Welcome to Strategy Session #3:
Rebooting State Education

Moderator:  F. Philip Handy, CEO, Strategic Industries and Foundation for Excellence in Education board member
Matt Ladner, Senior Advisor on Policy Research, Foundation for Excellence in Education
Patricia Levesque, Executive Director, Foundation for Excellence in Education
Florida Formula for Student Achievement: Lessons for the Nation
Florida Student Population

- 2.7 million students
- Majority minority student population
- Large population of students learning English as a second language
- About half of students are eligible for free and reduced priced lunch
Florida Reforms 1999-2011

• A – F School Grades
• Rewards for Results and Opting Out of Failure
• Promotion and Graduation Requirements
• Funding for Student Success
• Quality Educators
• Choices, Choices, Choices (charter, private, digital)

A-F School Grades

“What gets measured, gets done.”
– Jeb Bush
Measuring Student Learning

Florida Comprehensive Assessment Test (FCAT)
- Aligned with state academic standards
- Subjects: Reading, Math, Writing and Science

Testing expanded from 3 subjects in 3 grades to:
- In 2001, Reading and Math expanded to all grades 3 to 10
- In 2003, Science added to grades 5, 8 and 11
- Writing in grades 4, 8 and 10

Performance Levels

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Below Grade</td>
<td>Below Grade</td>
<td>Grade Level</td>
<td>Above Grade</td>
<td>Above Grade</td>
</tr>
</tbody>
</table>

History of School Grades

1995: Florida began “grading” schools:
- High Performing
- Performing
- Low Performing
- Critically Low Performing


1999: Adopted Letter Scale of A to F
School Grades: A - F

• School Grade is based solely* on students’ performance on the FCAT.

• Proficiency / Achievement: 50% of the grade
  – Percent of all students performing on grade level

• Progress / Learning Gains: 50% of the grade
  – Percent of students learning a year’s worth of knowledge, regardless of whether they are on grade level
  – Percent of lowest performing 25 percent students who are making a year’s worth of progress

*In 2010, high school grades began including graduation rates, at-risk student graduation rates, acceleration rates, college readiness rates

School Grades

Each category has 100 possible points (percent of students)

<table>
<thead>
<tr>
<th>Reading</th>
<th>Math</th>
<th>Writing</th>
<th>Science</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proficiency</td>
<td>Proficiency</td>
<td>Proficiency</td>
<td>Proficiency</td>
</tr>
<tr>
<td>Progress (all students)</td>
<td>Progress (all students)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Progress (lowest 25%)</td>
<td>Progress (lowest 25%)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Sunshine Middle School

<table>
<thead>
<tr>
<th>Reading</th>
<th>Math</th>
<th>Writing</th>
<th>Science</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proficiency</td>
<td>Proficiency</td>
<td>Proficiency</td>
<td>Proficiency</td>
</tr>
<tr>
<td>63%</td>
<td>59%</td>
<td>90%</td>
<td>51%</td>
</tr>
<tr>
<td>Progress (all students)</td>
<td>Progress (all students)</td>
<td>68%</td>
<td>66%</td>
</tr>
<tr>
<td>Progress (lowest 25%)</td>
<td>Progress (lowest 25%)</td>
<td>57%</td>
<td>54%</td>
</tr>
</tbody>
</table>

508 points = B

### School Grades

<table>
<thead>
<tr>
<th>Points</th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Points*</td>
<td>525 or more</td>
<td>495 – 524</td>
<td>435 – 494</td>
<td>395 – 434</td>
<td>Less than 395</td>
</tr>
<tr>
<td>Percent of Eligible Students Tested</td>
<td>At least 95%</td>
<td>At least 90%</td>
<td>At least 90%</td>
<td>At least 90%</td>
<td>Less than 90%</td>
</tr>
<tr>
<td>Adequate Progress with Lowest performing students In Reading and Math</td>
<td>Within one year</td>
<td>Within two years</td>
<td>Within two years</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Beginning in 2011-12, if at least 75% of elementary, middle or high school statewide are As or Bs, the point scale will increase by 5% for that school type statewide the following year.
Grading Florida High Schools
Next Generation of Education Reform

Starting in 2010 school year, high school grades calculation also includes:

- Graduation rates for all students
- Graduation rates for at-risk students
  - Graduation rates for 8th grade students entering high school below grade level in reading and math
- Acceleration rates (both performance & participation)
  - Number of students taking and passing Advanced Placement, International Baccalaureate, dual credit or industry certification courses
- College readiness rates
  - Based upon SAT or ACT

Results of Florida A+ Plan

School Grades in Florida 1999-2010
Number of A & B versus D & F schools

Arrows indicate years when school grading standards were increased.
Impact of an A – F School Grading System

- **Excellence v. Complacency**
  - School grading brought a **Command Focus on Learning**.
  - Administrators, educators and parents aren’t satisfied with “C” grades, or even “B” grades. Everyone strives for **Excellence**.

- **Media & Public Attention**
  - Transparency in evaluating school performance attracts more attention to education, from extensive media coverage on the quality of education in individual schools to even realtors and realtor guides highlighting good school grades as a selling point on the housing market.

- **Statewide Competition to be the “Best of the Best”**
  - Based on their grades of their schools, each county district in Florida earns a single letter grade, creating added competition.

- **Community Support**
  - Low performing schools are easily identified and communities rally around them. Florida has witnessed countless stories of communities coming together to improve schools and raise student achievement.

- **School Pride**
  - Grading schools establishes public perception of both high performing and low performing schools, creating more ownership at the local level and added incentive to achieve or maintain excellence.

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**Rewards and Consequences for Results**
Rewards for Successful Schools

School Recognition Program

- Schools receive $100 ($70 for FY 11-12) per student for:
  - Improving a letter grade
  - Earning or maintaining an “A”

- Money goes directly to principals, teachers and parents (bypasses collective bargaining).

- Majority of funds – historically more than 85% - used for teacher and staff bonuses.

- We repurposed existing funds.

Options Out of a Failing School


- **Eligibility:** students in schools that receive a D or F in the prior year and has been classified in one of the two lowest-performing categories within the differentiated accountability system (i.e., Correct II or Intervene)

- **Choices:**
  - A higher performing public school within the district
  - A higher performing public school in any other district, with space available
  - A participating private school

- **Funding:** scholarship equal to public school funding or private school tuition and fees, whichever is less.

- **Status:** Ruled unconstitutional by the Florida Supreme Court in 2006 – that year 753 students participated
Impact of School Choice on Student Performance

Voucher Threat Improves Student Test Scores

<table>
<thead>
<tr>
<th>Year</th>
<th>Developmental Scale Score Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>2002</td>
<td>13</td>
</tr>
<tr>
<td>2003</td>
<td>15</td>
</tr>
<tr>
<td>2004</td>
<td>10</td>
</tr>
<tr>
<td>2005</td>
<td>9</td>
</tr>
<tr>
<td>2006</td>
<td>0</td>
</tr>
<tr>
<td>2007</td>
<td>0</td>
</tr>
</tbody>
</table>

Data from Friedman Foundation Research

Florida Supreme Court eliminates Opportunity Scholarship private options and additional student gains cease.

Promotion and Graduation Requirements
State Reading Activities

- Test-based promotion policy
- Leveraged federal reading funds
- State-approved district reading plans
- Reading Coaches
- Florida Center for Reading Research
- Individual Student Intervention Plans
- Early Literacy screening in kindergarten – 2nd grade

An End to Social Promotion

- Emphasis on reading as a gateway to learning.
  - 3rd grade: students are *learning to read*.
  - 4th grade: students are *reading to learn*.

- An end to social promotion in 3rd grade.
  - Students who score the lowest level (level 1 out of 5) in reading on the 3rd grade FCAT must be retained unless the student meets good cause exemptions.

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<td>Above Grade</td>
<td>Above Grade</td>
</tr>
</tbody>
</table>
An End to Social Promotion

• Six Good Cause Exemptions:
  – Student with a disability who does not take FCAT
  – English Language Learners (ELL) who have had less than 2 years of English for Speaker’s of Other Languages (ESOL) instruction
  – Student with a disability who takes FCAT and has previously been retained
  – Any student with a reading deficiency who has previously been retained twice
  – Student demonstrates proficiency on an alternate assessment (Stanford 9 or Stanford 10)
  – Student demonstrates proficiency through a student portfolio

A Command Focus on Reading

<table>
<thead>
<tr>
<th>Year</th>
<th>Percent of 3rd graders level 1 on reading FCAT</th>
<th>Percent of 3rd graders retained</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000-01</td>
<td>29%</td>
<td>2.8%</td>
</tr>
<tr>
<td>2001-02</td>
<td>27%</td>
<td>3.1%</td>
</tr>
<tr>
<td>2002-03</td>
<td>23%</td>
<td>13.2%</td>
</tr>
<tr>
<td>2003-04</td>
<td>22%</td>
<td>10.2%</td>
</tr>
<tr>
<td>2004-05</td>
<td>20%</td>
<td>9.8%</td>
</tr>
<tr>
<td>2006-07</td>
<td>19%</td>
<td>8.1%</td>
</tr>
<tr>
<td>2007-08</td>
<td>16%</td>
<td>6.6%</td>
</tr>
<tr>
<td>2008-09</td>
<td>17%</td>
<td>6.4%</td>
</tr>
<tr>
<td>2009-10</td>
<td>16%</td>
<td>5.9%</td>
</tr>
<tr>
<td>2010-11</td>
<td>16%</td>
<td>Data not yet available</td>
</tr>
</tbody>
</table>
Retention Works

Manhattan Institute researcher Jay Greene did a study on Florida’s third grade retention policy, after two years of the policy, and found:

- Retained third graders made significant gains compared to socially promoted students.
- These gains actually grew substantially from the first to the second year after retention.
- Students who are socially promoted appear to fall farther behind over time, while retained third graders are able to catch up and succeed in later grades.
- Retention policies have had greatest impact on minority student learning.

Florida Middle School Students

![Graph showing Middle School FCAT Reading Grades 6, 7 and 8](chart.jpg)

- Dotted line indicates first year the first class of the 3rd grade retention policy reached 6th grade.

- Level 3 and Above (On Grade Level and Above)
- Level 1
Funding for Student Success

Stop Funding Failure

Supplemental Academic Instruction Categorical:

- Provides flexibility in funding to improve student learning.
  - Summer School
  - Dropout Prevention

- Prioritizes more than $700 million per year for:
  - D and F schools
  - Students struggling in third grade
  - Students struggling to pass FCAT for graduation
  - Flexibility to use funds for any other purpose
Incentivize Rigor

Florida Partnership for Minority & Underrepresented Students:

- Free PSATs for all 10th Graders
- Professional Development for teachers to teach AP
- School Bonus for AP passage: $700 (created in the early ‘90’s)
- AP Teacher Bonus: $50 for every passing student score, up to $2,000
- AP Teacher Bonus: $500 for first passing score in D or F school, up to $2,000
AP Exams Taken
All of Florida’s Students

1991-1999: 86% increase

1999-2010: 366% increase

Florida’s College Board Partnership
(Free PSAT Tests, professional development and Teacher Bonus)

AP Exam Takers
All Florida’s Students

1991-1999: 67% increase

1999 – 2010: 281% increase

Florida’s College Board Partnership
(Free PSAT Tests, professional development and Teacher Bonus)
AP Passing Scores
Florida's African American Students

1999-2010:
361% Increase

Quality Educators
Opportunities to Teach

Alternative Routes to Teacher Certification:

• Prior to 2002, Florida state teacher certification was only available to individuals who graduated from approved colleges of education or subject area majors who took 20 credit hours of pedagogy.

• After 2002, Florida opened up multiple routes to teacher certification:
  – Full reciprocity with other state certificates
  – Approval of NBPTS and ABCTE certificates
  – Educator Preparation Institutes (at state community colleges for career changers)
  – Local district alternative certification programs (on-the-job training)
  – 2 years of teaching experience in post-secondary education
  – Education minors
  – Recognize Teach for America graduates for teacher certification (passed in 2011)
  – Adjunct Certification – district-issued certificate for part-time educators

Teacher Quality Reforms

Passed in 2011

• Teacher Evaluations – Beginning in 2013-2014, 50% of a teacher or principal’s evaluation will be based upon student progress.
  – The progress for a teacher would be based upon 3-years of data on student progress on state or district-created tests.
  – The progress for a principal would be based upon the overall student learning gains of the students in the school on the state test.

• Teacher Pay – Beginning in 2013-2014, school districts will have to adopt salary schedules that:
  – Provide raises for teachers who are rated effective or highly effective based upon the new student-centered evaluations
  – Provide additional pay for teachers who teach in low-income or low-performing schools or who teach in a high need subject area (i.e., math, science, teacher students with disabilities)
Teacher Quality Reforms
Passed in 2011

- Teacher staffing
  - Eliminated LIFO (last in, first out) policies. When a district makes a decision on reductions in staffing, they must look at performance, not seniority.
  - Principals have the authority to not accept the placement of any teacher in their school who is not rated effective or highly effective.
  - Parental notification: Parents who are placed in classrooms with teachers who are evaluated as ineffective or needs improvement must be notified of this designation.

- Teacher Tenure Reform:
  - Any new teacher hired after July 1, 2011 is on an annual contract.
  - Existing tenured teachers retain their tenure; however, there is an expedited process for removing a tenured teacher if the teacher is evaluated as unsatisfactory or needs improvement.

Choices
(Lots and Lots of Choices)
School Choice

- McKay Scholarships for Students with Disabilities
- Corporate Tax Credit Scholarships
- Charter Schools
- Vouchers for Pre-Kindergarten
- Digital Learning

McKay Scholarships

**Participation:** 22,198 students

**Eligibility:** Students with disabilities who have an active Individual Education Plan or 504 accommodation plan

**Choices:**
- Another public school within the district
- A public school in an adjacent district with services
- A participating private school

**Funding:** Scholarships are equal to per pupil funding for public school or the private school tuition, whichever is less
Florida Tax Credit Scholarships

Participation: 34,550 students

Eligibility: Students eligible for free or reduced priced lunch

Choices:
- $4,011 scholarship in 2011-12 to a participating school. Starting last year, the scholarship amount increases automatically by 4% per year until it reaches 80% of per pupil funding for public school students.
- $500 for transportation to a public school in an adjacent district

Funding:
- Program capped at $140 million in 2010-11. Starting in 2010, the cap will increase automatically by 25% if corporate contributions exceed 90% of cap during the prior year

Charter Schools

Participation: 154,780 students, 459 schools

Reforms:
- Removed the district cap on charter schools
- Began providing capital outlay funding for charter schools
- Allowed public schools to convert to charter schools
- Allowed municipalities/cities to apply for charter schools
- Allowed community colleges to create charter schools
- Allowed corporations to establish a charter school and give preference to their employees in enrollment – “corporate charter schools”
- Created an appeals process for charters denied by districts
Charter Schools

Participation: 154,780 students

Reforms:
• Created “high performing” charters and charter systems that have additional benefits for growth and expansion.
  • Grow enrollment
  • Add grade levels
  • Have a presumption of approval (i.e., fast pass) to open new charters in new school districts
• Authorized blended learning charter schools: those that mix traditional and online instruction
• Authorized full-time virtual charter schools
Voluntary Pre-Kindergarten

- All 4 years olds in Florida are eligible to participate

- Parents receive approximately $2,400 to send their child to a public or private early-literacy program.
  - 84% of parents select private schools.
  - 14% of the providers are faith-based.

- All students are measured based upon developmental and early literacy readiness within the first 30 days of entering kindergarten.

- The students “readiness rates” are tracked back to the pre-k providers and the providers are “rated” in order to assist parents in the selection of their child’s pre-k program. Providers are assigned a readiness rate based on the percentage of children that screen ready on Florida Kindergarten Readiness Screening (FLKRS).

- Providers are required to have at least 70% of their children ready for kindergarten on both measures of the FLKRS.

Virtual Education

Florida Virtual School
- **Participation:** 300,000 course enrollments

- **Eligibility:** Any Florida student – public, private, or home education – in kindergarten through 12th Grade

- **Funding:** No cost to students, State pays only for completed courses

District Virtual Instruction Programs (passed in 2011)
- Every school district must offer at least 3 options for full-time virtual programs in grades k-12 and part-time virtual programs in grades 9-12.

- **Eligibility:** Any Florida student who previously attended traditional public school, siblings or entering kindergarten and 1st graders

- **Funding:** Funding based upon completion of the course/grade
Virtual Education

Public School Choice – at the course level (passed in 2011)

- Florida students are allowed to take any online course offered by any school district within the state, as long as the course is not also offered in the student’s home districts.

- The district that offers the course/provides the instruction receives the funding.

High School Graduation

- Beginning with freshman students in 2011-2012 school year, students will have to take an online course to meeting requirements for high school graduation.

Florida Formula for Student Achievement: Results

As the bar keeps rising on the FCAT, students and educators have met the challenge.

Miami Herald, July 29, 2009
All Florida Students

FCAT Reading
All Students Grades 3-10

Florida Students with Disabilities

FCAT Reading
Students with Disabilities Grades 3-10
COMPARING STATES TO FLORIDA’S AFRICAN-AMERICAN STUDENTS

African-American students in Florida now outscore or tie the statewide reading average of all students in eight states.

Source: National Assessment of Educational Progress.
COMPARING STATES TO FLORIDA'S HISPANIC STUDENTS
Hispanic students in Florida now outscore or tie the statewide reading average of all students in 31 states.

Source: National Assessment of Educational Progress.

Contact Information

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P.O. Box 10691
Tallahassee, FL 32302

850-391-4090
www.ExcelinEd.org
Up Next...Strategy Sessions
10:45 -- 12:00 pm

Strategy Session #4: How Can Locally-Controlled Education Fuel a Global Economy?
Gold Ballroom

Strategy Session #5: R U Ready, Grads?
Twin Peaks

Strategy Session #6: Fed Up With Failure?
Presidio