

FLORIDA ATLANTIC UNIVERSITY



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

OFFICE OF EDUCATIONAL LEADERSHIP LEARNING

February 5, 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



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
- Network Vision, Mission, and Logistics
- Welcoming Ritual
- Conducting & Tracking Coaching Conversations Presentation and Breakout Discussion
- Spring Convening Overview
- FEPLN Website
- Session Feedback
- Florida Department of Education: Q&A
- What to Expect Next
- Optimistic Closure





Welcoming Ritual

- Drop in the chat:
- **If you could live in any fictional world, which one would it be?**

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Conducting and Tracking Coaching Conversations

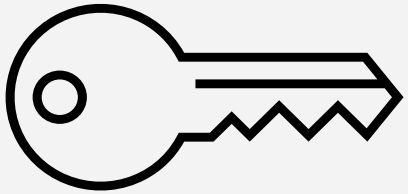
Dr. Cynthia Bauman



Agenda

What	Why	How
Coaching Overview	Build background knowledge.	Recall and Connect to Practice
The Coaching Conversation - Coaching Strategies for Effective Feedback	Develop Coaching Skills	Reflect and Respond
Tools and Resources	Exchange of Knowledge	Breakout Room Discussions

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**

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.



Listening, Observing & Questioning

Active listening, responsive questioning, and skillful observation allow coaches to prepare to provide timely, relevant, and effective feedback in a way that can be best received.



Providing Feedback

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.

Three-Step Framework for Feedback

Evidence

What did you observe?

Impact

How does it affect student learning?

**Next
Steps**

What actionable feedback will you give the teacher?



Planning and Conducting a Coaching Conversation



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



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?

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....



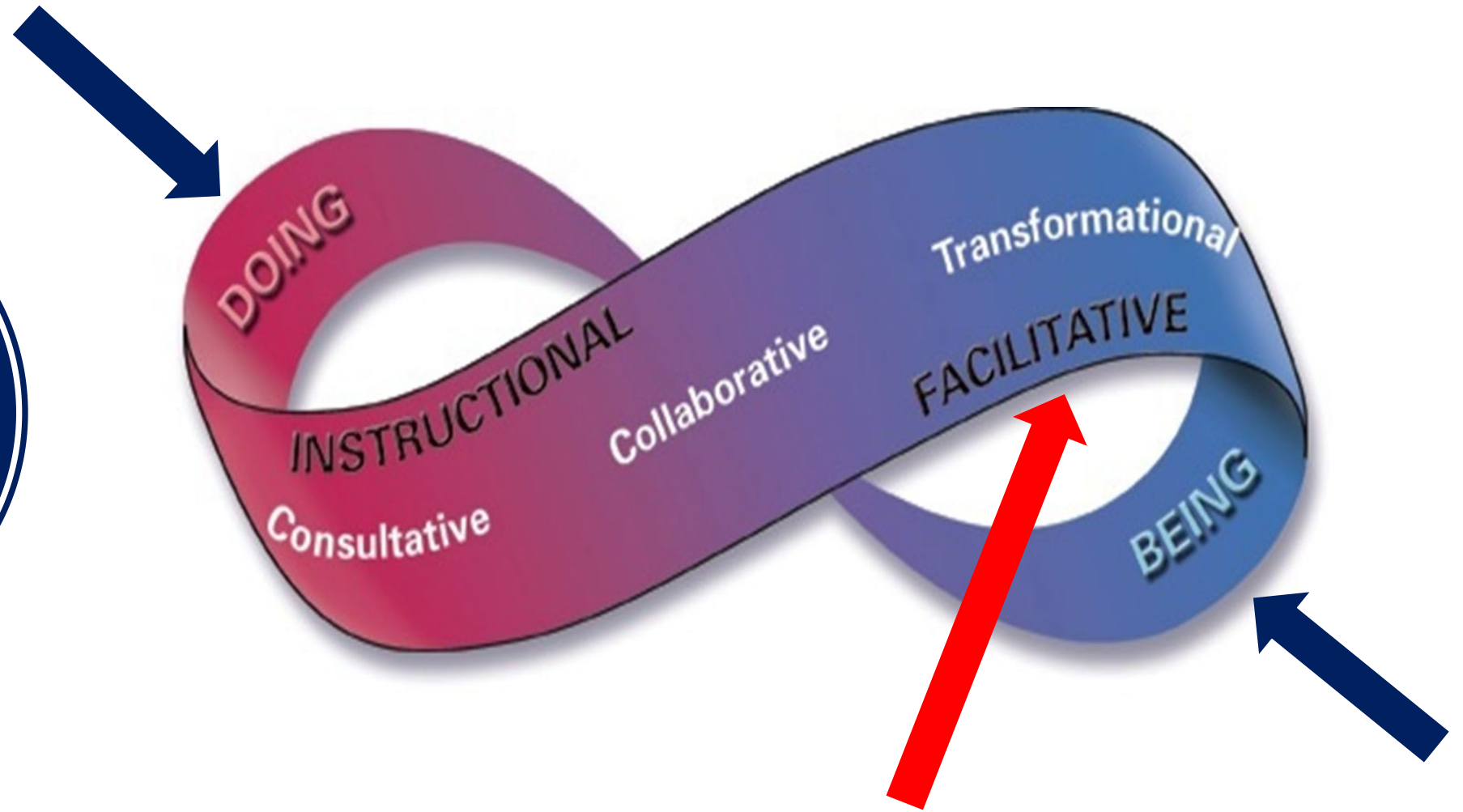
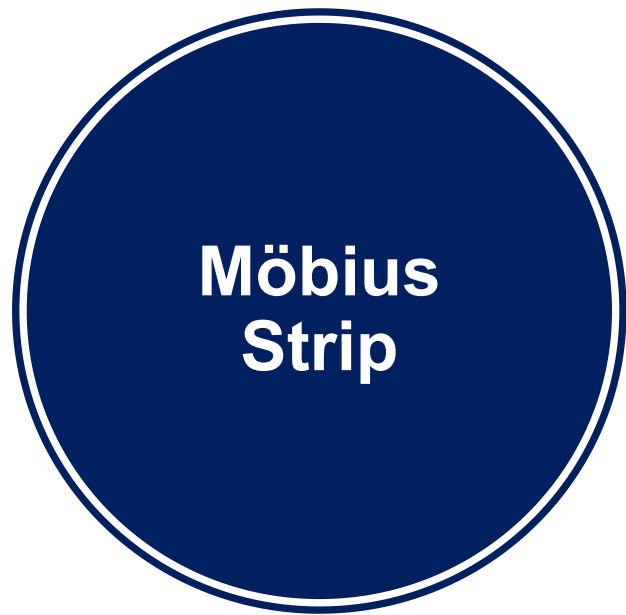
Mediational Questions

What would it look like if...



Summarizing Statements

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



Bloom & Owens-Wilson (2023)

Coaching Strategies



Supervisory coaching involves overseeing, evaluating, and ensuring adherence to standards and expectations in a formal capacity.



Consultative coaching provides expert advice and guidance, offering recommendations while allowing the coachee to make decisions.



Collaborative coaching fosters a partnership where both coach and coachee engage in shared decision-making, problem-solving, and mutual learning.



Transformational coaching focuses on deep, mindset-shifting growth that inspires lasting personal and professional change.

Coaching Tools

Planning and Tracking Coaching Cycles



Coaching Stems for Coaching Conversations



**Coaching Conversations
Feedback Form**

**Plan
Reflect
Track**

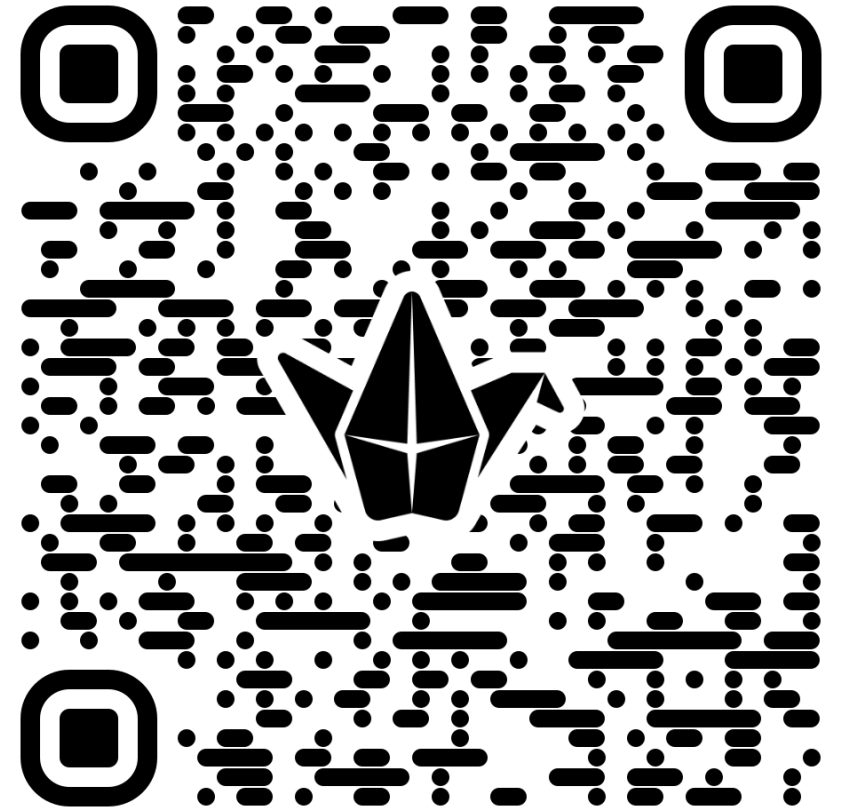
Breakout Activity



What types of tools do you use to plan for, reflect upon, and/or track coaching conversations?



Record highlights from your discussion in the Padlet



Spring Convening

February 27th & 28th

Rosen Plaza Hotel - Orlando,
FL

Registration Confirmation Emails

- Sent to each participant who registered
- No action needed for hotel accommodations
- Hotel information and final agenda to be sent out next week
- Questions: mfritzi1@fau.edu

Spring Convening Costs Reminder

What is covered?

- Convening Registration
- Hotel Stay

What is not covered?

- Transportation to and from Orlando
- Parking
- Meals
- Incidentals

FEPLN Convening Overview

Plenary Sessions

Teacher and Leader Preparation,
FDOE

Teacher Recruitment and
Retention, FDOE

Coaching Connections, Dr. John
Critelli, Florida Atlantic University

Keynotes

- Rachel Ludwig, Vice President, Florida Chamber Foundation
- Jamie Suarez, 2025 Florida Teacher of the Year

Breakouts

Leading with Purpose: Balancing Instructional and Operational Leadership, Dr. Ginger Featherstone, *OELL Consultant*

Peer Coaching - Developing Novice Teachers Through Mentoring and Coaching Dr. Cynthia Bauman, *Florida Atlantic University*

Leading a School District Coaching System, Dr. Jenie Shepard, *Clay County Schools*

Unleashing Potential: Principals Fueling Coach Success For Maximum Impact, Dr. Katie Policastro, *Broward County Public Schools*

Breakouts

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

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

Principal Leadership: Supervision Strategies for Student Success, Dr. Katie Policastro, *Broward County Public Schools*

A New Vision of AI: It's Time to Address the Elephant in the Room, Dr. John Critelli, *Florida Atlantic University*

Planning and Collaboration

- **District and University/College Team Planning**, Dedicated strategic collaborative time to develop plans around teacher and leader development with groups broken down by geographic region
- **Teacher Retention and Recruitment Regional Breakouts**, Facilitated engagement to identify and address common pain points and to collectively share strategies and resources

FEPLN Website is Live

Let's take a quick look

- FEPLN Overview
 - Meetings and Resources
 - Annual Convening Information
 - Contact Information
-
- Google: FAU FEPLN

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)
February 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



What to Expect at the Next Meeting

Key Topics

- Collaboration Time
- Convening Debrief

Upcoming Meeting Dates

- Next Meeting: March 5, 2025, at 1 PM
- Future Meetings: April 2, 2025, and May 7, 2025

Meeting Details

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

Optimistic Closure

What are you most looking forward to at our FEPLN Convening in Orlando?

Drop your response in the chat! ✨

A close-up photograph of a red pen with a textured, slightly worn tip, pointing towards the center of the frame. The pen is positioned diagonally from the top left. Below the pen, a calendar grid is visible, showing dates in a clean, sans-serif font. The dates 10, 11, 16, 17, 18, 24, and 25 are clearly legible. Overlaid on the calendar is the text 'See you on February 26th in Orlando!' in a bold, white, sans-serif font with a subtle drop shadow, making it stand out against the background.

**See you on February 26th in
Orlando!**