

Florida Educator Preparation and Leadership Network (FEPLN)

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**Bureau of Educator Recruitment, Development and Retention
(BERDR)**

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Introductions



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Agenda

- 1 Introductions
- 2 Policy Updates Impacting Professional Learning
- 3 Teacher Apprenticeship Program (TAP)
- 4 TAP: How to Apply
- 5 Questions



Policy Updates Impacting Professional Learning



House Bill (HB) 875 – Educator Preparation

“It is the intent of the Legislature to ensure all students have access to a well-qualified and prepared teacher at all grade levels. In order to prepare all teachers for success in the classroom, the Legislature intends to revise educator preparation programs, educator certification and professional learning to modernize teacher training and properly prepare educators to meet the challenges of educating students in the 21st century.”

HB 875 – Educator Preparation

Requirements and Timelines

- The revised Florida Educator Accomplished Practices (FEAP) and rule to implement the uniform core curricula (UCC) pursuant to Section (s.) 1012.551, Florida Statutes (F.S.), must be considered by the State Board of Education (SBE) by August 1, 2026.
 - The documents will be presented to the State Board of Education on July 22, 2026.
- No later than July 1, 2027, Florida Department of Education (FDOE) shall begin development of the Florida Teacher Excellence Examination (FTEE), which must align with the revised FEAP and serve as a measure of educator readiness for professional certification.

HB 875 – Educator Preparation

Creates s. 1012.981, F.S., The Florida Center for Teaching Excellence

- The Florida Center for Teaching Excellence (Center) is established for the purpose of preparing high-quality teachers in this state through rigorous, evidence-based programs grounded in cognitive science, high-impact teaching strategies and the implementation of knowledge-rich curricula.

HB 875 – Educator Preparation

- The Center shall:
 - **Develop and deliver professional learning** aligned with the Florida Educator Accomplished Practices.
 - **Create training programs** integrating state-approved instructional materials and materials developed or endorsed by the Florida Department of Education.
 - **Design high-quality clinical experiences** that model effective instructional techniques and classroom strategies, which other institutions can adopt or adapt.

HB 875 – Educator Preparation

- The Center shall:
 - **Collaborate with school districts and stakeholders** to identify emerging teacher preparation needs and align programming through gap analysis.
 - **Establish a statewide network** of skilled teachers and instructional leaders to mentor and support others.
 - **Conduct and share research** on high-impact teaching practices and curriculum implementation.

HB 875 – Educator Preparation

- The Center shall:
 - **Report training completions** to the Department for educators not employed by entities with an approved professional learning system.



Teacher Apprenticeship Program (TAP)

House Bill (HB) 1035 – Teacher Apprenticeship Program

- During the 2023 legislative session, HB 1035 created s. 1012.555, F.S., Teacher Apprenticeship Program, administered and sponsored by the Florida Department of Education (FDOE), as an additional pathway for individuals to enter the teaching profession.
- The bill authorized a temporary apprenticeship certificate.

Purpose of Teacher Apprenticeship Program

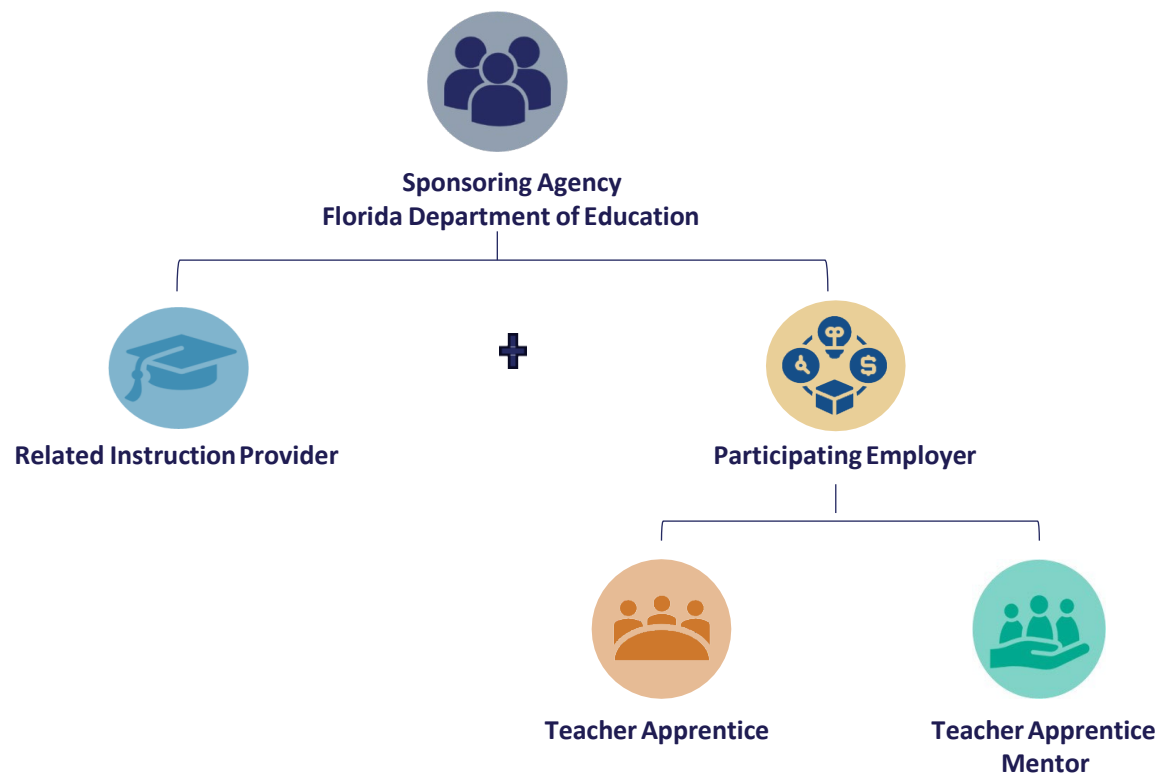
- A pathway for districts, charter schools and charter management organizations to equip apprentices with the necessary skills to serve as a classroom teacher.
- Districts, charter schools and charter management organizations recruit apprentices to engage in an innovative program that:
 - ✓ Allows teacher apprentices to earn baccalaureate credit through on-the-job training in the classroom;
 - ✓ Partners teacher apprentices with experienced mentors; and
 - ✓ Provides upper division coursework toward a baccalaureate degree that applies toward a professional educator certificate.

Eligibility Requirements

To participate in the Teacher Apprenticeship Program, an individual must have:

- ✓ Received an associate degree from an accredited postsecondary institution.
- ✓ Earned a cumulative grade point average of 2.5 or higher in that degree program.
- ✓ Successfully passed a background screening pursuant to law.
- ✓ Received a temporary apprenticeship certificate.

Teacher Apprenticeship Program



Teacher Apprenticeship

- The teacher apprenticeship must commit to spending at least the first two years in the classroom of a teacher apprenticeship mentor teacher using team teaching strategies. In addition, the teacher apprenticeship must:
 - ✓ Fulfill the on-the-job training component of the registered apprenticeship program;
 - ✓ Be appointed as an education paraprofessional;
 - ✓ Be paid in accordance with s. 446.032, F.S., and rules adopted by the State Board of Education; and
 - ✓ Receive related instruction toward the baccalaureate degree that prepares apprentices for the professional educator license.

Teacher Apprentice Mentor

- A teacher who serves as a teacher apprentice mentor must use team teaching strategies and, at a minimum, must meet all of the following requirements:
 - ✓ Hold a valid professional certificate issued pursuant to s. 1012.56 (7), F.S.;
 - ✓ Have at least three (3) years of teaching experience in prekindergarten through grade 12;
 - ✓ Have earned an effective or highly effective rating on the prior year's performance evaluation under s. 1012.34, F.S.;
 - ✓ Completion of district, charter school or charter management organization clinical educator training program; and
 - ✓ Beginning in August 2026, be certified or endorsed in reading when assigned to an individual providing instruction to students in kindergarten through grade 3 or an individual enrolled in a teacher preparation program for a certificate area identified pursuant to s. 1012.585(3)(f), F.S.

High Demand Teacher Need Areas by Ranking

Rank	2025-26	2024-25	2023-24	2022-23	2021-22	2020-21	2019-20
1	ESE	ESE	ESE	English	Science-General	ESOL	Science-General
2	Math	English	English	ESE	English	Science-General	English
3	English	Science-General	Science-General	Science-General	ESE	English	Math
4	Science – General	Math	ESOL	Reading	Science-Physical	ESE	ESOL
5	Science – Physical	Science-Physical	Reading	ESOL	Reading	Science-Physical	Science-Physical
6	Science – Earth & Space	ESOL	Science-Physical	Math	Technical Education	Math	Reading
7	ESOL	Science-Earth & Space	Math	Science-Physical	Science-Earth & Space	Technical Education	Technical Education
8					ESOL	Reading	ESE
9					Math		

Teacher Apprenticeship Programs in Florida

District or Charter	Participating Institutions
Brevard County Public Schools	Daytona State College
Duval County Public Schools	University of North Florida
Florida Scholars Academy	Miami Dade College
Gadsden County Public Schools	Florida Agricultural and Mechanical University
Lake County Schools	Lake-Sumter State College
Lee County School District	Florida Gulf Coast University
Leon County Public Schools	Florida Agricultural and Mechanical University
Leon County Public Schools	Tallahassee State College
Miami-Dade County Public Schools	Miami Dade College
Pinellas County Schools	St. Petersburg College

Teacher Apprenticeship Programs in Florida

District or Charter	Participating Institutions
Charter Schools of Excellence	Broward College
Hive Preparatory School	Miami Dade College
Imagine Schools	Florida SouthWestern State College
South Florida Autism Charter School	Miami Dade College
True North Classical Academy	Miami Dade College
Polk County Public Schools	Polk State College
Seminole County Public Schools	Seminole State College
Volusia County Public Schools	Daytona State College
Wakulla County Public Schools	Tallahassee State College

Teacher Apprenticeship Programs Graduates

Congratulations to the first graduates of TAP!

- ✓ Brevard County Public Schools - 1
- ✓ Miami-Dade County Public Schools - 52
- ✓ Pinellas County Schools - 17
- ✓ Seminole County Public Schools - 2
- ✓ Volusia County Schools - 1

Total – 73 Graduates



Teacher Apprenticeship Program: How to Apply



Step One

- To begin the process, each district, charter school or charter management organization in Florida may partner with an institution, authorized in s. 1004.04, F.S., to offer a Teacher Apprenticeship Program.
- If a district, charter school or charter management organization is interested in registering for this program, the Superintendent/President/Chief Executive Officer should email the following information to [_TeacherApprenticeship@fldoe.org](mailto:TeacherApprenticeship@fldoe.org):
 - District, Charter School or Charter Management Organization Name
 - Primary Program's Contact Name, Email Address and Phone Number
 - Participating institution
 - Subject Area(s)
- [Registering a Teacher Apprenticeship Program](#)



Application

- After we receive the Intent to Submit email, the following application forms will be sent to you to complete:
 - Apprenticeship Participating Employer Agreement Form
 - Participating Employer Assurance Form
 - Related Instruction Provider Assurance Form
 - Standards of Apprenticeship Appendix
- Please ensure that all completed documents are emailed to TeacherApprenticeship@fldoe.org.



Questions?



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