



Educator Quality Updates

Florida Organization of Instructional Leaders (FOIL)

May 18, 2017



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Program Updates for:

- Student Learning Growth via Florida's Value-Added Model (VAM)
- Educator Recruitment, Development and Retention
- Educator Certification
- Professional Practices Services



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VAM

Jason Gaitanis, chief

325 West Gaines Street, Room 514

Tallahassee, Florida 32399-0400

850-245-0437

<http://www.fldoe.org/teaching/performance-evaluation/student-growth.shtml>

VAM-related Topics

- Survey 2/3 Match File Review
- 2016-17 Results Delivery
- Final Evaluation Ratings Due
- Feb 1 Annual Report
- 2017-18 VAM Timeline

VAM Survey 2/3 match file review

- Responses that files are OK to use, or revised files, are due no later than June 2, 2017 and **must** come from the primary accountability contact
- We must hear from every LEA on this one way or the other
- **ONLY** the “include_in_VAM_edit” field can be changed
- Remember VAM 2/3 match and School Grades 2/3 match **are not the same**

VAM Output Files

- Format, content and release date are the same as last year
- We are exploring the possibility of producing a 3 year aggregate score for Algebra 1
- We are exploring the possibility of providing a student-level file that could be used to provide teachers with their students' expected scores and other model covariates
- Classifications are provided in the 1 year, 2 year and 3 year school-level files for use with administrators and other staff who receive school-wide scores based on the number of years they have been at the school

Rule 6A-5.0411, FAC

- All districts should be using the 3 year combined aggregate score for all teachers who receive one, unless one of the 4 exclusion criteria are met. If that is the case, an alternate student performance measure must be available in order to substitute for the VAM score that would otherwise be used.
- For teachers with both a Algebra 1 and a 3 year combined aggregate score, districts can use either or can merge them, and weight based on courses or students.
- Questions about what is required to be included in the evaluation and requests to discuss specific scenarios can be directed to Jason.Gaitanis@fldoe.org or Eileen.McDaniel@fldoe.org

February 1 Annual Report

- Evaluations are due Friday, October 27th.
- VAM data are delivered during the first week in August.
- This gives districts nearly 3 full months to complete the evaluation process and still meet the deadline.
- This year, we had several districts who did not report until late January.
- Evaluations cannot serve their intended function if they are not delivered to educators timely.

2017-18 VAM Timeline

Date	Activity
December 4, 2017	<ul style="list-style-type: none"> • Fall Survey 2 RVT opens
March 30, 2018	<ul style="list-style-type: none"> • Spring Survey 3 RVT opens
April 13, 2018	<ul style="list-style-type: none"> • Survey 2/3 school-level match request files from 2016-17 posted to sharefile for districts to update if they want changes.
April 27, 2018	<ul style="list-style-type: none"> • All districts requesting any changes from the prior year to their Survey 2/3 match conditions for VAM calculation purposes must have updated the document in their sharefile directory to reflect changes. • Fall Survey 2 and Spring Survey 3 Roster Verification Tools close. • Districts electing to use Survey 2 and 3 data instead of RVT for VAM purposes must have those data files finalized.
Week of May 11, 2018	<ul style="list-style-type: none"> • FDOE posts files to sharefile site with Survey 2/3 requests applied for district review. • Districts verify that Survey 2/3 requests were applied correctly.
Week of June 1, 2018	<ul style="list-style-type: none"> • The district accountability contact in <u>every</u> district replies to FDOE that files were compiled accurately, or revises the files.
July 2018	<ul style="list-style-type: none"> • Processes VAM calculations for FSA ELA, FSA Mathematics, and Algebra I.
First Week of August, 2018	<ul style="list-style-type: none"> • FLDOE posts VAM results for teachers to school districts via sharefile website.
October 26, 2018	<ul style="list-style-type: none"> • All 2017-18 evaluations due via Survey 5 Staff Database submission for inclusion in annual legislative report.



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Educator Recruitment, Development, and Retention (BERDR)

Eileen McDaniel, chief
325 West Gaines Street, Room 124
Tallahassee, Florida 32399-0400
850-245-0435
<http://www.fldoe.org/teaching/>

Professional Development Redesign

- Year 2 Completion: PD Redesign Workday – May 31, 2017
 - Focus on Prototypes
 1. Instructional Coaching
 2. Demonstrating Competence through Micro-credentials
 3. Building the Buffet of Learning Options
 - Next steps: support school district continued work
- PD Protocol
 - Revising protocol review process to focus on school-based inquiry/implementation cycles
 - Anticipate Fall 2017 pilot; Fall 2018 potential implementation
 - Seeking volunteer districts and site reviewers

Clinical Educator Training

- Clinical education micro-credential pilot kick-off: February 2017
- Over 80 participants from school districts and postsecondary institutions
- Micro-credentials' deck:
 - Growth Mindset for Instructional Leaders
 - Content Planning Conferences
 - Targeted Feedback
 - All THREE
- Pilot concludes June 30
- Learning/feedback with focus groups: Summer 2017

Professional Development: School Principals

- Dr. Brian Dassler Leadership Academy (formerly the Commissioner's Leadership Academy)
- Third institute/graduation: June 21-22
- Superintendent's nominations for 2017 due May 22
- Possible dates for 2017-2018:
 - Institute I – August 24-25
 - Institute II – October 12
 - Institute III – February 7-8

Recognition and Recruitment

- 2018 Teacher of the Year Finalists
 - Katelyn Fiori, Vero Beach Elementary, Indian River County
 - Tammy Jerkins, Leesburg High School, Lake County
 - Juan “Diego” Fuentes, Hillcrest School, Marion County
 - Michael Miller, Kissimmee Elementary, Osceola County
 - Vanessa Ko, Palm Harbor Middle School, Pinellas County
- 2018 Florida Department of Education/Macy’s Teacher of the Year Announcement: July 13, 2017

Recognition and Recruitment

- Commissioner's Summit for Principals: Principal and Assistant Principal of the Year Celebration
- Finalists for Principal of the Year:
 - Dr. Earl Johnson, Matanzas High School, Flagler County
 - Dr. Kevin Hendrick, Northeast High School, Pinellas County
 - Dr. Rachel Shelley, Booker High School, Sarasota County
- Finalists for Assistant Principal of the Year:
 - Dr. Jacqueline Smith, Hollywood Hills High School, Broward County
 - Marlene Staughan, Mount Dora High School, Lake County
 - Kelly Stedman, James Stephens International Academy, Lee County

Performance Evaluation Systems

- Department continues to review and approve new or revised evaluation systems:
 - Instructional personnel
 - School administrator
- Per 6A-5.030, FAC, districts are required to use appropriate evaluation template adopted by State Board of Education when submitting revisions
- See link for rule & templates
[https://www.flrules.org/gateway/RuleNo.asp?title=EDUCATOR STANDARDS, PREPARATION AND PERFORMANCE&ID=6A-5.030](https://www.flrules.org/gateway/RuleNo.asp?title=EDUCATOR%20STANDARDS,%20PREPARATION%20AND%20PERFORMANCE&ID=6A-5.030)

Educator Preparation Programs

- Teacher preparation programs seeking ways to build stronger relationships/partnerships with school districts
 - Focus on certification subject areas of greatest need for area schools
 - Critical need for sharing student learning/achievement data associated with program completers to improve curricula and field experiences
 - Stronger clinical educator training for mentor teachers and university supervisors
 - District-Prep Program discussions for improving depth & breadth of clinical experiences

Educator Preparation Programs

- School leader preparation programs seeking ways to build stronger relationships/partnerships with school districts
 - Admission requirements for level 1 educational leadership programs to include individuals with instructional expertise and leadership potential
 - Development of rich clinical field experiences
 - Critical need for sharing student learning/achievement data associated with program completers to improve curricula and field experiences
 - Developing leadership pipeline from teacher leader, to assistant principal, to school principal, to principal supervisor
- District level II school principal prep plans due 6/30/17



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Educator Certification (BEC)

David LaJeunesse, chief

325 West Gaines Street, Room 201

Tallahassee, Florida 32399-0400

850-245-0431

<http://www.fldoe.org/teaching/certification>

Routine Regulatory Reviews

- Student Learning Standards
- Florida Educator Accomplished Practices (FEAPs)
- Florida Principal Leadership Standards (FPLS)
- Subject Area Specialization Requirements
- FTCE competencies & skills
- State-approved educator preparation programs

Instructional Personnel Assignments

- Course Code Directory – Rule 6A-1.09441, FAC
 - Lists all programs and courses funded through FEFP and courses or programs for high school graduation credit
 - Includes routine course additions, modifications, or deletions
 - Certification required for qualified instructor of course
 - Revert requirements for educator certification and qualification to same as 2016-17
 - Proposed for adoption by SBE at May 16th meeting

ESEA from NCLB to ESSA

- NCLB (2001) established “highly qualified” for teachers of core academic subject areas
- ESSA (2015) requires instructional personnel to meet state certification/licensure requirements
 - Florida state certification is holding a valid Temporary or Professional Certificate in the subject(s) indicated in the CCD for each teaching assignment
 - Florida statute also allows districts to establish qualifications for teachers in fields of their specialty

Instructional Personnel Assignments

- Difference between certified and “in-field”
 - Certification establishes expertise for subject content an educator is eligible to teach
 - “In-field” refers to the match between subject expertise and each instructional assignment
- Definition of Qualified Instructional Personnel – Rule 6A-1.0503 (withdrawn, development)
 - All proposed revisions already authorized by various Florida Statutes

“In-field” Qualification Options for Educators

- Holds valid Florida certificate with appropriate subject according to the CCD
- Holds valid Florida certificate in another subject area and, for the appropriate subject:
 - Documented core academic subject expertise pursuant to a HOUSSE plan, as per NCLB (*continued for 2017-18*)
 - Completed a minor field of study per s. 1012.42, F.S.
 - Demonstrates subject matter expertise as established by school board policy per s. 1012.42, F.S.

“In-field” Qualification Options for Educators

- Holds district certificate for appropriate subject as nondegreed teacher of career and technical education per s. 1012.39, F.S.
 - Demonstrates evidence of successful occupational experience and completion of district specified training
- Holds district certificate for appropriate subject as Adjunct per s. 1012.57, F.S.
 - Demonstrates subject area mastery by passing Florida approved subject area exam
- Credentialed instructor for Voluntary Prekindergarten per ss. 1002.55(3)(c), 1002.55(4), 1002.63(4) or 1002.63(5), F.S.
- Non-certificated instructional staff member possessing expert skill in or knowledge of appropriate subject appointed by school board per Rule 6A-1.0502, FAC

Out-of-Field option

- District determines a teacher with appropriate certification (or other qualification) is **not available** and school board approves out-of-field assignment
- District reports out-of-field teachers on its website 30 days before each semester
- District notifies in writing all parents of all students of out-of-field teacher for the class
- District requires and prioritizes participation in PD activities for educator to acquire competencies in out-of-field assignment

Out-of-Field option (cont.)

- Educator holds Florida certificate, but not in appropriate subject specified per the CCD
- Educator's 1st year out-of-field, OR
- Educator annually completes 6 semester hours coursework in the out-of-field subject to be in-field within specified timeframe
 - Requirements differ when out-of-field in ESOL

Certification/Licensure/Qualification Status

- Districts report in-field designations with existing codes via Teacher Course Reporting Format
 - Student Information System Data Element No. 108150
 - HOUSSE continues as option for 2017-18
- Districts no longer report HQT status nor send notification for non-HQTs
- ❖ ESSA retains qualifications for paraprofessionals and districts will continue to report this data

Rule Development – Next Steps

- Districts may review, develop and adopt local policies that define comparable methods to demonstrate sufficient subject matter expertise
- District opportunities to help finalize rule language
- Department proposes rulemaking by SBE no later than November 2017
 - Allows districts time to prepare for 2018-19

Next Generation Certification System

- On schedule for November 2017 launch of the new Educator Certification System.
- Streamlines the application process, and although there will be changes, the improvements will be invaluable to educators and school districts.
- Opportunities for school district collaboration:
 - May-July 2017 – Acceptance Testing
 - August-October 2017 – System Training



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Professional Practices Services (PPS)

Marian Lambeth, chief

325 West Gaines Street, Suite 224

Tallahassee, Florida 32399-0400

850-245-0438

<http://www.fldoe.org/teaching/professional-practices/>

§ 1002.796, F.S.; Complaints Against Teachers and Administrators; procedures; penalties

- Requires the department to investigate legally sufficient complaints of educator misconduct
- Requires each school district to file in writing all legally sufficient complaints
 within 30 days of knowledge
- Requires each school district to provide unredacted documents to the department and all information known to the district
- Requires the complaint and all information obtained by the department shall be exempt from public record until conclusion of the investigation

Legally Sufficient

“...ultimate facts which show a violation occurred as provided in s. 1012.795 and defined by rule of the State Board of Education...”

What to report to PPS?

1.

- The person holds or has applied for:
 - temporary Florida educator certificate
 - professional Florida educator certificate
 - athletic coaching certificate

2

- The district's review substantiates all or part of the allegation

3

- The substantiated conduct supports a violation of s. 1012.795, F.S., or 6A-10.081, F.A.C.



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QUESTIONS?