

FLORIDA ATLANTIC UNIVERSITY



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

OFFICE OF EDUCATIONAL LEADERSHIP LEARNING

December 4, 2024

1:00 PM

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.

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 Meeting Logistics and Professional Learning Norms



1st 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 and Introductions
- Network Vision and Logistics
- Welcoming Ritual
- FEPLN Mission Development
- Coaching Interactive Presentation
- Spring Convening Updates
- Session Feedback
- Florida Department of Education: Q&A
- What to Expect Next
- Optimistic Closure





Welcoming Ritual

Drop in the chat:

Your ALL-TIME
favorite holiday
movie?

FEPLN Mission Themes



Connecting
Commonalities,
Problems of Practice



Using our Voice to
Communicate Ideas



Leadership
Development,
Instructional
Leadership,
Educator
Preparation



Research and
Practitioner
Examples



Learning from Other
Districts, Sharing
Best Practices,
Networking



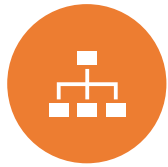
Consistency in
Practice and
Expectations
Through
Collaboration



First Draft ***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.

Various Stands of Coaching – Its Big!



Executive
Leadership
(cabinet level)



District
Leadership
(department
directors)



Principal
Supervisors



Principals



School-Based
Leadership
Teams



Assistant
Principals



Instructional
Coaches



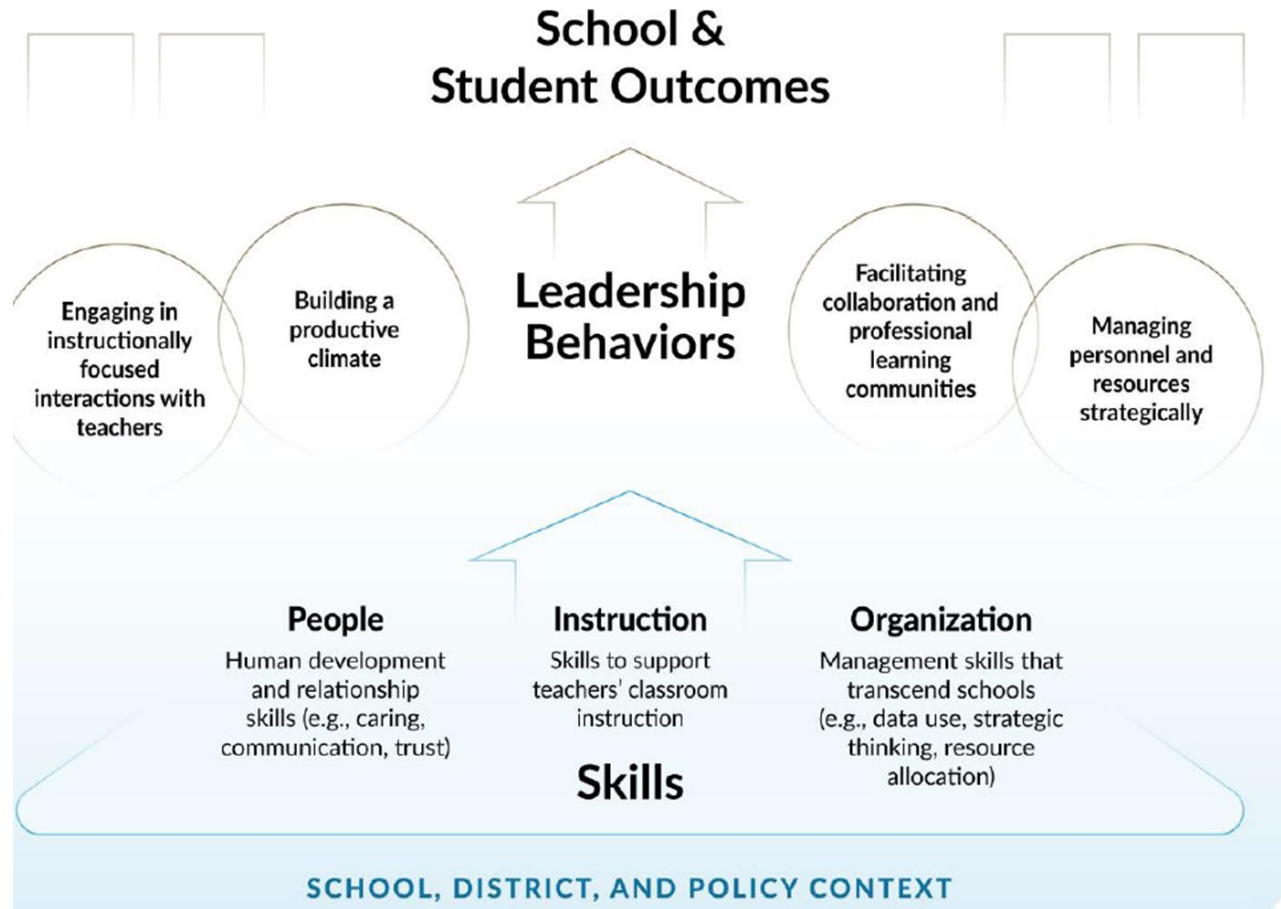
Peer-Coaching

Analysis of Coaching Literature

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 common across these models, such as listening, observing, questioning, and fostering productive, effective professional relationships, consistent feedback.



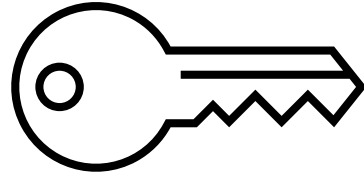
The Five Keys of Coaching for Instructional Excellence



*Building
Relationships



Leveraging
Resources



Data Literacy



*Listening, Observing,
Questioning



*Providing
Feedback



Collective
Efficacy for
Teaching and
Learning

The Five Keys Alignment to the FELS

Standard 1: Professional and Ethical Norms

4. Act ethically and professionally in relationships with others.

Building Relationships

Standard 7: Building Leadership Expertise

a. Develop and support open, productive, caring, and trusting working relationships among school leaders and other personnel to build professional capacity and improve instructional practice driven by standards-aligned content

Standard 3: School Operations Management and Safety

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.

Leveraging Resources

Standard 6: Recruitment and Professional Learning

h. Time and resources to establish and sustain a professional culture of collaboration and commitment to the shared educational vision, mission, and core values of the school with mutual accountability.

Data Literacy

Standard 4: Student Learning and Continuous School Improvement

d. Promote the effective use of data analysis with school personnel for all student subgroups and **provide coaching** to improve student learning and minimize or eliminate achievement gaps.

Listening, Observing, and Questioning

Standard 2: Vision and Mission

d. Strategically develop and implement systems to achieve the vision and mission of the school – reflecting and adjusting when applicable.

Standard 5: Learning Environment

c. Deliver timely, actionable, and ongoing feedback about instructional practices driven by standards-aligned content to support and coach the development of instructional personnel's knowledge and skills.

Providing Feedback

Standard 6: Recruitment and Professional Learning

g. Monitor and evaluate professional practice, and provide timely, actionable, and ongoing feedback that fosters continuous improvement.

RECALL: FEPLN's recorded top challenges related to Instructional Leadership Coaching

Balancing
Instructional and
Managerial
Responsibilities

Consistency and
Quality of Coaching
Support

Time Constraints
and Prioritization

Resource
Limitations and
Capacity Building

Building a
Supportive Culture
for Coaching and
Leadership
Development

Building a Coaching Culture - What It Looks Like (Zenger Folkman, 2019-2024)



There is a vision of coaching



Coaching is embedded into daily practice



Leaders actively model and encourage coaching behaviors



People actively seek out opportunities to engage in coaching and receive feedback.

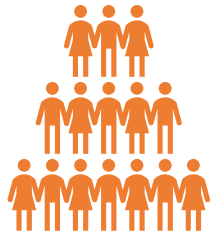


Safe spaces for honest dialogue and constructive feedback



Adopt a framework(s) for consistency

Overcoming Barriers - Quick Wins



Start Small and Be Consistent

Leaders set aside 15 minutes weekly for one-on-one coaching.



Use Simple Coaching Tools

Provide a quick guide or template for approaching/conducting coaching conversations.



Celebrate Early Wins

Recognize and share quick successes to build momentum.

Three Potential First Steps to Start Building a Coaching Culture



Set Expectations

Leaders communicate the importance of coaching consistently



Provide Training

Organize practical workshops with opportunities to practice and get feedback.



Measure Progress

Use short surveys to gather feedback and improve coaching practices.

Breakout Activity



Share the coaching frameworks currently in use. Are they consistent across all levels (e.g., principals, instructional coaches, principal supervisors), or do they vary?



Describe the formal training offered by the district for coaching. Is it a one-time event or part of a continuous series? How is training reinforced over time?



Sharing Coaching Artifacts



Spring Convening Update

February 27th & 28th

Rosen Plaza Hotel - Orlando,
FL

Preliminary Agenda Highlights

- Program Approval Updates for Teacher and Leader Programs
- Coaching Presentations
- Teacher Recruitment and Retention Presentations
- Role-alike Breakouts
- District and University Team Planning

Spring Convening Update Continued.

Registration Link Sent Via Email to
FEPLN Participants within Two Weeks.

Registration is First Come, First
Served

Attendees:

- School District and Consortium Representatives:
 - 2 or 3 per organization
 - School district professional learning directors, leadership program directors, professional learning certification program representatives
- College & University Representatives:
 - 2 per institution
 - Deans, professors, directors

Spring Convening Update Continued.

What is covered?

- Hotel Stay

What is not covered?

- Transportation to Orlando

Pending

- Food

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)
December 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



What to Expect at the Next Meeting

Key Topics

- Activity Share-Out: Revisit today's discussions.
- Spring Convening: Further planning for upcoming professional learning sessions.
- Walkthrough of the FEPLN Website.

Upcoming Meeting Dates

- Next Meeting: January 8, 2024, at 1 PM
- Future Meetings: February 5, 2025, March 5, 2025, April 2, 2025, and May 7, 2025.

Meeting Details

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

Optimistic Closure

Which Emoji represents what are you looking forward to most over Winter Break?



Drop your Emoji in the chat! ✨

A close-up photograph of a red pen with a textured barrel and a dark red tip, pointing towards the center of the frame. The pen is resting on a white calendar grid. The grid features large black numbers for the days of the month: 10, 11, 16, 17, 18, 24, and 25 are visible. The text 'See you on January 8th!' is overlaid in a bold, white, sans-serif font with a subtle drop shadow, centered horizontally across the middle of the image. The background is slightly blurred, emphasizing the pen and the text.

See you on January 8th!