

School Leadership

Educational Leadership Florida School Principal

- Program Approval Rule: 6A-5.081
- Certification Rules: 6A-4.081,
6A-4.082, and 6A-4.083

Topics

- History of Educational Leadership
- Current Status of School Leadership in Florida
- William Cecil Golden Program for School Leaders
- Rule Components

Background

- The Management Training Act was adopted in 1985 into Chapter 231 FS, establishing the Florida Council on Educational Management. The Act and Council provided:
 - The competencies required of high performing principals
 - Requirements for districts in the selection and employment of school administrators
 - The framework for approval and delivery of educational leadership and school principal certification programs
- In 1999 the Management Training Act was sunset
- Two statutes were created and repealed during following years requiring the DOE to establish a taskforce to review the certification, training, selection and professional development of school leaders, and to recommend standards for school leaders similar to the standards in place for teachers

Background

- The SBOE Adopted the Florida Principal Leadership Standards into rule 6B-5.012 in spring of 2005 after a two-year process of developing and vetting the standards with all stakeholders across the state
- No legislation was successfully passed to re-establish authority to approve Educational Leadership or School Principal preparation programs in colleges of education or school districts
- Programs that were approved at the time that the Management Training Act was repealed have remained in “continued approval” status since that time

19 Florida Principal Competencies

- PROACTIVE ORIENTATION
- DECISIVENESS
- COMMITMENT TO SCHOOL MISSION
- INTERPERSONAL SEARCH
- INFORMATION SEARCH
- CONCEPT FORMATION
- CONCEPTUAL FLEXIBILITY
- MANAGING INTERACTION
- PERSUASIVENESS
- CONCERN FOR IMAGE
- TACTICAL ADAPTABILITY
- ACHIEVEMENT MOTIVATION
- MANAGEMENT CONTROL
- DEVELOPMENTAL ORIENTATION
- ORGANIZATIONAL ABILITY
- DELEGATION
- SELF PRESENTATION
- WRITTEN COMMUNICATION
- ORGANIZATIONAL SENSITIVITY

Florida's Principal Leadership Standards

- Instructional Leadership
 - Instructional Leadership
 - Managing the Learning Environment
 - Learning, Accountability and Assessment
- Operational Leadership
 - Decision Making Strategies
 - Technology
 - Human Resource Development
 - Ethical Leadership
- School Leadership
 - Vision
 - Community and Stakeholder Partnerships
 - Diversity

Need for Administrators

- Due to retirements and a slowing of individuals entering the principalship, Florida has a looming shortage of school principals and assistant principals:
 - In 2004-05, 68% of Florida principals were over 55 years of age
 - 14% of administrators left their positions in 2004-05
 - 55% due to retirement and
 - 30% due to resignations;
 - 9% left positions in 2003-04

Improving School Leadership

■ **New Demands for Florida School Leaders**

- From education's "middle managers" to "leaders of learning"
- Changing the nature of school leadership and the knowledge and skills required of principals
 - Targets instructional improvement for all students
 - Requires capacity building leadership at all levels

Principal Leadership Development

- **2006 Florida Legislature established The William Cecil Golden Professional Development Program for School Leaders** Section 1012.986, F.S.
 - Provides high standards for school leaders
 - Supports principals as instructional leaders
 - Establishes a collaborative statewide network of state and national professional leadership organizations

Principal Leadership Development

■ Program Goals

- Provide resources to support and enhance the principal's role as the instructional leader
- Build the capacity to increase the quality of programs for pre-service education for aspiring principals and in-service professional development for principals and principal leadership teams
- www.floridaschoolleaders.org



WCG
Collaborative Network of
Service Organizations
Developing Resources

WCG
State & Regional
Leadership Academies
& Training

**Approved District
Leadership Training
Programs and
College of Education
Educational Leadership
Programs**

Level 1
Teacher Leaders
Assistant Principals
Alternative Certification

Level 2
Principal Certification
& Professional
Development

Level 3
Development of
High Performing
Principals



Rule Development Timeline

- Draft text was made available in March and sent to WCG Partners, College of Education Educational Leadership Contacts and Deans, and to District Staff Development Directors requesting feedback
- Revisions to the draft were made
- Proposed language was released in April in the *Florida Administrative Weekly*
- A workshop was held in Tallahassee April 2

Rules and Components

- Rules establish requirements for certification and approval of programs leading to certification in Educational Leadership and School Principal
- All program and certification requirements are based on the Florida Principal Leadership Standards
- Rules implement the goals of the WCG Program as in s. 1012.986, F.S.

Rules and Components

- Program approval rule establishes initial and continued approval requirements that:
 - Incorporate components of the WCG Program
 - Focus on instructional leadership to improve student achievement
 - Require that universities and districts collaborate and that field experiences are provided
 - Require candidates to demonstrate competencies associated with the Standards and pass the Florida Educational Leadership Examination

Rules and Components

Program Approval Rule:

- Allows districts and universities to offer a modified program in Ed Leadership to individuals who already hold a master's degree
- Requires that programs collect data on the performance of candidates during the program and on completers' performance and retention after placement in a public school
- Data collected for continued approval must be used by the entity for program improvements

Implementation Plan

- If Rules are adopted, technical assistance paper and presentations will be provided over the summer
- Currently approved programs would have until August 2008 to convert their programs to the new standards to maintain approval
- New programs could submit for initial approval at any time after technical assistance on processes is released