

FLORIDA ATLANTIC UNIVERSITY



**FLORIDA EDUCATOR PREPARATION  
AND LEADERSHIP NETWORK (FEPLN)  
*APRIL MEETING***

**OFFICE OF EDUCATIONAL LEADERSHIP LEARNING**

April 2, 2025

1:00 PM

# Network Vision

- To build a collaborative learning community that empowers district leaders across Florida to grow, innovate, and share expertise. We aim to create a sustainable support system that:
  - Empowers leadership at the district level to enhance professional learning and growth.
  - Stays ahead of the evolving educational landscape by anticipating change and adapting.
  - Strengthen our collective impact through shared learning, problem-solving, and support.





# ***FEPLN Mission Statement***

Through collaborative partnerships among school districts, colleges, and universities across the State of Florida, FEPLN seeks to amplify educator voices across the educational spectrum to strengthen preparation programs, leadership pipelines, and professional learning opportunities for current and aspiring educators. By focusing on research-informed practices, sharing best practices, and engaging in collective problem-solving and continuous learning, we aim to address shared challenges to advance educational excellence.

# FEPLN Meeting Logistics and Professional Learning Norms



1<sup>st</sup> Wednesday of each month at 1pm  
via Zoom



Participation of all members on the  
call



Active listening



Respect for all perspectives

# Today's Agenda

- Welcome
- Network Vision, Mission, and Logistics
- Welcoming Ritual
- District Pipeline Presentation
- Size-alike District Breakout Activity
- FELE 4.0 Info & Pilot
- Session Feedback
- Florida Department of Education: Q&A
- What to Expect Next
- Optimistic Closure



# Welcoming Ritual

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- Drop in the chat:
- **What was a highlight from your Spring Break?**





# Level II Principal Preparation: Lee County's **ASPIRE** Program



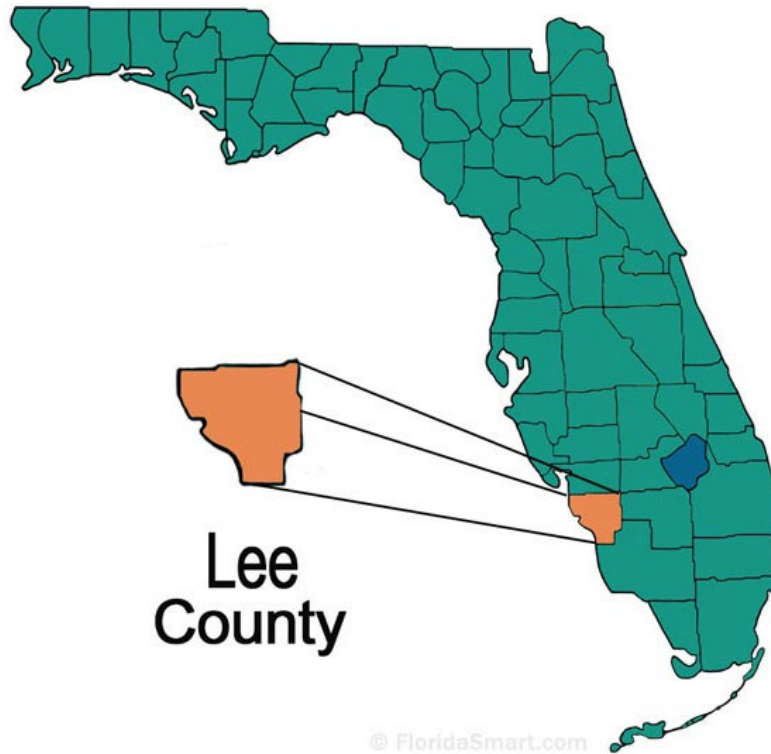
**LEADERSHIP  
DEVELOPMENT**

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# The School District of Lee County *At-a-Glance*

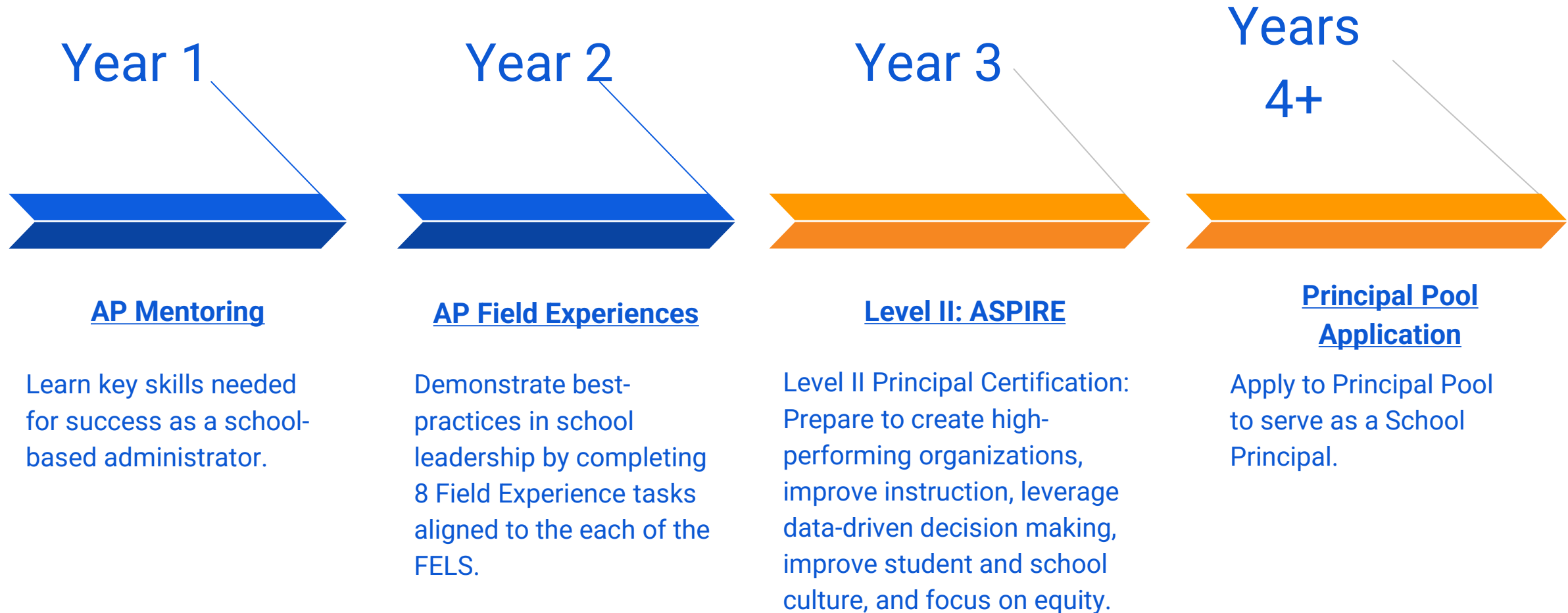


- Serve approximately 103,000 full time equivalent students in 45 elementary, 4 K-8, 1 K-6, 17 middle, 15 high, 14 special schools/ programs, 3 technical colleges/vocational schools, and 21 charter schools (120 total schools)
- 11,000 full and part-time employees
- Second-largest employer in Lee County (after Lee Health with 13,000 employees)
- Largest public school district in the country with an elected superintendent





# Assistant Principal Development Program





# 3-Year Program for Aspiring Principals

## Year 1 (12 Months)

New Assistant Principals are mentored by their School Principals

Monthly ***In-School Mentor Experiences*** aligned with the 8 Assistant Principal Track FELs

## Year 2 (18 Months)

Monthly ***Field Experiences & Trainings*** aligned with the 8 Assistant Principal Track FELs

Assistant Principal Portfolio for Principal Recommendation (Peoplesoft Leadership Tracker)

## Year 3 (12 Months)

ASPIRE Program (12 months)

Application Process opens in November of Each Year

10 Seminars Aligned to the 8 Principal Track FELs (2 Seminars for Standard 3)

Project-Based Learning (ASPIRE Capstone Project Presentation Day)

Aligned with Principal Pool & Interview Processes



# Year 1: Principal Mentorship

- Yearlong, job-embedded mentorship led by the school principal
- Utilizes a FELS-aligned Monthly Mentorship Opportunities schedule to support the mentorship process
- Mentor Principals and their proteges create their own individualized annual schedule based on this guide



# Year 2: Field Experiences

- Yearlong, job-embedded field experiences
- Utilizes a FELS-aligned **Field Experiences Guide**
- Year 2 Assistant Principals create their own individualized annual schedule based on this guide



# Years 3+: ASPIRE Level II Principal Preparation Program

- Yearlong Level II Principal Preparation Program for eligible Assistant Principals with 2+ years of experience
- Utilizes a FELS-aligned Level II Program Training Plan
- Year 3+ Assistant Principals engage in in-person professional learning, led by highly impactful school and district leader partners
- Participants produce Capstone Project, showcasing relevant action research resulting in school improvement

# ASPIRE: Preparing New Principals Program



ASPIRE: Preparing New Principals Program
Unit 1: Professional and Ethical Norms
Unit 2: Vision and Mission
Unit 3a: School Operations, Management, and Safety - Fiscal Management
Unit 3b: School Operations, Management, and Safety - Operations and Safety
Unit 4: Student Learning and Continuous School Improvement
Unit 5: Learning Environment
Unit 6: Recruitment and Professional Learning
Unit 7: Building Leadership Expertise
Unit 8: Meaningful Parent, Family, and Community Engagement
Commencement: Leadership Capstone Presentations

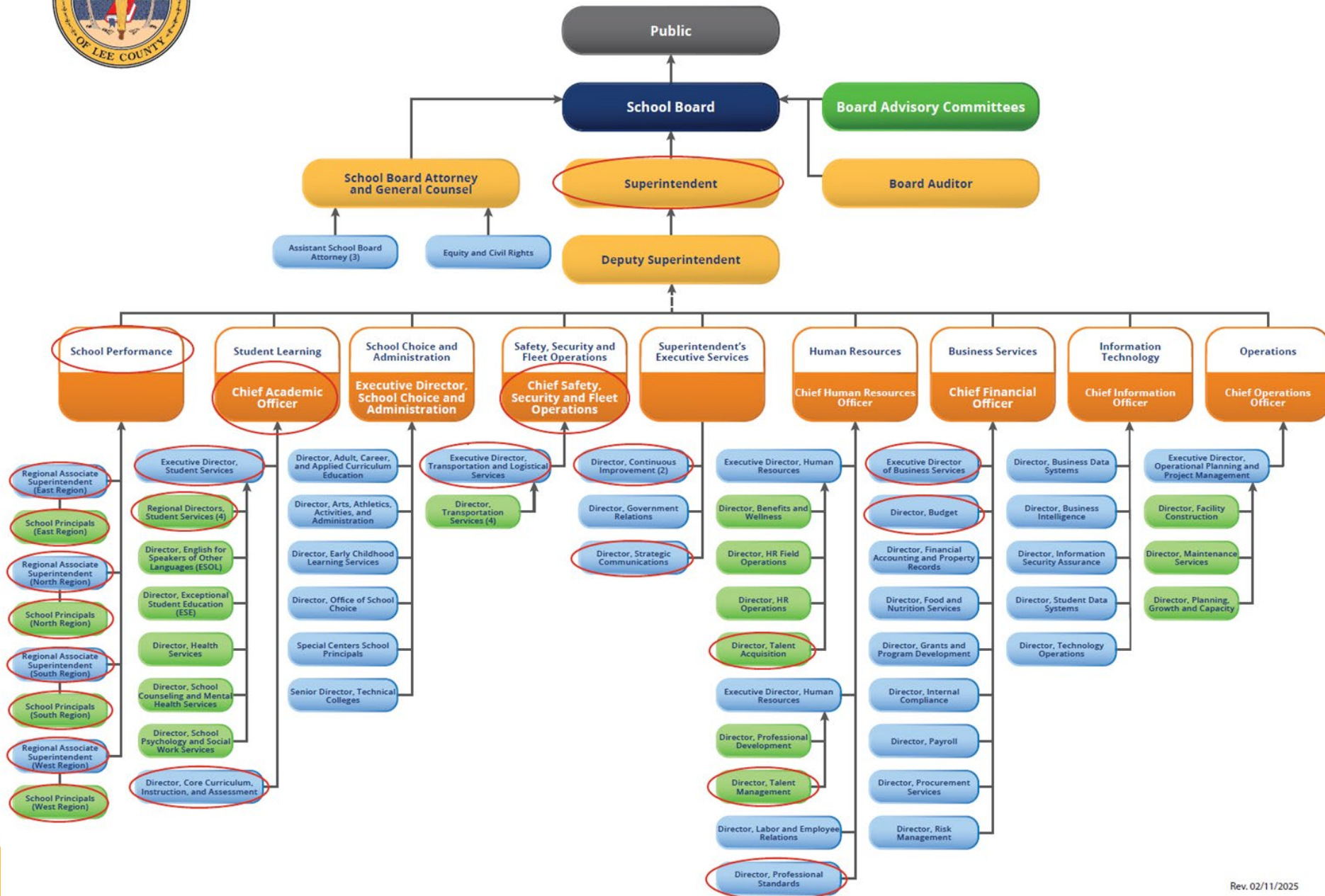
## AP Years 3+ ASPIRE

- Leadership Seminars
- Coursework
- Field Experiences
- Leadership Capstone Project





# ORGANIZATIONAL CHART FALL 2024







# ASPIRE Cohort 1: Seminar Schedule

Month	Day	Date	Time	Room	Seminar Title
February	Monday	2/10/25	8:30-3:30	TR A&B	Unit 1: Professional and Ethical Norms
March	Monday	3/10/25	8:30-3:30	TR A&B	Unit 2: Vision and Mission
<b>April</b>	<b>Monday</b>	<b>4/14/25</b>	<b>8:30-3:30</b>	<b>Media 1&amp;2</b>	<b>Unit 3a: School Operations, Management, and Safety - Fiscal Management</b>
May	N/A	N/A	N/A	N/A	OFF to Support EOY testing
June	Monday	6/9/25	8:30-3:30	TR A&B	Unit 3b: School Operations, Management, and Safety - Operations and Safety
July	Monday	7/21/25	8:30-3:30	TR A&B	Unit 4: Student Learning and Continuous School Improvement
August	Monday	8/18/25	8:30-3:30	TR A&B	Unit 5: Learning Environment
September	Monday	9/15/25	8:30-3:30	TR A&B	Unit 6: Recruitment and Professional Learning
October	Monday	10/13/25	8:30-3:30	TR A&B	Unit 7: Building Leadership Expertise
November	Monday	11/10/25	8:30-3:30	TR A&B	Unit 8: Meaningful Parent, Family, and Community Engagement
December	Monday	12/8/25	8:30-3:30	TR A&B	Commencement

Attendance at ALL sessions required for program completion. Seminar make-ups will be provided during the upcoming cohort, along with Commencement, as-needed.



# ASPIRE Unit 3: Seminar Schedule

8:20-8:30	<b>Sponsor Welcome</b>
8:30-9:50	<b>Fiscal Management</b>
9:50-10:00	<i>BREAK</i>
10:00-11:30	<b>Fiscal Management</b>
11:30-12:30	<i>LUNCH</i>
12:30-2:00	<b>Practical Application from Principal Lead</b>
2:00-2:10	<i>BREAK</i>
2:10-3:30	<b>Practical Application from Principal Lead <i>cont'd</i></b>



# Unpacking Standard 3a, b, c, g, & h

1. Read through the standard and descriptors a, b, c, g, & h.
1. From the lens of the school principal, self-rate and list current practices/evidence demonstrating mastery of the standard (middle column).
1. As we progress through today's session, add to the right-hand column, focusing on future practices/evidence demonstrating mastery of the standard, as appropriate (right-hand column).



Standard/Descriptor	Current Practices/Evidence	Future Practices/Evidence
<b>Standard 3: School Operations, Management, and Safety</b> Effective educational leaders manage school operations and resources to cultivate a safe school environment and promote the academic success and well-being of all students.		
School Principals:		
a) Manage the school's fiscal resources in a responsible and ethical manner, engaging in effective budgeting, decision making, and accounting practices.	1 2 3 4 5	
b) Manage scheduling and resources by assigning instructional personnel to roles and responsibilities that optimize their professional capacity to address all students' learning needs.	1 2 3 4 5	
c) Organize time, tasks, and projects effectively to protect school personnel's work and learning, as well as their own, to optimize productivity and student learning.	1 2 3 4 5	
d) Utilize data, technology, and communication systems to deliver actionable information to improve the quality and efficiency of operations and management to include safety, climate, and student learning.	1 2 3 4 5	
e) Utilize and coach best practices in conflict resolution, constructive conversations, and management for all stakeholders related to school needs and communicate outcomes with school and district leaders.	1 2 3 4 5	
f) Inform the school community of current local, state, and federal laws, regulations, and best practices to promote the safety, success, and well-being of all students and adults.	1 2 3 4 5	



# Reflecting on Standard 3

1. Review what you have added to the right-hand column of your Standard 3 Chart today. Take a few minutes to add any additional Future Practices/Evidence to support your implementation of this standard as a school principal.

1. Share your Future Practice/Evidence of Standard 3 with your table.



Standard/Descriptor	Current Practices/Evidence	Future Practices/Evidence
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# Processing Our Learning: Standard 3a

1. Beginning with the tallest person at your table, share your *Future Practices/ Evidence* with your table for 1-2 minutes.

1. Tallest person will also prepare to share a quick summary of your table's discussion with the whole group.



Standard/Descriptor	Current Practices/Evidence	Future Practices/Evidence
<b>Standard 3: School Operations, Management, and Safety</b> Effective educational leaders manage school operations and resources to cultivate a safe school environment and promote the academic success and well-being of all students.		
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# Leadership Capstone Project

## **Project Requirements:**

Throughout the ASPIRE Program, participants will undertake a *Leadership Capstone Project* focused on an academic area of emphasis aligned to the Principal track of the Florida Educational Leadership Standards (FELS). The knowledge and experience acquired during the ASPIRE program will serve as the foundation for this project.

Participants will select and implement an initiative directly impacting student achievement. Participants will actively identify and address barriers to academic success and student well-being within their school community, taking practical steps toward improvement.

This project's focus should be selected with the following guidance in mind:

1. Showcasing leadership at the School Principal level outlined by the FELS
2. Leading teams to increase student achievement
3. A relevant endeavor that will be of value across schools





# Leadership Capstone Project Rubric

Category	Exemplary (4)	Proficient (3)	Developing (2)	Needs Improvement (1)
<b>Project Focus &amp; Problem Identification</b>	Clearly defines a relevant, data-driven problem of practice aligned with the needs of the school (SIP) and the district (Strategic Plan). Problem statement is well-supported with multiple data sources.	Identifies a problem relevant to student achievement with supporting data, though some areas may need clarification.	Problem is loosely related to student success and leadership, but lacks strong data support.	Problem is vague, lacks data analysis, or is misaligned with school/district priorities.
<b>Vision &amp; Mission Alignment</b>	Clearly articulates alignment with school and district mission and vision. Demonstrates deep understanding of	Shows alignment with school and district vision, with a clear connection to leadership and school	Some connection to school vision, but lacks a clear strategy for alignment.	Minimal or no reference to school or district vision/mission.





# Post-Presentation Discussion

Our April session objective is to:

Collaborate to discuss how our emerging school leaders' needs can be met by creating Level II School Principal Preparation Programs that align the work that is most essential to today's school-based leadership readiness to the FELS and current research-based best practices.

Now we will break out into like-size district/ organization groups to share and collaboratively problem-solve around the following questions related to key bodies of work in Leadership Development:

1. What does your Level II Principal Preparation Program look like?
2. How does it fit within the context of your AP orientation and development plans?
3. Does your district have an established Leadership Pipeline? Do you utilize a pool process for APs and principals?

Please record your discussion highlights on the Padlet for each for each of the three questions *and* have one person from your team (whoever's birthday comes up next) prepare to share a quick summary of your discussion with the whole group when we get back together.

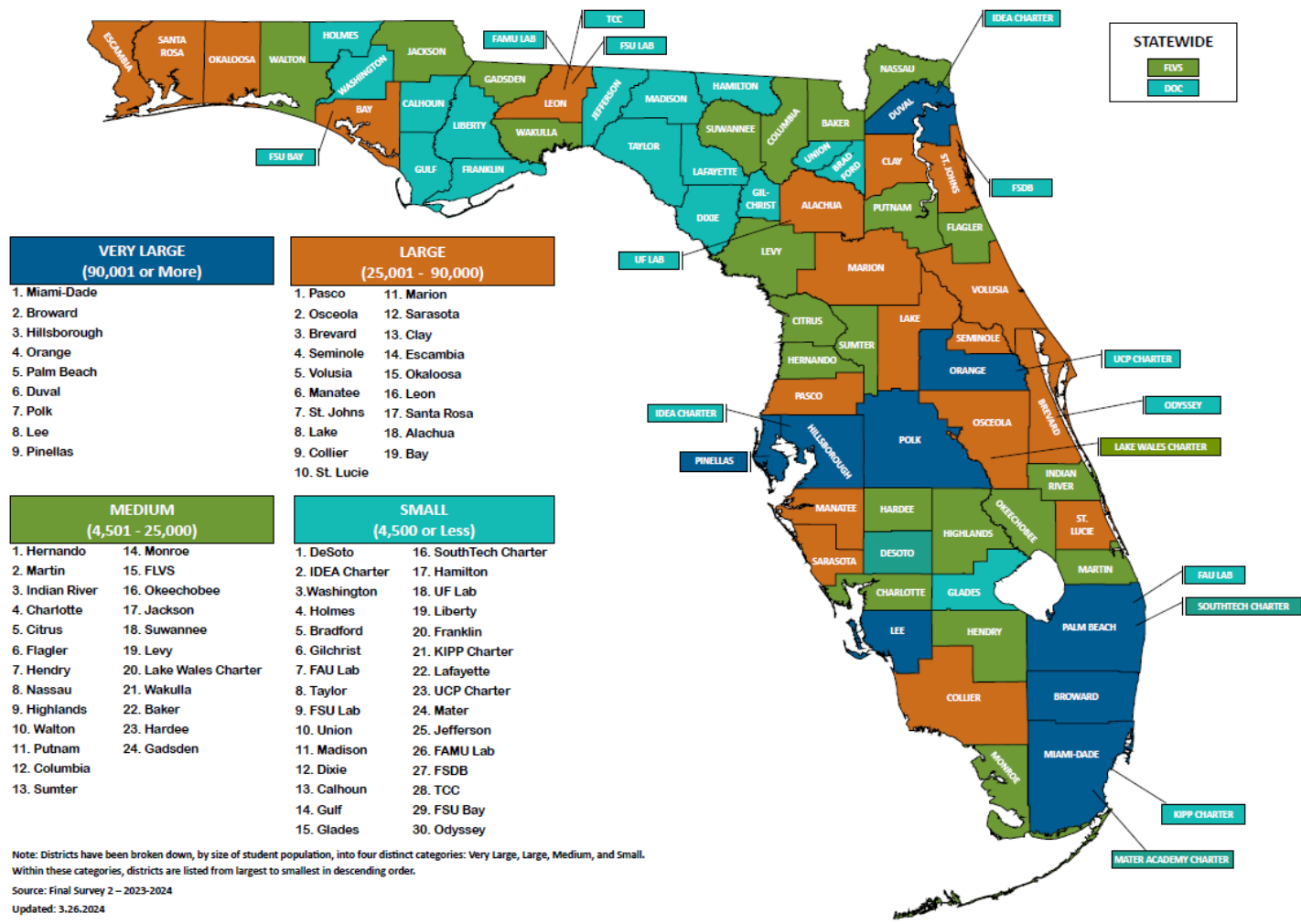
*\*Institutions of higher education are welcome to join whichever size group they wish.*



# Post-Presentation Discussion

- Please join the room that best fits your organization or learning preference.
- Institutions of higher education are welcome to join whichever size group they wish.

Florida Size-Alike Map



# District Size-alike Breakout Rooms

**Find your size-appropriate district room and join to complete the Padlet activity**



Small, Medium,  
Large, Very Large

# Breakout Activity

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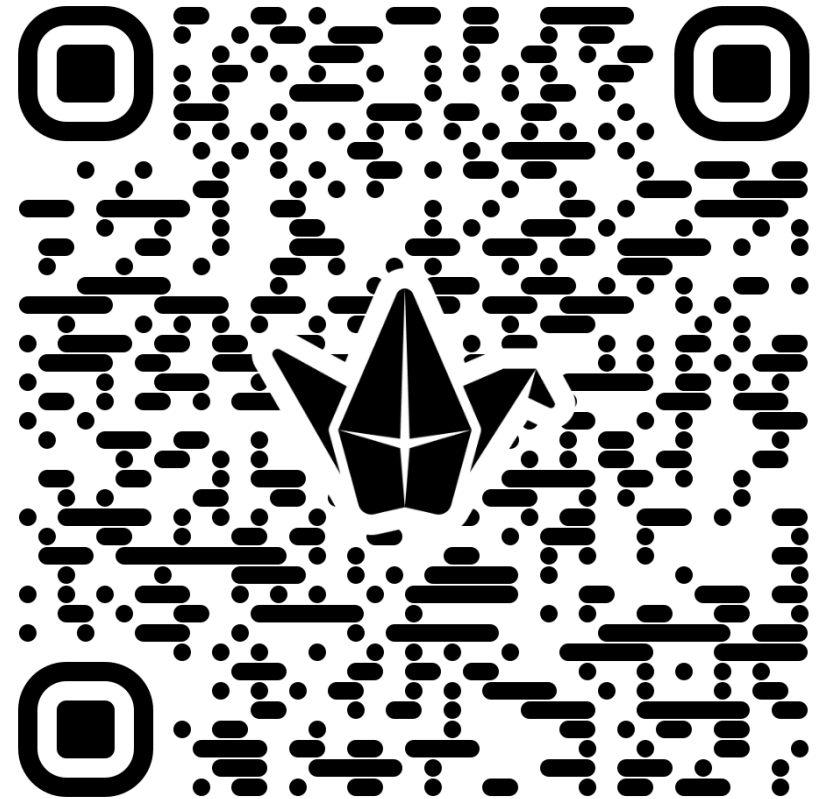
What does your Level II Principal Preparation Program look like?

How does it fit within the context of your AP orientation and development plans?

Does your district have an established Leadership Pipeline? Do you utilize a pool process for APs and principals?



Record highlights from your discussion in the Padlet



# FELE 4.0 Rollout

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- New test administration begins January 1, 2026
- Pilot testing opportunities April 1-June 27, 2025
  - Email with details and eligibility requirements
- **FEPLN May Meeting:**
  - ***FDOE FELE 4.0 Presentation***
- Submit FELE Questions Prior, Using Link or QR Code

FELE 4.0 Questions for Florida  
Department of Education



## Department of Education Leadership



Dr. Sunny Chancy  
Deputy Chancellor  
Educator Quality



Dr. Paul Burns  
Senior Chancellor



## FDOE – Bureau of Educator Recruitment, Development & Retention

Dr. Josey McDaniel  
Bureau Chief

## BERDR Retention Team



Ashley Harvey  
Director of Prof.  
Learning and Edu.  
Retention



Tiani Snelling  
Professional  
Learning Specialist



Katherine Parish  
Leadership  
Programs Specialist



# Session Feedback

Florida Educator Preparation and  
Leadership Network (FEPLN) April  
2025 Session Feedback





# FDOE: Q&A

- Use the QR Code or link in chat to record additional questions that were not addressed during this Q&A
- Have a more direct question for us? Email: [professionallearning@fldoe.org](mailto:professionallearning@fldoe.org)



# What to Expect at the Next Meeting

## Key Topics

- FDOE FELE 4.0 Presentation
- New test format, testing times, fees, administration, scoring, reporting, and Q&A

## Upcoming Meeting Dates

- Next Meeting: May 7, 2025, at 1 PM
- Future Meetings: September 2025
- Have an idea for a FEPLN meeting presentation?
  - Contact: [mfritzi1@fau.edu](mailto:mfritzi1@fau.edu)

## Meeting Details

- A calendar invite with the meeting link will be sent in advance

# Optimistic Closure

What word or phrase captures how you are closing out the school year?

Drop your response in the chat! ✨



**See you on May 7th!**