

# Innovative Pathways to the Teaching Profession

## Building Florida's Teacher Pipeline

December 12-13, 2024

Dr. Josey McDaniel

Bureau Chief, Educator Recruitment, Development and Retention



# Agenda

Welcome and Introductions

Setting the Stage

Innovative Pathways to the Teaching Profession

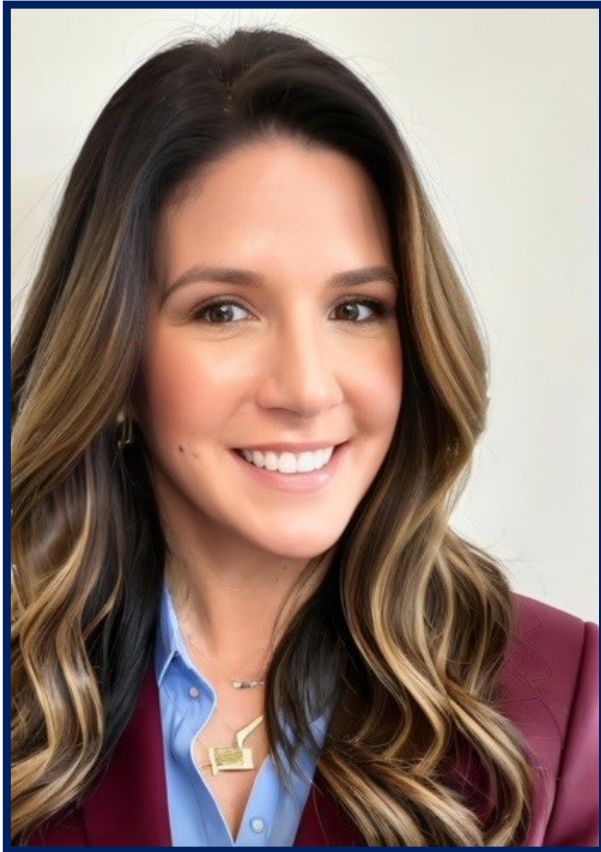
Contacts for Additional Resources

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Questions



## Presenter Information

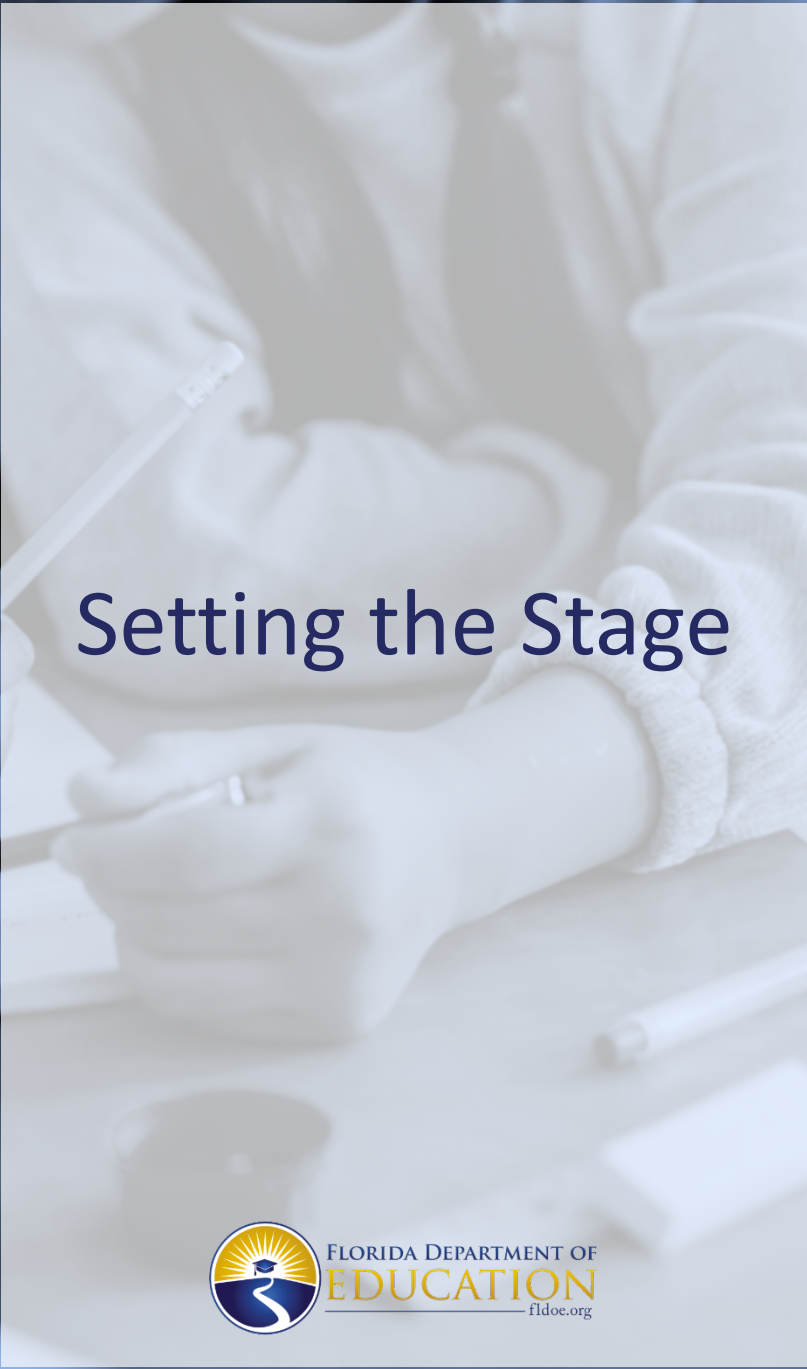
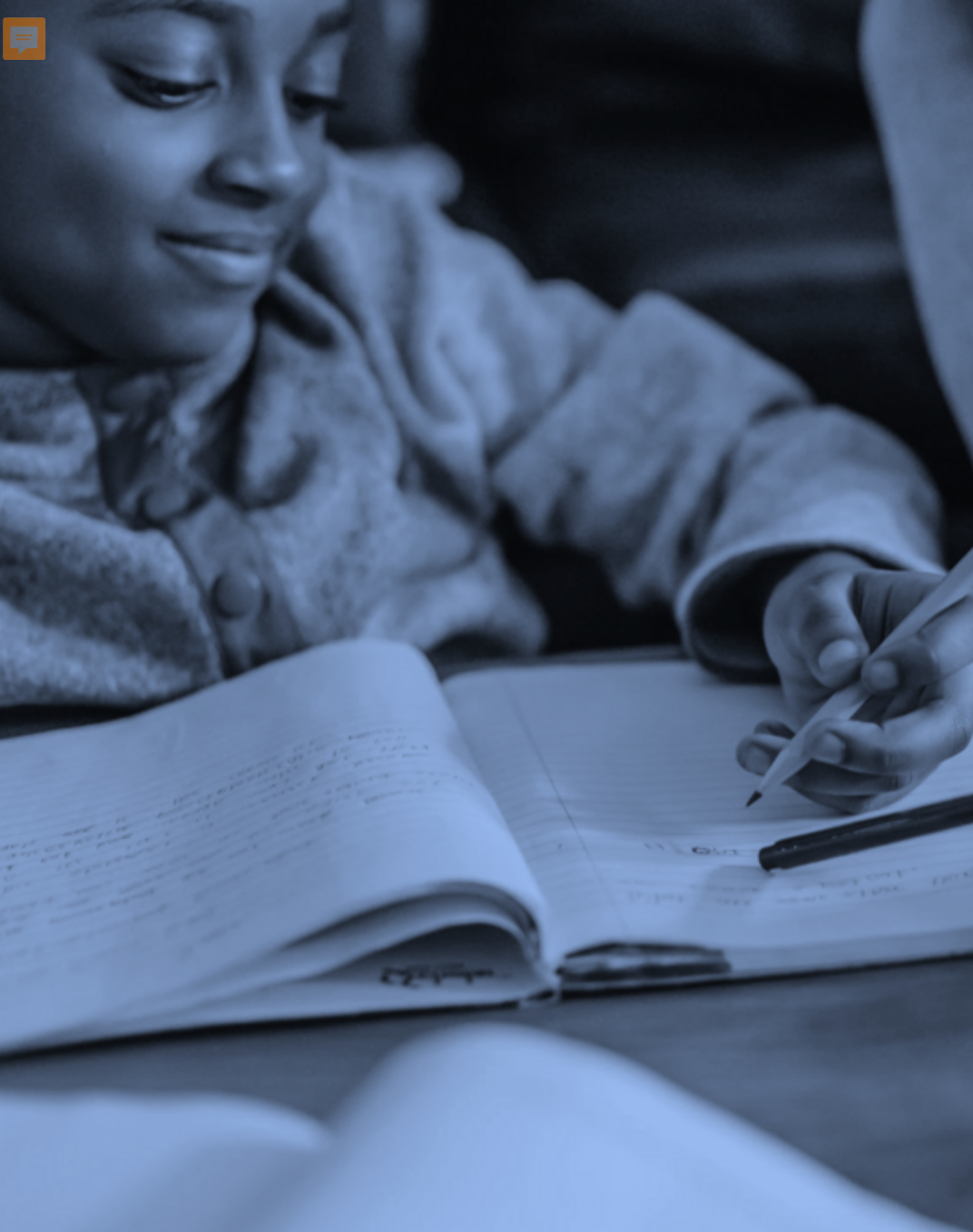


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# Setting the Stage



FLORIDA DEPARTMENT OF  
**EDUCATION**  
fldoe.org



“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.”



# GREAT TEACHING MATTERS





Teachers are the #1  
factor at school that has  
the greatest impact on  
student learning and  
academic success!





# 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.**



# Innovative Pathways to the Education Profession



FLORIDA DEPARTMENT OF  
**EDUCATION**  
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# Temporary Military Veterans Certificate

## Section (s.) 1012.56(7)(b)2., Florida Statutes (F.S.)

- 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.



# Heroes in the Classroom Bonus Program

## S. 1012.715, F.S.

- Subject to legislative appropriation, the Department shall provide a one-time sign-on bonus, as provided in the General Appropriations Act, to honorably discharged or retired military veterans and retired first responders, as defined in s. 112.1815(1), F.S., who commit to joining the teaching profession as a full-time classroom teacher.
- An honorably discharged or retired military veteran or retired first responder may receive an additional bonus for teaching a course in a high-demand teacher need area, as identified by the Department.



# Classical Education Certificate

## S. 1012.55(5), F.S.

- This certificate will only be valid at a classical school, which is defined as an educational institution that adheres to a classical education model, emphasizing moral character, civic virtue, and a comprehensive education in the liberal arts and sciences based on the classical trivium stages of grammar, logic and rhetoric.
- An applicant must meet the following eligibility requirements:
  - Must satisfy all eligibility criteria specified in s. 1012.56(2)(a)-(f) and (11), F.S.; and
  - Must complete the application requirements as specified in Rule 6A-4.0012, F.A.C.
- A restricted classical education teaching certificate is only valid at a classical school as defined in s. 1012.55(5), F.S.



# House Bill (HB) 1035 Teacher Apprenticeship Program

## S. 1012.555, F.S.

- During the 2023 legislative session, HB 1035 created s. 1012.555, F.S., Teacher Apprenticeship Program, administered and sponsored by the 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, charter schools and charter management organizations to equip apprentices with the necessary skills to serve as a classroom teacher.
- Districts, charter schools and charter management organizations 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.





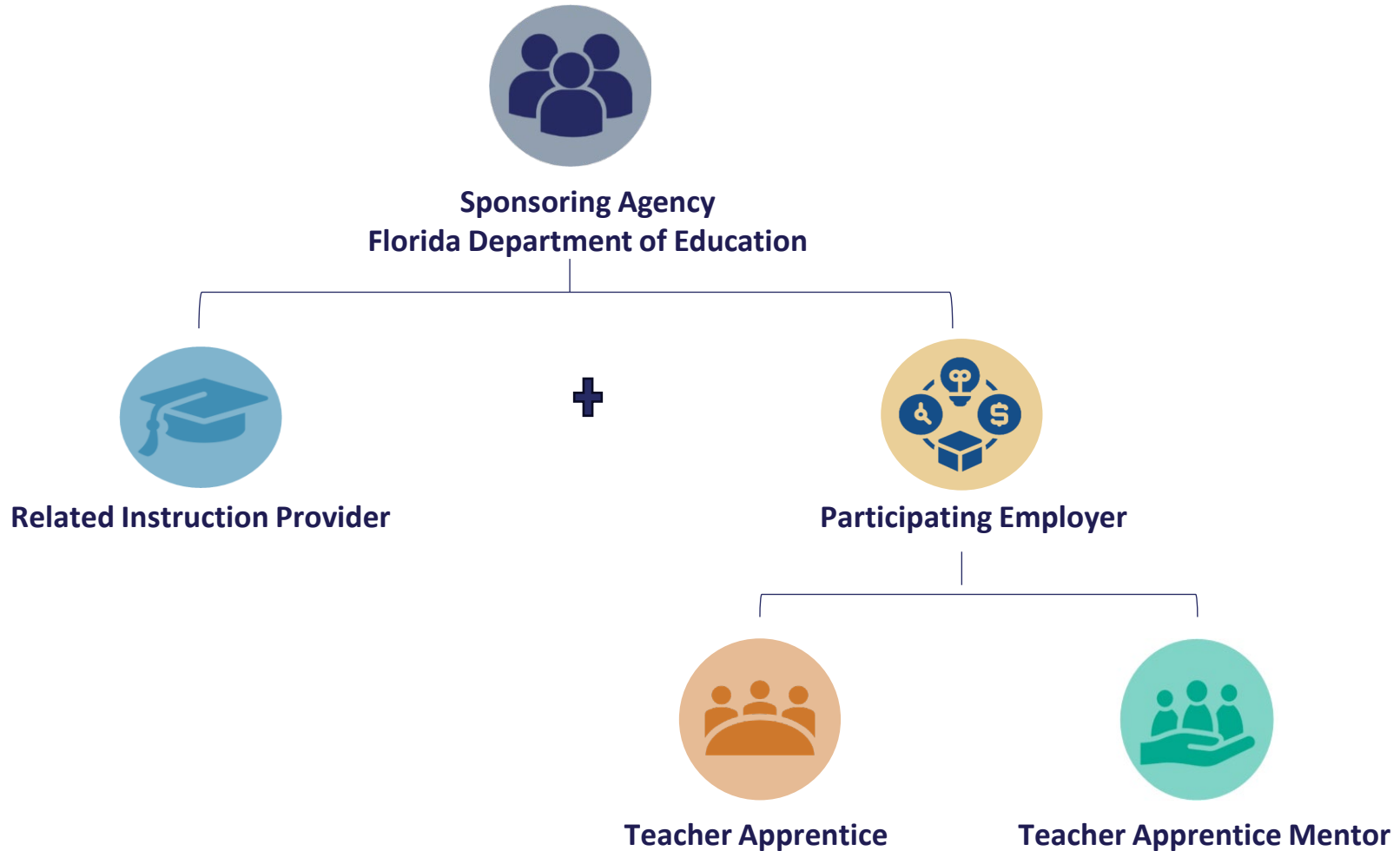
# Eligibility Requirements

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 2.5 or higher in that degree program.
- ✓ Successfully passed a background screening pursuant to law.
- ✓ Received a temporary apprenticeship certificate to be a paraprofessional.



# Teacher Apprenticeship Program





## Teacher Apprenticeship

- The teacher apprenticeship must commit to spending at least 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
  - ✓ Receive related instruction toward the baccalaureate degree that prepares apprentices for the professional educator license.

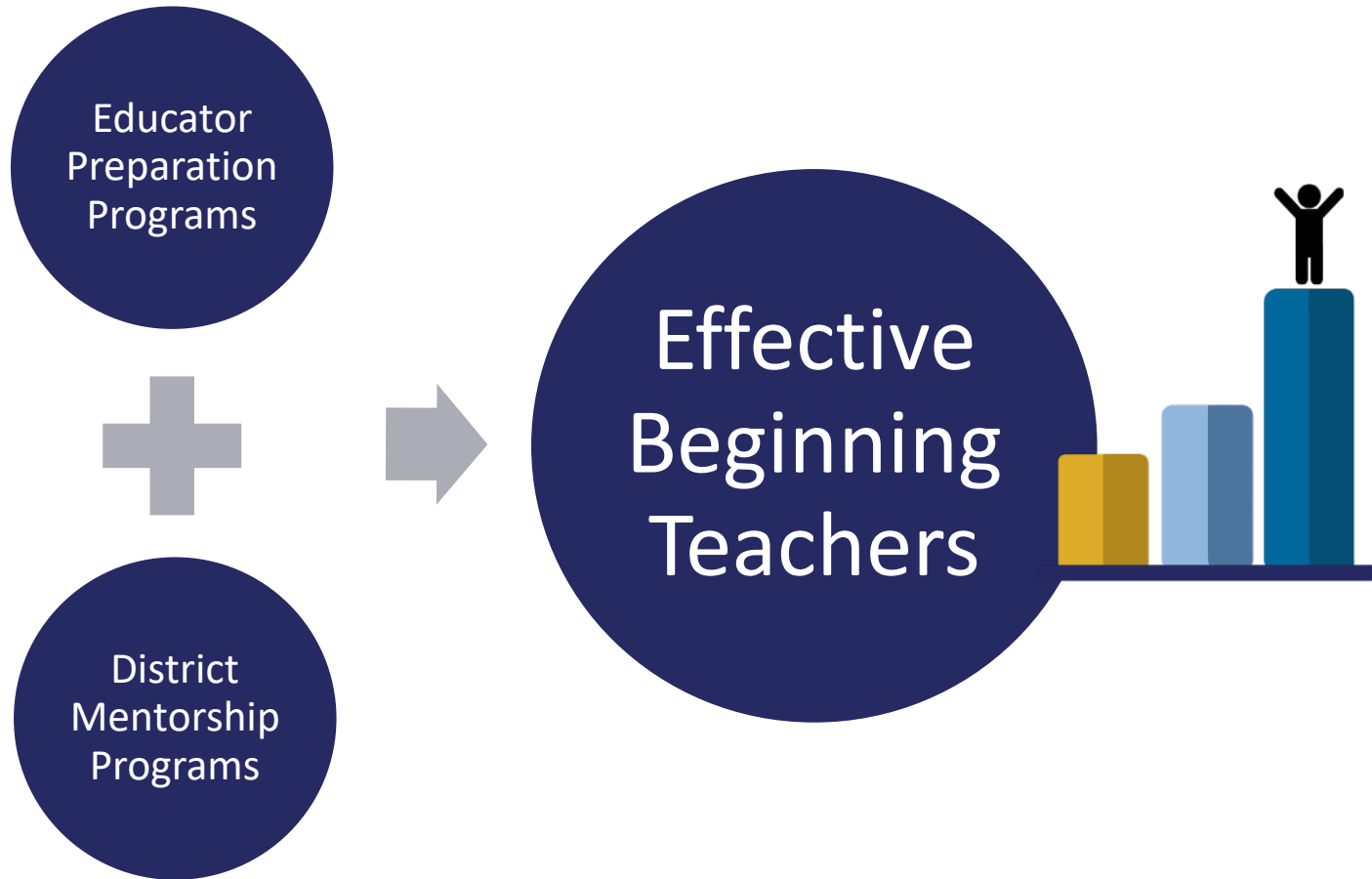


## Teacher Apprentice Mentor

- 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.



# Partnerships



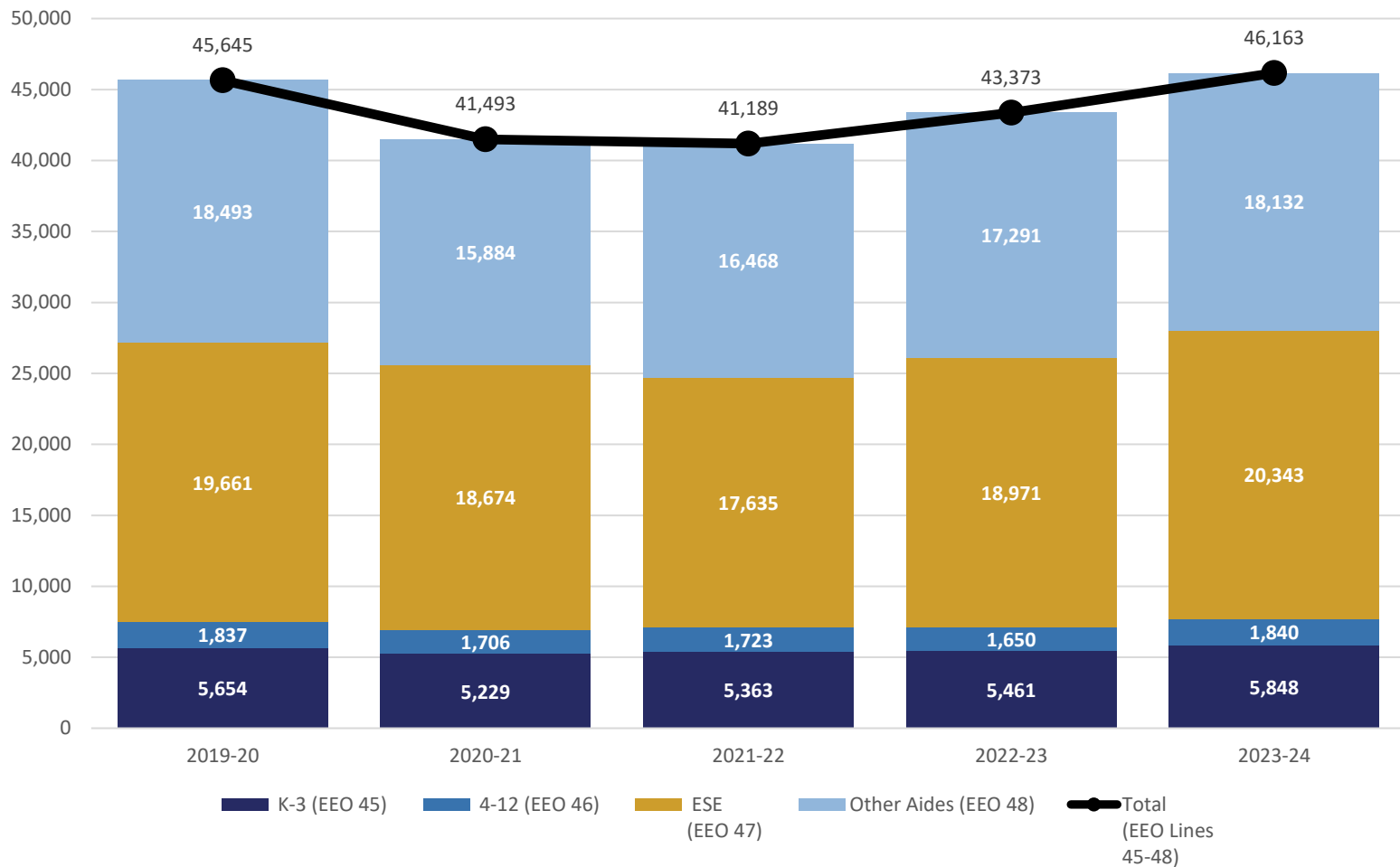


# High Demand Teacher Need Areas by Ranking

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



# Paraprofessionals: Slight Increase in 2023-24





# Teacher Apprenticeship Programs in Florida

District	Related Instruction Provider	Number of Apprentices
Pinellas	St. Petersburg College	20
Miami-Dade	Miami Dade College	70
Volusia*	Daytona State College	3
Seminole	Seminole State College	3
Leon*	Florida A&M University	13
Gadsden*	Florida A&M University	2
FAMU DRS*	Florida A&M University	Unknown
Jefferson*	Florida A&M University	Unknown
Brevard	Daytona State College	5

\*Application under review





# Step One

- To begin the process, each district, charter school or charter management organization in Florida may partner with an institution, authorized in s. 1004.04, F.S., to offer a Teacher Apprenticeship Program.
- If a district, charter school or charter management organization is interested in registering for this program, the Superintendent/President/Chief Executive Officer should email the following information to [TeacherApprenticeship@fldoe.org](mailto:TeacherApprenticeship@fldoe.org):
  - District, Charter School or Charter Management Organization Name
  - Primary Program's Contact Name, Email Address and Phone Number
  - Participating institution
  - Subject Area(s)
- [Registering a Teacher Apprenticeship Program](#)





## Application

- After we receive the Intent to Submit email, the following application forms will be sent to you to complete:
  - Apprenticeship Participating Employer Agreement Form
  - Participating Employer Assurance Form
  - Related Instruction Provider Assurance Form
  - Standards of Apprenticeship Appendix
- Please ensure that all completed documents are emailed to [TeacherApprenticeship@fldoe.org](mailto:TeacherApprenticeship@fldoe.org).



# Professional Learning and Certification





# Professional Learning

## 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**.
- Routine informational meetings may not be considered professional learning and are not eligible for inservice points.



# Educational Leadership Standards Recertification Requirement

## S. 1012.585(3)(g), F.S.

- For individuals who hold a certificate in Educational Leadership or School Principal, the individual must earn a minimum of 1 college credit or 20 inservice points in Florida’s educational leadership standards.

Educational Leadership Standards 20 Inservice Points or 1 College Credit Requirement			
2024 Renewal	2025 Renewal	2026 Renewal	2027 Renewal or thereafter
NO	YES	YES	YES



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every student has a teacher  
as good as the best teacher  
any of us ever had.”



# Contacts for Additional Resources

[TeacherApprenticeship@fldoe.org](mailto:TeacherApprenticeship@fldoe.org)

*Teacher Apprenticeship Program*

[EdRecruit@fldoe.org](mailto:EdRecruit@fldoe.org)

*Heroes in the Classroom Bonus Program*

[TroopsTeaching4FL@fldoe.org](mailto:TroopsTeaching4FL@fldoe.org)

*Military Veterans Certification Pathway*

[ClassicalCertification@fldoe.org](mailto:ClassicalCertification@fldoe.org)

*Classical Education Certificate*

[TeacherInternshipCertification@fldoe.org](mailto:TeacherInternshipCertification@fldoe.org)

*Temporary Teacher Internship Certification*

[ProfessionalLearning@fldoe.org](mailto:ProfessionalLearning@fldoe.org)

*Teacher and Leader Professional Learning*

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

Questions?





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

