

Executive Summary G-6 February 4, 2020

State Board of Education Rule (SBER) 6A-1.0503 Definition of Qualified Instructional Personnel requires newly out-of-field teachers to be approved by the School Board. Teachers on the attached lists have been identified as out-of-field. The following reasons are why a teacher would be recommended to be out-of-field:

- 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.).

The Florida Course Code Directory outlines the appropriate certification areas for all courses, as well as directives on appropriate certification needed based on specific student characteristics. Using this information, the District programmatically identifies out-of-field teachers with the exception of teachers providing services to gifted students. Schools must meet the requirements for delivery of gifted services outlined in the *Gifted Procedural Guide* and submit a list of their teachers providing gifted services to the Innovative Learning Department for vetting. Innovative Learning then provides the names of teachers that do not hold the gifted endorsement to Talent Acquisition & Operations - Instructional.

Out-of-field teachers are mandated to complete training each year until appropriately certified. The requirements and timelines are outlined in State Board of Education Rule (SBER) 6A-1.0503 and per the Multicultural Education, Training, Advocacy, Inc. (META). If a teacher fails to complete the mandated training each year, the teacher can no longer teach the out-of-field area and can never be out-of-field again. Listed below are options for training compliance:

- *Out of field for ESOL*
 - Complete district inservice or college coursework until all five courses are completed, at which time the endorsement must be added to the certificate. A teacher has six years to complete requirements (per META timeline); or,
 - Pass the ESOL Subject Area Exam and, within three years, complete two college/in-service courses.
- *Out-of-field for Reading & Gifted*
 - Complete district inservice or college coursework until all five courses are completed, at which time the endorsement must be added to the certificate. A teacher has three years to complete requirements. Or, for Gifted only, may utilize the district's Infield Designation Board Policy.
- *Out-of-field for all other areas*
 - Take at least six semester hours of college coursework towards certification each year; or
 - Pass the Florida Subject Area Exam, if available; or
 - Utilize the district's Infield Designation Board Policy (not applicable for all areas) – requires completion of an Infield Rubric, lesson plans and utilization of appropriate college coursework and/or inservice.

The out-of-field teachers have been advised of the need for state-mandated training and have been provided information on completing requirements. Talent Acquisition & Operations provides a minimum of four notices per year, webinars and on-site school visits for teachers that prefer to meet one-on-one with staff members to help teachers understand the requirements. Professional development for ESOL, Gifted, and Reading is provided by the district. In addition, the Collective Bargaining Agreement between the BTU and SBBC, Article 23(D), allows teachers to be reimbursed for passing a Florida Teacher Certification Exam and/or for completing required courses that result in adding a subject area to their certificate. Teachers that do not comply with training will not be able to continue in the out-of-field assignment.

A total of 242 teachers have been identified as out-of-field. The previous year (February 2019), 383 teachers were identified as out-of-field. Below are some of the reasons teachers have been placed out-of-field:

1. The Florida Course Code Directory updated the requirements for teachers assigned ESE core (math, English, science, social sciences, etc.) access courses. These teachers are now required to hold certification in ESE and in the core subject area they are assigned, or ESE and elementary education. (i.e. a teacher assigned access English I must be certified in ESE and English or ESE and Elementary). Their names are listed in the elementary section

2. Teachers are certified in a related area but not in the specific area they are assigned to teach. For example: certified in middle grades English 5-9 and out-of-field for English 6-12; certified in chemistry and out-of-field for physics or biology.
3. Teachers assigned the primary English/language arts/reading class (this includes ESE and elementary teachers) to limited English proficient students are required to have the ESOL endorsement on their certificate as per the META Consent Decree.
4. There are 63 newly identified teachers being recommended out-of-field for gifted. Schools that have assigned teachers to provide instruction to gifted students must select a gifted certified teacher or a teacher that agrees to complete the gifted courses. The principal designates a qualified teacher as the Local Education Agency (LEA) representative. The LEA must have a working knowledge of the Policies and Procedures for the Provision of Specially Designed Instruction and Related Services for Exceptional Students. The Innovative Learning Department provides meetings and trainings pertaining to gifted education to identified individuals. Additionally, teacher competencies for working successfully with gifted students are correlated with the state-approved professional development programs and the courses in rule 6A4.01791, F.A.C. This rule establishes requirements for a teacher of the gifted to align with the content of the course and requires completion of five courses for a total of 15 semester hours. The teacher must complete at least two courses each year to remain in compliance and be eligible to continue to provide services to gifted students; or they may opt to complete the requirements for Infield Designation. If the teacher fails to complete at least two courses or complete Infield Designation, the teacher can no longer provide gifted services. Professional development training is available at no cost to teachers via the district's inservice training program for obtaining the gifted endorsement.
5. There are not enough courses being offered to hire a full-time teacher; therefore, the periods are covered by a teacher on staff that does not hold the appropriate certification.
6. Colleges of Education have shown a 35% decrease in enrollment. This, coupled with a decrease in the number of education-trained candidates applying to be educators, has profoundly impacted the number of certified teachers available to teach all subject areas. The shortage has required principals to assign teachers' out-of-field to ensure that all classrooms are covered by a certified teacher.

SUBJECTS OUT-OF-FIELD COMPARED TO PREVIOUS YEAR

Subject	February 2020 - # of Teachers	February 2019 - # of Teachers
Art	3	0
Drama	1	0
Educational Media Specialist	3	1
Elementary	41	63
English	12	17
ESE	15	23
ESOL	106	220
Gifted	62	26
Health	1	3
Mathematics	11	14
Music	1	0
Prekindergarten Primary	7	6
Reading	8	13
Science	11	25
Social Science	3	8