

# PreK - 12 Education \& Choice \& Innovation Committees 

## 2nd REVISED

# Meeting Tuesday, December 6, 2005 3:30-5:15 p.m. 

Allan G. Bense
Speaker

# Florida House of Representatives 

Allan G. Bense<br>Speaker<br>PreK-12 Education Committee

Ralph Arza, Chair
Representative Loranne Ausley
Representative Ellyn Bogdanoff
Representative Marti Coley
Representative Frank Farkas
Representative Kenneth Gottlieb

Joe Pickens, Vice Chair
Representative Stan Mayfield
Representative Dave Murzin
Representative Curtis Richardson
Representative Trey Traviesa

## Choice \& Innovation Committee

John Stargel, Chair
Representative Frank Attkisson Representative Dan Gelber Representative Susan Goldstein

Bill Galvano, Vice Chair
Representative John Legg
Representative Eleanor Sobel

## AGENDA

December 6, 2005
I. Opening Remarks by Chairman
II. Joint Workshop: Choice \& Innovation and PreK-12 Education Committee on

PCB PKT 06-01
III. Closing Remarks by Chairman
IV. Adjournment

## SECTION BY SECTION SUMMARY <br> PCB PKT 06-01 - An act relating to education

| Section | Line | Section of Law | Page | Issue |
| :---: | :---: | :---: | :---: | :---: |
| 1 | 187 | 20.15 | 7 | Establishes Division of Accountability, Research, and Measurement within DOE into law. |
| 2 | 194 | 1000.041 | 7 | Repeals guiding principles for BEST |
| 3 | 195 | 1001.02 | 7 | Requires NCLB state plan to be submitted to Legislature for review (State Board of Education) |
| 4 | 203 | 1001.03 | 8 | Requires SBE to review and evaluate SSS standards and to maintain the uniform classification system for district personnel that they developed. |
| 5 | 227 | 1001.10 | 8 | Requires NCLB state plan to be submitted to Legislature for review (Commissioner) |
| 6 | 266 | 1001.12 | 10 | Establishes Florida Center for Reading Research in law; provides duties |
| 7 | 309 | 1001.215 | 11 | Establishes Just Read! Office in law; provides duties |
| 8 | 342 | 1001.33 | 12 | Removes BEST guiding principles |
| 9 | 363 | 1001.41 | 13 | Authorizes districts to adopt policies for complete education program that emphasize integration and reinforcement of reading, writing and mathematics |
| 10 | 378 | 1001.42 | 14 | Establishes a uniform school start date; removes reference to BEST Program; provides school improvement plan requirements; conforms language to removal of rigorous reading requirement for certain middle schools; conforms school grade language. |
| 11 | 533 | 1001.51 | 19 | Removes BEST reference |
| 12 | 565 | 1001.54 | 20 | Removes BEST reference |
| 13 | 578 | 1002.38 | 21 | Includes feeder pattern schools in Opportunity Scholarship program; modifies Opportunity Scholarship deadline; requires parent notification to be understandable and use multiple media; conforms school grade language. |
| 14 | 651 | 1003.01 | 23 | Adds speech and language pathology to ESE services. |
| 15 | 667 | 1003.05 | 24 | Deletes requirement that active duty military dependents receive preference for admission to special academic programs even if maximum enrollment has been reached; deletes charter schools from definition of special academic program; adds Advanced International Certificate of Education to list of programs. |
| 16 | 686 | 1003.413 | 24 | High school reform; requires school districts to establish certain policies; creates the Challenge High School Award Program. |
| 17 | 721 | 1003.415 | 25 | Revises mission of middle grades; deletes rigorous reading requirement; deletes obsolete dates. |
| 18 | 890 | 1003.4155 | 31 | Establishes a standardized middle school grading scale. |
| 19 | 911 | 1003.4156 | 32 | Establishes middle school course and credit requirements for promotion; requires Level 1 and 2 |

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| :---: | :---: | :---: | :---: | :--- |
|  |  |  |  | $\begin{array}{l}\text { readers to complete intensive reading courses; } \\ \text { defines credit; authorizes districts to adopt policies } \\ \text { allowing alternative methods to earn credits; requires } \\ \text { SBE approval of policies; applies standards to } \\ \text { students not enrolled in grade 6-8 configured middle } \\ \text { school. }\end{array}$ |
| 20 | 965 | 1003.62 | 34 | $\begin{array}{l}\text { Conforms school grade language; cross references } \\ \text { new differentiated pay policy requirements. }\end{array}$ |
| 21 | 1032 | 1006.09 | 36 | $\begin{array}{l}\text { Cross references new differentiated pay policy } \\ \text { requirement. }\end{array}$ |
| 22 | 1045 | 1006.40 | 37 | $\begin{array}{l}\text { Requires superintendent, in cooperation with DOE, } \\ \text { to verify that purchased instructional materials not } \\ \text { on the state adopted list identified as 'aligned" with } \\ \text { SSS or FCAT are in fact aligned }\end{array}$ |
| 23 | 1074 | 1008.22 | 38 | $\begin{array}{l}\text { Revises FCAT grade level and subject area testing } \\ \text { requirements; requires Commissioner to document } \\ \text { that 10 }\end{array}$ |
| grade test; deletes obsolete language; requires use of |  |  |  |  |
| SAT and ACT as alternative assessments for grade |  |  |  |  |
| 10 FCAT for students meeting certain criteria; |  |  |  |  |
| requires concordance study and annual report on |  |  |  |  |
| student performance data. |  |  |  |  |$\}$

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| 31 | 1749 | 1008.36 | 61 | $\begin{array}{l}\text { Schools meeting both school recognition and AYP } \\ \text { requirements shall receive additional financial } \\ \text { rewards as determined in GAA; adds alternative } \\ \text { schools receiving an improvement rating and feeder } \\ \text { pattern schools to School Recognition Program; } \\ \text { requires school improvement plan to include uses for } \\ \text { any school recognition funds that may be received; } \\ \text { restricts faculty and staff bonuses to employees at } \\ \text { the school during year of improvement; allows for } \\ \text { student incentives. }\end{array}$ |
| 32 | 1794 | 1011.62 | 63 | $\begin{array}{l}\text { Allows funding beyond 180 days for students in } \\ \text { certain juvenile programs; provides parents of } \\ \text { certain students the choice of supplemental services; } \\ \text { conforms school grade language; corrects cross } \\ \text { references; establishes the research-based reading } \\ \text { instruction allocation; specifies allocation and use of } \\ \text { funds; requires that teachers receive inservice credit } \\ \text { for training and certification of competence in using } \\ \text { materials purchased with the funds; requires districts } \\ \text { to submit plans for use of funds; allows for an } \\ \text { appeal; allows high-performing districts reasonable }\end{array}$ |
| flexibility in plan development and encourages |  |  |  |  |
| reading remediation through innovative methods |  |  |  |  |
| including career academies; allows core, career and |  |  |  |  |
| alternative programs to deliver intensive reading |  |  |  |  |
| remediation; allows DOE to withhold funds if not |  |  |  |  |
| being spent according to the district's plan. |  |  |  |  |$\}$

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| 40 | 2362 | 1012.2315 | 82 | Provides requirements for the assignment of teachers <br> to certain schools; authorizes salary incentives <br> notwithstanding chapter 447. |
| 41 | 2399 | 1012.27 | 84 | Requires that 2006-07 salary schedules be consistent <br> with the district's differentiated pay policy; removes <br> reference to BEST Program. |
| 42 | 2419 | 1012.28 | 84 | Corrects a cross reference. |
| 43 | 2426 | 1012.34 | 85 | Removes a reference to material being deleted <br> (rigorous reading requirement) |
| 44 | 2468 | 1012.986 | 86 | Establishes the Jim Warford Professional <br> Development Program for School Leaders; provides <br> a definition; requires DOE to develop criteria for <br> designation titles recommended by FASA; provides <br> requirements; requires SBE to adopt rules. |
| 45 | 2516 | 1012.987 | $\mathbf{8 8}$ | Repeals SBE authority to adopt rules for school <br> principal leadership designation. |
| 46 | 2518 | -- | $\mathbf{8 8}$ | Provides for effective date upon becoming a law. |

A bill to be entitled
An act relating to education; amending s. 20.15, F.S.; establishing the Division of Accountability, Research, and Measurement in the Department of Education; repealing s. 1000.041, F.S., to conform provisions relating to the 2005 repeal of the BEST Florida Teaching salary career ladder program; amending s. 1001.02, F.S.; requiring legislative review of a state plan to implement certain federal requirements; amending s. 1001.03, F.S.; requiring the State Board of Education to periodically review the Sunshine State Standards and provide a report evaluating the extent to which the standards are being taught; requiring the maintenance of a uniform school district personnel classification system; amending s. 1001.10, F.S.; requiring legislative review of a state plan to implement certain federal requirements; creating s. 1001.12, F.S.; establishing the Florida Center for Reading Research; providing duties of the center and the Commissioner of Education; creating s. 1001.215, F.S.; creating the Just Read, Florida! Office in the Department of Education; providing duties; amending s. 1001.33, F.S.; conforming provisions relating to the 2005 repeal of the BEST Florida Teaching salary career ladder program; amending s. 1001.41, F.S.; requiring district school boards to adopt standards and policies to provide each student a complete education program; amending s. 1001.42, F.S.; providing a district school board requirement relating to the opening date of the school year; conforming provisions relating to the 2005 repeal of the

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 CODING: Words stricken are deletions; words underlined are additions.BEST Florida Teaching salary career ladder program; providing requirements for each school district's system of school improvement and student progression; providing components to increase student achievement; conforming provisions relating to deletion of a rigorous reading requirement and the designation of school grades; amending ss. 1001.51 and 1001.54, F.S.; conforming provisions relating to the 2005 repeal of the BEST Florida Teaching salary career ladder program; amending s. 1002.38, F.S.; providing eligibility for receipt of an Opportunity Scholarship based on student attendance in certain feeder pattern schools; conforming provisions relating to the designation of school grades and revising the date for request of an Opportunity Scholarship; specifying notice requirements; amending s. 1003.01, F.S.; revising definition of the term "special education services"; amending s. 1003.05, F.S.; deleting the requirement that certain children receive preference for admission to special academic programs even if maximum enrollment has been reached; revising programs defined as "special academic programs" for purposes of such preference; creating s. 1003.413, E.S.; requiring each school district to establish policies to assist high school students to remain in school, graduate on time, and be prepared for postsecondary education and the workplace; directing the Commissioner of Education to create and implement the Challenge High School Award Program; amending s. 1003.415, F.S.; providing the mission of middle grades; deleting the rigorous reading requirement for middle grade students;

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deleting obsolete language relating to a department study; creating s. 1003.4155, F.S.; specifying the grading scale for grades 6 through 8; creating s. 1003.4156, F.S.; specifying general requirements for middle school promotion; requiring an intensive reading course under certain circumstances; defining an academic credit; requiring school district policies for implementation and authorizing alternative methods for progression; amending s. 1003.62, F.S.; conforming provisions relating to the designation of school grades and differentiated-pay policies; amending s. 1006.09, E.S.; conforming a crossreference; amending s. 1006.40 , F.S.; requiring verification that certain instructional materials are aligned with the Sunshine State Standards or the FCAT; amending s. 1008.22, F.S.; specifying FCAT grade level and subject area testing requirements; requiring documentation of procedures that ensure test difficulty under certain circumstances; requiring the State Board of Education to conduct concordance studies to determine FCAT equivalencies for high school graduation; deleting a limitation on and specifying requirements for the use of alternative assessments to the grade 10 FCAT; requiring an annual report on student performance; amending s. 1008.25, F.S.; authorizing district school boards to require lowperforming students to attend remediation programs outside of regular school hours or during the summer; requiring the department to establish a uniform format for reporting information relating to student progression; requiring an annual report; repealing s. 1008.301, F.S., relating to a

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concordance study of $\operatorname{FCAT}$ equivalencies for high school graduation; amending s. 1008.31, F.S.; revising goals and measures of the $K-20$ performance accountability system and requiring data quality improvements; providing for development of reporting or data collection requirements; requiring adoption of rules; amending s. 1008.33, F.S.; conforming a cross-reference and provisions relating to the designation of school grades; authorizing principals to discipline low-performing faculty and staff at "E" graded schools as necessary; amending s. 1008.34, F.S.; revising terminology and provisions relating to designation and determination of school grades; providing for the designation of school grades for feeder pattern schools under certain circumstances; specifying use of assessment data with respect to alternative schools; defining the term "home school"; requiring an annual school report card to be published by the department and distributed by school districts; creating s. 1008.341, F.S.; requiring improvement ratings for certain alternative schools; providing the basis for such ratings and requiring annual performance reports; providing for determination of school improvement ratings, identification of learning gains, and eligibility for school recognition awards; requiring the development and distribution of an annual school report card; requiring adoption of rules; amending s. 1008.345, F.S.; conforming a cross-reference and provisions relating to the designation of school grades; amending s. 1008.36, F.S.; authorizing certain feeder pattern schools and alternative

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schools to participate in the Florida School Recognition Program; modifying procedures for determination and use of school recognition awards; providing for additional financial awards under certain circumstances; amending s. 1011.62, F.S.; providing FTE funding for juveniles enrolled in specified education programs; providing funding for supplemental educational services for certain students; conforming cross-references and provisions relating to the designation of school grades; establishing a research-based reading instruction allocation to provide funds for a comprehensive reading instruction system; requiring school district plans for use of the allocation and approval thereof; including the allocation in the total amount allocated to each school district for current operation; amending s. 1011.64, F.S.; conforming terminology and a cross-reference; amending s. 1011.685, F.S.; conforming provisions relating to the 2005 repeal of the BEST Florida Teaching salary career ladder program and implementation of a differentiated-pay policy; amending s. 1011.71, F.S.; correcting a cross-reference; amending s. 1012.21, F.S.; requiring the department to annually post online school district collective bargaining contracts and the salary and benefits of certain personnel; amending s. 1012.22, F.S.; deleting a requirement that each district school board adopt a performance-pay policy; requiring each district school board to annually provide to the department its negotiated collective bargaining contract and the salary and benefits of certain personnel; creating s. 1012.2312, F.S.; requiring each district school board

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to adopt a differentiated-pay policy for instructional personnel; providing factors on which differentiated pay shall be based; authorizing funds to be withheld from school districts under certain circumstances; creating s. 1012.2313, F.S.; requiring each district school board to have a differentiated-pay policy for school
administrators; providing factors on which differentiated pay shall be based; authorizing funds to be withheld from school districts under certain circumstances; creating s. 1012.2315, F.S.; providing school district requirements for the assignment of teachers and authorizing incentives; providing procedures for noncompliance; providing requirements relating to collective bargaining; amending s. 1012.27, F.S.; conforming provisions relating to the 2005 repeal of the BEST Florida Teaching salary career ladder program and implementation of a differentiated-pay policy; amending s. 1012.28, F.S.; conforming a crossreference; amending s. 1012.34, F.S.; conforming provisions relating to deletion of a rigorous reading requirement; creating s. 1012.986, F.S.; establishing the Jim Warford Professional Development Program for School Leaders; defining the term "school leader"; providing for school leader designations; providing program requirements and delivery systems; requiring adoption of rules; repealing s. 1012.987 , F.S., which requires the State Board of Education. to adopt rules through which school principals may earn a leadership designation; providing an effective date.

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WHEREAS, students will have the best opportunity to obtain a high-quality education in the public education system of this state, and that system can best be enhanced, when resources are allocated efficiently and are concentrated in the classroom learning environment, when teachers and principals are supported, when high-quality education is reinforced through shared high academic expectations, and when successes are rewarded, failures are identified, and the public is apprised of both successes and failures, NOW, THEREFORE,

Be It Enacted by the Legislature of the State of Elorida:

Section 1. Paragraph (f) is added to subsection (3) of section 20.15, Florida Statutes, to read:
20.15 Department of Education.--There is created a Department of Education.
(3) DIVISIONS.--The following divisions of the Department of Education are established:
(f) Division of Accountability, Research, and Measurement.

Section 2. Section 1000.041, Florida Statutes, is repealed.
Section 3. Paragraph ( $g$ ) of subsection (2) of section 1001.02, Florida Statutes, is amended to read:
1001.02 General powers of State Board of Education.--
(2) The State Board of Education has the following duties:
(g) To approve plans for cooperating with the Federal Government. The state plan to implement the requirements of the federal No Child Left Behind Act of 2001 shall be submitted to the Legislature for review.

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Section 4. Subsections (1) and (14) of section 1001.03, Elorida Statutes, are amended to read:
1001.03 Specific powers of State Board of Education.--
(1) PUBLIC K-12 STUDENT PERFORMANCE STANDARDS.--The State Board of Education shall approve the student performance standards known as the Sunshine State Standards in key academic subject areas and grade levels. The state board shall periodically review the standards to ensure adequate rigor, logical student progression, integration and reinforcement of reading, writing, and mathematics skills across all subjects, and articulation from grade to grade and evaluate the extent to which the standards are being taught at each grade level. The evaluation shall be provided to the Governor, the Speaker of the House of Representatives, and the President of the Senate and shall include a determination of each district school board's provision of a complete education program pursuant to $s$. 1001.41(3).
(14) UNIFORM CLASSIFICATION SYSTEM FOR SCHOOL DISTRICT ADMINISTRATIVE AND MANAGEMENT PERSONNEL.--The State Board of Education shall maintain feommend to the Legislature by Februayy 1, 2003, a uniform classification system for school district administrative and management personnel that will facilitate the uniform coding of administrative and management personnel to total district employees.

Section 5. Subsection (8) of section 1001.10, Florida Statutes, is amended to read:
1001.10 Commissioner of Education; general powers and duties.--The Commissioner of Education is the chief educational officer of the state, and is responsible for giving full

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assistance to the State Board of Education in enforcing compliance with the mission and goals of the seamless $\mathrm{K}-20$ education system. To facilitate innovative practices and to allow local selection of educational methods, the State Board of Education may authorize the commissioner to waive, upon the request of a district school board, State Board of Education rules that relate to district school instruction and school operations, except those rules pertaining to civil rights, and student health, safety, and welfare. The Commissioner of Education is not authorized to grant waivers for any provisions in rule pertaining to the allocation and appropriation of state and local funds for public education; the election, compensation, and organization of school board members and superintendents; graduation and state accountability standards; financial reporting requirements; reporting of out-of-field teaching assignments under s. 1012.42; public meetings; public records; or due process hearings governed by chapter 120. No later than January 1 of each year, the commissioner shall report to the Legislature and the State Board of Education all approved waiver requests in the preceding year. Additionally, the commissioner has the following general powers and duties:
(8) To develop and implement a plan for cooperating with the Federal Government in carrying out any or all phases of the educational program and to recommend policies for administering funds that are appropriated by Congress and apportioned to the state for any or all educational purposes. The state plan to implement the requirements of the federal No Child Left Behind Act of 2001 shall be submitted to the Legislature for review.

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The commissioner's office shall operate all statewide functions necessary to support the State Board of Education and the K-20 education system, including strategic planning and budget development, general administration, and assessment and accountability.

Section 6. Section 1001.12, Florida Statutes, is created to read:
1001.12 Elorida Center for Reading Research.--
(1) There is created the Florida Center for Reading Research (FCRR) which shall be administratively assigned as determined by the Board of Governors of the State University System. In addition to its duties and functions as part of the State University System, the center shall:
(a) Provide technical assistance and support to school districts and schools in the state in the implementation of evidence-based literacy instruction, assessments, and programs, including fidelity of implementation of instructional materials.
(b) Conduct applied research on policy and practices related to literacy instruction and assessment in the state.

> (c) Conduct basic research on reading, reading growth, reading assessment, and reading instruction that will contribute to scientific knowledge about reading.
(d) Develop comprehensive reading intervention course frameworks for middle and high schools.
(e) Disseminate information about research-based practices related to literacy instruction, assessment, and programs for students in preschool through grade 12.
(f) Collect, manage, and report on assessment information from screening, progress monitoring, and outcome assessment

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through Florida's Progress Monitoring and Reporting Network, which is a statewide resource that is operated to provide valid and timely reading assessment data for parents, teachers, principals, district-level staff, and state-level staff in the management of instruction at the individual, classroom, and school levels.
(g) In order to fulfill the requirements of this section, establish regional partnerships with state universities as determined by the Board of Governors, with community colleges as determined by the State Board of Education, and with independent postsecondary institutions as determined by their individual governing boards.
(2) The Commissioner of Education shall have the responsibility to ascertain that all reading materials, instructional methodologies, assessments, and courses recommended by the Florida Center for Reading Research under the requirements of this section are premised on objective, fair, and scientifically research-based criteria and to prevent a conflict of interest with respect to such recommendations.

Section 7. Section 1001.215, Florida Statutes, is created to read:
1001. 215 Just Read, Florida! Office.--There is created in the Department of Education the Just Read, Florida! Office. The office shall be fully accountable to the Commissioner of Education and shall:
(1) Train professionally certified teachers to become certified reading coaches.
(2) Create multiple designations of effective reading instruction, with accompanying credentials, that encourage all

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teachers to integrate reading instruction into their content areas.
(3) Train K-12 teachers, school principals, and parents on research-based reading instructional strategies.
(4) Provide technical assistance to school districts in the development and implementation of district plans for use of the research-based reading instruction allocation provided in s. 1011.62(8) and annually review and approve such plans.
(5) Review and evaluate school districts' implementation of the $K-12$ comprehensive reading plan required in s. 1011.62 (8), including fidelity of implementation of instructional materials.
(6) Work with the Florida Center for Reading Research to provide information on research-based reading programs.
(7) Periodically review the Sunshine State Standards for reading at all grade levels.
(8) Periodically review teacher certification examinations to ascertain that the examinations measure the skills needed for research-based reading instructional strategies.
(9) Work with teacher preparation programs approved pursuant to s. 1004.04 to integrate research-based reading instructional strategies into teacher preparation programs.
(10). Administer grants and perform other functions as necessary to meet the goal that all students read at grade level.

Section 8. Section 1001.33, Florida Statutes, is amended to read:
1001.33 Schools under control of district school board and district school superintendent.--
(1) Except as otherwise provided by law, all public schools conducted within the district shall be under the direction and

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control of the district school board with the district school
superintendent as executive officer.
    (2) Each distriet school board, each district school
superintendent, and each district and school based administrator
shall cooperate to apply the following guidiffeprinciples of
Better Educated Students and Teachers (BEST) Florida Teaching:
    (a) Teachers lead, students learn.
    (b) Teachers maintain orderly, disciplined elassooms
eonducive to student learning.
    (c) Teachexs are trained, recruited, well compensated, and
retained for quality.
    (d) Teachers are well rewarded for their students' high
performance.
    (e) Teachexs are mest effective when sexved by exemplary
school administrators.
    Section 9. Subsection (3) of section 1001.41, Florida
Statutes, is amended to read:
    1001.41 General powers of district school board.--The
district school board, after considering recommendations
submitted by the district school superintendent, shall exercise
the following general powers:
(3) Prescribe and adopt standards and policies to provide each student the opportunity to receive a complete education program, including language arts, mathematics, science, social studies, health, physical education, foreign languages, and the arts, as defined by the Sunshine State Standards. The standards and policies shall emphasize integration and reinforcement of reading, writing, and mathematics skills across all subjects as
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are considered desirable by it for improving the distriet school system.

Section 10. Paragraph (f) of subsection (4), paragraph (c) of subsection (5), subsection (16), paragraph (d) of subsection (17), and subsection (18) of section 1001.42, Florida Statutes, are amended to read:
1001.42 Powers and duties of district school board.--The district school board, acting as a board, shall exercise all powers and perform all duties listed below:
(4) ESTABLISHMENT, ORGANIZATION, AND OPERATION OF SCHOOLS.--Adopt and provide for the execution of plans for the establishment, organization, and operation of the schools of the district, including, but not limited to, the following:
(f) Opening and closing of schools; fixing uniform date.--Adopt policies for the opening and closing of schools and fix uniform dates provided that the opening date of the school year for schools in the district shall be no earlier than 7 days before Labor Day each year.
(5) PERSONNEL.--
(c) Fully support and eopperate in the application of the guiding prineiples of Better Educated Students and Teachers (BEST) Florida Teaching, pursuant to s. 1000.041.
(16) IMPLEMENT SCHOOL IMPROVEMENT AND ACCOUNTABILITY.--Maintain a system of school improvement and education accountability as provided by statute and State Board of Education rule. This system of school improvement and education accountability shall be consistent with, and implemented through, the district's continuing system of planning and budgeting required by this section and ss. 1008.385, 1010.01,

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and 1011.01. This system of school improvement and education accountability shall include, but is not limited to, the following:
(a) School improvement plans.--Annually approve and require implementation of a new, amended, or continuation school improvement plan for each school in the district, except that a district school board may establish a district school improvement plan that includes all schools in the district operating for the purpose of providing educational services to youth in Department of Juvenile Justice programs. The school improvement Such plan shall be designed to achieve the state education priorities pursuant to s. 1000.03(5) and student performance standards. If addition, any school required to implement a rigorous reading requirement pursuant to 5.1003 .415 must include sueh component in its school improvement plan. Each plan shall also address issues relative to budget, training, instructional materials, technology, staffing, student support services, specific school safety and discipline strategies, student health and fitness, including physical fitness, parental information on student health and fitness, and indoor environmental air quality, and other matters of resource allocation, as determined by district school board policy, and shall be based on an analysis of student achievement and other school performance data.
(b) Alignment with Sunshine State Standards.--Design the school district's system of school improvement and student progression to provide frequent and accurate information to the teacher and student regarding each student's progress toward mastering the Sunshine State Standards. The system must demonstrate the alignment of the Sunshine State Standards,

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instructional strategies, assessment, and professional development. Each school improvement plan must identify the strategies for monitoring the progress of each student. The process used by each school to monitor student progression must, at a minimum, contain the following components that are aimed at increasing student achievement:

1. Disaggregated student achievement data related to student performance which is used to identify each individual student's strengths and weaknesses and to determine the effectiveness of the teaching and learning strategies that are being used in the classroom.
2. The Sunshine State Standards instructional calendar and timeline, using disaggregated student performance data to focus instruction on the Sunshine State Standards, manage instructional time, and allocate resources.
3. Prioritized instructional focus to facilitate explicit and systematic instruction using research-based effective practices in the classroom.
4. Mini-assessments of targeted Sunshine State Standards benchmarks to monitor student progress and generate data to redesign instruction, if needed.
5. Alternative in-school, tutorial, remediation, or enrichment strategies for students which are based on each student's individual academic needs as defined by the miniassessments.
6. Systematic monitoring of each teacher's implementation of the comprehensive program for student progression as described in subparagraphs 1.-5.

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(c) (b) Approval process.--Develop a process for approval of a school improvement plan presented by an individual school and its advisory council. In the event a district school board does not approve a school improvement plan after exhausting this process, the Department of Education shall be notified of the need for assistance.
(d) (c) Assistance and intervention.--

1. Develop a 2 -year plan of increasing individualized assistance and intervention for each school in danger of not meeting state standards or making adequate progress, as defined pursuant to statute and State Board of Education rule, toward meeting the goals and standards of its approved school improvement plan.
2. Provide assistance and intervention to a school that is designated with a identified as being in performance grade of eategory "D" pursuant to s. 1008.34 and is in danger of failing.
3. Develop a plan to encourage teachers with demonstrated mastery in improving student performance to remain at or transfer to a school designated with a as performance grade of eategory "D" or "F" or to an alternative school that serves disruptive or violent youths. If a classroom teacher, as defined by s. 1012.01(2)(a), who meets the definition of teaching mastery developed according to the provisions of this paragraph, requests assignment to a school designated with a as performance grade of eategory "D" or "F" or to an alternative school that serves disruptive or violent youths, the district school board shall make every practical effort to grant the request.
4. Prioritize, to the extent possible, the expenditures of funds received from the supplemental academic instruction

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categorical fund under s. 1011.62(1)(f) to improve student performance in schools that receive a performance grade eategory designation of "D" or "F."
(e) After 2 years.--Notify the Commissioner of Education and the State Board of Education in the event any school does not make adequate progress toward meeting the goals and standards of a school improvement plan by the end of 2 years of failing to make adequate progress and proceed according to guidelines developed pursuant to statute and State Board of Education rule. School districts shall provide intervention and assistance to schools in danger of being designated with a as performance grade of eategory "F," failing to make adequate progress.
(f) (e) Public disclosure.--Provide information regarding performance of students and educational programs as required pursuant to ss. 1008.22 and 1008.385 and implement a system of school reports as required by statute and State Board of Education rule that shall include schools operating for the purpose of providing educational services to youth in Department of Juvenile Justice programs, and for those schools, report on the elements specified in s. 1003.52(19). Annual public disclosure reports shall be in an easy-to-read report card format and shall include the school's student and school performance grade eategory designation and performance data as specified in state board rule.
(g)(f) School improvement funds.--Provide funds to schools for developing and implementing school improvement plans. Such funds shall include those funds appropriated for the purpose of school improvement pursuant to s. $24.121(5)(c)$.
(17) LOCAL-LEVEL DECISIONMAKING.--

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(d) Adopt policies that assist in giving greater autonomy, including authority over the allocation of the school's budget, to schools designated with a as performance grade of eategory "A," making excellent progress, and schools rated as having improved at least two grades perfomance grade categories.
(18) OPPORTUNITY SCHOLARSHIPS.--Adopt policies allowing students attending schools that have been designated with a pexformance grade of eategory "F," failing to make adequate progress, for 2 school years in a 4-year period to attend a higher performing school in the district or an adjoining district or be granted a state opportunity scholarship to a private school, in conformance with s. 1002.38 and State Board of Education rule.

Section 11. Subsections (24), (25), and (26) of section 1001.51, Florida Statutes, are amended to read:
1001.51 Duties and responsibilities of district school superintendent.--The district school superintendent shall exercise all powers and perform all duties listed below and elsewhere in the law, provided that, in so doing, he or she shall advise and counsel with the district school board. The district school superintendent shall perform all tasks necessary to make sound recommendations, nominations, proposals, and reports required by law to be acted upon by the district school board. All such recommendations, nominations, proposals, and reports by the district school superintendent shall be either recorded in the minutes or shall be made in writing, noted in the minutes, and filed in the public records of the district school board. It shall be presumed that, in the absence of the record required in this section, the recommendations, nominations, and proposals

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required of the district school superintendent were not contrary to the action taken by the district school board in such matters.
(24) QUALITY TEACHERS. Iutly support and cooperate in the application of the guiding prineiples of Better Educated Students and Teachers (BEST) Florida Teaching, pursuant to 3. 1000.041.
(24)(25) ORDERLY CLASSROOMS AND SCHOOL BUSES.--Fully support the authority of each teacher and school bus driver to remove disobedient, disrespectful, violent, abusive, uncontrollable, or disruptive students from the classroom and the school bus and the authority of the school principal to place such students in an alternative educational setting, when appropriate and available.
(25)(26) OTHER DUTIES AND RESPONSIBILITIES.--Perform such other duties as are assigned to the district school superintendent by law or by rules of the State Board of Education.

Section 12. Paragraphs (c) and (d) of subsection (1) of section 1001.54, Florida Statutes, are amended to read:
1001.54 Duties of school principals.--
(1)
(e) The school principal shall-encourage school personnel to implement the guiding principles for Beter Educated Students and Teachers (BEST) Floxida Teaching, pursuant to s. 1000.041.
(c)(d) The school principal shall fully support the authority of each teacher and school bus driver to remove disobedient, disrespectful, violent, abusive, uncontrollable, or disruptive students from the classroom and the school bus and, when appropriate and available, place such students in an alternative educational setting.

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Section 13. Subsection (2) and paragraphs (a) and (b) of subsection (3) of section 1002.38, Florida Statutes, are amended to read:
1002.38 Opportunity Scholarship Program.--
(2) OPPORTUNITY SCHOLARSHIP ELIGIBILITY.--A public school student's parent may request and receive from the state an opportunity scholarship for the student to enroll in and attend a private school in accordance with the provisions of this section if:
(a)1. By assigned school attendance area or by special assignment, the student has spent the prior school year in attendance at a public school, including a feeder pattern school, that has been designated pursuant to s. 1008.34 with a performance grade of progress, and that has had 2 school years in a 4 -year period of such low performance, and the student's attendance occurred during a school year in which such designation was in effect;
2. The student has been in attendance elsewhere in the public school system and has been assigned to such school for the next school year; or
3. The student is entering kindergarten or first grade and has been notified that the student has been assigned to such school for the next school year.
(b) The parent has obtained acceptance for admission of the student to a private school eligible for the program pursuant to subsection (4), and has notified the Department of Education and the school district of the request for an opportunity scholarship no later than August July 1 of the first year in which the student intends to use the scholarship.

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The provisions of this section shall not apply to a student who is enrolled in a school operating for the purpose of providing educational services to youth in Department of Juvenile Justice commitment programs. For purposes of continuity of educational choice, the opportunity scholarship shall remain in force until the student returns to a public school or, if the student chooses to attend a private school the highest grade of which is grade 8 , until the student matriculates to high school and the public high school to which the student is assigned is an accredited school with a performance grade eategoxy designation of "C" or better. However, at any time upon reasonable notice to the Department of Education and the school district, the student's parent may remove the student from the private school and place the student in a public school, as provided in subparagraph (3)(a)2.
(3) SCHOOL DISTRICT OBLIGATIONS.--
(a) A school district shall, for each student enrolled in or assigned to a school that has been designated with a performance grade of eategory "F" for 2 school years in a 4-year period:

1. Timely notify the parent of the student as soon as such designation is made of all options available pursuant to this section. Notice must be understandable to parents and use multiple media such as electronic mail, websites, public service announcements, or print or electronic advertising.
2. Offer that student's parent an opportunity to enroll the student in the public school within the district that has been designated by the state pursuant to s. 1008.34 as a school performing higher than that in which the student is currently

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enrolled or to which the student has been assigned, but not less than performee grade eategory "C." The parent is not required to accept this offer in lieu of requesting a state opportunity scholarship to a private school. The opportunity to continue attending the higher performing public school shall remain in force until the student graduates from high school.
(b) The parent of a student enrolled in or assigned to a school that has been designated with a performance grade of eategory "F" for 2 school years in a 4 -year period may choose as an alternative to enroll the student in and transport the student to a higher-performing public school that has available space in an adjacent school district, and that school district shall accept the student and report the student for purposes of the district's funding pursuant to the Florida Education Finance Program.

Section 14. Paragraph (b) of subsection (3) of section 1003.01, Florida Statutes, is amended to read:
1003.01 Definitions.--As used in this chapter, the term:
(b) "Special education services" means specially designed instruction and such related services as are necessary for an exceptional student to benefit from education. Such services may include: transportation; diagnostic and evaluation services; social services; physical and occupational therapy; speech and language pathology services; job placement; orientation and mobility training; braillists, typists, and readers for the blind; interpreters and auditory amplification; rehabilitation counseling; transition services; mental health services; guidance and career counseling; specified materials, assistive technology

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devices, and other specialized equipment; and other such services as approved by rules of the state board.

Section 15. Subsection (3) of section 1003.05, Florida Statutes, is amended to read:
1003.05 Assistance to transitioning students from military families.--
(3) Dependent children of active duty military personnel who otherwise meet the eligibility criteria for special academic programs offered through public schools shall be given first preference for admission to such programs even if the program is being offered through a public school other than the school to which the student would generally be assigned and the sehool at which the program is being offexed has reached its maximum encollment. If such a program is offered through a public school other than the school to which the student would generally be assigned, the parent or guardian of the student must assume responsibility for transporting the student to that school. For purposes of this subsection, special academic programs include eharter schools, magnet schools, advanced studies programs, advanced placement, dual enrollment, Advanced International Certificate of Education, and International Baccalaureate.

Section 16. Section 1003.413, Florida Statutes, is created to read:
1003.413 High school reform.--
(1) Beginning with the $2006-2007$ school year, each school district shall establish policies to assist high school students to remain in school, graduate on time, and be prepared for postsecondary education and the workforce. Such policies must address:

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(a) Intensive reading remediation for students in grades 9 through 12 scoring below Level 3 on FCAT Reading, pursuant to the reading instruction plan required by s. 1011.62(8).
(b) Credit recovery options and course scheduling designed to allow high school students to earn credit for failed courses so that they are able to graduate on time.
(c) Immediate and frequent notification to parents of students who are in danger of not graduating from high school.
(d) Placement in alternative programs, such as programs that emphasize applied integrated curricula, small learning communities, career exploration, support services, increased discipline, or other strategies documented to improve student achievement.
(e) Summer reading institutes for rising ninth graders scoring below Level 3 on FCAT Reading, pursuant to the reading instruction plan required by s. $1011.62(8)$.

A student's participation in an instructional or remediation program prior to or immediately following entering grade 9 for the first time shall not affect that student's classification as a first-time ninth grader for reporting purposes, including calculation of graduation and dropout rates.
(2) The Commissioner of Education shall create and implement the Challenge High School Award Program to reward public high schools that demonstrate continuous academic improvement and show the greatest gains in student academic achievement in reading and mathematics.

Section 17. Section 1003.415, Florida Statutes, is amended to read:

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1003.415 The Middle Grades Reform Act.--
(1) POPULAR NAME.--This section shall be known by the popular name the "Middle Grades Reform Act."
(2) PURPOSE AND INTENT.--
(a) The purpose of this section is to provide added focus and rigor to academics in the middle grades. Using reading as the foundation, all middle grade students should receive rigorous academic instruction through challenging curricula delivered by highly qualified teachers in schools with outstanding leadership, which schools are supported by engaged and informed parents.
(b) It is the intent of the Legislature that students promoted from the eighth grade will have the necessary reading and mathematics skills to be ready for success in high school. The mission of middle grades is to prepare students to graduate from high school.
(3) DEFINITION.--As used in this section, the term "middle grades" means grades 6, 7, and 8.
(4) CURRICULA AND COURSES.--The Department of Education shall review course offerings, teacher qualifications, instructional materials, and teaching practices used in reading and language arts programs in the middle grades. The department must consult with the Florida Center for Reading Research at Florida State University, the Just Read, Florida! Office, reading researchers, reading specialists, and district supervisors of curriculum in the development of findings and recommendations. The Commissioner of Education shall make recommendations to the State Board of Education regarding changes to reading and language arts curricula in the middle grades based on researchbased proven effective programs. The State Board of Education

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shall adopt rules based upon the commissioner's recommendations no later than Mareh 1, 2005. Implementation of new or revised reading and language arts courses in all middle grades shall be phased in beginning no later than the 2005-2006 school year with completion no later than the 2008-2009 school year.

## (5) RIGOROUS READING REQUIREMENT.

(a) Beginning with the 20042005 school year, each publie school sexving middle grade students, including eharter schools, with fewer than 75 percent of its students reading at or above grade level in grade 6 , gizade 7 , or grade 8 as measuied by a student seoxing at Level 3 or above on the FCAT during the prior sehool year, must incorporate by october 1 a rigorous reading requifenent for reading and language arts programs as the primary eomponent of its school improvement plan. The department shall anntially provide to each distriet sehool board by June 30 a list of its schools that are required to incorporate a rigorous reading requirement as the primary component of the school's improvement plan. The depaxtment shall provide technical assistance to school districts and school administwators required to implement the rigorous reading requirement.
(b) The purpose of the rigorous reading requirement is to assist each student who is not reading at or above grade level to do so before entering high school. The rigorous reading zequirement must include for a middle school's low performing student population specifie areas that addiess phonemic awaieness, phonies, fluency, comprehension, and vocabulaxy; the desired levels of performance in those areas; and the instructional and support sexvices to be provided to meet the desired levels of performance. The school shall use research-

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based reading activities that have been shown to be suceessful irt teaching reading to low performing students.
(c) Sehools required to implement the rigorous reading requirement must provide quartexly reports to the district sehool superintendent on the progress of students toward inereased feading achievement.
(d) The results of implementation of a schoolis rigorous reading requirement shall be used as pant of the annual evaltiation of the school's instwuctional personnel and sehool administrators as required in 3. 1012.34.
(6) COMPREHENSIVE REFORM STUDY ON THE ACADEMIC PEREORMANCE OF STUDENLS AND SCHOOLS.
(a) The department shall conduet a study on how the overall academic pexformance of middle grade students and sehools ean be improved. The department must consult with the Florida Center for Reading Researeh at Florida State University, the Just Read, Florida! Office, and key education stakeholders, ineluding distriet sehool board members, distriet sehool superintendents, principals, parents, teachers, distriet supervisors of euriculum, and stidents across the state, in the development of its findings and fecommendations. The department shall review, at a minimum, each-of the following elements:

1. Academie expectations, which include, but are not Iimited to:
a. Alignfent of middle-sehool expeetations with elementary and high school graduation requivements.
b. Best practices to improve reading and language arts eourses based on researeh based programs for middle sehool students in aligmment with the Sunshine state standards.

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e. Strategies that focus on improving academic suecess for Iow performing students.
d. Rigor of eurricula and courses.
e. Instructional-materials.
f. Course encollment by midele school students.
g. Student-support sexvices.
h. Measurement and repoiting of student achievement.
z. Attendance policies and student mobility issues.
3. Teachex quality, which includes, but is not limited to:
a. Preparedness of teachers to teach rigorous eourses to
middle school students.
b. Teacher evaluations.
e. Substitute teachers.
d. Cextification and recertification requirements.
e. Staff development-requirements.
f. Availability of effective-staff development training.
g. Teacher fecruitment and vacancy isstes.
h. Fedexal wequirements for highly qualified teachers pursuant to the No Child Left Behind Act of 2001.
4. Identification and availability of diagnostic testing.
5. Availability of personnel and scheduling issues.
6. Middle school leadership and performance.
7. Parental and community involvement.
(b) By Decembex 1, 2004, the Commissionex of Education shall submit to the President of the Senate, the speaker of the House of Representatives, the ehairs of the education committees in the Senate and the House of Representatives, and the state Board of Education recommendations to increase the academie pexformance of middle grade students and schools.

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(5)(7) PERSONALIZED MIDDLE SCHOOL SUCCESS PLAN.--
(a) Beginning with the 20042005 school year, Each principal of a school with a middle grade shall designate certified staff members at the school to develop and administer a personalized middle school success plan for each entering sixth grade student who scored below Level 3 in reading on the most recently administered FCAT. The purpose of the success plan is to assist the student in meeting state and school district expectations in academic proficiency and to prepare the student for a rigorous high school curriculum. The success plan shall be developed in collaboration with the student and his or her parent and must be implemented until the student completes the eighth grade or achieves a score at Level 3 or above in reading on the FCAT, whichever occurs first. The success plan must minimize paperwork and may be incorporated into a parent/teacher conference, included as part of a progress report or report card, included as part of a general orientation at the beginning of the school year, or provided by electronic mail or other written correspondence.
(b) The personalized middle school success plan must:

1. Identify educational goals and intermediate benchmarks for the student in the core curriculum areas which will prepare the student for high school.
2. Be based upon academic performance data and an identification of the student's strengths and weaknesses.
3. Include academic intervention strategies with frequent progress monitoring.
4. Provide innovative methods to promote the student's advancement which may include, but not be limited to, flexible

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scheduling, tutoring, focus on core curricula, online instruction, an alternative learning environment, or other interventions that have been shown to accelerate the learning process.
(c) The personalized middle school success plan must be incorporated into any individual student plan required by federal or state law, including the academic improvement plan required in s. 1008.25, an individual education plan (IEP) for a student with disabilities, a federal 504 plan, or an ESOL plan.
(d) The Department of Education shall provide technical assistance for districts, school administrators, and instructional personnel regarding the development of personalized middle school success plans. The assistance shall include strategies and techniques designed to maximize interaction between students, parents, teachers, and other instructional and administrative staff while minimizing paperwork.
(6) (8) STATE BOARD OF EDUCATION AUTHORITY.--
(a) The State Board of Education shall have authority to adopt rules pursuant to ss. $120.536(1)$ and 120.54 to implement the provisions of this section.
(b) The State Board of Education shall have authority pursuant to s. 1008.32 to enforce the provisions of this section.

Section 18. Section 1003.4155, Florida Statutes, is created to read:
1003.4155 Middle school grading system. -- The grading system and interpretation of letter grades used in grades 6 through 8 shall be as follows:

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(1) Grade "A" equals 90 percent through 100 percent, has a grade point average value of 4 , and is defined as "outstanding progress."
(2) Grade "B" equals 80 percent through 89 percent, has a grade point average value of 3 , and is defined as "above average progress."
(3) Grade "C" equals 70 percent through 79 percent, has a grade point average value of 2 , and is defined as "average progress."
(4) Grade "D" equals 60 percent through 69 percent, has a grade point average value of 1 , and is defined as "lowest acceptable progress."
(5) Grade "F" equals zero percent through 59 percent, has a grade point average value of zero, and is defined as "failure."
(6) Grade "I" equals zero percent, has a grade point average value of zero, and is defined as "incomplete."
Section 19. Section 1003.4156, Florida Statutes, is created to read:
1003.4156 General requirements for middle school promotion.--
(1) Beginning with students entering grade 6 in the 20072008 school year, promotion from a middle school with grades 6 through 8 requires that:
(a) A student must successfully complete 12 academic credits as follows:
1. Three middle school or higher credits in English/language arts.
2. Three middle school or higher credits in mathematics.
3. Two middle school or higher credits in social studies.
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4. Two middle school or higher credits in science.
5. One and one-half middle school or higher credits in elective courses.
6. One-half credit in career exploration.
(b) For each year in which a student scores at Level 1 or Level 2 on FCAT Reading, the student must the following year be enrolled in and complete a full-year intensive reading course. Students scoring at Level 3 or Level 4 on FCAT Reading may be enrolled, with parental permission, in a full-year intensive reading course. Reading courses shall be designed and offered pursuant to the reading instruction plan required by $s$. 1011.62(8).
(2) One full credit means a minimum of 135 hours of instruction in a designated course of study that contains student performance standards. For schools authorized by the district school board to implement block scheduling, one full credit means a minimum of 120 hours of instruction in a designated course of study that contains student performance standards.
(3) District school boards shall establish policies to implement the requirements of this section. The policies may allow alternative methods for students to earn the credits required by this section. School districts shall emphasize alternative programs for students scoring at Level 1 on FCAT Reading who have been retained in elementary school. The alternatives shall include, but are not limited to, opportunities for students to:
(a) Recover credits.
(b) Be promoted on time to high school.

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(c) Be placed in programs that emphasize applied integrated curricula, small learning communities, career exploration, support services, increased discipline, or other strategies documented to improve student achievement.

The school district's policy shall be submitted to the State Board of Education for approval. The school district's policy shall be automatically approved unless specifically rejected by the State Board of Education within 60 days after receipt.
(4) Students in grade 6 , grade 7 , or grade 8 who are not enrolled in schools with a grade 6 through 8 middle school configuration are subject to the promotion requirements of this section.

Section 20. Paragraph (a) of subsection (1) and paragraph (a) of subsection (2) of section 1003.62, Florida Statutes, are amended to read:
1003.62 Academic performance-based charter school districts.--The State Board of Education may enter into a performance contract with district school boards as authorized in this section for the purpose of establishing them as academic performance-based charter school districts. The purpose of this section is to examine a new relationship between the State Board of Education and district school boards that will produce significant improvements in student achievement, while complying with constitutional and statutory requirements assigned to each entity.
(1) ACADEMIC PERFORMANCE-BASED CHARTER SCHOOL DISTRICT.--
(a) A school district shall be eligible for designation as an academic performance-based charter school district if it is a

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high-performing school district in which a minimum of 50 percent of the schools earn a performance grade of eategory "A" or "B" and in which no school earns a prade of eategory "D" or "F" for 2 consecutive years pursuant to s. 1008.34. Schools that receive a performe grade of eategory "I" or "N" shall not be included in this calculation. The performance contract for a school district that earns a charter based on school permance grades shall be predicated on maintenance of at least 50 percent of the schools in the school district earning a pexformance grade of eategory "A" or "B" with no school in the school district earning a performance grade of eategoxy "D" or "F" for 2 consecutive years. A school district in which the number of schools that earn a pexformance grade of "A" or "B" is less than 50 percent may have its charter renewed for 1 year; however, if the percentage of "A" or "B" schools is less than 50 percent for 2 consecutive years, the charter shall not be renewed.
(2) EXEMPTION FROM STATUTES AND RULES.--
(a) An academic performance-based charter school district shall operate in accordance with its charter and shall be exempt from certain State Board of Education rules and statutes if the State Board of Education determines such an exemption will assist the district in maintaining or improving its high-performing status pursuant to paragraph (1)(a). However, the State Board of Education may not exempt an academic performance-based charter school district from any of the following statutes:

1. Those statutes pertaining to the provision of services to students with disabilities.
2. Those statutes pertaining to civil rights, including s. 1000.05, relating to discrimination.

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3. Those statutes pertaining to student health, safety, and welfare.
4. Those statutes governing the election or compensation of district school board members.
5. Those statutes pertaining to the student assessment program and the school grading system, including chapter 1008.
6. Those statutes pertaining to financial matters, including chapter 1010.
7. Those statutes pertaining to planning and budgeting, including chapter 1011, except that ss. 1011.64 and 1011.69 shall be eligible for exemption.
8. Sections 1012.22(1)(c), 1012.2312, 1012.2313, and 1012.27(2), relating to performance-pay and differentiated-pay policies for school administrators and instructional personnel. Professional service contracts shall be subject to the provisions of ss. 1012.33 and 1012.34.
9. Those statutes pertaining to educational facilities, including chapter 1013, except as specified under contract with the State Board of Education. However, no contractual provision that could have the effect of requiring the appropriation of additional capital outlay funds to the academic performance-based charter school district shall be valid.

Section 21. Subsection (4) of section 1006.09, Florida Statutes, is amended to read:
1006.09 Duties of school principal relating to student discipline and school safety.--
(4) When a student has been the victim of a violent crime perpetrated by another student who attends the same school, the school principal shall make full and effective use of the

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provisions of subsection (2) and s. 1006.13(5). A school principal who fails to comply with this subsection shall be ineligible for any portion of the performance pay policy incentive under s. $1012.2313(2)(b) 1012.22(1)(c) . H o w e v e r, ~ i f ~ a n y$ party responsible for notification fails to properly notify the school, the school principal shall be eligible for the incentive.

Section 22. Subsection (3) of section 1006.40, Florida Statutes, is amended to read:
1006.40 Use of instructional materials allocation; instructional materials, library books, and reference books; repair of books.--
(3)(a) Each district school board shall use the annual allocation for the purchase of instructional materials included on the state-adopted list, except as otherwise authorized in paragraphs (b) and (c). No less than 50 percent of the annual allocation shall be used to purchase items which will be used to provide instruction to students at the level or levels for which the materials are designed.
(b) Up to 50 percent of the annual allocation may be used for the purchase of instructional materials, including library and reference books and nonprint materials, not included on the state-adopted list and for the repair and renovation of textbooks and library books. In cooperation with the department, the district school superintendent shall verify that materials identified by the publisher as aligned with the Sunshine State Standards or the FCAT are in fact aligned.
(c) District school boards may use 100 percent of that portion of the annual allocation designated for the purchase of instructional materials for kindergarten, and 75 percent of that

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portion of the annual allocation designated for the purchase of instructional materials for first grade, to purchase materials not on the state-adopted list. In cooperation with the department, the district school superintendent shall verify that materials identified by the publisher as aligned with the Sunshine State Standards or the FCAT are in fact aligned.

Section 23. Paragraph (f) of subsection (1), paragraphs (c) and (e) of subsection (3), and subsection (9) of section 1008.22, Florida Statutes, are amended, subsection (10) is renumbered as subsection (11), and a new subsection (10) is added to that section, to read:
1008.22 Student assessment program for public schools.--
(1) PURPOSE.--The primary purposes of the student assessment program are to provide information needed to improve the public schools by enhancing the learning gains of all students and to inform parents of the educational progress of their public school children. The program must be designed to:
(f) Provide information on the performance of Florida students compared with other students thers across the United States.
(3) STATEWIDE ASSESSMENT PROGRAM.--The commissioner shall design and implement a statewide program of educational assessment that provides information for the improvement of the operation and management of the public schools, including schools operating for the purpose of providing educational services to youth in Department of Juvenile Justice programs. The commissioner may enter into contracts for the continued administration of the assessment, testing, and evaluation programs authorized and funded by the Legislature. Contracts may

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be initiated in 1 fiscal year and continue into the next and may be paid from the appropriations of either or both fiscal years. The commissioner is authorized to negotiate for the sale or lease of tests, scoring protocols, test scoring services, and related materials developed pursuant to law. Pursuant to the statewide assessment program, the commissioner shall:
(c) Develop and implement a student achievement testing program known as the Florida Comprehensive Assessment Test (ECAT) as part of the statewide assessment program, to be administered annually in giades 3 through 10 to measure reading, writing, science, and mathematics. Other content areas may be included as directed by the commissioner. The assessment of reading and mathematics shall be administered annually in grades 3 through 10. The assessment of writing and science shall be administered at least once at the elementary, middle, and high school levels. The commissioner must document the procedures that ensure that the versions of the FCAT taken by students retaking the grade 10 FCAT are as equally challenging and difficult as the tests taken by students in grade 10 that contain performance tasks. The testing program must be designed so that:

1. The tests measure student skills and competencies adopted by the State Board of Education as specified in paragraph (a). The tests must measure and report student proficiency levels in reading, writing, mathematics, and science. The commissioner shall provide for the tests to be developed or obtained, as appropriate, through contracts and project agreements with private vendors, public vendors, public agencies, postsecondary educational institutions, or school districts. The commissioner

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shall obtain input with respect to the design and implementation of the testing program from state educators and the public.
2. The testing program will include a combination of normreferenced and criterion-referenced tests and include, to the extent determined by the commissioner, questions that require the student to produce information or perform tasks in such a way that the skills and competencies he or she uses can be measured.
3. Each testing program, whether at the elementary, middle, or high school level, includes a test of writing in which students are required to produce writings that are then scored by appropriate methods.
4. A score is designated for each subject area tested, below which score a student's performance is deemed inadequate. The school districts shall provide appropriate remedial instruction to students who score below these levels.
5. Except as provided in s. 1003.43(11)(b), students must earn a passing score on the grade 10 assessment test described in this paragraph or on an alternate assessment as described in subsection (9) in reading, writing, and mathematics to qualify for a regular high school diploma. The State Board of Education shall designate a passing score for each part of the grade 10 assessment test. In establishing passing scores, the state board shall consider any possible negative impact of the test on minority students. All-students who took the grade 10 FCAT during the 2000-2001 school year shall be required to earn the pasing seores in weading and mathematies established by the state Board of Education for the Mareh 2001 test administration. Sueh students who did not earn the established passing scores and must repeat the grade 10 FCAT are required to earn the passing scores

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established for the Mareh 2001 test administration. All students whe take the grade 10 FCAT for the first time in Mareh 2002 shall be required to earn the passing seores in reading and mathematies established by the State Board of Education for the March 2002 test administration. The State Board of Education shall adopt rules which specify the passing scores for the grade 10 FCAT. Any such rules, which have the effect of raising the required passing scores, shall only apply to students taking the grade 10 FCAT for the first time after such rules are adopted by the State Board of Education.
6. Participation in the testing program is mandatory for all students attending public school, including students served in Department of Juvenile Justice programs, except as otherwise prescribed by the commissioner. If a student does not participate in the statewide assessment, the district must notify the student's parent and provide the parent with information regarding the implications of such nonparticipation. If modifications are made in the student's instruction to provide accommodations that would not be permitted on the statewide assessment tests, the district must notify the student's parent of the implications of such instructional modifications. A parent must provide signed consent for a student to receive instructional modifications that would not be permitted on the statewide assessments and must acknowledge in writing that he or she understands the implications of such accommodations. The State Board of Education shall adopt rules, based upon recommendations of the commissioner, for the provision of test accommodations and modifications of procedures as necessary for students in exceptional education programs and for students who

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have limited English proficiency. Accommodations that negate the validity of a statewide assessment are not allowable.
7. A student seeking an adult high school diploma must meet the same testing requirements that a regular high school student must meet.
8. District school boards must provide instruction to prepare students to demonstrate proficiency in the skills and competencies necessary for successful grade-to-grade progression and high school graduation. If a student is provided with accommodations or modifications that are not allowable in the statewide assessment program, as described in the test manuals, the district must inform the parent in writing and must provide the parent with information regarding the impact on the student's ability to meet expected proficiency levels in reading, writing, and math. The commissioner shall conduct studies as necessary to verify that the required skills and competencies are part of the district instructional programs.
9. The Department of Education must develop, or select, and implement a common battery of assessment tools that will be used in all juvenile justice programs in the state. These tools must accurately measure the skills and competencies established in the florida Sunshine State Standards.

The commissioner may design and implement student testing programs, for any grade level and subject area, necessary to effectively monitor educational achievement in the state.
(e) Conduct ongoing research and analysis of student achievement data, including, without limitation, monitoring trends in student achievement by grade level and overall student

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achievement, identifying school programs that are successful, and analyzing correlates of school achievement.
(9) EQUIVALENCIES FOR STANDARDIZED TESTS.--
(a) The State Board of Education shall conduct concordance studies, as necessary, to determine scores on the SAT and the ACT equivalent to those required on the FCAT for high school graduation pursuant to s. $1003.429(6)(a)$ or s. $1003.43(5)(a)$.
(b) (a) The Commissioner of Education shall approve the use of the SAT and ACT tests as alternative assessments to the grade 10 FCAT for the $2003-2004$ sehool year. Students who attain scores on the SAT or ACT which equate to the passing scores on the grade 10 FCAT for purposes of high school graduation shall satisfy the assessment requirement for a standard high school diploma as provided in s. $1003.429(6)(a)$ or s. $1003.43(5)(a)$ 2004 school year if the students meet the requirement in paragraph (c) (b).
(c) A student shall be required to take each subject area of the grade 10 FCAT a total of three times without earning a passing score in order to use the corresponding subject area scores on an alternative assessment pursuant to paragraph (b) fat. This requirement shall not apply to a new student who enters a new student to the Florida public school system in grade 12, who may either take the FCAT or use approved score equivalencies to fulfill the graduation requirement.
(10) REPORTS.--The Department of Education shall annually provide a report to the Governor, the President of the Senate, and the Speaker of the House of Representatives on the following:
(a) Longitudinal performance of students in mathematics and reading.

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(b) Longitudinal performance of students by grade level in mathematics and reading.
(c) Longitudinal performance regarding efforts to close the achievement gap.
(d) Longitudinal performance of students on the normreferenced component of the ECAT.
(e) Other student performance data based on national normreferenced and criterion-referenced tests, when available, and numbers of students who after 8 th grade enroll in adult education rather than other secondary education.

Section 24. Paragraph (b) of subsection (4) and paragraph (b) of subsection (8) of section 1008.25, Florida Statutes, are amended, and paragraph (c) is added to subsection (8) of that section, to read:
1008.25 Public school student progression; remedial instruction; reporting requirements.--
(4) ASSESSMENT AND REMEDIATION.--
(b) The school in which the student is enrolled must develop, in consultation with the student's parent, and must implement an academic improvement plan designed to assist the student in meeting state and district expectations for proficiency. For a student for whom a personalized middle school success plan is required pursuant to s. 1003.415, the middle school success plan must be incorporated in the student's academic improvement plan. Beginning with the 2002-2003 school year, if the student has been identified as having a deficiency in reading, the academic improvement plan shall identify the student's specific areas of deficiency in phonemic awareness, phonics, fluency, comprehension, and vocabulary; the desired

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levels of performance in these areas; and the instructional and support services to be provided to meet the desired levels of performance. Schools shall also provide for the frequent monitoring of the student's progress in meeting the desired levels of performance. District school boards may require lowperforming students to attend remediation programs held before or after regular school hours or during the summer, upon the request of the school principal, and shall assist schools and teachers to implement research-based reading activities that have been shown to be successful in teaching reading to low-performing students. Remedial instruction provided during high school may not be in lieu of English and mathematics credits required for graduation.
(8) ANNUAL REPORT.--
(b) Eeginning with the 2001-2002 sool year Each district school board must annually publish in the local newspaper, and report in writing to the State Board of Education by September 1 of each year, the following information on the prior school year:

1. The provisions of this section relating to public school student progression and the district school board's policies and procedures on student retention and promotion.
2. By grade, the number and percentage of all students in grades 3 through 10 performing at Levels 1 and 2 on the reading portion of the FCAT.
3. By grade, the number and percentage of all students retained in grades 3 through 10.
4. Information on the total number of students who were promoted for good cause, by each category of good cause as specified in paragraph (6) (b).

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5. Any revisions to the district school board's policy on student retention and promotion from the prior year.
(c) The Department of Education shall establish a uniform format for school districts to report the information required in paragraph (b). The format shall be developed with input from school districts and shall be provided not later than 60 days prior to the annual due date. The department shall annually compile the information required in subparagraphs (b)2., 3., and 4., along with state-level summary information, and report such information to the Governor, the President of the Senate, and the Speaker of the House of Representatives.

Section 25. Section 1008.301, Florida Statutes, is repealed.

Section 26. Paragraphs (b) and (c) of subsection (2) and subsection (3) of section 1008.31, Florida Statutes, are amended, and subsections (4) and (5) are added to that section, to read:
1008.31 Florida's K-20 education performance accountability system; legislative intent; performance-based funding; mission, goals, and systemwide measures; public accountability and reporting.--
(2) MISSION, GOALS, AND SYSTEMWIDE MEASURES.--
(b) The process State Board of Education shall adopt guiding principles for establishing state and sector-specific standards and measures must be:

1. Focused on student success.
2. Addressable through policy and program changes.
3. Efficient and of high quality.
4. Measurable over time.
5. Simple to explain and display to the public.

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6. Aligned with other measures and other sectors to support a coordinated $\mathrm{K}-20$ education system.
(c) The Department State of Education shall maintain an accountability system that measures student progress toward the following goals:
7. Highest student achievement, as indicated by evidence of student learning gains at all levels measured by: student FCAP performance and annual learning gains; the number and percentage of schools that improve at least one school performance grade designation of maintain a school performance grade designation of "A" pursuant to 5.1008 .34 ; graduation or eompletion rates at all learning levels; and other measures identified in law or rule.
8. Seamless articulation and maximum access, as measured by evidence of progression, readiness, and access by targeted groups of students identified by the Commissioner of Education. the pereentage of students who demonstrate readiness for the edueational level they are entering, from kindergarten through postsecondary education and into the workforee; the number and pereentage of students needing remediation; the percentage of Floxidians who eomplete associate, bacealaureate, graduate, professional, and postgraduate degrees; the number and percentage of eredits that artieulate; the extent to which each set of exit point zequixements matehes the next set of entrance point requirements; the degree to which underserved populations aceess educational opportunity; the extent to which access is provided through innovative educational delivery strategies; and other feasures identified in law or rule.
9. Skilled workforce and economic development, as measured by evidence of employment and earnings. the number and percentage

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of graduates employed in their areas of preparation; the pereentage of Floxidians with high school diplomas and postsecondary education eredentials; the percentage of business and comminity members who find that Florida's graduates possess the skills they need; rational fankings; and other measures identified in law or rule.
4. Quality efficient services, as measured by evidence of return on investment: cost per completer or graduate; avezage eost per noneompleter at each educational level; eost disparity aross institutions offering the same degrees; the pereentage of education eustomers at each educational level who are satisfied with the education provided, and other measures identified in law or rule.
5. Other goals as identified by law or rule.
(3) K-20 EDUCATION DATA QUALITY IMPROVEMENTS SYSTEMWIDE DATA COLIECTION. --TO provide data required to implement education performance accountability measures in state and federal law, the Commissioner of Education shall initiate and maintain strategies to improve data quality and timeliness.
(a) School districts and public postsecondary educational institutions shall maintain information systems that will provide the State Board of Education, the Board of Governors of the State University System, and the Legislature with information and reports necessary to address the specifications of the accountability system. The state Board of Education shall determine the standards for the required data. The level of comprehensiveness and quality shall be no less than that which was available as of June 30, 2001.

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(b) The Commissioner of Education shall determine the standards for the required data, monitor data quality, and measure improvements. The commissioner shall report annually to the State Board of Education, the Board of Governors of the State University System, the President of the Senate, and the Speaker of the House of Representatives data quality indicators and ratings for all school districts and public postsecondary educational institutions.
(4) REPORTING OR DATA COLLECTION.--The department shall coordinate with school districts in developing any reporting or data collection requirements to address the specifications of the accountability system. Before establishing any new reporting or data collection requirements, the department shall utilize any existing data being collected to reduce duplication and minimize paperwork.
(5) RULES. --The State Board of Education shall adopt rules pursuant to ss. $120.536(1)$ and 120.54 to implement the provisions of this section.

Section 27. Subsections (1), (2), and (4) of section 1008.33, Florida Statutes, are amended to read:
1008.33 Authority to enforce public school improvement.--It is the intent of the Legislature that all public schools be held accountable for students performing at acceptable levels. A system of school improvement and accountability that assesses student performance by school, identifies schools in which students are not making adequate progress toward state standards, institutes appropriate measures for enforcing improvement, and provides rewards and sanctions based on performance shall be the responsibility of the State Board of Education.

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(1) Pursuant to Art. IX of the State Constitution prescribing the duty of the State Board of Education to supervise Florida's public school system and notwithstanding any other statutory provisions to the contrary, the State Board of Education shall intervene in the operation of a district school system when one or more schools in the school district have failed to make adequate progress for 2 school years in a 4-year period. For purposes of determining when a school is eligible for state board action and opportunity scholarships for its students, the terms "2 years in any 4-year period" and "2 years in a 4-year period" mean that in any year that a school has a grade of "F," the school is eligible for state board action and opportunity scholarships for its students if it also has had a grade of "F" in any of the previous 3 school years. The State Board of Education may determine that the school district or school has not taken steps sufficient for students in the school to be academically well served. Considering recommendations of the Commissioner of Education, the State Board of Education shall recommend action to a district school board intended to improve educational services to students in each school that is designated with a performance grade of eategory "F." Recommendations for actions to be taken in the school district shall be made only after thorough consideration of the unique characteristics of a school, which shall include student mobility rates, the number and type of exceptional students enrolled in the school, and the availability of options for improved educational services. The state board shall adopt by rule steps to follow in this process. Such steps shall provide school districts sufficient time to improve student performance in

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schools and the opportunity to present evidence of assistance and interventions that the district school board has implemented.
(2) The State Board of Education may recommend one or more of the following actions to district school boards to enable students in schools designated with a pexformance grade of eategory "F" to be academically well served by the public school system:
(a) Provide additional resources, change certain practices, and provide additional assistance if the state board determines the causes of inadequate progress to be related to school district policy or practice;
(b) Implement a plan that satisfactorily resolves the education equity problems in the school;
(c) Contract for the educational services of the school, or reorganize the school at the end of the school year under a new school principal who is authorized to hire new staff and implement a plan that addresses the causes of inadequate progress;
(d) Authorize the school principal to discipline lowperforming faculty and staff as necessary to improve educational opportunities and the performance of the students;
(e) (d) Allow parents of students in the school to send their children to another district school of their choice; or
(f) (e) Other action appropriate to improve the school's performance.
(4) The State Board of Education may require the Department of Education or Chief Financial Officer to withhold any transfer of state funds to the school district if, within the timeframe specified in state board action, the school district has failed

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to comply with the action ordered to improve the district's lowperforming schools. Withholding the transfer of funds shall occur only after all other recommended actions for school improvement have failed to improve performance. The State Board of Education may impose the same penalty on any district school board that fails to develop and implement a plan for assistance and intervention for low-performing schools as specified in $s$. 1001.42(16)(d) (e).

Section 28. Section 1008.34, Florida Statutes, is amended to read:
1008.34 School grading system; school report cards; district pexformanee grade.--
(1) ANNUAL REPORTS.--The Commissioner of Education shall prepare annual reports of the results of the statewide assessment program which describe student achievement in the state, each district, and each school. The commissioner shall prescribe the design and content of these reports, which must include, without limitation, descriptions of the performance of all schools participating in the assessment program and all of their major student populations as determined by the Commissioner of Education, and must also include the median scores of all eligible students who scored at or in the lowest 25 th percentile of the state in the previous school year; provided, however, that the provisions of s. 1002.22 pertaining to student records apply to this section.
(2) SCHOOL GRADES PRFORMANCE GRADE CATEGORIES.--The annual report shall identify schools as having one of the following grades being in one of the following grade categories defined according to rules of the State Board of Education:

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(a) "A," schools making excellent progress.
(b) "B," schools making above average progress.
(c) "C," schools making satisfactory progress.
(d) "D," schools making less than satisfactory progress.
(e) "F," schools failing to make adequate progress.

Each school designated with a in performance grade of eategory "A," making excellent progress, or having improved at least two pexformance grade levels eaties, shall have greater authority over the allocation of the school's total budget generated from the FEFP, state categoricals, lottery funds, grants, and local funds, as specified in state board rule. The rule must provide that the increased budget authority shall remain in effect until the school's performance grade declines.
(3) DESIGNATION OE SCHOOL GRADES PERFORMANCE GRADE EATEGORIES.--Each school with students tested and included in the school grading system, except an alternative school that receives a school improvement rating pursuant to s. 1008.341, shall receive a school grade, provided that an alternative school may choose to receive a school grade under this section in lieu of a school improvement rating. Additionally, a school that serves any combination of students in kindergarten through grade 3 that does not receive a school grade because its students are not tested and included in the school grading system shall receive the school grade designation of a feeder pattern school identified by the Department of Education and verified by the school district. A school feeder pattern exists if at least 60 percent of the students in the school serving a combination of students in kindergarten through grade 3 are scheduled to be assigned to the

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graded school. School grades performanee gizade eategoxy designations itemized in subsection (2) shall be based on the following:
(a) Criteria Times.--A school's grade shall be based on a combination of:

1. Student achievement scores school perfomance grade eategoxy designations shall be based on the school's eurrent year pexformanee and the school's annual learning gains.
2. A school's performance grade category designation shall be based on a combination of student achievement seores, Student learning gains as measured by annual FCAT assessments in grades 3 through 10., and
3. Improvement of the lowest 25 th percentile of students in the school in reading, math, or writing on the FCAT Reading, unless these students are exhibiting perming above satisfactory performance.
(b) Student assessment data.--Student assessment data used in determining school grades performance grade categories shall include:
4. The aggregate scores of all eligible students enrolled in the school who have been assessed on the FCAT.
5. The aggregate scores of all eligible students enrolled in the school who have been assessed on the FCAT, including Florida Writes, and who have scored at or in the lowest 25 th percentile of students in the school in reading, math, or writing, unless these students are exhibiting performing above satisfactory performance.
6. The achievement scores and learning gains of eligible students attending alternative schools that provide dropout

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prevention and academic intervention services pursuant to $s$. 1003.53. The term "eligible students" in this subparagraph does not include students attending an alternative school who are subject to district school board policies for expulsion for repeated or serious offenses, who are in dropout retrieval programs serving students who have officially been designated as dropouts, or who are in Department of Juvenile Justice operated and contracted programs. The student performance data for eligible students identified in this subparagraph shall be included in the calculation of the home school's grade. For purposes of this section and s. 1008.341, "home school" means the school the student was attending when assigned to an alternative school or the school to which the student would be assigned if the student left the alternative school. If an alternative school chooses to be graded pursuant to this section, student performance data for eligible students identified in this subparagraph shall not be included in the home school's grade but shall only be included in calculation of the alternative school's improvement rating. School districts must ensure collaboration between the home school and the alternative school to promote student success.

The Department of Education shall study the effects of mobility on the performanee of highly mobile students and recommend progiams to improve the performance of such students. The State Board of Education shall adopt appropriate criteria for each school performance grade eategory. The criteria must also give added weight to student achievement in reading. Schools designated with a as pexformance grade of eategoy "C," making

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satisfactory progress, shall be required to demonstrate that adequate progress has been made by students in the school who are in the lowest 25 th percentile in reading, math, or writing on the FCAT, including Florida Writes, unless these students are exhibiting above satisfactory performance.
(4) SCHOOL IMPROVEMENT RATINGS.--The annual report shall identify each school's performance as having improved, remained the same, or declined. This school improvement rating shall be based on a comparison of the current year's and previous year's student and school performance data. Schools that improve at least one performance grade level eategory are eligible for school recognition awards pursuant to s. 1008.36.
(5) SCHOOL REPORT CARD PERFORMANCE GRADE-CATEGORY AND IMPROVEMENT RATING REPORTS.--The Department of Education shall annually develop, in collaboration with the school districts, a school report card to be delivered to parents throughout each school district. The report card shall include the school's grade, information regarding school improvement, an explanation of school performance as evaluated by the federal No Child Left Behind Act of 2001, and indicators of return on investment. school performance grade eategory designations and improvement ratings shall apply to each-school's pexformance for the year in which performance is measured. Each school's report card designation and rating shall be published annually by the department on its website, fincation and the school district shall provide the school report card to each parent. Farents shall be entitled to an easy-to read report card about the designation and fating of the school in which their child is enrolled.

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(6) (7) PERFORMANCE-BASED FUNDING.--The Legislature may factor in the performance of schools in calculating any performance-based funding policy that is provided for annually in the General Appropriations Act.
(7) (8) DISTRICT required by subsection (1) shall include district performance grades, which shall consist of weighted district average grades, by level, for all elementary schools, middle schools, and high schools in the district. A district's weighted average grade shall be calculated by weighting individual school grades determined pursuant to subsection (2) by school enrollment.
(8) (6) RULES.--The State Board of Education shall adopt rules pursuant to ss. $120.536(1)$ and 120.54 to implement the provisions of this section.

Section 29. Section 1008.341, Florida Statutes, is created to read:
1008.341 School improvement rating for alternative schools.--
(1) ANNUAI REPORTS.--The Commissioner of Education shall prepare an annual report on the performance of each school receiving a school improvement rating pursuant to this section provided that the provisions of s. 1002.22 pertaining to student records shall apply.
(2) SCHOOL IMPROVEMENT RATING.--Alternative schools that provide dropout prevention and academic intervention services pursuant to s. 1003.53 shall receive a school improvement rating pursuant to this section. The school improvement rating shall identify schools as having one of the following ratings defined according to rules of the State Board of Education:

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The assessment scores of students who are subject to district school board policies for expulsion for repeated or serious offenses, who are in dropout retrieval programs serving students who have officially been designated as dropouts, or who are in Department of Juvenile Justice operated and contracted programs shall not be included in an alternative school's school improvement rating.
(4) IDENTIFICATION OF STUDENT LEARNING GAINS.--For each alternative school receiving a school improvement rating, the Department of Education shall annually identify the percentage of students making learning gains as compared to the percentage of the same students making learning gains in their home schools in the year prior to being assigned to the alternative school.
(5) SCHOOL REPORT CARD. --The Department of Education shall annually develop, in collaboration with the school districts, a school report card for alternative schools to be delivered to parents throughout each school district. The report card shall include the school improvement rating, identification of student learning gains, student attendance data, information regarding school improvement, an explanation of school performance as evaluated by the federal No Child Left Behind Act of 2001, and indicators of return on investment.
(6) RULES.--The State Board of Education shall adopt rules pursuant to ss. $120.536(1)$ and 120.54 to implement the provisions of this section.

Section 30. Subsection (5), paragraphs (b) and (d) of subsection (6), and subsection (7) of section 1008.345, Florida Statutes, are amended to read:

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1008.345 Implementation of state system of school improvement and education accountability.--
(5) The commissioner shall report to the Legislature and recommend changes in state policy necessary to foster school improvement and education accountability. Included in the report shall be a list of the schools, including schools operating for the purpose of providing educational services to youth in Department of Juvenile Justice programs, for which district school boards have developed assistance and intervention plans and an analysis of the various strategies used by the school boards. School reports shall be distributed pursuant to this subsection and s. 1001.42(16)(f) fet and according to rules adopted by the State Board of Education.
(6)
(b) Upon request, the department shall provide technical assistance and training to any school, including any school operating for the purpose of providing educational services to youth in Department of Juvenile Justice programs, school advisory council, district, or district school board for conducting needs assessments, developing and implementing school improvement plans, developing and implementing assistance and intervention plans, or implementing other components of school improvement and accountability. Priority for these services shall be given to schools designated with a as pexformance grade of eategory "D" or "F" and school districts in rural and sparsely populated areas of the state.
(d) The department shall assign a community assessment team to each school district with a school designated with a as pexformance grade of eategoxy "D" or "F" to review the school

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performance data and determine causes for the low performance. The team shall make recommendations to the school board, to the department, and to the State Board of Education for implementing an assistance and intervention plan that will address the causes of the school's low performance. The assessment team shall include, but not be limited to, a department representative, parents, business representatives, educators, and community activists, and shall represent the demographics of the community from which they are appointed.
(7) (a) Schools designated with a in performance grade of eategory "A," making excellent progress, shall, if requested by the school, be given deregulated status as specified in $s$. 1003.63(5), (7), (8), (9), and (10).
(b) Schools that have improved at least two grades pexformance grade and that meet the criteria of the Florida School Recognition Program pursuant to s. 1008.36 may be given deregulated status as specified in s. $1003.63(5),(7),(8)$, (9), and (10).

Section 31. Subsections (2), (3), (4), and (5) of section 1008.36, Florida Statutes, are amended to read:
1008.36 Florida School Recognition Program.--
(2) The Florida School Recognition Program is created to provide financial awards to public schools that:
(a) Sustain high performance by receiving a school grade of "A," making excellent progress; or
(b) Demonstrate exemplary improvement due to innovation and effort by improving a letter grade.

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Schools that meet the requirements of this subsection and are designated as making adequate yearly progress according to the federal No Child Left Behind Act of 2001 shall receive additional financial awards as determined annually in the General Appropriations Act.
(3) All public schools, including charter schools and feeder pattern schools, that receive a school grade pursuant to s. 1008.34 or a school improvement rating pursuant to s. 1008.341 are eligible to participate in the program.
(4) All selected schools shall receive financial awards depending on the availability of funds appropriated and the number and size of schools selected to receive an award. Funds must be distributed to the school's fiscal agent and placed in the school's account and must be used for purposes listed in subsection (5) as determined by the school advisory council pursuant to s. 1001.452 in the annual school improvement plan required under $s$. 1001.42(16)(a). If such a determination is not included in the school improvement plan, the school shall not be eligible to receive a financial award jointly by the sehol's staff and school advisory council. If school staff and the school advisory council cannot reach agreement by Novembex 1 , the awards must be equally distributed to all elassroom teachers eurrently teaching in the school.
(5) School recognition awards must be used for the following:
(a) Nonrecurring bonuses to the faculty and staff who taught at the school during the year of improved performance;

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(b) Nonrecurring expenditures for educational equipment, ot materials, or student incentives to assist in maintaining and improving student performance; or
(c) Temporary personnel for the school to assist in maintaining and improving student performance.

Notwithstanding statutory provisions to the contrary, incentive awards are not subject to collective bargaining.

Section 32. Paragraphs (f), (h), (l), (m), and (n) of subsection (1) and paragraphs (a) and (b) of subsection (4) of section 1011.62, Florida Statutes, are amended, subsections (8) and (9) are renumbered as subsections (9) and (10), respectively, and amended, and a new subsection (8) is added to that section, to read:
1011.62 Funds for operation of schools.--If the annual allocation from the Florida Education Finance Program to each district for operation of schools is not determined in the annual appropriations act or the substantive bill implementing the annual appropriations act, it shall be determined as follows:
(1) COMPUTATION OF THE BASIC AMOUNT TO BE INCLUDED FOR OPERATION.--The following procedure shall be followed in determining the annual allocation to each district for operation:
(f) Supplemental academic instruction; categorical fund.--

1. There is created a categorical fund to provide supplemental academic instruction to students in kindergarten through grade 12. This paragraph may be cited as the "Supplemental Academic Instruction Categorical Fund."
2. Categorical funds for supplemental academic instruction shall be allocated annually to each school district in the amount

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provided in the General Appropriations Act. These funds shall be in addition to the funds appropriated on the basis of FTE student membership in the Florida Education Finance Program and shall be included in the total potential funds of each district. These funds shall be used to provide supplemental academic instruction to students enrolled in the $K-12$ program. Supplemental instruction strategies may include, but are not limited to: modified curriculum, reading instruction, after-school instruction, tutoring, mentoring, class size reduction, extended school year, intensive skills development in summer school, and other methods for improving student achievement. Supplemental instruction may be provided to a student in any manner and at any time during or beyond the regular 180-day term identified by the school as being the most effective and efficient way to best help that student progress from grade to grade and to graduate.
3. Effective with the 1999-2000 fiscal year, funding on the basis of FTE membership beyond the 180-day regular term shall be provided in the FEFP only for students enrolled in juvenile justice education programs or in an education program for juveniles under s. 985.223. Funding for instruction beyond the regular 180 -day school year for all other $\mathrm{K}-12$ students shall be provided through the supplemental academic instruction categorical fund and other state, federal, and local fund sources with ample flexibility for schools to provide supplemental instruction to assist students in progressing from grade to grade and graduating.
4. The Florida State University School, as a lab school, is authorized to expend from its FEFP or Lottery Enhancement Trust Fund allocation the cost to the student of remediation in

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reading, writing, or mathematics for any graduate who requires remediation at a postsecondary educational institution.
5. Beginning in the 1999-2000 school year, dropout prevention programs as defined in ss. 1003.52, 1003.53(1)(a), (b), and (c), and 1003.54 shall be included in group 1 programs under subparagraph (d) 3 .
6. Beginning in the 2006-2007 school year, parents of the following students shall be offered the opportunity to choose supplemental educational services from the school district or from a list of providers approved by the Department of Education:
a. Third grade students scoring at Level 1 on FCAT Reading who are not eligible for supplemental educational services through the requirements of the federal No Child Left Behind Act of 2001.
b. High school students failing grade 10 FCAT Reading or grade 10 FCAT Mathematics on their second attempt who are not eligible for supplemental educational services through the requirements of the federal No Child Left Behind Act of 2001.

Funds per student for the purposes of this subparagraph shall be determined annually in the General Appropriations Act.
(h) Small, isolated high schools.--Districts which levy the maximum nonvoted discretionary millage, exclusive of millage for capital outlay purposes levied pursuant to s. 1011.71(2), may calculate full-time equivalent students for small, isolated high schools by multiplying the number of unweighted full-time equivalent students times 2.75; provided the school has attained a state aceountability performance grade eategory of "C" or better, pursuant to s. 1008.34, for the previous school year. For

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the purpose of this section, the term "small, isolated high school" means any high school which is located no less than 28 miles by the shortest route from another high school; which has been serving students primarily in basic studies provided by subsubparagraphs (c)1.b. and c. and may include subparagraph (c)4.; and which has a membership of no more than 100 students, but no fewer than 28 students, in grades 9 through 12.
(l) Calculation of additional full-time equivalent membership based on international baccalaureate examination scores of students.--A value of 0.24 full-time equivalent student membership shall be calculated for each student enrolled in an international baccalaureate course who receives a score of 4 or higher on a subject examination. A value of 0.3 full-time equivalent student membership shall be calculated for each student who receives an international baccalaureate diploma. Such value shall be added to the total full-time equivalent student membership in basic programs for grades 9 through 12 in the subsequent fiscal year. The school district shall distribute to each classroom teacher who provided international baccalaureate instruction:

1. A bonus in the amount of $\$ 50$ for each student taught by the International Baccalaureate teacher in each international baccalaureate course who receives a score of 4 or higher on the international baccalaureate examination.
2. An additional bonus of $\$ 500$ to each International Baccalaureate teacher in a school designated with a pexformance grade of eategory "D" or "F" who has at least one student scoring 4 or higher on the international baccalaureate examination, regardless of the number of classes taught or of the number of

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students scoring a 4 or higher on the international baccalaureate examination.

Bonuses awarded to a teacher according to this paragraph shall not exceed $\$ 2,000$ in any given school year and shall be in addition to any regular wage or other bonus the teacher received or is scheduled to receive.
(m) Calculation of additional full-time equivalent membership based on Advanced International Certificate of Education examination scores of students.--A value of 0.24 fulltime equivalent student membership shall be calculated for each student enrolled in a full-credit Advanced International Certificate of Education course who receives a score of $E$ or higher on a subject examination. A value of 0.12 full-time equivalent student membership shall be calculated for each student enrolled in a half-credit Advanced International Certificate of Education course who receives a score of $E$ or higher on a subject examination. A value of 0.3 full-time equivalent student membership shall be calculated for each student who receives an Advanced International Certificate of Education diploma. Such value shall be added to the total fulltime equivalent student membership in basic programs for grades 9 through 12 in the subsequent fiscal year. The school district shall distribute to each classroom teacher who provided Advanced International Certificate of Education instruction:

1. A bonus in the amount of $\$ 50$ for each student taught by the Advanced International Certificate of Education teacher in each full-credit Advanced International Certificate of Education course who receives a score of $E$ or higher on the Advanced

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International Certificate of Education examination. A bonus in the amount of $\$ 25$ for each student taught by the Advanced International Certificate of Education teacher in each halfcredit Advanced International Certificate of Education course who receives a score of $E$ or higher on the Advanced International Certificate of Education examination.
2. An additional bonus of $\$ 500$ to each Advanced International Certificate of Education teacher in a school designated with a pexformance grade of eategory "D" or "F" who has at least one student scoring $E$ or higher on the full-credit Advanced International Certificate of Education examination, regardless of the number of classes taught or of the number of students scoring an E or higher on the full-credit Advanced International Certificate of Education examination.
3. Additional bonuses of $\$ 250$ each to teachers of halfcredit Advanced International Certificate of Education classes in a school designated with a permee grade of eategory "D" or "F" which has at least one student scoring an E or higher on the half-credit Advanced International Certificate of Education examination in that class. The maximum additional bonus for a teacher awarded in accordance with this subparagraph shall not exceed $\$ 500$ in any given school year. Teachers receiving an award under subparagraph 2. are not eligible for a bonus under this subparagraph.

Bonuses awarded to a teacher according to this paragraph shall not exceed $\$ 2,000$ in any given school year and shall be in addition to any regular wage or other bonus the teacher received or is scheduled to receive.

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(n) Calculation of additional full-time equivalent membership based on college board advanced placement scores of students.--A value of 0.24 full-time equivalent student membership shall be calculated for each student in each advanced placement course who receives a score of 3 or higher on the College Board Advanced Placement Examination for the prior year and added to the total full-time equivalent student membership in basic programs for grades 9 through 12 in the subsequent fiscal year. Each district must allocate at least 80 percent of the funds provided to the district for advanced placement instruction, in accordance with this paragraph, to the high school that generates the funds. The school district shall distribute to each classroom teacher who provided advanced placement instruction:

1. A bonus in the amount of $\$ 50$ for each student taught by the Advanced Placement teacher in each advanced placement course who receives a score of 3 or higher on the College Board Advanced Placement Examination.
2. An additional bonus of $\$ 500$ to each Advanced Placement teacher in a school designated with a eategory "D" or "F" who has at least one student scoring 3 or higher on the College Board Advanced Placement Examination, regardless of the number of classes taught or of the number of students scoring a 3 or higher on the College Board Advanced Placement Examination.

Bonuses awarded to a teacher according to this paragraph shall not exceed $\$ 2,000$ in any given school year and shall be in

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(4) COMPUTATION OF DISTRICT REQUIRED LOCAL EFEORT.--The Legislature shall prescribe the aggregate required local effort for all school districts collectively as an item in the General Appropriations Act for each fiscal year. The amount that each district shall provide annually toward the cost of the florida Education Finance Program for kindergarten through grade 12 programs shall be calculated as follows:
(a) Estimated taxable value calculations.--
1.a. Not later than 2 working days prior to July 19, the Department of Revenue shall certify to the Commissioner of Education its most recent estimate of the taxable value for school purposes in each school district and the total for all school districts in the state for the current calendar year based on the latest available data obtained from the local property appraisers. Not later than July 19, the Commissioner of Education shall compute a millage rate, rounded to the next highest one one-thousandth of a mill, which, when applied to 95 percent of the estimated state total taxable value for school purposes, would generate the prescribed aggregate required local effort for that year for all districts. The Commissioner of Education shall certify to each district school board the millage rate, computed as prescribed in this subparagraph, as the minimum millage rate necessary to provide the district required local effort for that year.
b. The General Appropriations Act shall direct the computation of the statewide adjusted aggregate amount for required local effort for all school districts collectively from

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ad valorem taxes to ensure that no school district's revenue from required local effort millage will produce more than 90 percent of the district's total Florida Education Finance Program calculation, and the adjustment of the required local effort millage rate of each district that produces more than 90 percent of its total Florida Education Finance Program entitlement to a level that will produce only 90 percent of its total Florida Education Finance Program entitlement in the July calculation.
2. As revised data are received from property appraisers, the Department of Revenue shall amend the certification of the estimate of the taxable value for school purposes. The Commissioner of Education, in administering the provisions of subparagraph (10) (9)(a)2., shall use the most recent taxable value for the appropriate year.
(b) Final calculation.--

1. The Department of Revenue shall, upon receipt of the official final assessed value of property from each of the property appraisers, certify to the Commissioner of Education the taxable value total for school purposes in each school district, subject to the provisions of paragraph (d). The commissioner shall use the official final taxable value for school purposes for each school district in the final calculation of the annual Florida Education Finance Program allocations.
2. For the purposes of this paragraph, the official final taxable value for school purposes shall be the taxable value for school purposes on which the tax bills are computed and mailed to the taxpayers, adjusted to reflect final administrative actions of value adjustment boards and judicial decisions pursuant to part I of chapter 194. By September 1 of each year, the

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Department of Revenue shall certify to the commissioner the official prior year final taxable value for school purposes. For each county that has not submitted a revised tax roll reflecting final value adjustment board actions and final judicial decisions, the Department of Revenue shall certify the most recent revision of the official taxable value for school purposes. The certified value shall be the final taxable value for school purposes, and no further adjustments shall be made, except those made pursuant to subparagraph (10) $9+(a) 2$.
(8) RESEARCH-BASED READING INSTRUCTION ALLOCATION.--
(a) The research-based reading instruction allocation is created to provide comprehensive reading instruction to students in kindergarten through grade 12.
(b) Funds for comprehensive, research-based reading instruction shall be allocated annually to each school district in the amount provided in the General Appropriations Act. Each eligible school district shall receive the same minimum amount as specified in the General Appropriations Act, and any remaining funds shall be distributed to eligible school districts based on each school district's proportionate share of $\mathrm{K}-12$ base funding.
(c) Funds must be used to provide a system of comprehensive reading instruction to students enrolled in the $K-12$ programs, which may include the following:

1. The provision of highly qualified reading coaches.
2. Professional development for school district teachers in scientifically based reading instruction.
3. The provision of summer reading camps for students who score at Level 1 on FCAT Reading.
4. The provision of supplemental instructional materials

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that are grounded in scientifically based reading research and comprehensive training in their use for which teachers shall receive inservice credit. Each school district shall provide for such training which must support fidelity of implementation, and the school district shall certify that the teacher has demonstrated competence in using the material correctly. Data on this training shall be collected by the Department of Education. 5. The provision of intensive interventions for middle and high school students reading below grade level.
(d) Annually, by a date determined by the Department of Education but before May 1, school districts shall submit a K-12 comprehensive reading plan for the specific use of the researchbased reading instruction allocation in the format prescribed by the department for review and approval by the Just Read, Florida! Office created pursuant to s. 1001.215. The plan annually submitted by school districts shall be deemed approved unless the department rejects the plan on or before June 1. If a school district and the Just Read, Florida! Office cannot reach agreement on the contents of the plan, the school district may appeal to the State Board of Education for resolution. Highperforming school districts shall be allowed reasonable flexibility in designing their plans and shall be encouraged to offer reading remediation through innovative methods, including career academies. The plan format shall be developed with input from school district personnel, including teachers and principals, and shall allow courses in core, career, and alternative programs that deliver intensive reading remediation through integrated curricula. No later than July 1 annually, the department shall release the school district's allocation of

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appropriated funds to those districts with approved plans. A school district that spends 100 percent of this allocation on its approved plan shall be deemed to have been in compliance with the plan. The department may withhold funds upon a determination that reading instruction allocation funds are not being used to implement the approved plan.
(9) (8) QUALITY ASSURANCE GUARANTEE.--The Legislature may annually in the General Appropriations Act determine a percentage increase in funds per $\mathrm{K}-12$ unweighted FTE as a minimum guarantee to each school district. The guarantee shall be calculated from prior year base funding per unweighted FTE student which shall include the adjusted FTE dollars as provided in subsection (10)(9), quality guarantee funds, and actual nonvoted discretionary local effort from taxes. From the base funding per unweighted FTE, the increase shall be calculated for the current year. The current year funds from which the guarantee shall be determined shall include the adjusted FTE dollars as provided in subsection (10) (9) and potential nonvoted discretionary local effort from taxes. A comparison of current year funds per unweighted FTE to prior year funds per unweighted FTE shall be computed. For those school districts which have less than the legislatively assigned percentage increase, funds shall be provided to guarantee the assigned percentage increase in funds per unweighted FTE student. Should appropriated funds be less than the sum of this calculated amount for all districts, the commissioner shall prorate each district's allocation. This provision shall be implemented to the extent specifically funded.
(10) 9 TOTAL ALIOCATION OF STATE EUNDS TO EACH DISTRICT FOR CURRENT OPERATION.--The total annual state allocation to each

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district for current operation for the FEFP shall be distributed periodically in the manner prescribed in the General Appropriations Act.
(a) The basic amount for current operation for the FEFP as determined in subsection (1), multiplied by the district cost differential factor as determined in subsection (2), plus the amounts provided for categorical components within the FEFP, plus the amount for the sparsity supplement as determined in subsection (6), the decline in full-time equivalent students as determined in subsection (7), the research-based reading instruction allocation as determined in subsection (8), and the quality assurance guarantee as determined in subsection (9)(8), less the required local effort as determined in subsection (4). If the funds appropriated for the purpose of funding the total amount for current operation as provided in this paragraph are not sufficient to pay the state requirement in full, the department shall prorate the available state funds to each district in the following manner:

1. Determine the percentage of proration by dividing the sum of the total amount for current operation, as provided in this paragraph for all districts collectively, and the total district required local effort into the sum of the state funds available for current operation and the total district required local effort.
2. Multiply the percentage so determined by the sum of the total amount for current operation as provided in this paragraph and the required local effort for each individual district.
3. From the product of such multiplication, subtract the required local effort of each district; and the remainder shall

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be the amount of state funds allocated to the district for current operation.
(b) The amount thus obtained shall be the net annual allocation to each school district. However, if it is determined that any school district received an underallocation or overallocation for any prior year because of an arithmetical error, assessment roll change, full-time equivalent student membership error, or any allocation error revealed in an audit report, the allocation to that district shall be appropriately adjusted. Beginning with audits for the $2001-2002$ fiscal year, if the adjustment is the result of an audit finding in which group 2 ETE are reclassified to the basic program and the district weighted FTE are over the weighted enrollment ceiling for group 2 programs, the adjustment shall not result in a gain of state funds to the district. If the Department of Education audit adjustment recommendation is based upon controverted findings of fact, the Commissioner of Education is authorized to establish the amount of the adjustment based on the best interests of the state.
(c) The amount thus obtained shall represent the net annual state allocation to each district; however, notwithstanding any of the provisions herein, each district shall be guaranteed a minimum level of funding in the amount and manner prescribed in the General Appropriations Act.

Section 33. Paragraph (a) of subsection (2) of section 1011.64, Florida Statutes, is amended to read:
1011.64 School district minimum classroom expenditure requirements.--

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(2) For the purpose of implementing the provisions of this section, the Legislature shall prescribe minimum academic performance standards and minimum classroom expenditure requirements for districts not meeting such minimum academic performance standards in the General Appropriations Act.
(a) Minimum academic performance standards may be based on, but are not limited to, district permance grades determined pursuant to s. $1008.34(7) \frac{18}{8}$.

Section 34. Paragraph (b) of subsection (2) of section 1011.685, Florida Statutes, is amended to read:
1011.685 Class size reduction; operating categorical fund.--
(2) Class size reduction operating categorical funds shall be used by school districts for the following:
(b) For any lawful operating expenditure, if the district has met the constitutional maximums identified in s. 1003.03(1) or the reduction of two students per year required by $s$. 1003.03(2); however, priority shall be given to increase salaries of classroom teachers as defined in s. $1012.01(2)(a)$ and to implement the differentiated-pay provisions detailed in $s$. 1012.2312 salary careex lader defined in s. 1012.231 .

Section 35. Subsection (1) of section 1011.71, Florida Statutes, is amended to read:
1011.71 District school tax.--
(1) If the district school tax is not provided in the General Appropriations Act or the substantive bill implementing the General Appropriations Act, each district school board desiring to participate in the state allocation of funds for current operation as prescribed by s. 1011.62(10) +9) shall levy

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on the taxable value for school purposes of the district, exclusive of millage voted under the provisions of $s .9(b)$ or $s$. 12, Art. VII of the State Constitution, a millage rate not to exceed the amount certified by the commissioner as the minimum millage rate necessary to provide the district required local effort for the current year, pursuant to s. 1011.62(4)(a)1. In addition to the required local effort millage levy, each district school board may levy a nonvoted current operating discretionary millage. The Legislature shall prescribe annually in the appropriations act the maximum amount of millage a district may levy. The millage rate prescribed shall exceed zero mills but shall not exceed the lesser of 1.6 mills or 25 percent of the millage which is required pursuant to s. 1011.62(4), exclusive of millage levied pursuant to subsection (2).

Section 36. Subsection (6) is added to section 1012.21, Florida Statutes, to read:
1012.21 Department of Education duties; $K-12$ personnel.--
(6) REPORTING.--The Department of Education shall annually post online the collective bargaining contracts of each school district and the salary and benefits of any educator association personnel or officers paid by the school district received pursuant to s. 1012.22. The department shall prescribe the computer format for district school boards to provide the information.

Section 37. Paragraph (c) of subsection (1) of section 1012.22, Florida Statutes, is amended, and subsection (3) is added to that section, to read:
1012.22 Public school personnel; powers and duties of the district school board.--The district school board shall:

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(1) Designate positions to be filled, prescribe qualifications for those positions, and provide for the appointment, compensation, promotion, suspension, and dismissal of employees as follows, subject to the requirements of this chapter:
(c) Compensation and salary schedules.--

1. The district school board shall adopt a salary schedule or salary schedules designed to furnish incentives for improvement in training and for continued efficient service to be used as a basis for paying all school employees and fix and authorize the compensation of school employees on the basis thereof.
2. A district school board, in determining the salary schedule for instructional personnel, must base a portion of each employee's compensation on performance demonstrated under s. 1012.34, must consider the prior teaching experience of a person who has been designated state teacher of the year by any state in the United States, and must consider prior professional experience in the field of education gained in positions in addition to district level instructional and administrative positions.
3. In developing the salary schedule, the district school board shall seek input from parents, teachers, and representatives of the business community.
4. Beginning with the 2002 2003 fiscal year, each distriet school board must adopt a pexformance-pay policy for school administrators and instructional personnel. The distrietls performance-pay policy is subject to negotiation as provided in ehapter 447, however, the adopted salary schedule must allow

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school administrators and instructional personnel who demonstrate outstanding performance, as measured under 5.1012 .34 , to earn a 5 -percent supplement in addition to their individual, negotiated salary. The supplements shall be funded frem the perfomance pay reserve funds adopted in the salary schedule. Beginning with the 2004-2005 academic year, the district's-5-pereent performance pay policy must provide for the evaluation of classuom teachexs within each level of the salary career ladder provided in $s$. 1012.231. The Commissioner of Education shall determine whethex the distriet sehool board's adopted salary schedule complies with the-requirement for performance based pay. If the district sehool board fails to comply with this section, the commissioner shall withhold disbursements from the Educational Enhancement Trust Fund to the district until empliance is verified.
(3) Annually provide to the Department of Education the negotiated collective bargaining contract for the school district and the salary and benefits for any educator association personnel or officers paid by the school district. The district school board shall report in the computer format prescribed by the department pursuant to s. 1012.21.

Section 38. Section 1012.2312, Florida Statutes, is created to read:
1012.2312 Differentiated pay for instructional personnel.--
(1) Beginning with the 2006-2007 fiscal year, each district school board shall have a differentiated-pay policy for instructional personnel and incorporate it into the school district's salary schedule.
(2) The differentiated-pay policy may be subject to negotiation as provided in chapter 447; however, the adopted

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salary schedule must allow instructional personnel to receive differentiated pay based upon school district determined factors, including, but not limited to, each of the following:
(a) The subject areas taught, with classroom teachers who teach in critical shortage areas receiving higher pay.
(b) The economic demographics of the school, with instructional personnel in schools that have a majority of students who qualify for free or reduced-price lunches receiving higher pay.
(c) Additional responsibilities of instructional personnel, including, but not limited to, lead and mentoring responsibilities.
(d) A performance-pay policy that rewards high-performing instructional personnel with at least a 5 -percent performance-pay incentive.

The differentiated pay provided in the salary schedule for each of the factors specified in paragraphs (a)-(d) shall provide an incentive and not be nominal.
(3) The Commissioner of Education shall determine whether the district school board's adopted salary schedule complies with the requirements in subsection (2). If the salary schedule does not comply, the commissioner shall recommend to the state Board of Education and the state board is authorized to withhold disbursements from the Educational Enhancement Trust Fund to the school district until the district's salary schedule is in compliance.

Section 39. Section 1012.2313, Florida Statutes, is created to read:

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1012. 2315 Assignment of teachers. -
(1) LEGISLATIVE FINDINGS AND INTENT. --The Legislature finds
disparity between teachers assigned to teach in a majority of "A"
graded schools compared to teachers assigned to teach in a
majority of "F" graded schools. The disparity can be found in the
average years of experience, the median salary, and the
performance of the teachers on teacher certification
examinations. It is the intent of the Legislature that district
school boards have flexibility through the collective bargaining
process to assign teachers more equitably across the schools in the district.
(2) ASSIGNMENT TO SCHOOLS GRADED "D" OR "E."--School districts may not assign a higher percentage than the school district average of first-time teachers, temporarily certified teachers, teachers in need of improvement, or out-of-field teachers to schools with above the school district average of minority and economically disadvantaged students or schools that are graded "D" or "F." Each school district shall annually certify to the Commissioner of Education that this requirement has been met. If the commissioner determines that a school district is not in compliance with this subsection, the state Board of Education shall be notified and shall take action pursuant to $s .1008 .32$ in the next regularly scheduled meeting to require compliance.
(3) SALARY INCENTIVES.--District school boards are authorized to provide salary incentives to meet the requirement of subsection (2). No district school board shall sign a collective bargaining agreement that precludes the school

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district from providing sufficient incentives to meet this requirement.
(4) COLLECTIVE BARGAINING.--Notwithstanding provisions of chapter 447 relating to district school board collective bargaining, collective bargaining provisions may not preclude a school district from providing incentives to high-quality teachers and assigning such teachers to low-performing schools.

Section 41. Subsection (2) of section 1012.27, Florida Statutes, is amended to read:
1012.27 Public school personnel; powers and duties of district school superintendent.--The district school superintendent is responsible for directing the work of the personnel, subject to the requirements of this chapter, and in addition the district school superintendent shall perform the following:
(2) COMPENSATION AND SALARY SCHEDULES.--Prepare and recommend to the district school board for adoption a salary schedule or salary schedules. The district school superintendent must recommend a salary schedule for instructional personnel which bases a portion of each employee's compensation on performance demonstrated under s. 1012.34. In developing the recommended salary schedule, the district school superintendent shall include input from parents, teachers, and representatives of the business community. Beginning with the 2006-2007 2004-2005 academic year, the recommended salary schedule for classroom teachers shall be consistent with the district's differentiatedpay policy eareex ladex based upon s. 1012.23121012 .231 .

Section 42. Subsection (6) of section 1012.28, Florida Statutes, is amended to read:

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1012.28 Public school personnel; duties of school principals.--
(6) A school principal who fails to comply with this section shall be ineligible for any portion of the performance pay policy incentive under s. 1012.2313(2)(b) 1012.22(1)(c).

Section 43. Paragraph (a) of subsection (3) of section 1012.34, Florida Statutes, is amended to read:
1012.34 Assessment procedures and criteria.--
(3) The assessment procedure for instructional personnel and school administrators must be primarily based on the performance of students assigned to their classrooms or schools, as appropriate. Pursuant to this section, a school district's performance assessment is not limited to basing unsatisfactory performance of instructional personnel and school administrators upon student performance, but may include other criteria approved to assess instructional personnel and school administrators' performance, or any combination of student performance and other approved criteria. The procedures must comply with, but are not limited to, the following requirements:
(a) An assessment must be conducted for each employee at least once a year. The assessment must be based upon sound educational principles and contemporary research in effective educational practices. The assessment must primarily use data and indicators of improvement in student performance assessed annually as specified in s. 1008.22 and may consider results of peer reviews in evaluating the employee's performance. Student performance must be measured by state assessments required under s. 1008.22 and by local assessments for subjects and grade levels not measured by the state assessment program. The assessment

## Page 85 of 88

## Dec 6 Workshop Draft <br> CODING: Words stricken are deletions; words underlined are additions.

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criteria must include, but are not limited to, indicators that relate to the following:

1. Performance of students.
2. Ability to maintain appropriate discipline.
3. Knowledge of subject matter. The district school board shall make special provisions for evaluating teachers who are assigned to teach out-of-field.
4. Ability to plan and deliver instruction, including implementation of the rigorous reading requirement pursuant to s. 1003.415, when applicable, and the use of technology in the classroom.
5. Ability to evaluate instructional needs.
6. Ability to establish and maintain a positive collaborative relationship with students' families to increase student achievement.
7. Other professional competencies, responsibilities, and requirements as established by rules of the State Board of Education and policies of the district school board.

Section 44. Section 1012.986, Florida Statutes, is created to read:
1012.986 Jim Warford Professional Development Program for School Leaders.--
(1) ESTABLISHMENT.--There is established the Jim Warford Professional Development Program for School Leaders, a highquality, competency-based, customized, comprehensive, and coordinated statewide professional development program that is aligned with the leadership standards for school leaders adopted by the State Board of Education. The program shall be administered by the Department of Education and shall provide

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leadership training opportunities for school leaders to enable them to be more effective instructional leaders, especially in the area of reading. The program shall provide school leaders with the opportunity to attain a school leadership designation pursuant to subsection (3).
(2) DEFINITION.--As used in this section, the term "school leader" means a school principal or assistant principal holding a valid Florida certificate in educational leadership.
(3) DESIGNATIONS.--The Department of Education shall develop criteria for designating high-performing school leaders using designation titles recommended by the statewide association of school administrators. The criteria must emphasize student learning gains, especially in high schools.
(4) PROGRAM REQUIREMENTS.--
(a) The program shall be based upon the leadership standards adopted by the State Board of Education, the standards of the National Staff Development Council, and the federal requirements for high-quality professional development under the No Child Left Behind Act of 2001.
(b) The program shall provide a competency-based approach that utilizes prediagnostic and postdiagnostic evaluations that shall be used to create an individualized professional development plan approved by the district school superintendent. The plan shall be structured to support the school leader's attainment of the leadership standards adopted by the State Board of Education.
(c) The program shall incorporate instructional leadership training and effective business practices for efficient school operations in school leadership training.

## \section*{Page 87 of 88} <br> Dec 6 Workshop Draft CODING: Words strice are deletions; words underlined are additions.

F L O R I D A H O U S E O F R E P R E S E N T A T I V E S

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(5) DELIVERY SYSTEM.--The Department of Education shall deliver the program through multiple delivery systems, including:
(a) Approved school district training programs.
(b) Interactive technology-based instruction.
(c) State, regional, or local leadership academies.
(6) RULES. --The State Board of Education shall adopt rules pursuant to ss. $120.536(1)$ and 120.54 to implement the provisions of this section.

Section 45. Section 1012.987, Florida Statutes, is repealed.

Section 46. This act shall take effect upon becoming a law.

## Page 88 of 88

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# Current Bill State: In Committee <br> Last Action: <br> Speaker approved 

General Bill by
Cusack

## Child Safety

Requires a person to present picture identification before retrieving a student from a public school, a nonpublic school, or any of certain child care facilities pursuant to policy the school or facility is required to adopt to ensure that children in that school or facility are released only to persons authorized to retrieve them; restricts such policies to students in prekindergarten through grade 8 and to times other than normal dismissal time.

## Referred Committees and Committee Actions:

- PreK-12 Committee

On Agenda For: $\quad 11 / 08 / 2005 \quad 1: 15 \mathrm{pm}$
Retained
(Final Action)

- Future of Florida's Families Committee
- Education Appropriations Committee
- Education Council


## Legislative Status:

## Companion Bills:

## Bill Text:

ORIGINAL FILED VERSION

## Staff Anaylsis

## Vote History:

Chamber Vote Date Yas Barcode

No Votes Recorded

## Bill History:

## Event

Added to PreK-12 Committee agenda
Now in PreK-12 Committee
Referred to Education Council
Referred to Education
Appropriations Committee
Referred to Future of Florida's
Families Committee

| Time Stamp | Member | Committee |
| :--- | :--- | :--- |
| $10 / 28 / 200503: 38 \mathrm{PM}$ | $\mathrm{N} / \mathrm{A}$ | PreK-12 Committee |
| $10 / 03 / 200504: 13 \mathrm{PM}$ | $\mathrm{N} / \mathrm{A}$ | PreK-12 Committee |
| $10 / 03 / 200504: 13 \mathrm{PM}$ | $\mathrm{N} / \mathrm{A}$ | Education Council |
| $10 / 03 / 200504: 13 \mathrm{PM}$ | $\mathrm{N} / \mathrm{A}$ | Education Appropriations <br> Committee <br> Future of Florida's Families <br> Committee |
|  | $\mathrm{N} / \mathrm{A}$ | Com/2005 04:13PM |


| Referred to PreK-12 Committee | $10 / 03 / 2005$ | $04: 13 P M$ | N/A | PreK-12 Committee |
| :--- | :--- | :--- | :--- | :--- |
| Filed | $09 / 19 / 2005$ | $04: 42$ PM | Cusack | N/A |

Statutes Referenced by this Bill

A bill to be entitled
An act relating to child safety; requiring a person to present picture identification before retrieving a student from a public school, under certain circumstances; requiring policies to be provided to the Department of Education; requiring a person to present picture identification before retrieving a child from a nonpublic school or specified child care facilities, under certain circumstances; requiring policies to be maintained on the premises of each entity and available for inspection; defining the term "picture identification"; providing an effective date.

Be It Enacted by the Legislature of the state of Florida:

Section 1. No later than July 1, 2006, the school board of each public school district shall adopt policies that will ensure that students in prekindergarten through grade 8 in that school district are not released from the schools to persons who are not authorized to retrieve them. These policies shall include a requirement that the person attempting to retrieve the student, other than at the normal dismissal time, present picture identification to the school principal or his or her designee before the student is released to the person. As used in this section, the term "picture identification" means a valid state driver's license, a valid state identification card, or a valid United States Military identification card. Copies of the policies shall be provided to the Department of Education.

Page 1 of 2
CODING: Words stricken are deletions; words underlined are additions.

FLOR I D A H O U S E O F R E P R E S E N T A T I V E S

Section 2. No later than July 1, 2006, each nonpublic school exempt from licensure under s. 402.3025, Florida Statutes, child care facility licensed under s. 402.305, Florida Statutes, large family child care home licensed under s. 402.3131, Florida Statutes, private school as defined in s. 1002.01, Florida Statutes, and faith-based child care facility exempt from licensure under s. 402.316, Florida Statutes, shall adopt policies that will ensure that the children in prekindergarten through grade 8 in that nonpublic school, child care facility, large family child care home, private school, or faith-based child care facility are not released to persons who are not authorized to retrieve them. These policies shall include a requirement that the person attempting to retrieve the child, other than at the normal dismissal time, present picture identification to the appropriate school or child care official or his or her designee before the child is released to the person. As used in this section, the term "picture identification" means a valid state driver's license, a valid state identification card, or a valid United States Military identification card. Copies of these policies shall be maintained on the premises of each entity covered by this section and be readily available for inspection.

Section 3. This act shall take effect upon becoming a law.

HOUSE OF REPRESENTATIVES STAFF ANALYSIS
BILL \#:
HB 163
SPONSOR(S): Cusack TIED BILLS:

Child Safety

IDEN./SIM. BILLS:

| REFERENCE | ACTION | ANALYST | STAFF DIRECTOR |
| :---: | :---: | :---: | :---: |
| 1) PreK-12 Committee |  | Beagle | Mizereck |
| 2) Future of Florida's Families Committee |  |  |  |
| 3) Education Appropriations Committee |  |  |  |
| 4) Education Council |  |  |  |
| 5) |  |  |  |

## SUMMARY ANALYSIS

House Bill 163 requires the following entities to each adopt a policy relating to the retrieval of children prior to the normal dismissal time:

- Public schools;
- Non-public schools exempt from licensure under s. 402.3025, F.S.;
- A child care facility licensed under s. 402.305, F.S.;
- A family day care facility licensed or registered under s. 402.3131, F.S.;
- A private school as defined in s. 1002.01, F.S.; and
- A faith-based child care provider exempt from licensure under s. 402.316, F.S.

These policies are intended to safeguard children from being released to persons who are not authorized to retrieve them. The policies must require persons attempting to retrieve a student from school, other than at the normal dismissal time, to present picture identification. Picture identification is defined as a valid state driver's license, a valid state identification card, or a valid United States military identification card.

The bill does not appear to have a fiscal impact on state or local governments.
The bill takes effect upon becoming law.

## FULL ANALYSIS

## I. SUBSTANTIVE ANALYSIS

## A. HOUSE PRINCIPLES ANALYSIS:

Provide Limited Government-- The bill requires public schools, non-public schools, and certain child care facilities to adopt policies requiring individuals to present valid picture identification before retrieving children from school prior to the normal dismissal time.

Empower Families-- The bill lowers the risk of students being released to unauthorized persons, in public schools, non-public schools, and certain child care facilities.

## B. EFFECT OF PROPOSED CHANGES:

## Present Situation:

Presently, there is not a statewide policy requiring picture identification from individuals attempting to retrieve a child prior to the normal dismissal time. According to the Department of Education (DOE), public school districts and schools currently have flexibility in determining student retrieval policies. ${ }^{1}$ Examples of existing public school policies include:

- Requiring picture identification only at the beginning of the school year until the person is recognized by school staff.
- Requiring that parents and guardians provide identification at the beginning of the year in exchange for an alternative form of identification such as a sticker, tag, or a flyer with the student's photograph and the photograph of the persons authorized to pick up the child.
- Requiring that parents and guardians provide picture identification to the school at the beginning of the year. In order to retrieve a student, the identification must match the list of authorized emergency contacts. Thus picture identification alone does not link a person to the child. ${ }^{2}$

Section 65C-22.006(4)(b), Florida Administrative Code, relating to licensed child care facilities, provides that "a child shall not be released to any person other than the person(s) authorized, or in the manner authorized in writing, by the custodial parent or legal guardian."3 This section does not require picture identification and neither statute nor rule addresses policies for releasing children from family day care homes or from child care providers exempt from licensing.

## Effects of Proposed Changes:

House Bill 163 requires district school boards, non-public schools, and certain child care facilities to adopt policies regarding the release of children in pre-kindergarten through grade 8. The bill requires the following entities to each adopt a student retrieval policy:

- Public schools;
- Non-public schools exempt from licensure under s. 402.3025, F.S.;
- A child care facility licensed under s. 402.305 , F.S.;
- A family day care facility licensed or registered under s. 402.3131, F.S.;
- A private school as defined in s. 1002.01, F.S.; and
- A faith-based child care provider exempt from licensure under s. 402.316, F.S.

Each policy shall include a requirement that individuals present one of three types of picture identification to a school or child care official before the child is released other than at normal dismissal

[^0]time. The bill defines picture identification as a valid state driver's license, a valid state identification card, or a valid United States military identification card. Each district school board must submit a copy of its policy to the Department of Education. Other affected entities must maintain a copy of their policy on the premises.

The policies must be adopted no later than July 1, 2006.
The bill takes effect upon becoming law.

## C. SECTION DIRECTORY:

Section 1. Creates an unnumbered section of law requiring school districts to adopt policies so that students are not released from school outside the normal dismissal time to persons who are not authorized to retrieve them.

Section 2. Creates an unnumbered section of law requiring nonpublic schools and specified child care facilities to adopt policies so that students are not released from school outside the normal dismissal time to persons who are not authorized to retrieve them.

Section 3. Provides that this act shall take effect upon becoming law.

## II. FISCAL ANALYSIS \& ECONOMIC IMPACT STATEMENT

A. FISCAL IMPACT ON STATE GOVERNMENT:

1. Revenues:

This bill does not appear to have a fiscal impact on state government revenues.
2. Expenditures:

This bill does not appear to have a fiscal impact on state government expenditures.
B. FISCAL IMPACT ON LOCAL GOVERNMENTS:

1. Revenues:

This bill does not appear to have a fiscal impact on local government revenues.
2. Expenditures:

This bill does not appear to have a fiscal impact on local government expenditures.

## C. DIRECT ECONOMIC IMPACT ON PRIVATE SECTOR:

This bill does not appear to have a fiscal impact on the private sector.
D. FISCAL COMMENTS:

None.

## III. COMMENTS

## A. CONSTITUTIONAL ISSUES:

1. Applicability of Municipality/County Mandates Provision:

The bill does not require a municipality or county to spend funds or to take any action requiring the expenditure of funds.
2. Other:

None.
B. RULE-MAKING AUTHORITY:

None.

## C. DRAFTING ISSUES OR OTHER COMMENTS:

School districts, non-public schools, and child care facilities may encounter difficulties with adoption of policies by July 1, 2006. Consideration should be given to amending the bill to allow more time for the affected entities to develop and adopt policies.

The bill states that student retrieval policies are to be adopted to "ensure" children are not released to unauthorized persons. Because no legislatively created policy can ensure a given outcome, consideration should be given to amending the bill to delete the use of this term.

Limiting the term "picture identification" to a valid state driver's license, a valid state identification card, or a valid United States military identification card may be problematic as some parents or persons authorized to retrieve a child outside the normal dismissal time may not possess any of these types of identification. Citing concerns by districts that serve migrant parents and students, the DOE suggests that the term "picture identification" be broadened to "personal identification" and that acceptable documents would include biometric identification and a valid passport. ${ }^{4}$ Consideration should be given to amending the bill to 1.) use the term "personal identification" and 2.) allow local discretion to determine acceptable forms of identification, so that policies address unique circumstances occurring within the populations served.

## IV. AMENDMENTS/COMMITTEE SUBSTITUTE \& COMBINED BILL CHANGES

[^1]PAGE: 4

HOUSE AMENDMENT FOR COUNCIIi/COMMITTEE PURPOSES
Amendment No. 1
Bill No. 163
COUNCIL/COMMITTEE ACTION
ADOPTED
ADOPTED AS AMENDED
ADOPTED W/O OBJECTION
FAILED TO ADOPT
$\ldots(Y / N)$

- $(Y / N)$


WITHDRAWN
OTHER

Council/Committee hearing bill: Prek-12
Representative Cusack offered the following:

Amendment (with title amendment):
Remove everything after the enacting clause and insert: Section 1. No later than December 1, 2006, the school board of each public school district shall adopt a policy regarding the release of students in prekindergarten through grade 8. Each district's policy shall include a requirement that the person attempting to retrieve the student, other than at the normal dismissal time, presents personal identification to the school principal or his or her designee before the student is released to the person. As used in this section, the term "personal identification" shall include a valid state driver's license, a valid state identification card, a valid United States Military identification card, a valid passport, biometric identification or other personal identification as determined by the policy. Copies of each policy shall be provided to the Department of Education to be shared as best practices.

Section 2. No later than December 1, 2006, each nonpublic school exempt from licensure under s. 402.3025, Florida Statutes, child care facility licensed under s. 402.305, Florida

Amendment No. 1

Statutes, large family child care home licensed under s. 402.3131, Florida Statutes, private school as defined in s. 1002.01, Florida Statutes, and faith-based child care facility exempt from licensure under s. 402.316, Florida Statutes, shall adopt a policy regarding the release of students in prekindergarten through grade 8 in their care. Each policy shall include a requirement that the person attempting to retrieve the child, other than at the normal dismissal time, presents personal identification to the appropriate school or child care official or his or her designee before the child is released to the person. As used in this section, the term "personal identification" shall include a valid state driver's license, a valid state identification card, a valid United States Military identification card, a valid passport, biometric identification or other personal identification as determined by the policy. A copy of the policy shall be maintained on the premises of each entity covered by this section and be readily available for inspection.

Section 3. This act shall take effect upon becoming a law.
$================$ T T L E A M E N D M E N T =================== Remove the entire title and insert:

A bill to be entitled
An act relating to child safety; requiring a person to present personal identification before retrieving a student from a public school, under certain circumstances; requiring policies to be provided to the Department of Education; requiring a person to present personal identification before retrieving a child from a nonpublic school or specified child care facilities, under certain

## HOUSE AMENDMENT FOR COUNCIL/COMMITTEE PURPOSES

Amendment No. 1
circumstances; requiring policies to be maintained on the premises of each entity and available for inspection; defining the term "personal identification"; providing an effective date.


# PreK - 12 Education \& Choice \& Innovation Committees 

## ADDENDUM A <br> Meeting Tuesday, December 6, 2005 3:30-5:15 p.m.

Allan G. Bense
Speaker

# UNINTENDED CONSEQUENCES 

The Case for
Reforming the
Staffing Rules in
Urban Teachers
Union Contracts

This research was funded by the Annie E. Casey Foundation. We thank Casey for its support but acknowledge that the findings and conclusions presented in this report are those of the authors alone and do not necessarily reflect the opinions of the Foundation.

The authors would like to thank The New Teacher Project's Board of Directors for their invaluable advice on this project. We would also like to thank the following staff from The New Teacher Project for their help with all aspects of this report: Emma Cartwright, Tysza Gandha, Megan Garber, Kaya Henderson, Jasmine Jose, David Keeling, Metta Morton, Laura Nick, Michelle Rhee, Ariela Rozman, Doug Scott, David Sigler, Andrew Sokatch, and Victoria Van Cleef. Finally, we would like to recognize the leadership, central office staff, principals, and teachers of the five studied districts for the time they gave us.

3

4 executive summary

8 chapter one: Teacher Transfer and Excess Rules in Urban Contracts: How They Work

12 chapter two: The Impact on Urban Schools

31 Chapter three: Recommendations for Change

40 CONCLUSION

41 appendix a: How the Five Studied Districts Place Voluntary Transfers and Excessed Teachers

42 appendix b: What Happens in Your District: A Primer

45 APPENDIX C: Methodology

## FOREWORD

In our 2003 report Missed Opportunities: How We Keep High-Quality Teachers Out of Urban Classrooms, The New Teacher Project documented how delayed hiring in urban school districts resulted in the loss of significant numbers of new teacher applicants, particularly the most qualified, to other districts that hired earlier. The report identified three policy barriers to early hiring: 1) vacancy notification policies; 2) staffing rules in teachers union contracts; and 3) late budget timetables. ${ }^{1}$

Following the release of Missed Opportunities, The New Teacher Project collaborated with several districts to develop solutions to the problems identified in the report. At the same time, we focused our research and policy activities on understanding better each of the three policy barriers individually and identified the contractual staffing rules as our starting point.

As we sought to understand the effects of these rules, we were struck by the degree to which they profoundly influence not only new teacher hiring but also the overall ability of urban schools to staff their classrooms effectively. We began collecting data in five urban districts on these impacts, work that culminated in this report.

We hope that this report will initiate a discussion not on the merits of collective bargaining as a whole (which we support), but on the effects of the specific contractual requirements governing school staffing. When these rules were adopted in the 1960s by newly formed teachers union locals and school boards, they were an important and legitimate response to widely perceived arbitrary and poor management. Based on the now four decades of experience with these provisions, however, we believe it is time to find a new balance between protecting teachers from past abuses and equipping schools with the necessary tools to achieve excellent results for their students. Supporting, rather than undermining, the ability of urban schools to hire and staff effectively may well be the remedy needed to put the education of urban students on par with their suburban counterparts.

Michelle Rhee
Chief Executive Officer
The New Teacher Project
November 2005

## EXECUTIVE SUMMARY

Nearly everyone involved in the enterprise of schooling understands the profound importance of building and sustaining a high-quality team of teachers. Moreover, the research is clear: the single most important school-based determinant of student achievement is the quality of the teacher in the classroom. ${ }^{2}$ Yet, urban schools must often staff their classrooms with little or no attention to quality or fit because of the staffing rules in their teachers union contracts.

This report focuses on the contractual staffing rules governing "voluntary transfers" and "excessed teachers." ${ }^{3}$ Voluntary transfers are incumbent teachers who want to move between schools in a district, while excessed teachers are those cut from a specific school, often in response to declines in budget or student enrollment.

Our findings demonstrate the extent to which the voluntary transfer and excess rules undermine the ability of urban schools to hire and
keep the best possible teachers for the job.

To better understand the impact of the voluntary transfer and excess rules on urban schools, The New Teacher Project studied five representative urban districts (we identify them as the Eastern, Mid-Atlantic, Midwestern, Southern, and Western districts). ${ }^{4}$ Within each district, we extensively analyzed data for internal teacher movements and new teacher hires. We complemented our data analyses with principal surveys in the Eastern and Western districts, and interviews of school and central staff in all districts. Our findings demonstrate the extent to which these rules undermine the ability of urban schools to hire and keep the best possible teachers for the job.

In focusing our report on the adverse effects of the current transfer and excess rules, we are not minimizing the unfair practices that led to their adoption or the other staffing barriers urban schools face, in such areas as school leadership, human resources, and budgeting. We will argue, however, that without significant change to these staffing rules, another generation of urban students will bear the cost of well-intentioned, but ultimately inadequate, school improvement efforts.

## TRANSFER AND EXCESS RULES UNDERMINE EFFECTIVE STAFFING IN URBAN SCHOOLS IN FOUR WAYS

## 1) Urban schools are forced to hire large numbers of teachers they do not want and who may not be a good fit for the job and their school

The most detrimental impact of the transfer and excess rules is the widespread forcing of incumbent teachers on schools regardless of students' needs. Voluntary transfer rules often give senior teachers the right to interview for and fill jobs in other schools even if those schools do not consider them a good fit. In addition, schools generally are required to hire excessed teachers without any selection process at all. As a result, across the five districts, in one hiring season:

- 40 percent of school-level vacancies, on average, were filled by voluntary transfers or excessed teachers over whom schools had either no choice at all or limited choice.

Moreover, principals report that they do not want to hire many of these teachers. For example, 47 percent of Western district principals said they have attempted to hide their vacancies from central staff to avoid hiring voluntary transfers and excessed teachers; and 64 percent of those who hired such teachers in 2004-05 said that they did not wish to have one or more of them in their school.

## 2) Poor performers are passed around from school to school instead of being terminated

While the quality of voluntary transfers and excessed teachers spans the continuum, it is clear these processes are often functioning as a mechanism for teacher removal. In fact, almost two in five principals in the Eastern district and one in four in the Western district admitted to encouraging a poorly performing teacher to transfer or to placing one on an excess list. While passing poor performers to other schools seems like a terrible management practice, teacher termination data suggest this may be the only rational course of action at the individual school level. Labor relations staff in each district reported that only one or two tenured teachers are formally terminated for poor performance every year.' Principals are often blamed for failing to initiate dismissal proceedings, but even when they try to formally terminate a teacher, the data show they face a very limited likelihood of success.

## 3) New teacher applicants, including the best, are lost to late hiring

Only after the forced placements of voluntary transfers and excessed teachers occur are schools typically allowed, by contract, to place new hires, including seasoned veterans from other districts. By then, however, it is too late to compete with neighboring districts for the best new teacher talent. Significantly, with only one month to go before the start of school, the studied districts still had to hire and place between 67 and 93 percent of their new teachers. ${ }^{6}$ Our previous research showed that urban districts that hire teachers after May 1 lose large numbers of applicants, including the best, to districts that hire earlier. ${ }^{7}$

## 4) Novice teachers are treated as expendable regardless of their contribution to their school

Even once schools manage to hire new teachers, the transfer and excess rules place their jobs in constant jeopardy. Novice teachers are, by default, the first to be excessed and, in many districts, can be "bumped" from their positions if a more senior teacher needs or just wants their job. For example, in three of the districts, anywhere from 10 to 50 percent of novice teachers, often with a full year of experience at their school, were at risk of losing their jobs if other more senior teachers simply wanted to transfer into them. Almost onequarter ( 23 percent) of Eastern district principals reported having at least one new hire or novice teacher bumped from their school the prior year. We recognize that the talent of most new and novice teachers is either unknown or not fully developed, but these rules treat all novice teachers as expendable, including those who are capable or show promise.

## SCHOOLS, SYSTEMS, AND STUDENTS PAY THE PRICE

Taken together, these four effects significantly impede the efforts of urban schools to staff their classrooms effectively and sustain meaningful schoolwide improvements. Forced to take teachers who may either be poor performers or ill suited to the specific school context and culture, prevented from hiring many of the best new teacher applicants, and unable to adequately protect teachers they hope to keep, urban schools cannot exert sufficient control over the most important school-based factor that influences student learning.

The damage, however, extends beyond individual schools; the overall operation of entire urban districts suffers. The transfer and excess processes require excessive centralization of hiring decisions. These staffing rules also hold every school hostage to staffing
changes in other schools and ensure that one school's gain is often another's loss providing, we believe, at least a partial explanation for the persistent difficulty in taking pockets of excellence to scale in urban school systems.

Ultimately, it is the students who lose the most as the transfer and excess rules place hundreds, and sometimes even thousands, of teachers in urban classrooms each year with little regard for the appropriateness of the match, the quality of the teacher, or the overall impact on schools. Perhaps most important, our data show that in the five studied districts, these rules negatively affect all schools regardless of poverty level, indicating the need for a systemic solution to this systemic problem.

## RECOMMENDATIONS FOR CHANGE

The recommendations we present in the final chapter of this report are designed to provide a substantive road map for reforming the transfer and excess rules in urban contracts to address the above problems. They strive to maintain key protections for more senior teachers while also enabling the best match of teacher to school and classroom.

Toward this end, we recommend that voluntary transfers and excessed teachers receive an early preferential review for available positions and numerous opportunities to receive satisfactory placements. At the same time, our proposed transfer and excess reforms are designed to:

- Ensure that the placements of voluntary transfers and excessed teachers are based on the mutual consent of the teacher and receiving school
- Permit the timely hiring of new teachers
- Better protect novice teachers who are contributing to their current school

We recognize that the reforms we propose will not magically resolve all of the barriers urban schools face in filling their classroom vacancies effectively and with high-quality teachers. Nevertheless, without the ability to build and maintain as strong a team as possible, there is little hope of closing the achievement gap, the remedy for which rests so squarely on the ability of the teacher in front of students.

304 Park Avenue South, 11th Floor
New York, NY 10010
212-590-2484, ext. 1031
212-590-2485 fax
e-mail: info@tntp.org
For more information, please visit our website at www.tntp.org.


# PreK - 12 Education \& Choice \& Innovation Committees 

## ADDENDUM B <br> Meeting Tuesday, December 6, 2005 3:30-5:15 p.m.

Allan G. Bense
Speaker

# SECTION BY SECTION SUMMARY <br> PCB PKT 06-01 - An act relating to education 

| Section | Line | Section of Law | Page | Issue |
| :---: | :---: | :---: | :---: | :---: |
| 1 | 187 | 20.15 | 7 | Establishes Division of Accountability, Research, and Measurement within DOE into law. |
| 2 | 194 | 1000.041 | 7 | Repeals guiding principles for BEST |
| 3 | 195 | 1001.02 | 7 | Requires NCLB state plan to be submitted to Legislature for review (State Board of Education) |
| 4 | 203 | 1001.03 | 8 | Requires SBE to review and evaluate SSS standards and to maintain the uniform classification system for district personnel that they developed. |
| 5 | 227 | 1001.10 | 8 | Requires NCLB state plan to be submitted to Legislature for review (Commissioner) |
| 6 | 266 | 1001.12 | 10 | Establishes Florida Center for Reading Research in law; provides duties |
| 7 | 309 | 1001.215 | 11 | Establishes Just Read! Office in law; provides duties |
| 8 | 342 | 1001.33 | 12 | Removes BEST guiding principles |
| 9 | 363 | 1001.41 | 13 | Authorizes districts to adopt policies for complete education program that emphasize integration and reinforcement of reading, writing and mathematics |
| 10 | 378 | 1001.42 | 14 | Establishes a uniform school start date; removes reference to BEST Program; provides school improvement plan requirements; conforms language to removal of rigorous reading requirement for certain middle schools; conforms school grade language. |
| 11 | 533 | 1001.51 | 19 | Removes BEST reference |
| 12 | 565 | 1001.54 | 20 | Removes BEST reference |
| 13 | 578 | 1002.38 | 21 | Includes feeder pattern schools in Opportunity Scholarship program; modifies Opportunity Scholarship deadline; requires parent notification to be understandable and use multiple media; conforms school grade language. |
| 14 | 651 | 1003.01 | 23 | Adds speech and language pathology to ESE services. |
| 15 | 667 | 1003.05 | 24 | Deletes requirement that active duty military dependents receive preference for admission to special academic programs even if maximum enrollment has been reached; deletes charter schools from definition of special academic program; adds Advanced International Certificate of Education to list of programs. |
| 16 | 686 | 1003.413 | 24 | High school reform; requires school districts to establish certain policies; creates the Challenge High School Award Program. |
| 17 | 721 | 1003.415 | 25 | Revises mission of middle grades; deletes rigorous reading requirement; deletes obsolete dates. |
| 18 | 890 | 1003.4155 | 31 | Establishes a standardized middle school grading scale. |
| 19 | 911 | 1003.4156 | 32 | Establishes middle school course and credit requirements for promotion; requires $1 / 2$ credit in |

## SECTION BY SECTION SUMMARY <br> PCB PKT 06-01 - An act relating to education

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|  |  |  |  | career exploration; requires Level 1 and 2 readers to complete intensive reading courses; defines credit; authorizes districts to adopt policies allowing alternative methods to earn credits; requires SBE approval of policies; applies standards to students not enrolled in grade 6-8 configured middle school. |
| 20 | 965 | 1003.62 | 34 | Conforms school grade language; cross references new differentiated pay policy requirements. |
| 21 | 1032 | 1006.09 | 36 | Cross references new differentiated pay policy requirement. |
| 22 | 1045 | 1006.40 | 37 | Requires superintendent, in cooperation with DOE, to verify that purchased instructional materials not on the state adopted list identified as "aligned" with SSS or FCAT are in fact aligned |
| 23 | 1074 | 1008.22 | 38 | Revises FCAT grade level and subject area testing requirements; requires Commissioner to document that $10^{\text {th }}$ grade retakes are as difficult as original $10^{\text {th }}$ grade test; deletes obsolete language; requires use of SAT and ACT as alternative assessments for grade 10 FCAT for students meeting certain criteria; requires concordance study and annual report on student performance data. |
| 24 | 1251 | 1008.25 | 44 | Authorizes districts to require the attendance of lowperforming students at extended day or summer remediation programs; deletes obsolete date; requires DOE to establish a uniform format for reporting student progression. |
| 25 | 1309 | 1008.301 | 46 | Repeals concordance study requirement. |
| 26 | 1311 | 1008.31 | 46 | Revises K-20 education performance accountability system; deletes performance-based funding provisions; revises the mission, goals, and system wide measures; requires data collection; requires SBE to adopt rules. |
| 27 | 1402 | 1008.33 | 49 | Conforms school grade language; authorizes principal to discipline low performing staff; corrects cross reference. |
| 28 | 1479 | 1008.34 | 52 | Revises school grade language; includes feeder pattern schools in school grading; allows alternative schools to choose to receive a grade; requires calculation of improvement of lowest $25^{\text {th }}$ percentile in reading; requires that performance of eligible students in alternative schools be included in the home school's grade; revises school report card requirements. |
| 29 | 1630 | 1008.341 | 57 | Establishes school improvement rating for alternative schools based on FCAT scores and attendance; requires SBE to adopt rules. |
| 30 | 1699 | 1008.345 | 59 | Conforms school grade language. |

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| 31 | 1749 | 1008.36 | 61 | Issue |
|  |  |  | Schools meeting both school recognition and AYP <br> requirements shall receive additional financial <br> rewards as determined in GAA; adds alternative <br> schools receiving an improvement rating and feeder <br> pattern schools to School Recognition Program; <br> requires school improvement plan to include uses for <br> any school recognition funds that may be received; <br> restricts faculty and staff bonuses to employees at <br> the school during year of improvement; allows for <br> student incentives. |  |
| 32 | 1794 | 1011.62 | 63 | Allows funding beyond 180 days for students in <br> certain juvenile programs; provides parents of <br> certain students the choice of supplemental services; <br> conforms school grade language; corrects cross <br> references; establishes the research-based reading <br> instruction allocation; specifies allocation and use of <br> funds; requires that teachers receive inservice credit <br> for training and certification of competence in using <br> materials purchased with the funds; requires districts <br> to submit plans for use of funds; allows for an <br> appeal; allows high-performing districts reasonable <br> flexibility in plan development and encourages <br> reading remediation through innovative methods <br> including career academies; allows core, career and <br> alternative programs to deliver intensive reading <br> remediation; allows DOE to withhold funds if not <br> being spent according to the district's plan. |
| 39 | 2333 | 1012.2313 | 81 |  |
| 37 | 2243 | 1012.22 | 78 |  |
| 35 | 2297 | 1012.2312 | 80 | Conforms school grade language. <br> school administrators; establishes criteria; <br> authorizes SBE to withhold lottery funds if salary <br> schedule is not in compliance |
| 36 | 2233 | 1011.71 |  | 77 |
| 34 | 2198 | 1011.685 | 77 | Authorizes use of class size reduction operating <br> funds to implement differentiated pay requirements <br> when class size requirements are met; removes <br> reference to BEST Program. |
| Corrects a cross-reference. |  |  |  |  |
| schedule is out of compliance. |  |  |  |  |

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| 40 | 2362 | 1012.2315 | 82 | Provides requirements for the assignment of teachers <br> to certain schools; authorizes salary incentives <br> notwithstanding chapter 447. |
| 41 | 2399 | 1012.27 | 84 | Requires that 2006-07 salary schedules be consistent <br> with the district's differentiated pay policy; removes <br> reference to BEST Program. |
| 42 | 2419 | 1012.28 | 84 | Corrects a cross reference. |
| 43 | 2426 | 1012.34 | 85 | Removes a reference to material being deleted <br> (rigorous reading requirement) |
| 44 | 2468 | 1012.986 | 86 | Establishes the Jim Warford Professional <br> Development Program for School Leaders; provides <br> a definition; requires DOE to develop criteria for <br> designation titles recommended by FASA; provides <br> requirements; requires SBE to adopt rules. |
| 45 | 2516 | 1012.987 | 88 | Repeals SBE authority to adopt rules for school <br> principal leadership designation. |
| 46 | 2518 | -- | 88 | Provides for effective date upon becoming a law. |



Jackeon ticights Middle Schowi 141 Acaderny Avenue Oviedo, Florida 32765 Phone: (407) $320-4550$ Fax: (407) 320-4599

WINSTON BALLEY Principal

BRUCE BOWMAN Assistant Frincjpal
CYNTHLA HOLT-MLLLER Assistant Principal
KATHY HORNER Assistant Principal

SEMINOLE COUNTY PUBLK SCHOOLS

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December 1, 2005
The Honorable Rafael Arza
Chairman Pre K-12 Committee
Florida House of Representatives, the Capitol, Florida.
Dear Representative Arza,
We are proud to be a recipient of $A+$ funds for the 2004-2005 school year. We have just completed the $\mathrm{A}+$ process and distributed the funds following the state guidelines We would like to bring several concerns to your attention and ask that you kindly give serious consideration to changing the process from the state level.

It was initially recommended that $\$ 6,000,00$ of the $\$ 139,730.00$ be spent on reading materials and tutorials. The majority of faculty and staff voted this down. As a result a $100 \%$ bonus plan was sent to SAC for discussion and approval. At this meeting several teachers showed up and spoke on behalf of $100 \%$ bonus. One of the strong arguments was that the legislature intended the money to go for bonuses since there is a clause that states, "If settlement is not reached by November 1 between SAC and staff, the awards must be equally distributed to all classroom teachers." Another point was the poor salaries that teachers receive SAC voted with the teachers after listening to their discussion. Settlement was eventually reached but at a great price.

Some of the concerns that we have are:

1. The clause that specifies settlement after Nov 1.
2. The time and energy that is required from staff members for meetings to distribute funds. This time should be spent on improving student learning.
3. The dissensions created among faculty and staff to determine who gets what.
4. The many hurt feelings after all is said and done.
5. The destruction of morale at the school site.
6. The negative effects that this entire process could have on students as a result of these morale problems
7. There are no benefits to students.

We are kindly offering the following suggestions:

1. Be specific about the purpose of the A+funds i.e. if the funds are intended for teacher bonuses say that specifically.
2. Do not put the teachers at odds with each other and other staff members, and with SAC by giving double messages.

- SAC deals with school improvement and is under the impression that some funds should be used for school improvement (curriculum materials).
- Teachers and staff on the other hand are already frustrated with low salaries and funding for education and feel that this money should be for bonuses.

Kindly revise the current statue that deals with A+ funds distribution in order to make the process less divisive for schools. Thank you.


Tom O'Hanlon, SAC Chair 407-365-7585


## FLORIDA LEAGUE OF MIDDLE SCHOOLS POSITION PAPER ON MIDDLE GRADES REFORM ACT IMPLEMENTATION

## BACKGROUND

The 2004 Florida Legislature enacted the Middle Grades Reform Act for the purpose of providing added focus and rigor to academics in the middle grades. Specifically, the legislation addressed middle school curricula and courses, a rigorous reading requirement, a comprehensive reform study on the academic performance of students and schools, and the development of personalized middle school success plans for students with low FCAT scores. The act also required that the Commissioner of Education submit recommendations to increase the academic performance of middle grade students and schools to the 2005 legislature.

In compliance with the comprehensive reform study section of the act, a task force was convened and recommendations were incorporated into the A++ Plan which was submitted to the 2005 legislature. Due to a number of other provisions in the bill, it did not pass. It is anticipated that identical or similar recommendations will be re-submitted when the 2006 legislature convenes. Since the recommendations reflected a rather selective use of the task force report, this delay provides time for policy-makers to consider their implications within the framework of a comprehensive middle school program.

The Florida League of Middle Schools supports the passage and intent of the Middle Grades Reform Act. However, certain recommendations submitted to the legislature are of concern. Rather than focusing on ways in which reform proposals could make use of effective components of the middle school concept, a number of recommendations consisted of simply shifting high school practices to the lower grades. While certain recommendations had merit, they did not encompass the entire spirit of the act. Further review is warranted. As proposed, the A++ Plan relied heavily on the adoption of a high school model for the middle grades. Acceleration does not represent reform. It is only a rearrangement of existing conventions. The impact of shifting high school practices one grade lower should be carefully weighed.

The core strategy for implementing middle school reform should be the employment of "smaller learning communities" such as those contemplated for reform at the high school level, and the use of the interdisciplinary team organization as it has been successfully employed at the middle school level. One laudable provision of the reform act, personalized student success plans, is consistent with the middle school emphasis on individual attention and academic support for students as they progress to the next level. Implementing these plans through effective interdisciplinary team organization and a well-defined middle school advisory program is a most likely strategy for ensuring that they will be used and monitored on a regular basis.

The Florida League of Middle Schools supports the emphasis on increasing academic achievement and applauds the attention that the legislature has given to middle level education. The following is an overview of the 2004 Middle Grades Reform Act and the recommendations subsequently submitted to the 2005 Legislature. Specific areas of agreement and concern are offered for consideration prior to re-submission to the 2006 session. Thoughtful interpretation and conscientious implementation of the components of the Middle Grades Reform Act can serve to strengthen middle level education and focus attention on the critical role played by middle schools. The League would welcome the opportunity to provide support and assistance in further developing these recommended changes.

## MIDDLE GRADES REFORM ACT

The 2004 Florida Legislature enacted the Middle Grades Reform Act (FS 1003.415). The purpose of the act was "to provide added focus and rigor to academics in the middle grades. Using reading as the foundation, all middle grades students should receive rigorous academic instruction through challenging curricula delivered by highly qualified teachers in schools with outstanding leadership, which schools are supported by engaged and informed parents." Specific provisions of the act are summarized as follows:

1. CURRICULA AND COURSES: This section required the Department of Education to review course offerings, teacher qualifications, instructional materials, and teaching practices used in reading and language arts programs in the middle grades. It further stipulated that the implementation of new or revised reading and language arts courses in all middle grades shall be phased in beginning no later than the 2005-2006 school year with completion no later than the 2008-2009 school year.
2. RIGOROUS READING REQUIREMENT: This section required each public school serving middle grade student with fewer than 75 percent of its students reading at or above grade level in grade 6, grade 7, or grade 8 as measured by a student scoring at Level 3 or above on the FCAT during the prior school year to incorporate a rigorous reading requirement for reading and language arts programs as the primary component of its school improvement plan. The purpose of the rigorous reading requirement is to assist each student who is not reading at or above grade level to do so before entering high school. It also required that the results of implementation of a school's rigorous reading requirement shall be used as part of the annual evaluation of the school's instructional personnel and school administrators.
3. COMPREHENSIVE REFORM STUDY ON THE ACADEMIC PERFORMANCE OF STUDENTS AND SCHOOLS: This provision required that the Department of Education conduct a study on how the overall academic performance of middle grade students and schools can be improved. The study was to address academic expectations, attendance policies and student mobility issues, teacher quality, diagnostic testing, personnel and scheduling issues, middle school leadership and performance, and parental/community involvement.**
** It also required that by December 1, 2004, the Commissioner of Education submit recommendations to increase the academic performance of middle grade students and schools to the legislature.
4. PERSONALIZED MIDDLE SCHOOL SUCCESS PLAN: This section requires that each middle school principal designate certified staff members to develop and administer a personalized middle school success plan for each entering sixth grade student who scored below Level 3 in reading on the most recently administered FCAT. The plan must identify goals and benchmarks in the core curriculum areas which will prepare the student for high school; be based upon academic performance data and an identification of the student's strengths and weaknesses; include academic intervention strategies with frequent progress monitoring and provide innovative methods to promote the student's advancement which may include, but not be limited to, flexible scheduling, tutoring, focus on core curricula, online instruction, an alternative learning environment, or other interventions that have been shown to accelerate the learning process.

## RESPONSE TO THE 2005 LEGISLATIVE RECOMMENDATIONS

Recommendation 1: Adopt the following mission statement for Florida's middle grades: "The purpose of middle grades is to prepare students for successful completion of rigorous courses in high school."

The impreciseness of this mission statement is of concern. Terms such as "rigorous" represent an undefined moving target. The requirements for successful high school completion should be defined at that level and then communicated in measurable criteria that middle schools can use to help student achieve readiness. Preparing students to make a successful transition from the academic demands of the elementary school to those of the high school has always been the primary goal of middle schools. FLMS urges consideration of including all aspects of the middle school mission as stated in the Middle Grades Reform Act and avoiding narrowing the mission to simply "preparing students for successful completion of rigorous courses in high school."

Recommendation 2: Require school board to use the statewide high school grading scale (i.e., $\mathbf{9 0 - 1 0 0}=\mathrm{A}, \mathbf{8 0 - 8 9 = B , ~ e t c ) ~ f o r ~ a l l ~ m i d d l e ~ g r a d e s ~ s c h o o l s . ~}$

This grading scale is reasonable and is currently used by many middle schools. FLMS supports adoption of the proposed grading scale for middle schools.

Recommendation 3: Eliminate social promotion by legislating the concept and practice of meritbased promotion to grades 6,7 , and 8 .

The elimination of social promotion has been addressed by prior legislative action. Districts have aiready been required to reflect the change in their K-12 pupil progression plans. The effect of retention in grade remains a topic of considerable debate. FLMS recommends that the results of existing mandatory retention policies in elementary schools be carefully analyzed before applying it to middle schools.
Recommendation 4: Change retention policies for middle grades so that students failing one or two courses are not required to repeat other courses they have passed.

It is agreed that the repetition of courses already passed and courses that have been partially mastered, is not an effective use of instructional time, resources and funding. FLMS recommends that middle schools be challenged and supported with developing effective academic recovery programs that do not require that students repeat entire grades.

Recommendation 5: Require that all students reading at Level 1 or 2 on the FCAT be enrolled in an intensive reading course taught by a highly qualified reading teacher. Require all middle schools students scoring Level 1 or 2 on FCAT Reading in the previous grade to earn the equivalent of one reading credit each year until the student is performing at Level 3 or higher, beginning with the 2006-2007 entering sixth graders.

Providing intervention assistance to students who are promoted to the sixth grade with deficits in reading competence is essential to their continued success and readiness for high school. However, since these students may tend to be overage and possibly at risk of dropping out, care should be taken to ensure that they also maintain a sense of affiliation and identity with the schooling process. Isolating them in remediation units may prove counterproductive in the long run. FLMS recommends the delivery of FCAT remediation instruction through innovative, effective approaches that preserve the dignity of such students by providing scheduling options for them to participate in the exploratory (music, technology, art, etc) curriculum of the school. In addition to remedial instruction. all students should be given literacy strategies embedded throughout content area classes for the purpose of increasing their reading ability and understanding of complex informational text.

Recommendation 6: Require a credit-based system for middle grades. Establish minimum course requirements for successful middle school completion similar to current statutory requirements for high school graduation. Core academic courses should be offered for the entire year. Require all middle grade students to earn the equivalent of a credit each year in the following subjects: language arts, mathematics, science, and social studies.

Helping students make the transition from elementary school to high-school should entail more than simply shifting existing high school practices into the lower grades. Implementing a credit-based system for the middle grades may result in the adoption of associated practices best left at the high school level. The application of terms such as "credits" and "graduation" to middle schools can easily lead to the adoption of familiar cultural conventions such as GPA calculations, class rankings, weighted courses, and valedictorian designations. In lieu of a credit-based system, FLMS supports the adoption of course completion requirements and the development of recovery mechanisms that will allow for the remediation of standards not mastered rather than retaking an entire course.

Recommendation 7: Continue to support the mission of the Florida Center for Reading Research (FCRR), one part of which is, "To conduct applied research that will have an immediate impact on policy and practices related to literacy instruction and assessment in Florida.

For years, Florida's middle schools have been devoting extraordinary effort to FCAT preparation. According to school grades assigned by the Department of Education, they have demonstrated a high level of efficacy when compared to elementary and high schools. Yet there persists a general perception that middle schools represent the weak link in the K-12 continuum. FLMS supports research that reflects a comprehensive, well-designed evaluation of student achievement in the middle grades with particular emphasis on the causes for a drop (real or perceived) in student achievement. Concurrent research into causes for the high failure rate at the ninth grade level should also be initiated.

Recommendation 8: Direct Council for Educational Policy, Research, and Improvement (CEPRI) to conduct a study on perceived grade inflation in grades $6-8$, including an examination of the number of students who score a Level 1 or 2 in reading, math and science on the FCAT and receive a grade of "C" or better on their report card.

The topic of grade inflation is an issue that is not limited to the middle schools. Conducting a comparison of report card grades and FCAT scores, and restricting it to grades 6-8, is too limited in scope. It is also setting the middle schools up to shoulder the criticism for a phenomenon that is not limited to any particular level of schooling. FLMS supports a study on the complex and wide-spread perception of
grade inflation at all grade levels K-12.


[^0]:    ${ }^{1}$ Florida Department of Education, 2006 Legislative Bill Analysis for HB 163, October 2005.
    ${ }^{2}$ Id.
    ${ }^{3}$ Fla. Admin. Code Ann. r. 65C-22.006 (2005).

[^1]:    ${ }^{4}$ Florida Department of Education, 2006 Legislative Bill Analysis for HB 163, October 2005. STORAGE NAME: h0163.PKT.doc DATE:

