



Teacher Crisis, Student Experiences

Board Workshop | February 15, 2022



DUVAL COUNTY
PUBLIC SCHOOLS

Exploring the Problem

Recruitment, Retention, & Experiences



The Battle Over Human Capital

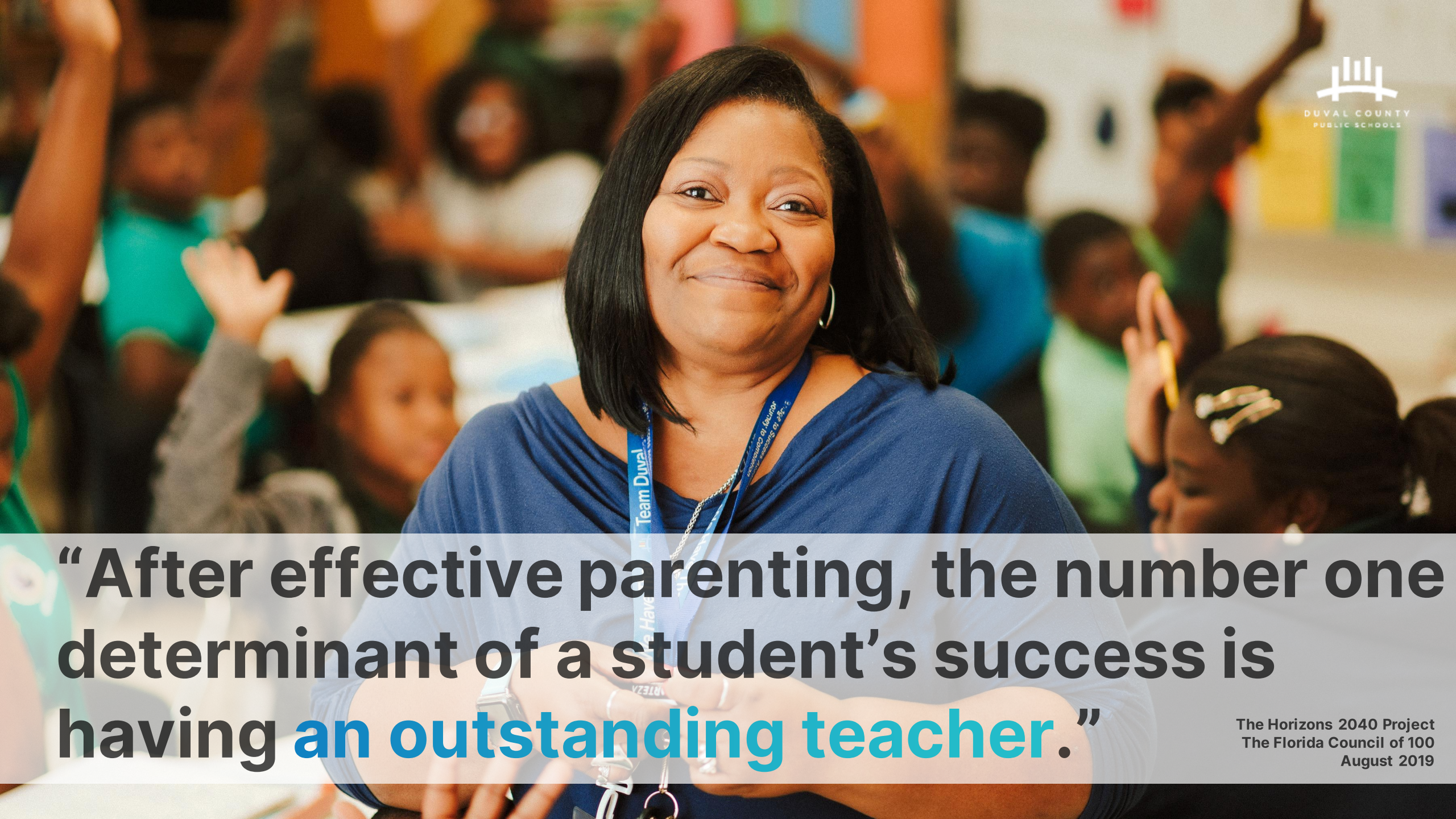
- Teacher vacancies are at an all time high
- Competing with local corporations as well as neighboring counties increases the staffing challenges



Offering Exceptional Student Experiences

- Addressing equipment and supply needs within arts & athletics





“After effective parenting, the number one determinant of a student’s success is having **an outstanding teacher.”**

Exploring the Problem

The Impact of Teacher Effectiveness



Florida's low-income schools have 1/2 as many "highly effective" teachers, but twice as many "unsatisfactory" teachers, as other schools.

FL is Ranked 46th

In Certified teachers in low-minority schools

FL is Ranked 45th

In Certified teachers in high-minority schools

FL is Ranked 50th

In experienced teachers in low-minority schools

FL is Ranked 50th

In experienced teachers in high-minority schools

CHURN: The High Cost of Principal Turnover

50% of new principals are not retained beyond their third year of leading

Exploring the Problem

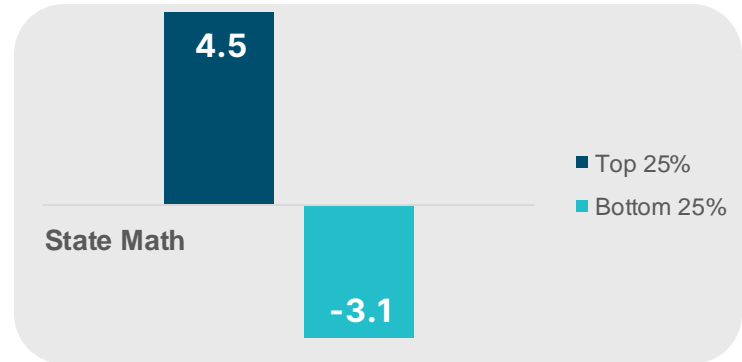
Months of Student Learning Gained or Lost Under an Average Teacher



Highly effective principals raise student achievement by an equivalent of between **2 – 7 months of additional learning** each school year compared to the average principal. Ineffective principals lower achievement by the same amount.

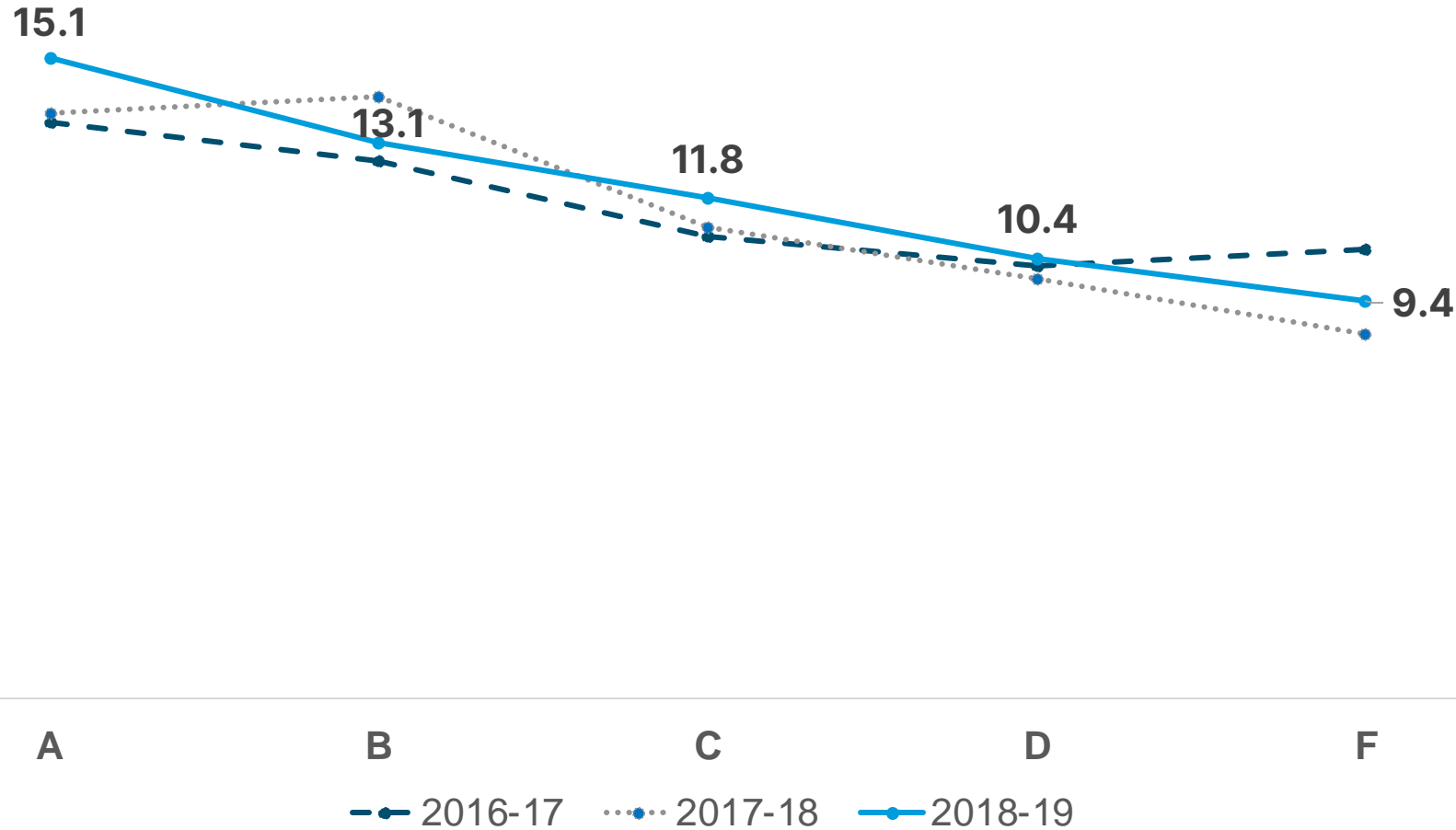


The gap between effective and ineffective teachers can reach the equivalent of nearly an entire school year.



Exploring the Problem

Teacher Experience by School Grade

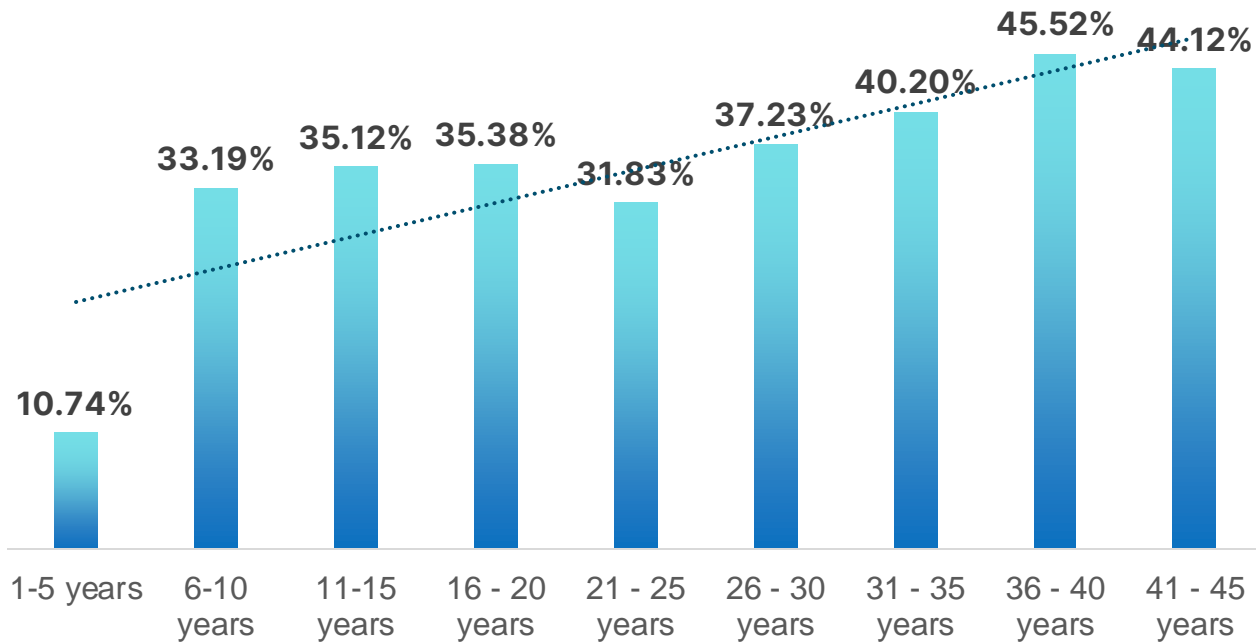


On average, there is a 4.6 year difference in teacher experience between A rated schools and F rated schools in Duval.

Exploring the Problem

How Retention Impacts Effectiveness

Percent of Highly Effective Teachers by Years of Experience

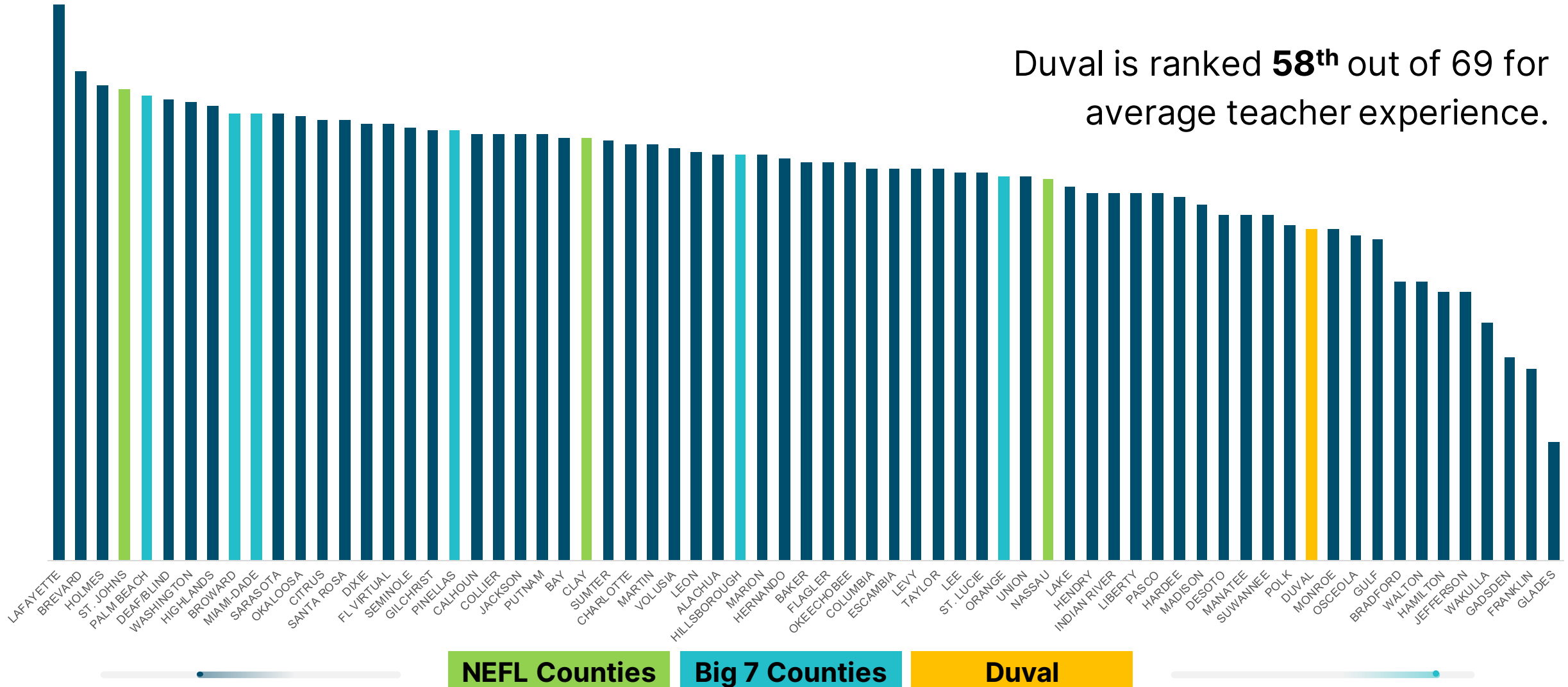


Exploring the Problem

Teacher Experience Across the State



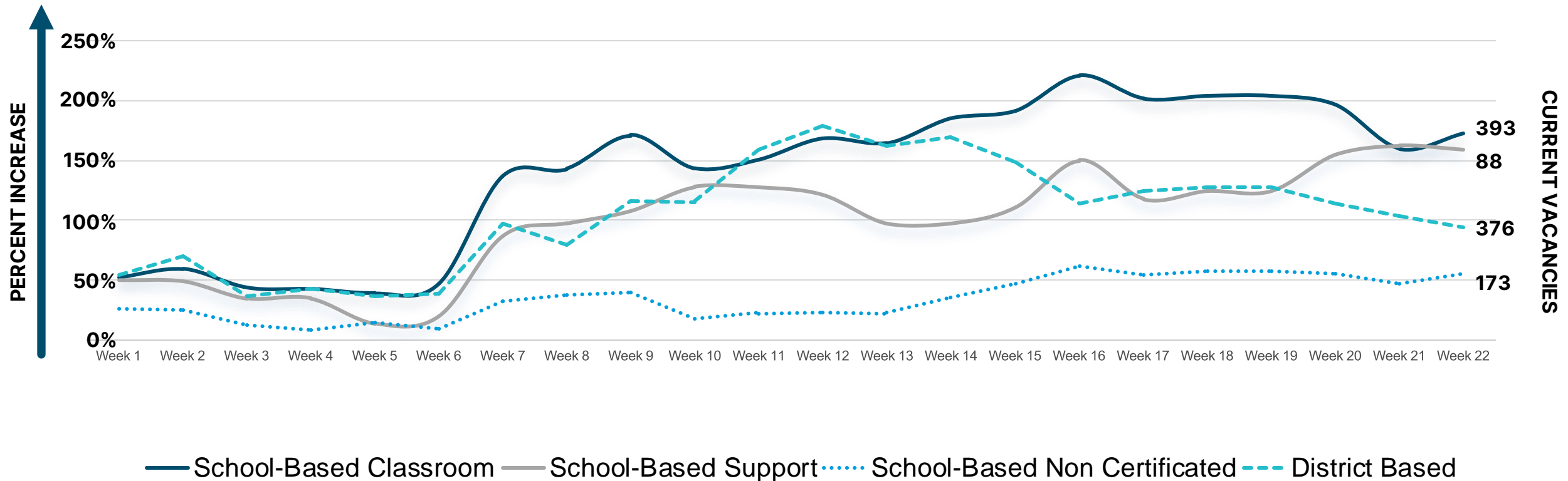
Duval is ranked **58th** out of 69 for average teacher experience.



Exploring the Problem

Vacancies across the Organization

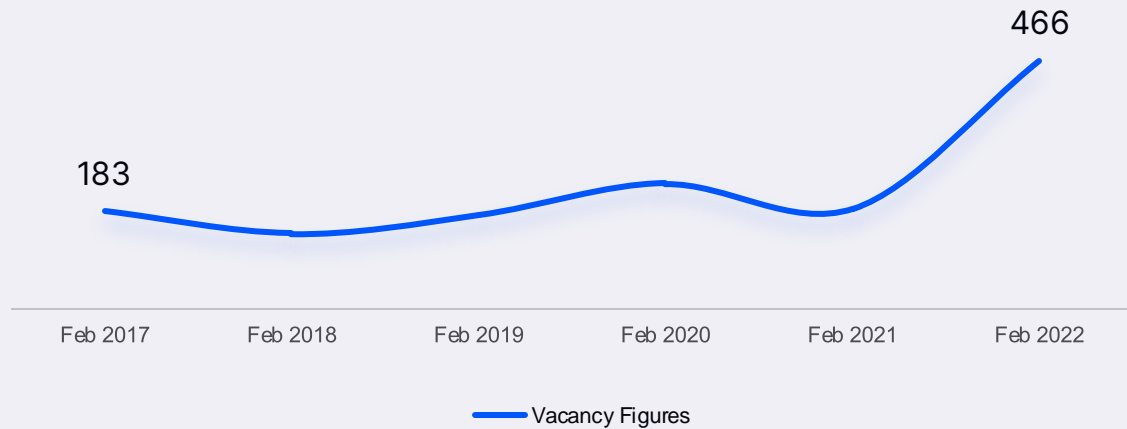
Rate of Change from 2020-21 to 2021-22



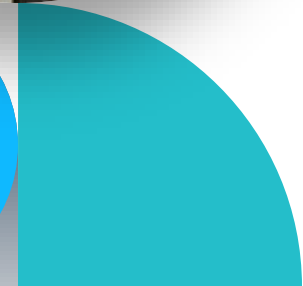
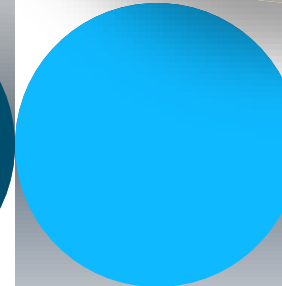
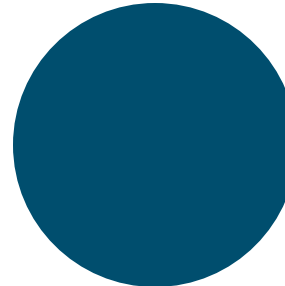
Exploring the Problem

Instructional Vacancies

Instructional Vacancies in DCPS



Instructional vacancies **increased 155%** over the past 6 years with an **increase of 98%** since the start of the pandemic.



Exploring the Problem

Why are teachers leaving?

National Labor Statistics

- **567,000 fewer educators** in America's public schools compared to before the pandemic (*Bureau of Labor Statistics*)
- In 2021-22, **0.57 hires** for every open position (*Bureau of Labor Statistics JOLTS*)

National Education Association Survey (January 2022)

- **50% plus of members plan to leave education sooner than planned.**
- **74% of members had to fill in for others due to shortages.**
- **91% say pandemic-related stress is a serious problem.**
- **96% support raising educator salaries to address burnout**

Local Feedback

Local stakeholder feedback rated bonuses/higher pay for educators as a top priority.

Exploring the Problem

How Teachers Find Jobs in the Business World, with Higher Pay - WSJ

“Teachers tend to have a broad set of skills that are really attractive to other employers across industries....things like the ability to absorb and transmit information...and communicate clearly...**make teachers really attractive candidates** to lots of different industries.”

Kathryn Dill

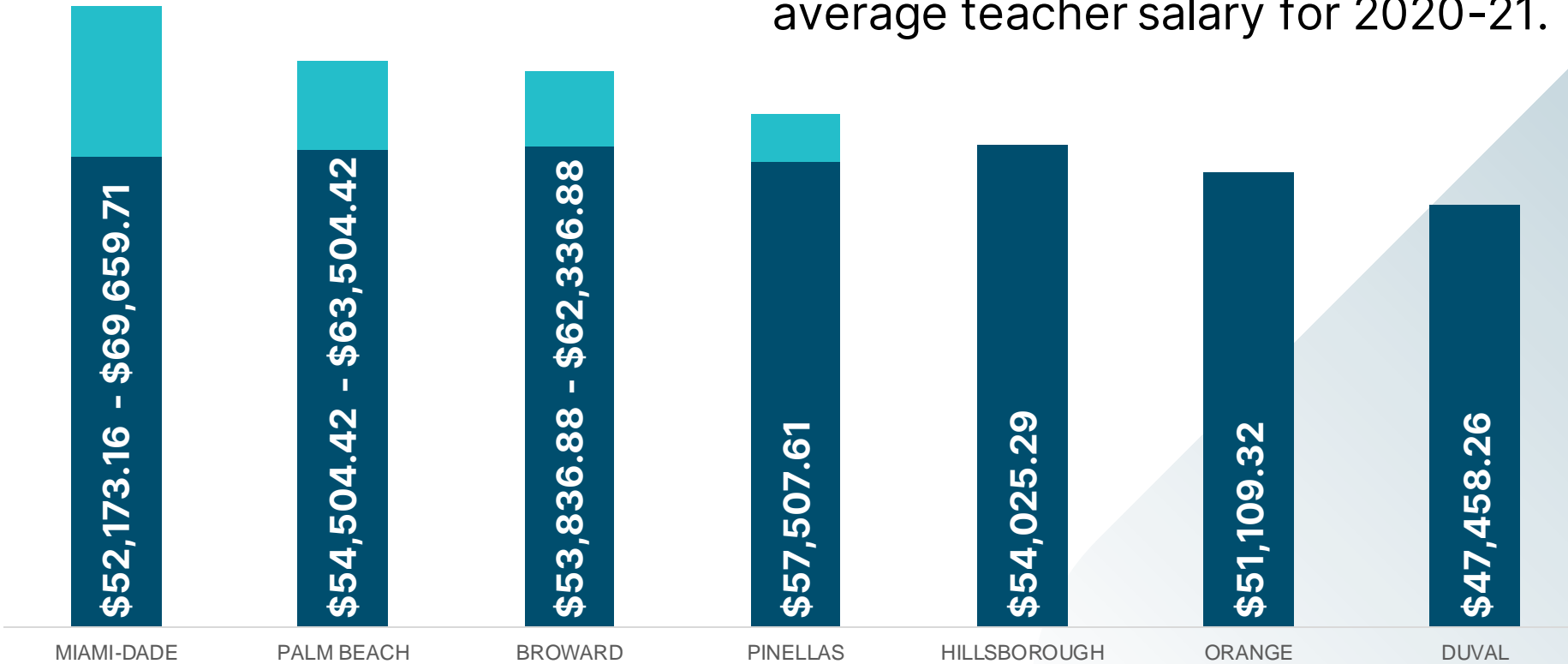
Wall Street Journal



Exploring the Problem

Comparison of Average Teacher Salaries with Millage Supported Supplements

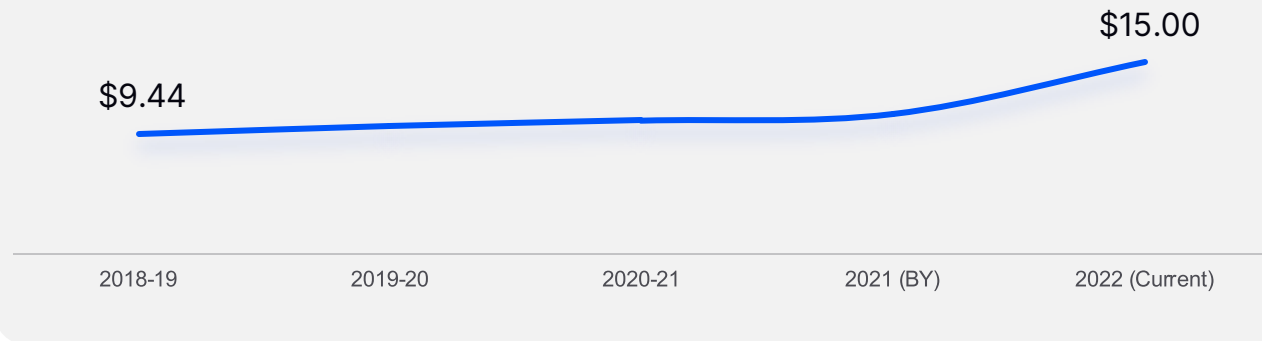
Duval is ranked **40th** out of 69 for average teacher salary for 2020-21.



Exploring the Problem

A Deeper Look at the Retention of Paraprofessionals

Hourly Rate of Paraprofessionals



Customer Service Rep
\$16.80 per hour

Delivery Associate
\$16.50 - \$18 per hour

Cashier
\$16 per hour

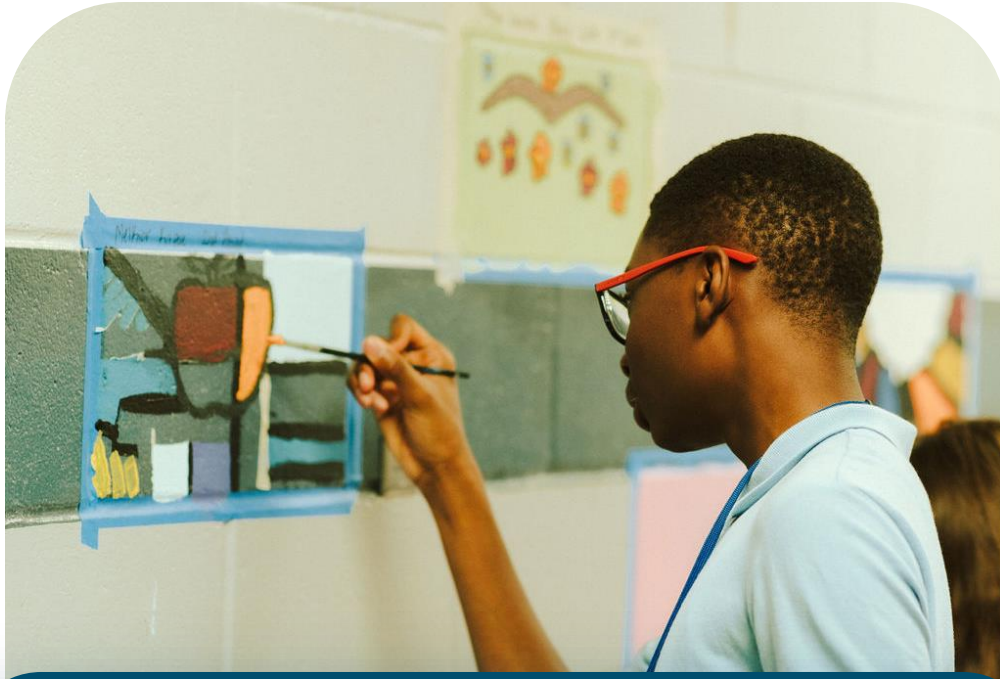
Warehouse Associate
\$16.70 - \$20 per hour

Rate of Change from 20/21-21/22 Vacancies Non Certificated



Exploring the Problem

Exceptional Student Experiences



Arts

Address obsolete equipment, upgrades & repair of existing equipment, additional musical instruments, & uniform needs.



Athletics

Address repair & replacement of score boards, athletic fields, playgrounds, gym floors, bleachers, & tracks.

Exploring the Problem

Exceptional Student Experiences - Athletics

- One high school turf field per year
- Two middle school football scoreboards replaced each year
- Updating softball facilities to be in compliance with gender equity
- Repairing and replacing elementary school playgrounds
- Providing drainage assistance for tracks and tennis courts
- Install sound equipment at stadiums and inside gymnasiums
- Assist with outdoor lighting issues
- Repair & purchase indoor and outdoor bleachers



Exploring the Problem

Exceptional Student Experiences - Arts

- **Updating and Upgrading Performance Spaces**
 - Replace Obsolete Sound & Lighting Equipment
 - Restore or Replace Stage Flooring and Curtains
 - Repair or Replace Auditorium Seating
- **Instrumental Music Program Needs:** Instruments, Music Equipment, & Band Uniforms
- **Developing Fine Arts Spaces**
 - Dance Studios – flooring, mirrors, barres
 - Visual Art Studios – specially designed furniture/equipment
 - Music Technology / Recording Studios



The Path Forward

Superintendent Recommendation

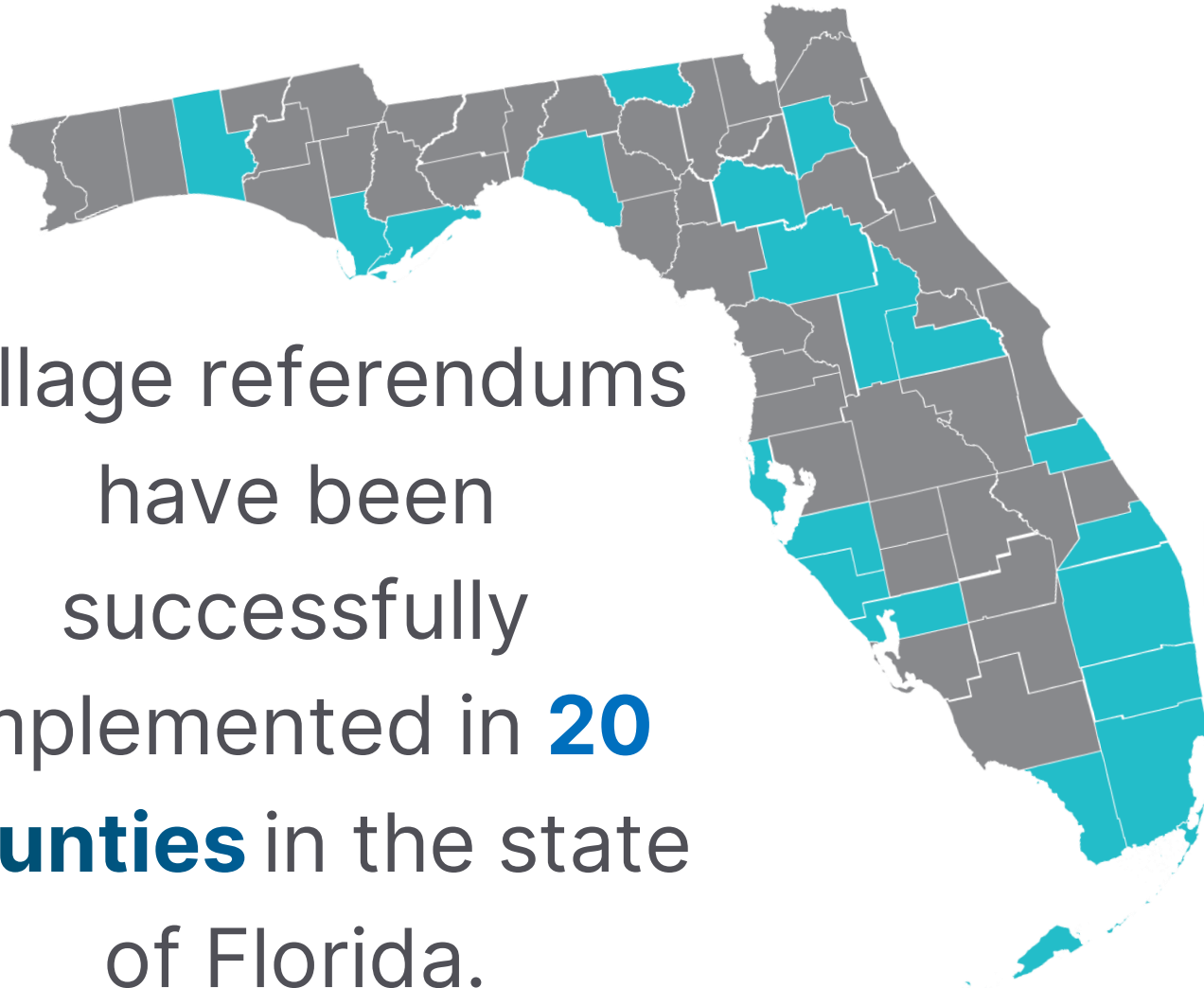
Request for a Resolution

- Introduce a resolution for a ballot measure for a 1 Mill increase
- Additional funding will address compensation, arts, & athletics



The Path Forward

Millage Referendums



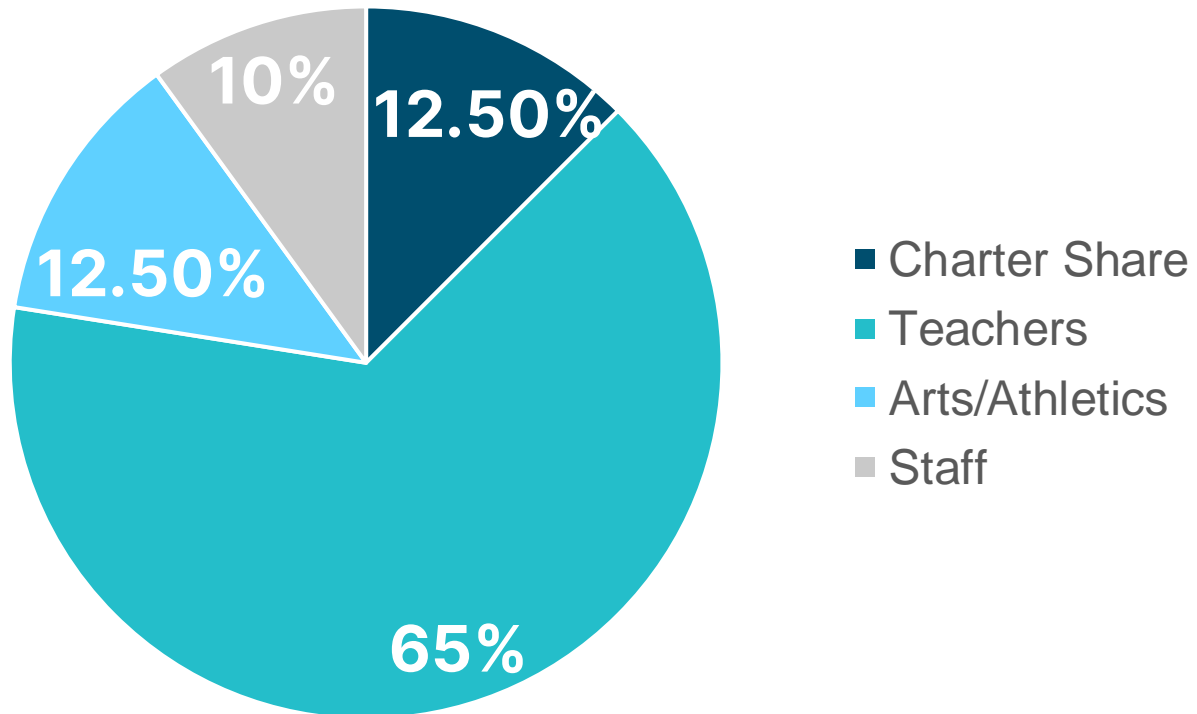
Millage referendums have been successfully implemented in **20 counties** in the state of Florida.



The Path Forward

Funding Distribution

With a 1 Mill increase, an estimated **\$81.8 million** will be generated per year.



The Path Forward

Next Steps



March 1, 2022

Board Consideration of Resolution

April 26, 2022

Final City Council Consideration of Resolution

August 23, 2022

Primary Election

March 16, 2022

Legislation filed with City Council

June 24, 2022

Final Ballot Language Submitted to Supervisor of Elections

Discussion & Questions

We provide educational excellence for every student, every day.



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