

Florida Educational Leadership Examination

Subtest #2: Organizational Development

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1 Knowledge of effective recruitment and induction practices to develop a high-performing, diverse faculty and staff

1. Analyze and assess processes and methods of recruiting and employing a diverse faculty with the instructional proficiencies needed for the school population being served.
2. Identify and analyze strategies to induct new faculty members into a school's culture.

2 Knowledge of effective practices for the development and retention of high-performing, diverse faculty and staff

1. Identify and evaluate professional learning that focuses on student performance as it relates to a school's goals and objectives.
2. Identify appropriate allocations of resources necessary to engage faculty in ongoing, effective individual and collaborative professional learning.
3. Determine appropriate processes and methods for evaluating, monitoring, and providing timely feedback to faculty regarding the effectiveness of their instruction.
4. Identify and evaluate instructional effectiveness of faculty utilizing classroom observations and student assessment outcomes.
5. Determine appropriate strategies for professional learning that prepare faculty to create and deliver rigorous, differentiated, and culturally relevant instruction.
6. Identify and select appropriate strategies for communicating and providing corrective feedback to faculty in situations where remediation, disciplinary, or personnel actions are applicable.

3 Knowledge of effective practices that cultivate, support, and develop leaders within the organization

1. Identify appropriate methods of developing potential and emerging leaders.
2. Identify and evaluate strategies for delegating tasks.
3. Differentiate among strategies for succession management in key positions.
4. Identify and assess teacher-leadership functions focused on improving instructional effectiveness and student learning.

4 Knowledge of personal and professional behavior consistent with quality practices in education and community leadership

1. Identify appropriate behavior as outlined in the Code of Ethics of the Education Profession in Florida and the Principles of Professional Conduct for the Education Profession in Florida, pursuant to Rules 6B-1.001 and 6B-1.006, F.A.C.
2. Identify examples of resilient behaviors that maintain focus on the school vision and react constructively to barriers.
3. Determine and evaluate appropriate professional learning opportunities that enhance leadership practices and align with school needs.
4. Identify processes that create and support sustainable and collaborative relationships.