

Raising the Bar: Developing School Leaders to Inspire Student Achievement

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Agenda

Welcome and Introductions

Setting the Stage

Activity Part 1

Best Practices

Activity Part 2

Questions and Contact Information

Introductions



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Setting the Stage



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Teachers are the #1
factor at school that has
the greatest impact on
student learning and
academic success!

School principals are the
#2 factor at a school that
impacts student learning
and academic success!

Journaling Activity

- What are some behaviors that would indicate a leader is exhibiting these practices?

In your opinion, what is the most crucial factor for effective school leadership?



COLLABORATION



COACHING & MENTORING



BUILDING MANAGEMENT



PROFESSIONAL PRACTICES



PROFESSIONAL LEARNING



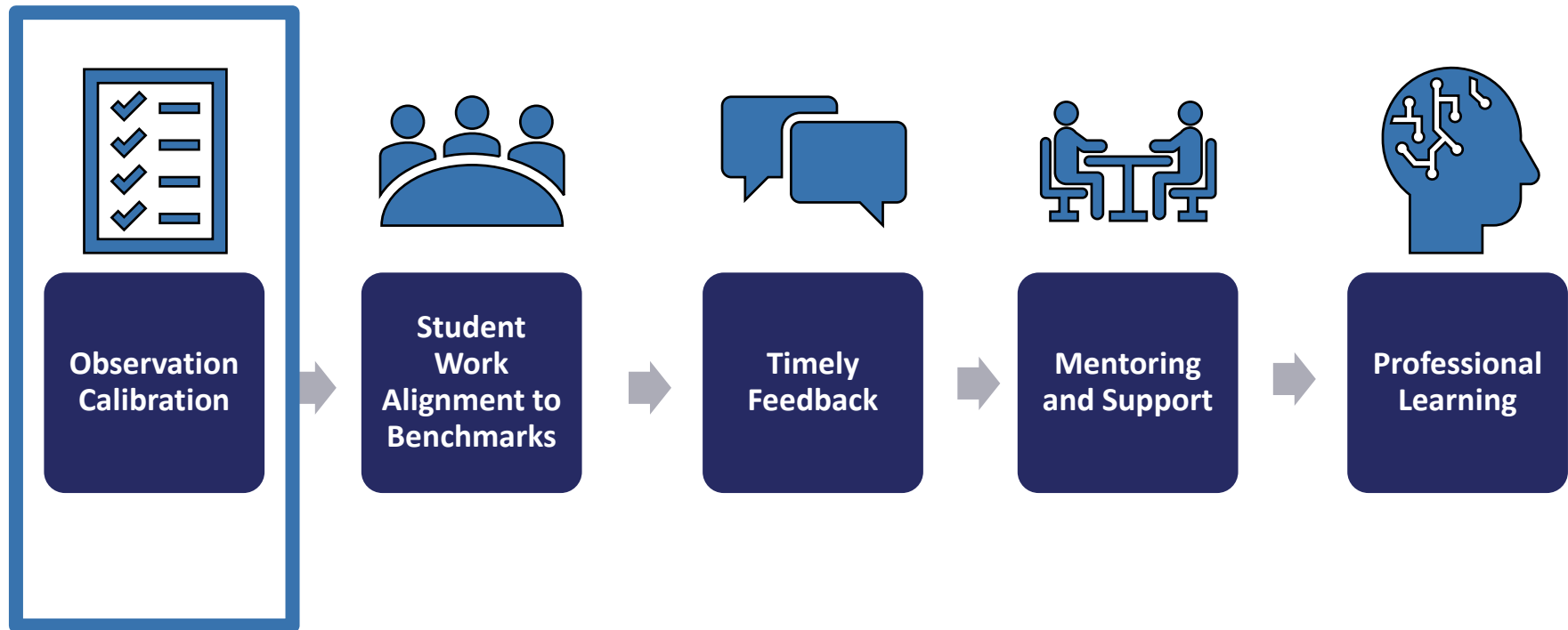
**FAMILY & COMMUNITY
ENGAGEMENT**

Advancing Teacher and Leader Effectiveness for Student Achievement



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Instructional Leadership Best Practices



4

Student Learning and Continuous School Improvement

Effective educational leaders enable continuous improvement to promote the academic success and well-being of all students.

Observation Calibration

Instructional

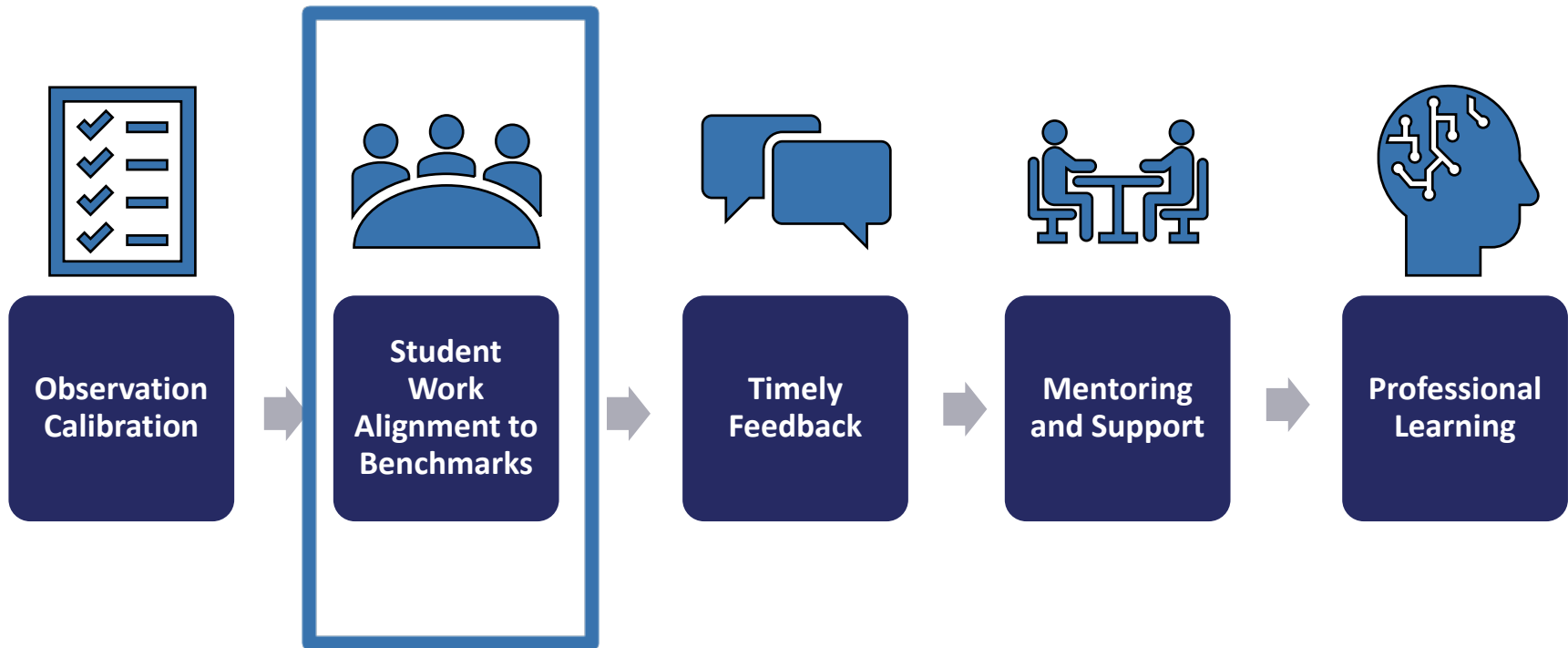
- Train evaluators (mentor teachers, assistant principals and principals) to use common rubrics or guides with anchor videos and guided discussions.
- Conduct inter-rater reliability checks multiple times per year.
- Use cross-grade/subject observations to broaden evaluator understanding.

School Administrator

- Provide calibration sessions using case studies of leadership practices and school-level data analyses.
- Use school walkthroughs with district leadership to co-observe and align evidence collection.
- Hold quarterly calibration check-ins to ensure leadership ratings reflect consistent expectations district-wide.



Instructional Leadership Best Practices



4

Student Learning and Continuous School Improvement

Effective educational leaders enable continuous improvement to promote the academic success and well-being of all students.

Student Work Alignment to Benchmarks

Instructional

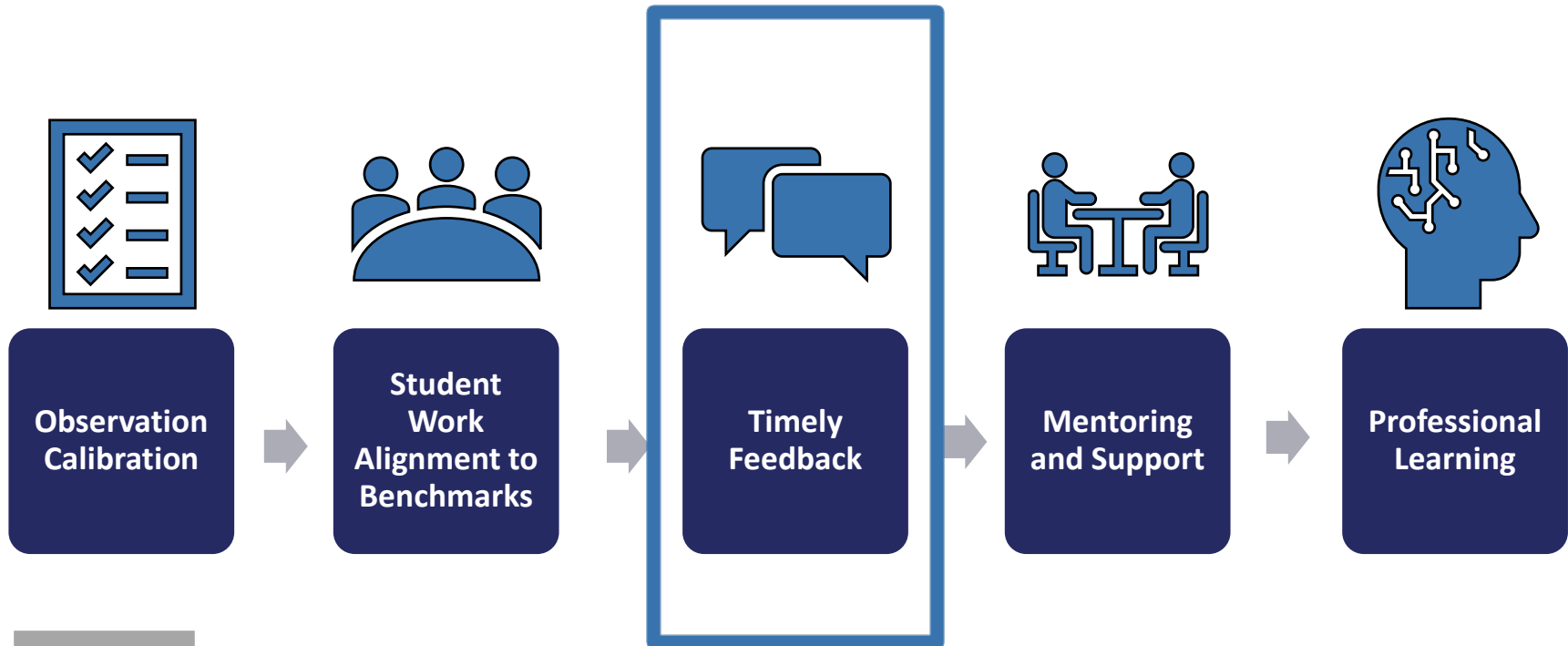
- Use collaborative planning to analyze student tasks for standards alignment.
- Implement procedures to evaluate alignment or implement standards-aligned, district-wide curriculum.
- Routinely examine student work samples during professional learning communities and adjust instruction accordingly.

School Administrator

- Include student work reviews in teacher observation conferences.
- Lead school-wide reviews of tasks and assessments.



Instructional Leadership Best Practices



4

Student Learning and Continuous School Improvement
Effective educational leaders enable continuous improvement to promote the academic success and well-being of all students.

Timely Feedback

Instructional

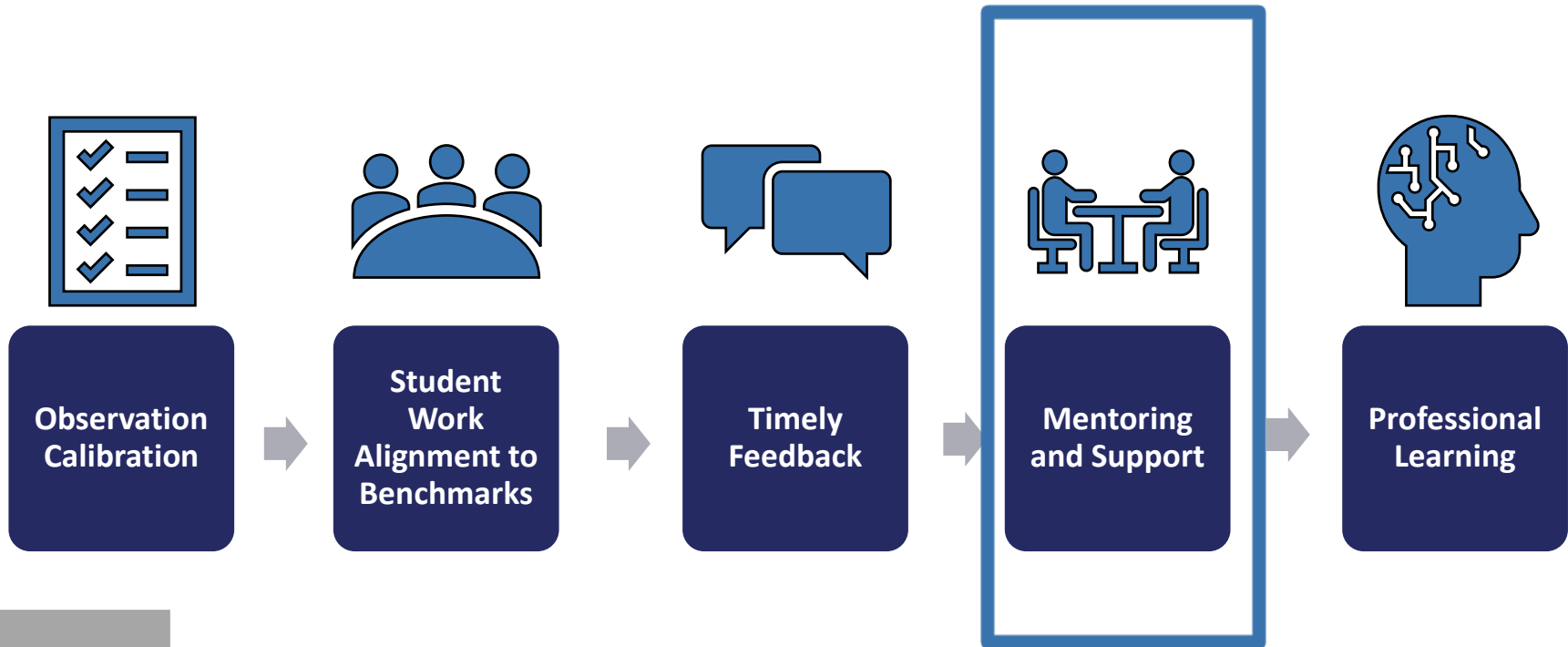
- Provide feedback within 10 business days of the observation taking place.
- Use feedback conversations to identify strengths and actionable areas for growth.
- Schedule follow-up observations to monitor for implementation of feedback.

School Administrator

- Tie feedback to specific school improvement goals, challenges identified in progress monitoring and district goals.
- Schedule reflective leadership conversations.



Instructional Leadership Best Practices



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Building Leadership Expertise

Effective educational leaders cultivate, support and develop other school leaders to promote the academic success and well-being of all students.

Mentoring and Support

Instructional

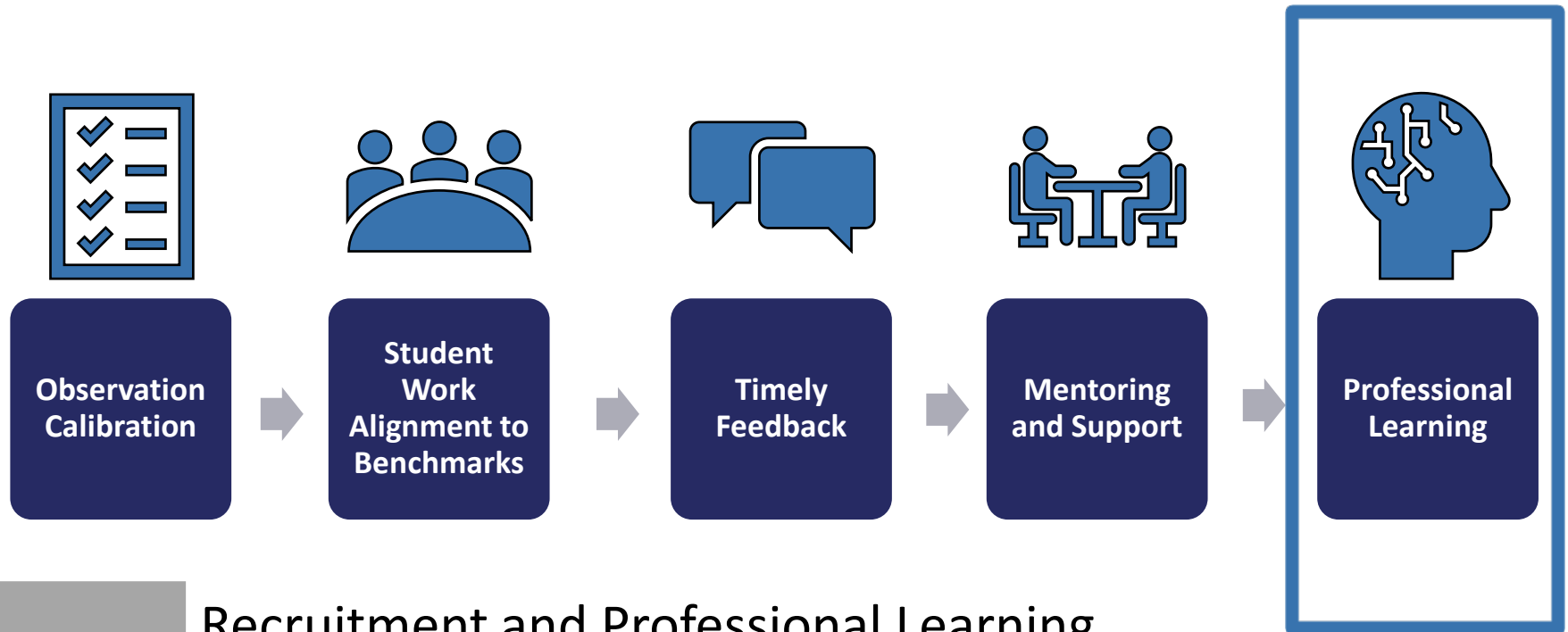
- Pair novice teachers with experienced mentors who have demonstrated effectiveness and expertise in their content area.
- Ensure mentoring includes regular classroom modeling, co-planning and observation feedback cycles.
- Use instructional coaches to provide non-evaluative, embedded support aligned to evaluation goals.
- Integrate mentorship goals into the professional learning plan.

School Administrator

- Match new or struggling administrators with experienced leaders who model strong instructional leadership.
- Include opportunities for job shadowing or site visits to high performing schools.
- Establish leadership cohorts or networks for ongoing professional collaboration and support.



Instructional Leadership Best Practices



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Recruitment and Professional Learning

Effective educational leaders build the collective and individual professional capacity of school personnel by creating support systems and offering professional learning to promote the academic success and well-being of all students.

Professional Learning

Instructional

- Ensure professional learning activities linked to student learning and professional growth for instructional and administrative staff meet the criteria established in Section 1012.98(3)(a)-(j), Florida Statutes.
- Align professional learning offerings to teacher evaluation trends, school data and individual teacher growth areas.
- Require evidence of implementation from professional learning.

School Administrator

- Design professional learning pathways based on leadership evaluation data and performance indicators.
- Provide access to regional or state summer leadership institutes.
- Offer asynchronous or hybrid learning options to accommodate administrators' time constraints.



Support

House Bill 1537 (2023) – Education

- Protects administrators' responsibility to visit and observe classroom teachers for the purpose of instructional coaching.

Journaling Activity

- How does this knowledge **affirm or change** your current practices and thinking about the importance of leadership?
- How does this align to any leadership learning you may have participated in recently?
 - Leadership preparation program
 - Leadership coursework
 - Professional learning



Questions?



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