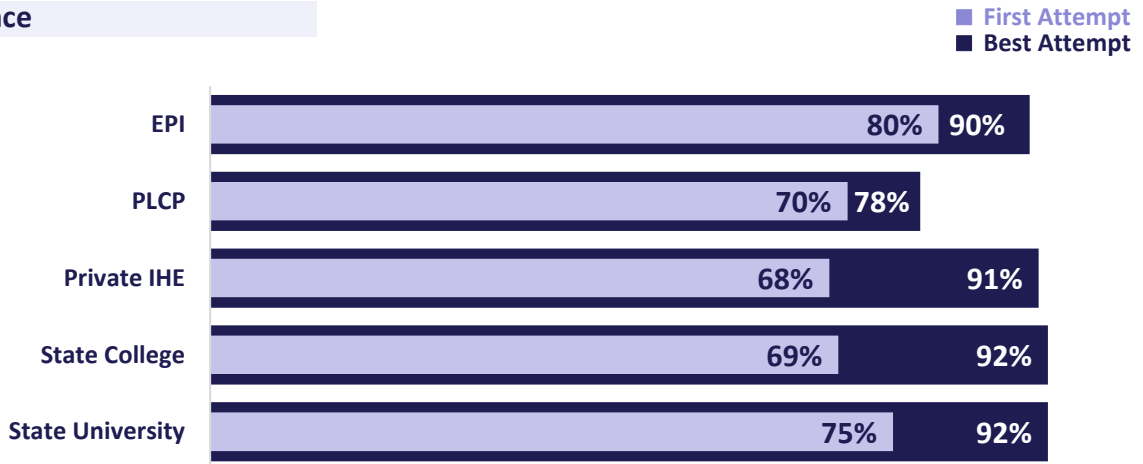
Language Arts and Reading



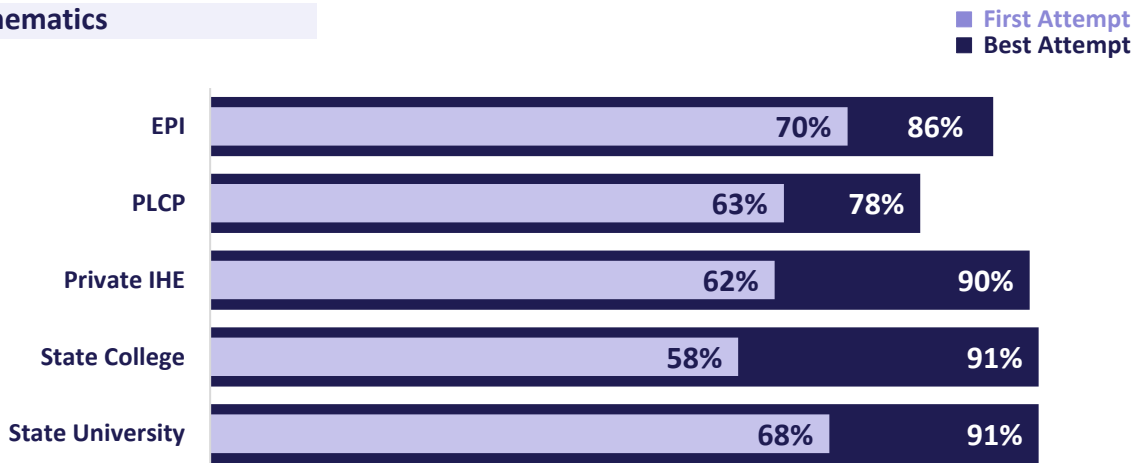
Social Science



Science



Mathematics



APPENDIX A—PERFORMANCE METRICS

The performance metrics in this appendix apply to this report. Revised metrics (see Appendix B) will be applied next year.

Performance Metrics	Level 4 Performance Target (4 Points)	Level 3 Performance Target (3 Points)	Level 2 Performance Target (2 Points)	Level 1 Performance Target (1 Point)
Placement Rate (not applicable for PLCP programs per s. 1012.56(8), F.S.)	Placement rate is at or above the 68th percentile of all equivalent programs across the state.	Placement rate is at or above the 34th percentile and below the 68th percentile of all equivalent programs across the state.	Placement rate is at or above the 5th percentile and below the 34th percentile of all equivalent programs across the state.	Placement rate is below the 5th percentile of all equivalent programs across the state.
Retention Rate	The average number of years employed in the 5-year period following initial placement is 4.5 years or more.	The average number of years employed in the 5-year period following initial placement is 3 years to less than 4.5 years.	The average number of years employed in the 5-year period following initial placement is 2 years to less than 3 years.	The average number of years employed in the 5-year period following initial placement is less than 2 years.
Performance of PK-12 students on statewide assessments using results of student learning growth formula per s. 1012.34, F.S.	The probability that the average student learning growth among students taught by program completers exceeds the expectations for those students is $\geq 95\%$.	The probability that the average student learning growth among students taught by program completers exceeds the expectations for those students is $< 5\%$; and the probability that the average student learning growth among students taught by program completers falls short of the expectations for those students' expectations is ≤ 5 percent.	Performance of PK-12 students on statewide assessments using results of student learning growth formula per s. 1012.34, F.S.	The probability that the average student learning growth among students taught by program completers exceeds the expectations for those students is $\geq 95\%$.
Student performance by subgroups data	At least 75% of the subgroups meet or exceed the state standard for performance.	At least 50%, but less than 75% of the subgroups meet or exceed the state standard for performance.	At least 25% but less than 50% of the subgroups meet or exceed the state standard for performance.	Fewer than 25% of the subgroups exceed the state standard for performance.

Performance Metrics	Level 4 Performance Target (4 Points)	Level 3 Performance Target (3 Points)	Level 2 Performance Target (2 Points)	Level 1 Performance Target (1 Point)
<p>Results of program completers' annual evaluations as specified in s. 1012.34, F.S.</p>	<p>At least 30% of the program's completers received a highly effective rating and 90 to 100% of the program's completers received either highly effective or effective ratings, and no completers were rated unsatisfactory.</p>	<p>Program did not meet criteria for Level 4, but at least 80% of the program's completers received either highly effective or effective ratings, and no completers were rated unsatisfactory.</p>	<p>Program did not meet criteria for Level 3, but at least 60% of the program's completers received a highly effective or effective rating and no more than 5% (more than one for n < 20) of the program's completers were rated unsatisfactory.</p>	<p>Program did not meet criteria for Level 2, 3, or 4.</p>
<p>Production of program completers in statewide high demand teacher needs areas, per Rule 6A-20.0131, F.A.C., in accordance with s. 1012.07, F.S.; BONUS ONLY, pursuant to paragraph (1)(h) of this rule.</p>	<p>The high demand teacher needs areas program increased the number of program completers compared to the year before with a minimum of 2 completers in each year.</p>			

APPENDIX B—REVISED PERFORMANCE METRICS

The following revised program metrics will be applied in next year’s (2024) report.

Performance Metrics	Level 4 Performance Target (4 Points)	Level 3 Performance Target (3 Points)	Level 2 Performance Target (2 Points)	Level 1 Performance Target (1 Point)
Candidate Readiness based on passage rates on educator certification examinations, as applicable, under s. 1012.56, F.S.	Program completer pass rates on the FTCE without subtests are at or above 90% on first and second attempts. If a program has multiple FTCE, the performance level is averaged.	Program completer pass rates on FTCE without subtests are at or above 80% and less than 90% on first and second attempts. If a program has multiple FTCE, the performance level is averaged.	Program completer pass rates on FTCE without subtests are at or above 65% and less than 80% on first and second attempts. If a program has multiple FTCE, the performance level is averaged.	Program did not meet criteria for Level 2, 3, or 4.
	Program completer pass rates on FTCE with subtests are at or above 75% on first and second attempts. If a program has multiple FTCE, the performance level is averaged.	Program completer pass rates on FTCE with subtests are at or above 65% and less than 75% on first and second attempts. If a program has multiple FTCE, the performance level is averaged.	Program completer pass rates on FTCE with subtests are at or above 50% and less than 65% on first and second attempts. If a program has multiple FTCE, the performance level is averaged.	Program did not meet criteria for Level 2, 3, or 4.
Workforce Contribution Rate	Workforce contribution rate is at or above 90% following the first year of completion with a .5-point value for out-of-state employment, a 1.0-point value for in-state employment, and 1.5-point value for completers of High Demand Teacher Needs certification areas employed in-state.	Workforce contribution rate is 89% to 60% following the first year of completion with a .5-point value for out-of-state employment, a 1.0-point value for in-state employment, and 1.5-point value for completers of High Demand Teacher Needs certification areas employed in-state.	Workforce contribution rate is 59% to 30% following the first year of completion with a .5-point value for out-of-state employment, a 1.0-point value for in-state employment, and 1.5-point value for completers of High Demand Teacher Needs certification areas employed in-state.	Program did not meet criteria for Level 2, 3, or 4.

Performance Metrics	Level 4 Performance Target (4 Points)	Level 3 Performance Target (3 Points)	Level 2 Performance Target (2 Points)	Level 1 Performance Target (1 Point)
Impact on Student Learning	The average student learning growth score among students taught by program completers (Value-Added Model [VAM] score) is rated as highly effective as described in Rule 6A-5.0411, F.A.C.	Program did not meet criteria for level 4 or level 1.	Not calculated.	The average student learning growth score among students taught by program completers (VAM score) is rated as unsatisfactory as described in Rule 6A-5.0411, F.A.C.
Results of program completers' annual evaluations as specified in s. 1012.34, F.S.	At least 50 percent of the program's completers received a highly effective rating and 100 percent of the program's completers received either highly effective or effective ratings, and no completers were rated unsatisfactory.	Program did not meet criteria for Level 4, but at least 90 percent of the program's completers received either highly effective or effective ratings.	Program did not meet criteria for Level 3, but at least 70 percent of the program's completers received a highly effective or effective ratings.	Program did not meet criteria for Level 2, 3, or 4.

APPENDIX C—ALL PROGRAMS BY RANK

The color scheme alternates by rank. Programs with the same rank are grouped by color.

Rank	Institution	Program	Undergrad. (U)/ Graduate (G)	Summative Rating Score	Placement Score	Retention Score	Student Achievement Score	Student Achievement by Subgroup Score	Teacher Evaluation Score	High Demand Teacher Needs Area Bonus	Completers
1	Chipola College	Elementary Education/English for Speakers of Other Languages (ESOL)/Reading	U	3.8	4	4	3	4	4	✓	84
1	Florida Southern College	Elementary Education/ESOL/Reading	U	3.8	4	4	3	4	4	—	185
1	Florida Teachers of Tomorrow	Educator Preparation Institute	G	3.8	4		3	4	4	—	139
1	Indian River State College	Educator Preparation Institute	U	3.8		4	3	4	4	—	64
1	Manatee County	Professional Learning Certification Program	G	3.8		4	3	4	4	—	136
1	Northwest Florida State College	Elementary Education/ESOL/Reading	U	3.8	4	4	3	4	4	—	113
1	Nova Southeastern University	Elementary Education/ESOL/Reading	G	3.8	4	4	3	4	4	—	52
1	Pasco-Hernando State College	Educator Preparation Institute	G	3.8	4	4	3	4	4	—	182
1	St. Johns River State College	Educator Preparation Institute	G	3.8	4	4	3	4	4	—	238
10	Saint Leo University	Reading	G	3.7	4	4	3	3	4	✓	102
10	University of West Florida	Elementary Education/ESOL/Reading	G	3.7	4	3	3	4	4	✓	94
12	Daytona State College	Educator Preparation Institute	U	3.6	4	3	3	4	4	—	75

Rank	Institution	Program	Undergrad. (U)/ Graduate (G)	Summative Rating Score	Placement Score	Retention Score	Student Achievement Score	Student Achievement by Subgroup Score	Teacher Evaluation Score	High Demand Teacher Needs Area Bonus	Completers
12	Indian River State College	Middle Grades Mathematics	U	3.6	4	4	3	4	3	—	30
12	Stetson University	Elementary Education/ESOL/Reading	U	3.6	4	4	3	3	4	—	88
12	University of South Florida	Elementary Education/ESOL (MAT), Elementary Education/ESOL/Reading, and Elementary Education/ESOL/Reading (MAT) ¹²⁰	G	3.6	4	3	3	4	4	—	1,038
12	Valencia College	Educator Preparation Institute	G	3.6	4	3	3	4	4	—	506
17	Alachua County	Professional Learning Certification Program	U	3.5		3	3	4	4	—	77
17	Brevard County	Professional Learning Certification Program	G	3.5		3	3	4	4	—	167
17	Duval County	Professional Learning Certification Program	G	3.5		3	3	4	4	—	282
17	Florida International University	Reading	G	3.5	3	4	3	3	4	✓	101
17	Florida Southwestern State College	Elementary Education/ESOL/Reading	G	3.5	4	4	3	4	2	✓	345
17	Florida State University	Elementary Education/ESOL/Reading	U	3.5	3	3	3	4	4	✓	338
17	Nova Southeastern University	Reading	U	3.5	4	4	3	2	4	✓	27
17	Orange County	Professional Learning Certification Program	U	3.5		3	3	4	4	—	930
17	St. Petersburg College	Elementary Education/ESOL/Reading	U	3.5	4	3	3	3	4	✓	346

¹²⁰Aggregated programs.

Rank	Institution	Program	Undergrad. (U)/ Graduate (G)	Summative Rating Score	Placement Score	Retention Score	Student Achievement Score	Student Achievement by Subgroup Score	Teacher Evaluation Score	High Demand Teacher Needs Area Bonus	Completers
17	University of Central Florida	English/ESOL and English/ESOL/Reading ¹²¹	G	3.5	3	3	3	4	4	✓	215
17	University of Florida	Elementary Education/Exceptional Student Education/ESOL/Reading	U	3.5	4	3	3	3	4	✓	193
17	University of North Florida	Middle Grades Mathematics/ Middle Grades General Science	G	3.5	3		3	4	4	—	17
29	Daytona State College	Mathematics	G/U/G	3.4	3	4	3	3	4	—	18
29	Florida Gateway College	Educator Preparation Institute	U	3.4	4	4	3	2	4	—	99
29	Florida Gulf Coast University	Mathematics	U	3.4	3	3	3	4	4	—	26
29	Florida Gulf Coast University	Educator Preparation Institute	G	3.4	4	3	3	3	4	—	78
29	Florida State University	English/ESOL and English/ESOL/Reading ¹²²	U	3.4		3	3	3	4	✓	99
29	Hillsborough Community College	Educator Preparation Institute	U	3.4	4	3	4	4	2	—	472
29	Polk State College	Educator Preparation Institute	U/G	3.4	4	4	3	4	2	—	442
29	Seminole State College	Educator Preparation Institute	G	3.4	3	4	3	3	4	—	251
29	St. Petersburg College	Middle Grades Mathematics	U	3.4	3	3	3	4	4	—	24
29	St. Petersburg College	Educator Preparation Institute	G	3.4	4	3	3	3	4	—	73

¹²¹Aggregated programs.

¹²²Aggregated programs.

Rank	Institution	Program	Undergrad. (U)/ Graduate (G)	Summative Rating Score	Placement Score	Retention Score	Student Achievement Score	Student Achievement by Subgroup Score	Teacher Evaluation Score	High Demand Teacher Needs Area Bonus	Completers
29	State College of Florida, Manatee-Sarasota	Educator Preparation Institute	U	3.4	4	4	3	2	4		199
29	University of North Florida	English/ESOL and English/ESOL/Reading ¹²³	U	3.4	4	3	3	4	2	✓	66
29	University of North Florida	Elementary Education/ESOL and Elementary Education/ESOL/Reading ¹²⁴	G	3.4	3	3	3	4	4		490
29	University of West Florida	Elementary Education/Exceptional Student Education/ESOL/Reading	U/G	3.4	3	3	3	3	4	✓	252
43	Flagler College	English/ESOL/Reading	U	3.3	2		3	4	4		15
43	Gadsden County	Professional Learning Certification Program	U/G	3.3		3	3	3	4		42
43	Pinellas County	Professional Learning Certification Program	U/G	3.3		4	3	2	4		188
43	Polk County	Professional Learning Certification Program	U	3.3		4	3	2	4		273
43	Santa Rosa County	Professional Learning Certification Program	U	3.3		3	3	3	4		149
43	Southeastern University	English/ESOL and English/ESOL/Reading ¹²⁵	U	3.3	4		3	2	4		27
49	Baptist College of Florida	Elementary Education/ESOL/Reading	U/G	3.2	2		3	4	3	✓	18
49	Flagler College	Elementary Education/ Deaf or Hard of Hearing/ ESOL/Reading	G	3.2	3	3	3	2	4	✓	46

¹²³Aggregated programs.

¹²⁴Aggregated programs.

¹²⁵Aggregated programs.

Rank	Institution	Program	Undergrad. (U)/ Graduate (G)	Summative Rating Score	Placement Score	Retention Score	Student Achievement Score	Student Achievement by Subgroup Score	Teacher Evaluation Score	High Demand Teacher Needs Area Bonus	Completers
49	Flagler College	Elementary Education/Exceptional Student Education/ESOL/Reading	G	3.2	3	3	3	3	4	—	190
49	Florida Atlantic University	Mathematics	G	3.2	4		3	1	4	✓	22
49	Florida Atlantic University	English/ESOL and English/ESOL/Reading ¹²⁶	G	3.2	4	3	3	2	4	—	78
49	Florida Atlantic University	Elementary Education/ESOL and Elementary Education/ESOL/Reading ¹²⁷	U	3.2	2	3	3	4	4	—	784
49	Flagler College	Elementary Education/Deaf or Hard of Hearing/ESOL/Reading	U	3.2	3	3	3	2	4	✓	46
49	Florida State University	Mathematics (FSU-Teach)	U	3.2	4	4	3	1	4	—	43
49	Miami Dade College	Mathematics	U	3.2	4	3	3	2	4	—	34
49	Palm Beach State College	Educator Preparation Institute	U	3.2	3	4	3	1	4	✓	229
49	University of Central Florida	Reading	U/G	3.2	4	3	3	1	4	✓	85
49	University of Central Florida	Mathematics	U/G	3.2	3	4	3	2	4	—	118
49	University of South Florida	English/ESOL, English/ESOL (MAT), English/ESOL/Reading, and English/ESOL/Reading (MAT) ¹²⁸	U	3.2	3	3	3	3	4	—	241

¹²⁶Aggregated programs.

¹²⁷Aggregated programs.

¹²⁸Aggregated programs.

Rank	Institution	Program	Undergrad. (U)/ Graduate (G)	Summative Rating Score	Placement Score	Retention Score	Student Achievement Score	Student Achievement by Subgroup Score	Teacher Evaluation Score	High Demand Teacher Needs Area Bonus	Completers
49	University of South Florida	Elementary Education/Exceptional Student Education/ESOL/Reading	U	3.2	3	3	3	2	4	4	341
49	University of Tampa	Elementary Education/ESOL/Reading	U/G	3.2	1	3	4	4	4		193
49	University of West Florida	Reading	U/G	3.2		3	3	2	4	4	65
49	University of West Florida	Educator Preparation Institute	U	3.2	2	3	3	4	4		2,581
67	Barry University	Elementary Education/ESOL/Reading	G	3	4		3	1	4		23
67	Broward College	Educator Preparation Institute	U/G	3	3	3	3	2	4		265
67	Chipola College	English/ESOL and English/ESOL/Reading ¹²⁹	U	3		3	3	3	3		13
67	Daytona State College	Elementary Education/ESOL/Reading	G/G	3	3	3	3	3	3		237
67	Flagler College	Elementary Education/ESOL/Reading	U	3	2	3	3	2	4	4	176
67	Florida State College at Jacksonville	Educator Preparation Institute	U	3		4	3	2	3		16
67	Indian River State College	Mathematics	U	3	4		3	2	3		12
67	Miami-Dade County	Professional Learning Certification Program	G	3		3	3	2	4		349
67	Pasco County	Professional Learning Certification Program	G	3		3	3	2	4		317
67	Rollins College	Elementary Education/ESOL/Reading	U	3	1	3	3	4	4		77

¹²⁹Aggregated programs.

Rank	Institution	Program	Undergrad. (U)/ Graduate (G)	Summative Rating Score	Placement Score	Retention Score	Student Achievement Score	Student Achievement by Subgroup Score	Teacher Evaluation Score	High Demand Teacher Needs Area Bonus	Completers
67	Saint Leo University	Elementary Education/ESOL/Reading	U	3	3	4	3	2	2	4	325
67	University of Central Florida	Elementary Education/ESOL/Reading	G	3	3	3	3	2	4		1,841
67	University of Florida	Educator Preparation Institute	G	3	3	3	3	2	4		156
67	University of South Florida	Reading	U	3	3	3	3	3	2	4	108
81	Florida International University	English/ESOL and English/ESOL/Reading ¹³⁰	U	2.9	1	4	3	1	4	4	40
82	Barry University	Reading	U	2.8	4	4	1	1	4		56
82	Escambia County	Professional Learning Certification Program	G	2.8		3	3	1	4		269
82	Florida Gulf Coast University	Elementary Education/ESOL/Reading	U	2.8	3	3	3	1	4		400
82	Florida International University	Elementary Education/ESOL/Reading	G	2.8	2	3	3	2	4		471
82	Indian River State College	Elementary Education/ESOL/Reading	U	2.8	3	3	3	1	4		132
82	Polk State College	Elementary Education/ESOL/Reading	G	2.8	2		3	2	4		83
82	South Florida State College	Elementary Education/ESOL/Reading	G	2.8	3	4	3	1	3		60
82	Southeastern University	Elementary Education/ESOL/Reading	U	2.8	1	3	3	3	4		108
82	University of South Florida	Middle Grades Mathematics (MAT) and Middle Grades Mathematics ¹³¹	U	2.8	2	3	3	2	4		74

¹³⁰Aggregated programs.

¹³¹Aggregated programs.

Rank	Institution	Program	Undergrad. (U)/ Graduate (G)	Summative Rating Score	Placement Score	Retention Score	Student Achievement Score	Student Achievement by Subgroup Score	Teacher Evaluation Score	High Demand Teacher Needs Area Bonus	Completers
82	Warner University	Elementary Education/ESOL and Elementary Education/ESOL/Reading ¹³²	U/G	2.8	1	4	3	2	4		18
92	University of South Florida	Mathematics and Mathematics (MAT) ¹³³	G/G	2.7	3	3	3	1	2	4	92
93	St. Petersburg College	Mathematics	G	2.6	2	3	3	1	4		24
94	Bay County	Professional Learning Certification Program	U	2.5		4	1	1	4		165
94	Broward County	Professional Learning Certification Program	U	2.5		3	1	2	4		473
96	Miami Dade College	Educator Preparation Institute	G	2.4	4	3	1	1	3		101
97	Palm Beach County	Professional Learning Certification Program	G	2.3		3	1	1	4		355

¹³²Aggregated programs.

¹³³Aggregated programs.

APPENDIX D—INSTITUTIONAL SUMMARIES

Rank	Institution/Program	Summative Rating Score	Placement Score	Retention Score	Student Achievement Score	Student Achievement by Subgroup Score	Teacher Evaluation Score	High Demand Teacher Needs Area Bonus	Completers
	Alachua County								
17	Professional Learning Certification Program	3.5	–	3	3	4	4		77
	Baptist College of Florida								
49	Elementary Education/ESOL/Reading	3.2	2	–	3	4	3	✓	18
	Barry University								
67	Elementary Education/ESOL/Reading	3	4	–	3	1	4		23
82	Reading	2.8	4	4	1	1	4		56
	Bay County								
94	Professional Learning Certification Program	2.5	–	4	1	1	4		165
	Brevard County								
17	Professional Learning Certification Program	3.5	–	3	3	4	4		167
	Broward College								
67	Educator Preparation Institute	3	3	3	3	2	4		265
	Broward County								
94	Professional Learning Certification Program	2.5	–	3	1	2	4		473
	Chipola College								
1	Elementary Education/ESOL/Reading	3.8	4	4	3	4	4	✓	84
67	English/ESOL and English/ESOL/Reading	3	–	3	3	3	3		13
	Daytona State College								
12	Educator Preparation Institute	3.6	4	3	3	4	4		75
67	Elementary Education/ESOL/Reading	3	3	3	3	3	3		237
29	Mathematics	3.4	3	4	3	3	4		18
	Duval County								

Rank	Institution/Program	Summative Rating Score	Placement Score	Retention Score	Student Achievement Score	Student Achievement by Subgroup Score	Teacher Evaluation Score	High Demand Teacher Needs Area Bonus	Completers
17	Professional Learning Certification Program	3.5	–	3	3	4	4		282
	Escambia County								
82	Professional Learning Certification Program	2.8	–	3	3	1	4		269
	Flagler College								
49	Elementary Education/Deaf or Hard of Hearing/ESOL/Reading	3.2	3	3	3	2	4	✓	46
49	Elementary Education/ESE/ESOL/Reading	3.2	3	3	3	3	4		190
67	Elementary Education/ESOL/Reading	3	2	3	3	2	4	✓	176
43	English/ESOL/Reading	3.3	2	–	3	4	4		15
	Florida Atlantic University								
49	Elementary Education/ESOL and Elementary Education/ESOL/Reading ¹³⁴	3.2	2	3	3	4	4		784
49	English/ESOL and English/ESOL/Reading ¹³⁵	3.2	4	3	3	2	4		78
49	Mathematics	3.2	4	–	3	1	4	✓	22
	Florida Gateway College								
29	Educator Preparation Institute	3.4	4	4	3	2	4		99
	Florida Gulf Coast University								
29	Educator Preparation Institute	3.4	4	3	3	3	4		78
82	Elementary Education/ESOL/Reading	2.8	3	3	3	1	4		400
29	Mathematics	3.4	3	3	3	4	4		26
	Florida International University								
82	Elementary Education/ESOL/Reading ¹³⁶	2.8	2	3	3	2	4		471
81	English/ESOL and English/ESOL/Reading ¹³⁷	2.9	1	4	3	1	4	✓	40
17	Reading	3.5	3	4	3	3	4	✓	101

¹³⁴Aggregated programs. See Appendix E for more information about program aggregations.

¹³⁵Aggregated programs.

¹³⁶Aggregated programs.

¹³⁷Aggregated programs.

Rank	Institution/Program	Summative Rating Score	Placement Score	Retention Score	Student Achievement Score	Student Achievement by Subgroup Score	Teacher Evaluation Score	High Demand Teacher Needs Area Bonus	Completers
	Florida Southern College								
1	Elementary Education/ESOL/Reading	3.8	4	4	3	4	4		185
	Florida Southwestern State College								
17	Elementary Education/ESOL/Reading	3.5	4	4	3	4	2	✓	345
	Florida State College at Jacksonville								
67	Educator Preparation Institute	3	–	4	3	2	3		16
	Florida State University								
17	Elementary Education/ESOL/Reading	3.5	3	3	3	4	4	✓	338
29	English/ESOL and English/ESOL/Reading ¹³⁸	3.4	–	3	3	3	4	✓	99
49	Mathematics (FSU-Teach)	3.2	3	3	3	2	4	✓	43
	Florida Teachers of Tomorrow								
1	Educator Preparation Institute	3.8	4	–	3	4	4		139
	Gadsden County								
43	Professional Learning Certification Program	3.3	–	3	3	3	4		42
	Hillsborough Community College								
29	Educator Preparation Institute	3.4	4	3	4	4	2		472
	Indian River State College								
1	Educator Preparation Institute	3.8	–	4	3	4	4		64
82	Elementary Education/ESOL/Reading	2.8	3	3	3	1	4		132
67	Mathematics	3	4	–	3	2	3		12
12	Middle Grades Mathematics	3.6	4	4	3	4	3		30
	Manatee County								
1	Professional Learning Certification Program	3.8	–	4	3	4	4		136
	Miami Dade College								
96	Educator Preparation Institute	2.4	4	3	1	1	3		101

¹³⁸Aggregated programs.

Rank	Institution/Program	Summative Rating Score	Placement Score	Retention Score	Student Achievement Score	Student Achievement by Subgroup Score	Teacher Evaluation Score	High Demand Teacher Needs Area Bonus	Completers
49	Mathematics	3.2	4	4	3	1	4		34
	Miami-Dade County								
67	Professional Learning Certification Program	3	–	3	3	2	4		349
	Northwest Florida State College								
1	Elementary Education/ESOL/Reading	3.8	4	4	3	4	4		113
	Nova Southeastern University								
1	Elementary Education/ESOL/Reading	3.8	4	4	3	4	4		52
17	Reading	3.5	4	4	3	2	4	✓	27
	Orange County								
17	Professional Learning Certification Program	3.5	–	3	3	4	4		930
	Palm Beach County								
97	Professional Learning Certification Program	2.3	–	3	1	1	4		355
	Palm Beach State College								
49	Educator Preparation Institute	3.2	4	3	3	2	4		229
	Pasco County								
67	Professional Learning Certification Program	3	–	3	3	2	4		317
	Pasco-Hernando State College								
1	Educator Preparation Institute	3.8	4	4	3	4	4		182
	Pinellas								
43	Professional Learning Certification Program	3.3	–	4	3	2	4		188
	Polk County								
43	Professional Learning Certification Program	3.3	–	4	3	2	4		273
	Polk State College								
29	Educator Preparation Institute	3.4	4	4	3	4	2		442
82	Elementary Education/ESOL/Reading	2.8	2	–	3	2	4		83
	Rollins College								

Rank	Institution/Program	Summative Rating Score	Placement Score	Retention Score	Student Achievement Score	Student Achievement by Subgroup Score	Teacher Evaluation Score	High Demand Teacher Needs Area Bonus	Completers
67	Elementary Education/ESOL/Reading ¹³⁹	3	1	3	3	4	4		77
	Saint Leo University								
67	Elementary Education/ESOL/Reading	3	3	4	3	2	2	✓	325
10	Reading	3.7	4	4	3	3	4	✓	102
	Santa Rosa County								
43	Professional Learning Certification Program	3.3	–	3	3	3	4		149
	Seminole State College								
29	Educator Preparation Institute	3.4	3	4	3	3	4		251
	South Florida State College								
82	Elementary Education/ESOL/Reading	2.8	3	4	3	1	3		60
	Southeastern University								
82	Elementary Education/ESOL/Reading	2.8	1	3	3	3	4		108
43	English/ESOL and English/ESOL/Reading	3.3	4	–	3	2	4		27
	St. Johns River State College								
1	Educator Preparation Institute	3.8	4	4	3	4	4		238
	St. Petersburg College								
29	Educator Preparation Institute	3.4	4	3	3	3	4		73
17	Elementary Education/ESOL/Reading	3.5	4	3	3	3	4	✓	346
93	Mathematics	2.6	2	3	3	1	4		24
29	Middle Grades Mathematics	3.4	3	3	3	4	4		24
	State College of Florida, Manatee-Sarasota								
29	Educator Preparation Institute	3.4	4	4	3	2	4		199
	Stetson University								
12	Elementary Education/ESOL/Reading ¹⁴⁰	3.6	4	4	3	3	4		88

¹³⁹Aggregated programs.

¹⁴⁰Aggregated programs.

Rank	Institution/Program	Summative Rating Score	Placement Score	Retention Score	Student Achievement Score	Student Achievement by Subgroup Score	Teacher Evaluation Score	High Demand Teacher Needs Area Bonus	Completers
	University of Central Florida								
67	Elementary Education/ESOL/Reading	3	3	3	3	2	4		1,841
17	English/ESOL and English/ESOL/Reading	3.5	3	3	3	4	4	✓	215
49	Mathematics	3.2	4	3	3	1	4	✓	118
49	Reading	3.2	3	4	3	1	4	✓	85
	University of Florida								
67	Educator Preparation Institute	3	3	3	3	2	4		156
17	Elementary Education/ESE/ESOL/Reading	3.5	4	3	3	3	4	✓	193
49	Elementary Education/ESOL/Reading	3.2	3	4	3	2	4		307
	University of North Florida								
29	Elementary Education/ESOL and Elementary Education/ESOL/Reading ¹⁴¹	3.4	3	3	3	4	4		490
29	English/ESOL and English/ESOL/Reading ¹⁴²	3.4	4	3	3	4	2	✓	66
17	Middle Grades Mathematics/Middle Grades General Science	3.5	3	–	3	4	4		17
	University of South Florida								
49	Elementary Education/ESE/ESOL/Reading	3.2	3	3	3	2	4	✓	341
12	Elementary Education/ ESOL (MAT), Elementary Education/ESOL/Reading, and Elementary Education/ESOL/Reading (MAT) ¹⁴³	3.6	4	3	3	4	4		1,038
49	English/ESOL, English/ESOL (MAT), English/ESOL/Reading, and English/ESOL/Reading (MAT) ¹⁴⁴	3.2	3	3	3	3	4		241
92	Mathematics ¹⁴⁵	2.7	3	3	3	1	2	✓	92

¹⁴¹Aggregated programs.

¹⁴²Aggregated programs.

¹⁴³Aggregated programs.

¹⁴⁴Aggregated programs.

¹⁴⁵Aggregated programs.

Rank	Institution/Program	Summative Rating Score	Placement Score	Retention Score	Student Achievement Score	Student Achievement by Subgroup Score	Teacher Evaluation Score	High Demand Teacher Needs Area Bonus	Completers
	Mathematics (MAT)								
82	Middle Grades Mathematics ¹⁴⁶ Middle Grades Mathematics (MAT)	2.8	2	3	3	2	4		74
67	Reading	3	3	3	3	3	2		108
	University of Tampa								
49	Elementary Education/ESOL/Reading	3.2	1	3	4	4	4		193
	University of West Florida								
49	Educator Preparation Institute	3.2	2	3	3	4	4		2581
29	Elementary Education/ESE/ESOL/Reading	3.4	3	3	3	3	4	✓	252
10	Elementary Education/ESOL/Reading	3.7	4	3	3	4	4	✓	94
49	Reading	3.2	–	3	3	2	4	✓	65
	Valencia College								
12	Educator Preparation Institute	3.6	4	3	3	4	4		506
	Warner University								
82	Elementary Education/ESOL and Elementary Education/ESOL/Reading ¹⁴⁷	2.8	1	4	3	2	4		18

¹⁴⁶Aggregated programs.

¹⁴⁷Aggregated programs.

APPENDIX E—AGGREGATIONS

Florida’s teacher preparation accountability system is designed to evaluate program-level, rather than institutional-level performance. Although the Department aims for program-level accountability, subject area programs from the same institutions are sometimes combined to increase the amount of available data. For example, in certain cases graduate and undergraduate programs are combined, discrete science programs such as biology, chemistry, or physics are combined, and discrete world language programs (e.g., French or Spanish) are combined.

The following programs are identified by the Department with the same program code for the purposes of producing the APPR and thus were considered as a single program in the analyses in this report.

Institution	Program Code	Programs
Bethune-Cookman University	398.5	English/ESOL English/ESOL/Reading
Broward College	288.5	Biology Middle Grades General Science
Broward College	430.5	Exceptional Student Education/ESOL/Autism Spectrum Disorders/Reading Exceptional Student Education/ESOL/Reading
Chipola College	288.5	Biology Middle Grades General Science
Chipola College	398.5	English/ESOL English/ESOL/Reading
Daytona State College	288.5	Biology Chemistry Earth/Space Science Physics
Eastern Florida State College	288.5	Biology Chemistry Middle Grades General Science
Florida Agricultural and Mechanical University	288.5	Biology Chemistry Physics
Florida Agricultural and Mechanical University	398.5	English/ESOL English/ESOL/Reading

Institution	Program Code	Programs
Florida Atlantic University	288.5	Biology Chemistry Physics
Florida Atlantic University	444.5	Elementary Education/ESOL/Reading Elementary Education/ESOL
Florida Atlantic University	398.5	English/ESOL English/ESOL/Reading
Florida Atlantic University	430.5	Exceptional Student Education/ESOL Exceptional Student Education/ESOL/Reading
Florida College	444.5	Elementary Education/ESOL/Reading Elementary Education/ESOL
Florida International University	114.5	Art (MAT) Art
Florida International University	288.5	Biology Chemistry Earth/Space Science Physics
Florida International University	444.5	Elementary Education/ESOL Elementary Education/ESOL/Reading
Florida International University	398.5	English/ESOL English/ESOL/Reading
Florida Memorial University	444.5	Elementary Education/ESOL Elementary Education/ESOL/Reading
Florida Southern College	398.5	English English/ESOL/Reading
Florida State University	387.5	PK/Primary Ed./ESOL/Reading PK/Primary Education/ESOL
Florida State College at Jacksonville	387.5	PK-Primary Education/ESOL/Reading PK-Primary Education/ESOL
Florida State University	288.5	Biology (FSU-Teach) Chemistry (FSU-Teach) Earth/Space Science (FSU-Teach) Physics (FSU-Teach)
Florida State University	398.5	English/ESOL English/ESOL/Reading
Florida State University	430.5	Exceptional Student Education/ESOL/Autism Spectrum Disorders Exceptional Student Education/ESOL
Indian River State College	288.5	Biology Middle Grades General Science
Indian River State College	430.5	Exceptional Student Education/ESOL Exceptional Student Education/ESOL/Reading

Institution	Program Code	Programs
Nova Southeastern University	398.5	English/ESOL English/ESOL/Reading
Rollins College	310.5	French Spanish
Rollins College	288.5	Biology Chemistry Physics
Rollins College	398.5	English/ESOL English/ESOL/Reading
Saint Leo University	327.5	Middle Grades Social Science Middle Grades Social Science/Reading
Southeastern University	398.5	English/ESOL English/ESOL/Reading
St. Petersburg College	288.5	Biology Middle Grades General Science
University of Central Florida	288.5	Biology Chemistry Physics Middle Grades General Science
University of Central Florida	310.5	French French/ESOL Spanish Spanish/ESOL
University of Central Florida	398.5	English/ESOL English/ESOL/Reading
University of Florida	288.5	Biology Chemistry Physics
University of North Florida	288.5	Biology Chemistry Physics
University of North Florida	430.5	Exceptional Student Education/ESOL/Reading (MAT) Exceptional Student Education/ESOL
University of North Florida	398.5	English/ESOL English/ESOL/Reading
University of North Florida	387.5	PK-Primary Education/ESOL PK-Primary Education/ESOL/Reading
University of South Florida	287.5	Mathematics (MAT) Mathematics

Institution	Program Code	Programs
University of South Florida	288.5	Biology Biology (MAT) Chemistry Chemistry (MAT) Physics Physics (MAT) Middle Grades General Science
University of South Florida	293.5	Social Science Social Science MAT
University of South Florida	306.5	Middle Grades Mathematics Middle Grades Mathematics (MAT)
University of South Florida	310.5	Chinese/ESOL (MAT) Italian/ESOL (MAT) Japanese/ESOL (MAT) French/ESOL (MAT) German/ESOL (MAT) Latin/ESOL (MAT) Russian/ESOL (MAT) Spanish/ESOL (MAT)
University of South Florida	398.5	English/ESOL English/ESOL (MAT)
University of South Florida	444.5	Elementary Education/ESOL (MAT) Elementary Education/ESOL/Reading Elementary Education/ESOL
University of West Florida	288.5	Biology Chemistry Physics Earth/Space Science
Warner University	398.5	English/ESOL English/ESOL/Reading
Warner University	430.5	Exceptional Student Education/ESOL Exceptional Student Education/ESOL/Reading
Warner University	444.5	Elementary Education/ESOL Elementary Education/ESOL/Reading

APPENDIX F—APPR SUMMARY ELEMENTARY EDUCATION PROGRAMS

The color scheme alternates by rank. Programs with the same rank are grouped by color.

Rank	Institution	Program	Undergrad. (U)/ Graduate (G)	Summative Rating Score	Placement Score	Retention Score	Student Achievement Score	Student Achievement by Subgroup Score	Teacher Evaluation Score	High Demand Teacher Needs Area Bonus	Completers
1	Chipola College	Elementary Education/ESOL/Reading	U	3.8	4	4	3	4	4	✓	84
1	Florida Southern College	Elementary Education/ESOL/Reading	U	3.8	4	4	3	4	4	–	185
1	Northwest Florida State College	Elementary Education/ESOL/Reading	U	3.8	4	4	3	4	4	–	113
1	Nova Southeastern University	Elementary Education/ESOL/Reading	G	3.8	4	4	3	4	4	–	52
5	University of West Florida	Elementary Education/ESOL/Reading	G	3.7	4	3	3	4	4	✓	94
6	University of South Florida ¹⁴⁸	Elementary Education/ESOL (MAT), Elementary Education/ESOL/Reading, and Elementary Education/ESOL/Reading (MAT)	U	3.6	4	4	3	3	4	–	1,038
6	Stetson University	Elementary Education/ESOL/Reading	G	3.6	4	3	3	4	4	–	88
6	Florida Southwestern State College	Elementary Education/ESOL/Reading	U	3.5	4	4	3	4	2	✓	345
9	Florida State University	Elementary Education/ESOL/Reading	U	3.5	3	3	3	4	4	✓	338
9	St. Petersburg College	Elementary Education/ESOL/Reading	U	3.5	4	3	3	3	4	✓	346
9	University of Florida	Elementary Education/Exceptional	U/G	3.5	4	3	3	3	4	✓	193

¹⁴⁸Aggregated programs.

Rank	Institution	Program	Undergrad. (U)/ Graduate (G)	Summative Rating Score	Placement Score	Retention Score	Student Achievement Score	Student Achievement by Subgroup Score	Teacher Evaluation Score	High Demand Teacher Needs Area Bonus	Completers
		Student Education/ESOL/Reading									
12	University of North Florida ¹⁴⁹	Elementary Education/ESOL and Elementary Education/ESOL/Reading	U/G	3.4	3	3	3	4	4	–	490
12	University of West Florida	Elementary Education/Exceptional Student Education/ESOL/Reading	U	3.4	3	3	3	3	4	✓	252
14	Flagler College	Elementary Education/ Deaf or Hard of Hearing/ ESOL/Reading	U	3.2	2		3	4	3	✓	46
14	Florida Atlantic University	Elementary Education/ESOL and Elementary Education/ESOL/Reading	U	3.2	3	3	3	2	4	✓	784
14	Baptist College of Florida	Elementary Education/ESOL/Reading	U	3.2	3	3	3	3	4	–	18
14	University of Florida	Elementary Education/ESOL/Reading	U/G	3.2	2	3	3	4	4	–	307
14	University of Tampa	Elementary Education/ESOL/Reading	G	3.2	3	4	3	2	4	–	193
14	Flagler College	Elementary Education/Exceptional Student Education/ESOL/Reading	U	3.2	3	3	3	2	4	✓	190
14	University of South Florida	Elementary Education/Exceptional Student Education/ESOL/Reading	U	3.2	1	3	4	4	4	–	341
21	Barry University	Elementary Education/ESOL/Reading	G	3	4		3	1	4	–	23

¹⁴⁹Aggregated programs.

Rank	Institution	Program	Undergrad. (U)/ Graduate (G)	Summative Rating Score	Placement Score	Retention Score	Student Achievement Score	Student Achievement by Subgroup Score	Teacher Evaluation Score	High Demand Teacher Needs Area Bonus	Completers
21	Daytona State College	Elementary Education/ESOL/Reading	G	3	3	3	3	3	3	–	237
21	Flagler College	Elementary Education/ESOL/Reading	U	3	2	3	3	2	4	✓	176
21	Rollins College	Elementary Education/ESOL/Reading	U	3	1	3	3	4	4	–	77
21	Saint Leo University	Elementary Education/ESOL/Reading	U	3	3	4	3	2	2	✓	325
21	University of Central Florida	Elementary Education/ESOL/Reading	U/G	3	3	3	3	2	4	–	1,841
27	Florida Gulf Coast University	Elementary Education/ESOL/Reading	U	2.8	2	3	3	2	4	–	400
27	Florida International University	Elementary Education/ESOL/Reading	G	2.8	3	3	3	1	4	–	471
27	Indian River State College	Elementary Education/ESOL/Reading	G	2.8	2		3	2	4	–	132
27	Polk State College	Elementary Education/ESOL/Reading	U	2.8	3	4	3	1	3	–	83
27	South Florida State College	Elementary Education/ESOL/Reading	G	2.8	1	3	3	3	4	–	60
27	Southeastern University	Elementary Education/ESOL/Reading	U	2.8	1	4	3	2	4	–	108
27	Warner University ¹⁵⁰	Elementary Education/ESOL and Elementary Education/ESOL/Reading	U	2.8	4	4	3	4	4	✓	18

¹⁵⁰Aggregated programs.

APPENDIX G—APPR SUMMARY ENGLISH AND READING PROGRAMS

The color scheme alternates by rank. Programs with the same rank are grouped by color.

Rank	Institution	Program	Undergrad. (U)/ Graduate (G)	Summative Rating Score	Placement Score	Retention Score	Student Achievement Score	Student Achievement by Subgroup Score	Teacher Evaluation Score	High Demand Teacher Needs Area Bonus	Completers
1	Saint Leo University	Reading	G	3.7	4	4	3	3	4	✓	102
2	Florida International University	Reading	U	3.5	3	4	3	3	4	✓	101
2	Nova Southeastern University	Reading	U	3.5	4	4	3	2	4	✓	27
2	University of Central Florida	English/ESOL and English/ESOL/Reading	G	3.5	3	3	3	4	4	✓	215
5	Florida State University	English/ESOL and English/ESOL/Reading	U/G	3.4		3	3	3	4	✓	99
5	University of North Florida	English/ESOL and English/ESOL/Reading	U	3.4	4	3	3	4	2	✓	66
7	Flagler College	English/ESOL/Reading	U	3.3	2		3	4	4	—	15
7	Southeastern University	English/ESOL and English/ESOL/Reading	U	3.3	4		3	2	4	—	27
9	Florida Atlantic University	English/ESOL and English/ESOL/Reading	U	3.2	4	3	3	2	4	—	78
9	University of Central Florida	Reading	U/G	3.2	3	4	3	1	4	✓	85
9	University of South Florida	English/ESOL, English/ESOL (MAT), English/ESOL/Reading, English/ESOL/Reading (MAT)	U	3.2	3	3	3	3	4	—	241
9	University of West Florida ¹⁵¹	Reading	U	3.2		3	3	2	4	✓	65

¹⁵¹Aggregated programs.

Rank	Institution	Program	Undergrad. (U)/ Graduate (G)	Summative Rating Score	Placement Score	Retention Score	Student Achievement Score	Student Achievement by Subgroup Score	Teacher Evaluation Score	High Demand Teacher Needs Area Bonus	Completers
13	Chipola College	English/ESOL and English/ESOL/Reading	U	3		3	3	3	3	—	13
13	University of South Florida	Reading	G	3	3	3	3	3	2	✓	108
15	Florida International University	English/ESOL and English/ESOL/Reading	U	2.9	1	4	3	1	4	✓	40
16	Barry University	Reading	U	2.8	4	4	1	1	4	—	56

APPENDIX H—MATHEMATICS PROGRAMS

The color scheme alternates by rank. Programs with the same rank are grouped by color.

Rank	Institution	Program	Undergrad. (U)/ Graduate (G)	Summative Rating Score	Placement Score	Retention Score	Student Achievement Score	Student Achievement by Subgroup Score	Teacher Evaluation Score	High Demand Teacher Needs Area Bonus	Completers
1	Indian River State College	Middle Grades Mathematics	U	3.6	4	4	3	4	3	—	30
2	University of North Florida	Middle Grades Mathematics/Middle Grades General Science	U	3.5	3		3	4	4	—	17
3	Daytona State College	Mathematics	U	3.4	3	4	3	3	4	—	18
3	Florida Gulf Coast University	Mathematics	U	3.4	3	3	3	4	4	—	26
3	St. Petersburg College	Middle Grades Mathematics	U	3.4	3	3	3	4	4	—	24
6	Florida Atlantic University	Mathematics	U	3.2	4		3	1	4	✓	22
6	Florida State University	Mathematics (FSU-Teach)	U/G	3.2	3	3	3	2	4	✓	43
6	Miami Dade College	Mathematics	U	3.2	4	4	3	1	4	—	34
6	University of Central Florida	Mathematics	U	3.2	4	3	3	1	4	✓	118
10	Indian River State College	Mathematics	U	3	4		3	2	3	—	12
11	University of South Florida ¹⁵²	Middle Grades Mathematics (MAT) and Middle Grades Mathematics	G	2.8	2	3	3	2	4	—	74
12	University of South Florida ¹⁵³	Mathematics and Mathematics (MAT)	G	2.7	3	3	3	1	2	✓	92
13	St. Petersburg College	Mathematics	G	2.6	2	3	3	1	4	—	24

¹⁵²Aggregated programs.

¹⁵³Aggregated programs.

APPENDIX I—EXAMINATIONS

BIOLOGY 6–12	First Attempt				Best Attempt			
	EPI	Examinees	No. Pass	Pass Rate	Mean Score	Examinees	No. Pass	Pass Rate
Broward College	8	8	100.00%	217.5	9	9	100.00%	219.4
Daytona State College	9	6	66.70%	207.6	9	7	77.80%	209.1
Eastern Florida State College	1	1	100.00%	224	2	2	100.00%	213
Florida Gateway College	4	4	100.00%	224	5	5	100.00%	220.8
Florida Gulf Coast University	6	4	66.70%	208.2	6	5	83.30%	213.5
Florida State College at Jacksonville	3	3	100.00%	229	4	3	75.00%	215
Florida Teachers of Tomorrow	24	15	62.50%	204.1	27	19	70.40%	206.6
Hillsborough Community College	16	10	62.50%	200.4	19	13	68.40%	204.7
Indian River State College	5	3	60.00%	208.6	6	4	66.70%	202.2
iTeach Florida	2	1	50.00%	210.5	2	2	100.00%	219.5
Miami Dade College	3	3	100.00%	221.3	3	3	100.00%	221.3
Noble Education Initiative	3	2	66.70%	198.7	3	2	66.70%	198.7
Palm Beach State College	4	1	25.00%	187	4	2	50.00%	191
Pasco-Hernando State College	7	7	100.00%	213.9	8	8	100.00%	216.9
Polk State College	12	8	66.70%	208.7	12	10	83.30%	211.9
Seminole State College	15	11	73.30%	205	15	12	80.00%	208.5
St. Johns River State College	14	13	92.90%	218.4	15	15	100.00%	219
St. Petersburg College	4	4	100.00%	214	4	4	100.00%	214
State College of Florida, Manatee-Sarasota	7	5	71.40%	213.7	7	6	85.70%	216.1
University of Florida	3	2	66.70%	214.3	3	3	100.00%	224
University of West Florida	74	56	75.70%	215.4	79	72	91.10%	218.1
Valencia College	22	18	81.80%	216	27	25	92.60%	216.4

BIOLOGY 6–12	First Attempt				Best Attempt			
EPI TOTAL	246	185	75.20%	211.6	269	231	85.90%	213.7

BIOLOGY 6–12 PLCP	First Attempt				Best Attempt			
	Examinees	No. Pass	Pass Rate	Mean Score	Examinees	No. Pass	Pass Rate	Mean Score
Alachua County	2	2	100.00%	216	2	2	100.00%	216
Bay County	6	4	66.70%	208.8	6	4	66.70%	212.5
Brevard County	5	3	60.00%	211.8	5	3	60.00%	214
Broward County	11	7	63.60%	200.8	12	10	83.30%	206.2
Collier County	2	2	100.00%	231	2	2	100.00%	231
DeSoto County	1	1	100.00%	243	1	1	100.00%	243
Duval County	3	1	33.30%	186.7	4	1	25.00%	188.5
Escambia County	5	3	60.00%	206.6	5	3	60.00%	206.6
Gilchrist County	1	1	100.00%	233	1	1	100.00%	233
Hillsborough County	12	8	66.70%	207.7	13	9	69.20%	208.5
Indian River County	3	3	100.00%	224.7	3	3	100.00%	224.7
Lake County	1	1	100.00%	217	1	1	100.00%	217
Lee County	2	2	100.00%	232.5	2	2	100.00%	232.5
Levy County	1	1	100.00%	224	1	1	100.00%	224
Marion County	2	2	100.00%	223	2	2	100.00%	223
Miami-Dade County	23	15	65.20%	207.6	23	21	91.30%	214.8
Orange County	15	8	53.30%	202.3	17	11	64.70%	201.5
Osceola County	1	1	100.00%	220	1	1	100.00%	220
Palm Beach County	11	6	54.50%	203.5	11	7	63.60%	204.4
Pasco County	12	9	75.00%	214.5	12	10	83.30%	215.7
Pinellas County	8	4	50.00%	205.5	8	4	50.00%	205.5
Polk County	1	1	100.00%	220	1	1	100.00%	220
Santa Rosa County	3	2	66.70%	201.7	3	3	100.00%	210
PLCP TOTAL	131	87	66.40%	208.5	136	103	75.70%	210.5

BIOLOGY 6–12	First Attempt				Best Attempt			
Private IHE	Examinees	No. Pass	Pass Rate	Mean Score	Examinees	No. Pass	Pass Rate	Mean Score
Florida Southern College	1	1	100.00%	216	1	1	100.00%	216
Nova Southeastern University	2	1	50.00%	200.5	2	2	100.00%	212
Southeastern University	4	3	75.00%	204.8	4	4	100.00%	211.5
University Of Tampa	5	3	60.00%	208.8	7	7	100.00%	214.3
PRIVATE COLLEGE/UNIVERSITY TOTAL	12	8	66.70%	206.7	14	14	100.00%	213.3

BIOLOGY 6–12	First Attempt				Best Attempt			
State College	Examinees	No. Pass	Pass Rate	Mean Score	Examinees	No. Pass	Pass Rate	Mean Score
Broward College	7	3	42.90%	205.7	8	7	87.50%	214.5
Chipola College	1	0	0.00%	194	2	2	100.00%	217.5
Daytona State College	9	7	77.80%	214.1	9	9	100.00%	217.2
Indian River State College	5	4	80.00%	207.4	5	4	80.00%	207.4
Miami Dade College	8	6	75.00%	206.8	10	8	80.00%	198.9
St. Petersburg College	2	2	100.00%	214	3	3	100.00%	217
State College Total	32	22	68.80%	208.8	37	33	89.20%	210.4

BIOLOGY 6–12	First Attempt				Best Attempt			
State University	Examinees	No. Pass	Pass Rate	Mean Score	Examinees	No. Pass	Pass Rate	Mean Score
Florida A&M University	3	2	66.70%	197.7	3	3	100.00%	207.7
Florida Atlantic University	17	10	58.80%	204.8	17	15	88.20%	209.9
Florida Gulf Coast University	4	2	50.00%	204.5	5	5	100.00%	216.4
Florida International University	36	23	63.90%	204.3	41	40	97.60%	212.3
Florida State University	15	14	93.30%	219.7	17	17	100.00%	222.7
University of Central Florida	17	17	100.00%	221.3	21	21	100.00%	221.6
University of Florida					1	1	100.00%	248
University of North Florida	15	13	86.70%	216.7	15	14	93.30%	218
University of South Florida	34	27	79.40%	211.8	39	36	92.30%	214.9

BIOLOGY 6–12	First Attempt				Best Attempt			
University of West Florida	1	1	100.00%	220	1	1	100.00%	220
State University Total	142	109	76.80%	211.1	160	153	95.60%	215.9

BIOLOGY 6–12	First Attempt				Best Attempt			
Statewide	Examinees	No. Pass	Pass Rate	Mean Score	Examinees	No. Pass	Pass Rate	Mean Score
Program Total	563	411	73.00%	210.5	616	534	86.70%	213.3
Non-Program Total	1627	982	60.40%	203.3	1786	1226	68.60%	205.2
Grand Total	2190	1393	63.60%	205.1	2402	1760	73.30%	207.3

ELEMENTARY ED K–6 SUBTEST 1: LANGUAGE ARTS AND READING	First Attempt				Best Attempt			
EPI	Examinees	No. Pass	Pass Rate	Mean Score	Examinees	No. Pass	Pass Rate	Mean Score
Broward College	54	26	48.10%	195	70	51	72.90%	202.3
Daytona State College	14	10	71.40%	202.1	17	15	88.20%	205.9
Eastern Florida State College	7	5	71.40%	210.9	7	7	100.00%	218
Florida Gateway College	14	10	71.40%	212.9	15	12	80.00%	216
Florida Gulf Coast University	6	5	83.30%	214.2	8	7	87.50%	208.3
Florida State College at Jacksonville	15	11	73.30%	206.9	16	13	81.30%	209.4
Florida Teachers of Tomorrow	87	45	51.70%	197.6	107	80	74.80%	202.9
Hillsborough Community College	92	51	55.40%	198.8	108	80	74.10%	205.1
Indian River State College	22	12	54.50%	200.5	24	20	83.30%	209
iTeach Florida	6	6	100.00%	211.8	6	6	100.00%	211.8
Miami Dade College	26	18	69.20%	206.7	33	28	84.80%	211.8
Noble Education Initiative	16	6	37.50%	192.8	19	12	63.20%	199.5
Palm Beach State College	18	9	50.00%	200.2	23	18	78.30%	205
Pasco-Hernando State College	15	11	73.30%	202.6	20	17	85.00%	204.2
Polk State College	46	28	60.90%	200.7	56	44	78.60%	205.2
Seminole State College	36	23	63.90%	205.1	48	40	83.30%	206.3
St. Johns River State College	29	17	58.60%	200.5	34	31	91.20%	209.7

ELEMENTARY ED K-6 SUBTEST 1: LANGUAGE ARTS AND READING	First Attempt				Best Attempt			
	St. Petersburg College	13	9	69.20%	209.8	13	13	100.00%
State College of Florida, Manatee-Sarasota	34	24	70.60%	207.2	37	33	89.20%	211.1
University of Arizona Global Campus	2	1	50.00%	202	2	2	100.00%	206.5
University of Florida	52	45	86.50%	214.8	54	54	100.00%	218.5
University of West Florida	515	374	72.60%	209.3	551	532	96.60%	215.3
Valencia College	51	31	60.80%	199.4	59	50	84.70%	207.5
EPI TOTAL	1170	777	66.40%	205.3	1327	1165	87.80%	210.6

ELEMENTARY ED K-6 SUBTEST 1: LANGUAGE ARTS AND READING	First Attempt				Best Attempt			
	PLCP	Examinees	No. Pass	Pass Rate	Mean Score	Examinees	No. Pass	Pass Rate
Alachua County	1	0	0.00%	188	2	2	100.00%	206
Baker County	1	0	0.00%	184	2	2	100.00%	201.5
Bay County	8	5	62.50%	201.3	10	10	100.00%	210.7
Bradford County	3	3	100.00%	208	3	3	100.00%	208
Brevard County	3	3	100.00%	219	5	5	100.00%	215.8
Broward County	12	5	41.70%	199.2	15	10	66.70%	206.3
DeSoto County	2	1	50.00%	210	3	2	66.70%	207.7
Duval County	18	13	72.20%	205.8	22	18	81.80%	206.7
Escambia County	13	10	76.90%	210.5	17	14	82.40%	212.8
Gadsden County	5	0	0.00%	178.2	7	4	57.10%	199.6
Hillsborough County	23	17	73.90%	209.3	26	23	88.50%	214.2
Indian River County	2	2	100.00%	204.5	3	3	100.00%	203
Lake County	2	1	50.00%	203	3	1	33.30%	196.7
Lee County	2	1	50.00%	196.5	3	3	100.00%	210
Manatee County	2	2	100.00%	224	2	2	100.00%	224
Marion County	3	2	66.70%	200	4	4	100.00%	209.5

ELEMENTARY ED K-6 SUBTEST 1: LANGUAGE ARTS AND READING	First Attempt				Best Attempt			
	Miami-Dade County	9	6	66.70%	207.7	11	9	81.80%
Orange County	25	12	48.00%	193.5	26	16	61.50%	197.5
Osceola County	1	0	0.00%	188	1	1	100.00%	200
Palm Beach County	9	7	77.80%	202	9	7	77.80%	203.9
Pasco County	11	7	63.60%	205.3	13	10	76.90%	208.6
Pinellas County	3	1	33.30%	201.7	3	1	33.30%	204.7
Polk County	7	4	57.10%	212.4	8	7	87.50%	216.9
Putnam County	6	3	50.00%	201.5	7	5	71.40%	203.4
Santa Rosa County	9	4	44.40%	199.2	11	8	72.70%	204.3
Sumter County	5	2	40.00%	204	9	8	88.90%	211.2
Wakulla County	1	0	0.00%	188	1	1	100.00%	224
PLCP TOTAL	186	111	59.70%	202.9	226	179	79.20%	207.5

ELEMENTARY ED K-6 SUBTEST 1: LANGUAGE ARTS AND READING	First Attempt				Best Attempt			
	Private IHE	Examinees	No. Pass	Pass Rate	Mean Score	Examinees	No. Pass	Pass Rate
Ave Maria University	16	11	68.80%	205.6	17	17	100.00%	211.6
Baptist College of Florida	5	4	80.00%	207.6	5	4	80.00%	211.6
Barry University	14	6	42.90%	195.2	16	11	68.80%	203.5
Bethune-Cookman University	7	4	57.10%	193.1	11	9	81.80%	197.5
Doral College	5	2	40.00%	194	5	2	40.00%	196.8
Flagler College	163	120	73.60%	209.5	172	164	95.30%	215.4
Florida College	23	21	91.30%	221.1	24	22	91.70%	219
Florida Memorial University	3	1	33.30%	180.3	4	1	25.00%	183
Florida Southern College	75	56	74.70%	212.6	77	73	94.80%	219.2
Jacksonville University	15	8	53.30%	202.2	15	15	100.00%	214.9
Johnson University - Florida	6	4	66.70%	205.5	6	5	83.30%	207

ELEMENTARY ED K-6 SUBTEST 1: LANGUAGE ARTS AND READING	First Attempt				Best Attempt			
	Lynn University	4	0	0.00%	179.5	5	5	100.00%
Nova Southeastern University	70	34	48.60%	194.8	74	64	86.50%	206.6
Palm Beach Atlantic University	44	30	68.20%	206.8	45	41	91.10%	213.1
Rollins College	33	24	72.70%	207.9	33	29	87.90%	212.8
Saint Leo University	211	120	56.90%	201.5	237	208	87.80%	209.3
Southeastern University	58	36	62.10%	203.4	59	51	86.40%	208.4
Stetson University	39	31	79.50%	213	39	38	97.40%	216.5
Trinity International University	3	0	0.00%	177.7	3	1	33.30%	193.7
University of Miami	28	24	85.70%	212.5	29	28	96.60%	215.8
University of Tampa	121	84	69.40%	208	125	119	95.20%	215.1
Warner University	5	1	20.00%	176.6	5	3	60.00%	194.4
PRIVATE COLLEGE/UNIVERSITY TOTAL	948	621	65.50%	205.5	1006	910	90.50%	212.2

ELEMENTARY ED K-6 SUBTEST 1: LANGUAGE ARTS AND READING	First Attempt				Best Attempt			
	Examinees	No. Pass	Pass Rate	Mean Score	Examinees	No. Pass	Pass Rate	Mean Score
State College								
Chipola College	65	39	60.00%	203	69	65	94.20%	212.1
Daytona State College	122	88	72.10%	208.8	130	119	91.50%	213.8
Florida Southwestern State College	211	116	55.00%	198.2	221	194	87.80%	206.9
Indian River State College	99	56	56.60%	199.2	105	92	87.60%	209.3
Northwest Florida State College	51	37	72.50%	205.5	51	46	90.20%	210.2
Polk State College	95	64	67.40%	206	98	85	86.70%	211.2
South Florida State College	39	28	71.80%	205.3	40	36	90.00%	211.6
St. Petersburg College	182	136	74.70%	210	187	175	93.60%	213.7
STATE COLLEGE TOTAL	864	564	65.30%	204.3	901	812	90.10%	210.9

ELEMENTARY ED K–6 SUBTEST 1: LANGUAGE ARTS AND READING	First Attempt				Best Attempt			
	State University	Examinees	No. Pass	Pass Rate	Mean Score	Examinees	No. Pass	Pass Rate
Florida Agricultural & Mechanical University	37	15	40.50%	196.8	46	35	76.10%	204.8
Florida Atlantic University	370	151	40.80%	193.5	397	333	83.90%	207.2
Florida Gulf Coast University	179	99	55.30%	198.9	198	175	88.40%	209.1
Florida International University	140	97	69.30%	204.5	156	145	92.90%	210.5
Florida State University	223	175	78.50%	211.5	226	207	91.60%	214.9
University of Central Florida	619	454	73.30%	209	656	612	93.30%	214
University of Florida	268	228	85.10%	213.3	274	261	95.30%	215.8
University of North Florida	236	168	71.20%	208	248	223	89.90%	212.4
University of South Florida	508	376	74.00%	208.9	528	493	93.40%	213.9
University of West Florida	229	149	65.10%	206.7	249	234	94.00%	213.1
State University Total	2809	1912	68.10%	206.3	2978	2718	91.30%	212.5

ELEMENTARY ED K–6 SUBTEST 1: LANGUAGE ARTS AND READING	First Attempt				Best Attempt			
	Statewide	Examinees	No. Pass	Pass Rate	Mean Score	Examinees	No. Pass	Pass Rate
Program Total	5977	3985	66.70%	205.6	6438	5784	89.80%	211.6
Non-Program Total	11188	5361	47.90%	194.7	12301	8057	65.50%	200.4
Grand Total	17165	9346	54.40%	198.5	18739	13841	73.90%	204.2

ELEMENTARY ED K–6 SUBTEST 2: SOCIAL SCIENCE	First Attempt				Best Attempt			
	EPI	Examinees	No. Pass	Pass Rate	Mean Score	Examinees	No. Pass	Pass Rate
Broward College	54	32	59.30%	205.5	64	49	76.60%	209.5
Daytona State College	14	11	78.60%	213.6	16	14	87.50%	214.8
Eastern Florida State College	7	6	85.70%	223	7	7	100.00%	227.4
Florida Gateway College	14	10	71.40%	216.9	15	13	86.70%	221.5
Florida Gulf Coast University	6	6	100.00%	224.2	7	7	100.00%	225

ELEMENTARY ED K-6 SUBTEST 2: SOCIAL SCIENCE	First Attempt				Best Attempt			
	Florida State College at Jacksonville	15	10	66.70%	204.9	16	13	81.30%
Florida Teachers of Tomorrow	87	62	71.30%	209.9	103	83	80.60%	211.8
Hillsborough Community College	92	65	70.70%	210.8	98	78	79.60%	213
Indian River State College	22	21	95.50%	219.9	23	22	95.70%	219.7
iTeach Florida	6	6	100.00%	226	6	6	100.00%	226
Miami Dade College	26	22	84.60%	222.5	29	27	93.10%	223.1
Noble Education Initiative	16	9	56.30%	195.8	19	13	68.40%	200.9
Palm Beach State College	18	16	88.90%	223.1	20	18	90.00%	221.8
Pasco Hernando State College	15	11	73.30%	217.4	18	16	88.90%	218.8
Polk State College	46	34	73.90%	213.3	54	47	87.00%	219
Seminole State College	36	30	83.30%	220.9	40	38	95.00%	222.7
St. Johns River State College	29	22	75.90%	217.9	30	27	90.00%	220.3
St. Petersburg College	13	11	84.60%	218.9	13	13	100.00%	222.3
State College of Florida, Manatee-Sarasota	34	27	79.40%	218	37	34	91.90%	220.9
University of Arizona Global Campus	2	2	100.00%	239	2	2	100.00%	239
University of Florida	52	48	92.30%	226.4	54	54	100.00%	227.4
University of West Florida	515	455	88.30%	223.3	544	534	98.20%	225.4
Valencia College	51	38	74.50%	213.7	54	46	85.20%	216.7
EPI Total	1170	954	81.50%	218.5	1269	1161	91.50%	220.6

ELEMENTARY ED K-6 SUBTEST 2: SOCIAL SCIENCE	First Attempt				Best Attempt			
	PLCP	Examinees	No. Pass	Pass Rate	Mean Score	Examinees	No. Pass	Pass Rate
Alachua County	1	1	100.00%	230	1	1	100.00%	230
Baker County	1	0	0.00%	189	1	1	100.00%	210
Bay County	8	8	100.00%	235.4	8	8	100.00%	235.4
Bradford County	3	3	100.00%	217	3	3	100.00%	217
Brevard County	3	3	100.00%	240	4	4	100.00%	230
Broward County	12	10	83.30%	220.7	13	11	84.60%	220.4
DeSoto County	2	2	100.00%	212.5	2	2	100.00%	212.5
Duval County	18	11	61.10%	212.8	18	14	77.80%	219.7
Escambia County	13	11	84.60%	218.8	15	13	86.70%	219.1
Gadsden County	5	2	40.00%	190.8	6	3	50.00%	192.5
Hillsborough County	23	19	82.60%	214.9	26	24	92.30%	217.2
Indian River County	2	2	100.00%	226.5	2	2	100.00%	226.5
Lake County	2	1	50.00%	217	3	1	33.30%	210
Lee County	2	1	50.00%	199	2	2	100.00%	212
Manatee County	2	2	100.00%	240.5	2	2	100.00%	240.5
Marion County	3	2	66.70%	209.7	3	3	100.00%	215.7
Miami-Dade County	9	7	77.80%	219.7	10	7	70.00%	218.1
Orange County	25	19	76.00%	209.6	25	19	76.00%	209.9
Osceola County	1	1	100.00%	214	1	1	100.00%	214
Palm Beach County	9	7	77.80%	214.7	9	8	88.90%	216.8
Pasco County	11	8	72.70%	212.9	12	10	83.30%	215.2
Pinellas County	3	3	100.00%	217	3	3	100.00%	217
Polk County	7	6	85.70%	225.1	8	8	100.00%	225.1
Putnam County	6	4	66.70%	202.3	7	6	85.70%	210.4
Santa Rosa County	9	8	88.90%	213.9	10	9	90.00%	216.9

ELEMENTARY ED K-6 SUBTEST 2: SOCIAL SCIENCE	First Attempt				Best Attempt			
	Sumter County	5	5	100.00%	230.6	7	6	85.70%
Wakulla County	1	1	100.00%	200	1	1	100.00%	200
PLCP TOTAL	186	147	79.00%	215.8	202	172	85.10%	217.2

ELEMENTARY ED K-6 SUBTEST 2: SOCIAL SCIENCE	First Attempt				Best Attempt			
	Private IHE	Examinees	No. Pass	Pass Rate	Mean Score	Examinees	No. Pass	Pass Rate
Ave Maria University	16	11	68.80%	209.1	18	17	94.40%	213.9
Baptist College of Florida	5	3	60.00%	203	5	4	80.00%	210.8
Barry University	14	10	71.40%	205.2	15	14	93.30%	211.2
Bethune-Cookman University	7	3	42.90%	198.4	10	9	90.00%	202.7
Doral College	5	2	40.00%	182.8	5	2	40.00%	185.6
Flagler College	163	102	62.60%	207.3	173	162	93.60%	216
Florida College	23	18	78.30%	217	24	22	91.70%	220.5
Florida Memorial University	3	1	33.30%	164.7	3	1	33.30%	164.7
Florida Southern College	75	50	66.70%	208.6	78	71	91.00%	216.1
Jacksonville University	15	11	73.30%	207.8	15	15	100.00%	213.9
Johnson University - Florida	6	5	83.30%	211.5	8	7	87.50%	211.1
Lynn University	4	0	0.00%	168.5	4	4	100.00%	203.5
Nova Southeastern University	70	31	44.30%	195	75	62	82.70%	205.4
Palm Beach Atlantic University	44	35	79.50%	212.8	47	43	91.50%	215.3
Rollins College	33	24	72.70%	208.5	35	30	85.70%	213
Saint Leo University	211	125	59.20%	202.4	234	204	87.20%	210.3
Southeastern University	58	33	56.90%	201.6	59	52	88.10%	210.7
Stetson University	39	33	84.60%	212.2	40	39	97.50%	216
Trinity International University	3	0	0.00%	182.7	3	1	33.30%	194
University of Miami	28	24	85.70%	213.8	30	28	93.30%	215.2

ELEMENTARY ED K-6 SUBTEST 2: SOCIAL SCIENCE	First Attempt				Best Attempt			
	University of Tampa	121	79	65.30%	205.8	126	115	91.30%
Warner University	5	2	40.00%	180.6	5	4	80.00%	193
Private IHE Total	948	602	63.50%	205.1	1012	906	89.50%	212.5



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