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Support for Teachers

- Broward County Public Schools (BCPS) recruitment plan is highly successful with only 56 vacancies in core subject areas at the start of the 2007/08 school year.
- Broward Enterprise Education Portal (BEEP) is an electronic, single-access portal for teachers that includes a resource bank of unit plans, lesson plans, activities and resources. The components are aligned to the Sunshine State Standards, the National Educational Technology Standards, Information Literacy Standards, and Career and Technical Education Standards. BEEP also includes networking and professional development for teachers.
- The Broward Education Communication Network (BECON) provides online courses for both students and teachers, as well as, distance learning studies and electronic fieldtrips.
- Broward's Virtual University for educators provides just in time, professional development opportunities around the clock.
- An annual Summer Institute offers training in SpringBoard, AP and Pre-AP courses. The institute serves approximately 800 to 900 teachers a year and has provided notable keynote speakers who address the issue of challenging underrepresented populations.
- The Advanced Placement Incentive Program (APIP), provides targeted staff development to pre-Advanced Placement (pre-AP) and AP instructors in six low-income middle to high school feeder patterns. Included in this grant is an online support course for low-income students enrolled in advanced courses.
- Several opportunities to obtain a professional certificate are available to BCPS teachers through the Teaching and Leadership Center (TLC) at Florida Atlantic University:
 - Prelude to Teaching – 50 beginning teachers in Title I schools; no cost to participants.
 - Transition to Teaching STAR Program - up to 100 elementary education, Exceptional



Student Education, and secondary teachers in English, Mathematics, Science, and Social Sciences; provides \$1,000 toward tuition costs.

- Educator Certification Program (ECP) - up to 75 temporarily certified teachers in elementary education, Exceptional Student Education, English, Mathematics, Physical Education Science, and Social Sciences; no cost to participants.
- Urban Education Service Corps – 25 program participants may volunteer for the AmeriCorps project. The teachers conduct service learning activities and inservice training to improve their skills as an urban teacher; completion of the program provides a \$4,725 education award. The award may be used for the repayment of student loans or for future college coursework.
- Alternative Certification - for those who wish to become BCPS teachers but who earned college degrees in a non-education major.
- The Urban Teacher Academy Program (UTAP) recruits Broward County high school students interested in pursuing a career in teaching within urban communities. Beginning in 9th grade, students are prepared for a career in education including a rigorous four-year curriculum, as well as, opportunities for dual enrollment college credits and field experience. In addition, graduates of UTAP receive The Broward Teacher Fellowship (BTF), a full-tuition scholarship and attend two years at Broward Community College (BCC) followed by two years at a partnering higher education institution. They are then guaranteed teaching positions in BCPS.
- All new teachers receive support through the New Educator Support System (NESS), a site-based induction program of coaching and mentoring. The NESS Support Team includes school-based Administrators, School NESS

Liaison, Instructional Coach, Teacher Coach and NESS Program staff.

- Teachers at Title I schools who are studying to become certified in Reading are having course costs paid for by Title I funds in an agreement with Nova Southeastern University.
- Through the on-site induction program, pedagogical support is provided in areas such as Classroom Management, High Yield Instructional Strategies, Eight-Step Instructional Process, Bloom's Taxonomy and The Correlates of Effective Schools.
- The New Teacher Orientation (NTO) is a one-day orientation for teachers new to the District. NTO provides information on Certification, Benefits, Payroll, Employee Relations, Instructional Staffing, Human Resource Development, and the Broward Teachers Union.
- The New Teacher Academy (NTA) is a week-long intensive professional development event designed to provide new teachers with instructional strategies, classroom management techniques, integration of technology, curriculum and content area information and practices and the importance of professionalism to make their initial classroom experience successful.
- Review sessions and/or support for the General Knowledge Test (GKT) are available for teachers holding a temporary certificate. Content includes practice in Mathematics, Reading, English Language Skills and Reading. Subject Area Examination preparation courses are currently being designed and will be available for the fall of 2006.
- The Effective Teacher Program was created to improve student achievement at Title I schools by increasing the number of teachers attempting to attain National Board Certification or participate in the Broward County Recognition Program (BCRP) in such schools, retaining these teachers in Title I schools, promote mentoring by NBCT or BCRP recipients to mentor candidates at Title I schools for either program and reward employees at Title I schools who can demonstrate consistent and tangible improvement in their student's academic achievement.
- A Teacher Directed Improvement Fund (TDIF) is available through an application process for reimbursement up to a specified amount for attendance at a center for creative learning (conferences), research projects to strengthen curriculum (course work at a university), career ladder stipends, etc.
- Critical Shortage Tuition Reimbursement is available to teachers beginning in their second year of employment to become certified in an approved critical shortage area.
- English Speakers of Other Languages (ESOL) workshops are available to teachers through inservice training activities at no cost to the employee.
- Incentive awards are available to teachers who take courses or inservice following their last degree (Bachelor's or Master's degree only) and hold a Professional Service Contract (PSC). The awards range from \$2,000 to \$2,700.
- Robust professional development opportunities are available to BCPS staff. Offerings range from the One Voice – Broward's Effective School Program to infusing technology in the classroom to using data to guide instruction. In addition, summer principal training is required and targets District priorities.
- BCPS's partnership with the Higher Education Consortium includes Barry University, BCC, FAU, and Nova Southeastern University. The focus of the Consortium is to provide appropriate and relevant training for future teachers, coordinate the placement of interns into the schools that can most benefit from these programs, and coordinate and support development of grant applications and other research initiatives.

Human Resources

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