

Recent educator legislation

2024

- Educator Salary Increases
- CS/SB 7002 waives subject area examination and certification fees for certain ESE and Elementary Education teachers and revises mastery of the general knowledge requirements for educator certification

2023

- Educator Salary Increases
- CS/HB 1035: Additional alternative certification pathway via the Teacher Apprenticeship Program
- CS/CS/CS/HB 1537: Extends temporary teacher certificates from 3 to 5 years

2022

- Educator Salary Increases
- CS/SB 896: Educator Certification Pathways for Veterans (Temporary Certification for 5 years)

2021

- Educator Salary Increases

2020

- Educator Salary Increases

2019

- CS/SB 7070: K-12 Education (Temporary Certification extension options)

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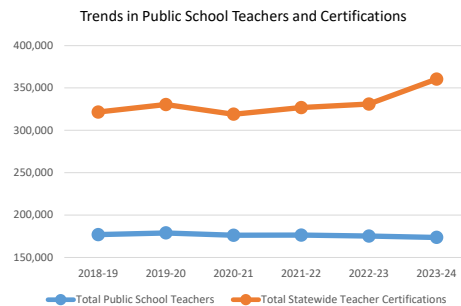
Public school teacher employment and statewide teacher certifications

	Total Public School Teachers	% Growth	Total Teacher Certifications	% Growth
2018-19	176,984	1.2%	321,497	2.8%
2019-20	179,004	1.1%	330,394	-3.4%
2020-21	176,182	-1.6%	319,064	2.4%
2021-22	175,216	-0.6%	331,068	1.3%
2022-23	173,722	-0.9%	360,541	8.9%

The estimating conferences typically view any change within +/- 1% as noise.

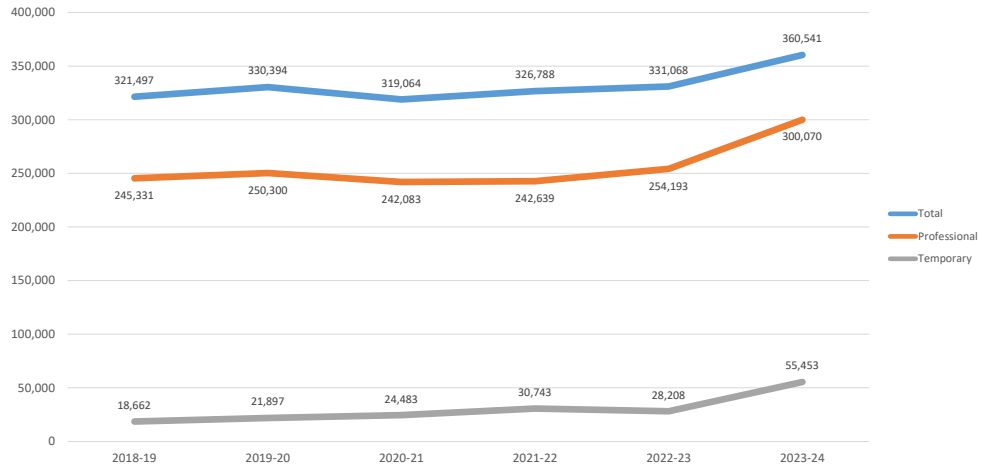
- Public school teacher employment is reflective of many factors, including student enrollment and school district contractual obligations.

- While overall public school teacher employment has declined relative to 2018-19, the total number of teacher certifications has been on the rise in recent years.



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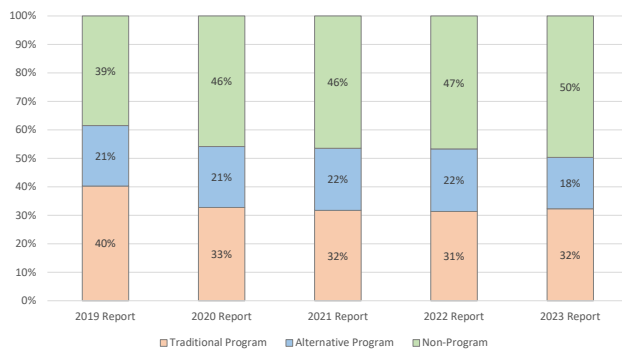
Statewide teacher certifications by type



Note: Professional and temporary certifications do not sum to total; individuals eligible for a temporary certificate must be hired by a school prior to moving to the temporary status

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Professional Education tests passed by program type



- There are multiple pathways to a Professional Educator Certificate, all of which require passing the Professional Education test
- The number of Professional Education tests taken/passed has declined over time, with an average annual rate of decline of -0.6%
- The share of exam takers/passers from:
 - Traditional Programs (private and public colleges and universities) appear to have stabilized in recent years
 - Alternative Programs have decreased
 - Non-Programs have increased

Total Professional Education Tests Passed					
	2019 Report	2020 Report	2021 Report	2022 Report	2023 Report
Program Total	16,542	14,367	13,653	14,702	13,127
Non-Program Total	10,358	12,170	11,810	12,845	12,970
Grand Total	26,900	26,537	25,463	27,547	26,097
Percent Change		-1.3%	-4.0%	8.2%	-5.3%

Report refers to the Florida Teacher Preparation Programs Annual Program Performance Reports that are released annually in the following calendar year

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Public School Subject Area Vacancy Rates

School Year	Subject Area Vacancies as of September 1	Number of Subject Area Certifications	Percentage of Certifications	Percentage of Total Teachers
2020-21	3,663	421,783	0.9%	2.1%
2021-22	4,489	442,306	1.0%	2.5%
2022-23	5,547	480,506	1.2%	3.2%
2023-24	4,776	466,233	1.0%	2.7%

Note: Each of these vacancies does not necessarily represent a teacher vacancy, since one teacher may teach courses in multiple subject areas. For example, a district could report two vacancies by subject area, one in chemistry and one in biology, but fill both needs by hiring one science teacher to cover both subject areas. Therefore, because these counts are designed to identify subject area needs, they will be higher than the actual number of teachers that districts need to hire.

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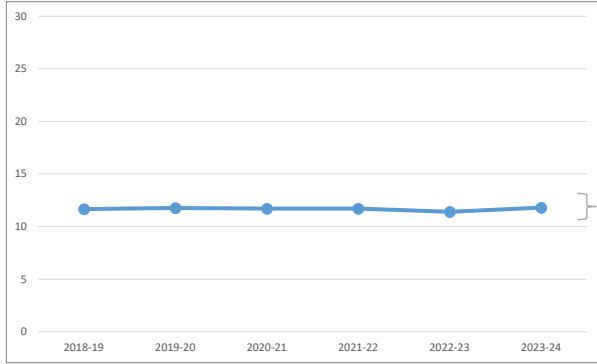
Largest percent of certification area courses taught by a teacher outside of certified area

Certification Areas	2022-23			2021-22			2020-21			2019-20					
	Total Number of Courses Reported Statewide	Total Number of Courses Taught by Teachers Not Certified in Appropriate Field Reported Statewide	Percentage of Courses Taught by Teachers Not Certified in Appropriate Field Reported Statewide	Total Number of Courses Reported Statewide	Total Number of Courses Taught by Teachers Not Certified in Appropriate Field Reported Statewide	Percentage of Courses Taught by Teachers Not Certified in Appropriate Field Reported Statewide	Total Number of Courses Reported Statewide	Total Number of Courses Taught by Teachers Not Certified in Appropriate Field Reported Statewide	Percentage of Courses Taught by Teachers Not Certified in Appropriate Field Reported Statewide	Total Number of Courses Reported Statewide	Total Number of Courses Taught by Teachers Not Certified in Appropriate Field Reported Statewide	Percentage of Courses Taught by Teachers Not Certified in Appropriate Field Reported Statewide			
ESOL	3,260	660	20.25%	ESOL	3,194	603	18.88%	Reading	7,548	1,374	18.20%	ESOL	3,441	655	19.04%
Health	699	141	20.17%	Health	692	120	17.34%	Foreign Languages-Other	1,386	245	17.68%	Reading	7,775	1,445	18.59%
English	32,957	5,932	18.00%	English	33,883	5,318	15.70%	ESE	67,743	11,487	16.96%	Gifted	942	160	16.99%
Science-Physical	3,236	544	16.81%	Science-Physical	3,411	527	15.45%	ESOL	3,130	527	16.84%	Health	654	94	14.37%
Gifted	890	146	16.40%	Reading	10,192	1,571	15.41%	Health	676	111	16.42%	Science-Physical	3,571	487	13.64%
Total Areas	570,833	59,134	10.36%	Total Areas	587,607	55,405	9.43%	Total Areas	591,461	59,117	10.00%	Total Areas	583,843	45,975	7.87%

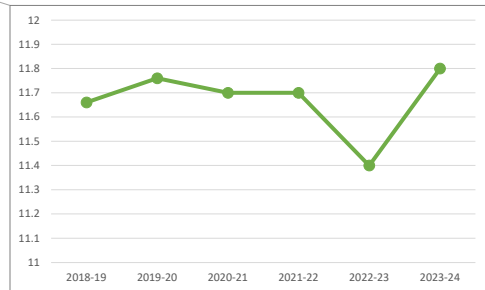
- ESOL and Health were in the top 5 certification area courses taught by a teacher outside of the certified area from 2019-20 through 2022-23

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Public school teacher average years' experience



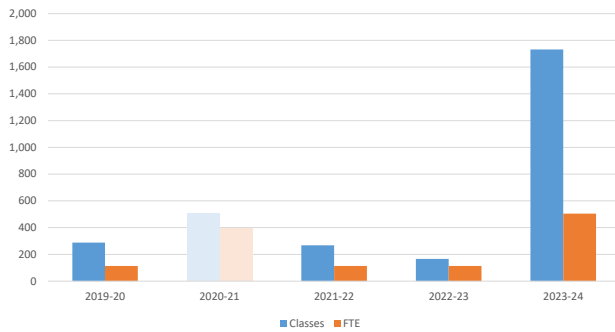
- The average number of years experience reported in public school teacher salary data has remained relatively constant in recent years, hovering within the 11th year of teaching



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Classes and FTE Over Class Size Cap

Statewide



- The number of FTE in classes exceeding the class size cap has remained relatively constant, however, 2023-24 saw a significant rise in both classes and FTE exceeding the cap
- This increase is following the removal of financial penalty for noncompliance (Chapter 2023-104, Laws of Florida)

	2019-20	2020-21	2021-22	2022-23	2023-24
Classes	288	509	268	166	1,732
FTE	113.8	395.13	113.55	113.06	504.95

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Measuring statewide teacher employment level at the occupational level

- In recent years there is consistent growth in the number of teaching certifications held in the state of Florida.
- Non-public education settings do not have to require a teacher to be certified.
- In public education settings:
 - When measured as a “teaching outside of certified area” rate, there appear to be consistent subject areas over time that are taught by teachers not certified in that area.*
 - When measured as a “vacancy” rate, there does not appear to be a critical shortage in a) any subject area relative to certifications in that subject area or b) total public school teachers.
 - When measured as growth in classes or FTE over the Class Size Average Cap, there were more classes and FTE over the cap in 2023-24 relative to prior years, however this is difficult to interpret as the increase occurred following policy to remove the financial penalty.

*1012.42, F.S. Teacher teaching out-of-field.—(1) ASSISTANCE.—Each district school board shall adopt and implement a plan to assist any teacher teaching out-of-field, and priority consideration in professional development activities shall be given to a teacher who is teaching out-of-field. [The district school board shall require that the teacher participate in a certification or staff development program designed to provide the teacher with the competencies required for the assigned duties.](#) The board-approved assistance plan must include duties of administrative personnel and other instructional personnel to provide students with instructional services.

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LMEC 15 PreK-12 Teacher Occupations

Preschool Teachers, Except Special Education
Kindergarten Teachers, Except Special Education
Elementary School Teachers, Except Special Education
Middle School Teachers, Except Special and Career/Technical Education
Career/Technical Education Teachers, Middle School
Secondary School Teachers, Except Special and Career/Technical Education
Career/Technical Education Teachers, Secondary School
Special Education Teachers, Preschool
Special Education Teachers, Kindergarten and Elementary School
Special Education Teachers, Middle School
Special Education Teachers, Secondary School
Special Education Teachers, All Other
Self-Enrichment Teachers
Substitute Teachers, Short-Term
Tutors and Teachers and Instructors, All Other

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Florida's 69 Certification Subject Areas

Elementary Level Coverages

- Elementary Education (grades K-6)
- Prekindergarten/Primary Education (age 3 through grade 3)
- Preschool Education (birth through age 4)

Middle Level Coverages (grades 5-9)

- Middle Grades English (grades 5-9)
- Middle Grades General Science (grades 5-9)
- Middle Grades Mathematics (grades 5-9)
- Middle Grades Social Science (grades 5-9)

Secondary Level Coverages (grades 6-12)

- Drama (grades 6-12)
- English (grades 6-12)
- Mathematics (grades 6-12)
- Social Science (broad field; grades 6-12)

Science Areas

- Biology (grades 6-12)
- Chemistry (grades 6-12)
- Earth-Space Science (grades 6-12)
- Physics (grades 6-12)

Elementary and Secondary Coverages (grades K-12)

- Art (grades K-12)
- Athletic Coaching (grades K-12)
- Computer Science (grades K-12)
- Dance (grades K-12)
- English for Speakers of Other Languages (ESOL; grades K-12)
- Health (grades K-12)
- Humanities (grades K-12)
- Music (grades K-12)
- Physical Education (grades K-12)
- Reading (grades K-12)

World Language Areas

- Arabic (grades K-12)
- Chinese (grades K-12)
- Farsi (grades K-12)
- French (grades K-12)
- German (grades K-12)
- Greek (grades K-12)
- Haitian Creole (grades K-12)
- Hebrew (grades K-12)
- Hindi (grades K-12)
- Italian (grades K-12)
- Japanese (grades K-12)
- Latin (grades K-12)
- Portuguese (grades K-12)
- Russian (grades K-12)
- Spanish (grades K-12)
- Turkish (grades K-12)

Exceptional Student Education Areas

- Exceptional Student Education (grades K-12)
- Deaf or Hard of Hearing (grades K-12)
- Speech-Language Impaired (grades K-12)
- Visually Impaired (grades K-12)

Professional Service Areas (grades PK-12)

- Educational Media Specialist (grades PK-12)
- School Counseling (grades PK-12)
- School Psychology (grades PK-12)
- School Social Work (grades PK-12)

Administrative Coverages

- Administration of Adult Education (adult)
- Educational Leadership
- School Principal
- Local Director of Career and Technical Education (career and technical)

Academic Endorsements

- American Sign Language
- Athletic Coaching
- Autism Spectrum Disorders
- Driver Education
- English for Speakers of Other Languages (ESOL)
- Gifted
- Orientation and Mobility
- Prekindergarten Disabilities
- Reading
- Severe or Profound Disabilities

Degreed Career and Technical Coverages

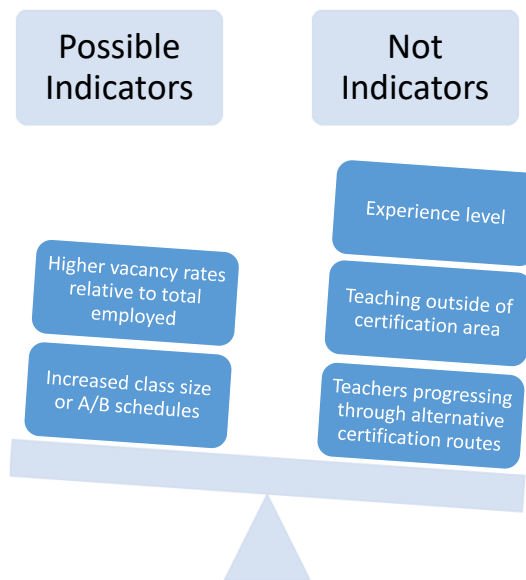
- Agriculture (grades 6-12)
- Business Education (grades 6-12)
- Engineering and Technology Education (grades 6-12)
- Family and Consumer Science (grades 6-12)
- Marketing (grades 6-12)

Nondegreed Career and Technical Coverages

- Career & Technical Education (CTE) Programs and Curriculum Frameworks

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Measuring statewide teacher employment level at the occupational level



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