

From Classroom to Career: The Power of Mentorship in Teacher Preparation

Florida Organization of Instructional Leaders

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Agenda

- 1 Welcome and Introductions
- 2 Pathways to the Education Profession
- 3 Teacher Apprenticeship Program
- 4 Clinical Education, Mentoring and Professional Learning Design
- 5 Department Updates
- 6 Questions

“Every Florida teacher and leader is prepared, developed, supported and supervised by educators who make teaching better.”

“Every day, in every school,
every student has a teacher
as good as the best teacher
any of us ever had.”

Who's Who?

Areas Represented in the Room

- Professional Learning
- Teaching and Learning
- School Leadership
- School Improvement
- Others



Who's Who?

Educational Pathways Represented in the Room

- Initial Teacher Preparation Program
- Alternative Certification
- Career and Technical Education
- Military
- Reciprocity
- Others



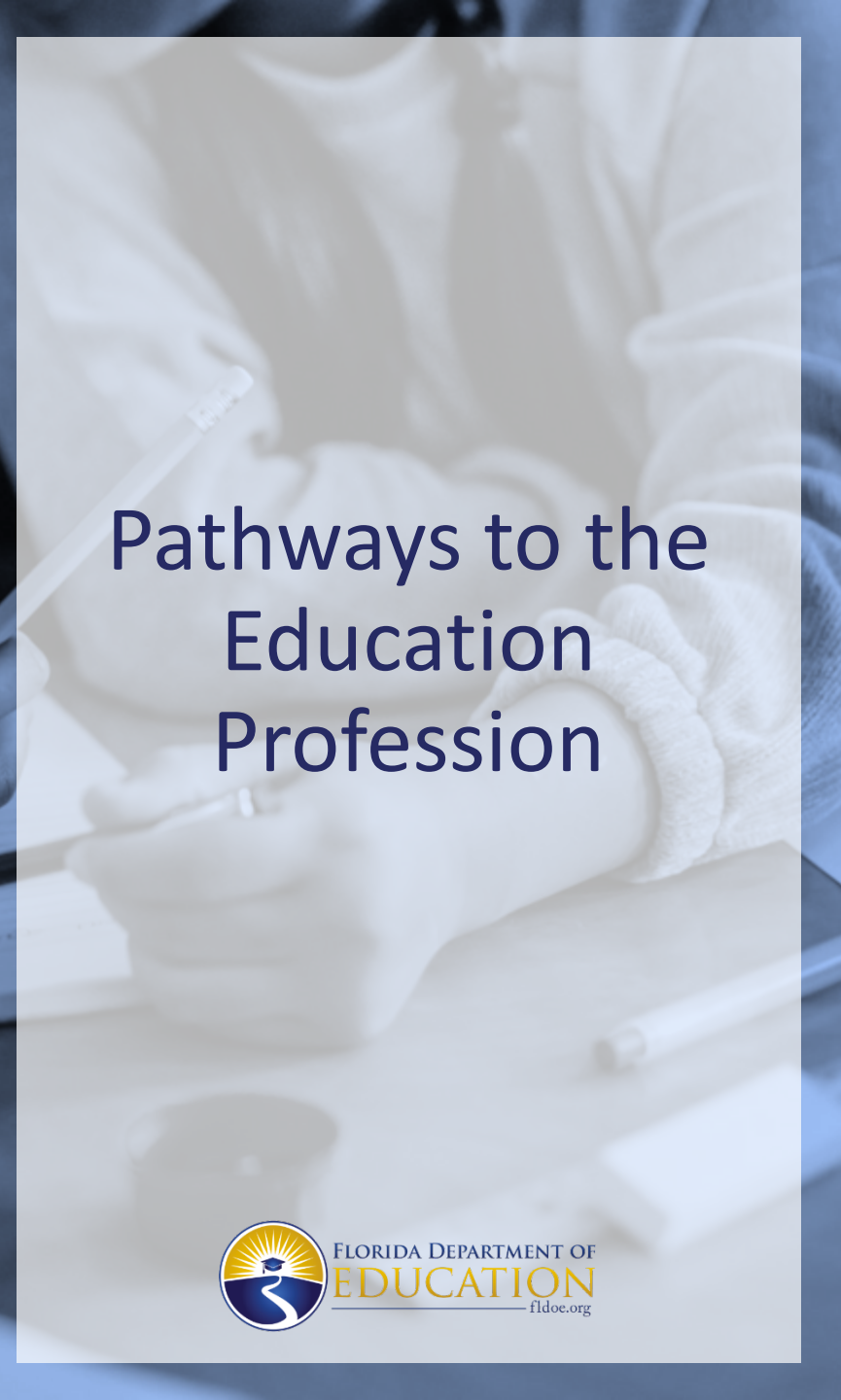
Quick Share Activity

- With a shoulder partner, share the best mentoring experience you have ever had, either as the mentor or mentee.
- Identify the key characteristics that made the mentorship experience valuable.



Objectives:

1. Deepen understanding of Florida's pathways to the education profession, highlighting the Teacher Apprenticeship Program.
2. Identify ways to establish or further develop partnerships between districts and institutions of higher education in support of strong mentorship programs.
3. Analyze current mentorship programs.
4. Strategize an improvement plan for educator preparation and retention through partnerships and mentorship.



Pathways to the Education Profession



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Types of Florida Educator Certificates

Temporary Certificate	Professional Certificate	Career and Technical Education (CTE) Florida Department of Education Issued Certificate	Athletic Coaching Special Florida Department of Education Issued Certificate	District and Charter School Governing Board Issued Certificate
<ul style="list-style-type: none"> Valid for 5 years and is non-renewable. Gives access to the educator to be in the classroom while completing requirements for professional certification. Educators can upgrade their non-renewable Temporary Certificate to a Professional Certificate by meeting the criteria defined in Section (s.) 1012.56 (7)(a), Florida Statutes (F.S.), and Rule 6A-4.004, F.A.C. 	<ul style="list-style-type: none"> Valid for 5 years and is renewable. Gives access for educator to be in the classroom immediately. 	<p>CTE teaching certificates may be issued for the following subjects:</p> <ul style="list-style-type: none"> Agriculture (grades 6-12) Business education (grades 6-12) Engineering and technology education (grades 6-12) Family and consumer sciences (grades 6-12) Marketing (grades 6-12) 	<ul style="list-style-type: none"> Valid for either 3 or 5 years and is non-renewable; must re-apply each time. Does not have Subject Area requirement. Requires completion of athletic coaching content area. Cannot teach Physical Education. 	<ul style="list-style-type: none"> Adjunct teaching certificates. Non-Degreed Career and Technical Education certificates (Examples: Diesel Engine Mechanics, Electrician, Aerospace, etc.).

Temporary Military Veterans Certificate

- Effective July 1, 2022, Florida shall issue a 5-year Temporary Certificate for military veterans who have not earned a bachelor's degree and meet all of the following preliminary requirements:
 - Minimum of 48 months of active-duty military service with an honorable/medical discharge.
 - Minimum of 60 college credits with a 2.5 grade point average on an official transcript.
 - Passing score on a Florida Subject Area Examination for bachelor's level subjects (except Exceptional Student Education K–12).

Temporary Teacher Internship Certificate

S. 1012.56(7)(b)3., F.S.

- The Department shall issue a temporary teacher internship certificate to any applicant who:
 - Is enrolled in a state-approved teacher preparation program under s. 1004.04, F.S.;
 - Is actively completing the required field experience or internship at a public school;
 - Completes the requirements outlined in s. 1012.56(2)(a)-(b) and (d)-(f), F.S.;
 - Completes the subject area knowledge requirement; and
 - Documents completion of 60 college credits with a minimum cumulative grade point average of 2.5 on a 4.0 scale, as provided by one or more accredited institutions of higher learning or a nonaccredited institution of higher learning identified by the Department as having a quality program resulting in a bachelor's degree or higher.



Teacher Apprenticeship Program



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House Bill (HB) 1035 Teacher Apprenticeship Program

- During the 2023 legislative session, HB 1035 created s. 1012.555, F.S., Teacher Apprenticeship Program, administered and sponsored by the Florida Department of Education (Department), as an additional pathway for individuals to enter the teaching profession.
- The bill authorizes a temporary apprenticeship certificate.

Purpose of Teacher Apprenticeship Program

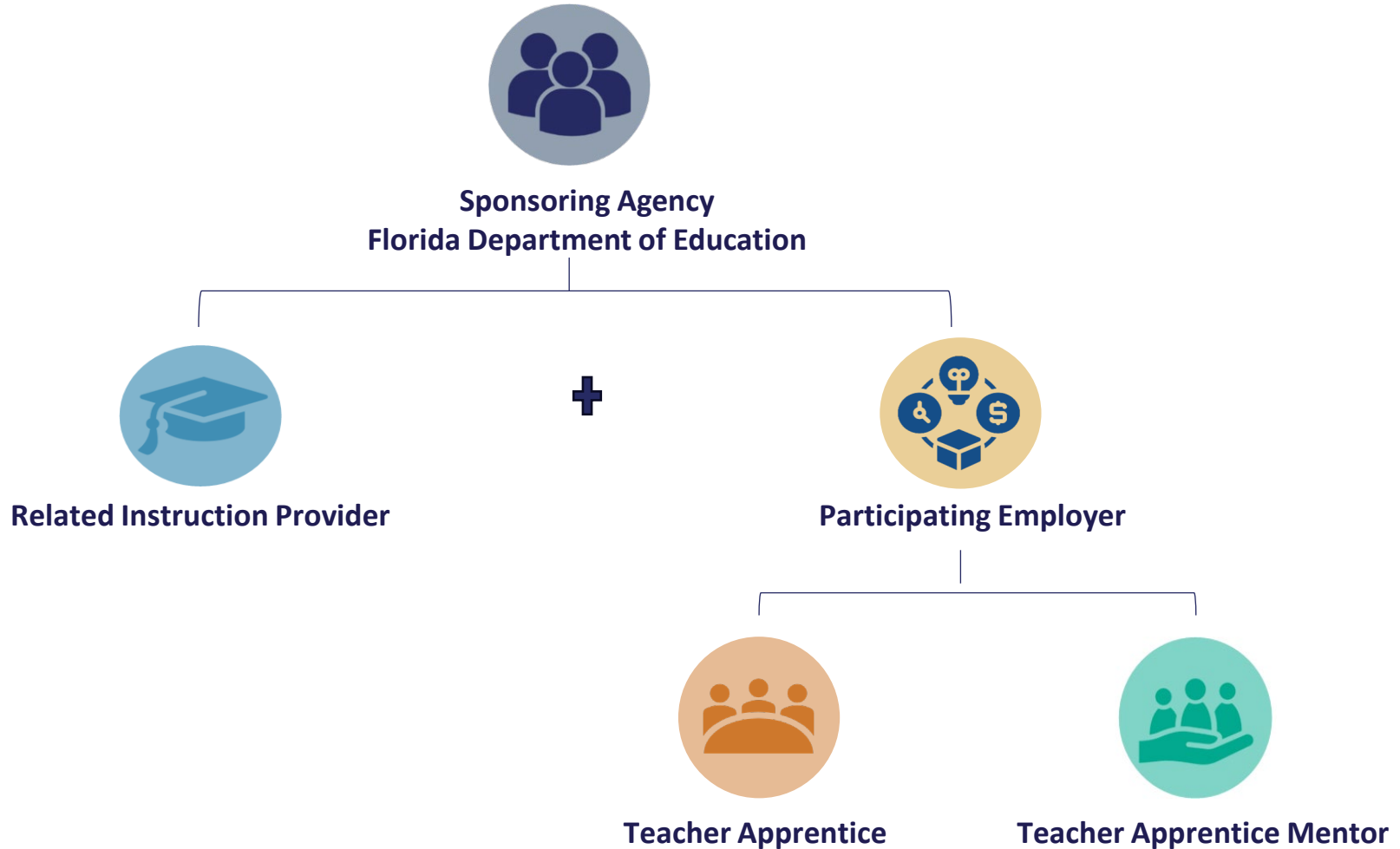
- A pathway for districts and charter schools to equip apprentices with the necessary skills to serve as a classroom teacher.
- Districts and charter schools recruit apprentices to engage in an innovative program that:
 - ✓ Allows teacher apprentices to earn baccalaureate credit through on-the-job training in the classroom;
 - ✓ Partners teacher apprentices with experienced mentors; and
 - ✓ Provides upper division coursework toward a baccalaureate degree that applies toward a professional educator certificate.

Eligibility Requirements

To participate in the Teacher Apprenticeship Program, an individual must have:

- ✓ Received an associate degree from an accredited postsecondary institution.
- ✓ Earned a cumulative grade point average of 3.0 or higher in that degree program.
- ✓ Successfully passed a background screening pursuant to law.
- ✓ Passed the Subject Area Exam.
- ✓ Received a temporary apprenticeship certificate.

Teacher Apprenticeship Program



Teacher Apprenticeship

- The teacher apprenticeship must commit to spending the first two years in the classroom of a teacher apprenticeship mentor teacher using team teaching strategies. In addition, the teacher apprenticeship must:
 - ✓ Fulfill the on-the-job training component of the registered apprenticeship program;
 - ✓ Be appointed as an education paraprofessional;
 - ✓ Be paid in accordance with s. 446.032, F.S., and rules adopted by the State Board of Education; and
 - ✓ Must receive related instruction toward the baccalaureate degree that prepares apprentices for the professional educator license.

Teacher Apprentice Mentor

- A teacher who serves as a teacher apprentice mentor must utilize team teaching strategies and, at a minimum, must meet all of the following requirements:
 - ✓ Have at least five years of teaching experience in Florida;
 - ✓ Have received an aggregate score of highly effective on the three most recently available value-added model scores as calculated by the Department or have received an aggregate score of highly effective on the three most recently available performance evaluations; and
 - ✓ Have evidence of completed clinical education training.

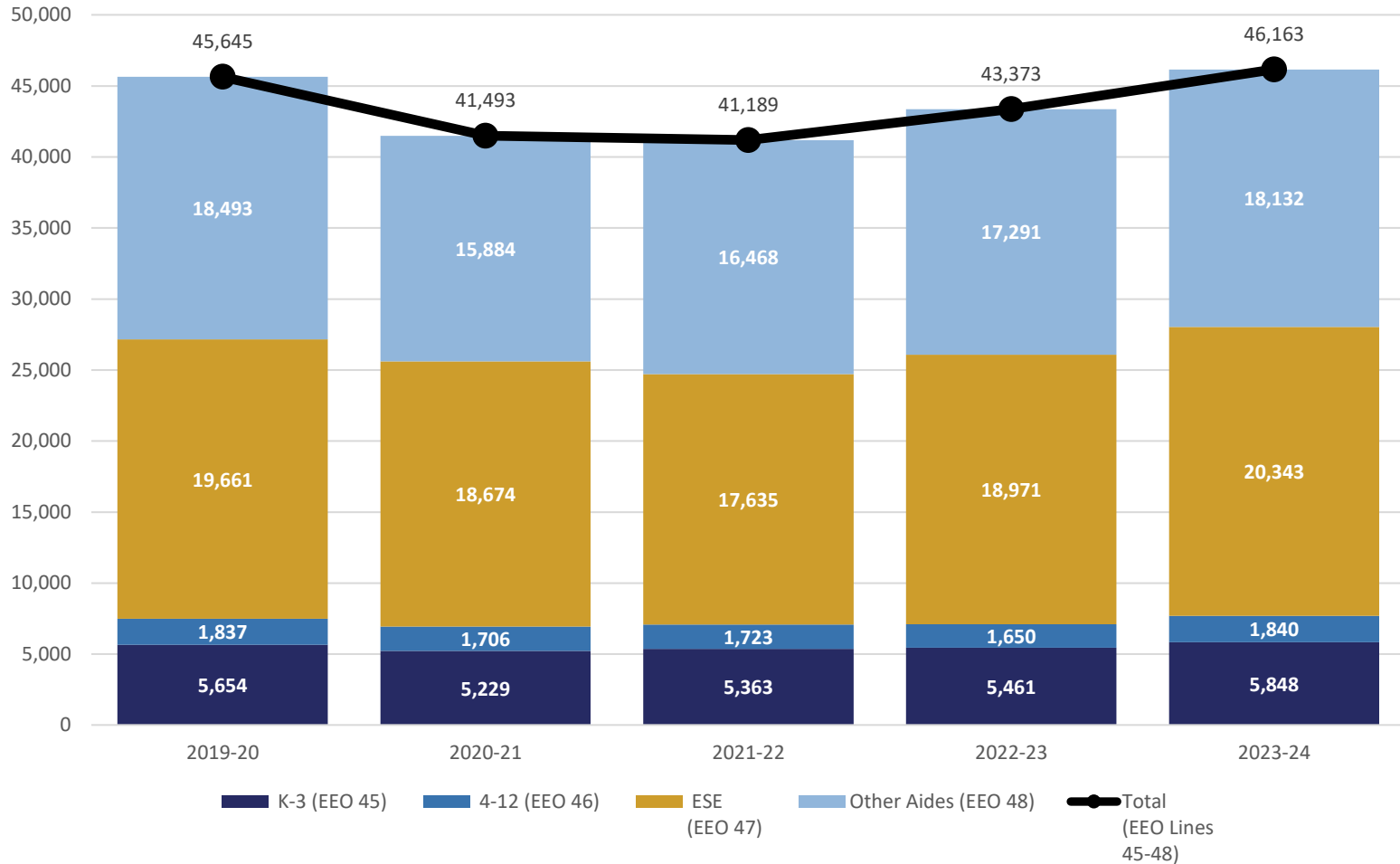
High Demand Teacher Need Areas by Ranking

Rank	2024-25	2023-24	2022-23	2021-22	2020-21	2019-20	2018-19
1	ESE	ESE	English	Science-General	ESOL	Science-General	Science-General
2	English	English	ESE	English	Science-General	English	English
3	Science-General	Science-General	Science-General	ESE	English	Math	ESOL
4	Math	ESOL	Reading	Science-Physical	ESE	ESOL	ESE
5	Science-Physical	Reading	ESOL	Reading	Science-Physical	Science-Physical	Math
6	ESOL	Science-Physical	Math	Technical Education	Math	Reading	Reading
7	Science-Earth & Space	Math	Science-Physical	Science-Earth&Space	Technical Education	Technical Education	Science-Physical
8				ESOL	Reading	ESE	
9				Math			

High Demand Teacher Need Areas by Ranking

Critical Teacher Shortage Areas	2024-25	2023-24	2022-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17
English	2	2	1	2	3	2	2	1	3
Science-General	2	3	3	1	2	1	1	3	1
ESOL	5	4	5	8	1	4	3	6	5
ESE	1	1	2	3	4	8	4	5	7
Reading	NA	5	4	5	8	6	6	7	6
Science-Physical	5	6	7	4	5	5	7	NA	2
Math	4	7	6	9	6	3	5	2	4
Educational Media Specialist	NA	NA	NA	NA	NA	NA	NA	NA	NA
Technical Education	NA	NA	NA	6	7	7	NA	NA	NA
Science-Earth&Space	7	NA	NA	7	NA	NA	NA	4	NA

Paraprofessionals: Slight Increase in 2023-24



Activity #1: Teacher Apprenticeship Program



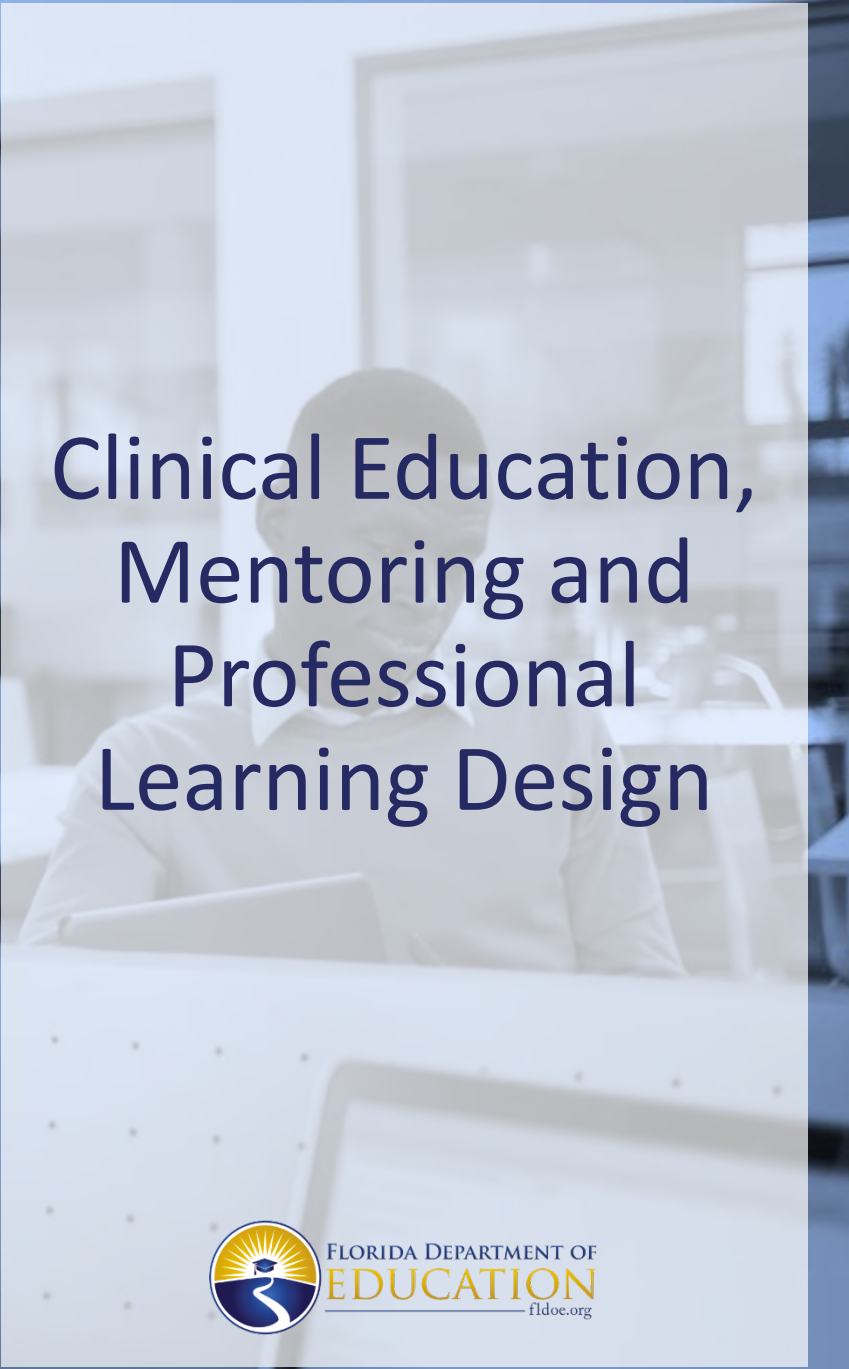
Please refer to your handout titled **Mentorship in Teacher Preparation: Discussion and Analysis Topics**.



Review the topics and questions under the Activity #1 heading. Choose a topic and discuss the questions with a shoulder partner.



Be prepared to share your thoughts.

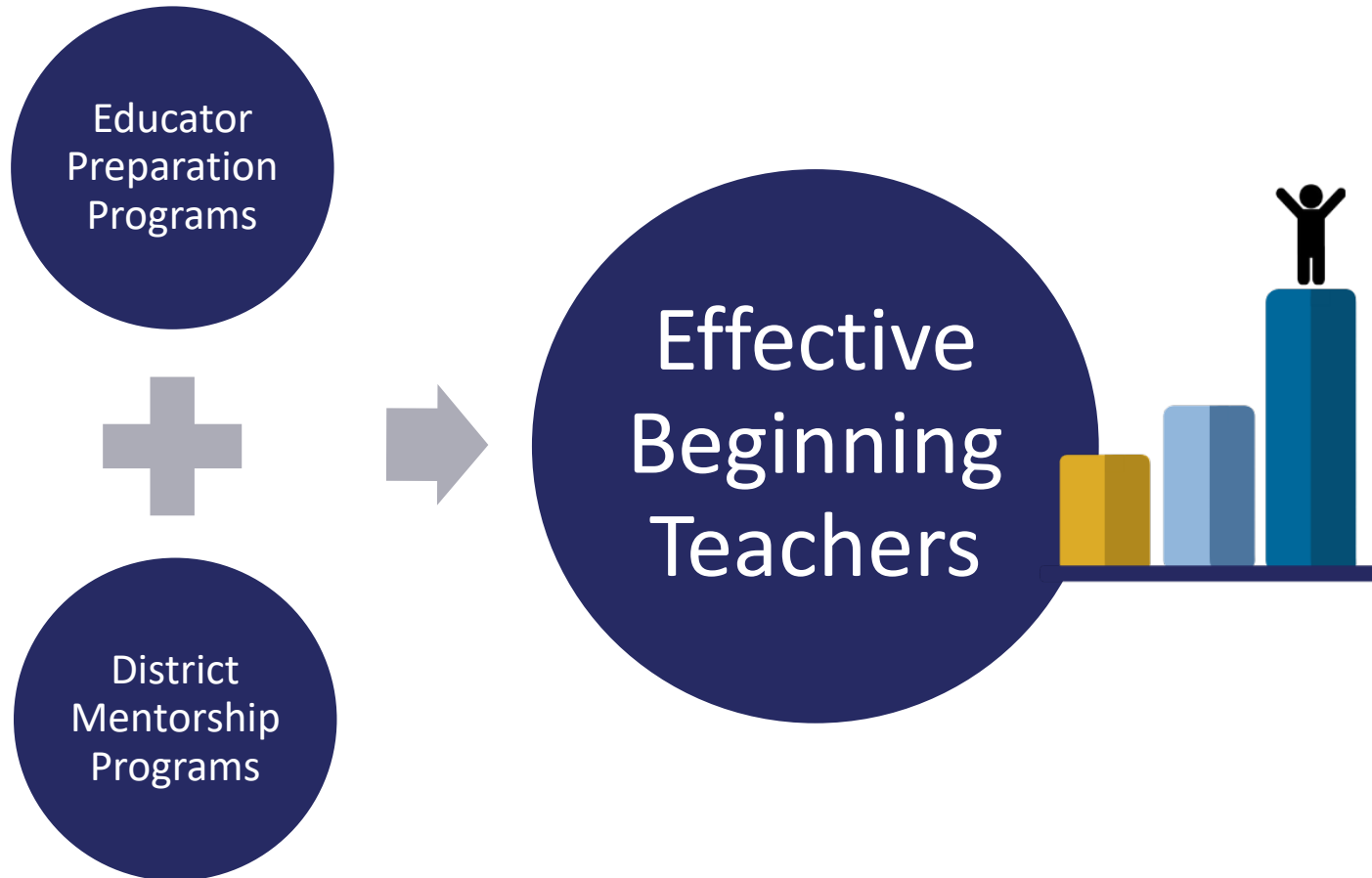


Clinical Education, Mentoring and Professional Learning Design



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Partnerships



Teacher Preparation and Support Impacts Retention



When teachers feel prepared, they are able to tackle the challenges that naturally come within the first three years of teaching.



When teachers feel developed and supported, they are likely to build self-efficacy and increase instructional effectiveness.

Clinical Education and Mentoring

- Clinical Education refers to opportunities that provide aspiring professionals with practical and skills-oriented instruction under the supervision of a skilled practitioner.
- Educator preparation programs offer clinical education through scaffolded internship experiences.
- The Teacher Apprenticeship Program offers a two-year clinical experience to apprentices under the guidance of an experienced mentor teacher.

Who Needs Clinical Education Training?

Clinical Education Training Programs

School District

Supervising teachers/mentors of interns must receive clinical education training.

Institution or College

Supervising professors of students entering clinical education experiences must receive clinical education training.

Teacher Apprenticeship Program

Mentors of teacher apprentices must receive clinical education training.

Clinical Education and Professional Learning

- *Clinical Education Mentorship Training* is a **professional learning program** that equips aspiring **mentors** with the knowledge, skills and abilities to coach and support aspiring teachers.
- Effective **professional learning** incorporates active learning, is collaborative, provides models, and is sustained and continuous.

If we . . .

Provide strong
mentorship
programs

That . . .

Embeds effective
professional
learning practices

Then we will . . .

Improve teacher
preparation and
impact retention

Professional Learning Program Design

S. 1012.98(1), F.S.

- “Professional learning” means learning that is **aligned** to the state’s standards for effective professional learning, educator practices, and leadership practices; incorporates **active learning**; is **collaborative**; provides models; and is **sustained** and **continuous**.
- S. 1012.98(3), F.S., identifies criteria for highly effective professional learning.

Activity #2: Clinical Education and Professional Learning



Please refer to your handout titled **Mentorship in Teacher Preparation: Discussion and Analysis Topics**.



Review the topics and questions under the Activity #2 heading. Choose a topic and discuss the questions with a shoulder partner.



Be prepared to share your thoughts.

Department Updates

- For individuals charged with developing the clinical education training program for their organization, the Department offers the Clinical Education Program Developer Academy.
- During the course of the academy, participants engage in a community of practice with other clinical education developers who are committed to the following:
 - ✓ Designing or revising their clinical education programs.
 - ✓ Practicing providing and receiving feedback on adult learning program design.
 - ✓ Reflecting on how they evaluate the impact of their program.
 - ✓ Fostering partnerships with other districts and institutions.

Department Updates

- If you are interested in receiving notification once 2024-25 academies are scheduled, please complete the survey located at <https://www.surveymonkey.com/r/CEPDAInterest>.

A black clothespin is attached to a white card, which is hanging from a string. The card has the word "Questions?" written in blue cursive. The background is a solid blue color.

Questions?



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