



Educator Recruitment Development & Retention

Florida Department
of Education

FAPEL Spring Conference Tallahassee

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*Successful Students,
Exceptional Educators*



FDOE Updates

- **RTTT Educational Leadership Level 1 and II Preparation Projects**
- **TLPIC Timelines**
- **Educator Preparation Calendar**
- **Educational Leadership IPEPs and Matrices**
- **Peer Reviews of IPEPs and Matrices**



FAU's PROPEL includes:

- Focus on instructional and “turn-around” leadership to improve the lowest performing schools
- Collaborative development and implementation of combined Level 1 and Level 2 certification programs
- Preparation of 60 effective school leaders



FAU's PROPEL

Cohort 1	Cohort 2
<ul style="list-style-type: none"> Completed 15 courses and Phase 1 Internship 	<ul style="list-style-type: none"> Completed 8 courses by December
<ul style="list-style-type: none"> Eligible for AP positions 	<ul style="list-style-type: none"> Phase 1 Internship complete August 2013
<ul style="list-style-type: none"> Phase 2 Apprenticeship began in January 2013 and includes 10 current APs 	
<ul style="list-style-type: none"> Phase 2 includes 30 days with mentoring principal at high needs school Phase 2 complete June 2013 	



USF/Gulf Coast Partnership

- Preparation of 100 highly qualified leaders
- University and school district collaboration on issues of :
 - recruitment,
 - selection,
 - job-embedded preparation with high-performing mentors, and
 - placement of principal candidates within integrated internships and residencies



USF/GCP

Cohort A	Cohort B	Cohort C
<ul style="list-style-type: none"> 15 <u>interns</u> spend 4 days per week serving as AP under mentor principal 	<ul style="list-style-type: none"> 38 <u>residents</u> (current APs) completed 7 modules developed by partner districts 	<ul style="list-style-type: none"> Earlier timeline- coursework began March 2013 for 17 <u>interns</u>
<ul style="list-style-type: none"> 8 courses complete 	<ul style="list-style-type: none"> 2 modules remaining 	<ul style="list-style-type: none"> Coursework and yearlong internship complete May 2014
<ul style="list-style-type: none"> 5 courses remaining 		
<ul style="list-style-type: none"> Eligible for AP positions in July 2013 		



TLPIC Timeline- Principal Preparation

- **Spring 2013**
 - Recipients of RTTT principal preparation grants:
 - provided feedback on model school leadership programs
 - recommended improvements to the school leadership program approval requirements and standards for performance
- **Fall 2013**
 - First draft of revised initial/continued approval standards as part of Rule 6A-5.081, FAC, for school leadership preparation are released for public review and input through rule development processes

You can stay informed of the TLPIC progress at
<http://www.fldoe.org/committees/tlp.asp>



TLPIC Timeline- Principal Preparation

- **December 2013**
 - TLPIC meeting to revise draft school leadership preparation initial and continued approval standards based on analysis of public input.
 - Commissioner review/approval of draft initial/continued approval standards and performance targets for school leadership preparation programs.
- **Spring 2014**
 - Publish proposed version of the initial/continued approval standards for school leadership preparation through FAW for possible adoption into Rule 6A-5.081, FAC.
 - Present new proposed initial/continued approval standards in Rule 6A-5.081 to State Board for approval.
- **Fall 2014**
 - Institutions implement revised continued approval standards and processes.



Educator Preparation Timeline

	2013-14	2014-15
Initial & Continued Approval Standards Guidelines	<ul style="list-style-type: none"> Spring 2013 – Collaborative process to revise Initial Teacher Preparation Programs (ITP) Initial and Continued Approval Standards; seeking input from programs and utilizing TLPIC recommendations. Summer 2013 – Rule Development Workshops conducted with proposed updated approval processes in Rule 6A-5.066, FAC. Fall 2013 – Collaborative process to revise Initial and Continued Approval Standards for Educational Leadership Programs, Educator Preparation Institutes and District Alternative Certification Programs, seeking input from programs, and utilizing TLPIC recommendations. Fall 2013 – Recommended revised Rule 6A-5.066, FAC, presented to State Board of Education for approval. Fall 2013 – First draft of revised Initial and Continued Approval Standards for Educational Leadership Programs for Rule 6A-5.081, FAC, released for public review and input, with potential approval for Spring 2014. Fall 2013 - 2010 FEAPs, 2010 ESOL Performance Standards, and 2011 Reading Endorsement Competencies fully implemented in all programs. Fall 2013 - Updated Initial Approval and Continued Approval Standards are released based on revisions to Rule 6A-5.066, FAC, approved by the State Board of Education. Fall 2013/Spring 2014/Summer 2014 – Technical assistance training provided to institutions on updated Initial and Continued Approval Standards. 	<ul style="list-style-type: none"> Fall 2014 – Full implementation/integration of Common Core State Standards (CCSS) into teacher preparation programs. Fall 2014 – Full implementation of updated Initial and Continued Approval Standards for Teacher Preparation and Educational Leadership Programs.
Folios	<ul style="list-style-type: none"> Late Fall 2013/Spring 2014 – New Folio submissions accepted. Dependent on approval of revisions to Rule 6A-5.066, FAC. 	<ul style="list-style-type: none"> New Folio submissions and resubmissions accepted.
IPEPs/APEPs	<ul style="list-style-type: none"> Nov 2013 – Initial Teacher Preparation Programs and Educational Leadership Programs submit IPEPs. Educator Preparation Institutes submit APEPs. (2011-2012 program candidates and completers). Spring 2014 – District Alternative Certification Programs submit DPEPs. (2011-2012 candidates and completers) 	<ul style="list-style-type: none"> Nov 2014 – Initial Teacher Preparation Programs (ITPs) and Educational Leadership Programs submit IPEPs. Educator Preparation Institutes (EPIs) submit APEPs. District Alternative Certification Programs (DACPs) submit DPEPs. (2012-2013 program candidates and completers)
Site Visits	<ul style="list-style-type: none"> Fall 2013 - Pilot site visits begin using proposed revised Continued Approval Standards and recommended performance targets with abbreviated schedule. Spring 2014 – Peer-review pilot site visits continue. 	<ul style="list-style-type: none"> Fall 2014 – Site Visit schedule released for site visits to begin Fall 2015.
Program Data	<ul style="list-style-type: none"> Student Growth Implementation Committee recommends student growth models based on other assessments. Summer 2013 – Program data based on recommended performance targets provided to institutions and released publicly. 	<ul style="list-style-type: none"> Annual program data based on approved performance targets provided to institutions and released publicly.



Institutional Program Evaluation Plan Submission (IPEPs) via eIPEP

- April 2013 – Educational Leadership programs will submit IPEP via eIPEP.
- Responses to Continued Approval Standards (2008 version) and associated criteria related to 2010-2011 candidates, completers and program improvement data.
- Alignment Matrices for “2011 Florida Principal Leadership Standards” and “Competencies and Skills Required for Certification in Educational Leadership in Florida” – submit in April 2013 IPEP OR November 15, 2013.
- Full implementation of 2011 FPLS – Fall 2013.



IPEP & Matrices Peer Reviews

- Sampling of Spring IPEPs will be peer reviewed.
- All November 2013 IPEPs (2011-12 candidates/completers) will be peer reviewed.
- All updated matrices will be peer reviewed
- Peer Feedback provided to institution.
- Seeking Peer Reviewers.



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