

Update & Initiatives

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FASD Fall Leadership Conference
September 25, 2013



Today's Topics

- SB 1664
 - Personnel Evaluations
 - Teacher Preparation
 - Miscellaneous Provisions
- SB 1108: ESE Training & Recertification
- Community of Practice
- Measuring Student Learning Growth News
- Race to the Top - Year 4
- Professional Development Systems
- Florida School Leaders Website



SB 1664: Personnel Evaluations

Regarding ss. 1012.34 and 1012.22(1)(c), the bill clarifies that:

- A classroom teacher's or school administrator's performance evaluation for student learning growth or achievement is to be based upon the teacher's students, or for a school administrator, the students attending that school.
- Student performance data for non-classroom instructional personnel shall be based upon student outcome data that reflect the actual contribution of such personnel to the performance of students assigned to the individual in the individual's areas of responsibility.
- The bill also reiterates:
 - For purposes of the performance salary schedule, student assessment data used in performance evaluations must be based upon statewide assessments or district-determined assessments as required in s. 1008.22(8)
 - A district can use an achievement measure rather than a learning growth measure for purposes of evaluation
 - The percentages of an evaluation that are based on Performance of Students data have not changed

SB 1664: Personnel Evaluations

- Expectations for changes to district evaluation systems for the 2013-14 school year:
 - Use “learning targets” or district assessments, not school-wide results, for classroom teachers who teach courses not assessed by the state
 - Decide whether to use any statewide assessment data for non-classroom personnel, and decide what to use as student outcome data instead (percentages of the evaluation based on Performance of Students data do not change)

SB 1664: Teacher Preparation

1. Modifies all teacher preparation programs (Initial Teacher Prep, Educator Prep Institutes, District Alt Cert) with a new Uniform Core Curriculum that includes:
 - Florida Educator Accomplished Practices
 - State-adopted student content standards
 - Reading instruction, content literacy, and mathematical practices
 - Strategies for instruction of English language learners
 - Strategies for instruction of students with disabilities
 - School safety

SB 1664: Teacher Preparation

2. Modifies program completion requirements, so that candidates in all programs:
 - Demonstrate their ability to positively impact student learning growth in the program concentration area during a PreK-12 field experience prior to program completion
 - Pass all portions of the Florida Teacher Certification examination needed for a professional certificate in the area of program concentration prior to program completion

SB 1664: Teacher Preparation

3. Modifies continued approval requirements, so that to maintain its approval, each program must:
- Document that each program candidate met the admission requirements and that each completer has met program completion requirements.
 - Document evidence of program performance in each of the following areas:
 1. Placement rate of program completers into instructional positions in Florida public schools and private schools, if available
 2. Rate of retention for employed program completers in instructional positions in Florida public schools
 3. Performance of students in prekindergarten through grade 12 who are assigned to in-field program completers on statewide assessments using the results of the student learning growth formula adopted under s. 1012.34
 4. Performance of students in prekindergarten through grade 12 who are assigned to in-field program completers aggregated by student subgroup, as defined in the federal Elementary and Secondary Education Act (ESEA), 20 U.S.C. s. 6311(b)(2)(C)(v)(II), as a measure of how well the program prepares teachers to work with a diverse population of students in a variety of settings in Florida public schools
 5. Results of program completers' annual evaluations in accordance with the timeline as set forth in s. 1012.34
 6. Production of program completers in statewide critical teacher shortage areas as identified in s. 1012.07

SB 1664: Teacher Preparation

4. Modifies qualifications for district personnel and college/university personnel who supervise field experiences where impact on student learning is demonstrated, so that:
- All district employees who are supervising these experiences must have clinical educator training, hold a professional certificate, have 3 years of PK-12 teaching experience, and be evaluated as effective or highly effective (or peer mentor)
 - All university faculty who supervise these experiences must have clinical educator training, at least 3 years of successful, relevant PK-12 teaching, student services, or school administration experience; and an annual demonstration of experience in a relevant PK-12 school setting

SB 1664: Teacher Preparation

- Modifies the requirements for Educator Prep Institutes (EPIs) so that each candidate selects a subject area that is reported for the program of study and renames the program a Competency-based Certification program
- Modifies District Alt Cert programs to ensure the programs are aligned with the district's evaluation system, allows a district the option to offer a program, and to change the name to Professional Development Certification Program
- New provisions of SB 1664 will require revisions to State Board of Education Rule 6A-5.066, FAC, including setting the performance targets for continued approval

SB 1664: Miscellaneous Provisions

- S. 1008.22: Requires each school district to establish schedules for the administration of any district-mandated assessment, approve the schedules as an agenda item at a district school board meeting, publish the testing schedules on its website, and report the schedules to DOE by October 1 of each year
- S. 1012.56: Allows the State Board of Education to adopt rules to provide for the acceptance of college course credits recommended by the American Council for Education (ACE) to satisfy specific certification requirements shown on an official ACE transcript (Modifications will be made to SBOE Rule 6A-4.003, FAC)
- S. 1012.56: Specifies that the district's programs demonstrating mastery of professional education competence (PEC) must align with the district's evaluation system; and, the review of the PEC program will be conducted by DOE as part of the district's professional development system review conducted under s. 1012.98

SB 1664: Miscellaneous Provisions

- S. 1012.55: Authorizes the State Board of Education to adopt rules to allow an individual to qualify for a temporary certificate in educational leadership if the following criteria have been met:
 - passing score on the Florida Educational Leadership Examination,
 - 3 years of successful executive management or leadership experience, and
 - and a bachelor's or higher degree from an accredited institution of higher learning
- A person operating under such a temporary certificate must be under the mentorship of a state-certified school administrator during the term of the temporary certificate
- To implement this provision, revisions will need to be made to State Board of Education Rule 6A-4.0082, FAC

SB 1108 – Exceptional Student Education

- Section 9. amends s.1012.585, F.S., Process for renewal of professional certificates.
 - Requires, beginning July 1, 2014, that an applicant for renewal of a professional certificate must earn at least one college credit or equivalent inservice points in teaching students with disabilities.
 - An applicant must earn a minimum of six (6) semester hours of college credits or the equivalent inservice points for certificate renewal and this new requirement for credit in teaching students with disabilities may not increase the total renewal credit required.
 - Permits the State Board of Education to adopt rules for implementation of this section.

SB 1108 – Questions/Answers

- **Will this renewal requirement apply to professional certificates expiring on June 30, 2014?**
 - This requirement depends on when the application is submitted for renewal of the professional certificate. The credit in teaching students with disabilities will not be required for educators who submit applications to renew their professional certificates prior to July 1, 2014. However, an applicant whose certificate expires on June 30, 2014, who submits application for late renewal on or after July 1, 2014, will be expected to have satisfied the requirement for credit in teaching students with disabilities.

SB 1108 – Questions/Answers

- **How many credits or inservice points in teaching students with disabilities are required?**
 - The legislation requires one (1) semester hour of college credit which is equivalent to twenty (20) inservice points.
- **Is this a one-time renewal requirement or will this credit be required for every future professional certificate renewal cycle?**
 - The legislative intent and department interpretation assumes that this requirement will be in effect for every future professional certificate renewal cycle.

Community of Practice

- October 9: Lake Mary/Orlando area
- District showcases of RTTT Projects
- 15 presentations
- Projects 1, 2, 3, 4, 7, 8, 10 and 11
- Register at <http://www.nefec.org/event803/>

Evaluations/Student Growth

- Ongoing revisions to SBOE Rules 6A-5.030 and 6A-5.0411, FAC:
 - Department providing simulation data (2011-12 and 2012-13 results) to school districts using the performance standards in the rule and several suggested standards from the workshops
 - Department in process of making revisions to the proposed text based on SB 1664 and comments received through the end of August
 - Next comment period will be provided to receive comments on the standards based on the simulation data and on the next version of the proposed text
 - Presentation to Board possibly in November 2013

Race to the Top: Year 4 in Great Teachers and Leaders

Big deliverables due for GTL in Year 4:

- RTTT Compensation plan
 - Phase II MOU indicates the plan:
 1. Ties the most significant gains in salary to effectiveness demonstrated by annual evaluations as described in (D)(2)(ii)
 2. Implements statutory requirements of differentiated pay in s. 1012.22(1)(c)4., F.S., through bonuses or salary supplements
 - Plan covers classroom teachers and school principals
 - “Implementing during the last year of the grant” may mean either (a) adopting a plan to pay staff during 2013-14 based on 2012-13 performance, or (b) adopting a plan to put in place during 2013-14 that indicates how staff will be paid during 2014-15 based on 2013-14 performance.
 - Proposed plan is due end of Quarter 1; evidence of needed bargaining due end of Quarter 3

Race to the Top: Year 4 in Great Teachers and Leaders

Big deliverables due for GTL in Year 4:

- Staffing Plan
 - District's plan for ensuring equitable distribution of effective and highly effective teachers and principals to high minority, high poverty and lowest 5% performing schools
 - Addresses promotional opportunities for teachers
 - Addresses hard-to-staff subjects and locations
 - Plan may include recruitment, hiring, placement/staffing, retention, professional development and/or compensation strategies
 - Proposed plan due Quarter 1; evidence that some portion of the plan is being implemented due Quarter 3

Race to the Top: Year 4 in Great Teachers and Leaders

Big deliverables due for GTL in Year 4:

- Final RTTT teacher and principal evaluation system (Project 8, Del's. 1 and 3):
 - Includes the third metric for multi-metric evaluation system – district choice for third metric
 - Reflects provisions of SB 1664 – teachers are evaluated on the performance of their own students
 - Shows how the district has addressed “complete” evaluations for 80% of teachers (RTTT goal) – student performance for the majority of the teacher’s day is covered by state or locally-selected assessment data
 - Due no later than the end of Quarter 2

Race to the Top: Year 4 in Great Teachers and Leaders

Big deliverables due for GTL in Year 4:

- Final RTTT revisions to the district's Professional Development System
 - Revisions only include those for RTTT; other districts may submit for comment if they choose
 - Memorandum from Chancellor Stewart dated April 26, 2013, includes summary of changes from the LEA Scope of Work
 - Other opportunities for assistance for implementation provided in 2013-14
 - Big picture: PD has to involve all district leadership and all school leadership in planning and implementing

Race to the Top: Year 4 in Great Teachers and Leaders

Other GTL deliverable information:

- Report personnel evaluation results by October 31, 2013
- Process for selecting mentors for teachers and principals in training programs based on using evaluation data (Project 7, Del. 3); mentors are reported on Staff Surveys 2 and 3
- Accountability process for administrators to utilize evaluation results for teachers and principals in human capital decisions; type of documentation is district choice (Project 9, Del. 5); due Quarter 3
- Submit collective bargaining agreement and salary schedule
- GTL Evaluator (MGT of America) will have a final report from 2011-12 with case study districts, will be available shortly

Professional Development



September 30, 2013

PD Shifts

All RTTT districts submit documents describing their redeveloped system

Full system described

RTTT changes reviewed for approval

District option to have other substantial changes reviewed as well.

Ongoing support and redevelopment in the years ahead for all districts

Email documents to
ProfDevSystemEQ@fldoe.org

Form on New FSL website

PD is a complex system

The next phase in an ongoing redevelopment process

Required for RTTT districts

A stage in the journey

PD Redevelopment

A Systemic Thinking Process

Statewide System

District systems

School-site systems

Individual professional growth systems



Stages of Change

Since 2010

- RTTT PD related deliverables
- FEAPs and FPLS revisions
- S. 1012.34 linking evaluation and PD
- Cycle III Protocol Review Findings
- McREL Technical Assistance Sessions
- Illustrative PD policies and practices
- Redeveloped PD submissions by 9/30/13

In the years ahead....

- McREL TA sessions on Managing Change
 - DISTRICT TEAMS
 - SCHOOL-SITE TEAMS
- Recurring TA supports during 2013-14
- Ongoing shifts at district and school levels
- 2014 legislature and 1012.98 F.S.
- SBE rule 6A-5.071 and Protocol Standards

The PD paradigm shifts – 5 keys for success

1. Prioritization: Focusing resources and capacities on MIP components that promote actual “on the job” implementation of CCSS content and methodology
2. Thinking of school leader implementation of FPLS standards on **instructional leadership and faculty development** as key issues in the district’s PD system

The PD paradigm shifts – 5 keys for success

3. Support for collegial learning processes at the school-site (adapt school organization)
4. Methods for Evaluation of PD that actually generate improvements in the deliverables (sample on your priorities)
5. Using personnel evaluation results to plan and implement professional development. (What data – who has it – what to do with it – how focus on CCSS priorities???)

Update on 2013-14 PD Supports

- April 26 Chancellor memorandum – anticipated monthly focus issues
- The actual delivery is shifting
- Constructive Conversations
 - National experts on focused issues
 - Those interested “in the room”
 - Follow-up resources for all posted on FSL
- Schedules Pending

Conversation Issues

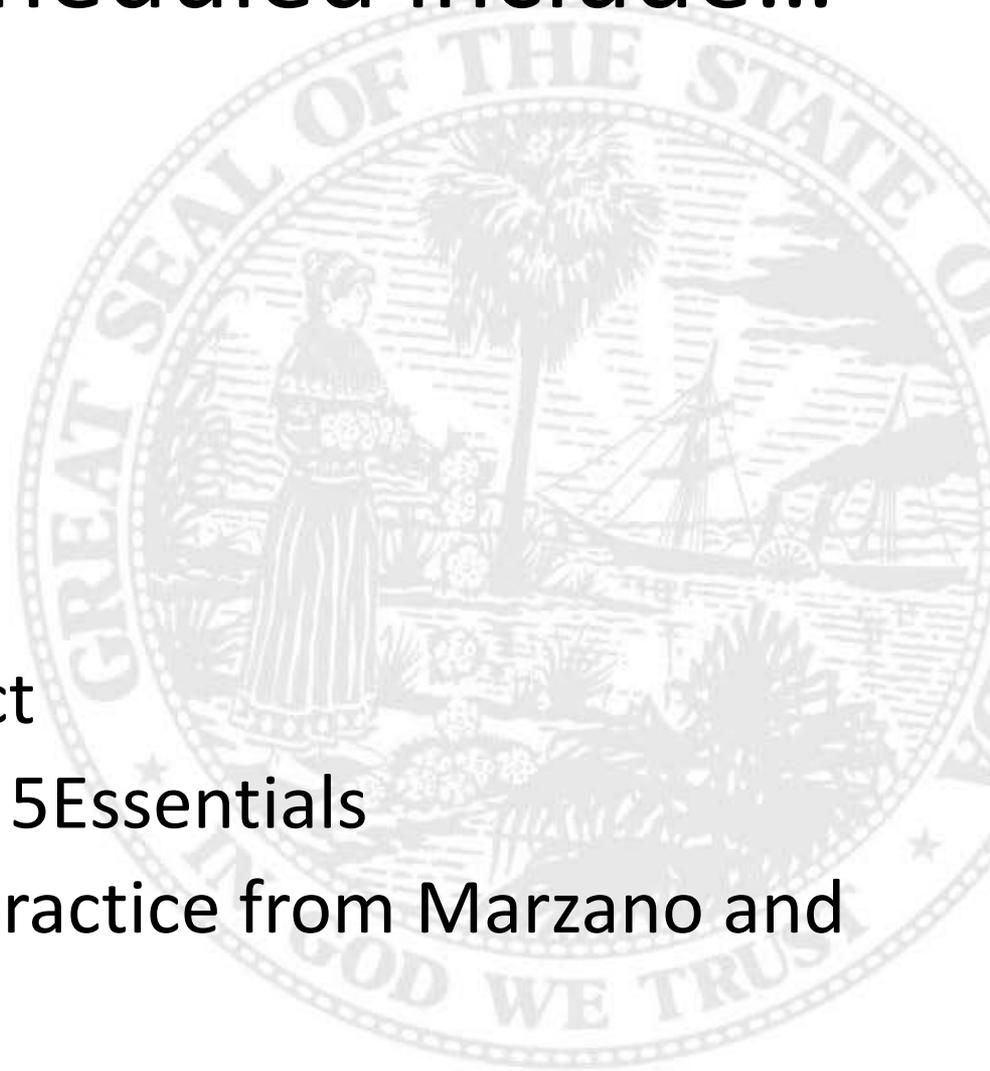
- Evaluation of PD (fidelity/implementation)
- Effective use of video exemplars
- Methods to support school-site learning communities
- Aligning initiatives (e.g. CCSS/EVAL/PD/MTSS)
- School improvement methods that work
- School leader monitoring skills that apply to evaluation and PD

Conversation Issues

- MIP components focused on implementation
- Deliberate practice (evaluation frameworks & PD implementation)
- Instructional coaches and school-site learning cultures
- Beginning teacher programs
- Better outcomes on Protocol standards at the educator level

Experts being scheduled include...

- Learning Forward
- McREL
- New Teacher Center
- EDWorks
- Aspen Institute
- Kansas Coaching Project
- University of Chicago – 5Essentials
- Experts on deliberate practice from Marzano and Danielson frameworks



Supports as you go...

The new Florida School Leaders website



Florida School Leaders

Supporting Florida's students by development, mentoring, and retention of quality teachers and administrators

The Florida School Leaders



Florida School Leaders

Supporting Florida's students by development, mentoring, and retention of quality teachers and administrators

Something New

The Florida School Leaders



Florida School Leaders

Supporting Florida's students by development, mentoring, and retention of quality teachers and administrators

Something New



Florida School Leaders

Supporting Florida's students by development, mentoring, and retention of quality teachers and administrators

- <<<< Where we were
- Where we are now >>>>
- Where we are going



Where we were - 2006

Two web sites.....

- **Florida School Leaders (FLS)** focused only on resources for the W.C. Golden School Leadership Development program (WCG)
 - 5 tools
 - 30 on-line modules
- **Start With Success (SWS)**
 - Created by a private sector marketing firm
 - “big picture” info for new teachers and substitutes



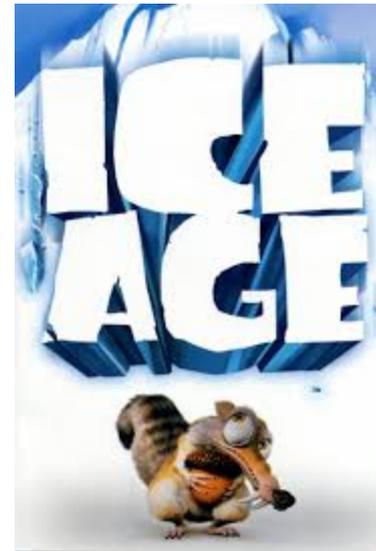
And then - for FSL



- 2011 - a new FPLS
- A need to update tools and courses to align to new FPLS
- From 2010 to 2012 - An expanding array of content on issues other than WCG program
- Old FSL structure required adding a menu link to home page or many added layers of screens to get to the new content
- The old “box” not adequate for new PD needs

And then – for SWS

- Nothing changed on SWS for 5 years
- 2011 - Hosting moved to FLDOE control
- Learning tools, resources, and over 30 on-line courses were added
- Content was added for a wider range of users (e.g. aspiring teachers, teachers new to Florida, mentor teachers)
- Many supports aligned to the FEAPs were on SWS...but not on FSL



Time for Re-development

The old FSL needed a new structure to make room for an expanding array of content beyond the scope of the WCG program.

FEAPs supports were on SWS – and seldom visited by experienced teachers and school leaders.

Solution – a merged site



Welcome to FSL

The screenshot shows the Florida School Leaders website homepage. The browser title is "HOME PAGE - FLORIDA SCHOOL LEADER'S WEBSITE". The address bar shows the URL "https://www.floridaschoolleaders.org/fslPortal/index.aspx". The page features a blue header with the Florida School Leaders logo and tagline: "Supporting Florida's students by development, mentoring, and retention of quality teachers and administrators". A navigation menu includes links for Home, Help, Contact, and Logout. Below the header is a dark grey menu bar with eight categories: WCG PROGRAM, ACADEMIC STANDARDS, QUALITY OF INSTRUCTION, QUALITY OF LEADERSHIP, EVALUATION SYSTEMS, LEARNING LIBRARY, PD SYSTEMS, and START WITH SUCCESS TEACHER DEVELOPMENT. The main content area is titled "Welcome, John Moore" and contains a "HOME PAGE - FLORIDA SCHOOL LEADER'S (FSL) WEBSITE" section. This section includes a "FSL PROFESSIONAL LEARNING SUPPORTS" paragraph, a "Most content on this website is open access" paragraph, and a "HOW THIS SITE SUPPORTS YOUR PROFESSIONAL LEARNING" section with two numbered points. The page also features images of school leaders and students.

HOME PAGE - FLORIDA SCHOOL LEADER'S WEBSITE - Windows Internet Explorer

https://www.floridaschoolleaders.org/fslPortal/index.aspx

File Edit View Favorites Tools Help X Contribute Edit Post to Blog

Google Search Share More Sign In

HOME PAGE - FLORIDA SCHOOL LEADER'S WEBSITE

Florida School Leaders
Supporting Florida's students by development, mentoring, and retention of quality teachers and administrators

Home Help Contact Logout

Common Language

WCG PROGRAM ACADEMIC STANDARDS QUALITY OF INSTRUCTION QUALITY OF LEADERSHIP EVALUATION SYSTEMS LEARNING LIBRARY PD SYSTEMS START WITH SUCCESS TEACHER DEVELOPMENT

Welcome, John Moore

HOME PAGE - FLORIDA SCHOOL LEADER'S (FSL) WEBSITE

FSL PROFESSIONAL LEARNING SUPPORTS are for Florida educators (administrators - classroom teachers - instructional support staff) pursuing deliberate practice as a path to a research-based repertoire of highly effective Instructional and leadership proficiencies. Supports for facilitators, mentors, new teachers, substitutes, and aspiring educators are also provided.

Most content on this website is open access to all Florida educators, aspiring educators, and W.C. Golden program participants and partners. Your Single Sign-on (SSO) user name and password gives you access to a broad array of professional learning supports.

HOW THIS SITE SUPPORTS YOUR PROFESSIONAL LEARNING

1. **Top Menu Bar:** Content is provided in the eight broad learning clusters listed in the top menu bar found at the top of your screen (just below the FSL banner).
2. **Move your cursor** over a cluster title, click to go into that section, explore, and learn.

Welcome to Florida School Leaders
A Professional Learning Portal for all levels of school leaders:

Administrators
Teacher Leaders
Coaches/mentors
Aspiring Educators

School Leadership is a complex process. It is distributed among many educators with a shared vision of enabling our students to be college and career ready and have fulfilling lives in a global economy.

The contributions of many are needed to ensure Florida's public school students a quality

Done Internet 100%

FSL Features

- Designed for sharing and for growth
- A new concept of “school leaders”
- Single Sign-On
- Home page
- 8 major sections – top menu bar navigation
- A left panel – right panel structure
- Information on issues of significance
- Links to other websites
- Useful documents
- On-line courses
- Sharing tools



What is a “School Leader”?

School Leadership is a complex process. It is distributed among many educators with a shared vision of enabling our students to be college and career ready and have fulfilling lives in a global economy.

The contributions of many are needed to ensure Florida’s public school students a quality education.

Welcome to Florida School Leaders - A Professional Learning Portal for all levels of school leaders:

- Administrators
- Teacher Leaders
- Coaches/mentors
- Aspiring Educators



What is Single Sign-on?

The FLDOE SSO Portal includes access to several Department applications with a single sign-on from work or home.

Ready now

- [Florida School Leaders](#) – provides school leaders, aspiring school leaders, and other Florida public school educators with professional learning tools and resources to support continuous improvement in educator quality in Florida’s schools.
- [CPALMS](#) - access to Florida’s education standards, course descriptions, and thousands of standards-aligned instructional resources.
- [eIPEP](#) - Florida state-approved educator preparation programs application supporting their reporting requirements

Coming Soon

- [Florida Interim Assessment Item Bank and Test Platform](#)
- [PMRN](#) -The Progress Monitoring and Reporting Network
- **English Language Arts Formative Assessment System**

Over time - many other website applications



Florida School Leaders

Supporting Florida's students by development, mentoring, and retention of quality teachers and administrators

Home | Help | Contact | Logout

Common Language



ABOUT THE BANNER

Common Language of Instruction : a link from every page of the website to terms included in the Common Language Project

New terms are added from time to time as new issues and perspectives are addressed

Florida School Leaders Content - Windows Internet Explorer

https://www.floridaschoolleaders.org/Portal/contentFrame.aspx?vt=resources/cpl/index.aspx

Florida School Leaders Content

Home | Help | Contact | Logout

- Common Language
 - Alpha List
- Critical Terms
- Instruction and Curriculum
- Assessment
- Continuous Improvement
- Leadership
- Student Supports and Interventions
 - ESOL
 - ESE
 - MTSS
- Acronyms Digest

Florida is in the midst of a historically significant paradigm shift in how public education works. A state-wide, systemic change process is underway that restructures our traditional way of thinking and working. One of the essential elements for this process is significant improvement in the quality of communication and collaboration among those engaged in collegial planning, problem-solving, consensus building, implementing and on-going, embedded professional development.

A "common language" is a tool of master practitioners in any profession that is used to facilitate effective communications about the essential concepts and practices of the profession. Consensus within a group of practitioners on the specific meaning of terms and expressions is used to provide feedback for improvement of proficiency on important job functions and in deepening understanding of the priority practices, standards, and goals of the profession.

The Common Language Project provides a process for Florida's educators to refine our conversations in ways that increase the clarity of our exchanges and deepen our common understanding of the work in progress.

- Over time, based on feedback from Florida's educators, a working common language will emerge that supports our collegial work to improve teaching and leadership.
- The terms in the common language and the working definitions are assembled by recurring conversations among Florida educators.
- Florida educators in schools, districts, higher education, and partner organizations are invited to provide feedback on the clarity and usefulness of proposed terms and definitions.
- A web-based repository will maintain and update terms in Florida's common language of instruction.
- The terms will be available for review in the menus to the left. The focus of each menu is described below.

To Review the Common Language: Select a menu from the navigation options on the left. Proposed definitions come from a variety of sources but are focused on what will add clarity to our evolving capacity for collegial conversations on improving the quality of practice.

To propose new terms or modified definitions: Email your suggestions, comments, and reactions to the following



Florida School Leaders

Supporting Florida's students by development, mentoring, and retention of quality teachers and administrators

WCG Program	Academic Standards	Quality of Instruction	Quality of Leadership	Evaluation Systems	Learning Library	PD Systems	Start With Success
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TOP MENU BAR



Each heading in the top menu bar opens a new section of the FSL website

Each section clusters tools, resources, and professional learning supports related to the section heading

Left and right panels

Left Side is for navigation links to content and resources in this section and to resources that apply to multiple sections

Right side panel is for the content

The right side panel scrolls down as needed to display content

Links to other pages and other websites embedded

Text box notices on issues relevant to the section

FSL Home Page Features

Links to Helpful Information on effective use of the website:

- [Take a tutorial](#) on FSL Resources and a guide to website navigation
- [Click here to learn more about WHAT'S NEW on FSL?](#)
- [Previous FSL Users click here for transition update](#)

QUICK LINKS to Sharing resources!

- [Leadership Learning of the Month](#)
- [Educator Learning of the Month](#)
- [Helping Hints - Master Teacher Advice](#)
- [Helping Hints - New Teacher Advice](#)
- [Learning Links](#)

Focus Resource of the Month:

- See new **School Improvement Plan** tools in the Quality of Leadership Section.
- See new **ASAP** Courses in Learning Library





An overview of the eight main sections of the new Florida School Leaders

WCG Program

Retains all prior WCG tools and resources

Updated to 2011 FPLS

Separates content that is part of WCG from broader array of PD resources

The screenshot shows a web browser window titled "WCG Program - Windows Internet Explorer". The address bar displays the URL "https://www.floridaschoolleaders.org/FSPortal/wcgProgram.aspx". The browser's menu bar includes "File", "Edit", "View", "Favorites", "Tools", and "Help". The address bar also shows "Google" and "Post to Blog" options. The browser's toolbar includes "Google", "Search", "Share", and "More" buttons. The browser's Favorites bar shows "WCG Program". The browser's status bar shows "Done" and "Internet".

The website header features the "Florida School Leaders" logo, which includes a map of Florida. The logo text reads "Florida School Leaders" and "Supporting Florida's students by development, mentoring, and retention of quality teachers and administrators". The header also includes navigation links for "Home", "Help", "Contact", and "Logout", and a "Common Language" button.

The website's main navigation menu includes the following items: "WCG PROGRAM", "ACADEMIC STANDARDS", "QUALITY OF INSTRUCTION", "QUALITY OF LEADERSHIP", "EVALUATION SYSTEMS", "LEARNING LIBRARY", "PD SYSTEMS", and "START WITH SUCCESS TEACHER DEVELOPMENT".

The main content area is titled "Welcome, John Moore" and includes a "WCG Tools" section with the following items:

- Prior Learning Inventory
- Leadership Standards Inventory
- Leadership Development Progress Log
- Time Management
- Individual Leadership Development Plan

The "WCG Resources" section includes the following items:

- About WCG Resources
- The Leadership Standards
- "Big Picture" on-line course
- Introduction to the Florida Principal Leadership Standards: on-line course
- WCG On-line Courses
- Building 21st Century Schools
- Leadership Activities
- School Improvement Plan
- Code of Ethics

The "WCG Tools" section also includes a "Sharing Resources" link.

The main content area also features a "WILLIAM CECIL GOLDEN SCHOOL LEADERSHIP DEVELOPMENT PROGRAM" section. This section includes a welcome message: "Welcome to the professional learning portal of the William Cecil Golden School Leadership Development Program (WCG), established pursuant to F.S. 1012.986 to provide high standards and sustained support for principals as instructional leaders." It also includes a "Want to know more about the WCG Program?" section with the following links:

- [William Cecil Golden School Leadership Development Program](#)
- [Statute and SBE rule connections: Legal Status](#)

The "Want to know more about the role of WCG in certification programs?" section includes the following link:

- [Certification: Educational Leadership and School Principal](#)

The "WCG role in supporting principals as instructional leaders" section includes the following text: "Resources for school leaders are concentrated in two FSL sections. The FSL section ABOUT LEADERSHIP provides a broad array of supports for school leaders aligned to the FPLS and ongoing state initiatives. This FSL section, the WCG LEADERSHIP DEVELOPMENT PROGRAM, is designed for current and aspiring school leaders participating in Florida's school leadership development programs, thru Department approved higher education or district level II programs." It also includes a "WCG Update" box with the following text: "The Big Picture online course is being updated and expanded. The new Big Picture course will replace the current one in September." The "WCG Update" box also includes a "WCG Update" logo and a "WCG Update" button.

The "WCG TOOLS are online applications that guide" section is partially visible at the bottom of the page.

Start With Success

All content from SWS website is now here

Makes it easier for school leaders and mentors to access

Content for beginning teachers, new to Florida teachers, substitutes, aspiring educators, and peer mentors



The screenshot shows a Windows Internet Explorer browser window displaying the Florida School Leaders website. The browser's address bar shows the URL <https://www.floridaschoolleaders.org/SPortal/sws.aspx>. The website header features the Florida School Leaders logo and navigation links for Home, Help, Contact, and Logout. A navigation menu includes WCG PROGRAM, ACADEMIC STANDARDS, QUALITY OF INSTRUCTION, QUALITY OF LEADERSHIP, EVALUATION SYSTEMS, LEARNING LIBRARY, PD SYSTEMS, and START WITH SUCCESS TEACHER DEVELOPMENT. The main content area is titled "Welcome, John Moore" and is divided into two columns. The left column lists "SWS Resources" and "Sharing Resources". The right column is titled "START WITH SUCCESS (SWS)" and contains a welcome message, a list of educator categories, and a link to "Support Teams for Professional Growth".

Welcome, John Moore

SWS Resources

- Certification
- Code of Ethics
- Effective Educator Strategies
- Florida Educator Accomplished Practices (FEAPs)
- Growth Plans
- Lesson Design and Planning
- Lesson Study
- New Florida Educator Tutorial
- SWS History

Sharing Resources

- Learning Links
- CPALMS
- Educator Learning of the Month
- Helping Hints - Master Teacher Advice
- Helping Hints - New Teacher Advice

START WITH SUCCESS (SWS)

Welcome to "Start With Success!", a website section dedicated to the interests of essential groups in the Florida educator family:

Those "on the job"

- **Early Career Educators:** Beginning teachers with 0-3 years of experience
- **Educators New to Florida:** Transfers from other states
- **Developing Educators:** Those focused on growth in key skills

Support Teams for Professional Growth

- **Mentors/coaches/supervising faculty:** Experienced educators who support new educators in mastering educator competencies
- **Substitutes:** Day to day classroom substitute teachers, including web-based resources to enhance district substitute orientation programs

Future educators

- **Aspiring Educators:** Students interested in an education career
- **Career Changers:** Professionals from other fields preparing to be teachers

Here you'll find resources and information at your fingertips on how to deal with many of the challenges and questions you have today.

The left side menu will direct you to information and resources that will help your professional learning and with the process of continuous improvement as a Florida

The Learning Library

A growing collection of online courses

Links to many PD resources

Such as.....

The screenshot shows the Florida School Leaders Learning Library website. The browser title is "The FSL Learning Library - Windows Internet Explorer" and the address bar shows "https://www.floridaschoolleaders.org/fslPortal/library.aspx". The website header features the Florida School Leaders logo and navigation links: Home, Help, Contact, Logout, and a Common Language button. A main navigation bar includes: WCG PROGRAM, ACADEMIC STANDARDS, QUALITY OF INSTRUCTION, QUALITY OF LEADERSHIP, EVALUATION SYSTEMS, LEARNING LIBRARY, PD SYSTEMS, and START WITH SUCCESS TEACHER DEVELOPMENT. A personalized welcome message reads "Welcome, John Moore". The main content area is titled "THE FSL LEARNING LIBRARY ON-LINE COURSES AND PROFESSIONAL LEARNING RESOURCES". It describes professional learning as a career-long practice and provides links to "FSL All Courses Menu" and "FSL Courses Clustered by Focus Area". A "Special Focus Sub-menus" section lists various topics: Art and Science of Teaching, Assessment and Data Analysis, Arts Education, Classroom Management, Collegiality and Building Community, Communications, Ethics, Instruction, Instructional Leadership, Learning Environment, Mathematics, Monitoring and Feedback, and Reading and Literacy. A sidebar on the left lists "Learning Library Resources" (Joel Barker Video Collection, Video Repository, WCG On-line Courses), "Sharing Resources" (CPALMS, MTSS, Consortia, Leadership Learning of the Month, Educator Learning of the Month, On-line Post Tests), and "About Facilitation" (Most on-line courses are designed for independent study).

About the Learning Library

- Over 130 online courses -aligned to FPLS and FEAPs
- Multiple menu options
 - Alpha order menu – all courses
 - Over 20 sub-menus by focus areas



- All ASAP and Teacher Essential modules updated from their 2006 versions
- Left side links to sharing resources
- All courses can now be edited to update as needed

Joel Barker Videos –

See the Left side of the Learning Library page

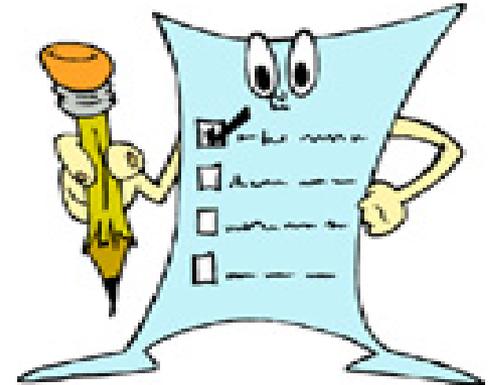
Ten videos by futurist Joel Barker - optional professional learning resources provided for use by educators in the Florida public education system

Helpful to clarify such concepts as paradigm and “paradigm shifts”

The screenshot shows a web browser window displaying the Florida School Leaders website. The page features a navigation menu with categories such as WCG PROGRAM, ACADEMIC STANDARDS, QUALITY OF INSTRUCTION, QUALITY OF LEADERSHIP, EVALUATION SYSTEMS, LEARNING LIBRARY, PD SYSTEMS, and START WITH SUCCESS TEACHER DEVELOPMENT. The main content area is titled "Welcome, John Moore" and includes a section for "About Paradigms" with a list of video options: Classic "Business of Paradigms" (26 minutes), 21st Century Edition - "New Business of Paradigms" (18 minutes), and Paradigm Principles (37 minutes). Below this is a "Paradigm Mastery series: Videos" section listing: Change and Leadership (33 minutes), Paradigm Curve (28 minutes), Paradigm Effect (28 minutes), Paradigm Hunting (20 minutes), and Paradigm Partners (30 minutes). Support materials include Paradigm Mastery Materials and Leaders Guide. A large image of a clock is displayed on the right side of the page, with the text "CHANGE, INNOVATION AND LEADERSHIP: THE JOEL BARKER VIDEO COLLECTION 21ST CENTURY EDITION - 'NEW BUSINESS OF PARADIGMS'" overlaid on it.

Online tests

- The old FSL had post tests in the 30 ASAP modules acquired in 2006
- All ASAP tests have been updated
- New tests for an additional 30 courses
- Capacity to add tests as we go
- Can take a test 3 times
- Can email results



PD Systems

PD
issues
here

The screenshot shows a web browser window titled "Professional Development Systems - Windows Internet Explorer". The address bar shows the URL: <https://www.floridaschoolleaders.org/fslPortal/pdSystems.aspx>. The page header features the "Florida School Leaders" logo with the tagline "Supporting Florida's students by development, mentoring, and retention of quality teachers and administrators". A navigation menu includes links for Home, Help, Contact, and Logout, along with a "Common Language" button. Below the header is a horizontal menu with categories: WCG PROGRAM, ACADEMIC STANDARDS, QUALITY OF INSTRUCTION, QUALITY OF LEADERSHIP, EVALUATION SYSTEMS, LEARNING LIBRARY, PD SYSTEMS, and START WITH SUCCESS TEACHER DEVELOPMENT. The main content area is titled "Welcome, John Moore" and contains a "PD Resources" sidebar with a list of links, a "Protocol Standards" section, and a main article titled "PROFESSIONAL DEVELOPMENT SYSTEMS SYSTEMIC SUPPORTS FOR IMPROVEMENT IN PD PRACTICES". The article includes a paragraph of text, a photo of a group of people, a "Purpose" statement, and several hyperlinks for further information.

PD Resources

- Certification issues
- Charter School Supports
- Collaboration
- Clinical Education Training
- DOE Resources
- Home School Supports
- Mandates
- Master Inservice Plans (MIP)
- MTSS-Problem Solving
- PD Director Supports
- Preparation Programs
- Private School Supports
- SBI: Standards-based Instruction
- Virtual School
- Workgroups

Protocol Standards

- The Protocol Standards
- Protocol Site Reviews
- Evaluation Protocol Application (EPA)

PROFESSIONAL DEVELOPMENT SYSTEMS SYSTEMIC SUPPORTS FOR IMPROVEMENT IN PD PRACTICES

This section of the website supports state, districts, and higher education personnel with responsibilities for collaboration and coordination of the statewide system of professional development.

Purpose: The purpose of Florida's professional development system is to increase student achievement, enhance classroom instructional strategies that promote rigor and relevance throughout the curriculum, and prepare students for continuing education and the workforce (1012.98 F.S.).

Want to Know More? Review [Florida's Professional Learning System](#)

Check the left side menu options and click on the links below to learn more on specific PD focus issues.

About Change: PD System Redevelopment and Revision Issues

- [PD System Redevelopment: Technical Assistance](#)
- [PD System Review and Approval Process](#)
- [Statutes and Rules that impact District PD resources and capacities](#)

[Online Courses, Tools and Resources](#)

This is your section

- Protocol Standards Resources
 - The standards
 - Site review processes
 - EPA
- PD System redevelopment resources
- Links to resources related to PD
- PD Directors Tools
- The PD System Guide Form for 9/30/13



PD Directors tools

Left Side menu in PD Section

- A work in progress
- PDNET – not yet but still coming
- OCTB – also nearly ready
- Substitute orientation resources
- Child abuse prevention



Evaluation Systems

Resources to help support ongoing development of district evaluation systems:

- Model indicators and rubrics
- Research Frameworks
- Statutes and SBE rules
- TBA

The screenshot shows a Windows Internet Explorer browser window displaying the website <https://www.floridaschoolleaders.org/ISPortal/evalSystems.aspx>. The page is titled "EVALUATION SYSTEMS" and is organized into several sections:

- Evaluation Resources:**
 - District Performance Appraisal Systems
 - Review and Approval Resources
 - F.S.1012.34
 - FEAPs
 - FPLS
 - High effect Strategies
 - Research Frameworks
 - Student Growth Measures
- Sharing Resources:**
 - Leadership Learning of the Month
 - Learning Links
 - State Model Evaluation Systems
- Coming Soon:**
 - "Laser talks" on Evaluation issues - tools for sharing the "big ideas"
- EVALUATION SYSTEMS:**

This section supports professional learning on effective use of personnel evaluation system in Florida's public school districts. Pursuant to Section 1012.34, Florida Statutes, the purpose of district evaluation systems is to increase student learning growth by improving the quality of instructional, administrative, and supervisory services in the public schools. The quality of services is improved through two primary functions embedded in evaluation systems:

 - Measurement – functions that support understanding the current reality of practices and the impact of those practices
 - Development – functions that support continuous improvement

Evaluation systems support accountability expectations by providing evidence of actual performance results (measurement) and evidence of growth in proficiency in job responsibilities (development).
- Instructional Personnel Evaluation:**

Relationship to the FEAPs: The Florida Educator Accomplished Practices (FEAPs) are set forth in State Board of Education rule 6A-5.065 as Florida's core standards for effective educators. The Accomplished Practices form the foundation for the state's teacher preparation programs, educator certification requirements **and school district instructional personnel appraisal systems.**

Classroom Teacher Evaluation: Evaluation processes, indicators, and rubrics appropriate to the responsibilities of classroom teachers.

Non-Classroom Teacher Evaluation: Evaluation processes, indicators, and rubrics appropriate to the responsibilities of instructional personnel who are not classroom teachers.
- Administrator Evaluation:**

Relationship to the FPLS: The Florida principal Leadership Standards (FPLS) are set forth in State Board of Education rule 6A-5.080 as Florida's core expectations for effective school administrators. The Standards are based on contemporary research on multi-dimensional school leadership, and represent skill sets and knowledge bases needed in effective schools. **The Standards form the foundation for school leader personnel evaluations and**

At the bottom right, there is a box titled "Understanding Value-Added (VAM)" with a lightbulb icon and text: "Resources to supporting leadership, faculty, and parent understanding of value-added measures and the association of student".

Academic Standards

Resources related to SBI

Most standards related supports are on CPALMs or various DOE bureau sites on FLDOE website

This page will collect SBI resources related to understanding academic standards concept and provide links to more detailed supports

Community
Conversations toolkit
coming soon

The screenshot shows a Windows Internet Explorer browser window displaying the Florida School Leaders website. The URL is <https://www.floridaschoolleaders.org/Portal/standards.aspx>. The website header features the Florida School Leaders logo and navigation links: Home, Help, Contact, and Logout. A secondary navigation bar includes: WCG PROGRAM, ACADEMIC STANDARDS, QUALITY OF INSTRUCTION, QUALITY OF LEADERSHIP, EVALUATION SYSTEMS, LEARNING LIBRARY, PD SYSTEMS, and START WITH SUCCESS TEACHER DEVELOPMENT. The main content area is titled "Welcome, John Moore" and "ACADEMIC STANDARDS WHAT STUDENTS NEED TO LEARN". It includes a "Standards Resources" section with links to College and Career Ready, CPALMS, Common Core State Standards Initiative, and Curriculum. A "Sharing Resources" section lists Learning Goals, Learning Links, and Educator Learning of the Month. A "Coming Soon" section mentions a Common Core Community Conversation toolkit and a new website for Common Core State Standards. The main text explains that educational standards help teachers ensure their students have the skills and knowledge they need to be successful by providing clear goals for student learning. It also addresses "Why do we need educational standards?" and provides links for more information about the Department of Education's Bureau of Curriculum and Instruction, and for contacting standards in specific content areas.

Quality of Instruction

A section to be focused on FEAPs implementation

A work in progress

Coming soon:
Monitoring and feedback practices that make personnel evaluation work for growth purposes – not just for measurement

The screenshot shows a Windows Internet Explorer browser window displaying the Florida School Leaders website. The browser's address bar shows the URL: <https://www.floridaschoolleaders.org/Portal/Instruction.aspx>. The website header features the Florida School Leaders logo and the tagline: "Supporting Florida's students by development, mentoring, and retention of quality teachers and administrators". A navigation menu includes links for Home, Help, Contact, and Logout. Below the header, a secondary navigation bar lists various program areas: WCG PROGRAM, ACADEMIC STANDARDS, QUALITY OF INSTRUCTION, QUALITY OF LEADERSHIP, EVALUATION SYSTEMS, LEARNING LIBRARY, PD SYSTEMS, and START WITH SUCCESS TEACHER DEVELOPMENT. The main content area is titled "Welcome, John Moore" and features a "QUALITY OF INSTRUCTION" section with the sub-header "LEARN WHAT WORKS. DO WHAT WORKS. DO IT WELL." The text in this section discusses the systemic process of education in Florida and the importance of aligning work on a common set of learning priorities. A sidebar on the left lists "Instruction Resources" (DOE Resources, FEAPs, High effect Strategies, MTSS, Tracking Student Progress), "Sharing Resources" (Learning Links, ED.gov, iTunesU Florida), and "Coming Soon" (New online courses about the Florida Educator Accomplished Practices (FEAPs), Teacher Essentials courses, and More links to learning about high effect size instructional). A callout box on the right promotes "State Adopted Academic Standards and Course Descriptions" and provides a link to www.floridastandards.org.

Quality of Leadership

A focus on effective school leadership and school improvement resources

A work in progress

Will link to evolving BSI tools

Quality of Leadership - Windows Internet Explorer

https://www.floridaschoolleaders.org/SPortal/leadership.aspx

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Home | Help | Contact | Logout

Common Language

WCG PROGRAM | ACADEMIC STANDARDS | QUALITY OF INSTRUCTION | QUALITY OF LEADERSHIP | EVALUATION SYSTEMS | LEARNING LIBRARY | PD SYSTEMS | START WITH SUCCESS TEACHER DEVELOPMENT

Welcome, John Moore

School Improvement Tools

- School Improvement Plans
- 5 Essentials for Improvement
- Problem Solving

Leadership Resources

- Achievement Gaps
- FEAPs
- FPLS
- Initiatives
- SBI: Standards-based Instruction
- Strategic Plans

Coming Soon

- **Leader Essentials:** A collection of online courses for aspiring school administrators.
- New links to resources from the Bureau of School Improvement

QUALITY OF LEADERSHIP PRINCIPALS AND SCHOOL LEADERSHIP TEAMS

This section of FSL is about **SCHOOL IMPROVEMENT**. The "Quality of Leadership" section is a portal to resources to support principals and their leadership teams in their work for Florida's students. With rising expectations for all students to be globally competitive for college and careers, the professional educators in every school must work together to chart a path to better outcomes for our students.

Teaching is a complex job. Schools are complex organizations. School Leadership is one of the most significant jobs in America. **School leaders** are the school administrators, instructional coaches, peer mentors, and teacher leaders who lead the development and implementation of an efficient world-class education system. The tools and resources in this section are provided to support that work.

Online Courses

- [The Leadership Standards](#)
- See the Learning Library for an array of courses supporting leadership development.

Online Supports for Faculty Meetings and Community Conversations

Coming in September 2013: Downloadable tools for focused community, faculty, team, and parent meetings focused on important professional learning issues.

Resources Distributed in Multiple Locations on the Website

In Florida, the law requires that the Department of Education, public postsecondary educational institutions, public school districts, public schools, state education foundations, consortia, and professional organizations in this state **shall work collaboratively to establish a coordinated system of professional development (1012.98 F.S.)**

HOW?



Within a district....

- PD systems that coordinate district and school PD functions
- PD systems that use needs assessments to allocate resources
- Evaluation systems that are used to inform PD growth targets
- Use of deliberate practice in evaluation systems

HOW?

Across district lines

- FASD fall and spring forums
- Protocol site team participation
- Community of Practice meetings
- Regional RTTT TA sessions
- Sharing resources and ideas



SHARE HOW????????????????

Sharing Tools

Leadership Learning of the Month

The screenshot shows a Windows Internet Explorer browser window displaying the Florida School Leaders website. The browser's address bar shows the URL: <https://www.floridaschoolleaders.org/fslPortal/learningLibrary/leadershipLearning.aspx?ID=3087>. The website header features the Florida School Leaders logo and navigation links: Home, Help, Contact, Logout, and a Common Language button. A menu bar below the header lists various sections: WCG PROGRAM, ACADEMIC STANDARDS, QUALITY OF INSTRUCTION, QUALITY OF LEADERSHIP, EVALUATION SYSTEMS, LEARNING LIBRARY, PD SYSTEMS, and START WITH SUCCESS TEACHER DEVELOPMENT.

The main content area is titled "LEADERSHIP LEARNING OF THE MONTH" for "September, 2013". It features a link to "The Reform Support Network" and a paragraph describing the network's work. A link at the bottom of the content area reads: "Click here to review prior content in Leadership Learning of the Month." A blue speech bubble on the right side of the page contains the text "All Prior Months".

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Accessed from:

- QUICK LINKS on the FSL home page

ALSO FROM SECTIONS ON:

- Academic Standards Leadership
- Learning Library
- PD Systems
- Start With Success

All Prior Months

Sharing Tools

Educator Learning of the Month

Accessed from:

- QUICK LINKS on the FSL home page

ALSO FROM SECTIONS ON:

- Quality of Leadership
- Evaluation Systems
- Learning Library
- PD Systems

The screenshot shows a Windows Internet Explorer browser window displaying the Florida School Leaders website. The browser's address bar shows the URL: <https://www.floridaschoolleaders.org/Portal/ews/educatorLearning.aspx>. The website header includes the Florida School Leaders logo and navigation links: Home, Help, Contact, Logout, and Common Language. A navigation menu below the header lists various sections: WCG PROGRAM, ACADEMIC STANDARDS, QUALITY OF INSTRUCTION, QUALITY OF LEADERSHIP, EVALUATION SYSTEMS, LEARNING LIBRARY, PD SYSTEMS, and START WITH SUCCESS TEACHER DEVELOPMENT. The main content area features a personalized welcome message: "Welcome, John Moore". Below this, the "EDUCATOR LEARNING OF THE MONTH" section is highlighted for "September, 2013". It includes a link for "New Math Classrooms" and a paragraph of text from ASCD Express. A blue callout bubble with the text "All Prior Months" points to a link that says "Click here to review prior content in Educator Learning of the Month." The footer of the page reads "Copyright © 2013 Florida Department of Education".

HELPING HINTS

Master Teacher Advice

Accessed from:

- QUICK LINKS on the FSL home page

ALSO FROM SWS SECTION

A work in progress

- Best practices from teachers of the year finalists posting in progress
- A way for districts to help teachers share

The screenshot shows a Windows Internet Explorer browser window displaying the Florida School Leaders website. The address bar shows the URL: <https://www.floridaschoolleaders.org/flsPortal/sws/helpinghints/helpinghintsMasterTeachers.aspx?ID=1067>. The website header includes the Florida School Leaders logo and navigation links: Home, Help, Contact, Logout, and a Common Language button. A navigation menu below the header lists: WCG PROGRAM, ACADEMIC STANDARDS, QUALITY OF INSTRUCTION, QUALITY OF LEADERSHIP, EVALUATION SYSTEMS, LEARNING LIBRARY, PD SYSTEMS, and START WITH SUCCESS TEACHER DEVELOPMENT. The main content area is titled 'Welcome, John Moore' and features a section for 'HELPING HINTS - MASTER TEACHERS' ADVICE'. This section includes the text: 'Collegial practices includes sharing with others! As an experienced Florida educator, do you have hints to share with new teachers? What has worked for you? What practices seem to make a difference with your students?' and 'To view Current Master Teachers' Advice, click the Get Advice button. To submit Advice to share with others, click the Share Advice button.' Below the text are two buttons: 'Get Advice' and 'Share Advice'. To the right of the text is an image of a woman sitting at a desk with a computer monitor. A sidebar on the left contains 'SWS Resources' and 'Sharing Resources' lists.

Florida School Leaders
Supporting Florida's students by development, mentoring, and retention of quality teachers and administrators

Home | Help | Contact | Logout

Common Language

WCG PROGRAM | ACADEMIC STANDARDS | QUALITY OF INSTRUCTION | QUALITY OF LEADERSHIP | EVALUATION SYSTEMS | LEARNING LIBRARY | PD SYSTEMS | START WITH SUCCESS TEACHER DEVELOPMENT

Welcome, John Moore

SWS Resources

- Certification
- Code of Ethics
- Effective Educator Strategies
- Florida Educator Accomplished Practices (FEAPs)
- Growth Plans
- Lesson Design and Planning
- Lesson Study
- New Florida Educator Tutorial
- SWS History

Sharing Resources

- Learning Links
- CPALMS
- Educator Learning of the Month
- Helping Hints - Master Teacher Advice
- Helping Hints - New Teacher Advice

HELPING HINTS - MASTER TEACHERS' ADVICE

Collegial practices includes sharing with others! As an experienced Florida educator, do you have hints to share with new teachers? What has worked for you? What practices seem to make a difference with your students?

To view Current Master Teachers' Advice, click the Get Advice button. To submit Advice to share with others, click the Share Advice button.

Get Advice | Share Advice

Helping Hints

New Teacher Sharing

Accessed from:

- QUICK LINKS on the FSL home page

ALSO FROM SWS SECTION

A work in progress

- Best practices from high performing beginning teachers
- A way for districts to help new teachers master deliberate practice



Learning Links

Florida educators sharing useful websites

Accessed from:

- QUICK LINKS on the FSL home page

ALSO FROM SECTIONS ON:

- Academic Standards
- Quality of Instruction
- Evaluation Systems
- PD Systems
- SWS

The screenshot shows a Windows Internet Explorer browser window displaying the Florida School Leaders website. The page title is "Florida School Leaders Content" and the URL is "https://www.floridaschoolleaders.org/floridaschoolleaders.aspx?resources/learnLinksIndex.aspx?ID=2004". The website header features the Florida School Leaders logo and the tagline "Supporting Florida's students by development, mentoring, and retention of quality teachers and administrators." Below the header, there is a section titled "Learning Links" with a description: "Learning Links are educator portals to a broad range of learning opportunities. The portals below provide links to many different websites, each suggested by a Florida educator as a useful resource. First time users should click on the Learning Links Master Menu portal (green portal in the center). Regular users may go directly to menus of interest to you by clicking on the appropriate portal. Bookmark sites you find useful for easier access in the future." Below this text is a diagram showing the "Learning Links Master Menu" (a central green box) connected to six other menu groups: "Quality of Instruction Menu Group" (yellow), "Continuous Improvement & Assessment Menu Group" (green), "District, Consortia, and Partner Organizations Menu Group" (purple), "Department of Education Supported Resources Menu Group" (orange), "Special Interests Menu Group" (blue), and "The Effective Educator Paradigm Menu Group" (red).



Florida School Leaders

Supporting Florida's students by development, mentoring, and retention of quality teachers and administrators

FSL is a work in progress

It is designed to grow and adapt to the learning needs of Florida educators

We hope you will think of this as “your site”

Your input and feedback makes the site better

HOME PAGE - FLORIDA SCHOOL LEADER'S WEBSITE - Windows Internet Explorer

https://www.floridaschoolleaders.org/fslPortal/index.aspx

File Edit View Favorites Tools Help

Google Accounts (2) Florida State Model Evaluati... Home - Learning Goals - CP... Suggested Sites Free Hotmail Web Slice Gallery

HOME PAGE - FLORIDA SCHOOL LEADER'S WEBSITE

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Home | Help | Contact | Logout

Common Language

WCG PROGRAM ACADEMIC STANDARDS QUALITY OF INSTRUCTION QUALITY OF LEADERSHIP EVALUATION SYSTEMS LEARNING LIBRARY PD SYSTEMS START WITH SUCCESS TEACHER DEVELOPMENT

Welcome, John Moore



Welcome to Florida School Leaders A Professional Learning Portal for all levels of school leaders:

**Administrators
Teacher Leaders
Coaches/mentors
Aspiring Educators**

School Leadership is a complex process. It is distributed among many educators with a shared vision of enabling our students to be college and career ready and have fulfilling lives in a global economy.

The contributions of many are needed to ensure Florida's public school students a quality

HOME PAGE - FLORIDA SCHOOL LEADER'S (FSL) WEBSITE

FSL PROFESSIONAL LEARNING SUPPORTS are for Florida educators (administrators - classroom teachers - instructional support staff) pursuing deliberate practice as a path to a research-based repertoire of highly effective Instructional and leadership proficiencies. Supports for facilitators, mentors, new teachers, substitutes, and aspiring educators are also provided.

Most content on this website is open access to all Florida educators, aspiring educators, and W.C. Golden program participants and partners. Your Single Sign-on (SSO) user name and password gives you access to a broad array of professional learning supports.

HOW THIS SITE SUPPORTS YOUR PROFESSIONAL LEARNING

- Top Menu Bar:** Content is provided in the eight broad learning clusters listed in the top menu bar found at the top of your screen (just below the FSL banner).
- Move your cursor** over a cluster title, click to go into that section, explore, and learn.



Done Internet 100%