

Dr. Martin Karp, Vice Chair

SUBJECT: TEMPORARY INSTRUCTORS

COMMITTEE: PERSONNEL, STUDENT, SCHOOL & COMMUNITY SUPPORT

LINK TO STRATEGIC

BLUEPRINT: HIGHLY EFFECTIVE TEACHERS, LEADERS & STAFF

Miami-Dade County Public Schools employs an average of 1,180 temporary instructors daily. Historically, temporary instructors have been tasked with providing supervision of students, executing lesson plans, and maintaining a safe, secure, and productive learning environment.

Maintaining a district-wide temporary instructor pool can serve as a viable teacher candidate pipeline that cultivates new teachers from within Miami-Dade County Public Schools. Providing relevant and comprehensive professional development to temporary instructor candidates maximizes instructional time and ensures optimal student learning experiences that help mitigate the impact of teacher absences on student achievement. Recruiting, developing, and retaining a pool of high-quality temporary instructors requires a centralized system that not only captures their credentials and their availability for employment, but a mechanism that indicates their level of success on the job for school site administrators and substitute locators to access when securing temporary instructors for their schools.

This item further supports Board-approved Agenda Item H-9, proffered by School Board Member Ms. Mari Tere Rojas and co-sponsored by School Board Member Ms. Susie V. Castillo at the School Board meeting of January 25, 2017. Agenda Item H-9 accentuated the need to recruit and retain a pool of temporary instructors, particularly for fragile schools.

This item has been reviewed and approved by the School Board Attorney's office as to form and legal sufficiency.

RECOMMENDED: That the School Board of Miami-Dade County, Florida, direct the Superintendent to:

1. Evaluate the current process from the hiring to the development phases for temporary instructors;
2. Ensure that current procedures capture the success of temporary instructors across schools; and
3. Provide a response by the November 2019 School Board Meeting.