

CHAPTER 5.00 – STUDENTS

BEST AND BRIGHTEST TEACHER/PRINCIPAL PROGRAM

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1. This policy is to provide guidance on the Best and Brightest Teacher / Principal Programs.
 - a. The stated intent of the Best and Brightest Teacher Program is to “recruit, retain, and recognize teachers who meet the needs of the State and have achieved success in the classroom.
 - b. The Best and Brightest Principal Program is to designate school principals whose schools make noticeable academic improvements.
2. Both of these programs are funded through the Florida Education Finance Program (FEFP), which is subject to annual appropriation. Each district will receive an allocation based on the FEFP base funding. The purpose of this policy is to provide guidance for these award programs.
3. For the purpose of this policy, the following definitions will apply:
 - a. Classroom teacher – as defined in Florida Statute 1012.01(2)(a) to include K-12 teachers that are assigned the professional activity of instructing students in courses in the classroom.
 - b. Content expert –
 - (1) For the areas of mathematics, science, or computer science: Defined in State Board of Education Rule 6AER19-01 as a teacher who has earned a Master’s Degree in one of the associated subject areas (mathematics, science, or computer science) from an accredited institution, or who has earned a Bachelor’s Degree in the areas of mathematics, science or computer science from an accredited institution and who has at least five (5) years’ teaching experience in the associated subject area or at least five (5) years’ work experience in the associated subject area.
 - (2) For the area of civics, a classroom teacher has earned a master’s degree in political science, American history, social studies, or social science from an accredited institution or earned a bachelor’s degree in political science, American history, social studies, or social science from an accredited institution and who has worked at least five (5) years’ teaching in the associated subject area at or at least five (5) years’ work experience in the associated subject area.
 - (3) For the area of reading: a classroom teacher who has earned at least a master’s degree in English, English literature, reading, or literacy instruction from an accredited institution or earned a bachelor’s degree in English, English literature, reading, or literacy instruction from an accredited institution and

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who has at least five (5) years' teaching experience in English language arts or reading.

- c. Instructional Personnel – as defined in Florida Statute 1012.01(2)(a) through (d) as any K-12 staff member whose function includes the provision of direct instructional services to students or whose functions provide direct support in the learning process of students. This includes classroom teachers, student services personnel, and instructional coaches.
- d. Newly Hired – Initial employment in Washington County as a classroom teacher after July 1, 2019.
- e. Performance criteria: defined as highly effective or effective for the school year immediately preceding the award.
- f. Qualifying School – A school that has improved an average of 3 percentage points or more over the past 3 years. The list of eligible schools will be identified by the Florida Department of Education.

4. One-Time Recruitment Award

Any newly hired classroom teacher who meets the criteria identified in law, subject to the definitions in this policy, shall be eligible for a one-time recruitment award provided that he/she:

- (1) Hired on or after July 1, 2019 for the 2019-2020 school year.
- (2) Was employed continuously in a K-12 classroom teacher position through the payment date of the award or the last scheduled workday of the year in which the award is paid.
- (3) Completed the district required application for the award and provided any supporting documentation requested by the District to verify eligibility for the award.
- (4) Award may be up to \$1,000. A maximum of \$5,000.00 was negotiated for all eligible teachers in this category.
- (5) Award may be prorated.
- (6) One-half of award will be paid at the end of the first semester and one-half paid at the end of the school year (negotiated).

5. Retention Award:

- a. Classroom Retention Award: Any classroom teacher who meets the criteria shall be eligible for this award. The amount set for 2019 is \$2,500.00 for “Highly Effective” teachers and \$1,000.00 for “Effective” teachers, based on evaluations from the 2018-

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2019 school year in WCSD. Washington County is authorized to prorate awards if the funds allocated to the district are insufficient to cover the awards.

- (1) Was employed as a K-12 classroom teacher for the previous year and the current year.
 - (2) Remains employed through the end of the current year.
- b. Principal Retention Award. Any principal who meets the criteria identified in law, subject to the definitions in this policy, shall be eligible for this award provided:
 - (1) Was employed as a principal at the same eligible school over the four-year period.
 - (2) Is currently employed as a principal at the same school.
 - (3) Amount set for 2019 is \$5,000.00.
6. Instructional Personnel Recognition Award. Remaining funds will be divided by number of eligible instructional staff (see definition) who were not eligible for the Classroom Retention Award described above. Should the Classroom Retention Award of \$1,000.00 for “Effective” teachers described above be less than the Instructional Personnel Recognition Award, an additional Recognition amount will be provided to said teacher(s) so that the net combined total of the additional recognition amount and the \$1,000.00 “Effective” Retention amount is the same as the total Recognition amount for the remaining eligible K-12 teachers.

STATUTORY AUTHORITY:

F.S. 1012.01

LAW(S) IMPLEMENTED:

HISTORY:

**ADOPTED: 11/19/2019
REVISION DATE(S):**

FORMERLY: NEW