



**Educator Certification**



Florida Department of Education

## Certification Partnership Update

### FASPA Fall 2012

10/26/2012 *Successful Students, Exceptional Educators*

Florida Department of Education Bureau of Educator Certification



## Today's Agenda

- FLDOE Developments
- Certification Developments
- Certification Policy and Processing
- Certification Operations

10/26/2012 *Successful Students, Exceptional Educators* 2

Florida Department of Education
Bureau of Educator Certification

## FLDOE Developments

10/26/2012
Successful Students, Exceptional Educators
3

Florida Department of Education
Bureau of Educator Certification

## State Board of Education New Strategic Plan (2012-2018)

- A Roadmap for Education in Florida
- Vision: *Florida will have an efficient world-class education system that engages and prepares all students to be globally competitive for college and careers.*
- Priorities adopted to align with statutory goals
  - Increase percentage of K-12 students performing at grade level
    - Eliminate Student Achievement Gaps
      - Higher proficiency growth rates for lagging subgroups
  - Increase percentage of effective and highly-effective principals and teachers
  - Reduce number of out-of-field teachers

10/26/2012
Successful Students, Exceptional Educators
4

Florida Department of Education
Bureau of Educator Certification

## SBOE Strategic Plan Data

**1. PreK-12 Students**  
**Performance Indicator**  
 Increase the percentage of students performing at grade level

	Current (2011-12)			2017-18 Goal		
	Reading	Math	Science	Reading	Math	Science
<b>Overall</b>	57%	58%	50%	83%	82%	TBD
American Indian	55%	58%		82%	81%	
Asian	76%	82%		90%	92%	
Black/African American	38%	40%		74%	74%	
Hispanic	53%	55%		81%	80%	
White	69%	68%		88%	86%	
Economically Disadvantaged	46%	48%		78%	78%	
English Language Learners	33%	41%		72%	74%	
Students w/Disabilities	29%	32%		71%	72%	
<b>Overall Performance Gaps</b>				26%	24%	TBD

**2. Teachers and Leaders**  
**Performance Indicator**  
 Number and percentage of classes taught by in-field teachers

	Current (2011-12)	2017-18 Goal
	<b>All Schools</b>	94%
High-Minority	94%	96%
High-Poverty	94%	96%
Classes @ D & F	TBD	TBD
STEM Classes	96%	97%

10/26/2012
*Successful Students, Exceptional Educators*
5

Florida Department of Education
Bureau of Educator Certification

## FLDOE Organization


- Commissioner of Education & Chancellor of Public Schools – Pam Stewart

```

graph TD
    A["Chancellor of Public Schools  
Level 2 - Executive  
48001381"] --- B["Educational Policy Analyst-SES  
Level 4 - Business Operations  
48001427"]
    A --- C["Educational Policy Consultant-DOE  
Level 4 - Business Operations  
48000249"]
    A --- D["Operations & Mgmt Consultant Mgr-SES  
Level 2 - Manager  
48003794"]
    D --- E["K-12 Student Achievement and School Improvement"]
    D --- F["Curriculum, Instruction and Student Services"]
    D --- G["Educator Quality"]
            
```

10/26/2012
*Successful Students, Exceptional Educators*
6

Florida Department of Education Bureau of Educator Certification



## Ed Quality Organization

- Deputy Chancellor, Educator Quality – Kathy Hebda
  - Policy Research & Accountability Coordinator, Juan Copa

```

            graph TD
            EQ[Educator Quality] --- ESDE[Executive Staff Director-DOE  
Level 1 - Executive  
48000718]
            ESDE --- AA[Administrative Assistant III-SES  
Level 4 - Office/Admin Support  
48000330]
            ESDE --- PRAC[Policy Research & Accountability  
Coordinator-DOE  
Level 3 - Manager  
48003449]
            ESDE --- EP[Education Practices Commission]
            ESDE --- BEC[Bureau of Educator Certification]
            ESDE --- OPSS[Office of Professional Practices Services]
            ESDE --- BERDR[Bureau of Educator Recruitment, Development and Retention]
            
```

10/26/2012 Successful Students, Exceptional Educators 7

Florida Department of Education Bureau of Educator Certification




## Ed Quality Organization-BERDR

- Chief, Educator Recruitment, Development, and Retention – Eileen McDaniel
  - Director, Professional Development & Performance Evaluations – John Moore, Ed.D.
  - Director, Educator Preparation Program Approvals – Cheryl Peterson
    - Ed Prep Data & Reporting Specialist – Mindy Fike
  - Director, Recruitment – Ian Barker, Ph.D.
    - Coordinator, Future Educators of America – Allyson Adolphson

10/26/2012 Successful Students, Exceptional Educators 8

Florida Department of Education Bureau of Educator Certification



## Ed Quality Organization-PPS

- Chief, Professional Practices Services – Marian Lambeth
  - Director, Applicant Investigations – Randy Amos
    - Probation Specialists
      - Beth Sistrunk & Delphine Bradham
  - Director, Employee Investigations – Sheree Fletcher
  - Director, Recovery Network Program – Morgan Thompson

10/26/2012 Successful Students, Exceptional Educators 9

Florida Department of Education Bureau of Educator Certification



## Ed Quality Organization-BEC

- Working through leadership transitions
  - Chief – David LaJeunesse
  - Operations & Technology Director – Jodi Wilder
  - Communications & Evaluations Director – Recommendation made 10/17

10/26/2012 Successful Students, Exceptional Educators 10

Florida Department of Education
Bureau of Educator Certification



## Educator Quality Communications Plan

- Key Messaging:  
*FLDOE puts Florida students first by focusing on the development, mentoring, and retention of highly qualified teachers and administrators to serve as facilitators of learning.*

10/26/2012
*Successful Students, Exceptional Educators*
11

Florida Department of Education
Bureau of Educator Certification



## Educator Quality Communications Plan

- Tagline:  
*Successful Students, Exceptional Educators*
- Goals and Objectives:
  - Maintain consistent messaging
  - Ensure timely access by target audience/s

10/26/2012
*Successful Students, Exceptional Educators*
12

Florida Department of Education Bureau of Educator Certification




## RTTT Projects – Great Teachers and Leaders

- Objective:  
Establish the state's expectations for quality instructional practice
  - Florida Educator Accomplished Practices (FEAPs)
  - Florida Principal Leadership Standards (FPLS)
- Strategy:  
Raise standards for entry into the profession

10/26/2012 Successful Students, Exceptional Educators 13

Florida Department of Education Bureau of Educator Certification



## RTTT Projects – Great Teachers and Leaders

- Teacher and Principal Evaluations
  - Roster Verification Tool – SSNs required in semi-annual personnel e-mail updates
  - 2011 Deadline for data extended to November 9<sup>th</sup>
- Performance Pay
  - Interim Chief of Staff – John Newman
- ESEA Waivers
  - FL still required to monitor HQT and report data to USDoe

10/26/2012 Successful Students, Exceptional Educators 14

Florida Department of Education
Bureau of Educator Certification

## RTTT Projects – Great Teachers and Leaders

- Student Growth Implementation Committee (SGIC) – Juan Copa
  - Value-Added Model – based on FCAT Reading and Math
  - District-developed Student Assessments
  - Formative and Interim Assessment Design Implement Committee

10/26/2012
*Successful Students, Exceptional Educators*
15

Florida Department of Education
Bureau of Educator Certification


## RTTT Projects – Great Teachers and Leaders

- Teacher and Leader Preparation Implementation Committee (TLPIC) – Julie Orange
  - Continued Approval for Preparation Programs (ITP, EPI, DACP)
    - Performance Metrics: Placement Rate, Retention, Employer Satisfaction, VAM, Student Performance by Subgroups, Teacher Evaluation System Results, CTSA (bonus)
    - Admission Requirements
    - Field Experience Requirements
    - Uniform Core Curriculum

10/26/2012
*Successful Students, Exceptional Educators*
16



Florida Department of Education Bureau of Educator Certification




## RTTT Projects – Great Teachers and Leaders

- RTTT Mandate:  
“Improve the rigor of teacher certification examinations both content, and cut scores focusing on examinations that include STEM subject content and reading.”

10/26/2012 Successful Students, Exceptional Educators 17

Florida Department of Education Bureau of Educator Certification




## RTTT Projects – Great Teachers and Leaders

- FTCE/FELE
  - Determine appropriate levels of rigor for the “Effective Teacher” as defined by State Board of Education (SBE)-approved Florida Educator Accomplished Practices (FEAPs)
  - Ensure that competencies and skills test knowledge needed for “beginning effective teacher candidate.”
  - Minimum Competence vs. Beginning Effective Teacher Candidate

10/26/2012 Successful Students, Exceptional Educators 18

Florida Department of Education
Bureau of Educator Certification




## Definition of Target Candidate

A beginning effective teacher candidate (BETC) is an examinee who demonstrates sufficient core knowledge of subject matter and instructional strategies to meet effective teacher proficiency expectations for beginning teachers.

This candidate has sufficient understanding of a core of research-based instructional strategies and behaviors so that there is a high probability of having a positive impact on student learning.

10/26/2012
*Successful Students, Exceptional Educators*
19

Florida Department of Education
Bureau of Educator Certification




## Beginning Effective Teacher Candidate (BETC)

A beginning effective teacher candidate can:

- identify high priority research based instructional strategies and behaviors with high effect size (i.e., probability of impact on student learning);
- demonstrate an understanding of the different types of lessons where each type has an appropriate set of instructional strategies and behaviors;
- recognize the core elements of lesson design and planning;
- identify core instructional strategies appropriate to enabling students to achieve academic (content) standards; and
- identify core teacher behaviors that support deliberate practice - individual and collegial career-long continuous improvement behaviors.

10/26/2012
*Successful Students, Exceptional Educators*
20

Florida Department of Education Bureau of Educator Certification



## RTTT Projects – Great Teachers and Leaders

- **FTCE/FELE**
  - Science SAEs (NGSSS)
  - Math SAEs (CCSS)
  - Prekindergarten-Primary PK-3 SAE
    - Subtests model with more content
  - English SAEs (CCSS)
  - General Knowledge Exams
  - Elementary Education K-6 SAE
    - Subtests model with higher level content
  - FELE + Essay Subtest

10/26/2012 Successful Students, Exceptional Educators 21


Florida Department of Education Bureau of Educator Certification



## Certification Developments

10/26/2012 Successful Students, Exceptional Educators 22

Florida Department of Education Bureau of Educator Certification




## BEC Staffing Updates

- Contact Center changes – throughout peak summer period
  - Communications Director resigned – August 2012
  - Communications Supervisors resigned – July & September 2012
  - 5 new agents – (March, August, 2-Sept), plus 1 part-time (April)
  - 3 veterans remain
  - 1 current vacancy
  - “New” Contact Center Supervisor – Jody Bond
  - 2<sup>nd</sup> Contact Center Supervisor – Recommendation made 10/17

10/26/2012 Successful Students, Exceptional Educators 23

Florida Department of Education Bureau of Educator Certification



## BEC Staffing Updates

- Evaluations Units – throughout peak summer period
  - Only 13 Evaluations Specialists; 5 vacancies
  - 1 evaluator position re-assigned to Contact Center

10/26/2012 Successful Students, Exceptional Educators 24

Florida Department of Education
Bureau of Educator Certification




## BEC Staffing Updates

- **Certification Advisory Committees**
  - Certification Policy Board – EQ Deputy, BEC Leadership, Partner Advisory Chair
  - Partnership Advisory Board – District, private, college/university, FASPA designee
  - Alternative Certification Advisory Board – DACP coordinators, EPI coordinators, PTO administrators, NBPTS coordinator, ABCTE coordinator, FACTE designee

10/26/2012
*Successful Students, Exceptional Educators*
25

Florida Department of Education
Bureau of Educator Certification



## District Alternative Certification Program (DACP)

- Interim DACP Coordinator – Jennie Harrison
- Active programs in 37 Districts during 2011-2012
- Retention Averages: 5-year 70.3%; 4-year 74.9%; 3-year 79.1%; 2-year 81.8%; 1-year 87.0%
- Align State model to new FEAPS
  - FEAPs – effective teaching practices based on contemporary research

10/26/2012
*Successful Students, Exceptional Educators*
26

Florida Department of Education Bureau of Educator Certification



## Certification Policy Considerations

- Align Professional Preparation options with FEAPs
- Improve Rigor of Teacher Certification Examinations
- Refine documentation requirements for Foreign Academic Training
- Align Florida School Leaders certification with FPLS
- Align requirements for Renewal and Reinstatement with contemporary expectations
- Adopt greater emphasis on Code of Ethics, Principles of Professional Conduct, and Effective Use of Technology

10/26/2012 Successful Students, Exceptional Educators 27


Florida Department of Education Bureau of Educator Certification



## Certification Policy and Processing

10/26/2012 Successful Students, Exceptional Educators 28

Florida Department of Education Bureau of Educator Certification




## Policy and Processing Topics

1. Highly Qualified Teacher (HQT) Miscellany
2. Auditor General Updates
3. Course Code Directory (CCD)
4. Survey Feedback on SOEs & Letters
5. Reading Endorsement
6. Online Partnership Training (OPT)
7. Jean's Friendly Reminders
8. Upcoming Events

10/26/2012 Successful Students, Exceptional Educators 29

Florida Department of Education Bureau of Educator Certification




## HQT Miscellany

- Continue to Monitor and Report
- Once HQT is established for a core academic subject and documented in employee's file, it remains valid. There is no expiration date.
- Verification from Other States
  - Must verify HQT for the individual, for each core academic subject, by **SAE** or **HOUSSE**
  - General HQT compliance information is not acceptable (e.g., NY)
  - Florida verification form is preferred
  - Other complete documentation is okay (e.g., NC certificates include detailed HQT for each core subject.)

10/26/2012 Successful Students, Exceptional Educators 30

Florida Department of Education
Bureau of Educator Certification




## Auditor General Updates

- General Knowledge met within 1<sup>st</sup> year of employment included in audit
- Does not audit federal requirements
- Districts being audited Fall 2012 (11-12 FY)  
Okaloosa; Santa Rosa; Bay; Washington; Wakulla; Madison; Citrus; Duval; Nassau; Clay; Putnam; Columbia; Suwannee; Seminole; St. Lucie; Indian River; Sumter; Highlands; Hardee; Pinellas; Manatee; Martin; Okeechobee; Palm Beach; Monroe; Broward

10/26/2012
Successful Students, Exceptional Educators
31

Florida Department of Education
Bureau of Educator Certification




## Course Code Directory (CCD)

- General CCD Questions
  - Office of Articulation
  - Trinity Colson, CCD Manager
- General Certification Questions
  - Veronica White
  - David LaJeunesse
- ESE Questions
  - Bureau of Exceptional Education & Student Services (BEESS)
  - Cathy Bishop & Patricia Howell
- ESOL Questions
  - Student Achievement through Language Acquisition (SALA) Office
  - Pat Faircloth
- Career and Technical Education (CTE) Questions
  - Career & Adult Education office
  - Eric Owens
- E-mail Addresses: [firstname.lastname@fldoe.org](mailto:firstname.lastname@fldoe.org)

10/26/2012
Successful Students, Exceptional Educators
32



Florida Department of Education Bureau of Educator Certification




## Survey Feedback on SOEs & Letters

- General Knowledge Timeline
- Foreign Credential Documentation
- Professional Preparation
- Please share your thoughts, suggestions and draft text with Veronica!

10/26/2012 Successful Students, Exceptional Educators 33

Florida Department of Education Bureau of Educator Certification




## Reading Endorsement and Florida State-Approved Programs (FSAP)

### FSAP for Reading Endorsement

- Official transcript includes statement confirming completion of a Reading Endorsement Program
- Satisfies all competencies for addition of endorsement to a valid certificate by BEC

10/26/2012 Successful Students, Exceptional Educators 34

Florida Department of Education Bureau of Educator Certification




## Reading Endorsement and Florida State-Approved Programs (FSAP)

FSAP for other subjects

- May satisfy some Reading Endorsement competencies to apply to a *district* Reading Endorsement inservice add-on program
- Determined by:
  1. Program Completion Date, and
  2. Program Type

10/26/2012 Successful Students, Exceptional Educators 35

Florida Department of Education Bureau of Educator Certification




## Reading Endorsement and Florida State-Approved Programs (FSAP)

1. Program Completion Date
  - Prior to July 1, 2006 = **No**
  - July 1, 2006 – June 30, 2010 = **Maybe**
  - July 1, 2010 or later = **Yes**

10/26/2012 Successful Students, Exceptional Educators 36

Florida Department of Education Bureau of Educator Certification




## Reading Endorsement and Florida State-Approved Programs (FSAP)

### 2. Program Type

- **All** Reading Endorsement competencies *except the Practicum* for:
  - Elementary Education K-6
  - Exceptional Student Education
  - Prekindergarten-Primary Education
- Reading Endorsement Competencies **1 & 2** for:
  - Middle Grades Subjects
  - Secondary Subjects
  - K-12 Subjects

10/26/2012 Successful Students, Exceptional Educators 37

Florida Department of Education Bureau of Educator Certification




## Reading Endorsement and Florida State-Approved Programs (FSAP)

One of the following documents is needed to determine if a program completed between July 1, 2006 – June 30, 2010 (the **maybe** group) included Reading Endorsement competencies:

- A verification letter from the institution's college of education, or
- A statement on the official transcript identifying the competencies completed within the FSAP


10/26/2012 Successful Students, Exceptional Educators 38


Bureau of Educator Certification

## Reading Endorsement and Florida State-Approved Programs (FSAP)

Old Competency Numbers	New Competency Numbers
1. Language & Cognition	1. Language & Cognition
2. Research-Based Practices	2. Research-Based Practices
3. Assessments	3. Assessments
<span style="font-size: 2em;">{</span>	4. Foundations of Differentiation & Differentiated Instruction
	5. Differentiated Instruction
6. Practicum	5. Practicum

10/26/2012
Successful Students, Exceptional Educators
39



Bureau of Educator Certification

## Online Partnership Training (OPT)

- We have not forgotten!
- High Priority for 2012-2013
- Supplement to district OJT
- For new and not-so-new staff
- Thank you for your patience and feedback.

10/26/2012
Successful Students, Exceptional Educators
40

Florida Department of Education Bureau of Educator Certification



## Online Partnership Training (OPT)

- Posted to Resources Section of BEC-PASS
- Requires access to BEC-PASS
- Includes Companion Materials
  - Handout for each module for user notes
  - Partnership Manual
  - Subject Specialization Implementation Guides


10/26/2012 Successful Students, Exceptional Educators 41

Florida Department of Education Bureau of Educator Certification



## Online Partnership Training (OPT)

Welcome to the State of Florida  
Bureau of Educator Certification  
Partnership Access & Services System



District 00

Applicant Info Forms Renewals

Districts Additions/Reprints Recruitment Tool

Resources Emp. Screening

[PASS Procedures for External Users](#) [User Agreement Form](#) [Signature Response Authorization Form](#)

[Change your assigned](#)

10/26/2012 Successful Students, Exceptional Educators 42

Florida Department of Education Bureau of Educator Certification

## Online Partnership Training (OPT)

District ID#: 00 EDUCATOR CERTIFICATION

(Example: Filename \*)

File Search Search Close All

- Forms
- Newsletters
- TrainingMaterials
  - BEC-PASS
  - OnlineApplication
  - PartnershipTraining
  - Manuals
  - SubjectSpecializationGuidance
  - TrainingModules
- UserDocuments

10/26/2012 Successful Students, Exceptional Educators 43


Florida Department of Education Bureau of Educator Certification

## Jean's *Friendly* Reminders

- If BEC-PASS document on Corr/Browse screen is **bolded**, it is awaiting review.
- Send Highly Qualified & In-Field/Out-of-Field questions to Veronica
- Please be sure that the CT-125 School Principal Program Completion form is filled out completely before submitting it to BEC.
- District Reprints: One reprint per certificate issued by district within 90 days of issuance. Correct Profile Screen; then reprint. No need to contact BEC. 😊

10/26/2012 Successful Students, Exceptional Educators 44

Florida Department of Education Bureau of Educator Certification



## Upcoming Events

- Charter School Conference
  - *Certification 101* Session
  - Orlando, Thursday, November 15<sup>th</sup>, 3:15-4:15
  - <http://www.charterschoolconference.com/2012/index.php>
- College/University/Private School Training
  - *Introduction to Certification*
  - One-Day Workshop
  - Spring 2013

10/26/2012 Successful Students, Exceptional Educators 45

Florida Department of Education Bureau of Educator Certification



## Certification Operations

10/26/2012 Successful Students, Exceptional Educators 46

Florida Department of Education
Bureau of Educator Certification

## Partnership Survey Topics – S

- All but 3 Districts responded
- Extended invitation to private organizations this year
- BEC is proud of high ratings for:
  - courteous, professional staff (98.9%);
  - providing help when needed (98.72%);
  - timely communication responses (97.8%);
  - overall communications satisfaction (97.8%);
  - thorough communication responses (97.59%);
  - accessibility for contacts (97.22%);
  - Overall satisfaction (96.70%); and,
  - Overall satisfaction with BEC PASS (95.43%).

10/26/2012
Successful Students, Exceptional Educators
47

Florida Department of Education
Bureau of Educator Certification

## Partnership Survey Topics – W


BEC needs to work on:

- Simplifying Application instructions (86.42%)
  - Especially Online
- Timely evaluation processing (88.70%)
- Timely deficiency notification (90.30%)
  - Especially foreign academic training
- Clarity of SOE explanations (90.37%)
  - Especially professional preparation
- Timely documentation intake (90.37%)

10/26/2012
Successful Students, Exceptional Educators
48



Florida Department of EducationBureau of Educator Certification




## Partnership Survey Topics – O

Encouragement for exciting innovations!

- Expand electronic transcripts (95.23%)
- Expand electronic forms/materials distribution (95.19%)
- E-notifications, expand payment options, sharing scanned transcripts, expand document viewing
- Electronic forms from private schools and for EPI verifications

10/26/2012*Successful Students, Exceptional Educators*49

Florida Department of EducationBureau of Educator Certification




## BEC Improvements

Recently implemented following requests:

- Renewal method code descriptions
- CT form titles in E-Forms selection
- Corr-Browse visited link changes color
- Improving page load in Online Application

10/26/2012*Successful Students, Exceptional Educators*50

Florida Department of Education Bureau of Educator Certification




## Newsletter Items

**BEC-PASS Resources**

- Forms – BEC applications, District applications, Application sections, Verifications
- Newsletters – 2010, 2011, 2012
- Training Materials – BEC-PASS, Online Application, Partnership Training
- User Documents – Procedures, User Agreements, Web Viewing Instructions
  - Considering access to Resources for private and charter school organizations?


10/26/2012 Successful Students, Exceptional Educators 51

Florida Department of Education Bureau of Educator Certification



## BEC-PASS Resources

Welcome to the State of Florida  
Bureau of Educator Certification  
Partnership Access & Services System



District 00


<a href="#">Applicant Info</a>	<a href="#">Forms</a>	<a href="#">Renewals</a>
<a href="#">Districts</a>	<a href="#">Additions/Reprints</a>	<a href="#">Recruitment Tool</a>
	<a href="#">Resources</a>	
		<a href="#">Emp. Screening</a>

[PASS Procedures for External Users](#)   
 [User Agreement Form](#)   
 [Signature Resource Authorization Form](#)

[Change your account](#)

10/26/2012 Successful Students, Exceptional Educators 52

Florida Department of Education
Bureau of Educator Certification




## Newsletter Items

- BEC-PASS.fldoe.org (February 2012)
- Proactive BEC work (March 2012)
- FBI/FDLE changes (March/April 2012)
  - Proposed transition timeline to only Livescan
    - Jun 2014 – Current Statewide AFAPS contract ends
    - Spring 2014 – BEC terminates FP Card processing
    - Fall 2013 – School Districts initiate local Livescan option
    - Fall 2012 – Official Communication to stakeholders

10/26/2012
Successful Students, Exceptional Educators
53

Florida Department of Education
Bureau of Educator Certification



## Questions?

## Thank you!

10/26/2012
Successful Students, Exceptional Educators
54