

Florida's Race to the Top

Teacher and Leader Preparation Implementation Committee (TLPIC)

College of Central Florida

Ocala, FL

May 9-10, 2011

Introductions

Florida Department of Education (FLDOE)

- Kathy Hebda, Deputy Chancellor for Educator Quality
Division of Public Schools
- Julie Orange, RTTT Project Manager
Educator Preparation Programs
- John Moore, Senior Educational Program Director
Bureau of Educator, Recruitment, Development, and Retention
- Eileen McDaniel, Chief
Bureau of Educator, Recruitment, Development, and Retention
- Genae Brown Crump, Director
Program Approval Office

The Leadership and Learning Center

- Raymond Smith, Ph.D., Professional Development Associate

Introductions

Teacher and Leader Preparation Implementation Committee (TLPIC) Members

- Are teachers and school leaders from postsecondary institutions and school districts, district administrators, superintendents, and school board members
- Contribute expertise in various teaching subjects and grades and educational administration at various levels
- Represent Florida's diversity in culture, community, and region
- Serve at the appointment of the Commissioner for the four-year term of the Race to the Top grant

Meeting Agenda

Monday, May 9, 2011

- 10:00 am -
Welcome/Background/Introductions/Responsibilities/Norms
- 10:30 am - Review of Various Leadership Standards/Begin Discussions on Current Standard Refinement
- 12:00 pm - Lunch on Your Own
- 1:00 pm - Video Presentation on Contemporary Research
- 2:00 pm - Questions and Answers with Dr. Douglas Reeves
- 2:30 pm – Guidance and Feedback on Revision Process/
Introduction to Gap Analysis
- 4:30 - Adjourn

Meeting Agenda

Tuesday, May 10, 2011

- 8:30 am - Review Gap Analysis of Leadership Standards
- 9:00 am - Discuss Link Between Standards, Evaluation, and Professional Development
- 9:30 am - Work on Revisions in Small Groups
- 11:00 am - Groups Report Out/Consensus Building
- 12:00 pm - Lunch on Your Own
- 1:00 pm - Preparation of Draft Standards
- 2:30 pm - Break-Convene with Subcommittee
- 2:45 pm - Present Proposed Draft Leadership Standards to Subcommittee
- 3:45 - Next Steps
- 4:00 - Adjourn

RTTT Theory of Reform: *Highly effective teachers and leaders make the difference*

- Human capital is the core
- Teachers should be consistently guided and supported by effective instructional leaders.
- The goal for school leadership under RTTT is for every school to have a leader who:
 - Insists on a rich curriculum and balanced assessment program for all students based on internationally-benchmarked standards;
 - Uses a variety of student data indicators to make strategic instructional and management decisions;
 - Hires, retains, develops, and promotes the most effective teachers for his/her students;
 - Demonstrates commitment to the continuous improvement of everyone in the school community by supporting common planning time, job-embedded professional development, and attention to his/her own leadership development; and
 - Is respected, supported, and included in district decision making, and whose compensation and advancement opportunities reflect the value of his/her leadership.

Student Success Act

Evaluation Criteria: Instructional Leadership School Administrators

- Leadership Standards adopted by state Board of Education, including:
 - Performance measures related to effectiveness of classroom teachers
 - Recruitment and retention of effective & highly effective teachers
 - Improvement in the percentage of instructional personnel rated as highly effective & effective

How did the FPLS Come About?

- With the sunset of the law in 1999 requiring HRMD programs based on the 19 Competencies, the state was required to develop new leadership standards
- A Commissioner's Educational Leadership Summit was held in September, 2002 to bring together business, higher education and school district leaders to discuss "educational leadership"
- Outcomes of the Summit:
 - Agreement to develop new educational leadership standards modeled after the Educator Accomplished Practices
 - A set of standards would become state rule backed up with sample key indicators at each level-entry, career and high performing
 - Student achievement was the underlying target for the work being done
 - Creation of "Standards Working Group" to research and draft standards
 - Peer review process to promote stakeholder involvement

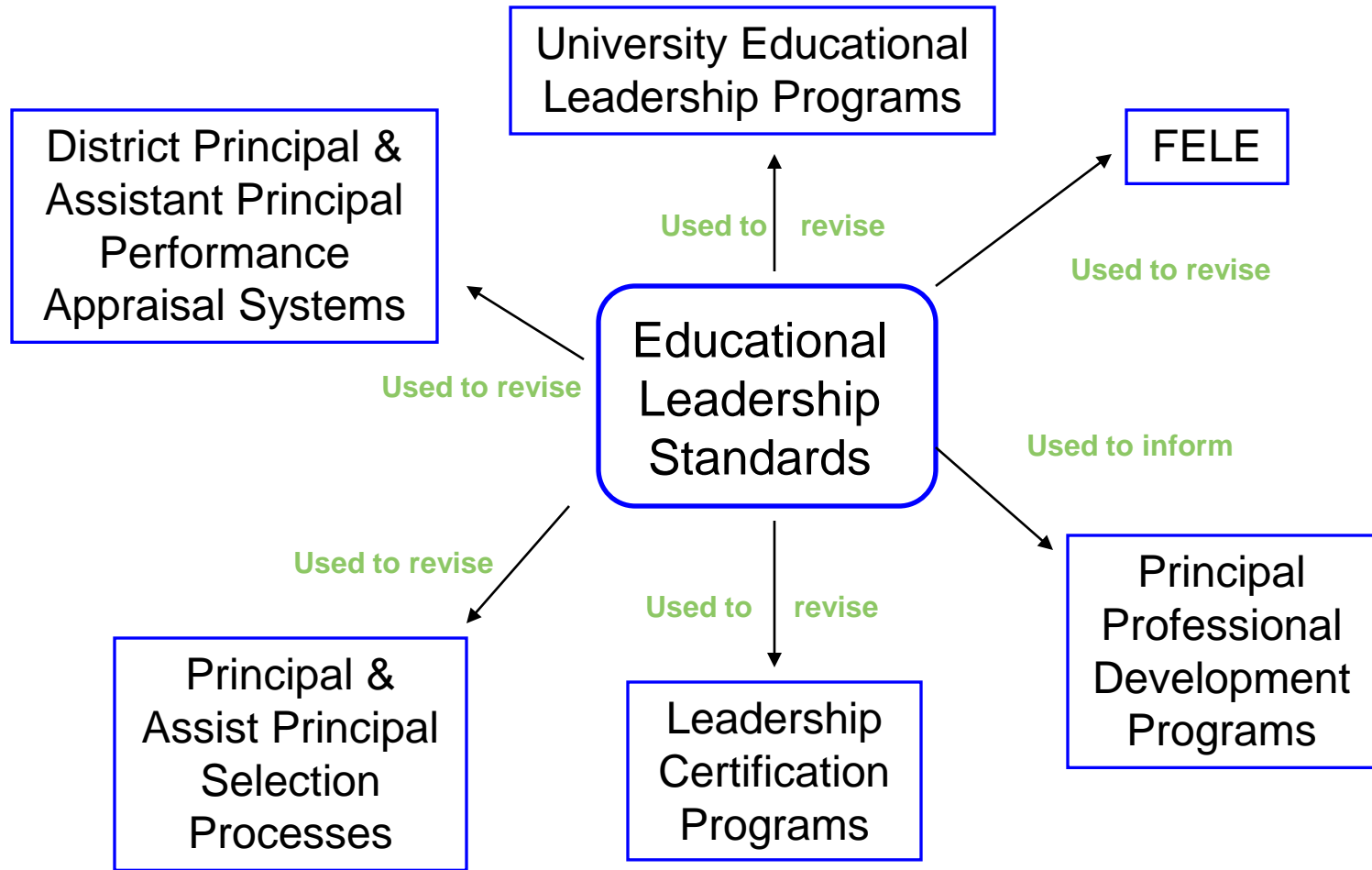
How Did the FPLS Come About?

- Section 1012.986, Florida Statutes, William Cecil Golden Professional Development Program for School Leaders was created in 2006
- Florida Principal Leadership Standards were adopted into rule by the State Board in 2006-07
- Educational Leadership and School Principal Certification programs were redesigned to implement the new standards in 2008

Principal Leadership Standards

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

Impact of the New Standards



Student Success Act

- Evaluation based upon contemporary research
- Evaluation results used when identifying professional development

Overall Project Goals

Committee goals are to improve performance of teacher and school leader preparation programs through:

- Revision of the Continued Program Approval of Educator Preparation Programs process. (**Primary goal**)
 - Input on site visit protocols
- Identification of gaps in current Florida Principal Leadership Standards and revision of standards to align with contemporary research. (**Intermediate goal**)

Approach to Achieve Intermediate Goal

- Collaborate with FLDOE, TLPIC, and relevant stakeholders to review and make recommendations for the refinement of the Florida Principal Leadership Standards.
- Subcommittee -Members from William Cecil Golden, Southern Regional Education Board, Florida Association of Professors of Educational Leadership, and other interested participants will also hear the Reeves research discussion and may share recommendations for the committee's consideration.

Expectations for TLPIC May Meeting

- Understand Contemporary Research on Effective leadership
- Refine Florida Principal Leadership Standards to better address Florida's needs and comply with the Race to the Top and Student Success Act commitments.
- ❖ By Day 2 – Committee has a draft of proposed revisions to share with subcommittee

Committee Norms

Behaviors for Productive Conversations:

- Focus on what matters...
- Listen to understand
- Remain open-minded

Overview of TLPIC Meetings

Meeting	Date	Topics
Teleconference	March 29, 2011	<ul style="list-style-type: none">• Introductions and Overview
In Person Ocala	May 9-10, 2011	<ul style="list-style-type: none">• Review a variety of leadership standards• Begin discussions on current standard refinement• Video presentation from Dr. Douglas Reeves on contemporary research on principal development• Guidance and feedback on revision process provided by The Leadership and Learning Center• Input and recommendations provided from subcommittee
In Person Ocala	June 15-16, 2011	<ul style="list-style-type: none">• Continue refinement of current Florida Principal Leadership Standards• Consider input and reach consensus on draft standards

Questions and Next Steps

Information about the activities, membership, meeting schedule and materials, and recording of conference calls and webinar of the TLPIC are posted at <http://www.fldoe.org/committees/tlp.asp>.

Contact Information

FLDOE:

Julie Orange

850-245-7804

julie.orange@fldoe.org

The Leadership and Learning Center

Dr. Ray Smith

303-504-9312

rsmith@leadandlearn.com