

A photograph of the Rosen Plaza Hotel, a large multi-story building with a grid of windows. In the foreground, there is a swimming pool with lounge chairs and umbrellas, surrounded by palm trees and other tropical landscaping. The sky is blue with some clouds.

# Florida Educator Preparation & Leadership Network 2025 Convening

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Rosen Plaza Hotel

Thursday, February 27, & Friday, February 28, 2025



# FEPLN

## A Collaborative Space for Educational Leaders





# FEPLN Convening State-Wide Representation

- 56 Districts, Consortia, and Charter Networks
- 27 Colleges and Universities



# Day 1 Overview

- Welcome
- Overview of OELL
- Keynote Address
- Plenary Sessions
- Morning Breakouts
- Afternoon Breakouts
- District and University/Team Collaborative Time
- Reflections for the Day
- Preview of Day 2







# Welcoming Ritual

- What is the best concert or event you have ever been to?



# Office of Educational Leadership Learning



- Dr. Daniel Reyes-Guerra, Executive Director
- Dr. John E. Critelli, Jr., Director - Grants Development and Administration
- Matthew Fritzius, Director - Research, Development, and Special Projects
- Dr. Cynthia Bauman, Associate Director - Learning Programs
- Kimberley McKeag, Manager - School Leaders Operations
- Christina Butler, Administrator - Professional Development





# The Office of Educational Leadership Learning (OELL)

FAU School Leaders  
Program's Professional  
Learning

## **Vision**

We envision a healthy, democratic, and just society that promotes human dignity and fulfillment through education.

## **Mission**

In order to promote excellence in education dedicated to meeting the needs of all students, our mission is to identify needs and engage in the construction and implementation of innovative and dynamic professional learning experiences and services for K-12 educators, institutions, districts, policy makers, and any other interested parties.

## **Who are we?**

We are a diverse team of consultants, researchers, administrators, and educational practitioners dedicated to educational research, practice, and professional learning.





Group of experts who collaborate with the OELL Team to develop and deliver professional learning

# OELL Consultants





# **OELL Current and Future Professional Learning Initiatives**

- FEPLN
- Effective Leadership Teams in Partnership with Learning Forward
- Educator Recruitment Self-Study Guide for Florida
- Coaching for School Leadership
- District Leadership Pipeline Development
- District Teacher Pipeline Development
- Administrator Evaluation System Implementation
- Microcredentials
  - School Turnaround Leadership
  - Leading Challenging Schools



# Future of Work: Aligning Talent & Skills for High-Demand Careers

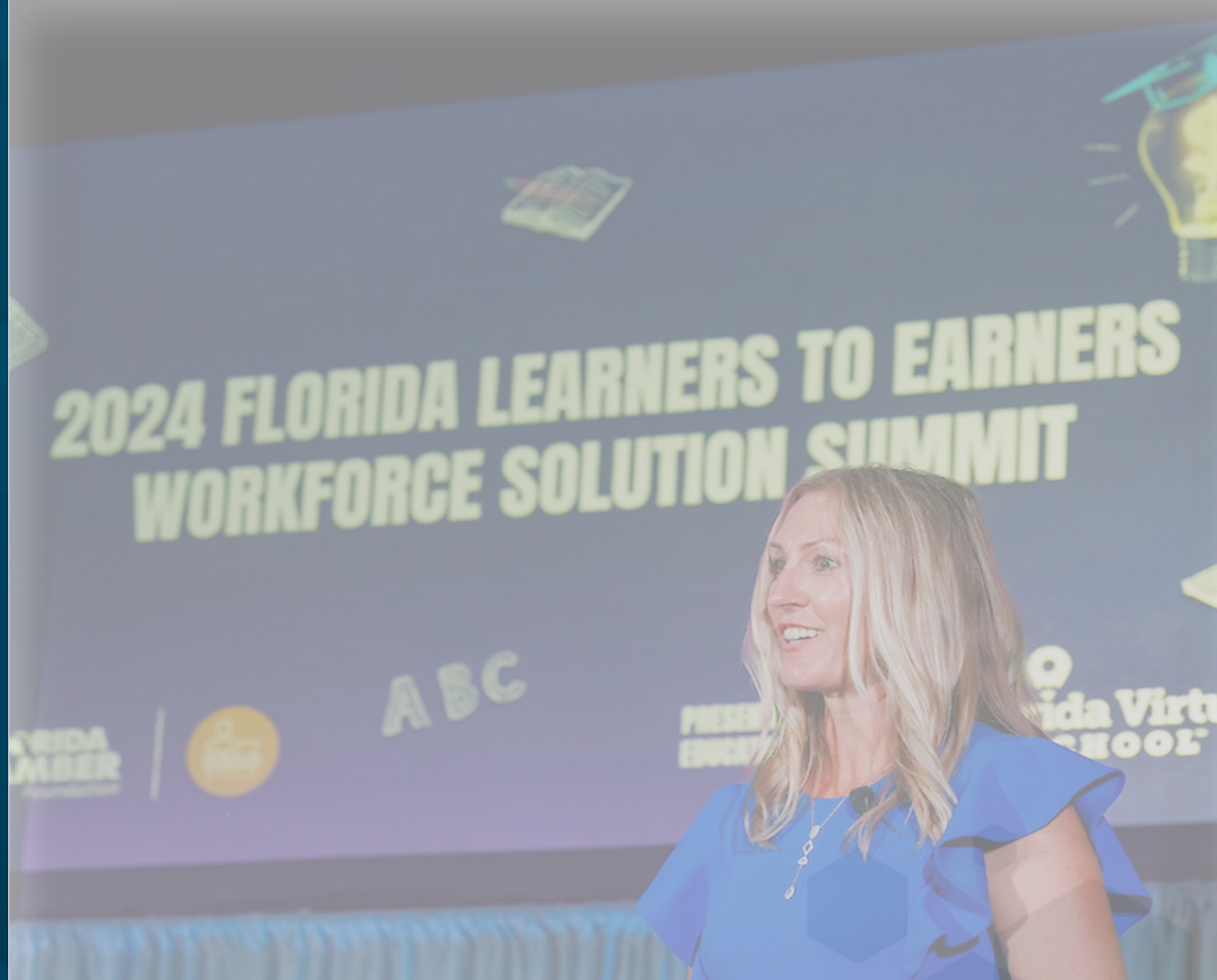
**Rachel Ludwig**

*Vice President*

Florida Chamber  
Foundation

Phone: (850) 521-1254

E: [rludwig@flchamber.com](mailto:rludwig@flchamber.com)



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*Foundation*

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# The Florida 2030 Blueprint: Uniting Businesses For Good



16<sup>th</sup> to 10<sup>th</sup>  
  
 39 Goals

- +2.8 Million Net New Residents
- +1.45 Million Net New Jobs
- +40 Million More Annual Visitors
- +2.5 Million More Drivers

Building the perfect climate for business	Making government and civics more efficient and effective	Championing Florida's quality of life
<p>Actuarially sound <b>property insurance</b> rates based on <b>actual risk and competition</b></p> <p><b>#1 business tax climate</b> in the nation</p> <p>Regulatory, labor, and operating risk <b>environments</b> rated among <b>top 5</b> in the nation</p> <p>Environmental permitting and <b>local land use</b> processes rated among <b>top quartile in the nation</b></p> <p>Occupational licensing laws rated among <b>top 5 in the nation</b></p> <p>Legal climate improves to <b>top quartile in the nation</b></p>	<p><b>100%</b> of state agencies aligned with Florida 2030 goals</p> <p><b>100%</b> of regional economic development plans aligned with Florida 2030 goals</p> <p><b>100%</b> of Florida residents covered by...</p>	<p><b>Top 5</b> state for overall well being</p> <p>Florida's brand and reputation as <b>best place to live, work, raise a family, visit, learn, play, relocate, and compete</b> remains <b>top in the nation</b></p> <p>Cut Florida <b>childhood poverty</b> in...</p>
Improving Florida's talent pipeline for a better workforce	Creating good jobs by diversifying Florida's economy	Preparing Florida's infrastructure for smart growth and development
<p><b>&gt;80%</b> of Florida's workforce has essential <b>employability skills</b></p> <p><b>&gt;60%</b> of Floridians 25-64 have a high-value <b>postsecondary certificate, degree, or training experience</b></p> <p><b>95%</b> of entering <b>high school</b> students graduate within 4 years</p> <p><b>100%</b> of Florida <b>8th graders</b> read &amp; perform math at or above grade level</p> <p><b>100%</b> of Florida <b>3rd graders</b> read at or above grade level</p> <p><b>100%</b> of children are ready for kindergarten</p>	<p><b>Top</b> state for gross domestic product and <b>top quartile</b> most diversified state economy</p> <p><b>#1</b> state for <b>overseas visitors</b></p> <p>Goods exports <b>double</b> and services exports <b>triple</b></p> <p><b>Top 5</b> state for manufacturing jobs</p> <p><b>Top 3</b> state for technology jobs</p> <p><b>#1</b> state for <b>business startups</b></p> <p><b>Top 3</b> state for <b>venture capital investments</b></p> <p><b>Top 3</b> state for <b>research and development funding</b> and <b>patents issued</b></p> <p><b>Rural county</b> share of Florida gross domestic product <b>doubles</b></p>	<p><b>Diverse, attainable housing</b> to meet future demand</p> <p>Every resident has access to <b>public and private mobility services</b></p> <p><b>All major population and economic centers connected</b> to regional, national, and global markets by <b>high-capacity corridors</b></p> <p>World's <b>most capable spaceport; top-tier airports, seaports, and surface transportation hubs</b> in U.S.</p> <p><b>100%</b> of Florida residents have access to <b>high-speed communications connectivity</b></p> <p><b>Diverse and reliable energy, water, and waste management resources</b> to meet future demand</p> <p><b>All Florida residents</b> protected by <b>resiliency plans</b></p>

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 Political Operations

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# Florida's Growing Economy: By the Numbers



16<sup>th</sup>

Largest Economy  
in the World

\$1.72T

Gross Domestic Product

↑ 62.7%

Since 2030 Blueprint Release

## Top 3 Private Industries by Share of GDP

1. Financial Activities (22%)
2. Professional and Business Services (9%)
3. Educational Services and Healthcare (9%)

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# Florida's Employment Sees Large Increase

# 10,013,700

December 2024  
Nonagricultural Employment

Dec. '23 – Dec. '24  
Job Change

**+147,900**  
(+1.5%)



Nov. '24 – Dec. '24  
Job Change

**+18,000**  
(+0.2%)

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# Annual Job Changes by Industry

Industry	#	Rate
Construction	28,900	4.5%
Leisure & Hospitality	29,500	2.3%
Education & Health Services	30,900	2.1%
<b>Total – All Industries</b>	<b>147,900</b>	<b>1.6%</b>
Information	2,200	1.4%
Trade, Transportation & Utilities	21,200	1.1%
Professional & Business Services	3,000	0.2%
Financial Activities	-4,900	-0.7%
Manufacturing	-6,300	-1.5%

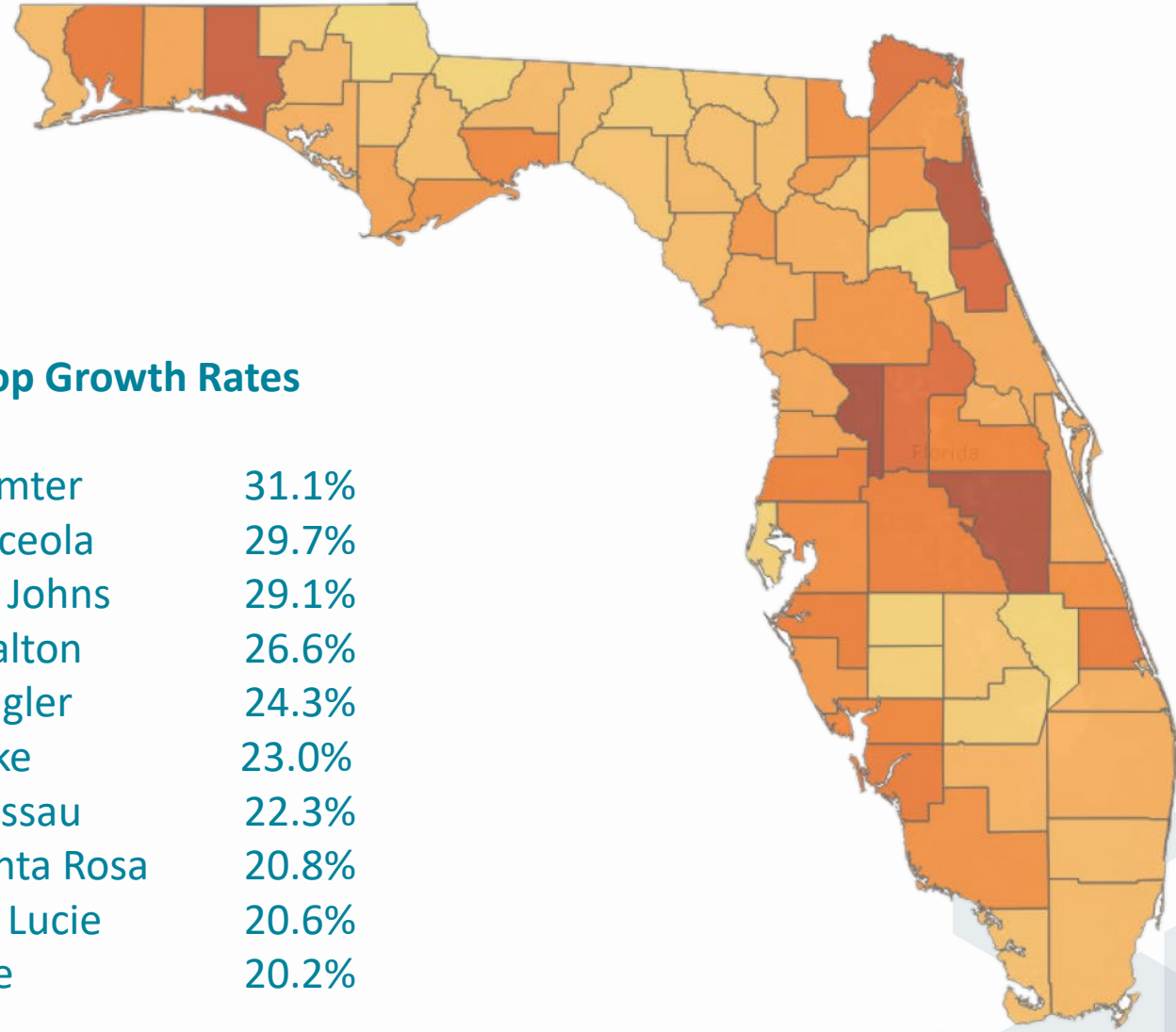
**Dec. '23 – Dec. '24**

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# Florida's Demographics Are Changing

Florida's Next  
2.8 Million People



## Top Projected Increases

## Top Growth Rates

<b>Top 5:</b> <b>52.5%</b>	1. Miami-Dade	368K
	2. Orange	330K
	3. Hillsborough	317K
	4. Broward	261K
	5. Palm Beach	231K
<b>Top 10:</b> <b>82.4%</b>	6. Duval	196K
	7. Lee	192K
	8. Polk	182K
	9. Osceola	151K
	10. Pasco	137K

1. Sumter	31.1%
2. Osceola	29.7%
3. St. Johns	29.1%
4. Walton	26.6%
5. Flagler	24.3%
6. Lake	23.0%
7. Nassau	22.3%
8. Santa Rosa	20.8%
9. St. Lucie	20.6%
10. Lee	20.2%



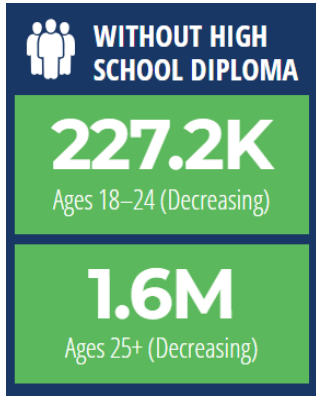
# A Snapshot of Florida's Workforce Opportunities



**1.45 Million Jobs Needed By 2030**

**900,000 retirements expected in the next 3 years**

**~150,000 have left the workforce due to issues with childcare**



**~20% of job growth**

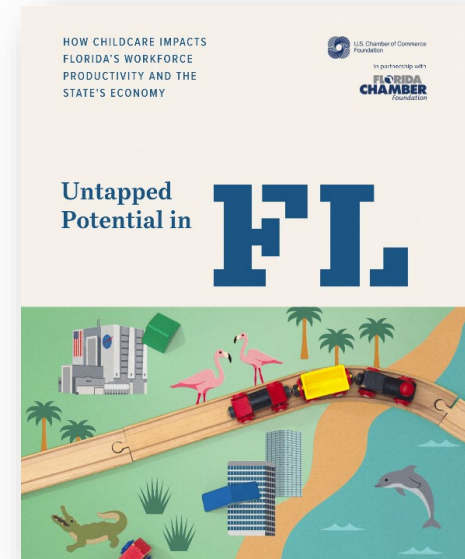
**Opportunity Populations**



**267,000**  
Disconnected Youth

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**Get Involved!**  
**Be a Part of the Solution**



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# Florida's Aging Population Contributes to Workforce Struggles

## Projected Population Change 2023-2024

**Ages 20-65: +61,000**

56.5% of Current Total Population

**Ages 70+: +70,400**

15.7% of Current Total Population

**Population Decline for:**

Ages 9 and Under

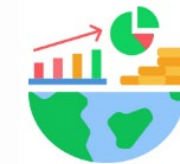
Ages 25-35

Ages 50-60

**Outbound: 72% Have an AA+**



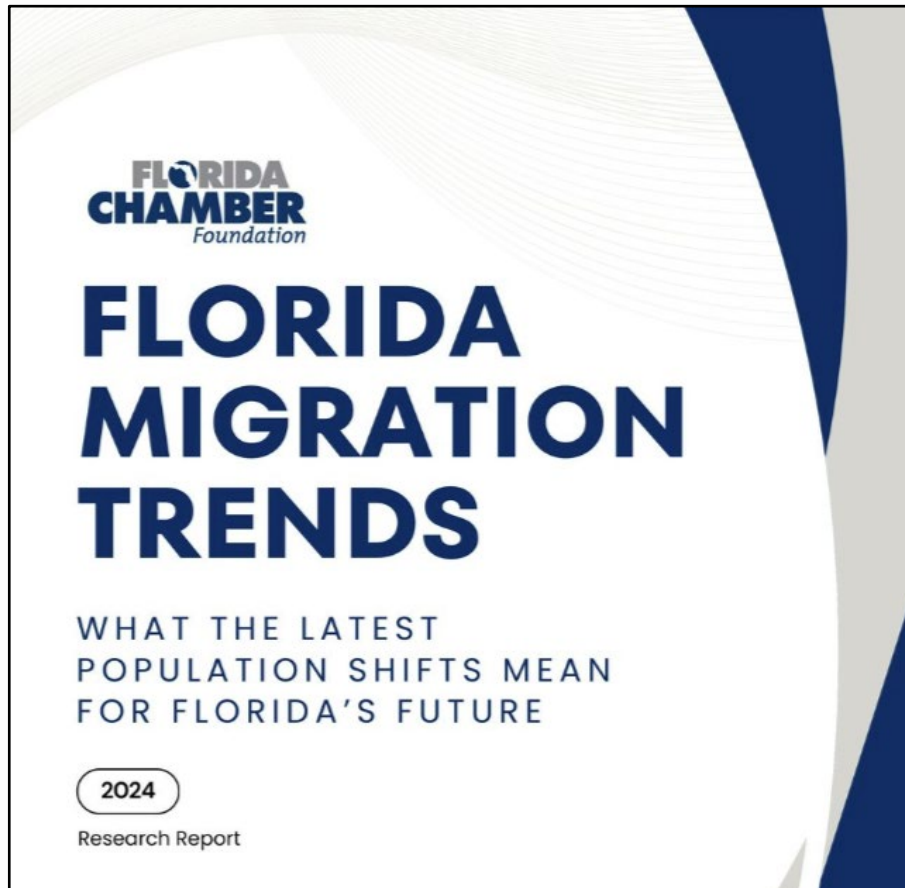
**New Talent**



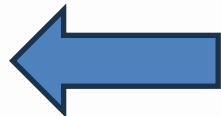
**Top GDP  
Contributors**



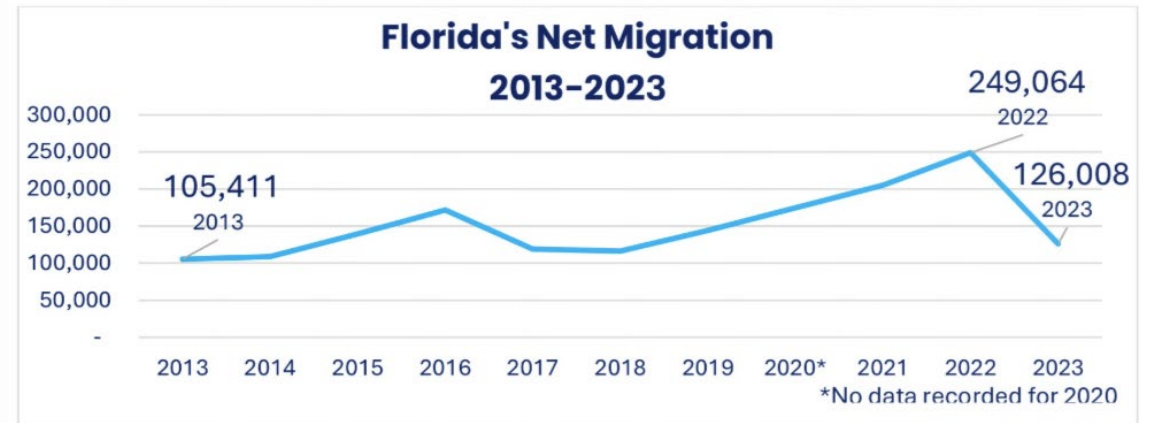
# Talent Migration Report



Access Report



- Second highest net migration in the country: 126,000
  - Highest Inflow
  - Second Highest Outflow
- Ages 20-29 are leaving at a high rate
  - Top 2 reasons for leaving: housing costs, job opportunities



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# Housing Affordability



**\$434.9K**

Median Listing Price  
Single Family, Townhouses, Condos



**\$1,536**

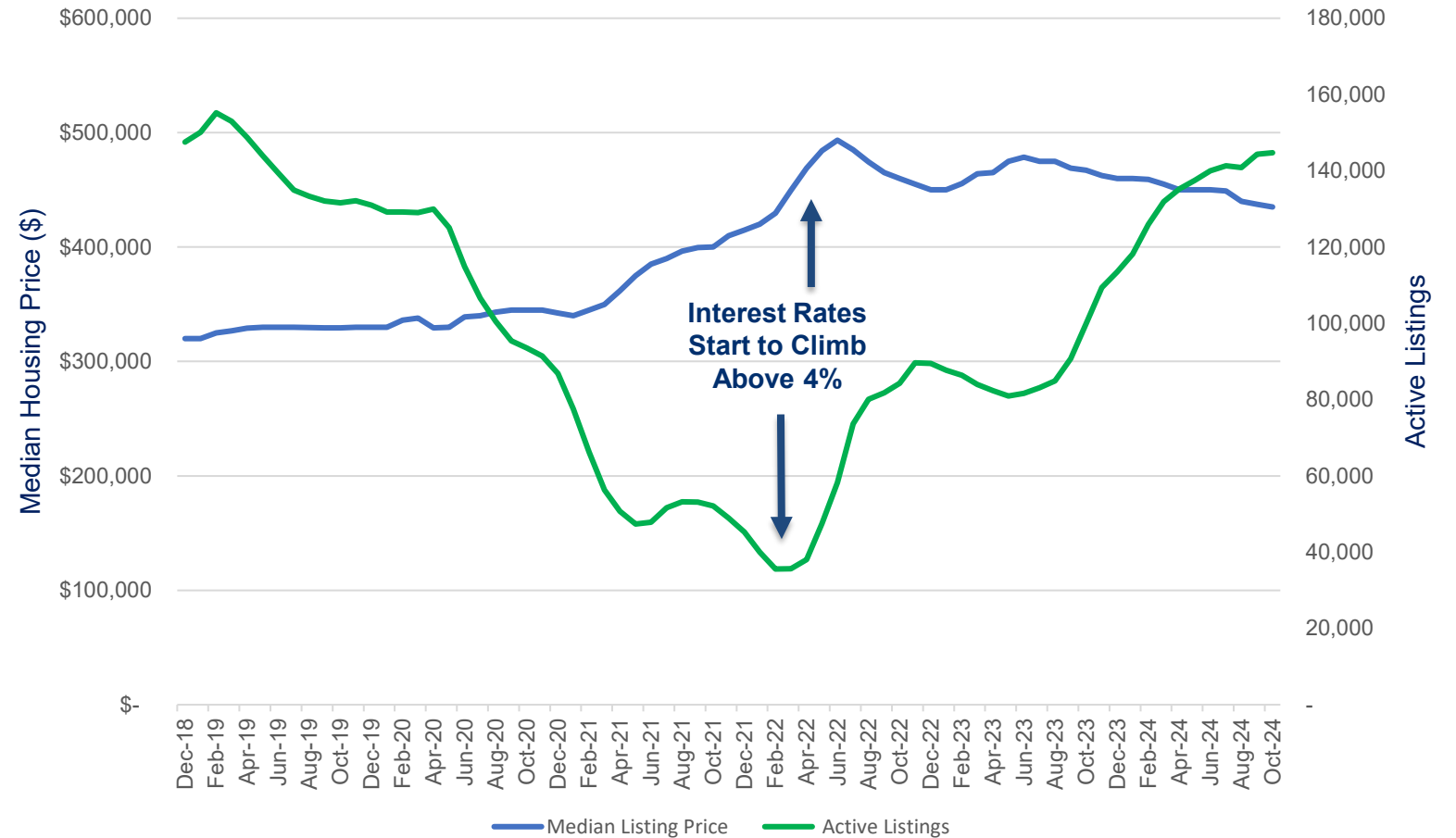
Median Rent



**53.8%**

Housing Cost Burdened

## Median Listing Prices vs. Active Listings Single Family Homes, Townhouses, Condos

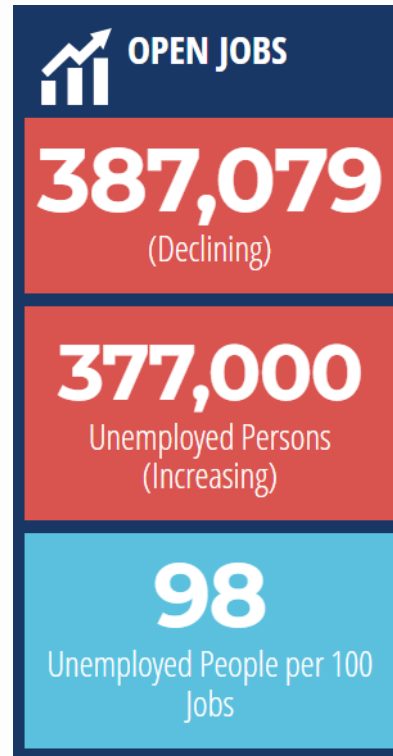
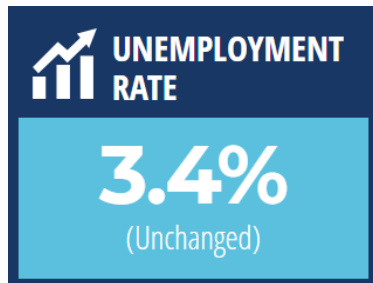




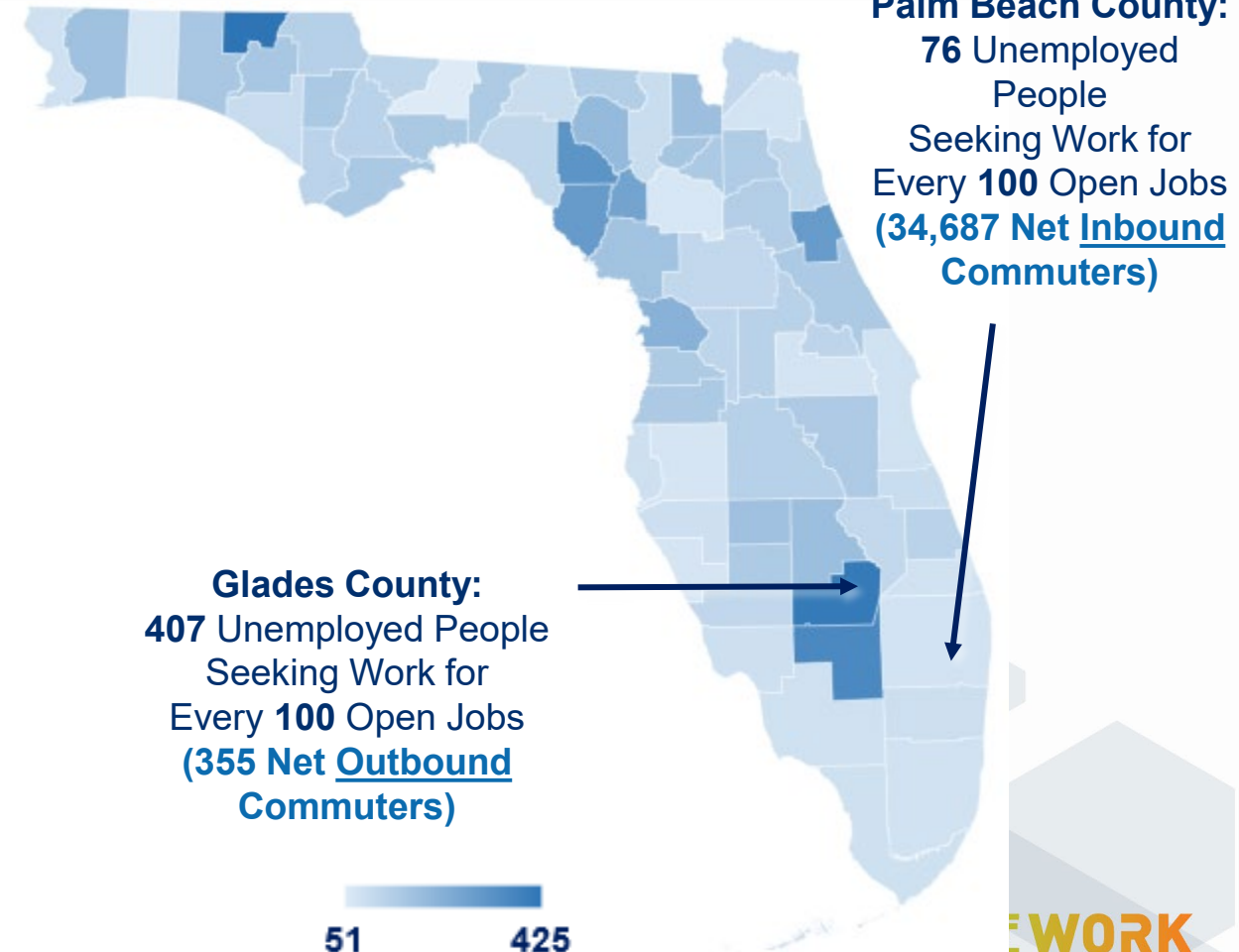
# For Every 100 Open Jobs, 98 Floridians are Looking for Work



**98** Unemployed Floridians  
Seeking Work for  
Every **100** Open Jobs



## Workforce Needs Vary by County



# FUTURE OF WORK FLORIDA



Unite the business  
community, workforce,  
and education partners to  
create the nation's #1  
workforce by 2030



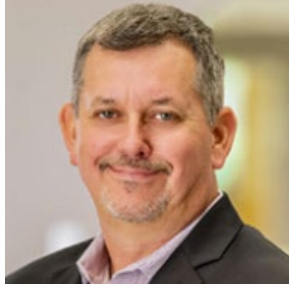
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# Thank You to the Future of Work Advisory Board



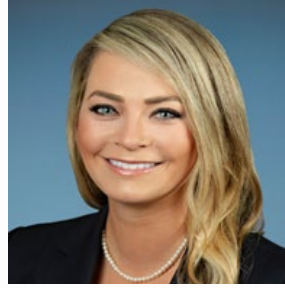
Ralph Aiello  
Partnership Manager,  
Work-based Learning



Mike Brannen  
SVP, Industrial and  
Workforce Development



Marian Cacciatore  
VP, Human Resources



Andrea Cichon  
Sr. Director, Talent  
Acquisition & Development



David Cross  
SVP, HR & Administration



Vicki Greene  
SVP, America's Workforce  
Skills



Dr. Robert Liddell  
AVP of Career Services



Kara Marante  
VP & Chief People Officer



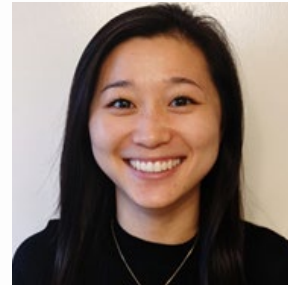
Sarah Marmion  
Sr. Manager of Education  
& Outreach Centers



Mistie Palmer  
Learning Operations  
Manager



Dr. Prashanth Pilly  
Associate Vice Provost



Victoria Pu  
Co-Founder/CEO



Kristen Vanselow  
AVP, Innovative Education  
& Partnerships



Sam Verghese  
Chief Operations Officer



Mark Wilson  
President & CEO



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## 6 Seats Available

# Future of Work Florida: Driving Awareness Among Key Partners

*Uniting the business community, workforce, and education partners to create the nation's #1 workforce by 2030*

## Building Awareness



## Convening



## Promising Practices



## Future of Work Florida Podcast

Florida Chamber of Commerce and Florida Chamber Foundation



To get involved, contact Rachel Ludwig at [rludwig@flchamber.com](mailto:rludwig@flchamber.com).



# Join Us at Florida's Largest Workforce Convening!

## 2025 FLORIDA LEARNERS TO EARNERS WORKFORCE Solution Summit

JUNE 24, 2025  
GRAND HYATT TAMPA BAY

**FLORIDA  
CHAMBER**  
*Foundation*



ABC

PRESENTING  
EDUCATION PARTNER:

  
**Florida Virtual  
SCHOOL™**

Join Us!

## New: Digital Data Walk Networking

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# Improving Florida's Talent Pipeline for a Better Workforce

## Florida

 **DEGREE  
ATTAINMENT**

**43.3%**  
AA+ (Improving)

**33.2%**  
Bachelor+ (Improving)

## Florida

 **EDUCATIONAL  
ATTAINMENT**

**54.5%**  
Current

**60%**  
2030 Goal

## Florida

 **COLLEGE  
AFFORDABILITY**

**1st**  
4 Year (Unchanged)

**6th**  
2 Year (Unchanged)

## Florida

 **HIGH SCHOOL  
GRADUATION RATE**

**89.7%**  
(Getting Higher)

**95%**  
2030 Goal

**>80%** of Florida's workforce has essential **employability skills**

**>60%** of Floridians 25-64 have a high-value **postsecondary certificate, degree, or training experience**

**95%** of entering **high school** students **graduate within 4 years**

**100%** of Florida **8th graders** read & perform math at or above grade level

**100%** of Florida **3rd graders** read at or above grade level

**100%** of children are ready for kindergarten

## Florida

 **8TH GRADE  
READING SCORES**

**51%**  
Reading (Improving)

## Florida

 **8TH GRADE MATH  
SCORES**


**65%**  
Math (Improving)

## Florida

 **KINDERGARTEN  
READINESS**

**51%**  
(Improving)

## Florida

 **3RD GRADE  
READING SCORES**

**55%**  
(Improving)

[TheFloridaScorecard.org](https://TheFloridaScorecard.org)

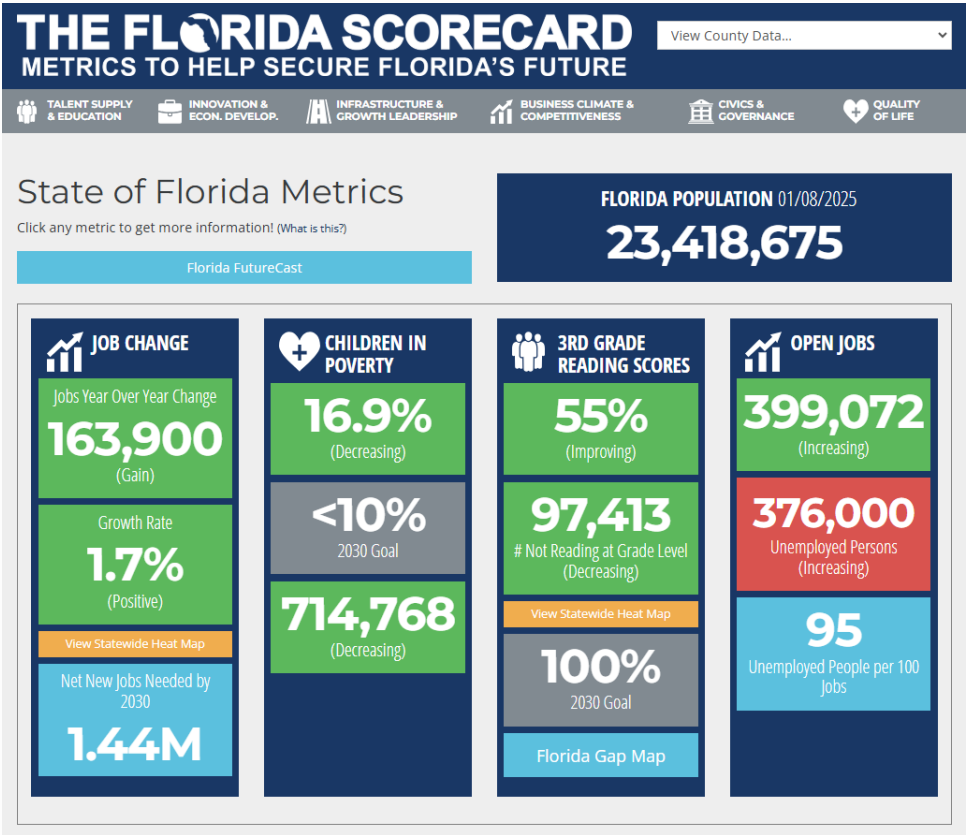
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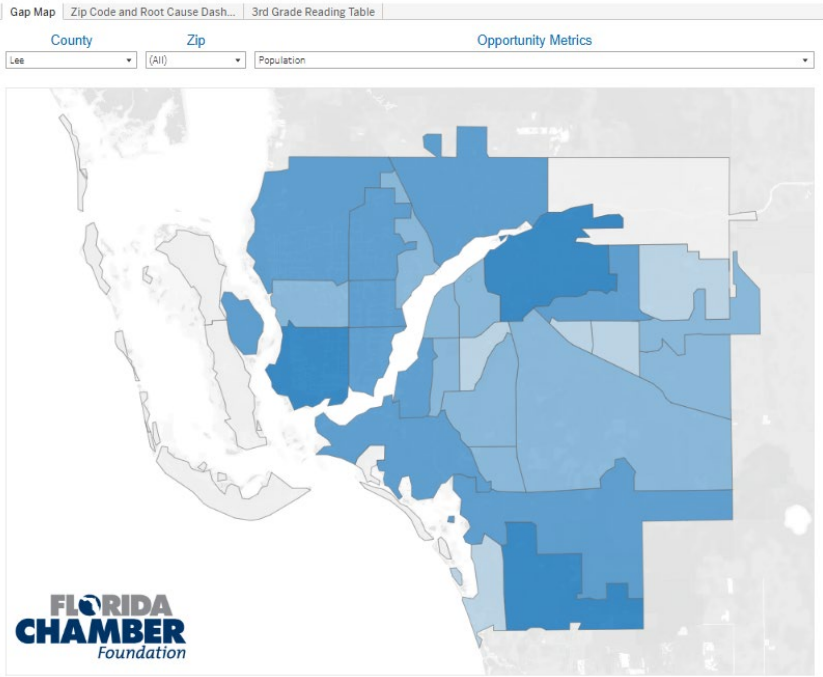
# Florida Chamber Resources Help Leaders Lead

## State & County



[www.TheFloridaScorecard.org](http://www.TheFloridaScorecard.org)

## 983 Zip Codes



Florida Equality of Opportunity Initiative

**ROOT CAUSE MATTERS:**

ADDRESSING JOB OPPORTUNITIES & TRANSPORTATION TO TACKLE FLORIDA CHILDHOOD POVERTY

Business Leaders and the Florida Chamber Team Discuss Job Opportunities & Transportation as Root Causes of Poverty

FLORIDA CHAMBER Foundation

Florida Business Alliance for Early Learning Project

The Children's Movement of Florida

**FLORIDA EARLY LEARNING RECOVERY FUND**

Join us in supporting early learning programs looking to rebuild after recent hurricanes, helping families and educators get back to work, and getting Florida's economy back on track.

DONATE NOW

Our partners: PNC, FACCT, Collaboratory

## Future of Work Florida Podcast

Florida Chamber of Commerce and Florida Chamber Foundation

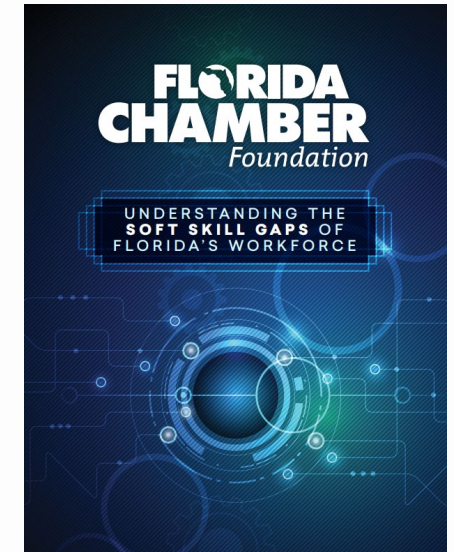
**FUTURE OF WORK**  
FLORIDA  
Workforce Wednesday  
Webinar Series

# Workforce Needs Study 2.0 Gives New Insight



## Top Talent Acquisition Challenges

- Difficulty meeting salary expectations
- Increased competition for talent
- Workforce skills/knowledge
- Access to affordable housing
- Candidate location preference (in-person/remote/hybrid)
- Lack of awareness of open positions
- Access to childcare
- Access to transportation



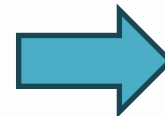
*"Many of the labor market inefficiencies employers experience come down to **poor communication between potential employees and employers**. Individuals do **not know how to properly highlight their skills** and employers do **not properly know how to vet them.**"*

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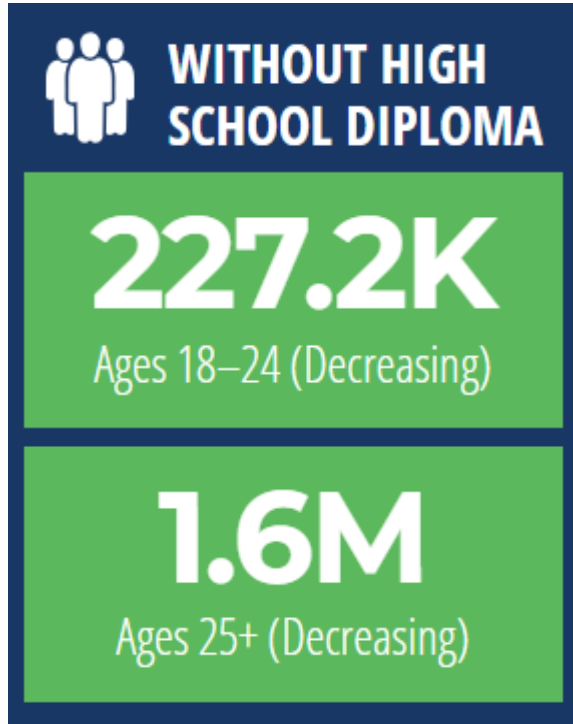


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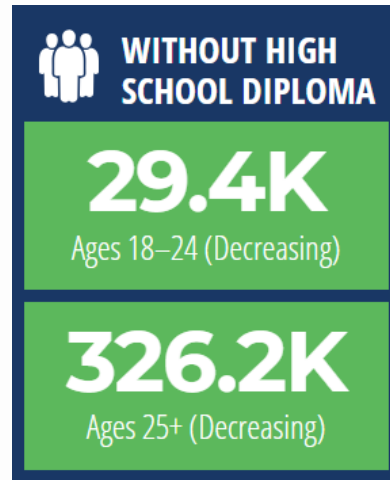


# Florida Scorecard Tiles Reveal Opportunity for Upskilling & Reskilling Talent

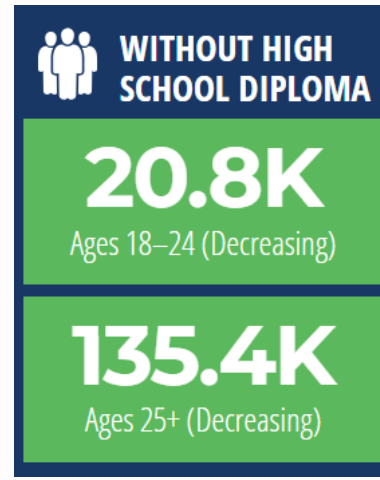
## Statewide



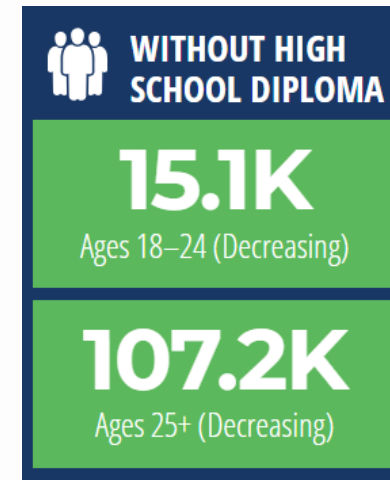
## Miami-Dade



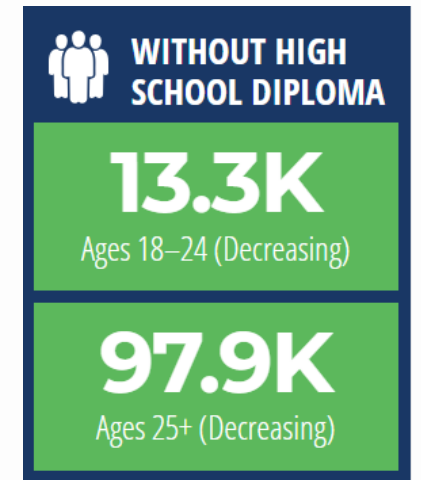
## Broward



## Hillsborough



## Orange



To learn more about metrics in your county, visit [TheFloridaScorecard.org](https://TheFloridaScorecard.org) or contact Rachel Ludwig at [rludwig@flchamber.com](mailto:rludwig@flchamber.com)

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# THE FLORIDA TALENT CENTER

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	Career	Median Wage	Education
1	General & Operations Managers	\$47.80	B
2	Bookkeeping, Accounting & Auditing Clerks	\$22.22	SC
3	Heavy & Tractor-Trailer Truck Drivers	\$23.57	PS
4	Registered Nurses	\$38.92	A
5	First-Line Supervisors of Office & Administrative Support Workers	\$29.42	SC

## TOP 30 HIGH-DEMAND CAREERS UPDATED

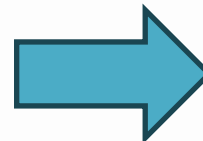
“Talent is quickly replacing the tax incentive as the economic development tool of choice.”

- Mark Wilson, *President*, Florida Chamber of Commerce and Foundation



Contact Rachel Ludwig  
[rludwig@flchamber.com](mailto:rludwig@flchamber.com) to get involved!

Access Here



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# Top 30 in 2032 High-Demand Careers (Statewide)

	Career	2023 Median Wage	Education
1	General & Operations Managers	\$47.80	B
2	Bookkeeping, Accounting & Auditing Clerks	\$22.20	SC
3	Heavy & Tractor-Trailer Truck Drivers	\$23.57	PS
4	Registered Nurses	\$38.92	A
5	First-Line Supervisors of Office & Administrative Support Workers	\$29.42	SC
6	Sales Reps of Services (except-advertising, insurance, financial, travel)	\$28.47	B*
7	First-Line Supervisors of Retail Sales Workers	\$22.79	SC
8	Accountants & Auditors	\$36.77	B
9	Sales Reps, Wholesale & Manufacturing (except-tech & scientific products)	\$29.49	SC
10	Management Analysts	\$39.61	B

# Top 30 in 2032 High-Demand Careers (Statewide)

	Career	2023 Median Wage	Education
11	Real Estate Sales Agents	\$26.42	PS
12	Carpenters	\$22.85	PS
13	Market Research Analysts & Marketing Specialist	\$34.45	B
14	Business Operations Specialists	\$37.03	B
15	First-Line Supervisors of Construction Trades & Extraction Workers	\$30.98	SC
16	Software Developers	\$58.80	B
17	Automotive Service Technicians & Mechanics	\$22.02	PS
18	Project Management Specialists	\$44.50	B
19	Human Resources Specialists	\$29.57	B
20	Elementary School Teachers (except-special ed)	\$56,849 annual	B



# Top 30 in 2032 High-Demand Careers (Statewide)

	Career	2023 Median Wage	Education
21	Insurance Sales Agents	\$27.10	PS
22	Farmers, Ranchers & Agricultural Managers	\$38.80	B*
23	Electricians	\$24.10	PS
24	Paralegals & Legal Assistants	\$29.16	A
25	Managers, All Other	\$57.38	B
26	Computer User Support Specialists	\$25.00	PS
27	First-Line Supervisors of Transportation & Material-Moving Workers (except-aircraft cargo handling supervisor)	\$27.43	SC
28	Police & Sheriff's Patrol Officers	\$32.81	A
29	Property, Real Estate & Community Assoc. Managers	\$30.55	B
30	Dental Assistants	\$22.40	PS

# Florida's Labor Market Needs: CDL-A Truck Drivers

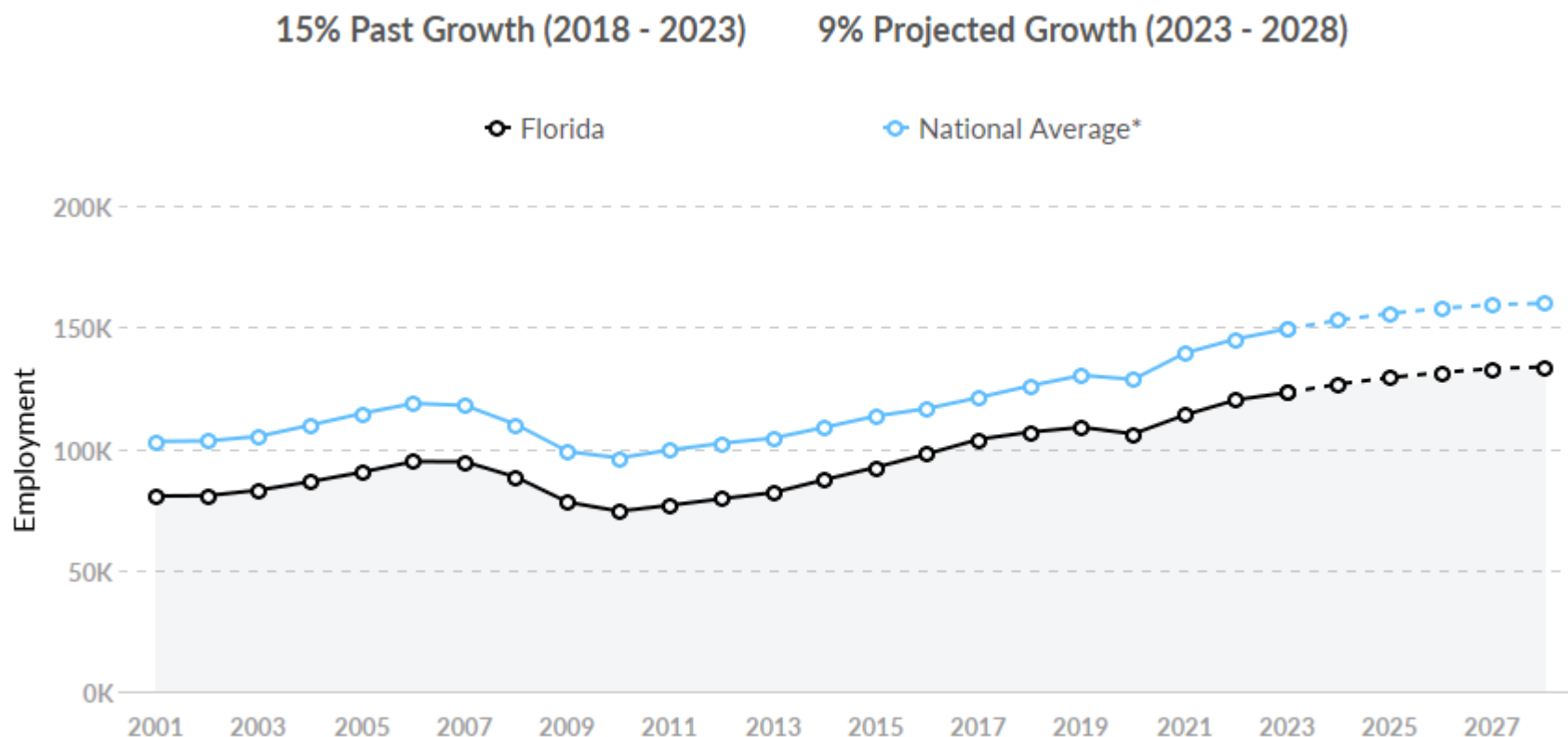
Low talent supply makes it difficult to find candidates



**\$48,381**  
Salary

**1,226**  
Completions

**16,299**  
Openings



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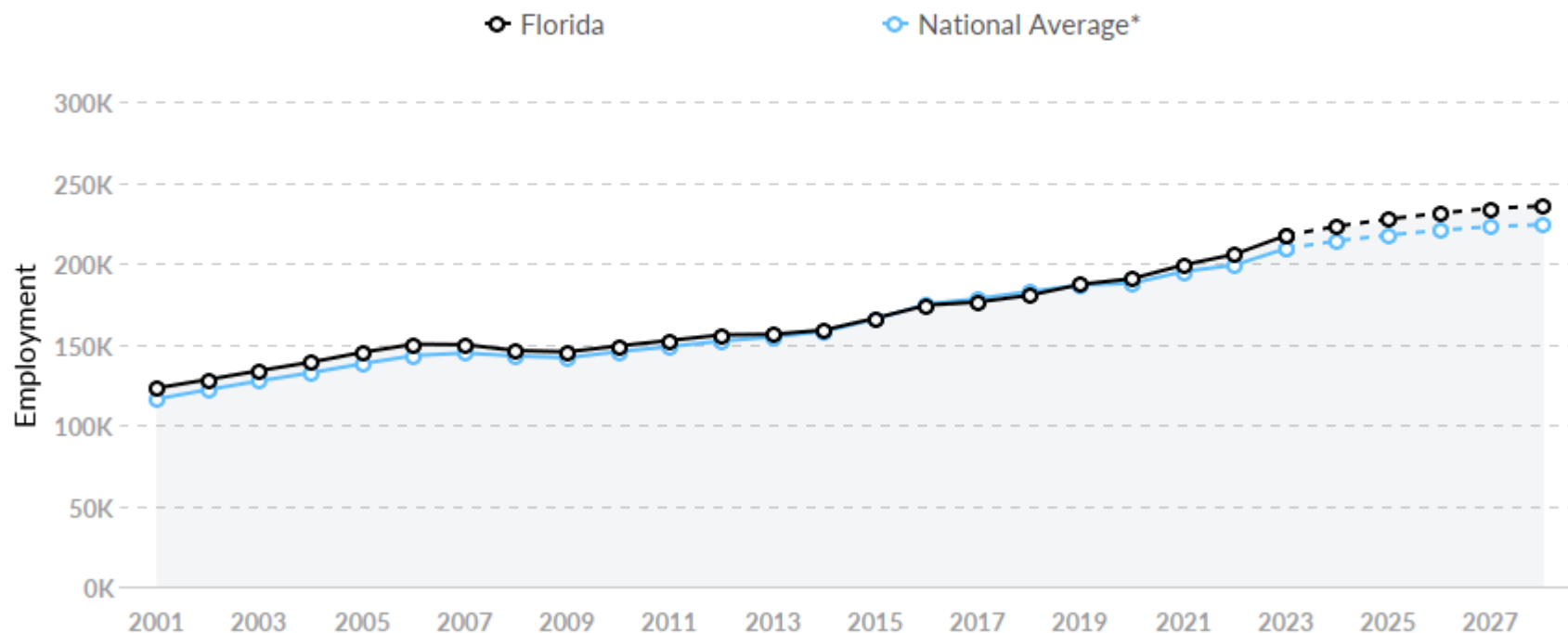
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# Florida's Labor Market Needs: Registered Nurses

High cost of living makes it difficult to find candidates

21% Past Growth (2018 - 2023)

8% Projected Growth (2023 - 2028)



**\$80,891**  
Salary

**110,027**  
Unique Job  
Postings (yr)

**Retiring Soon**  
**57,175**

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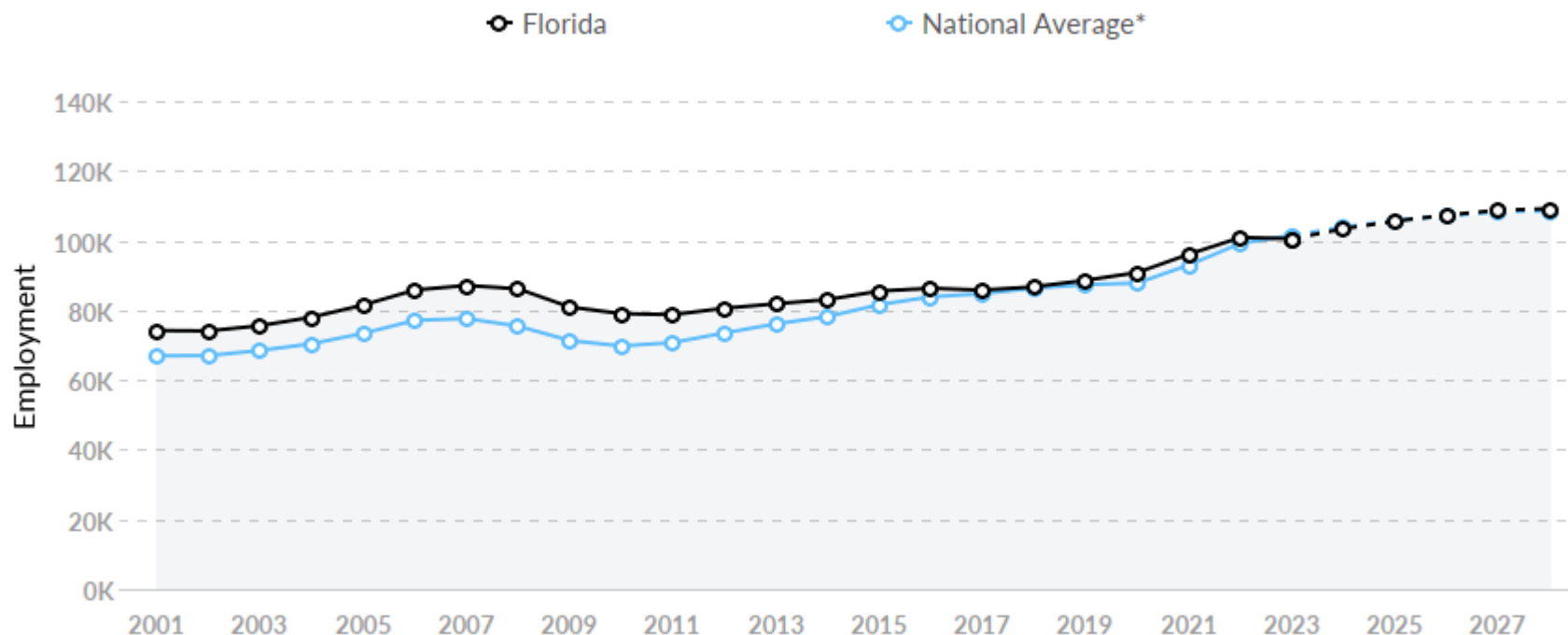
# Florida's Labor Market Needs: Accountants & Auditors



Cost of Living makes it difficult to find candidates

16% Past Growth (2018 - 2023)

9% Projected Growth (2023 - 2028)



**\$76,181**

Median salary below  
national median

**110,027**

Unique Job  
Postings (yr)

**Retiring Soon**

**30,756**

**FUTURE OF WORK**  
FLORIDA

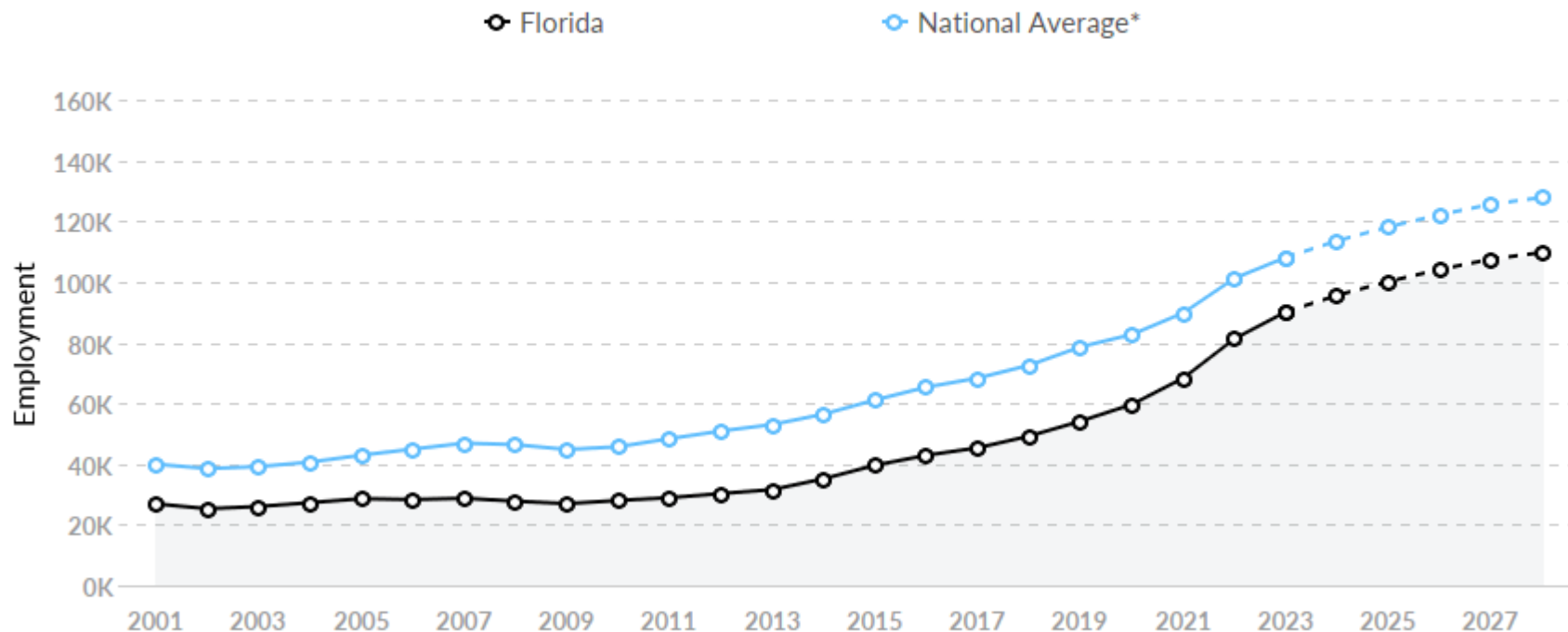
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# Florida's Labor Market Needs: Software Developers

## High Retirement Risk

83% Past Growth (2018 - 2023)

22% Projected Growth (2023 - 2028)



**Median Salary:**  
**\$121,785**

## Key Skills

Computer Science  
Agile Methodology  
Software Engineering  
SQL  
Java/JavaScript  
Application Programming  
Interface (API)  
Python

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# Engagement Opportunities





# Florida Industry Immersion for Career Influencers

## (Coming Summer 2025)

FLORIDA CHAMBER  
INDUSTRY IMMERSION  
FOR CAREER INFLUENCERS

### Improve Florida's Talent Pipeline Through Partnerships with Career Influencers

**Now Seeking Host Companies for Summer 2025!**

The Florida Chamber Industry Immersion for Career Influencers connects K-12 educators, counselors & postsecondary career advisors with Florida businesses to raise awareness of high-demand careers & essential technical & employability skills. Participants join virtual sessions with the Florida Chamber Foundation & Future of Work Advisory Board, followed by local business visits for hands-on industry insights. Career influencers gain practical knowledge of in-demand careers to empower students in preparing for the future workforce.

**Equip educators, counselors & advisors to inspire & prepare students for careers in your field.**



Career influencers participate in a series of virtual convenings culminating in an onsite experience.

Career influencers visit your organization, learn about your industry, high-demand careers & skills needed.

Career influencers connect with students to increase their understanding of high-demand careers, pathways & skills.

Businesses shape future talent by establishing relationships with key influencers in career exploration.

**Sponsor and host an Industry Immersion for Career Influencers in Summer 2025**

To learn more, contact:  
Rachel Ludwig, VP, Talent Development for the Future of Work  
Florida Chamber Foundation  
P: 850.521.1254 | Email: [rludwig@fchamber.com](mailto:rludwig@fchamber.com)






## TOP 30 HIGH-DEMAND CAREERS



## FUTURE OF WORK FLORIDA

Florida is on the path to becoming a top 10 global economy by 2030. With hundreds of thousands of open jobs in Florida, we must align market needs with talent supply and implement the right training for mid-to high-wage, high-demand jobs. In doing so, we improve our students' chances for a more prosperous future. Workforce education will propel us there – faster, farther.



### CAREER PATHWAY QUIZ

Engage in a journey of self-discovery with this dynamic career readiness exploration and assessment quiz. This quiz delves into your unique strengths, passions, and aptitudes to provide tailored insights that empower you to make informed decisions about your professional path. Uncover hidden potentials, align your aspirations with market demands, learn more about careers of the future and find a program near you.

[LAUNCH QUIZ NOW >](#)

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**Get Involved!**

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FLORIDA**

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**FUTURE OF WORK**  
**FLORIDA**

# Workforce Wednesday Webinar Series

**Leveraging AI to Fuel Talent  
Development in Florida & Beyond**

April 16, 2025 | VIA ZOOM | 10:00AM-11:00AM ET





# Interested in Getting Involved? Let's Connect!



**Rachel Ludwig**

*Vice President*

Florida Chamber Foundation

Phone: (850) 521-1254

Email:  
[rludwig@flchamber.com](mailto:rludwig@flchamber.com)



## Subscribe Here

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# Florida Teacher and Leader Preparation

**Florida Department of Education (FDOE)**

**Bureau of Educator Recruitment, Development and  
Retention**

## Agenda

- |   |  |
|---|--|
| 1 | Welcome and Introductions                      |
| 2 | Setting the Stage                              |
| 3 | Innovative Pathways to the Teaching Profession |
| 4 | Partnerships and Professional Learning         |
| 5 | Activity                                       |
| 6 | Share Out                                      |

## FDOE Introductions



**Dr. Paul O. Burns**  
Senior Chancellor



**Ted Roush**  
Chancellor of  
Public Schools



**Dr. Sunny Chancy**  
Deputy Chancellor for  
Educator Quality



## FDOE Introductions



**Dr. Josey McDaniel**  
Bureau Chief,  
Educator Recruitment,  
Development and  
Retention



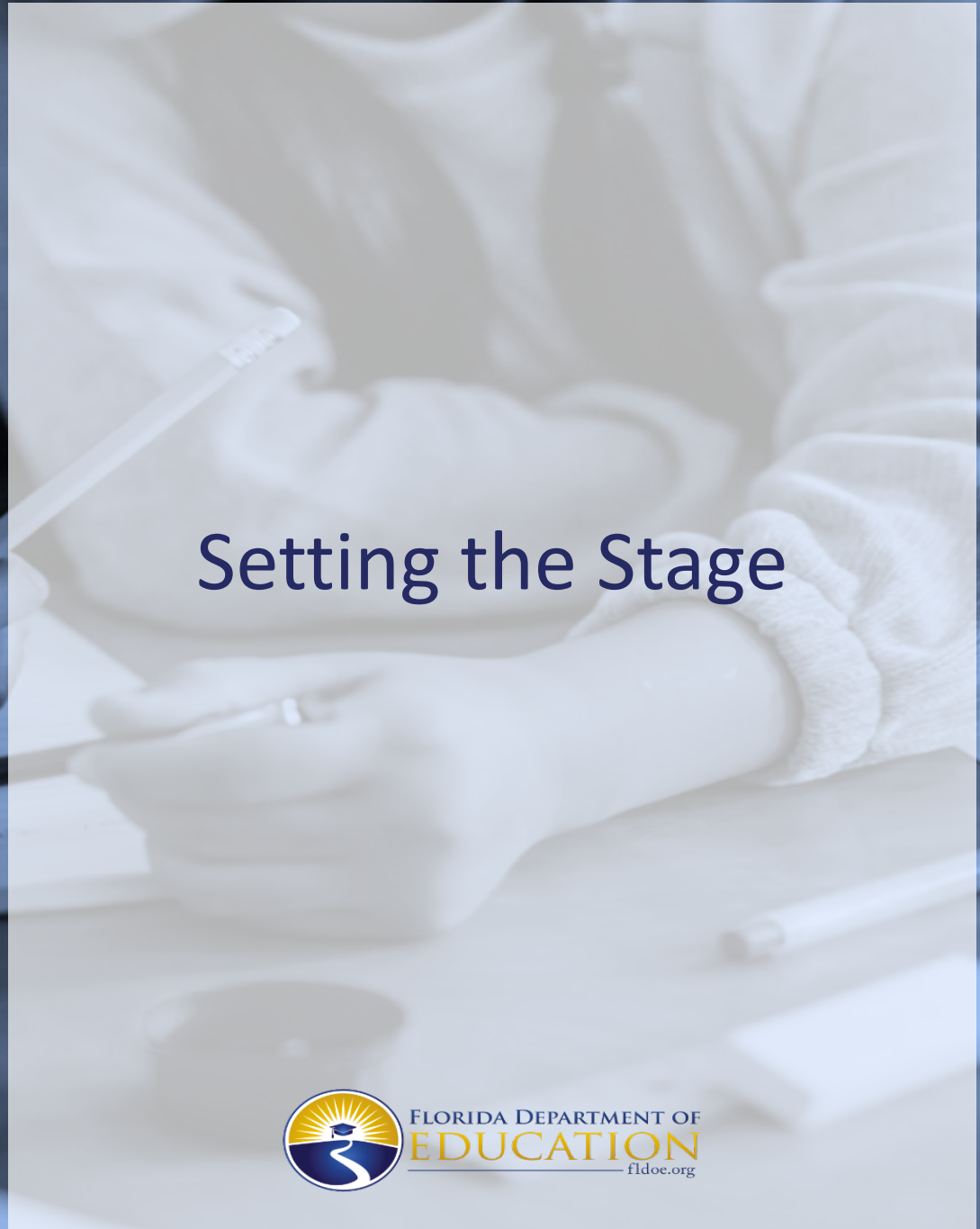
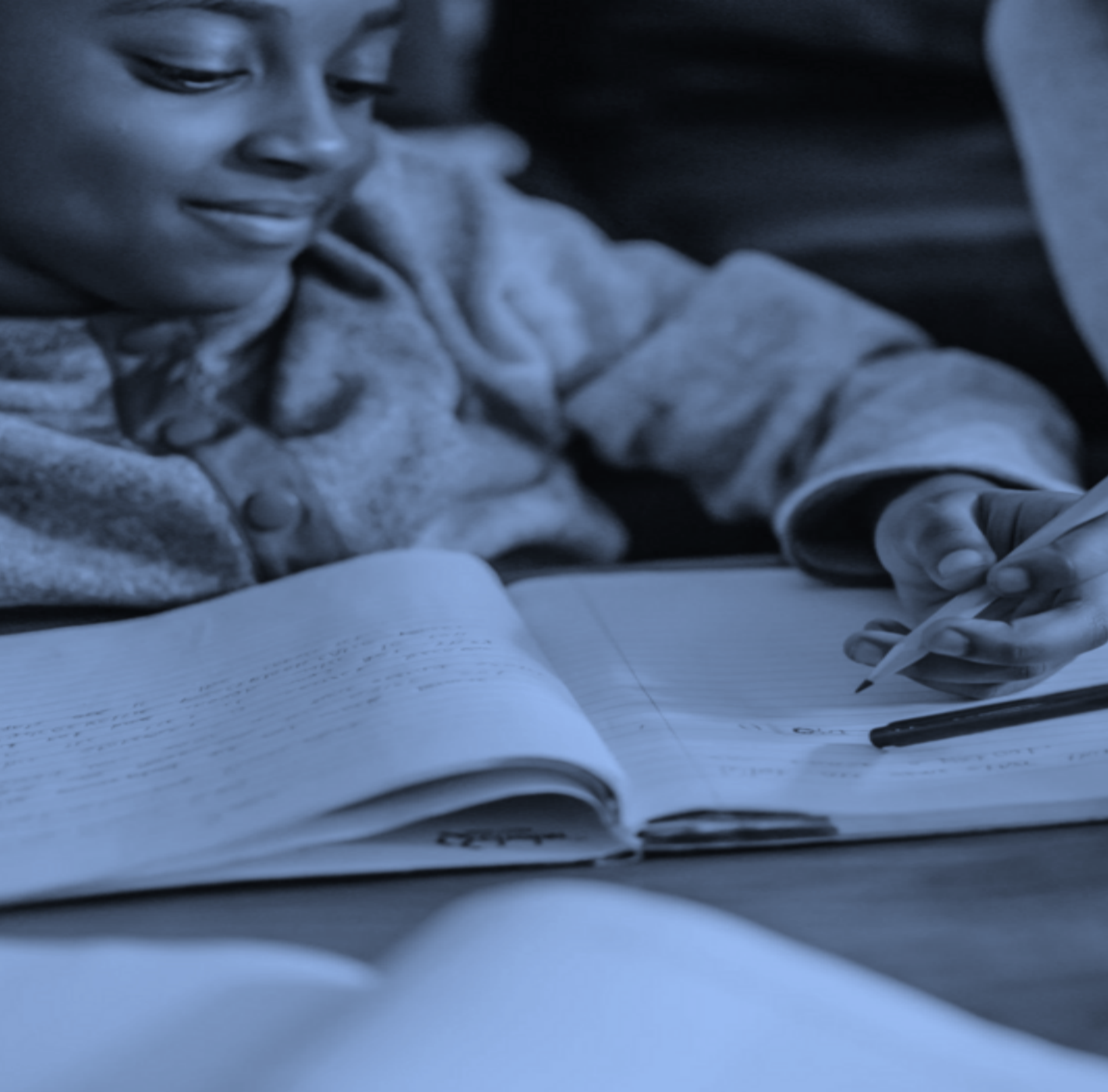
**Marsha Dixon**  
Director,  
Educator Preparation



**Ashley Harvey**  
Director,  
Educator Retention and  
Professional Learning



**Tiani Snelling**  
Specialist,  
Policy and Professional  
Learning



# Setting the Stage



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Every Florida teacher and  
leader is prepared,  
developed, supported and  
supervised by educators  
who make teaching  
better.



Every day, in every school,  
every student has a teacher  
as good as the best teacher  
any of us ever had.

# GREAT TEACHING MATTERS



Teachers are the #1  
factor at school that has  
the greatest impact on  
student learning and  
academic success!





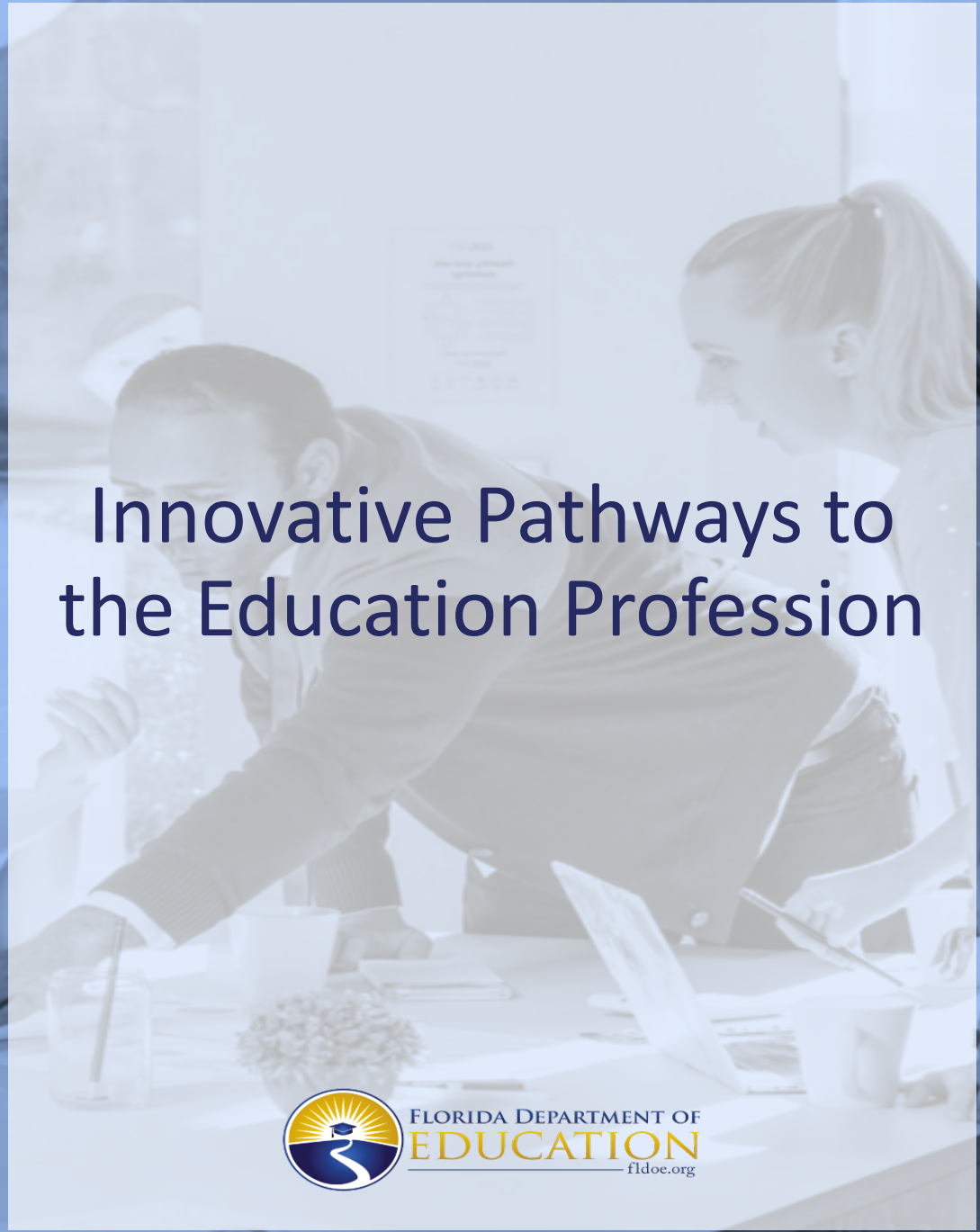
## Teacher Preparation and Support Impacts Retention



**When teachers feel prepared, they are able to tackle the challenges that naturally come within the first three years of teaching.**



**When teachers feel developed and supported, they are likely to build self-efficacy and increase instructional effectiveness.**



# Innovative Pathways to the Education Profession

# Temporary Military Veterans Certificate

## Section (s.) 1012.56(7)(b)2., Florida Statutes (F.S.)

- Effective July 1, 2022, Florida shall issue a 5-year Temporary Certificate for military veterans who have not earned a bachelor's degree and meet all of the following preliminary requirements:
  - Minimum of 48 months of active-duty military service with an honorable/medical discharge.
  - Minimum of 60 college credits with a 2.5 grade point average on an official transcript.
  - Passing score on a Florida Subject Area Examination for bachelor's level subjects (except Exceptional Student Education K–12).



## Heroes in the Classroom Bonus Program

- **S. 1012.715, F.S.**
- Subject to legislative appropriation, the Department shall provide a one-time sign-on bonus, as provided in the General Appropriations Act, to honorably discharged or retired military veterans and retired first responders, as defined in s. 112.1815(1), F.S., who commit to joining the teaching profession as a full-time classroom teacher.
- An honorably discharged or retired military veteran or retired first responder may receive an additional bonus for teaching a course in a high-demand teacher need area, as identified by the Department.

# Classical Education Certificate

## S. 1012.55(5), F.S.

- This certificate will only be valid at a classical school, which is defined as an educational institution that adheres to a classical education model, emphasizing moral character, civic virtue and a comprehensive education in the liberal arts and sciences based on the classical trivium stages of grammar, logic and rhetoric.
- An applicant must meet the following eligibility requirements:
  - Must satisfy all eligibility criteria specified in s. 1012.56(2)(a)-(f) and (11), F.S.; and
  - Must complete the application requirements as specified in Rule 6A-4.0012, F.A.C.
- A restricted classical education teaching certificate is only valid at a classical school as defined in s. 1012.55(5), F.S.

# Temporary Teacher Internship Certificate

## S. 1012.56(7)(b)3., F.S.

- The Department shall issue a temporary teacher internship certificate to any applicant who:
  - Is enrolled in a state-approved teacher preparation program under s. 1004.04, F.S.;
  - Is actively completing the required field experience or internship at a public school;
  - Completes the requirements outlined in s. 1012.56(2)(a)-(b) and (d)-(f), F.S.;
  - Completes the subject area knowledge requirement; and
  - Documents completion of 60 college credits with a minimum cumulative grade point average of 2.5 on a 4.0 scale, as provided by one or more accredited institutions of higher learning or a nonaccredited institution of higher learning identified by the Department as having a quality program resulting in a bachelor's degree or higher.



## House Bill (HB) 1035 Teacher Apprenticeship Program

### S. 1012.555, F.S.

- During the 2023 legislative session, HB 1035 created s. 1012.555, F.S., Teacher Apprenticeship Program, administered and sponsored by the Department as an additional pathway for individuals to enter the teaching profession.
- The bill authorizes a temporary apprenticeship certificate.

## Purpose of Teacher Apprenticeship Program

- A pathway for districts, charter schools and charter management organizations to equip apprentices with the necessary skills to serve as a classroom teacher.
- Districts, charter schools and charter management organizations recruit apprentices to engage in an innovative program that:
  - ✓ Allows teacher apprentices to earn baccalaureate credit through on-the-job training in the classroom;
  - ✓ Partners teacher apprentices with experienced mentors; and
  - ✓ Provides upper division coursework toward a baccalaureate degree that applies toward a professional educator certificate.

## Eligibility Requirements

To participate in the Teacher Apprenticeship Program, an individual must have:

- ✓ Received an associate degree from an accredited postsecondary institution.
- ✓ Earned a cumulative grade point average of 2.5 or higher in that degree program.
- ✓ Successfully passed a background screening pursuant to law.
- ✓ Received a temporary apprenticeship certificate to be a paraprofessional.



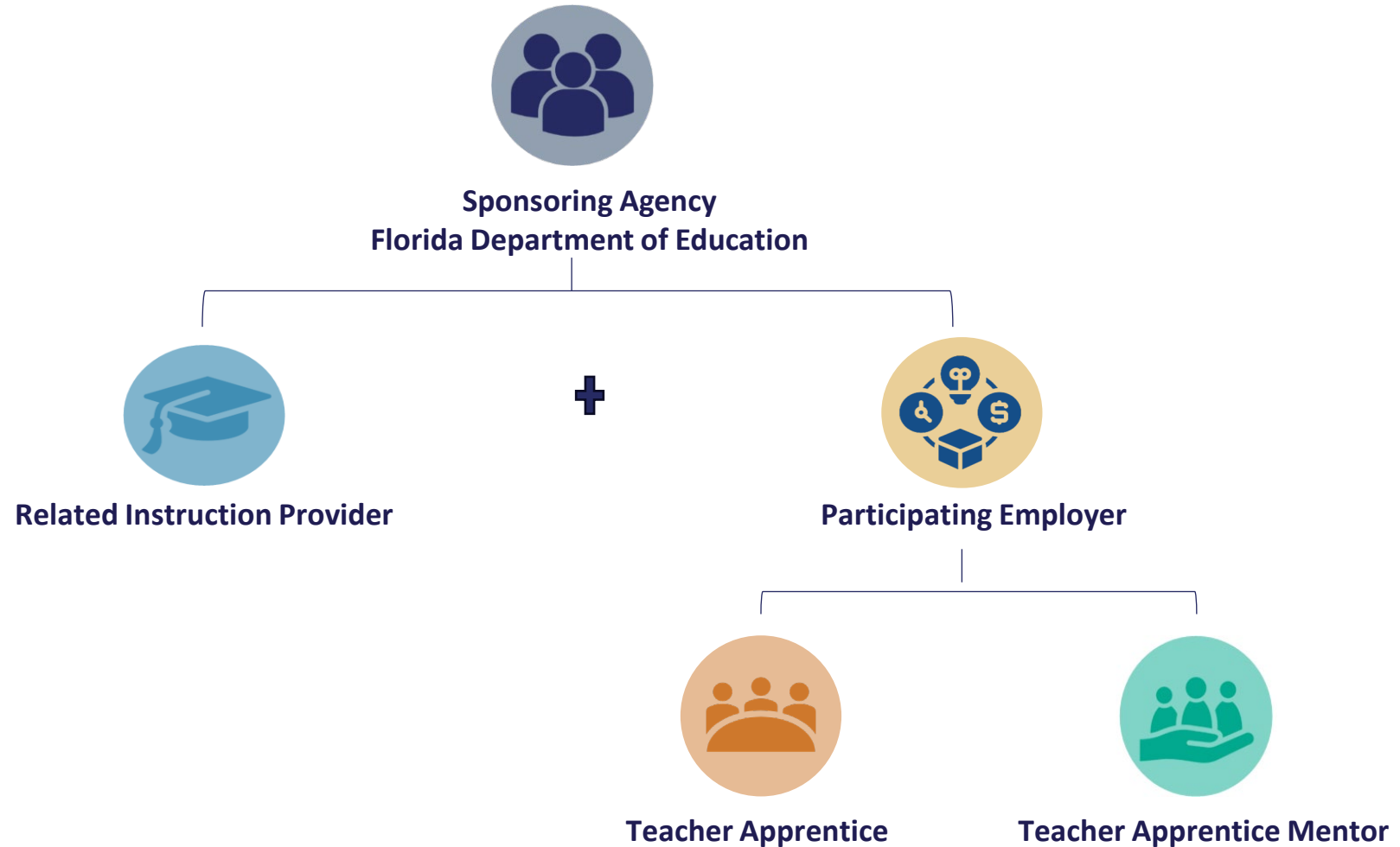
## Teacher Apprentice

- The teacher apprentice must commit to spending at least the first two years in the classroom of a teacher apprentice mentor teacher using team teaching strategies. In addition, the teacher apprentice must:
  - ✓ Fulfill the on-the-job training component of the registered apprenticeship program;
  - ✓ Be appointed as an education paraprofessional;
  - ✓ Be paid in accordance with s. 446.032, F.S., and rules adopted by the State Board of Education; and
  - ✓ Receive related instruction toward the baccalaureate degree that prepares apprentices for the professional educator license.

## Teacher Apprentice Mentor

- A teacher who serves as a teacher apprentice mentor must utilize team teaching strategies and, at a minimum, must meet all of the following requirements:
  - ✓ Have at least five years of teaching experience in Florida;
  - ✓ Have received an aggregate score of highly effective on the three most recently available value-added model scores as calculated by the Department or have received an aggregate score of highly effective on the three most recently available performance evaluations; and
  - ✓ Have evidence of completed clinical education training.

# Teacher Apprenticeship Program





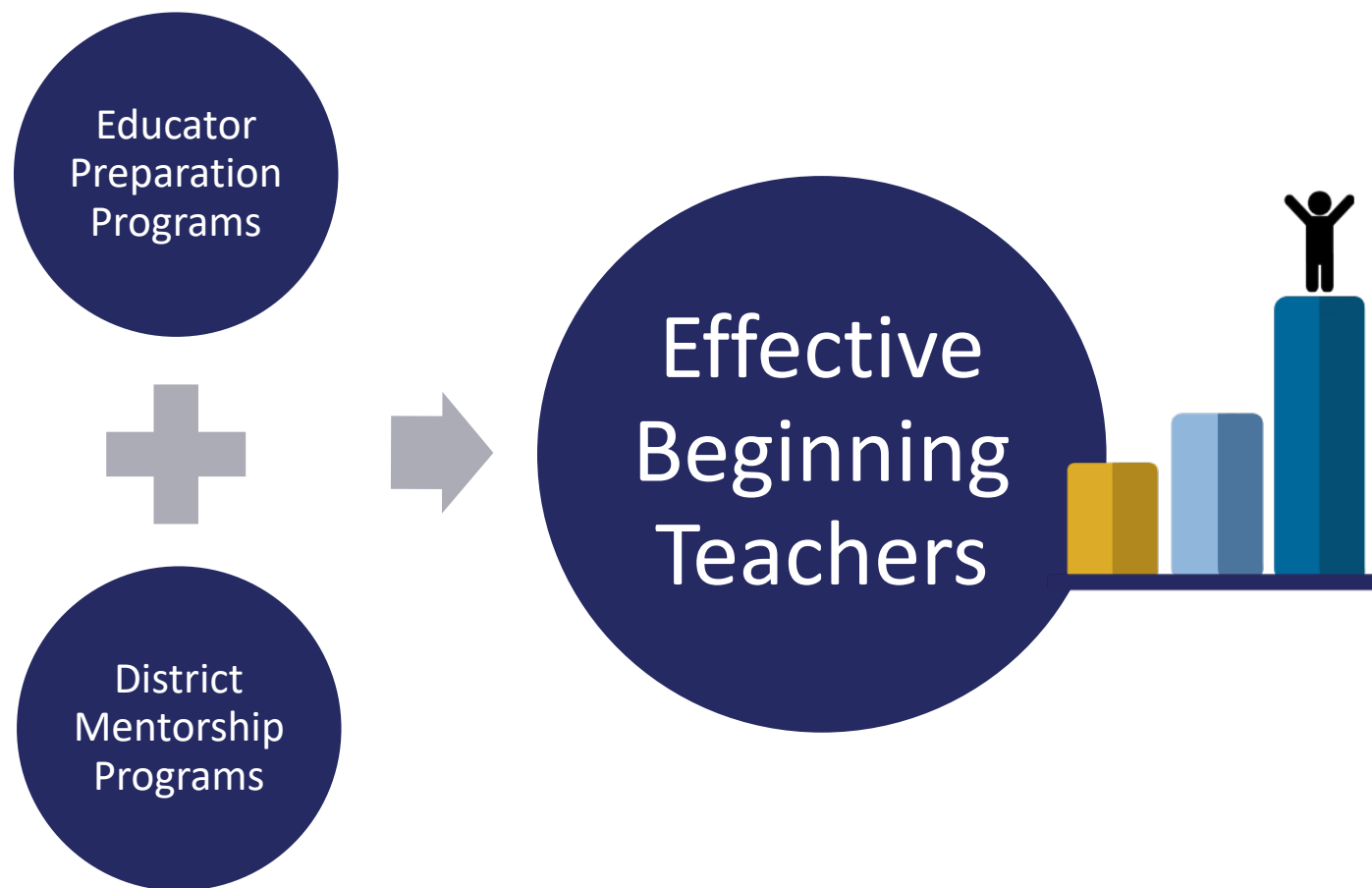
# Partnerships and Professional Learning



FLORIDA DEPARTMENT OF  
**EDUCATION**  
fldoe.org



## Partnerships





## Teacher Preparation and Support Impacts Retention



**When teachers feel prepared, they are able to tackle the challenges that naturally come within the first three years of teaching.**

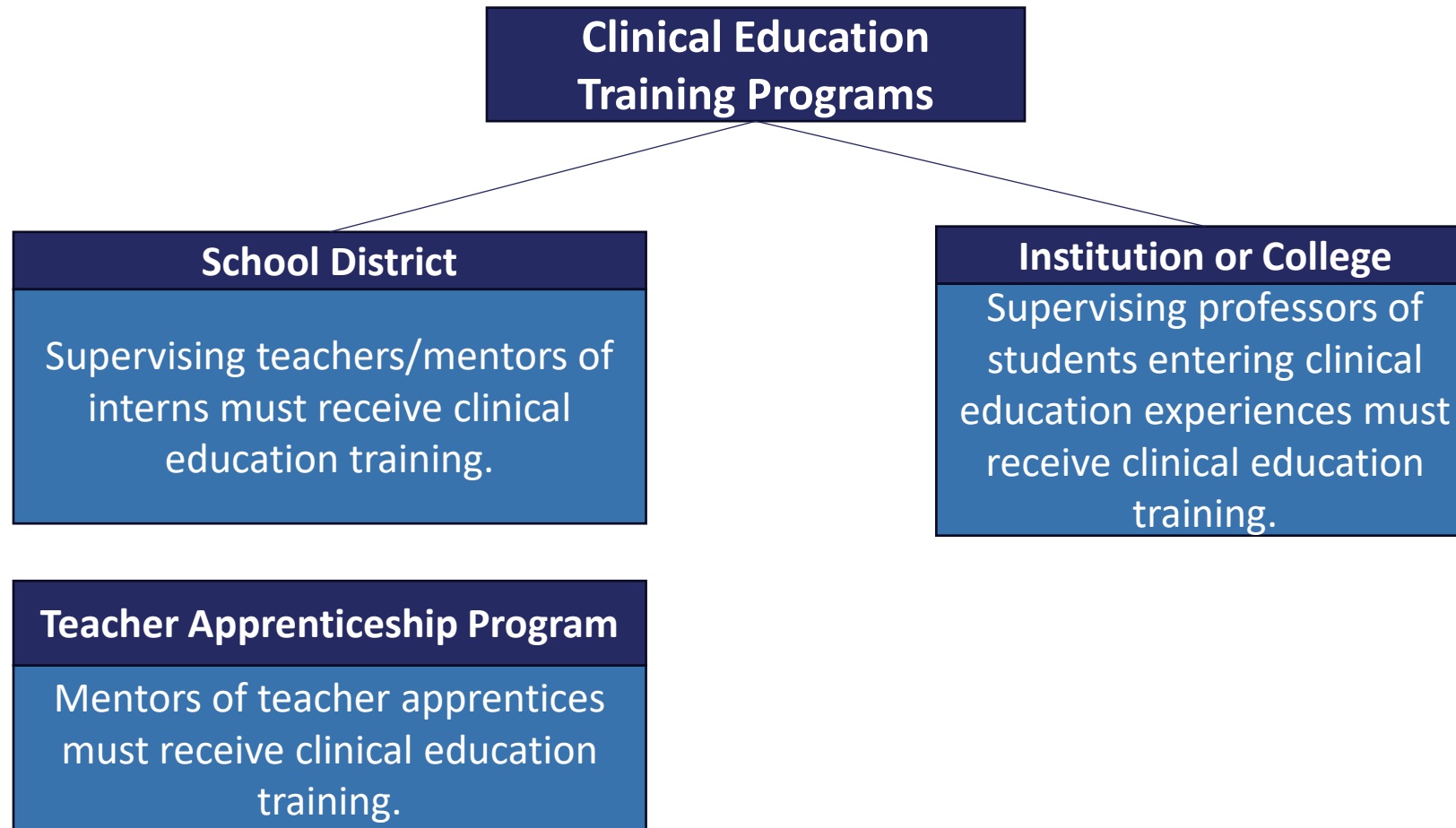


**When teachers feel developed and supported, they are likely to build self-efficacy and increase instructional effectiveness.**

## Clinical Education and Mentoring

- Clinical Education refers to opportunities that provide aspiring professionals with practical and skills-oriented instruction under the supervision of a skilled practitioner.
- Educator preparation programs offer clinical education through scaffolded internship experiences.
- The Teacher Apprenticeship Program offers a two-year clinical experience to apprentices under the guidance of an experienced mentor teacher.

# Who Needs Clinical Education Training?





## Clinical Education and Professional Learning

- *Clinical Education Mentorship Training* is a **professional learning program** that equips aspiring **mentors** with the knowledge, skills and abilities to coach and support aspiring teachers.
- Effective **professional learning** incorporates active learning, is collaborative, provides models, and is sustained and continuous.



## Professional Learning Program Design

S. 1012.98(1), F.S.

- “Professional learning” means learning that is **aligned** to the state’s standards for effective professional learning, educator practices, and leadership practices; incorporates **active learning**; is **collaborative**; provides models; and is **sustained** and **continuous**.
- S. 1012.98(3), F.S., identifies criteria for highly effective professional learning.

# Professional Learning

## S. 1012.98(1), F.S.

- “Professional learning” means learning that is **aligned** to the state’s standards for effective professional learning, educator practices, and leadership practices; incorporates **active learning**; is **collaborative**; provides models; and is **sustained** and **continuous**.
- Routine informational meetings may not be considered professional learning and are not eligible for inservice points.

# Educational Leadership Standards Recertification Requirement

## S. 1012.585(3)(g), F.S.

- For individuals who hold a certificate in Educational Leadership or School Principal, the individual must earn a minimum of 1 college credit or 20 inservice points in Florida's educational leadership standards.

Educational Leadership Standards 20 Inservice Points or 1 College Credit Requirement			
2024 Renewal	2025 Renewal	2026 Renewal	2027 Renewal or thereafter
NO	YES	YES	YES



Every day, in every school,  
every student has a teacher  
as good as the best teacher  
any of us ever had.



# Activity

## Teacher and Leader Preparation Handout

- Please review your **Teacher and Leader Preparation Handout**. For this session, we will focus on **Team Time I**.
- In teams that comprise of both district and college or university representatives, collaborate on the provided questions and draft answers.
- After tomorrow's data session, you will collaboratively work on the back page in regional breakouts.
- **Be prepared to share** some reflections from your discussion.



## Share Out





[www.FLDOE.org](http://www.FLDOE.org)





# Coffee Break

---

**Add Your  
Info to the  
FEPLN  
Contact List**

**FEPLN Shared Contact List**





# The Five Keys of Coaching for Instructional Excellence

*John E. Critelli Jr. , PhD;  
Director of Grants Development and  
Administration, Office of Educational  
Leadership Learning.  
**EQUIP Program Director**, Department of  
Educational Leadership and Research  
Methodology*



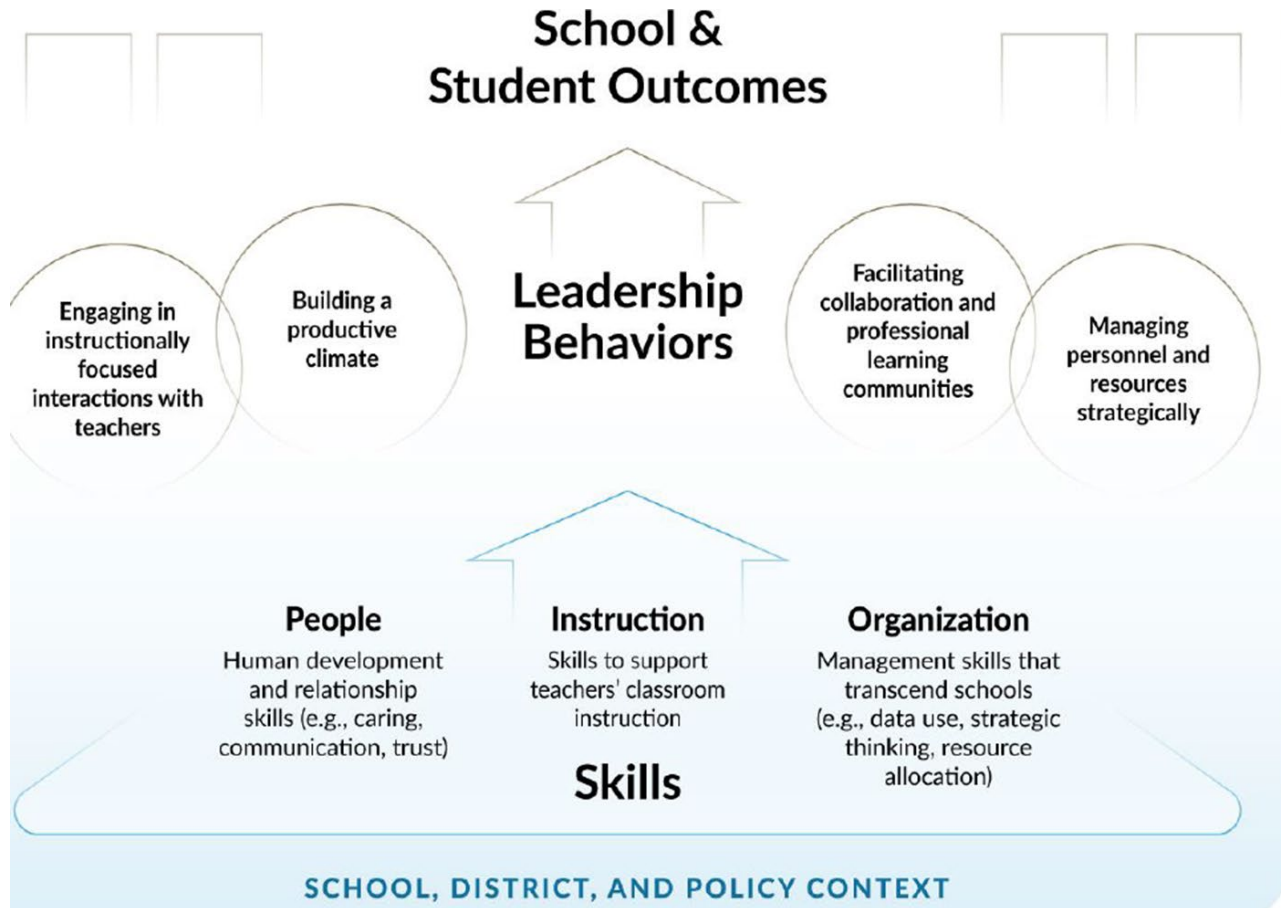


# Collaborative Effort

- The Five Keys Model was developed with support from the Office of Educational Leadership Learning (OELL) at FAU over three years.
- Inspired by a high-quality mentor coaching program to enhance experiential support for Level 1 aspiring school leaders.
- Florida educators are satisfied with the learning (FASA Cohort).
- Aligned with new FELS (2022; appears 5 times).
- Publications are forthcoming.
- Special thanks to Dr. Cynthia Bauman, co-developer, for her role in making it possible.



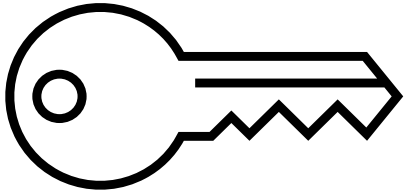
# Literature Review – Theoretical Foundations



There is not a coaching content problem! Our model is:

- Grounded in the latest research on the impact of school leaders on student learning (Grissom et al., 2021).
- Employs strength-based approaches.
- Synthesizes existing popular coaching models.
- Integrates key strategies such as listening, observing, questioning, and fostering relationships.

# The Five Keys of Coaching for Instructional Excellence



**Building  
Relationships**



**Listening, Observing,  
Questioning**



**Leveraging  
Resources**



**Data Literacy**



**Providing Feedback**



**Collective  
Efficacy for  
Teaching and  
Learning**

# Building Relationships

## *The Core of Effective Coaching*



### Intrapersonal

Self-awareness fosters emotional intelligence, enabling coaches to model resilience and adaptability.



### Interpersonal

Coaches who actively listen and respond to the unique needs of their coachees create an environment of mutual respect and growth.



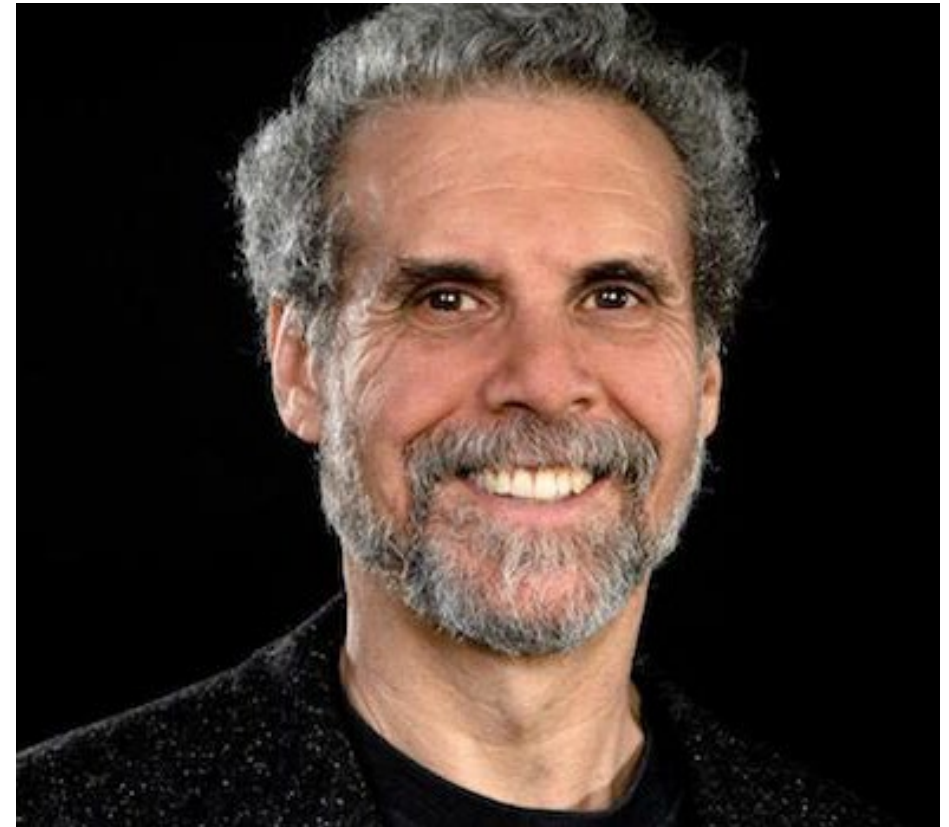
### Nurturing Educators

By supporting personal and professional growth, coaches help create a culture of learning that benefits both educators and students.



# Emotional Intelligence Domains and Competencies

Self-awareness	Self-management	Social awareness	Relationship management
Emotional self-awareness	Emotional self-control	Empathy	Influence
	Adaptability		Coach and mentor
	Achievement orientation		Conflict management
	Positive outlook	Organizational awareness	Teamwork
			Inspirational leadership



# Interpersonal - Four Types of Knowers

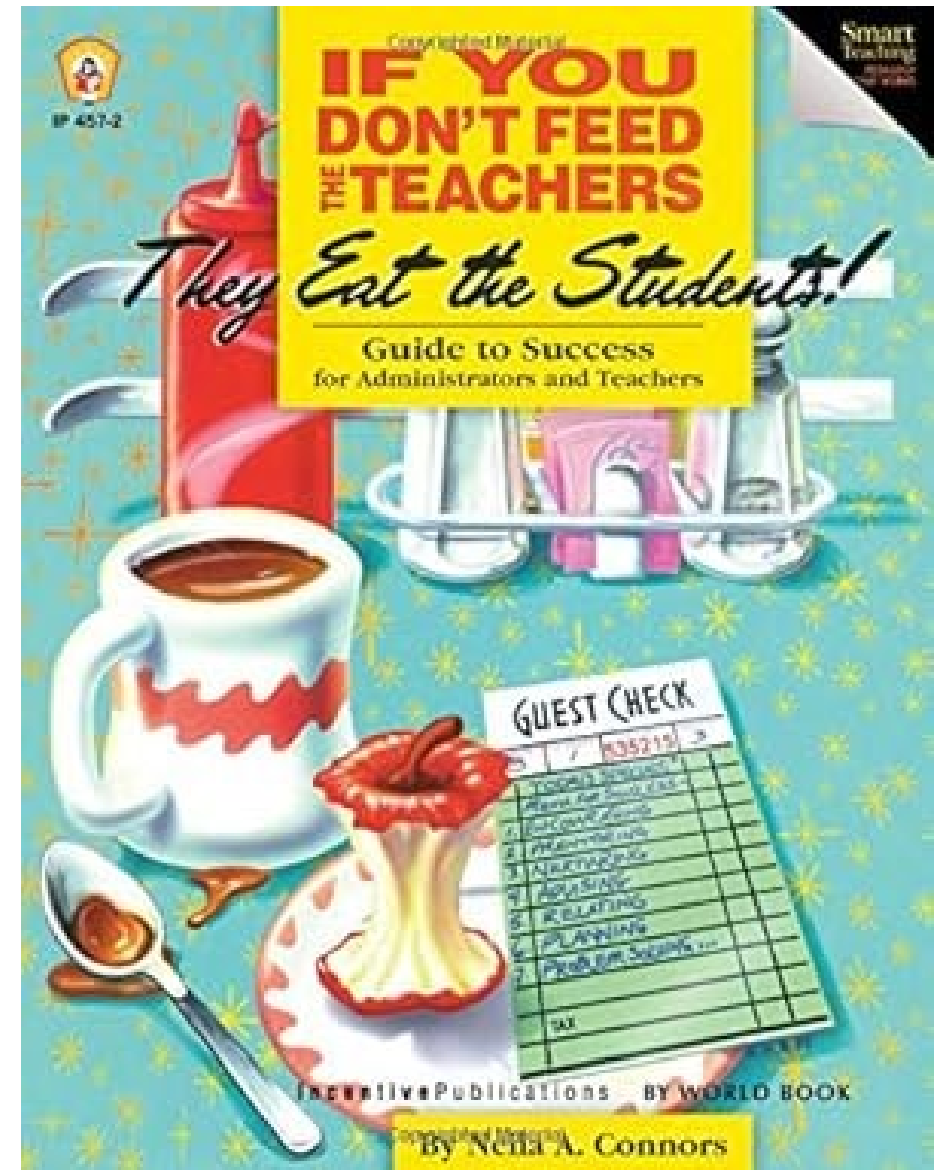


# Nurturing Adults

- **Why is this important?**
  - Teaching is emotional work
  - Educator well-being impacts both teacher and student success.
- **Supporting Staff Well-being (CDC)**
  - Improve school practices to reduce staff stress.
  - Incorporate mindfulness into daily routines.
  - Provide access to mental health resources.
  - Collaborate with the community for additional support.

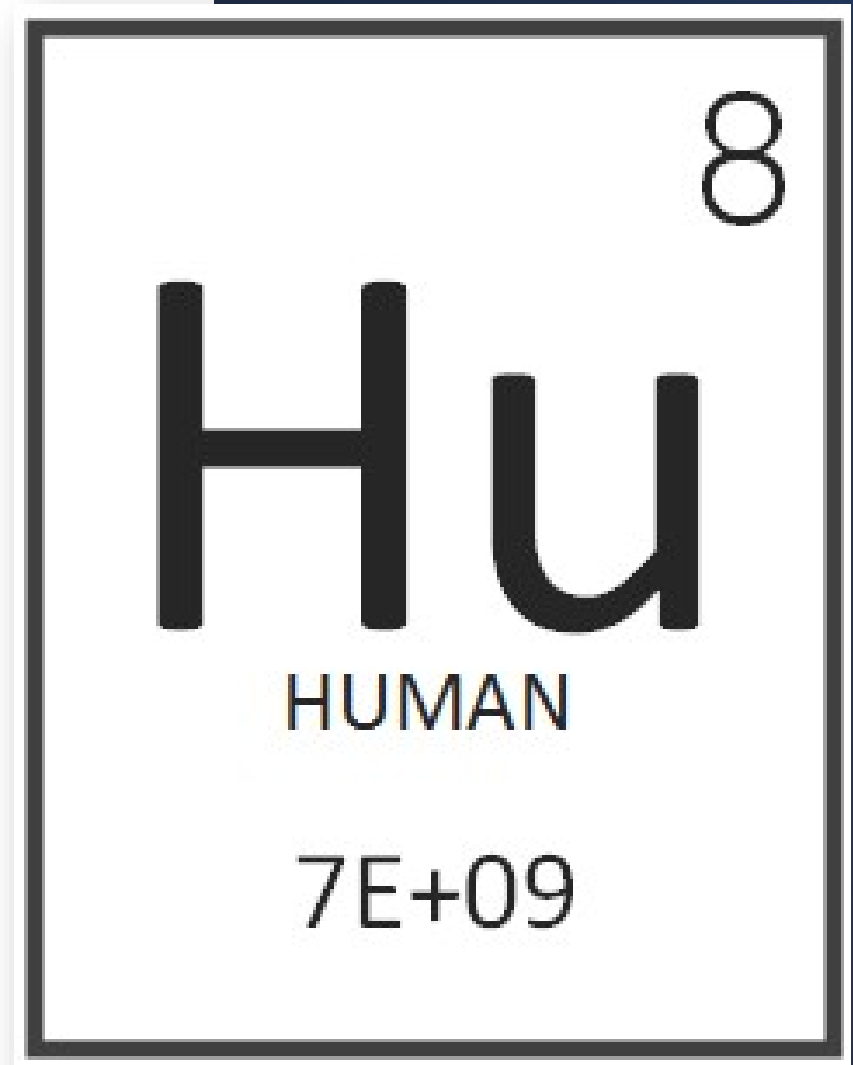
Teaching  
is a work  
of heart.💛

@WORKSHOPCLASSROOM





- Let's not overcomplicate it!
- ***Its all about being a good human.***
  - Active Listening
  - Empathy and Compassion
  - Building Trust
  - Meeting People Where They Are At
  - Being Vulnerable



# Leveraging Resources

Coaching for educational excellence involves the strategic utilization of resources (Grissom et al., 2021).

Examples include:

- Themselves as a resource – time management
- Human Capital – *Teacher Development*
- Social Capital – *Community Partnerships and Family Engagement*
- Time Management and Scheduling
- Facilities – special arrangement, clean learning environment
- Budget/Financial



# Data Literacy

## *Empowering Informed Decision-Making*



### **Be Mindful of Data Use**

Data is a tool, not the answer! Reflect on how the data is being interpreted and applied.



### **Quantitative Data is Only Part of the Story**

Numbers alone don't capture the full picture. Understand the context and root causes.



### **Data-Driven vs. Data-Informed**

Being data-driven can lead to rigid decisions. Use data as a guide alongside professional judgment.

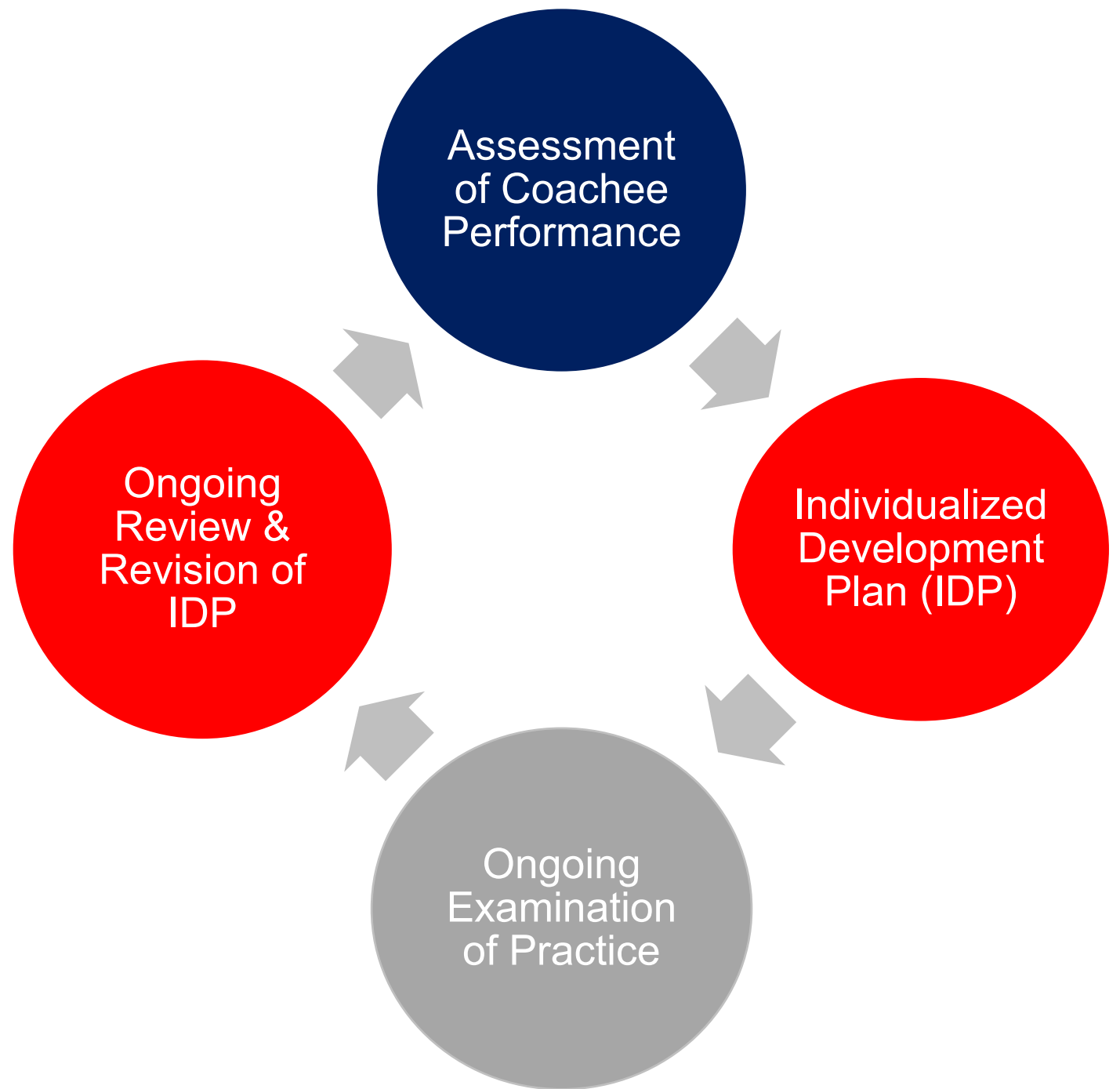


### **Goal: Be Data-Informed**

Use data not as a final answer but as a compass to guide decisions that support growth and improvement.

# Cycle of Inquiry for Instructional Decision-Making

(Bloom & Owens, 2023)





# Listening, Observing & Questioning

- Process Oriented Coaching Skills (Knowles, 2021)
  - Include **active listening** and powerful **questioning** that can result in effective coaching (Barnes et al., 2017; Wang, 2013).
- **Observation** skills – More than Evaluations
  - Observing emotion and mood (Bloom & Owens-Wilson, 2022)
  - Classroom Observations (Froelich & Puig, 2007).
  - Multiple Sources of Data (Desimone & Pak, 2017)
- Together these skills allow coaches to prepare feedback in a way that can be best received.



# Providing Feedback

- Cherasaro et al. (2016) found four characteristics of feedback that teachers perceive as effective. The feedback should be **useful, accurate**, from a **credible** source, and paired with **access** to resources.
- According to Bloom and Owens-Wilson (2023), feedback is:
  - Specific and grounded in evidence.
  - Tied to explicit goals, expectations, or standards.
  - Linked to impact on teaching and learning.
  - Bold but never mean-spirited.

# Planning for a Coaching Conversation



**Focus:** What instructional practice(s) will be the core focus of this session?



**Reflection:** What questions can you ask to encourage the teacher to be reflective and open to coaching?



**Influence:** How might their responses guide the direction of the conversation?



**Data:** How can you use data to enhance the relevance and authenticity of the session?

# Let's Break it Down



## Opening

What do we hope to achieve in this session?



## Paraphrasing

In other words...



## Clarifying Questions

Tell me more about...



## Paraphrasing with Interpretation

What you are describing could mean....



## Mediational Questions

What would it look like if...

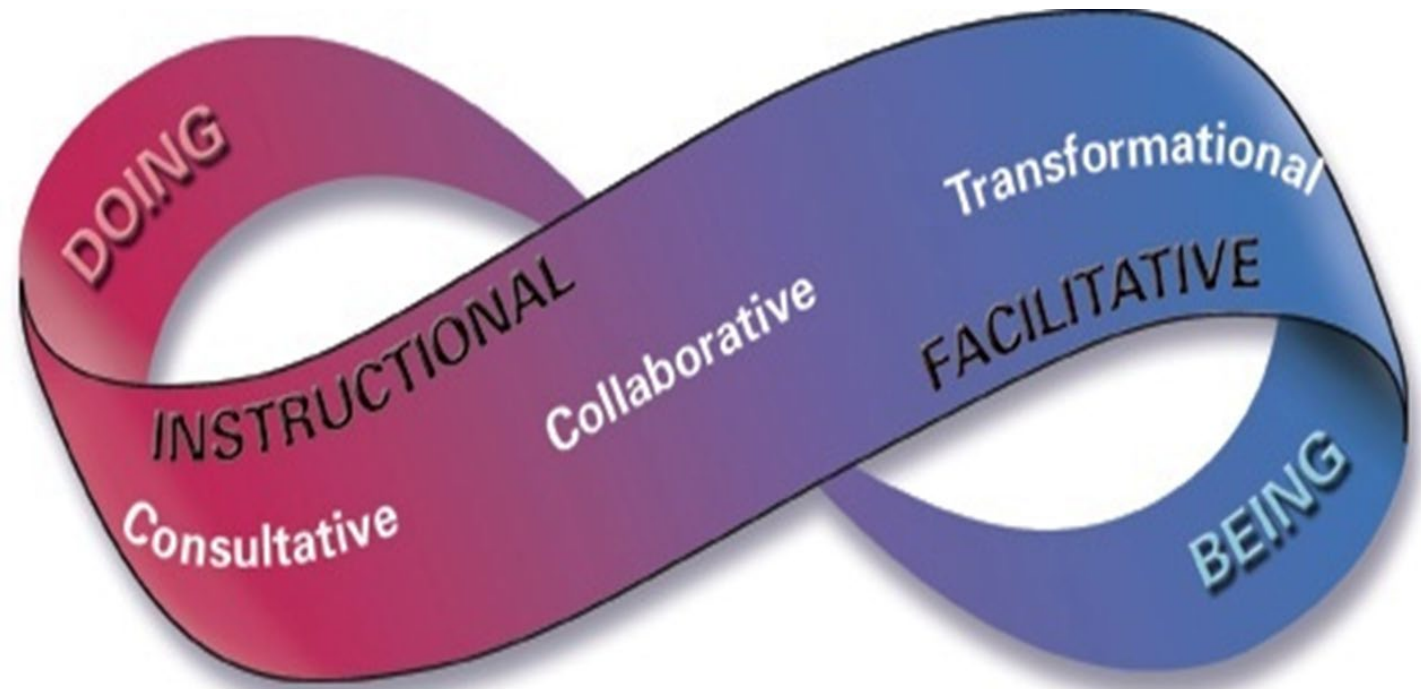


## Summarizing Statements

We'll know you have achieved your goal when...



# Möbius Strip

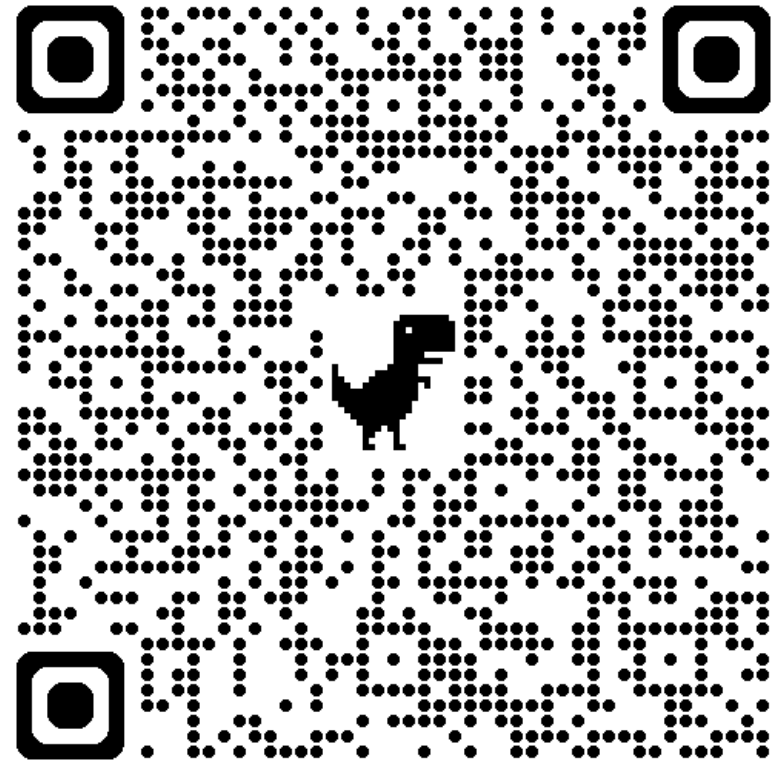


# Optimistic Closure

- As you continue today, I invite you to think about ways we move from seeing coaching as an isolated practice to embedding it as a fundamental, non-negotiable part of how we develop people and improve schools.

***Coaching isn't an add-on. It's a way of being.***

- What would it take to make coaching the norm rather than the exception in your district?



***For more information on  
OELL's coaching professional  
learning programming***

**Session 4, then lunch, return to  
Session 5 Breakouts by 2pm**



# Session 4 Breakouts 11:10AM- 12:30PM

**Ballroom D - 4A: Leading with Purpose:  
Balancing Instructional and Operational  
Leadership**, Dr. Ginger Featherstone, *OELL  
Consultant*

**Salon 8 - 4B: Leading a School District Coaching  
System**, Dr. Jennifer Shepard, *Clay County Schools*

**Salon 9 - 4C: Peer Coaching - Developing Novice  
Teachers Through Mentoring and Coaching**, Dr.  
Cynthia Bauman, *Florida Atlantic University*

**Salon 10 - 4D: Unleashing Potential: Principals  
Fueling Coach Success for Maximum Impact** Dr.  
Katherine Policastro, *Broward County Public Schools*



# Session 5 Breakouts

2:00PM -  
3:20PM

**Ballroom D - 5A: Building Bridges to School and District Leadership: Cultivating a Strong and Sustainable Pipeline**, Dr. Daniel Reyes-Guerra, *Florida Atlantic University*

**Salon 8 - 5B: Alien Superstar: Crafting A Plan for Resilient New Teachers from Alternative Places**, Dr. Kevin Forehand, *Florida State University*

**Salon 9 - 5C: A New Vision of AI: Moving Beyond Hesitation to Action** Dr. John Critelli, *Florida Atlantic University*

**Salon 10 - 5D: Principal Leadership: Supervision Strategies for Student Success** Dr. Katherine Policastro, *Broward County Public Schools*



# Coffee Break

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**Add Your  
Info to the  
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Contact List**

**FEPLN Shared Contact List**







# District and University/College Team Planning

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Overview of Activity Protocol and Notecatcher





# Day 1 Reflections



**FEPLN  
Convening  
Day 1  
Feedback**

**FEPLN 2025 Convening Day 1 Exit  
Survey**



# Day 2 Overview

- Welcome
- Keynote Address
- Plenary Session
- Regional Breakouts
- Whole Group Share-out
- Team Commitments
- FDOE Q&A
- Wrap Up & Feedback





# Rock, Paper, Scissors Tournament