



Talent Acquisition and Operations, Instructional

# Public Rule Development Workshop 4/16/19

## Revision of Policy 4003.4

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# Overview

- SB Policy 4003.4 identifies alternative ways for a teacher to be considered “in-field” for a subject area they are assigned to teach by demonstrating subject area expertise.
- The **objective** of the review is to update the policy to recognize experience and/or training that teachers have in the subject area they are assigned to teach
- A work group was formed that included relevant stakeholders: Office of Academics, teachers and principals
- The **role** of the work group was to identify and review the current policy and to recommend updated language based on their area of expertise



# Changes to Rubric Based on 4/2/19 Input

## Experience in the subject area

- Mandatory requirement
- Content area specialists will be consistent across all areas in determining appropriate documentation required to substantiate successful teaching in the content area

## Gifted

- Mandatory: Completion of two endorsement courses, creating and implementing an Interdisciplinary Unit, and documenting how to increase the underrepresented population of gifted students
- Peer review conducted by Gifted District Coordinator using Gifted Look Fors

## Approval

- Principal's signature will only be for acknowledgment
- Director/Content Area Specialist will approve



# Plan for Implementation

Priority being given to ESE ACCESS teachers due to recent change in requirement by FLDOE

Other out-of-field teachers aware of mandated training prior to acceptance of teaching assignment – will work with content area experts to determine which teachers could qualify using new plan

## Proposed Timeline

4/5/19	ESE ACCESS teachers out-of-field notified of proposed plan. The 4/30 deadline date to clear their “issue” has been extended to allow additional time for collection of artifacts
5/7/19	Recommendation presented at School Board Meeting for approval
5/8/19	If approved, ESE teachers may submit documentation for review
5/17/19	Last day for ESE teachers to submit documentation
5/8 – 5/31/19	Content area experts review documentation
6/4/19	ESE teachers notified of status



# Governing State Board Rules & Florida Statute

- **SBER 6A-1.0503 Definition of Qualified Instructional Personnel (1)(c) Out of field**
  - A teacher is considered out-of-field if:
    - Assigned to teach a course for which the teacher does not have a valid certificate in the appropriate area (i.e. certified in social studies but teaching math).
    - Assigned a student characteristic for which the teacher does not hold appropriate certification (i.e. ESOL, ASD, gifted, etc.).
    - Unable to qualify per current Infield Designation Policy 4003.4
- **F.S. 1012.42: Teacher Teaching Out-of-field**
  - grants the board's authority to establish alternate methods for a teacher to be considered "in-field"
  - a designation of "infield" will not result in the subject area being added to the certificate



## Current SBBC Policy 4003.4

### SBBC Policy 4003.4

#### *Infield Designation for Instructional Personnel Assigned Outside their Certification Subject Area*

A teacher may be considered infield if they hold a valid Florida Educator's Certificate and demonstrate subject area expertise by:

- Passing a Florida Teacher Subject Area Exam in the out-of-field subject area
- Having a conferred minor degree of study in the out-of-field subject area



# Out of Field Data (634 teachers)

**Required Certification Needed** – does not necessarily mean that they are still assigned the out of field area

Certification Required	# of Teachers out-of-field	Certified Required	# of Teachers out-of-field
American Sign Language	1	Math (Middle & High)	17
Art	2	Media Specialist	0
Computer Science	0	Music	2
Dance	0	Physical Education & Health	2
Drama	0	Pre-kindergarten/Primary (Age 3 - Grade 3)	18
Driver's Education	0	Preschool Education (birth - age 4)	0
Educ Media Specialist	7	Reading	47
Elementary Education	201	Science - All areas	38
English (Middle & High)	31	School Psychologist	0
Exceptional Student Education	10	School Social Worker	0
ESE - Autism Spectrum Disorder (ASD)	24	Social Science	9
ESE Orientation & Mobility	2	Visually Impaired	0
Gifted	221	World Language	2
Guidance & Counseling	0		
Hearing Impaired	0		

- Listed above are the Florida certification subject areas and the number of teachers currently out of field in each area.
- The certification area listed may not reflect the teaching assignment.
  - Elementary Education, with ESE, is now required for all teachers assigned ESE core ACCESS courses. The Elementary Education number includes 183 ESE Access teachers.
- The highlighted certification areas are being recommended to be included in the Policy Revision for Infield Designation.



# Policy 4003.4: INFIELD DESIGNATION FOR INSTRUCTIONAL PERSONNEL ASSIGNED OUTSIDE THEIR CERTIFICATION SUBJECT AREA

Update	Rationale
<p>Add The instructional employee shall hold a valid Florida Educator's Certificate and have an Infield Designation Rubric documented on file in the subject area they are assigned to teach.</p>	<ul style="list-style-type: none"> <li>Recognizes a teachers related work experience and/or professional development/college coursework they have in the subject area they are assigned</li> <li>Recommended by The Bureau of Educator Certification at Florida Department of Education</li> </ul>
<p>Add The instructional employee shall hold a valid Florida Educator's Certificate and have a High, Objective, Uniform, State Standard of Evaluation (HOUSSE) form documented on file in the subject area they are assigned to teach.</p>	<ul style="list-style-type: none"> <li>Recommended by The Bureau of Educator Certification at Florida Department of Education</li> </ul>
<p>Add Infield Designation cannot be used for the following subject/endorsement areas: Athletic Coaching, Autism Spectrum Disorder, Driver Education, ESOL, Orientation and Mobility, Prekindergarten Handicapped, Profoundly Handicapped, Reading, School Psychologist, School Social Worker, and Speech-Language Impaired.</p>	<ul style="list-style-type: none"> <li>Content area experts and the State recommended that these areas not be included</li> </ul>





# Infield Designation Rubric

- 100 points must be obtained and documented

INFIELD SUBJECT COMPETENCY CRITERIA	COMPETENCY CRITERIA DESCRIPTIONS	POINTS AWARDED
<p><b>(Mandatory)</b></p> <p><b>Experience in the subject area</b></p>	<p>Successful teaching or occupational/agency experience in the subject within the last 8 years as evidenced by documentation that shows mastery in the content area.</p> <p>10 points per school year 50 points maximum</p>	
<p><b>(Mandatory)</b></p> <p><b>Classroom observation and performance evaluation in the subject</b></p>	<p>Classroom observation evaluation available at the time of completion of this form in the subject, conducted by the supervisor within the past year, using a state-approved performance assessment system.</p> <p>An effective (or equivalent) evaluation equals 40 points A highly effective (or equivalent) evaluation equals 50 points</p>	
<p><b>Approved professional development in the subject</b></p>	<p>Professional development/PLCs in the designated content area through a Florida Master Inservice Program:</p> <p>60 inservice points = 20 rubric points 80 rubric points maximum</p>	
<p><b>College level courses in the subject/education</b></p>	<p>College level course(s) in the subject area/education.</p> <p>3 semester hours equals 20 points 60 points maximum</p>	
<p><b>FOR WORLD LANGUAGES ONLY:</b></p>	<p>Must have passed the district's approved World Languages Proficiency Screener in the applicable language (if one is available) with a passing proficiency score. If no screener available, cannot use Infield Designation.</p>	<p>N/A</p>



# Infield Designation Rubric for Gifted

## Infield Status Rubric for Gifted

Per Board Policy 4003.4 – Authority: F.S. 1012.42

Competency Criteria Descriptions	Points Awarded
Teachers must hold a valid Professional or Temporary Certificate in the subject area being taught and document 100 points as calculated below.	
<b>Mandatory: Successful completion of the Nature and Needs of the Gifted Endorsement Course</b>	
3 semester hours equals 20 points	
<b>Mandatory: One additional Gifted Endorsement Course from the following list:</b>	
<ul style="list-style-type: none"> <li>-Theory and Development of Creativity</li> <li>-Curriculum Development for the Gifted</li> <li>-Special Populations of the Gifted</li> <li>-Guidance and Counseling of the Gifted</li> </ul>	
Each course is equal to 3 semester hours and 20 points	
<b>Mandatory: Create and Implement an Interdisciplinary Unit.</b> Scoring a minimum of 80% on the attached rubric. Rubric will be scored by a District Gifted Coordinator and observation of the implementation of the unit will be conducted by a District Gifted Coordinator.	
15 points for each Interdisciplinary Unit created and implemented. 45 points maximum	
*Not applicable if the teacher successfully completed the endorsement course titled "Curriculum Development for the Gifted"	
<b>Mandatory: Create and Implement a Plan to Increase the Underrepresented Populations of Gifted Students.</b> Using the districts current Plan B plan to increase Low SES and ESL populations in gifted, identify a plan at your school that would include the following:	
<ul style="list-style-type: none"> <li>-Identification of possible students to screen</li> <li>-Screening process</li> <li>-Professional development workshops offered to promote a better understanding of the characteristics of gifted students from underrepresented groups.</li> <li>-Parental Involvement</li> </ul>	
Plan and implementation will be approved by a District Gifted Coordinator.	
30 points	
<b>Successful teaching experience in a core content subject (Math, Science, Social Studies, Language Arts/Reading) within the last 5 years.</b> Teaching experience must have been earned as a full-time teacher in an Advanced or Honors Course. (i.e., Honors, Advanced, Advanced Placement, Dual Enrollment, International Baccalaureate, GEM, GEARS, Gifted Self-Contained or Gifted/High Achievers class)	
10 points per school year. Maximum of 50 points	
<b>Approved Professional Development. Must have been completed within the past five years.</b>	
Each approved professional development course is worth 5 points each. Maximum of 30 points	

<b>Student achievement learning gains based on the FSA or EOC.</b> Minimum of 90% of the student group makes gains. Gains are totaled for the most recent three years of teaching.	
15 points per school year where learning gains were made. Maximum of 45 points	
<b>Peer Review.</b> Conducted by a Gifted District Coordinator within the past year using the approved Gifted Look Fors. Observation must take place in an Advanced or Honors Course. (i.e., Honors, Advanced, Advanced Placement, Dual Enrollment, International Baccalaureate, GEM, GEARS, Gifted Self-Contained or Gifted/High Achievers class)	
Maximum of 30 points	
<b>Attendance at any Gifted Conference/Convention listed below:</b>	
<ul style="list-style-type: none"> <li>-National Association for Gifted Children (NAGC)</li> <li>-Florida Association for Gifted Children (FLAG)</li> <li>-Social Emotional Needs of Gifted (SENG)</li> <li>-International Gifted Conference</li> <li>-South Florida Gifted and Talented Symposium</li> </ul>	
10 points for each conference attended (proof of registration and attendance is required)	
Maximum of 30 points	
<b>Scoring 80% or above on the Gifted Post Test</b>	
20 points	

**Documentation for each competency criteria must be attached and the completed packet sent to the Innovative Learning Department for final processing.**

\_\_\_\_\_  
**Approved by Director/District Gifted Coordinator**

\_\_\_\_\_  
**Principal Acknowledgement**

End of document ■



# What Infield Designation Would Look Like for an ESE Teacher Assigned ACCESS Courses

Scenario I	Current Options for Compliance	Using Proposed Alternative Path—Obtain a Minimum of 100 Points on Infield Designation Rubric
<p>Teacher ESE Specialized VE assigned core ACCESS courses since 2011:</p> <ul style="list-style-type: none"> <li>ACCESS English</li> <li>ACCESS Geometry</li> <li>ACCESS Biology</li> <li>ACCESS US History</li> </ul> <p>Teacher has a bachelor's degree in Varying Exceptionalities and holds a professional certificate in ESE.</p> <p>Per recent changes to the Florida Course Code Directory is out-of-field for Elementary; or English, Math, Biology and Social Science.</p>	<p>Pass the subject area exam in Elementary; or</p> <p>Pass the subject area exams in English, Math, Biology and Social Science; or</p> <p>Complete six semester hours of college coursework every year until passes the subject area exam in Elementary</p>	<p>Teacher has submitted evidence to substantiate successful teaching experience in the content area since 2011 (50 points)</p> <p>Teacher received an overall Effective (40 points)</p> <p>Teacher completed 60 inservice points in the content area (20 points)</p>



# What Infield Designation Would Look Like for a Science Teacher Out-of-Field for Physics

Scenario 2	Current Options for Compliance	Using Proposed Alternative Path—Obtain a Minimum of 100 Points on Infield Designation Rubric
<p>Teacher Science High assigned to teach Environmental Science, AP Chemistry and recently assigned one period of Physics.</p> <p>Teacher is certified in Biology and Chemistry and is out-of-field for Physics.</p> <p>Teacher has 9 semester hours of college coursework in the area of Physics and has successfully taught Physics at Broward College for two years.</p>	<p>Pass the subject area exam in Physics; or</p> <p>Complete six semester hours of college coursework every year until passes the subject area exam in Physics</p>	<p>Teacher has submitted evidence to substantiate successful teaching experience in the content area: Broward College four (4) years and one (1) full year of teaching at Piper HS (50 points)</p> <p>Teacher will receive an Effective evaluation (40 points)</p> <p>Teacher completed nine semester hours of Physics coursework (60 points)</p>



# What Infield Designation Would Look Like for a Teacher Out-of-Field for Gifted

Scenario 3	Current Options for Compliance	Using Proposed Alternative Path—Obtain a Minimum of 100 Points on Infield Designation Rubric
<p>Teacher Language Arts Middle assigned to teach MG Language Arts and International Baccalaureate Language and Literature courses since the 2017-18 school year.</p> <p>Teacher is certified in English, is in her 2<sup>nd</sup> year of being out-of-field for Gifted and has currently taken three gifted endorsement courses.</p>	<p>Complete two additional Gifted endorsement courses, submit an application and \$75 fee to have the area added to the certificate.</p>	<p>Teacher completed Nature and Needs for Teaching Gifted (20 points)</p> <p>Teacher completed two additional Gifted endorsement courses (40 points)</p> <p>Teacher has submitted evidence to substantiate successful teaching experience in an IB course for the last two years (20 points)</p> <p>Classroom observation and Performance Evaluation conducted by the principal resulted in an Innovating/Exemplary Score on the Observation (15 points)</p> <p>Teacher completed an approved professional development course approved by the Innovative Learning Department (5 points)</p>



# Timeline

April 2<sup>nd</sup>  
Workshop



April 16  
Public Rule  
Development  
Workshop

May 7  
Final  
Adoption  
School Board  
Meeting

May 8  
Implement  
Infield Policy  
for 2018-19  
School year



# Questions?

- THANK YOU



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