

NOTICE OF INTENT

Form No. BAAC-01

Section 1007.33(5)(d), Florida Statutes (F.S.), and Rule 6A-14.095, Florida Administrative Code (F.A.C.), outline the requirements for Florida College System baccalaureate program proposals. The completed Notice of Intent form, incorporated in Rule 6A-14.095, F.A.C., Site Determined Baccalaureate Access, shall be submitted by the college president to the chancellor of the Florida College System at ChancellorFCS@fldoe.org.

CHECKLIST

The notice of intent requires completion of the following components:

- Program summary
- Program description
- Workforce demand, supply, and unmet need
- Planning process

FLORIDA COLLEGE SYSTEM INSTITUTION INFORMATION

Institution Name:	Lake Sumter State College
Institution President:	Dr. Heather Bigard

PROGRAM SUMMARY

1.1	Program name.	Elementary Education
1.2	Degree type.	<input checked="" type="checkbox"/> Bachelor of Science <input type="checkbox"/> Bachelor of Applied Science
1.3	How will the proposed degree program be delivered? (check all that apply).	<input type="checkbox"/> Face-to-face (F2F) (Entire degree program delivered via F2F courses only) <input type="checkbox"/> Completely online (Entire degree program delivered via online courses only) <input checked="" type="checkbox"/> Combination of face-to-face/online (Entire degree program delivered via a combination of F2F and online courses)
1.4	Degree Classification of Instructional Program (CIP) code (6-Digit).	13.1202
1.5	Anticipated program implementation date.	Fall 2024
1.6	What are the primary pathways for admission to the program? Check all that apply.	<input checked="" type="checkbox"/> Associate in Arts (AA) <input type="checkbox"/> Associate in Science (AS) <input type="checkbox"/> Associate in Applied Science (AAS) If you selected AS/AAS, please specify the program: Click or tap here to enter text.
1.7	Is the degree program a STEM focus area?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
1.8	List program concentration(s) or track(s) (if applicable).	Elementary Education

PROGRAM DESCRIPTION

2.1 This section is the **executive summary** of this notice of intent. We recommend providing an abbreviated program description including but not limited to: the program demand, current supply, and unmet need in the college's service district; primary pathways to program admission; overview of program curriculum; career path and potential employment opportunities; and average starting salary. We encourage approximately 300 words for a sufficient description.

Lake and Sumter County Schools are experiencing a shortage of teachers. According to the Florida Department of Economic Opportunity, by 2029 there will be an additional 1,174 openings for new elementary teachers in the two-county area. Lake-Sumter State College has committed to exploring opportunities to provide trained educators to meet the shortage. The Bachelor of Science Elementary Education Program is a state-approved educator preparation program that prepares undergraduate students to teach children in kindergarten through sixth grade. Students in the program will develop an understanding of theory and pedagogy, while using clinical experiences to apply theory to practice using research-based best practices. Students will graduate with state required Reading and ESOL Endorsements.

The Associate in Arts (AA) degree is the primary pathway into the BS in Elementary Education Program. Lake County Schools currently offers a teaching career pathways program to its students through High School Teaching Academies (HSTA), and is planning to expand the program throughout the county. Sumter County is interesting in developing High School Teacher Academies as well, to support their pipeline. Part of LSSC's plan is to provide students who are HSTA graduates an opportunity to earn credit for courses within their high school pathway based on completion of the academy in addition to dual enrollment opportunities within the HSTA program. Students who do not attend or complete an HSTA will complete coursework within their AA plan to meet the required prerequisite expectations before entering the BS in Elementary Education Program.

Lake and Sumter County Schools have each expressed an interest in working with Lake Sumter State College to also provide paid internship experiences for students who are in the Elementary Education BS program. A graduate of this program can also seek employment, teaching students in kindergarten through sixth grade in a Florida public, private, or charter school with an average starting salary of \$52,000.

WORKFORCE DEMAND, SUPPLY, AND UNMET NEED

3.1 Describe the workforce demand, supply, and unmet need for graduates of the program that incorporates, at a minimum, the shaded information from Sections 3.1.1 to 3.1.4. For proposed programs without a listed Standard Occupational Classification (SOC) linkage, provide a rationale for the identified SOC code(s). If using a SOC that is not on the CIP to SOC crosswalk, please justify why the SOC aligns with the baccalaureate program.

According to the Florida Department of Economic Opportunity, there were approximately 1,749 individuals employed as elementary education teachers in 2021 in Lake and Sumter Counties. The demand is expected to increase to 1943 by 2029; with a need for 1,174 new teachers by 2029 due to retirement and attrition. Additionally, enrollment in state universities in Elementary Education Programs is declining, and localizing and providing an Elementary Education degree program for less money could eliminate potential barriers to entering the teaching profession. The decline in enrollment is impacting the teacher shortage locally. Five-year data from Lake County Schools demonstrates that the number of jobs posted for elementary level teachers compared to the average numbers of applicants for the position is on a downward trend. This data suggests the need for more qualified applicants. For example, in 2018, 94 jobs were posted and on average, 49 people applied for the position. In 2023, 64 jobs were posted with only an average of 18 applicants. Even more telling is the number of jobs posted compared to the number of hiring requests. Again, a five-year trend reveals only about 83.33% of elementary instructional positions are being filled. That indicates that 16.66% of the positions are unfilled annually, demonstrating the need for qualified applicants.

DEMAND: FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY (DEO) EMPLOYMENT PROJECTIONS

3.1.1 The Excel spreadsheet below is set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to "Worksheet Object", and then "Open". To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

CLICK [HERE](#) FOR INSTRUCTIONS FOR COMPLETING THE DEMAND SECTION

Occupation			Number of Jobs				Salary		Education Level	
Name/Title	SOC Code	County/Region	2021	2029	**Level Change	***Total Job Openings	Average Hourly Wage	Annualized Salary	FL	BLS
Elementary Education Teacher	252021	Lake and Sumter	1749	1943	11.09	1174	25.27	\$ 52,562	B	BLS
Kindergarten Teachers	252012	Lake and Sumter	199	220	10.55	172	24.70	\$ 51,376	B	BLS
								\$ -		
								\$ -		
								\$ -		
								\$ -		
								\$ -		
								\$ -		
								\$ -		
								\$ -		
								\$ -		
								\$ -		
								\$ -		
						Total	168	\$ 24.99	\$ 51,969	

*Please replace the "Base Year" and "Projected Year" headers with the years reflected in the projections portal (e.g., Base Year is 2019, Projected Year is 2027).

**Please note that the "Level Change" column in Table 3.1.1 corresponds to the "Percent Growth" employment projections data produced by the DEO.

***Please note that the "Total Job Openings" columns is preset to be divided by 8.

DEMAND: OTHER ENTITY INDEPENDENT OF THE COLLEGE – (LIST NAME OF OTHER ENTITY HERE)

3.1.2 The Excel spreadsheet below is set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to "Worksheet Object", and then "Open". To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

Occupation			Number of Jobs				Salary		Education Level	
Name/Title	SOC Code	County/ Region	*Base Year	*Projected Year	Level Change	Total Job Openings	Average Hourly Wage	Annualized Salary	FL	BLS
								\$ -		
								\$ -		
								\$ -		
								\$ -		
								\$ -		
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								\$ -		
								\$ -		
								\$ -		
								\$ -		
								\$ -		
								\$ -		
								\$ -		
						Total	0			

*Please replace the "Base Year" and "Projected Year" headers with the corresponding years reported.

SUPPLY: NATIONAL CENTER FOR EDUCATION STATISTICS, IPEDS

3.1.3 The Excel spreadsheet below is set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to “Worksheet Object”, and then “Open”. To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

CLICK [HERE](#) FOR INSTRUCTIONS FOR COMPLETING THE SUPPLY SECTION: If institutions do not have data available for completers in the service district, please report statewide data. You may note these are statewide figures.

Program		Number of Degrees Awarded					
Institution Name	CIP Code	2021	2020	2019	2018	2017	5-year average or average of years available if less than 5-years
	Total	0	0	0	0	0	0

*Please replace the “Most Recent Year” through “Prior Year 4” headers with the corresponding years reported.

ESTIMATES OF UNMET NEED

3.1.4 The Excel spreadsheet below is set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to "Worksheet Object", and then "Open". To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

CLICK [HERE](#) FOR INSTRUCTIONS FOR COMPLETING THE ESTIMATES OF UNMET NEED SECTION: If institutions do not have data available for completers in the service district, please report statewide data. You may note these are statewide figures.

	Demand	Supply		Range of Estimated Unmet Need					
	(A)	(B)	(C)	(A-B)	(A-C)				
	Total Job Openings	Most Recent Year	5-year average or average of years available if less than 5 years	Difference	Difference				
DEO Total	168	0	0	168	168				
Other Totals				0	0				

3.2 Describe any other evidence of workforce demand and unmet need for graduates as selected by the institution, which may include qualitative or quantitative data and information not reflected in the data presented in Sections 3.1.1 to 3.1.4, such as local economic development initiatives, emerging industries in the area, or evidence of rapid growth.

There are no universities within our region supplying workforce in this area. While the University of Central Florida has an Elementary Education program, a five-year average of students interning within Lake and Sumter counties shows that annually Lake County receives 20.4 student interns (perspective teachers) and Sumter County receives 1.4 interns. If we use the same formula provided with table 3.1.4 to determine Lake and Sumter Counties' needs, the range of estimated unmet need would be 146.2 within the five-year average, and 151 for the most current year's data. The data provided by the Director of Professional Learning for Lake County Schools and the Supervisor for Career Technical and Adult Education from Sumter County Schools highlights the disparity in the Total Job Openings compared with the number of degrees awarded specifically for the regions of Lake and Sumter Counties.

Similar data for the University of Florida (UF) was analyzed due to its proximity to the LSSC campus. According to Lake County five-year data the average number of UF interns provided to the county is 0.4 annually. Lake County hosted one UF intern in 2018-2019 and another in 2021-2022. Sumter County Schools provided data for three years of intern placements and only two students in total were from the University of Florida within the three-year period. Interns from Saint Leo University, Central Florida College, University of West Florida, University of Pheonix, and Valdosta State University were also cited within the data provided, but the number of interns placed were between one and four (with only Saint Leo University having more than three). There is an anticipated uptick of workforce development from Saint Leo University for Sumter County Schools, as they just enacted a dual enrollment opportunity with their High School Teaching Academy. However, LSSC is committed to offering similar opportunities and the proximity for students to LSSC is much closer than Saint Leo, and can provide additional opportunities for students to enroll in a teacher preparation course with less barriers.

A point of clarification that should be noted is that not all interns are hired in the county they intern in. For instance, of the ten interns who were in Lake County public schools in the Spring 2023 semester, only eight were hired by Lake County Schools. Additionally, there is nothing preventing interns from surrounding counties from coming to Lake or Sumter County for employment upon graduation and the access to that data is hard to mine for our local education partners. The picture the intern data paints is one that demonstrates a desperate need for more teachers in our service area.

Lake County is 17th out of 67 counties in population, and 5th in projected annual growth rate. We are 11th in absolute population growth with an anticipated growth of +214,000 by 2050,

and 36th in student generation rate. There are currently 23 public elementary schools, 9 public middle schools, 2 multi-level schools (K-8) and 8 public high schools. Additionally, Lake County Schools has four conversion charter schools, serving students in grades K-8 and 7 charter schools serving grades K-8. There are additional educational needs in Lake County within the specialty schools that serve as alternative placement or credit recovery programs. With the expected growth and awareness of incoming population, the need for elementary education teachers is highlighted as a necessary component of local workforce growth and Lake Sumter State College is well-positioned with the county to provide for the needs of Lake County Schools.

Both counties have access to High School Teaching Academies and are planning to expand the program to develop the pipeline. Additionally, the recruitment process will seek to attract current employees within the K-12 school systems that are not instructional, such as paraprofessionals and substitutes for the Elementary Education Baccalaureate Program. Strong relationships exist between LSSC, LCS and SCS for development of pathways for future teachers, including paid internships and opportunities to substitute. Clinical experiences will be embedded throughout the program, also supporting Lake and Sumter County Schools' current and future students and teachers.

3.3 If the education level for the occupation identified by the Florida Department of Economic Opportunity (DEO) or the Bureau of Labor Statistics (BLS) presented in Sections 3.1.1 to 3.1.2 is below or above the level of a baccalaureate degree, provide justification for the inclusion of that occupation in the analysis.

The education level identified by both the Florida Department of Economic Opportunity and BLS is the baccalaureate degree.

3.4 Describe the career path and potential employment opportunities for graduates of the program.

Graduates of the Elementary Education baccalaureate degree program will be qualified to work in both public and private schools upon completion of the degree and subsequent state certification requirements. Students will be Reading and ESOL endorsed and will be eligible to enter Master's Degree programs to further their education and opportunities.

PLANNING PROCESS

4.1 Summarize the internal planning process. In timeline format, please describe the steps your institution took in completing the internal review and approval of the baccalaureate program. For example, summarize actions taken by the academic department proposing the degree, any non-

academic departments, the college-wide curriculum committee, the college president, the Board of Trustees and any other areas.

The internal review process included the following: January 2023 – Review of regional labor demand data; February 2023 – Lake Sumter State College upper-level administrators discussion of resources needed to begin degree proposal; March 2023 – Review of regional postsecondary institutions offering elementary education degrees; April 2023 – Presentation to LSSC Board of Trustees requesting permission to enter the exploratory phase of program development; May 4, 2023 – LSSC entered the program into APPRISe portal; June 28, 2023 – LSSC hired Executive Director to continue the work towards program approval.

4.2 Summarize the external planning process with the business and industry community. In timeline format, please describe your institution’s interactions and engagements with external stakeholders, including but not limited to industry advisory boards meetings, discussions with advisory committees, briefings from local businesses, consultations with employers, and conducting paper and online surveys.

January 2023 – Discuss the need for a teacher preparation program with Sumter County Schools at the January Sumter Partnership Collaboration meeting. Discussed teacher shortage in Sumter County Schools; February 2023 – Meet with Lake County Schools Superintendent to discuss program and school district teacher needs; February 2023 – Met with University of Central Florida representatives to discuss program; May 2023 – Share intent to offer program with CACC, or Consortium Academic Coordinating Committee. CACC includes UCF and the central Florida real Florida College System institutions; July 2023 – Met with recent graduates from teacher preparation institutions to discuss course offerings and reality/needs of program to help determine options for coursework within the program. July 2023 – Meet with principal focus group to hear their perspective on preparedness of teacher candidates and help inform coursework offerings within the program. July 2023 – Met with Lake County Schools to discuss paid pathway for internship II students and discuss mission and vision of the partnership; August 2023 – Plan similar meeting with Sumter County Schools to discuss paid pathways and mission and vision of partnership with LSSC.

4.3 List external engagement activities with public and nonpublic postsecondary institutions. This list shall include meetings and other forms of communication among external postsecondary institutions regarding evidence of need, demand, and economic impact.

4.3.1 Public Universities in College’s Service District

Date(s): May 2023

Institution(s): University of Central Florida

Activity Descriptions and Outcomes:

Submitted summary of intent to offer the Bachelor’s degree at Lake Sumter State College to Direct Connect to UCF Consortium Academic Coordination Committee for review and feedback.

4.3.2 Regionally Accredited Institutions in College’s Service District

Date(s): Click or tap here to enter text.

Institution(s): Click or tap here to enter text.

Activity Descriptions and Outcomes:

Click or tap here to enter text.

4.3.3 Institutions outside of College’s Service District (If applicable)

Date(s): Click or tap here to enter text.

Institution(s): Click or tap here to enter text.

Activity Descriptions and Outcomes:

Click or tap here to enter text.