



Education Committee

**Thursday, February 10, 2011
8:00 – 10:00 am
Reed Hall**

**Dean Cannon
Speaker**

**William L. "Bill" Proctor
Chair**



The Florida House of Representatives

Education Committee

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AGENDA

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February 10, 2011
8:00 – 10:00 a.m.
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- I. Call to Order/Roll Call
- II. Opening Remarks
- III. Discussion on Charter School Reform
- IV. Discussion on Teacher Quality
- V. Closing Remarks and Adjournment

Guiding Principles for Discussion

For each idea/concept presented, the panel will be asked to discuss and provide input that addresses the following principles:

1. **IMPACT** – What impact would adoption/implementation of this concept have on:
 - a. Students
 - b. Schools
 - c. School Districts
 - d. Other?

2. **CONSIDERATIONS** – If the idea is adopted/implemented, what can/must be done to ENSURE the following:
 - a. Quality
 - b. Accountability
 - c. Cost Neutrality
 - d. Financial Stability
 - e. Other?

3. **CONSEQUENCES** – If the idea is adopted/implemented, what might be the potential consequences relating to:
 - a. Legal/Constitutional Issues
 - b. Timing
 - c. Reporting
 - d. Funding
 - e. Other?

Key Concepts

HIGH PERFORMING CHARTER SCHOOLS

IDEA/CONCEPT - Establish criteria/measures for “high performing” charter school designation

IDEA/CONCEPT – Allow for charter schools that receive high performing charter schools designation to enjoy specified benefits

HIGH PERFORMING EDUCATION SERVICE PROVIDERS

IDEA/CONCEPT – Establish criteria for operators (creators) to earn a high performing education service provider designation

IDEA/CONCEPT – Expand the ability for high performing charter providers to replicate high performing charter schools

CHARTER SCHOOL SPONSORS

IDEA/CONCEPT – Expand the numbers and types of potential charter school sponsors beyond those currently authorized in law.

CHARTER SCHOOL APPEALS PROCESS

IDEA/CONCEPT – Improve the charter school appeals process to ensure efficiency and fairness.

Teacher Quality

Teacher Contracts – Section 1012.33, Florida Statutes

- Currently, teachers are eligible for a professional service contract after three years of service on annual contracts.
- The three annual contracts are not required to be renewed upon expiration. A fourth annual contract is optional if the district school board and employee agree in writing.
- The first annual contract includes a 97-day period during which the teacher's contract may be terminated without cause or the teacher may resign without breach of contract.
- A professional service contract must be renewed each year unless the teacher is successively charged with performance deficiencies. The automatic renewal of the professional service contract is often referred to as "tenure."
- All contracts must contain provisions for dismissal during the term of the contract for just cause; i.e., immorality, misconduct in office, incompetency, gross insubordination, willful neglect of duty, crimes involving moral turpitude.

Teacher Quality

Performance Evaluations – Section 1012.34, Florida Statutes

- Instructional personnel and school administrator performance is evaluated annually.
- District evaluation systems must be used to determine satisfactory or unsatisfactory performance, but the law does not require districts to adopt a specific set of performance levels for rating personnel.
- Since 1999, the evaluation must be *primarily based* upon the performance of students, as measured by statewide assessments **and by local assessments for subjects and grade levels not tested by state assessments**. “Primarily based” is not defined.
- The remaining evaluation criteria for instructional personnel are based upon the Florida Educator Accomplished Practices and, for school administrators, the Florida Principal Leadership Standards.
- School districts participating in the Race to the Top grant are developing evaluation systems that are at least 50% based upon student performance and include at least four levels of performance. Performance evaluation results must be considered when making personnel decisions.

Teacher Quality

Salary Schedules – Section 1012.22, Florida Statutes

- School districts are required to adopt salary schedules for all district employees.
- Salary schedules for instructional personnel are subject to collective bargaining and the resulting pay structure is largely based upon seniority and advanced degrees.
- Typically, teachers receive nominal increases in pay earlier in their careers, with larger increases occurring as they acquire seniority. Teachers with advanced degrees receive additional annual pay increases.
- A portion of teacher salary must be based upon performance demonstrated on annual appraisals.
- The salary schedule must include differentiated pay which is based upon district-determined factors, including additional responsibilities, school demographics, teacher shortage areas, and level of job performance difficulties.
- Under Race to the Top, districts must provide the greatest increases in salary to teachers who demonstrate effectiveness on annual performance evaluations and implement differentiated pay.