



# Best and Brightest Award Overview

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## Best and Brightest Teacher Award

The stated intent of the Best and Brightest Teacher Program per s. 1012.731 F.S., is “to recruit, retain, and recognize teachers who meet the needs of this state and have achieved success in the classroom.”



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# Eligibility

## Eligibility

- All recipients must be K-12 staff members. This is because awards are limited to instructional personnel or classroom teachers as defined in s. 1012.01(2), F.S., and these definitions are limited to K-12 personnel.
- You must be a K-12 classroom teacher to be eligible for a recruitment or retention award.
- K-12 instructional personnel who are not classroom teachers are statutorily eligible for a recognition award.
- **SAT or ACT scores are no longer required for eligibility for the award.**

## Eligibility – Award Types

Retention

Principal

Recruitment

Recognition



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## Funding

The Florida Best and Brightest Teacher and Principal Allocation is funded through the Florida Education Finance Program (FEFP).

## Funding

- Funding was released on September 26, 2019
- Allocation information can be accessed at:  
<https://info.fldoe.org/docushare/dsweb/Get/Document-8698/DPS%202019-159b.pdf>
- Districts should distribute to charter schools their proportionate share of the funds upon receipt of the district's allocation. Similar to the allocation of other categorical funds to charter schools, it is recommended to allocate the funds on a full-time equivalent student basis.

## Funding

- A district does not need to submit documentation to receive the funds.
- Unused funds are carried forward to the next fiscal year.
- For questions regarding the withholding of employer payroll taxes and other expenses from state funds provided for the best and brightest scholarship program please refer to the FAQ released on September 20, 2019:  
<https://info.fldoe.org/docushare/dsweb/Get/Document-8697/DPS%202019-159a.pdf>.

## Funding – Prorating Awards

- Section 1011.62(18), F.S., provides that if a district's calculated awards exceed the allocation, the school district may prorate awards.
- While the law provides that all recruitment, retention and principal awards must be paid before recognition awards can be made by a district, it does not specify the manner to prorate awards when funds are insufficient to cover the recruitment, retention and principal awards.



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## Retention Award

The purpose of this award per s. 1012.731 F.S., is to retain teachers who meet the needs of this state and have achieved success in the classroom.

## Retention Award

- To be eligible for a retention award, a classroom teacher must have been rated as highly effective or effective the preceding year pursuant to section 1012.34, Florida Statutes, and teach in a school for 2 consecutive school years, including the current year, which has improved an average of 3 percentage points or more in the percentage of total possible points achieved for determining school grades over the prior 3 years.

# Retention Award

## Method 1

A school shows an average growth of at least three percentage points across three growth periods. This calculation computes three differences across three growth periods and takes the average of them.

$$2019 \text{ (Year 3)} - 2018 \text{ (Year 2)} = A$$

$$2018 \text{ (Year 2)} - 2017 \text{ (Year 1)} = B$$

$$2017 \text{ (Year 1)} - 2016 \text{ (Baseline Year)} = C \quad (A+B+C)/3 \geq 3$$

## Method 2

Same as method 1, except it uses only two growth periods for a total of three years in the calculation.

$$2019 \text{ (Year 3)} - 2018 \text{ (Year 2)} = A$$

$$2018 \text{ (Year 2)} - 2017 \text{ (Year 1)} = B$$

$$(A+B)/2 \geq 3$$

## Method 3

A school that shows growth between year one and year three of at least 3 percentage points.

$$2019 \text{ (Year 3)} - 2017 \text{ (Year 1)} \geq 3$$

## Retention Award

- Two consecutive school years means the prior school year and the current school year.
- School grade percentage of total points earned are already rounded to the nearest whole number.
- The list of eligible schools was released on September 20, 2019, and can be accessed at <http://www.fldoe.org/core/fileparse.php/5306/urlt/bestandbrightest-rp.xls>.

## Retention Award

- The amount is set annually by the legislature in the appropriations act.
- This year, the retention award is \$2,500 for highly effective teachers and \$1,000 for effective teachers.
  - However, a district is authorized to prorate awards if the funds allocated to the district are insufficient to cover the awards.



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## Recruitment Award

To be eligible for a one-time recruitment award, a newly hired classroom teacher must be a “content expert,” based on criteria established by the department, in mathematics, science, computer science, reading or civics.

## Recruitment Award

- Recruitment awards are limited to classroom teachers as defined in s. 1012.01(2)(a), F.S.
- The amount of this award is set annually by the Legislature.
- This year, the one-time recruitment award is up to \$4,000.
  - However, the award may be prorated by a district if there are insufficient funds to pay eligible teachers.

## Recruitment Award – Content Expert

- The State Board of Education adopted an emergency rule on July 29, 2019, to establish a definition in order for districts to distribute funds allocated for 2019-20. Rule 6AER19-01 will be in effect for 90 days, and during that time the standard rule development process will ensue to establish a definition for future years

## Recruitment Award

- The statute does not provide a definition of “newly hired classroom teacher.”
  - The definition could encompass persons who are new to teaching, new to the state of Florida, new to the district or other definitions.
  - It is suggested that districts apply the funds so that the purpose of this portion of the statute, namely to recruit content experts as classroom teachers, is met and that the district maintain documentation to show that the recipient satisfies the district’s criteria for “newly hired.”
  - This is meant to be implemented with as much flexibility as possible.



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## Recognition Award

To be eligible for a recognition award, instructional personnel must be rated as highly effective or effective, and be selected by his or her school principal, based on performance criteria and policies adopted by the district school board or charter school governing board.

## Recognition Award

- Unlike recruitment and retention awards, which are limited to classroom teachers, this award is statutorily available to instructional personnel as defined in s. 1012.01(2), F.S.
  - However, since a district school board or charter school governing board must establish performance criteria and policies for the award, which K-12 instructional personnel will receive awards will depend upon district or charter criteria.

## Recognition Award

- There is no set amount for this award and the amount will be determined by the district.
  - In establishing this amount, be aware that recognition awards must be provided from funds remaining after the payment of all teacher recruitment and retention awards and all principal awards.
- A charter school is authorized to adopt its own performance criteria and policies for recognition awards.

## Recognition Award

- The formula for allocating funds for the recognition award to schools will be determined by the district or charter school governing board after all other funds are disbursed.



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## Best and Brightest Principal Award

The intent of this award per s. 1012.731 F.S., is to retain principals who meet the needs of this state and have achieved success in their school.

## Principal Award

- A school principal is eligible to receive an award if he or she has served as school principal at his or her school for at least four consecutive school years, including the current school year, and the school has improved an average of 3 percentage points or more in the percentage of total possible points achieved for determining school grades over the prior three years.

## Principal Award

- The methodology for determining which schools qualify for consideration is the same as it is for the teacher retention award.
- Four consecutive years means the three prior school years and the current school year.

# Principal Award

## Method 1

A school shows an average growth of at least three percentage points across three growth periods. This calculation computes three differences across three growth periods and takes the average of them.

$$2019 \text{ (Year 3)} - 2018 \text{ (Year 2)} = A$$

$$2018 \text{ (Year 2)} - 2017 \text{ (Year 1)} = B$$

$$2017 \text{ (Year 1)} - 2016 \text{ (Baseline Year)} = C \quad (A+B+C)/3 \geq 3$$

## Method 2

Same as method 1, except it uses only two growth periods for a total of three years in the calculation.

$$2019 \text{ (Year 3)} - 2018 \text{ (Year 2)} = A$$

$$2018 \text{ (Year 2)} - 2017 \text{ (Year 1)} = B$$

$$(A+B)/2 \geq 3$$

## Method 3

A school that shows growth between year one and year three of at least 3 percentage points.

$$2019 \text{ (Year 3)} - 2017 \text{ (Year 1)} \geq 3$$

## Principal Award

- The amount is set annually by the legislature. This year, the principal award is \$5,000.
  - However, a district is authorized to prorate awards if the funds allocated to the district are insufficient to cover the awards.
- The list of eligible schools was released on September 20, 2019, and can be accessed at <http://www.fldoe.org/core/fileparse.php/5306/urlt/bestandbrightest-rp.xls>.



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# Questions



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## Additional Resources

Please visit:

<http://www.fldoe.org/about-us/best-brightest.shtml>



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