

Senate Bill 736 – Student Success Act

Evaluations: Reflecting a Range of Effective Teaching

Teachers are evaluated either satisfactory or unsatisfactory. In 2009, 99.7% of teachers earned a satisfactory evaluation.



Teachers will be evaluated using a scale of four levels for performance: highly effective, effective, needs improvement and unsatisfactory.

Evaluations: Defining Effectiveness

100% of evaluation is based on principal or peer review.



At least half of the evaluation will be based on student learning gains for classroom teachers, 30% for non-classroom personnel.

Assessments: Measuring Student Learning

Evaluations are not required to include data from standardized exams, such as the FCAT.



Existing tests, such as the FCAT and Advanced Placement, will be used to measure student learning. In courses without existing tests, districts will develop or adopt assessments to measure student learning gains.

Performance Pay: Earning More for Students Learning More

Teachers are paid based on years of service and education level, regardless of how much students are learning.



Teachers who earn "highly effective" or "effective" will earn more. Until 2014-15, all teachers will be able to choose either the existing salary scale or a new performance based scale.

Incentive Pay: Closing the Achievement Gap

All teachers – regardless of school demographics – are paid using the same scale.



Teachers in low-income and failing schools will earn more money as recognition of the more challenging teaching environment.

Incentive Pay: Attracting Talent in Science, Technology, Engineering and Math

All teachers – regardless of subject taught – are paid using the same scale.



Teachers in hard-to-staff subject areas, like math and science, will earn more money.

Contracting: Ending Tenure

After three years of satisfactory evaluations, teachers receive tenure – essentially an employment contract for life.



After July 1 of this year, new teachers will work on annual contracts. (Current teachers will maintain tenure.)

Retention: Keeping Great Teachers

The last teachers hired are the first ones fired.



Student performance, not seniority, will determine layoffs.

Source: Assembled by the Governor's Office of Policy and Budget from materials provided by the Foundation for Florida's Future.