

Ms. Maria Teresa Rojas, Chair

SUBJECT: FEASIBILITY OF DEVELOPING THE PROPOSED COLLABORATION BETWEEN FLORIDA INTERNATIONAL UNIVERSITY (FIU) COLLEGE OF COMMUNICATION, ARCHITECTURE + THE ARTS (CARTA) AND MIAMI-DADE COUNTY PUBLIC SCHOOLS (M-DCPS) FOR THE IMPLEMENTATION OF AN ALTERNATIVE TEACHER CERTIFICATION AND RECRUITMENT PROGRAM (ATCRP)

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COMMITTEE: PERSONNEL, STUDENT, SCHOOL, & COMMUNITY SUPPORT

LINK TO STRATEGIC

PLAN: HIGHLY EFFECTIVE TEACHERS, LEADERS & STAFF

Teacher recruitment and retention has always been a challenge for K-12 education. Recently, because of a variety of social, economic, and demographic changes the dearth of candidates has been exacerbated and the crisis has intensified proportionately.

Miami-Dade County Public Schools (M-DCPS) has traditionally been extremely aggressive in the recruitment process but the need to explore, identify, and implement new and innovative strategies remains a necessity in this hyper competitive environment. As a result, Florida International University (FIU) College of Communication, Architecture + The Arts (CARTA) has proposed a collaborative, joint partnership with M-DCPS to establish the Alternative Teacher Certification and Recruitment Program (ATCRP).

The program is designed to tap into non-education majors by providing prospective full time teaching candidates assistance and support in acquiring Florida teaching temporary certification and extensive staff support in a systemic manner. This comprehensive approach will foster a successful experience for both the prospective teacher candidates and ultimately the students they will be serving. The proposed extended support activities provided by the District to these non-education major teacher candidates will further enhance current M-DCPS retention efforts.

Additionally, in an effort to create an organic feeder system for future teacher candidates that come from non-traditional disciplines, it is proposed they also be recruited to serve as interventionists in selected M-DCPS schools. These candidates, who currently still may be attending FIU as graduate students, may be contracted to serve in part time positions or temporary instructors that eventually may lead to full time teaching positions.

Finally, current undergraduate students that may be interested in employment may be recruited and employed to as part time tutors in targeted schools. These systemic strategies provide short- and long-term solutions addressed to improve teacher recruitment and retention in M-DCPS.

With guidance from M-DCPS, FIU/CARTA will participate in the following:

1. Developing informational material for dissemination with FIU/CARTA.
2. Identifying potential clients within the FIU/CARTA community for participation in the proposed ATCRP.
3. Dissemination of pertinent information to FIU graduates that may be still seeking full time employment and current students participating in CARTA graduate and undergraduate programs.

FIU/CARTA will coordinate with M-DCPS staff to host and conduct virtual and on site (at FIU) recruitment sessions for interested and pre-screened candidates. M-DCPS may consider offering advanced contracts to qualified and interested participants at these events.

This item has been reviewed and approved by the General Counsel's Office as to form and legal sufficiency.

**ACTION PROPOSED BY CHAIR
MS. MARIA TERESA ROJAS:**

That The School Board of Miami-Dade County, Florida, direct the Superintendent of Schools, to explore the feasibility of developing the proposed collaboration between Florida International University (FIU) College of Communication, Architecture + The Arts (CARTA) and Miami-Dade County Public Schools (M-DCPS) for the implementation of an Alternative Teacher Certification and Recruitment Program (ATCRP), and provide a report to the Board by April 18, 2023.