



**School Relevancy Workgroup
of the Education, Truancy, Dropout & Literacy Subcommittee
1/28/08**

This packet contains handouts that were distributed at the School Relevancy Workgroup of the Education, Truancy, Dropout & Literacy Subcommittee meeting on January 28, 2008 and includes the following items:

- DCPS press kit handout
- DCPS Recruitment Plan 2008

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Duval County Public Schools

*Inspiring
dreams that
influence
tomorrow*



Thank you for your interest in Duval County Public Schools!

Within our district, there are more than 160 schools (106 elementary, 28 middle and 17 high schools). In addition, there are five alternative schools, two academies of technology and three exceptional education schools. To effectively manage all of the schools within our district, the district is divided into four clusters with a cluster chief heading up each one. Clusters 1 and 2 divide the K - 8 schools. Cluster 3 includes all the high schools, and Cluster 4 includes the Superintendent's Standard Bearer and Accelerated schools. We serve approximately 130,000 students who represent a diverse population.

On any given day, there are many wonderful things happening in schools throughout Duval County. In an effort to provide a glimpse into the many exciting educational activities that enhance student and parent involvement, each of Duval County schools has a presence on our web site. Please utilize our web site to learn all you can about our excellent schools. www.dreamsbeginhere.org

If you have any questions, let us know. It's an exciting time for Duval County Public Schools, and we invite you to join us on our journey.

W.E. Pratt-Dannals
SUPERINTENDENT

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Duval County Public Schools

To Apply Online:
www.dreamsbeginhere.org



On the right side of the screen under
“quick links” choose Apply For a Job



Click on “New User”
*You will be prompted to set up a password
so you can access your application in the future*



Once you have submitted your completed
online application please send official
college transcripts to:

**Duval County Public Schools
1701 Prudential Drive
Jacksonville, Florida 32207
Attention: Applications**

If you have any questions feel free to contact
April Bowers at 390-2840 or via email at
bowersa2@dreamsbeginhere.org

2007-2008 TEACHER PAY SCALE

196 days/7.33 Hours Daily

PS GROUP	01	02	03	04
PS LEVEL	BACHELORS	MASTERS	SPECIALIST	DOCTORS
	ANNUAL	ANNUAL	ANNUAL	ANNUAL
1	37,000	38,000	39,000	40,000
2	37,239	38,249	39,548	40,961
3	37,579	38,593	40,055	41,489
4	37,902	39,074	40,518	41,972
5	38,284	39,541	40,946	42,419
6	38,693	40,085	41,319	42,793
7	39,078	40,455	41,730	43,177
8	39,505	40,771	42,214	43,663
9	40,196	41,358	42,804	44,288
10	40,721	41,972	43,446	44,876
11	41,260	42,598	44,042	45,974
12	41,958	43,300	44,865	46,919
13	42,961	44,115	45,618	47,919
14	43,540	44,744	47,058	48,858
15	44,117	45,349	48,132	49,584
16	44,983	46,316	48,991	50,436
17	45,831	46,941	49,659	51,111
18	46,486	47,459	50,156	51,511
19	48,290	50,454	52,415	53,746
20	50,648	53,617	55,101	56,926
21	53,437	56,584	58,160	60,093
22	55,515	58,537	59,991	62,047
23	57,052	59,996	61,342	63,354
95	64,301	67,449	68,888	70,891

- Competitive Salary – Accepts up to Twenty-three Years of Teaching Experience.
- Placement shall be in accordance with Teacher salary Schedule Definitions and Placement Procedures:
- Level movement – A teacher who worked one day more than half the previous school year in his/her position shall advance one level on the 2007/2008 teacher salary schedule.
- Annual Hours 1436.68 Step Movement

Salary schedule effective July 1, 2007



Duval County Public Schools

EMPLOYEE BENEFITS

Duval County Public Schools provides the following benefits free to all full-time, salaried employees: Plan Year (October 1, 2007 through September 30, 2008).

- \$10,000 Group Term Basic Life insurance
- DCPS Board Paid Employee-Only Medical for the Select and Select Plus plans only. The same contribution amount is paid towards Employee Only Medical for the Premier plan.
- \$250 Flex Basic Dollars to off-set the cost of voluntary benefit selections, excluding life insurance.
- \$500 or more contribution to a Medical Expense Flexible Spending Account (MFSA). This \$500 (or \$597) contribution (employee only coverage) and \$800 (or \$897) (dependent/family unit coverage) is designed to be utilized towards the annual deductible and any other medically necessary, out-of-pocket expenses not covered by your insurance or other Plan

EMPLOYEE PAID BENEFITS

- Dental Care - Delta Dental offers two choices for dental coverage: Benefit web site: www.deltadentalins.com
 - Delta Care USA Option (Prepaid) and • Delta Dental PPO Option
- Vision Plan: Comp Benefits' Vision Care Plan offers a network of eye doctors in Duval and surrounding counties who provide your eye care needs at affordable prices. Visit the Comp Benefits Web site at www.compbenefits.com/custom/duval.
- Retirement: Provides for retirement, disability, dependency benefits and other coverage for individual employees. For additional Retirement Information please visit www.myFRS.com

OTHER EMPLOYEE BENEFITS

- Duty Free Lunch: All instructional personnel are provided at least a half-hour duty free lunch.
- Paid Holidays: Provides for full payment of holidays throughout the year.
- Sick and Personal Leave: Each employee is provided ten (10) sick leave days per year, which are cumulative.
- Sick Leave Pool: Participating employees can share sick leave days in case of catastrophic illness.
- Direct Bank Deposit: Paychecks are deposited to a bank of your choice.
- Tax Shelter Annuities: Employees may enroll in tax shelter annuities. Note: For a complete listing of all benefits please visit our website at: www.dreamsbeginhere.org

FLORIDA TEACHER CERTIFICATION REQUIREMENTS

Certification in Florida is a three-step process that culminates in a Professional Teaching Certificate. Listed below are these steps/requirements.

STEP 1: Obtaining Eligibility for Certification

- Hold a bachelor's or higher degree from an approved college or university.
- Meet specialization (subject content) requirements in a subject in which Florida offers certification by one of the approved options. Options: www.fldoe.org/edcert.
- Have a 2.5 grade point average on a 4.0 scale.
- Submit application/\$56.00 fee for each subject requested for state evaluation.

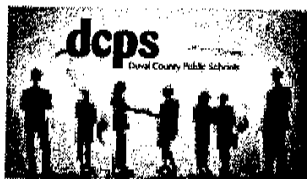
NOTE: The evaluation, known as a "Statement of Status of Eligibility," will be valid for three years for all applications received after 6/30/03. All subject matter requirements must be satisfied before continuing to Step 2. This is not a certificate.

NOTE: You may attain eligibility for certification by successfully passing a subject area examination taken after 6/30/02. Excluded areas are: Guidance/Counseling, SLI, Reading, School Psychologist and Educational Leadership.

NOTE: Florida has full reciprocity with all states. If you hold a valid professional certificate in an area that the FLDOE certifies, you may be eligible for a Florida 5 year professional certificate. No additional exams or courses are required. Please submit a copy of the certificate along with your application, fee, and transcripts to the FLDOE for review.

STEP 2: Requirements for a Three-Year Temporary Certificate

- Hold a valid Official Statement of Status of Eligibility that states, "You are eligible" for a Florida Certificate.
- Obtain employment in a Florida public, state-supported, or nonpublic school that has an approved Professional Education Competency Program.
- Complete fingerprinting report for employer to submit to the State Department.



NOTE: A Professional Certification is valid for five years and is renewed by earning six (6) semester hours of appropriate college credit or approved Florida in-service component equivalent (120 points).

FLORIDA TEACHER CERTIFICATION REQUIREMENTS

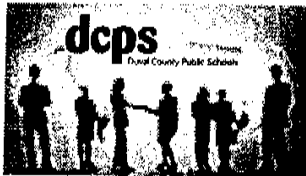
Certification in Florida is a three-step process that culminates in a Professional Teaching Certificate. Listed below are these steps/requirements.

'CONTINUED'

STEP 3: Requirements for a Five-Year Professional Certificate

- Satisfy requirements of Steps 1 and 2
- Successfully complete an approved Florida Professional Education Competency (PEC) Program by the end of the first year.
 - Same as district (TIP) Teacher Induction Program and may be completed through the Alternative Certification Program (ACP)
- Satisfy the professional preparation (education courses) requirement.
 - Not required for Preschool, SLI, School Social Worker, and Pre-K subject areas
 - May be completed through the (ACP)
- Present official documentation of a passing score on ALL parts of the General Knowledge Test (Math, Reading, Essay, English-language skills)
 - **Must be passed within the first year of employment**
- Present official documentation of a passing score on the Professional Education Test.
- Present official documentation of a passing score on the Subject Area Examination.
 - You have until the expiration of you temporary certificate to complete the subject area and professional education exams **ONLY**
- Submit an application/\$56.00 fee upon completion of ALL requirements.

Duval County Public Schools
Office of Recruitment and Customer Relations
1701 Prudential Drive
Jacksonville, FL 32207
(904) 390-2066 • (904) 390-2395 Fax



NOTE: A Professional Certification is valid for five years and is renewed by earning six (6) semester hours of appropriate college credit or approved Florida in-service component equivalent (120 points).

RECRUITING TEACHERS... TO INSPIRE THE FUTURE!

Annual District Teacher Recruitment Fair / Teacher Interview Day

EVENT INFORMATION

**Thursday, June 12, 2008
Jacksonville Veterans Memorial Arena
300 A. Phillip Randolph Boulevard
Jacksonville, Florida 32202**

An online application, official transcripts, and the registration for the fair must be completed in order to attend this event. Only (one) registration is required to be completed. www.dreamsbeginhere.org

Principals will be on site interviewing candidates interested in teaching positions for the 2008-2009 school year; (Positions will be offered on site).

We invite you to our Annual Teacher Recruitment Fair; this fair is designed to fill vacancies for the 2008/2009 school year. Interview times and vacancies are limited for some schools. Due to the large number of responses we receive and the guidelines established by the No Child Left Behind Federal Legislation, we encourage all to attend however, candidates that are eligible for certification in areas other than the critical shortage areas need to be aware that there is a limited number of positions available, if any. If you are not eligible to be a teacher this is not the appropriate event for you. Please continue to check our website for other available positions.

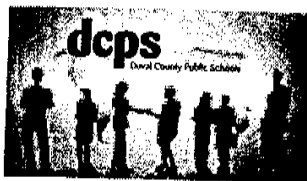
CRITICAL SHORTAGE AREAS ARE

- Elementary Education (K-6) • English (6-12)
- Exceptional Student Education (Special Education)(K-12)
- Mathematics (6-12) • Sciences (6-12) • Reading (6-12)
- **MUST HAVE A MASTERS DEGREE IN READING OR**
- **MASTERS DEGREE WITH THE APPROPRIATE COURSE
WORK TO QUALIFY FOR READING**

****We are an Equal Opportunity and Equal Access Employer
dedicated to providing a quality education to all children.**

TEACHER JOB SHARE

- Job sharing involves two teachers who are willing to share one full-time position.
- Elementary only for 2007 - 2008.
- Teachers must find their own partner. Principals must approve.
- Only one partner can be a first year teacher.
- Each partner will work 99 days on a special calendar that will involve a rotating 3/2 schedule. (3 days one week and 2 the next)
- If each partner works 99 days, each will get experience credit on the salary schedule.
- Holidays will be shared equally.
- Partners who work the entire year will each accrue 5 sick leave days.
- If one partner resigns or is terminated, the other partner must find a qualified and acceptable replacement or assume the full time position and finish the year.



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Duval County Public Schools

Recruitment Plan 2008

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Mission Statement

We will effectively and efficiently, recruit, select, and hire qualified teachers for our children. Our mission is to recruit the best and brightest teachers who are a great fit for our urban district. We will select teachers who are dedicated to providing all of our children with a quality standards-based education that will enhance their academic achievement and performance. In every instance, employees, potential employees, and all customers will be treated in a dignified, equitable, and respectful manner. After all, dreams begin here in Duval County Public Schools.

Recruitment Targets

- ✚ Candidates who have majored in the critical shortage areas (Mathematics, Science, Reading, Exceptional Student Education, Elementary Education)
- ✚ Non-traditional candidates who have a desire to teach as a second career
- ✚ Candidates eligible for Alternative Certification
- ✚ Candidates in college who serve as interns in our district
- ✚ Candidates in college who have undeclared majors
- ✚ Pre-college candidates who have expressed an interest in education
- ✚ Underrepresented Populations (Black Males, Hispanic/Latino Male and Females, and Males at each level – Elementary, Middle, and High)
- ✚ International Candidates

Challenges of Teacher Recruitment

1. Colleges and Universities are graduating fewer candidates from the school of education prepared candidates than during the last century; and fewer of the school of education prepared graduates are choosing to teach.
2. The perceived image of teaching is that of a professionally and economically unattractive career choice.

Areas of District Progress

1. *Contact and building relationships with Historically Black Colleges and Universities (HBCU), and colleges with significant Hispanic/Latino student populations.*
2. *The district recruits earlier in the recruitment cycle.*
3. *The district meets with interns to improve continuity and promote positive relationships with the district. ~ Sessions Fall & Spring*
4. *DCPS recruiters have direct follow up with candidates develop and nurture relationships, which potentially lead to successful employment status within the district.*

Recruitment Strategies and Methods

1. The Districts recruitment plan will be reviewed and revised based on results of surveys; focus groups which consist of our target audiences; and other related data.
2. Reestablish collective bargaining expectations related to transfer/vacancy timelines, leaves and promote retention, which will also lessen hiring restrictions and enable the district to hire earlier in the recruitment cycle.
3. School Based Staffing will partner with the Certification Team to identify areas of improvement and develop strategies to increase the efficiency of these processes. (*Recruitment Fair & Other Certification Policies*)
4. Leadership at all levels will be responsible for creating and nurturing a positive and productive working environment by providing professional development to enhance interpersonal skills and a sense of teamwork within their organizational unit. By implementing a model which consistently fosters a positive work environment, teacher recruitment and retention will improve. Continually advocating for more competitive salaries and compensation packages will indeed improve our power to recruit and retain quality teachers.
5. Utilize all the available data to analyze and monitor attrition due to retirements, resignations, leaves of absence, and transfers.

Strategies for Teacher Recruitment

1. Focus on Recruitment Targets, with an emphasis on pre-college and international candidates in order to rebuild and sustain the pool of school of education prepared candidates.
 - ✦ Pre-college Candidates - Create an attractive overall package of the advantages of teaching to direct our youth to consider education as a future career. (Teacher Cadet and Future Educator Programs)
 - ✦ International Candidates – Utilize an international cultural exchange program to expand our recruiting efforts around the globe. (Visiting International Faculty)
2. Increase the number of recruiting events and efforts at colleges and universities with larger minority populations including Historically Black Colleges and Universities and colleges with Hispanic/Latino student populations.
3. The district will recruit earlier in the recruitment cycle. Fall Recruitment efforts to capitalize on fall graduates to fill vacancies that come available in December and January as opposed to waiting only on spring recruitment opportunities.
4. We will market and accentuate the positive aspects of teaching as a career choice to our pre-college potential candidates as well as those who are eligible for teaching as a second career to cultivate interest in teaching. Strategies such as testimonials of teachers who have chosen to stay in the teaching profession will be utilized.
5. The district will adopt more aggressive recruiting of our College of Education district interns by hosting informational sessions with the interns to cultivate a smooth transition from their internship to employment.
6. The pool of recruiters will be widened by utilizing selected principals who understand the target audience of the district and possess the ability to effectively develop relationships with candidates who would experience success in our large urban district. The recruiters will be assigned to areas where their efforts

prove to yield the highest numbers of candidates. Therefore, there will be adjustments of recruitment event assignment among the recruiters and modifications of the pool of recruiters as needed.

Additional Recruitment Goals

1. The district will host an Annual Teacher Recruitment/Interview day where school principals, school administrators, and district personnel will interview eligible candidates and hire on site for the upcoming school year. Registration will be completed online by potential candidates. The registration process and application process will be streamlined to incorporate all related internal offices in order to contribute to the efficiency of the hiring process.
2. Partner with Teach for America. “Teach for America is the national corps of outstanding recent college graduates who commit two years to teach in urban and rural public schools and become lifelong leaders in expanding educational opportunity.
3. Create a signing supplement for college graduates in the areas of mathematics, science, and ESE. These candidates will make a commitment to work for three years within these content areas at the school to which they are originally assigned.
4. Develop a set of retention strategies that will reduce demand and thereby increase supply. (Visiting International Faculty, Florida Future Educators of America)
5. Conduct periodic focus groups with teachers who have four – seven years of experience in the district to determine why they have remained. Utilize the results as retention strategies are developed.
6. Partner with businesses to develop scholarships for DCPS high school graduates who matriculate through college as a declared education major, particularly in the critical shortage areas, mathematics, science, reading, and ESE. (*Mayor’s Office*)

7. Partner with businesses to create incentives exclusive for candidates who choose to work within Duval County Public Schools.
8. Explore companies that are downsizing in order to attract mid-career change professionals from the health care fields, engineering, and other related fields.
9. Target Colleges and Universities that offer strong Math, science, and special education programs.
10. Continued use of OpenHR, our online application to expedite the recruitment and interview process for prospective candidates.
11. Lure retired teachers back into the classroom to work in hard to staff schools.

Keys to our Recruitment Success

- ✚ **Strategic Advertising** – Work closely with our Communications Department to highlight our successes as a district through internal and external communication and the opportunities we offer to those who choose to take on the challenge of teaching and the great responsibility of contributing to the education of our children.
 - School Zone Newsletter
 - Certification Hot Page
 - School Matters - DCPS Television Production Series
 - Real Schools - DCPS Television Production Services
 - Sharing the stories testimonials of the teachers who have successful careers and experiences in our district.
 - District website – www.dreamsbeginhere.org

- ✚ **Recruiter Follow up** – We will present a picture of professionalism through our recruiting efforts. Our recruiters will model excellence, which will be expected from potential candidates. Candidates will be assured of our interest through ample communication from recruiters.

- ✚ **Professional Development & Support** – Candidates will receive support at both the school level and district levels. A mentor will be assigned at the school level and district support will be provided via the Cadre team.

- ✚ **Quality Customer Service** – Incorporate appropriate customer service professional development for employees linked to the recruitment process geared to improving customer satisfaction feedback.

Recruitment Plan Incentives

- Certification fees reimbursed for teacher candidates @ \$75 for initial request for temporary or professional certificate of the first 1200 teachers hired = **\$90,000**, \$7,500 per 100 teachers
- Certification Exams stipends @ \$25 per exam reimbursed = \$2,500 per 100 teachers (Average teachers hired = **\$30,000**)
- Fingerprinting fees reimbursed @ \$56.25 = \$5,625 per 100 teachers (Average teachers hired = **\$67,500**)
- Relocation stipend of \$500 per teacher to go toward relocation expenses. 100 stipends = **\$50,000** awarded to teachers who are staffed in Turn Around Schools (Two Options - Pay in advance after position agreement with a school has been established. If teacher does not come we can request the stipend be repaid) (ex. Average of 69% of teachers are recruited and hired from within the state, leaving 31% from other areas. These 100 stipends would cover a fourth of the teachers who relocate to Duval County)
- Performance Bonus for teachers who are hired in the specified Critical Shortage Area and remain in that area with a satisfactory teacher evaluation for three years @ \$500 per teacher. (**\$50,000** for 100 teachers)
- FFEA Sponsor Stipend @ \$500 per school High School. 17 Schools - **\$8,500**
- FFEA District Fund to Host Events for DCPS students who are interested in teaching. \$5,000 per year for three years - **\$15,000**
- Alternative Certification Scholarships 21 @ \$750 = **\$15,750** – Seven awarded per year over 3 years.
- Urban Apprenticeship Award – Awarded to a teacher who shows exemplary growth and ultimate performance. **\$2,000** stipend can be awarded to one or \$1,000 stipend can be awarded to two teachers. (\$6,000 next 3 years)

- Lodging Accommodation Account of **\$10,000** for Candidates to come visit Jacksonville and Schools.
- Gas Cards – New Hires 1200 @ \$40 = **\$48,000** 100 @ \$40 = \$4,000 .

Total Funding for Recruitment Incentives

*wave utility deposits
Fuel + gift cards*

- Totals = \$390,750 All Programs at Maximum Request
- Totals at 100 teacher increments including the relocation stipend, the performance stipend, and lodging account = \$174, 875
- Totals at 100 teacher increments minus the relocation stipend and the performance stipend = \$74, 875