Florida’s 2019-20 Best and Brightest Scholarship Program Bonus

1) **What teachers are eligible to receive the FL Best and Brightest Teacher Scholarship Program Retention and Recruitment Bonus?**

**Classroom Teachers, as defined in s.1012.01(2)(a) F.S.:**

Classroom teachers.—Classroom teachers are staff members assigned the professional activity of instructing students in courses in classroom situations, including basic instruction, exceptional student education, career education, and adult education, including substitute teachers.

Guidance Counselors, Resource Teachers, Media Specialists, Social Workers, School Psychologists, Adjunct Teachers are **NOT eligible**, per the law’s definition:

(b) Student personnel services.—Student personnel services include staff members responsible for: advising students with regard to their abilities and aptitudes, educational and occupational opportunities, and personal and social adjustments; providing placement services; performing educational evaluations; and similar functions. Included in this classification are certified school counselors, social workers, career specialists, and school psychologists.

(c) Librarians/media specialists.—Librarians/media specialists are staff members responsible for providing school library media services. These employees are responsible for evaluating, selecting, organizing, and managing media and technology resources, equipment, and related systems; facilitating access to information resources beyond the school; working with teachers to make resources available in the instructional programs; assisting teachers and students in media productions; and instructing students in the location and use of information resources.

(d) Other instructional staff.—Other instructional staff are staff members who are part of the instructional staff but are not classified in one of the categories specified in paragraphs (a)-(c). Included in this classification are primary specialists, learning resource specialists, instructional trainers, adjunct educators certified pursuant to s. 1012.57, and similar positions.

Classroom teaching status will be verified by:

- Duty Assignments – Official course codes assigned to teacher
- Assigned Students – Student Rosters

2) **What do I have to submit to qualify?**

Nothing. The Florida Department of Education has provided the list of eligible schools (link below) that meet the requirement of improvement in school grades and the district will have your Final Summative Score once calculated in late October 2019.

[2018-19 Schools Eligible for Best & Brightest](#)

3) **How did the Florida DOE determine the eligibility of these schools?**
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Please refer to the FLDOE FAQ on the main Best & Brightest page.

4) In what year must I have received a Final Summative Evaluation (Instructional Practice + Student Growth) rating of Highly Effective or Effective? Where do I find out my 2018-19 evaluation score and rating category?

2018-19

No other evaluation year will count towards this bonus opportunity. You may contact your 2018-19 School Administrators regarding your 2018-19 evaluation. Remember, at this time (early October 2019), 2018-19 OCPS evaluations have not yet been finalized; only the Instructional Practice ratings are available. Evaluations are anticipated to be finalized in late October.

5) Are Prekindergarten teachers eligible for a Best and Brightest teacher award?

No. All recipients must be K-12 staff members. This is because awards are limited instructional personnel or classroom teachers as defined in s. 1012.01(2), F.S., and these definitions are limited to K-12 personnel.

6) What if I am a new Classroom Teacher with no prior evaluation rating?

You would only potentially qualify for the Recruitment award if you are a Newly Hired Classroom Teacher* and you are considered a “Content expert,” based on criteria established by the department, in mathematics, science, computer science, reading or civics.

*Definition of newly hired is any K-12 classroom teacher hired with no prior Orange County Public Schools teaching experience.

7) How is “content expert” defined?

A content expert in mathematics, science, computer science, reading, and civics means the following:

(1) For all areas, a person who has sufficient subject matter expertise as set forth in Rule 6A-1.0503(2)(a), Definition of Qualified Instructional Personnel, F.A.C.;

(2) For the areas of mathematics, science, or computer science, a person who has either: (a) Earned at least a master's degree in the areas of mathematics, science, or computer science from an institution accredited by the United States Department of Education; or

(b) Earned at least a bachelor's degree in the areas of mathematics, science or computer science from an institution accredited by the United States Department of Education 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.

(3) For the area of civics, a person who has either:
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(a) Earned at least a master’s degree in political science, American history, social studies, or social science from an institution accredited by the United States Department of Education; or

(b) Earned at least a bachelor’s degree in political science, American history, social studies, or social science from an institution accredited by the United States Department of Education 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.

(4) For the area of reading, a person who has either:
   (a) Earned at least a master’s degree in English, English literature, reading, or literacy instruction from an institution accredited by the United States Department of Education; or

   (b) Earned at least a bachelor’s degree in English, English literature, reading, or literacy instruction from an institution accredited by the United States Department of Education and who has at least five (5) years’ teaching experience in English language arts or reading.

**Recognition**

8) What performance criteria and policies adopted by the district school board will be used for the Recognition award?

Discretionary award may be available ONLY if there are funds remaining from State allocation after payment of all K-12 Classroom Teacher Recruitment and Retention Awards and Principal Awards. Instructional personnel (not just classroom teachers) rated as ‘highly effective’ or ‘effective’ may be selected based on performance criteria to be established by the District and approved by the School Board. Further information for this potential award will be forthcoming.

The final criteria will be negotiated between CTA and the District.

9) What is the amount of the Recognition award?

This will need to be determined after the Retention and Recruitment awards are paid and we determine the remaining funds to be divided among all Recognition award eligible instructional staff.

The final criteria will be negotiated between CTA and the District.