



K – 20 Competitiveness Subcommittee

Wednesday, February 9, 2011

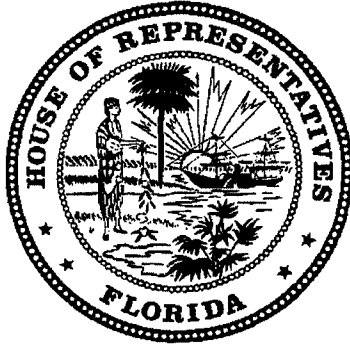
3:00 PM – 6:00 PM

212 Knott – Webster Hall

Meeting Packet

**Dean Cannon
Speaker**

**Erik Fresen
Chair**



AGENDA

K-20 Competitiveness Subcommittee
February 9, 2011
3:00 p.m. – 6:00 p.m.
212 Knott – Webster Hall

- I. Call to order/Roll Call
- II. Opening Remarks
- III. Presentation on Teacher Quality, Michelle Rhee, Founder and Chief Executive Officer of StudentsFirst
- IV. Workshop – Teacher Quality
- V. Closing Remarks and Adjournment



Michelle A. Rhee (born December 25, 1969) is the former chancellor of the District of Columbia Public Schools system of Washington, D.C. In 1997 she founded The New Teacher Project (TNTP), a nonprofit group in New York City, which in ten years has recruited 10,000 teachers in twenty states. She announced her resignation as chancellor on October 13, 2010. Rhee is the founder and CEO of **StudentsFirst**, a 501(c)(4) political advocacy organization which works on education reform issues.

Announcing her move in December 2010, Ms. Rhee said she decided that “what’s really missing is a national organization pushing a national agenda that has the heft to put the pressure on the politicians.”

Ms. Rhee’s three-year tenure as head of Washington’s public schools was marked by rising test scores and the end of a long trend of declining enrollment by families fleeing dismal schools.

She graduated from Cornell University in 1992 with a B.A. degree in government, and earned a M.P.P. degree from the John F. Kennedy School of Government at Harvard University.

Fresh out of college, Ms. Rhee joined **Teach for America, the fast-track teacher training program, landing at Harlem Park Community School in Baltimore.** The public school ranked near the bottom in city reading and math scores, and as a new teacher, Ms. Rhee got a classroom of 35 children achieving the worst and behaving the worst.

The next fall she combined classes with another teacher, and together they taught the same children for two years. By the end of the second year, she said, the class that had been testing in the 13th percentile was on grade level, with some children soaring to the 90th percentile.

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.

Florida teachers are eligible for "professional service contracts" - essentially tenure - after three years. The status gives them special protections from firing that are written into state law. Some parts of the investigation and firing process for Scenario 1, below, differ from district to district. Here's how the process unfolds in Pinellas:

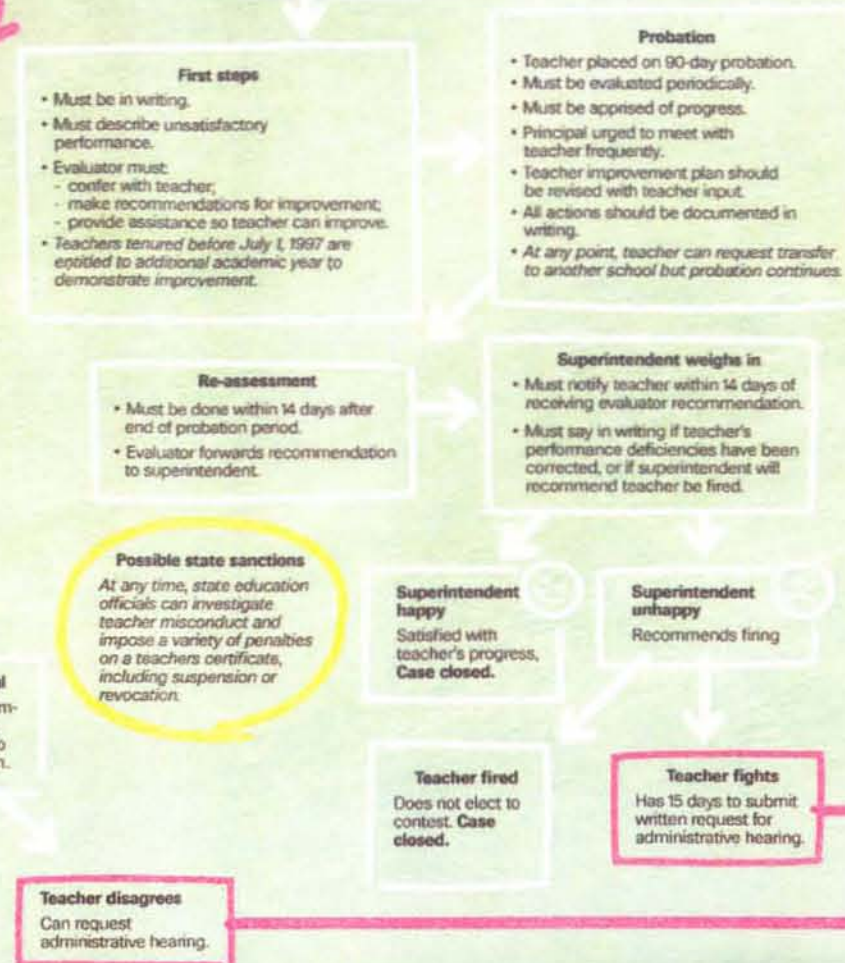
Scenario 1

Teacher subject of complaint about misconduct.
Ex: inappropriate behavior or gross insubordination.



Scenario 2

Teacher gets unsatisfactory evaluation for classroom performance.



Possible state sanctions
At any time, state education officials can investigate teacher misconduct and impose a variety of penalties on a teacher's certificate, including suspension or revocation.



Sources: Pinellas County School District, Florida Department of Education, Florida statutes

RON MATUS, STEVE MAZDOEN | Times