



Council For Lifelong Learning
Teacher Recruitment and Retention

Fact Sheet

September 2001

<p>1. What is the projected need for teachers in Florida?</p>	<p>A study by the Office of Economic and Demographic Research (OEDR), of the Florida Legislature, projects that over the next ten years there will be a need for 162,000 teachers to replace the teachers expected to retire or otherwise terminate their employment in Florida's public schools. Demographics indicate that the need for teachers will be remarkably steady, spread out over the ten years, with a projection of almost 16,000 new teachers needed each year.</p> <p>Much of the need for teachers is a product of teachers leaving the field, through retirement or otherwise. However, the primary engine driving this need is Florida's growth. According to the Florida DOE, approximately 34,000 new students will enter Florida schools next year.</p>
<p>2. Is the need for teachers in all teaching areas or is it centered in specific areas?</p>	<p>The figure of 16,000 teachers needed per year represents the number of gross vacancies (the number of teaching positions that will come open). Of these gross vacancies:</p> <ul style="list-style-type: none">• 36% will be in elementary education• 26% will be Exceptional Student Education (ESE)• 9% will be in math or computer science• 6% will be in vocational education• 5% will be in science• 1% will be in foreign language• 26% will be in other areas <p>The OEDR report states that known sources (colleges and universities with teacher education programs and out-of-state recruitment, primarily) will supply around 85 percent of the need, leaving only a 15 percent gap to be filled through other means. This gap is projected to be approximately 2,400 teachers per year, on average across the ten years. The figure of 2,400 represents the net vacancies (those positions which are expected to come open and which are not projected to be filled by waiting candidates). And, net vacancies present a different picture than gross vacancies. Because there appears to be a substantial number of persons who are projected to become qualified in the areas such as elementary education and ESE, other subject matter areas are the areas that will primarily need recruitment and development.</p>

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	<p>Among the net vacancies:</p> <ul style="list-style-type: none"> • 29% will be in vocational education • 13% will be in math • 13% will be in ESE • 9% will be in elementary education • 8% will be in science • 5% will be in foreign language • 23% will be in other areas
<p>3. What provisions or programs does Florida have to enhance teacher recruitment and retention?</p>	<p>Alternative Certification Programs and Experts in Field: In 2000, the Legislature passed EDUCATE 2000 (Ch. 2000-301, L.O.F), which requires that by July 1, 2002, DOE develop and each school district provide a cohesive competency based teacher preparation program. <i>This program will be like a statewide alternative certification program. (See the Teacher Certification Fact Sheet.)</i> Until July 1, 2002, each district may develop and maintain a district alternative certification program. Several districts have developed alternative certification programs and the 2001 Legislature authorized districts to use approved alternative certification programs designed by other districts. (Ch. 2001-07, L.O.F.) District school boards are also allowed to appoint experts in the field, pursuant to section 231.15, F.S.</p> <p>Out of State Reciprocity: A teacher with an out-of-state certificate and two years of successful teaching experience, has reciprocity in Florida.</p> <p>Loan Forgiveness Programs: Florida also has a loan forgiveness program for teachers certified in a critical teacher shortage subject area. The Critical Teacher Shortage Student Loan Forgiveness Program provides financial assistance to eligible Florida teachers for the repayment of undergraduate and graduate educational loans, which led to certification in a critical teacher shortage subject areas, such as math, science, or ESE.</p> <p>Adjunct Teachers: Chapter 2001-47, L.O.F., allows each school district to create the position of "adjunct teacher." "Adjunct teachers" are persons qualified by education or professional experience to teach in a certain narrow area, on a part-time basis.</p> <p>DOE Database, Planning, and Job Fair: Since 1987, the DOE has annually sponsored a job fair to match in-state educators and out-of-state educators with teaching</p>

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	<p>opportunities in Florida (The "Great Florida Teach-In").</p> <p>In November 2000, Florida inaugurated TeacherNet, Florida's on-line recruitment system. The 2001 Legislature statutorily required the system for posting teacher vacancies and a database of teacher applicants. This system permits school districts to post teaching vacancies on-line and enables teaching applicants to post on-line resumes for district recruiters to review. Since its inception, the site has received over three million hits, averaging 9,750 daily. Currently, there are 3,050 active resumes and 2,087 vacancies posted from 44 districts. DOE is required to develop a long-range plan for educator recruitment and retention and identify best practices for retaining high-quality teachers. DOE and the districts are to coordinate with the state's workforce system for the purpose of enhancing teacher recruitment and retention.</p> <p>Treatment of Years of Experience for Pay Purposes: Chapter 2001-47, L.O.F., requires a school district to treat years of teaching experience outside the district the same as years of teaching experience within the district, for purposes of pay.</p> <p>Bonuses: The 2001 Legislature appropriated \$152,000,000 for public school districts to provide teachers a one-time retention bonus of \$850. Funds that remain after the \$850 retention bonuses are provided may be used as scholarships for teachers, incentives to teach in high needs schools, or to encourage people contemplating a career change to enter the teaching profession.</p>
<p>4. Are there federal programs which can be used for recruiting teachers in Florida?</p>	<p>Yes. The Troops to Teachers (TTT) program is a federally funded program to provide counseling and placement assistance to military personnel seeking a second career in teaching. Troops to Teachers programs are established in 24 state offices. Federal funds provide stipends to participants to pay for certification requirements and provide incentives to districts that hire a TTT participant. Troops to Teachers provided funding to Eckerd College and FSU to develop alternative certification programs in collaboration with school districts desiring such programs. Nationally, 3,826 TTT participants have been hired, with 317 in Florida.</p> <p>To help access federal grant funds, the 2001 Legislature established a program to recruit retiring or career-changing</p>

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	<p>professionals into teaching. (Ch. 2001-219, L.O.F.) Institutions may apply to the Commissioner of Education for grants to provide training, placement, and other assistance to program participants. Program participants must agree to teach in an eligible (pursuant to federal regulations) school district for at least three years after certification.</p>
5. What are the applicable statutes and rules?	<p>Section 231.621, F.S. -- Critical Teacher Shortage Student Loan Forgiveness Program Section 231.625, F.S. -- Teacher Recruitment and Retention (including provisions authorizing the <i>Great Florida Teach-In</i>) Ch. 2001-47, L.O.F.</p>
6. Where can I get additional information?	<p>The Florida House of Representatives Council for Lifelong Learning (850) 414-6694 The Florida House of Representatives Committee on General Education (850) 414-9780 Department of Education Bureau of Educator Recruitment & Professional Development (850) 922-9750 www.firn.edu/doe/bin00024</p>