

A photograph of the Rosen Plaza Hotel, a large multi-story building with a grid of windows. In the foreground, there is a swimming pool with lounge chairs and umbrellas, surrounded by palm trees and other tropical landscaping. The sky is blue with some clouds.

Florida Educator Preparation & Leadership Network 2025 Convening

Rosen Plaza Hotel

Thursday, February 27, & Friday, February 28, 2025

Day 2 Overview

- Welcome
- Keynote Address
- Plenary Session
- Regional Breakouts
- Whole Group Share-out
- Team Commitments
- FDOE Q&A
- Wrap Up & Feedback






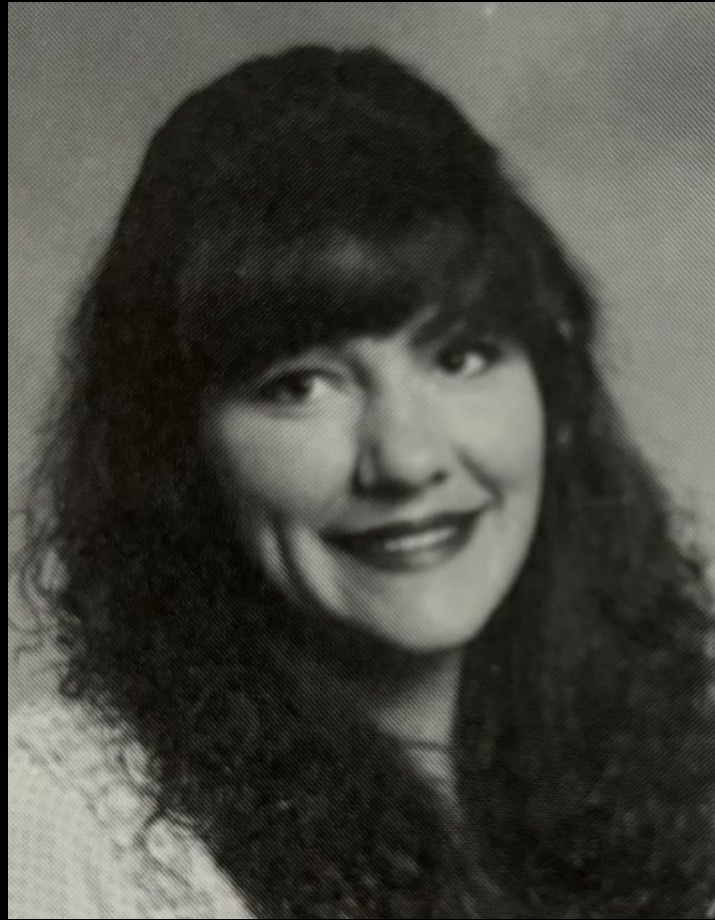
Jaime Suarez

2025


FLORIDA TEACHER OF THE YEAR



*Every day, in every school,
every Florida student has a
teacher as good as the best
teacher any of us ever had.*




Ms. Gates



*A teacher's belief about a
student's potential
can change
the trajectory of
a student's life.*




All students can learn!



***We had to be willing to
embrace the struggle.***



This is the power of a teacher!



Thank you for everything
you did this year. - Jayden



***We CAN change the trajectory
of a student's life.***



Jaime Suarez

The Power of a Teacher



2025 Florida Teacher of the Year
Jaime Suarez



2025FLTOY



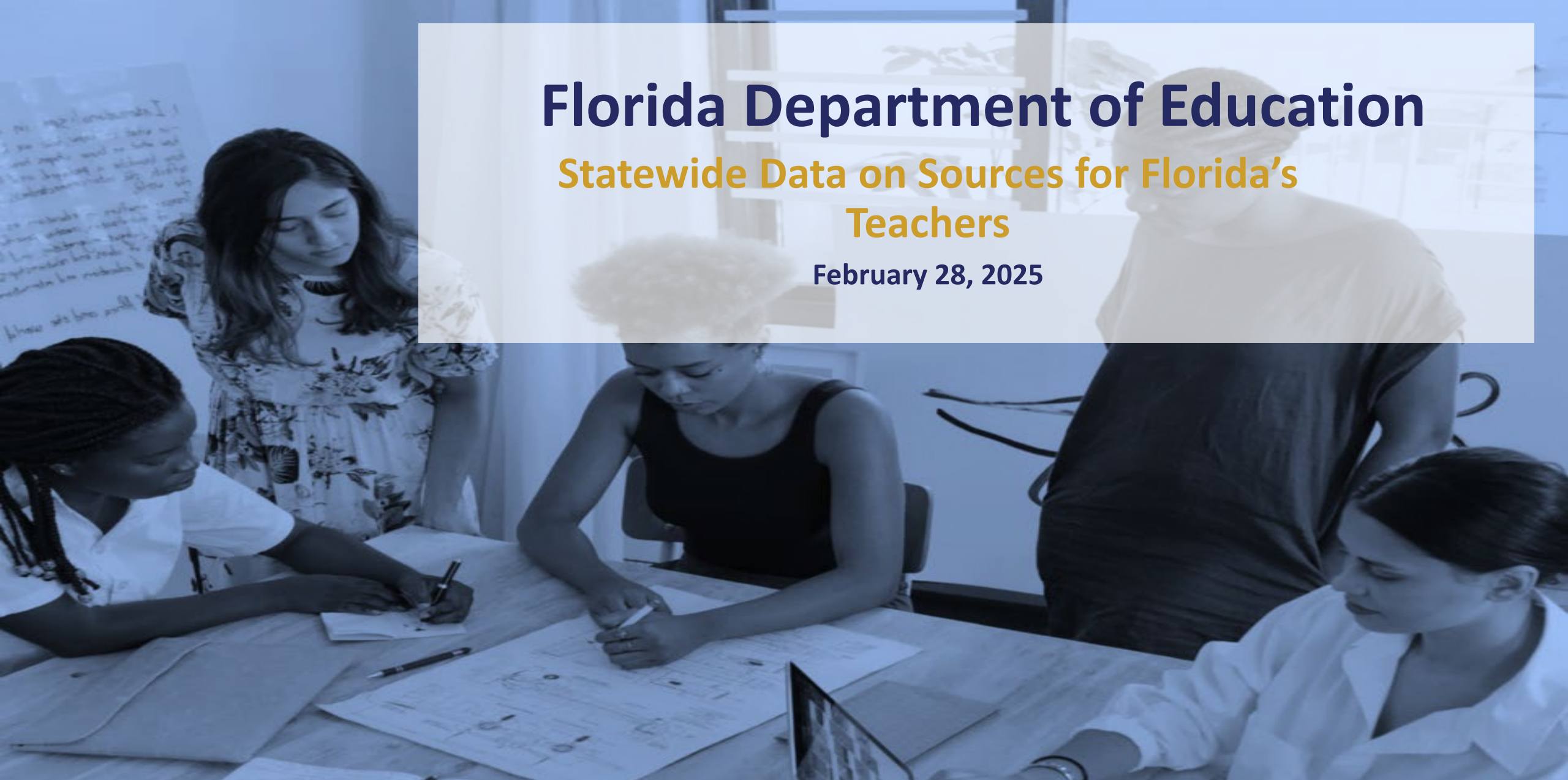
@25FLTOY



Florida Department of Education

Statewide Data on Sources for Florida's Teachers

February 28, 2025



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Framing the Session

1	Goals for Session
2	The Landscape of Teacher Preparation
3	Data: Certification and Educator Preparation
4	Data: Recruitment and Retention
5	Facilitated Discussion
6	Share Out

Goal for This Session

- Deepen understanding of the data pertaining to:
 - educator preparation programs;
 - educator certification;
 - recruitment and retention of Florida's educators; and
 - high demand teacher needs areas.



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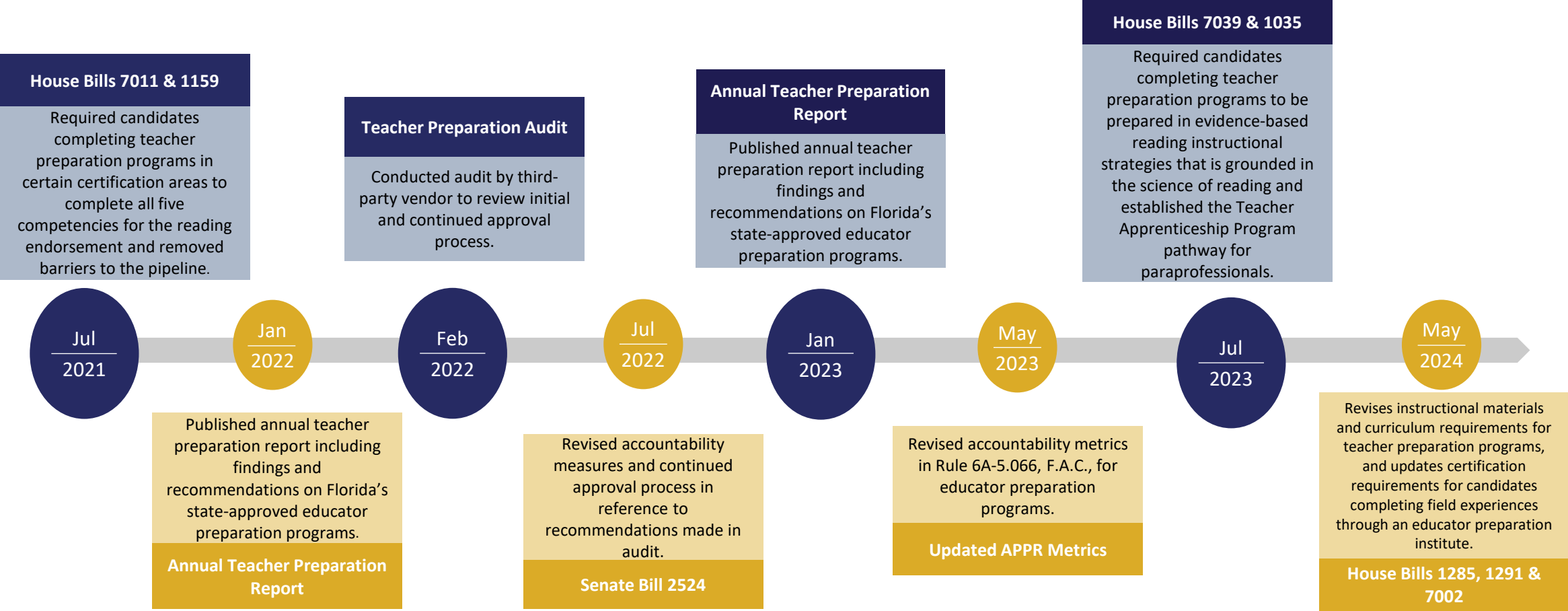
The Landscape of Teacher Preparation

Purpose of Educator Preparation Programs

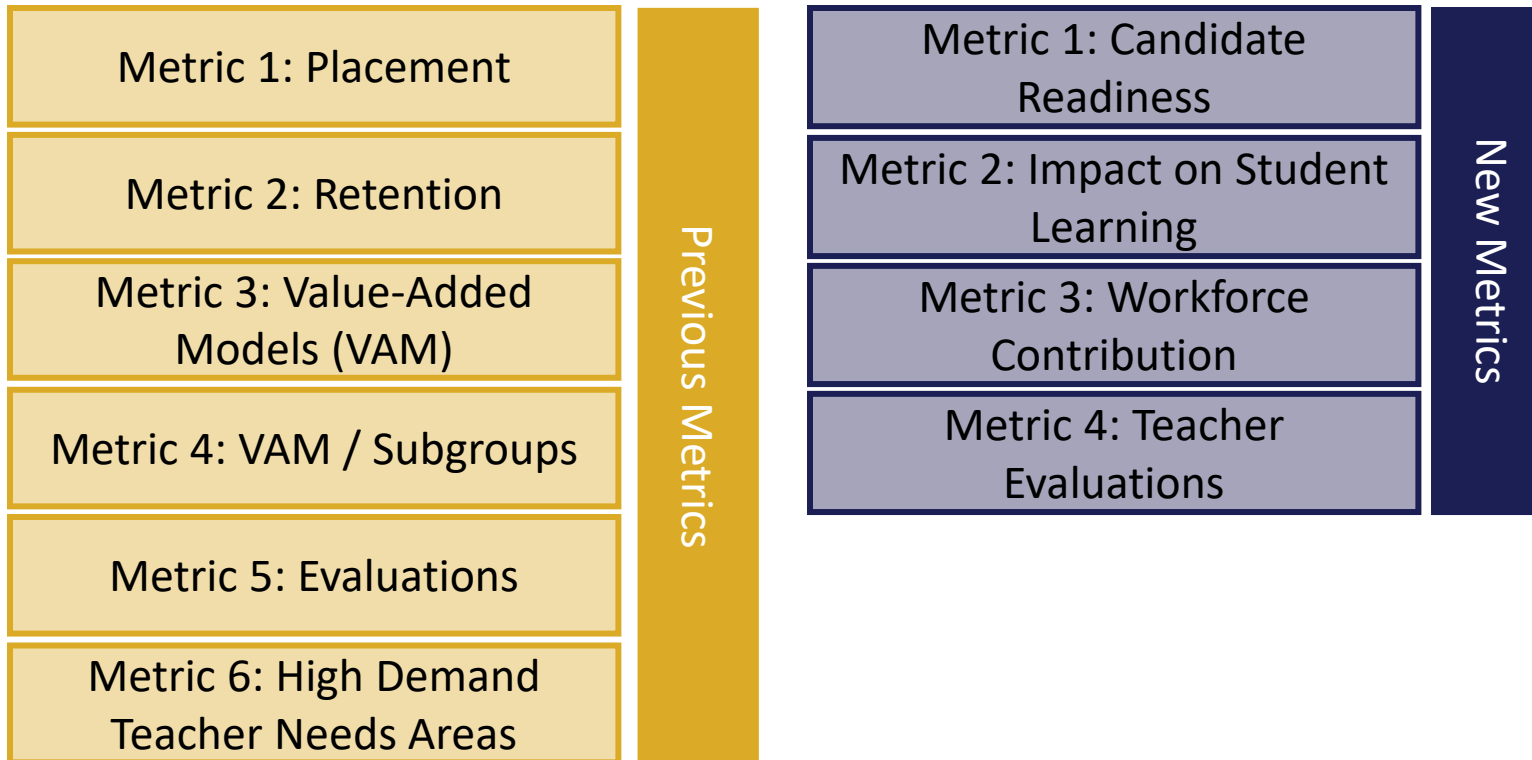
- To ensure that effective teachers and other professional educators for the state of Florida are prepared for the classroom by offering different pathways toward obtaining professional certification. Educator preparation programs must meet rigorous standards as part of the initial and continued approval process.



Timeline of Teacher Preparation: 2021-2023



Change in Metrics for Teacher Preparation



Impact of Legislation

- ✓ Multiple ways to satisfy General Knowledge.
- ✓ Multiple ways to satisfy Professional Preparation.
- ✓ Multiple ways to satisfy Subject Area Knowledge.
- ✓ Multiple ways to enter the teaching profession on a temporary certification while working on remaining requirements for a professional certification.
 - ✓ Military Veterans Temporary Certification
 - ✓ Teacher Apprenticeship Program
 - ✓ Temporary Teacher Internship Certification
 - ✓ Classical Education Teaching Certification



Data: Certification and Educator Preparation



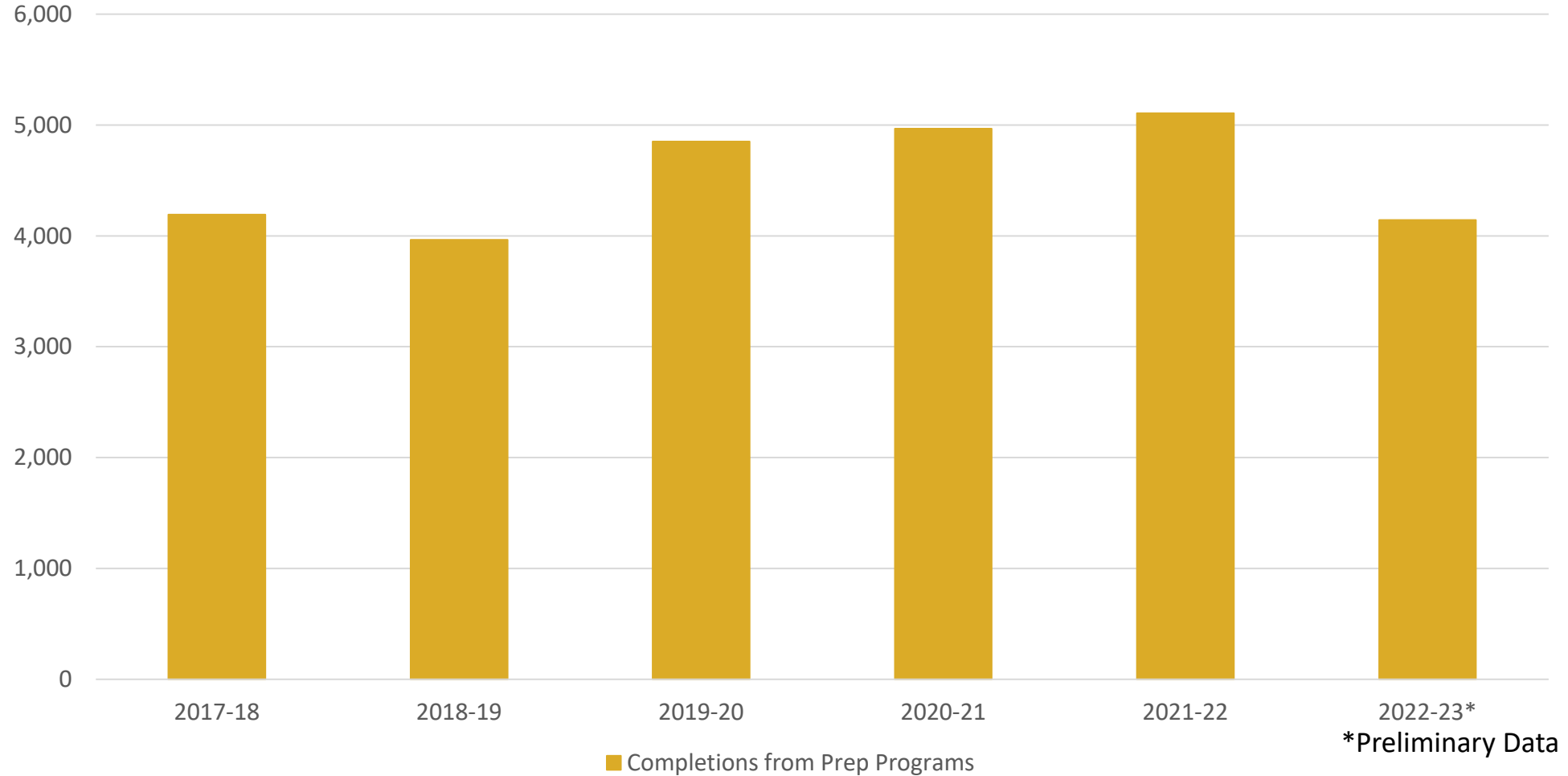
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Purpose of Educator Preparation Programs

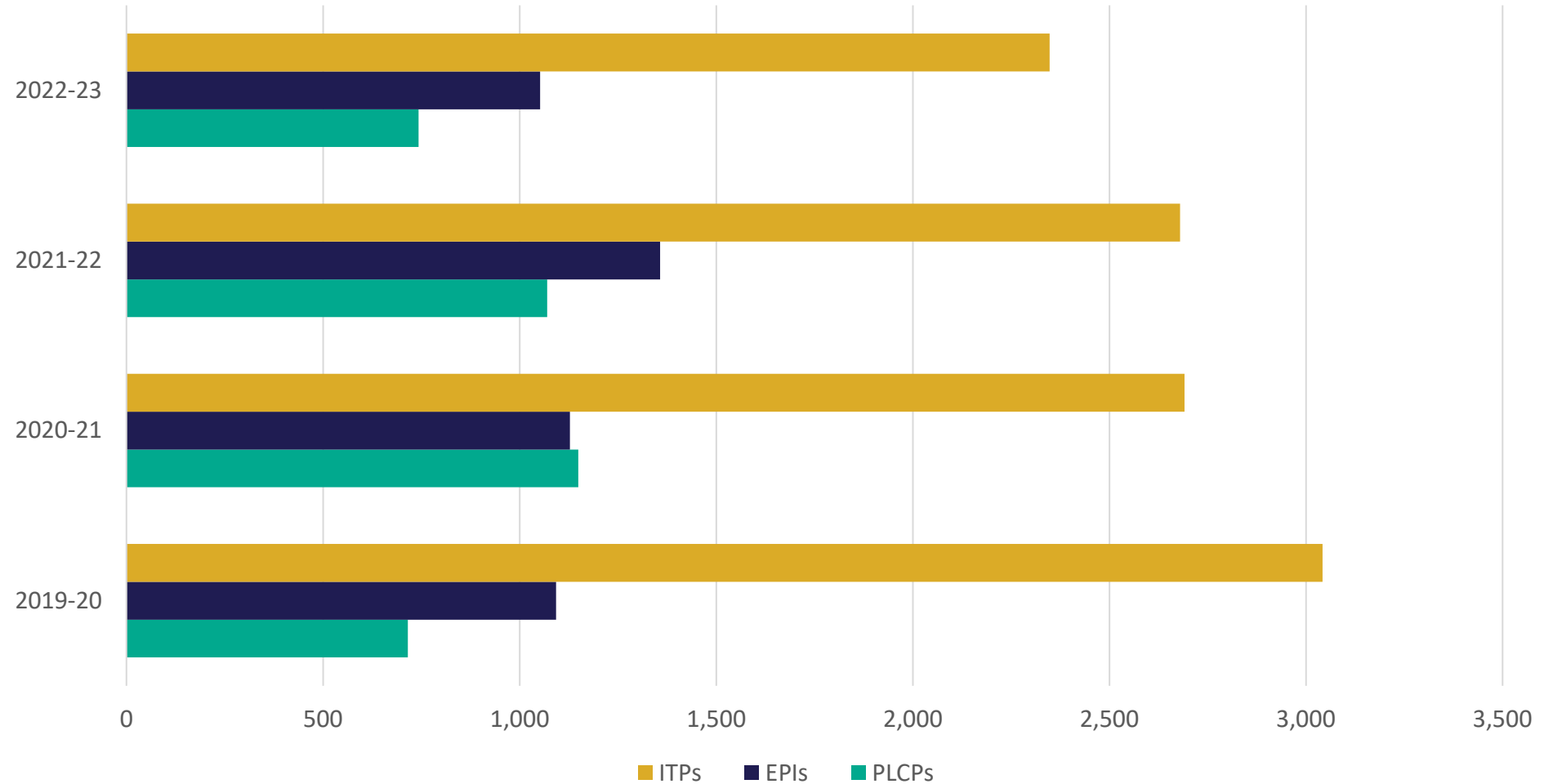
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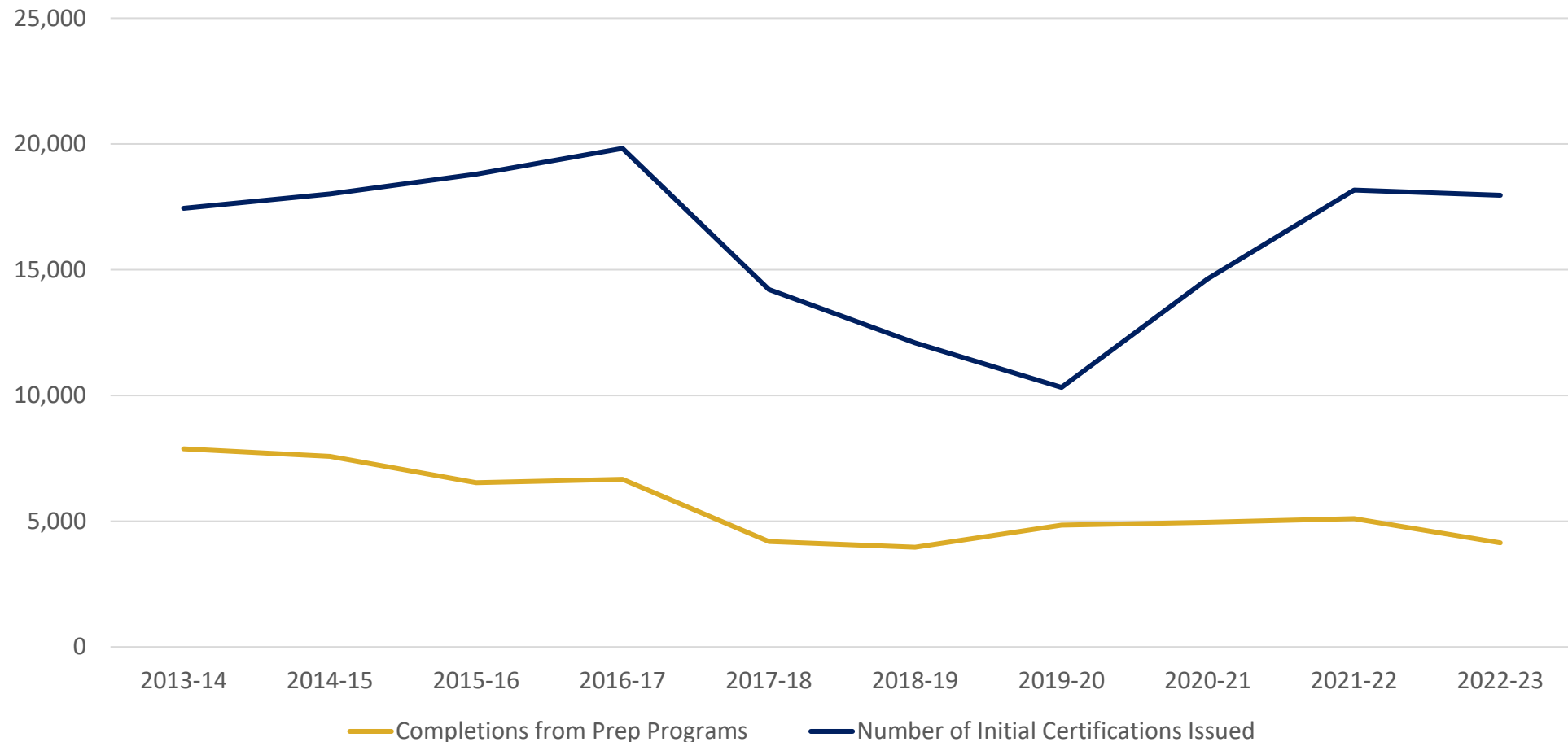
Educator Preparation Completion Data



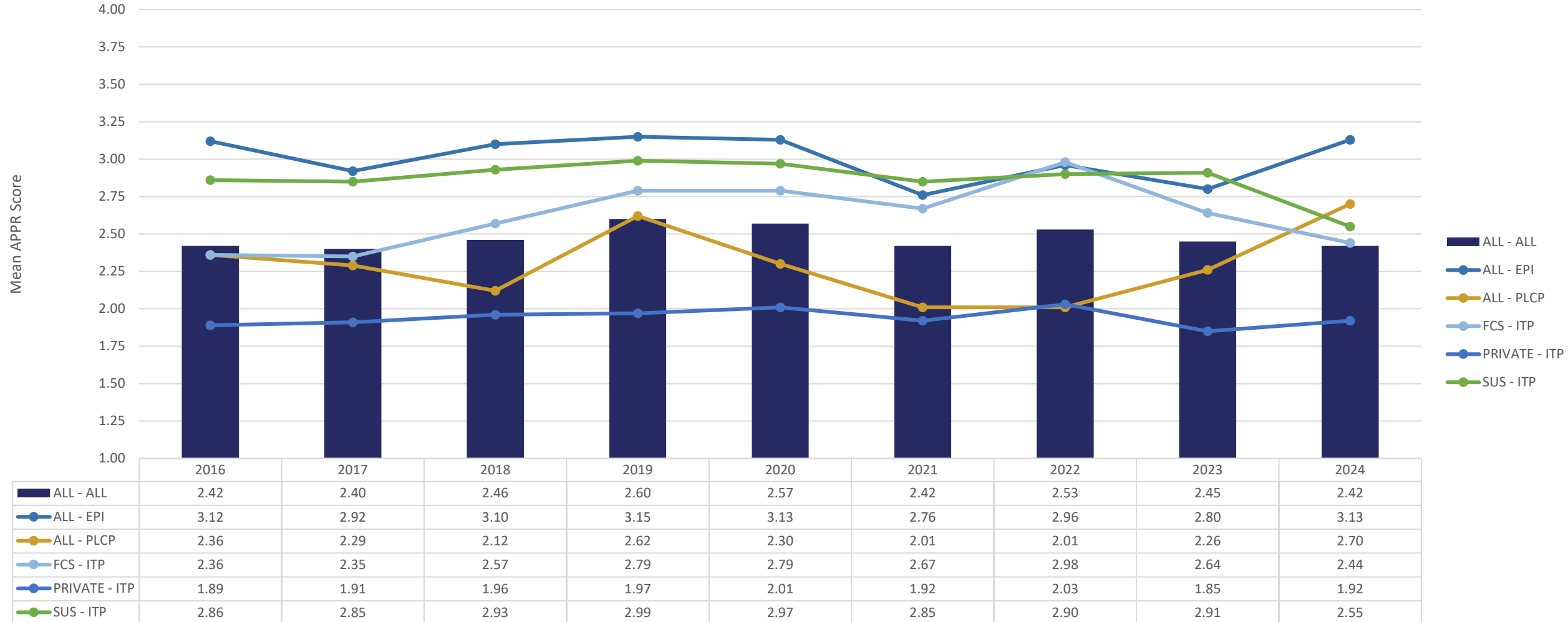
Educator Preparation Completion Data



Teacher Preparation Completion Rates v. Initial Teacher Certifications



Annual Program Performance Report (APPR)



Highlighted Areas of Success

- Programs that underwent a second continued approval site visit have increased their average site visit score. This is an indication that their programs are improving based on the support and feedback provided through the continuous improvement process.
- Examinees in educator preparation programs continuously outperform non-program examinees in Florida Teacher Certification Examinations (FTCE).



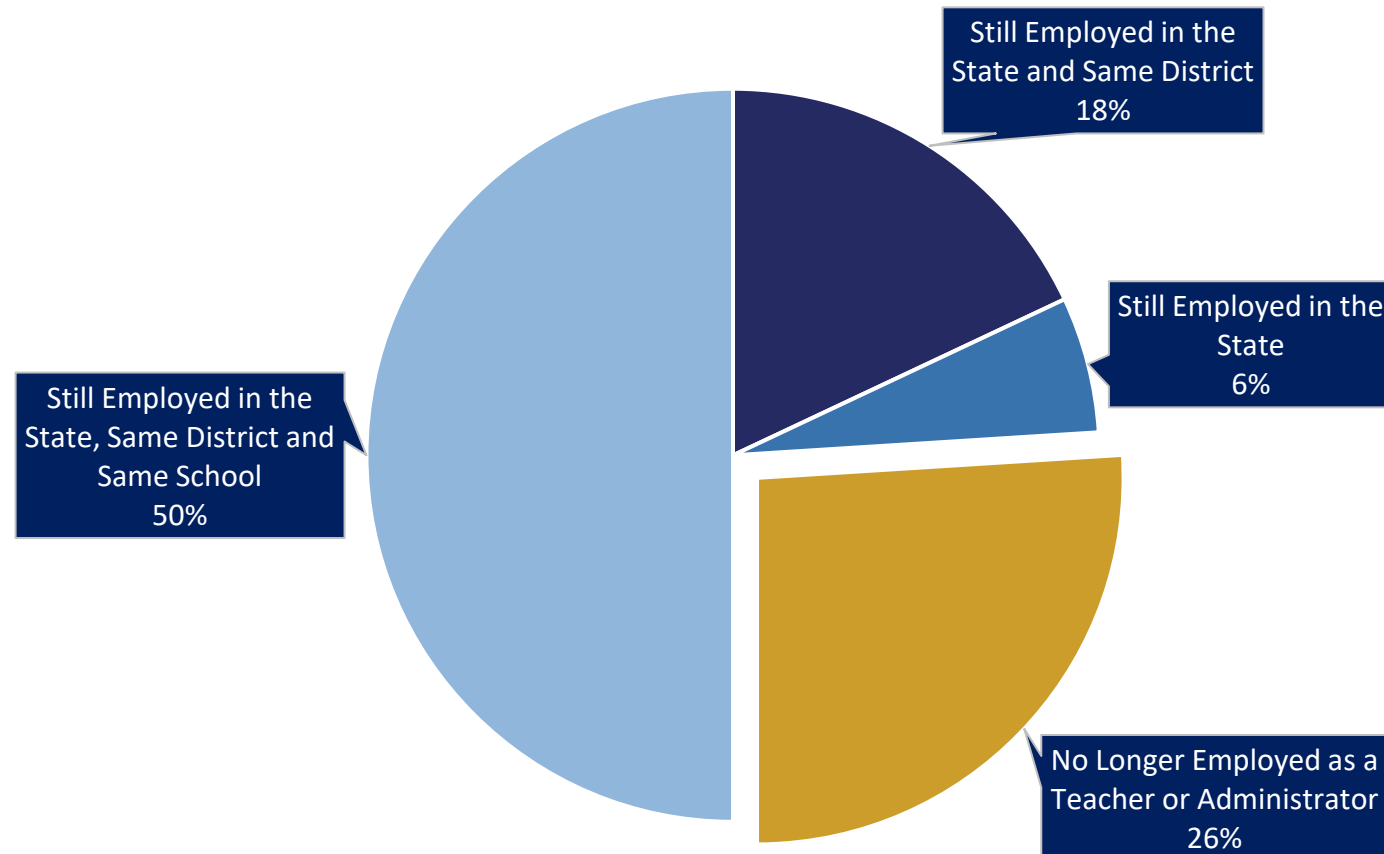
Data: Retention, Recruitment and Recognition



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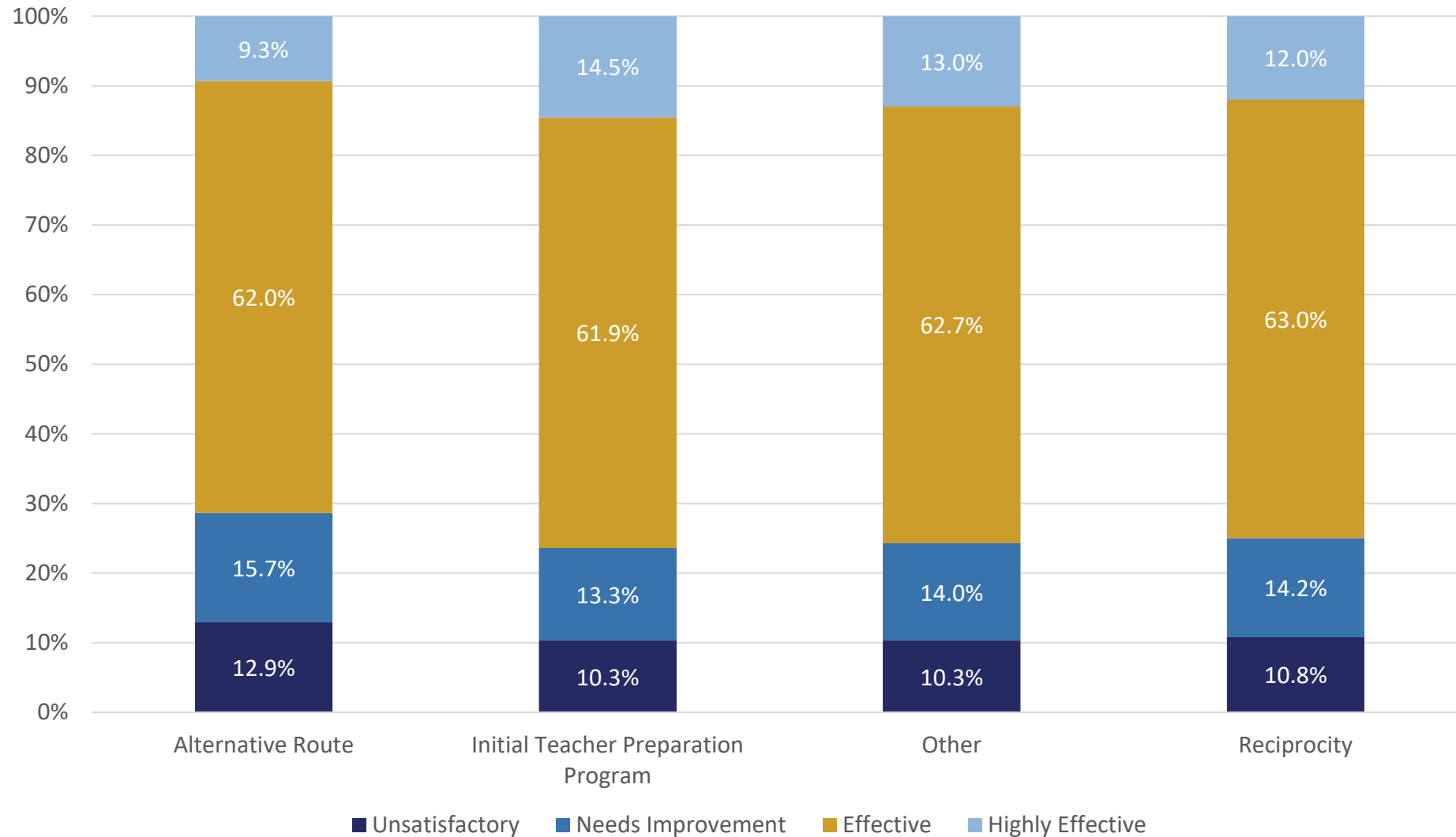
Three-Quarters of Classroom Teachers Who Were Teaching 5 Years Ago Are Still In Florida Public Schools

Percent of Classroom Teachers in 2018-19
Still Teaching or an Administrator in 2022-23





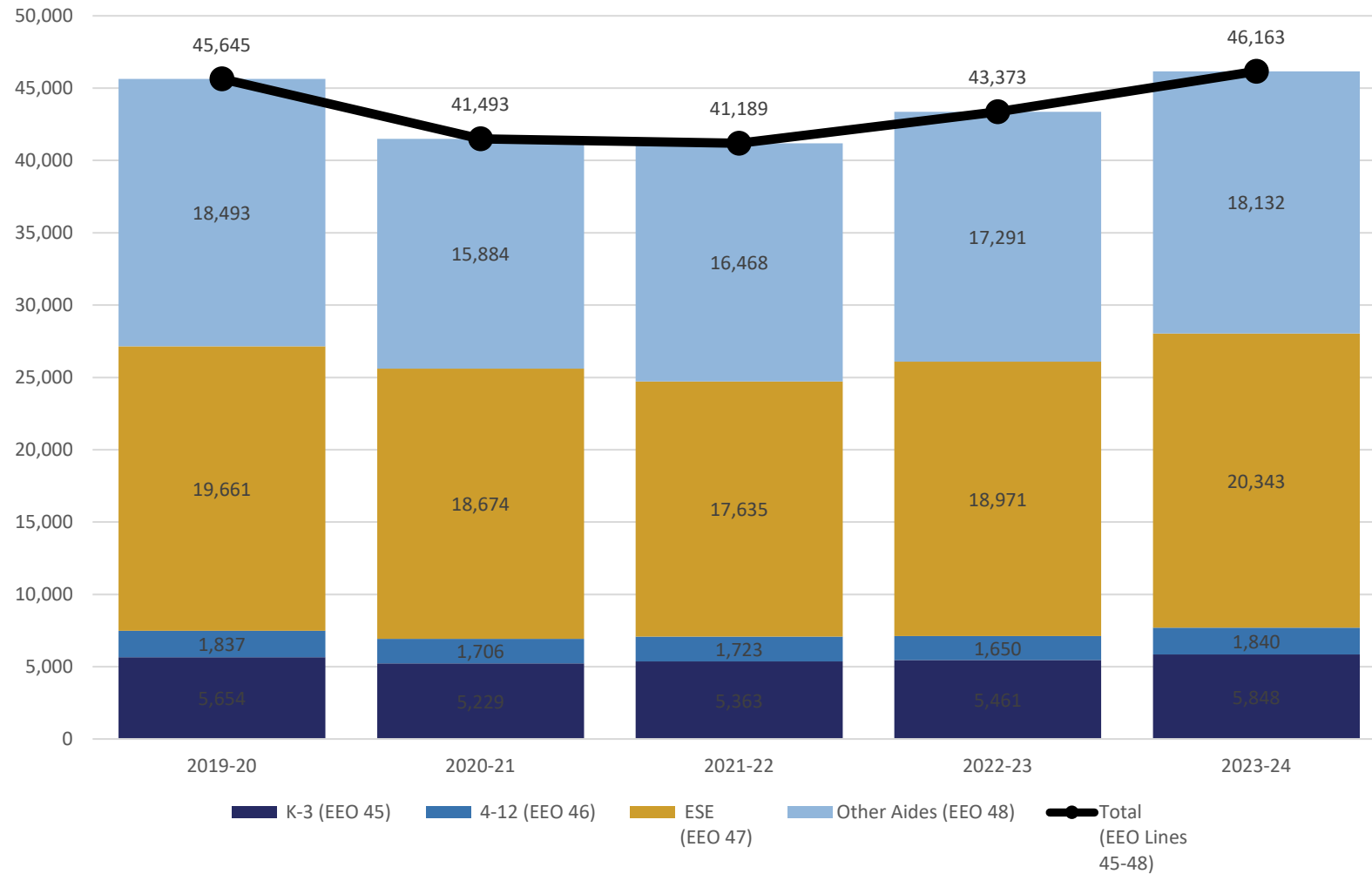
VAM Ratings by Certification Pathways



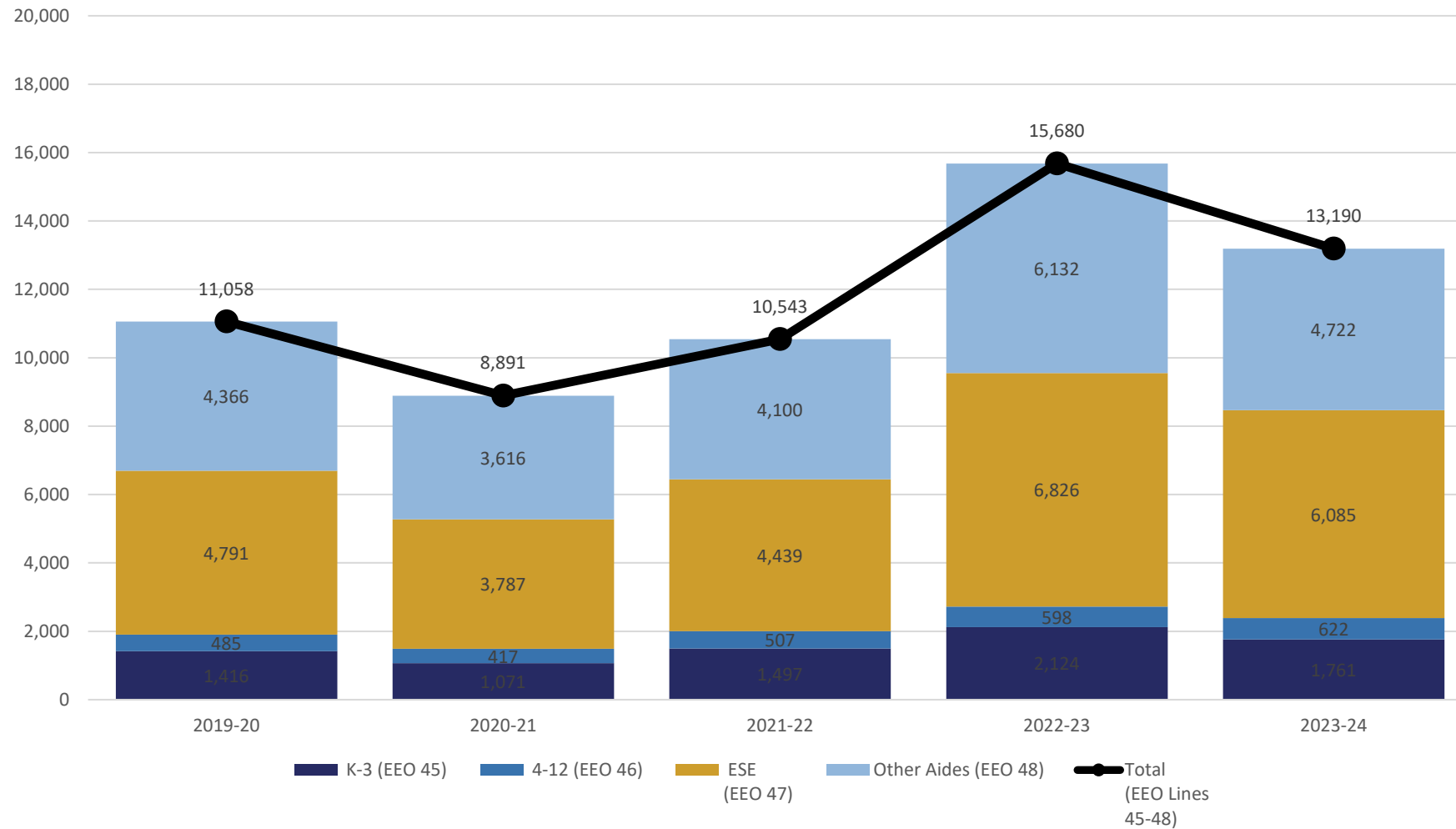
High Demand Teacher Needs Areas by Ranking

Rank	2024-25	2023-24	2022-23	2021-22	2020-21	2019-20
1	ESE	ESE	English	Science-General	ESOL	Science-General
2	English	English	ESE	English	Science-General	English
3	Science-General	Science-General	Science-General	ESE	English	Math
4	Math	ESOL	Reading	Science-Physical	ESE	ESOL
5	Science-Physical	Reading	ESOL	Reading	Science-Physical	Science-Physical
6	ESOL	Science-Physical	Math	Technical Education	Math	Reading
7	Science-Earth & Space	Math	Science-Physical	Science-Earth&Space	Technical Education	Technical Education
8				ESOL	Reading	ESE
9				Math		

Paraprofessionals: Slight Increase in 2023-24

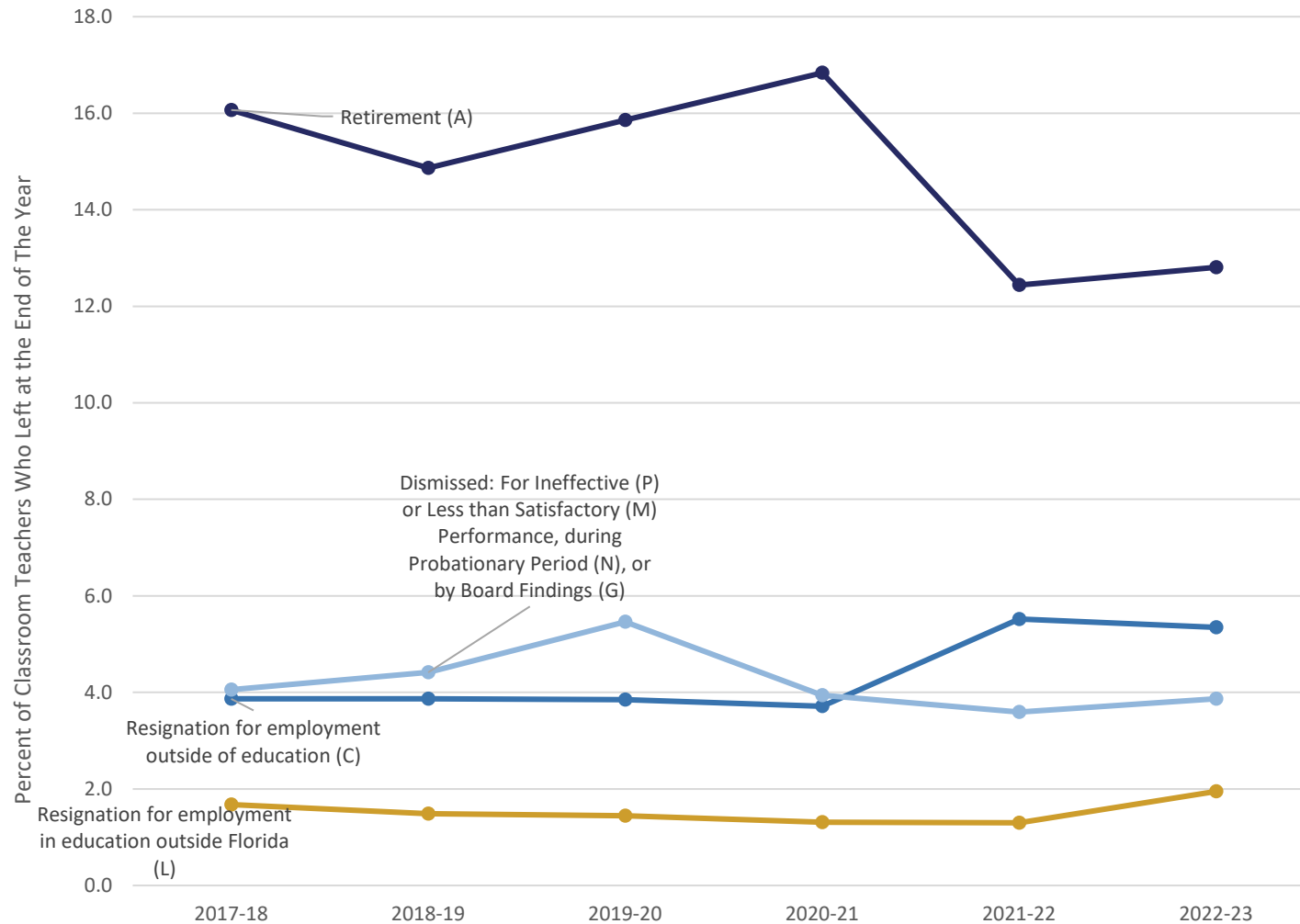


Newly Hired Paraprofessionals



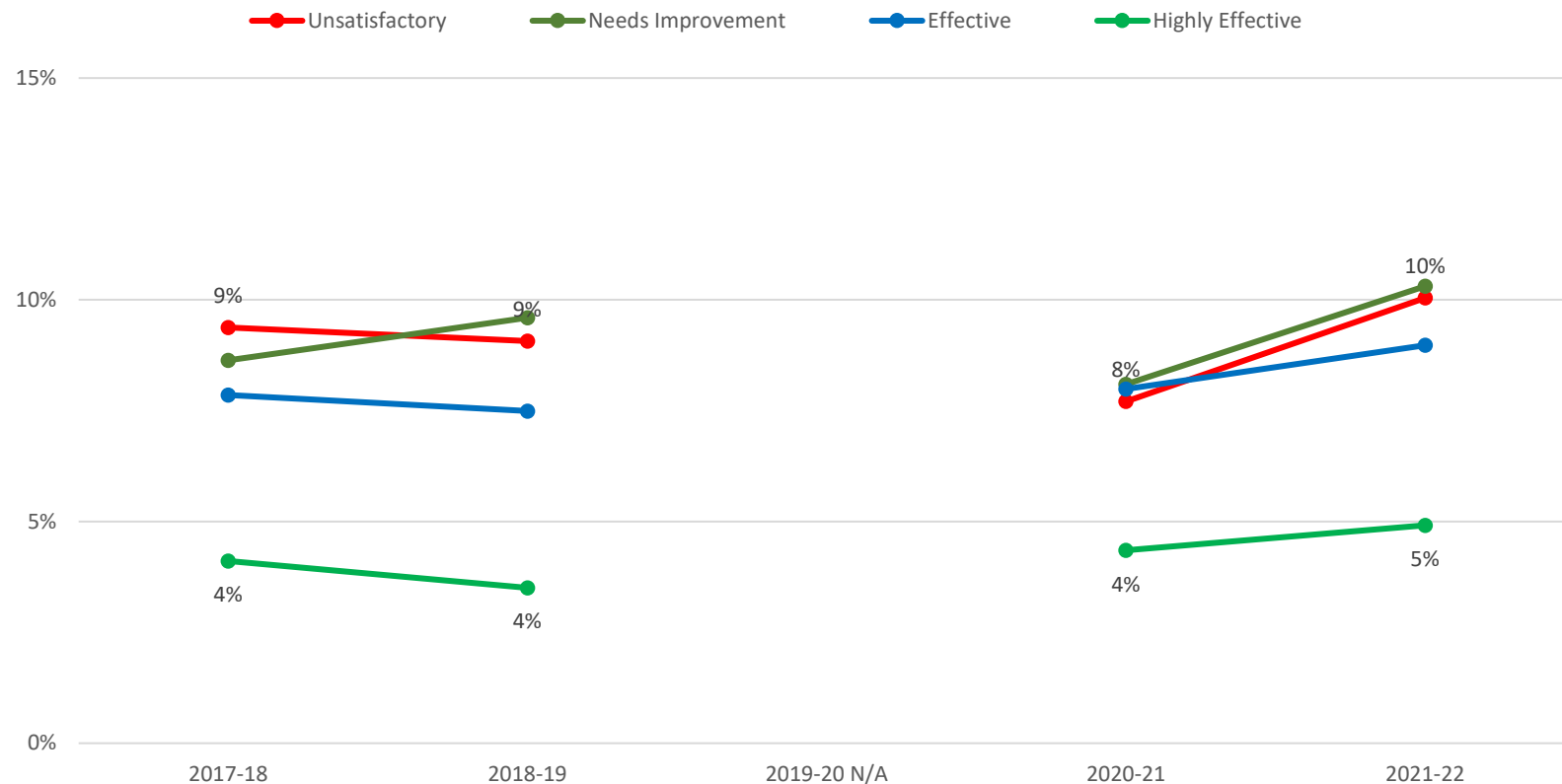


Teacher Departures Trend Analysis



Teacher Departures Trend Analysis

Percent of VAM Teachers leaving by Year and VAM Rating





Facilitated Discussion



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Thank
you!

Regional Breakouts

Region	Location
NE	Ballroom D
CW	Ballroom D
NW	Salon 8
SW & SE	Salon 9
CE	Salon 10



Break Time
Report to Regional
Breakout by 10:20am

**Add Your
Info to the
FEPLN
Contact List**

FEPLN Shared Contact List





Share Out

A background image showing three people in a meeting. A woman in the center is pointing at a glass wall covered with colorful sticky notes. To her left, another woman is looking at the wall. To her right, a third person is holding a tablet. The scene is brightly lit, suggesting an office or classroom environment.

District and University/College Team Commitments

Question & Answer Session

FEPLN Questions for Florida
Department of Education



**FEPLN
Convening
Day 2
Feedback**

**FEPLN 2025 Convening Day 2 Exit
Survey**



The background features several overlapping paper cutouts of human head silhouettes. Most of these silhouettes contain a large black question mark. One central silhouette, facing left, contains a blue line drawing of a lit lightbulb with radiating lines. The silhouettes are layered, creating a sense of depth. The colors of the paper cutouts range from light grey to a soft teal. The overall composition suggests themes of inquiry, thought, and ideas.

Final Thoughts

A large, multi-story hotel building with a swimming pool and palm trees in the foreground. The building is a light beige color with many windows. In the foreground, there is a swimming pool with a small island in the center, surrounded by lounge chairs and palm trees. The sky is blue with some clouds.

**Thank you for attending the
Florida Educator Preparation &
Leadership Network
2025 Convening!**
