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Dr. Eric J. Smith
Commissioner of Education

Just Read, Florida!

Contact Information:
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DPS: 2010-49

MEMORANDUM

TO: Florida School District Superintendents
Directors, University Research Schools
President, Florida School for the Deaf and the Blind
Assistant Director for Education and Job Training, Department of Corrections
Florida District Program Staff Development Coordinators
Florida District School Principals

FROM: Dr. Eric J. Smith

DATE: April 6, 2010

SUBJECT: **2010 TALENT POOL RECOMMENDATIONS**

The State of Florida maintains a file of emerging classroom leaders that consists of a cadre of distinguished teachers and principals. These educators may be considered for membership on advisory boards and task forces, as well as candidates for special recognition programs. Your recommendations will identify educators who will be of great value to our community and state efforts. We would like to add to our list of educators relatively new to the profession who demonstrate exceptional instructional and leadership ability. Such persons exhibit strong potential for professional leadership and an inspiring presence that impacts students, colleagues and the community.

I am sure you have had the opportunity to work with a relatively new educator who is illustrative not only of our state's, but the nation's best in teaching, distinguishing him/herself above and beyond established top-quality professionals in many of our schools. At this time, we are seeking elementary level classroom teachers with a minimum of five years in education, who are recognized by peers and supervisors as unique in their professional growth. Principals and specialists are also sometimes needed. Previous recognition is not required. In fact, of special interest are educators who are outstanding, but have not received other recognition.

Please provide **CONFIDENTIAL**, succinct, and specific information regarding one to three candidates on the attached form. All questions must be answered, preferably typewritten. Please include a one-page narrative with this form that addresses how the candidate meets the criteria mentioned in this letter, and also a resume from his/her personnel file. **We ask that you keep this recommendation confidential and do not share it with the individual.** I urge you to take the time to recommend candidates. If necessary, please assign the request to an associate. Complete information must be sent **by Friday, May 7, 2010.**

Talent Pool Recommendation
Florida Department of Education
325 West Gaines Street, Room 126
Tallahassee, Florida 32399-0400
Bonita.Hampton@fldoe.org

Thank you for your assistance.

EJS:bh

Attachments

Attachments

Talent Pool Recommendation Form

We invite you to recommend distinguished classroom teachers and/or principals who have demonstrated all of the following:

- Exceptional educational talent as evidenced by effective instructional practices and student learning results in the classroom and school;
- Exemplary educational accomplishments beyond the classroom that provide models of excellence for the profession;
- Individuals whose contributions to education are largely unheralded yet worthy of the spotlight;
- Early- to mid-career educators who offer strong long-range potential for professional and policy leadership; and
- Engaging and inspiring presence that motivates and impacts students, colleagues and the community.

Please complete a separate form for each individual including a one-page letter explaining how this person meets the criteria outlined in this letter. Please include a **resume** for each recommendation.

Incomplete forms will be eliminated from this process.

THIS IS A CONFIDENTIAL PROCESS.

INDIVIDUALS SHOULD NOT BE AWARE OF THIS RECOMMENDATION.

Name of Recommended Educator: _____

Classroom Teacher _____ Principal _____ Other (specify) _____

For teachers, grade(s) **currently** teaching: _____ For principals, grade levels in building: _____

_____ Reading/English/Language Arts _____ Science _____ Mathematics _____ Social Studies

_____ Fine Arts _____ Foreign Language (specify): _____ Other (specify): _____

Total Years in Education: _____ If a principal, number of years as an administrator: _____

Will this person be at the same school site next year? _____

School District: _____

School Name: _____

School Address: _____
Street city State Zip

School Phone : _____ Ext: _____ School Fax: _____

Educator's Supervisor: _____ _____
Name Title

Supervisor's Phone : _____ Ext: _____ Supervisor's Fax: _____

Supervisor's Email: _____

RATE educator from 1-10 (10 being highest) on the following four criteria and provide a paragraph to explain your rating. Be detailed and thorough, with examples whenever possible.

1. _____ Exceptional educational talent as evidenced by effective instructional practices and student learning results in the classroom and school.

2. _____ Exemplary educational accomplishments beyond the classroom that provide models of excellence for the profession. Include committees, mentoring, awards, publications, presentations.

3. _____ Strong long-range potential for professional and policy leadership, i.e., predict the educator's potential to remain in education for at least 20-25 more years and demonstrate leadership in the profession.

4. _____ Engaging and inspiring presence that motivates and impacts students, colleagues and the community**.** Do students perform at higher levels due to the educator, pursue certain careers, credit their success to the educator, etc.?

Cite evidence of student achievement gains as a result of the educator's practices:

Cite awards the educator has received:

Other comments:

Education

Schools Attended / Degrees / Graduation Years

Indicate ethnicity of educator being recommended:

- ☐ White
- ☐ Black or African American
- ☐ Asian
- ☐ Native American Indian or Alaska Native
- ☐ Hispanic or Latino
- ☐ Native Hawaiian or Other Pacific Islander
- ☐ Other (please specify): _____

Please list the names and phone numbers of three references other than you for the educator. We will call and interview them. They should know the educator currently and very well.

Name	Title	Phone (W)	Phone (H)	Email
Name	Title	Phone (W)	Phone (H)	Email
Name	Title	Phone (W)	Phone (H)	Email
YOUR Name	Title	Phone (W)	Phone (H)	Email

Return completed letter(s) and form(s) to:
Talent Pool Recommendation
Florida Department of Education
325 West Gaines Street, Room 126
Tallahassee, Florida 32399-0400

by **Friday, May 7, 2010**