

FLORIDA ATLANTIC UNIVERSITY



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

OFFICE OF EDUCATIONAL LEADERSHIP LEARNING

January 8, 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 and Introductions
- Network Vision, Mission, and Logistics
- Welcoming Ritual
- District Perspective: Coaching Presentation & Activity
- Spring Convening Registration Overview
- Session Feedback
- Florida Department of Education: Q&A
- What to Expect Next
- Optimistic Closure





Welcoming Ritual

- Drop in the chat:
- What is something you learned in 2024 that “changed your life” or “blew your mind”?
- You can keep it lighthearted.

Coaching for Instructional Excellence: A District's Perspective

By Allison Hoskins, Pasco County Schools



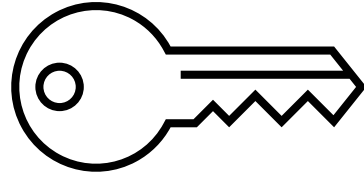
The Five Keys of Coaching for Instructional Excellence



*Building
Relationships



Leveraging
Resources



Data Literacy



*Listening, Observing,
Questioning



*Providing
Feedback



Collective
Efficacy for
Teaching and
Learning

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.

Insights from Our December Meeting: Padlet Responses

Here's what you said regarding coaching frameworks currently in use:

- Danielson Framework**
- Jim Knight's Impact Cycle Framework**
- Rutherford Model**
- Gary Bloom & Dr. Jacque Wilson's Blended Coaching Model**

Padlet Responses from Our December Meeting (Continued)

Here's what you said regarding formal training offered for coaching:

- **2-day training** followed by monthly sessions
- **Monthly Professional Learning** for coaches, principals, and assistant principals
- **Learning Walks and Practice** on school campuses with on-the-spot coaching
- **Curriculum teams** support schools and reinforce coaching
- **Monthly Aspiring Leader Professional Learning**
- **½ day online trainings** differentiated for teachers, principals, APs, and supervisors

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.

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



How Pasco Engages in Coaching for Impact

What We Have...

- **Coaching Academy** for Leaders and Coaches
- **Aspiring Leader Monthly Meetings**
- **Monthly Principal & AP Meetings**
- **New Leader Induction & Mentoring PL**
- **Embedding Peer-to-Peer Coaching Practices**
- **Leader Tracking System**

What We Aspire to Have...

- **Leader Coaching Framework** with Consistency
- **Systematic Process** for Feedback Loops
- **Consistent Way** to Measure Impact
- Aspiring Coaches to **build new coaches**
- **New Coach Training and Induction** (for the revolving door)
- **Monthly Coaching Sessions** with Content Focus
- **Coaching Conferences** (2x a year)

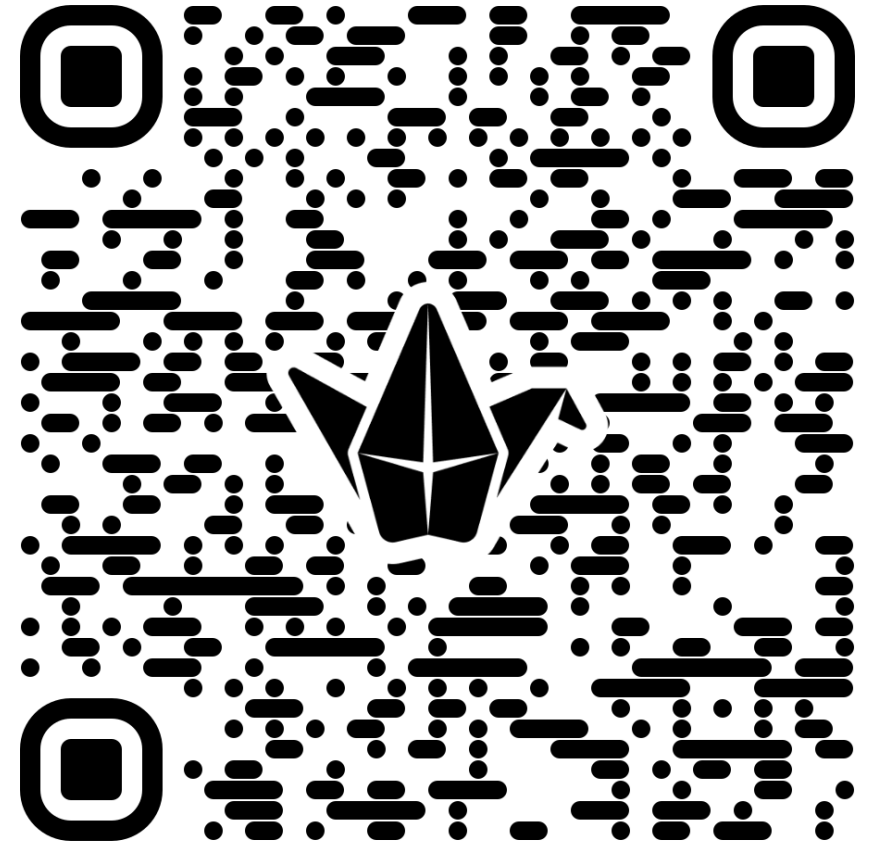
Breakout Activity



What are the coaching expectations in your district for all stakeholders (Supervisors, Leaders, Coaches, Teachers)?



Share the ways your district is monitoring the impact and implementation of your coaching plan.



Sharing District Insights

Drop in the chat or come off mute

- **Highlight systems or techniques for monitoring the implementation of expectations and the monitoring the impact of coaching.**

Exploring the Design of a Coaching System

Who are your stakeholders involved in the systematic change process?

How do you prepare your leaders?

How are you differentiating your system?

Have you defined your coaching system?

Who is examining the coaching artifacts to measure effectiveness?

Is there a feedback or feedforward loop for coaching system monitoring?





Next Steps

Spring Convening

February 27th & 28th

Rosen Plaza Hotel - Orlando, FL

Preliminary Agenda Highlights

- Program Approval Updates for Teacher and Leader Programs
- Coaching Presentation and Breakouts
- Teacher Recruitment and Retention Presentation and Regional Breakouts
- Role-alike Breakouts
- District and University/College Team Planning

Spring Convening Registration

Registration Link Sent Via Email
to be sent this week.

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 Costs

What is covered?

- Convening Registration
- Hotel Stay

What is not covered?

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

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)
January 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

- Coaching Resources Share-Out
- Walkthrough of the FEPLN Website
- Convening “Tour” & Logistics

Upcoming Meeting Dates

- Next Meeting: February 5, 2025, at 1 PM
- Future Meetings: 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

What support are you looking for from this group to enhance coaching practice in your district?



Drop your response in the chat! ✨

A close-up photograph of a red pen with its tip pointing towards a calendar grid. The calendar shows dates 10, 11, 16, 17, 18, 24, and 25. The text 'See you on February 5th!' is overlaid in white with a drop shadow.

See you on February 5th!