



Florida Educational Leadership Examination (FELE)

Florida Association of Professors of Educational Leadership (FAPEL) Conference — Fall 2025

Office of Assessment
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Office of Assessment

Susie Lee
Executive Director

Phil Canto
Deputy Executive Director

Postsecondary Assessment

Süleyman Olgar, Ph.D.
Psychometrics, Administration, Scoring and Reporting Director

Hope Bryant
Test Development, Research and Policy Director

Presentation Outline

- FELE Program Overview
 - Timelines
 - FAPEL Involvement
 - New Test Format
- FELE Outcomes
- Performance of State-Approved Program Examinees vs. Non-Program Examinees
- Florida Teacher Certification Exam (FTCE)/FELE Resources for Examinees and Faculty

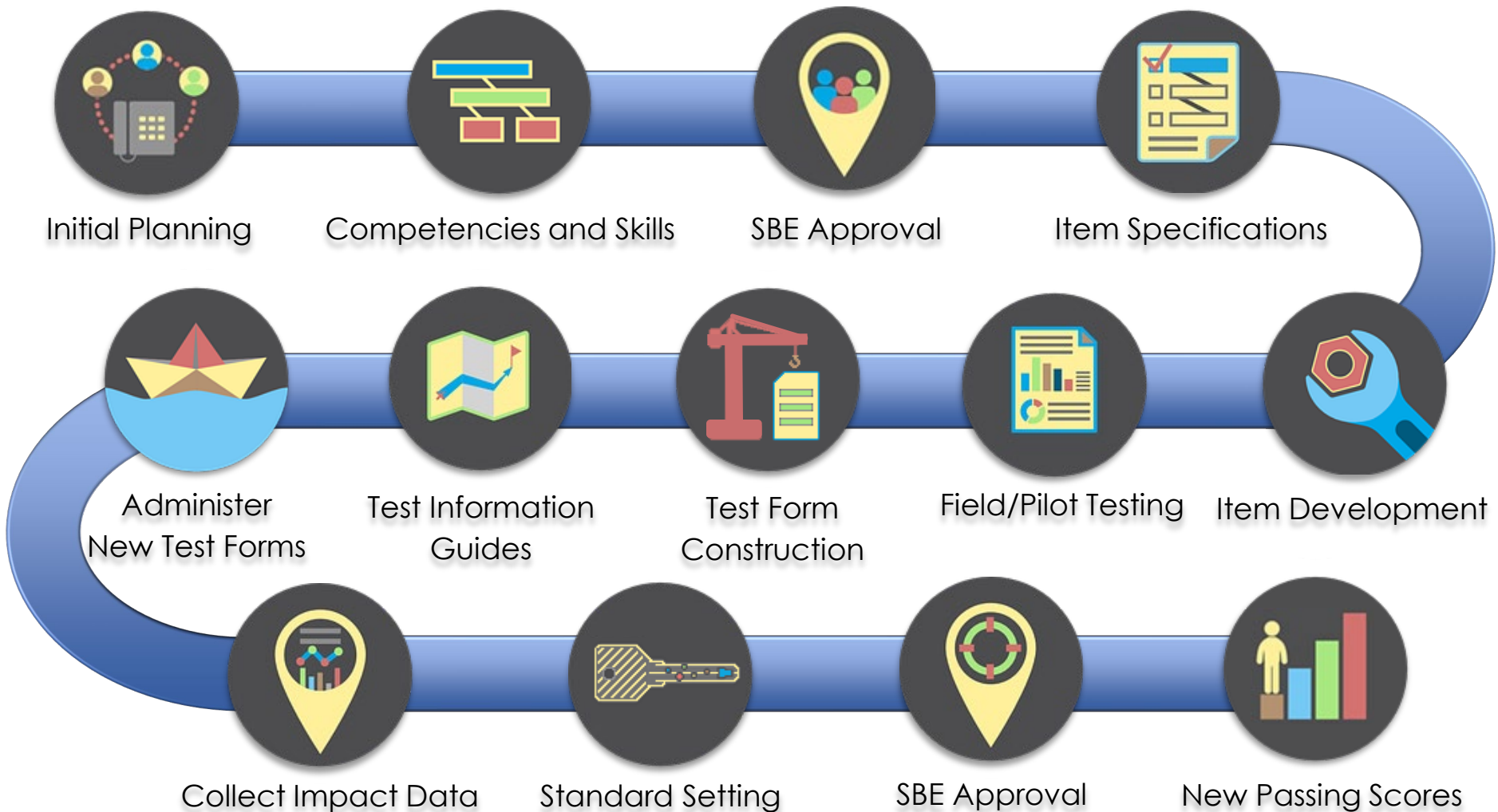


FELE 4.0 Timelines Test Development Update

New FELE 4.0 Implementation Milestones and Timelines

Competencies and Skills Finalization	Fall 2023–Complete
Present Competencies and Skills to State Board of Education (SBE)	January 2024–Complete
New Test Information Guides	August 2025–Complete
New Test Content Assessed	January 2026
Standard Setting	March 2026
SBE for Proposed Passing Scores	Summer/Early Fall 2026
New Tests/New Passing Scores	January 2027

FTCE/FELE Test Development Process



FELE Development and Revisions

FELE Meetings

- Steering Committee (February 27–28, 2023)
- FELE Competencies and Skills Development (May 10–12, 2023)
- FELE Competencies and Skills Validation (June 15–16, 2023)
- FELE Competencies and Skills Finalization (September 28–29, 2023)
- FELE Constructed Response Item (CRI) Specifications Review (March 19, 2024)
- FELE Sensitivity and Bias Review (September 23–24, 2024)

FELE Revision Roles for FAPEL Members

- The Department will directly lead or oversee all activities.
- Evaluation Systems (ES) Pearson: Logistics for all meetings, item specifications development and subsequent steps in the development process, including standard setting.
- Be a part of the process!

[Florida Educator Recruitment Web Site \(nesinc.com\)](http://nesinc.com)

Colleges Who Worked with Us from 2023 to 2025

*Institutions in **red** indicate participation in FELE test development activities.

- Barry University
- Florida A&M University
- **Florida Atlantic University**
- Florida Gulf Coast University
- Florida International University
- **Florida Southern College**
- **Florida State University**
- Jacksonville University
- Nova Southeastern University
- **Saint Leo University**
- Saint Thomas University
- Stetson University
- **University of Central Florida**
- University of Florida
- **University of North Florida**
- University of South Florida
- University of Tampa
- **University of West Florida**



FELE 4.0: Standards, Competencies and Blueprints

FELE Subtest 1: Competencies and Blueprint (FELS 1–3)

Subtest 1: Foundational Policies and Practices of School Leadership

Competencies		Approximate Percentage of Subtest Questions
1	Knowledge of local, state and federal laws, regulations and best practices that promote a safe and effective learning environment	25%
2	Knowledge of effective utilization of resources and fiscal management practices that maximize a safe and effective learning environment	25%
3	Knowledge of effective organizational theory, research and management practices related to school operations that maximize a safe and effective learning environment	30%
4	Knowledge of effective data-driven decision-making processes based on research, best practices and leadership theory to support the vision, mission and improvement priorities of schools	20%

FELE Subtest 2: Competencies and Blueprint (FELS 4–6)

Subtest 2: Leadership Practices for Student Learning

Competencies		Approximate Percentage of Subtest Questions
1	Knowledge of facilitation of student achievement results aligned with student learning goals and state accountability measures	20%
2	Knowledge of prioritization of student learning through leadership actions that build and support a learning organization focused on student success and continuous improvement	20%
3	Knowledge of development and implementation of an instructional framework that aligns school curricula with state standards, instructional strategies, student learning needs and assessments	20%
4	Knowledge of structuring and monitoring of a school environment that improves learning for all student populations	20%
5	Knowledge of recruitment, induction and retention practices to develop a high-performing, diverse faculty and staff	20%

FELE Subtests 3 and 4 Competencies and Blueprints

Subtest 3: Leadership Development (FELS 7)

Competency		Approximate Percentage of Written Performance Subtest Score
1	Ability to demonstrate leadership development skills that cultivate emerging school leaders to promote student academic success and well-being	100%

Performance Task: Action Plan

Subtest 4: Leadership Communication (FELS 8)

Competency		Approximate Percentage of Written Performance Subtest Score
1	Ability to utilize multiple means of reciprocal communication focusing on collaboration to promote greater stakeholder engagement around student academic performance and well-being	100%

Performance Task: Correspondence

FELE 4.0 Written Performance Tasks

- Exhibit 1: Scenario
 - Example: new assistant principal, school issue, directive from principal to work with specific group to create an action plan or draft a memo to address the issue
- Exhibits 2 and 3: Data, Surveys, Ratings
 - Example: classroom observations, graduation rates, achievement scores, learning gains, teacher evaluations, survey results from faculty and/or students with sample comments/views
- Prompt
 - Read and analyze exhibits
 - Write response based on criteria outlined



New FELE 4.0 Format

NEW FELE Subtests – Starting January 2, 2026

- **Subtest 1: Foundational Policies and Practices of School Leadership**
 - 4 competencies with 4 or 5 skills each
 - Approximately 50 multiple-choice (MC) questions
- **Subtest 2: Leadership Practices for Student Learning**
 - 5 competencies with 4 or 5 skills each
 - Approximately 50 MC questions
- **Subtest 3: Leadership Development**
 - 1 competency with 2 skills
 - Performance Task: Action Plan
- **Subtest 4: Leadership Communication**
 - 1 competency with 3 skills
 - Performance Task: Correspondence

FELE 4.0 Fees and Testing Time

Subtest	Number of Questions	FELE 4.0 Test Fees	Testing Time (Minutes)
FELE Subtest 1: MC Items	50	\$53.75	90
FELE Subtest 2: MC Items	50	\$53.75	90
FELE Subtest 3: Action Plan	1	\$53.75	75
FELE Subtest 4: Correspondence	1	\$53.75	60
Total	100 MC and 2 CRI	\$215.00	315*

* This represents only the **actual testing time**, not including break, tutorial or survey time.

New FELE 4.0 Fees	Combination
\$53.75	one subtest
\$107.50	two subtests
\$161.25	three subtests
\$215.00	four subtests

FELE 4.0 Test Administration Format

- FELE 4.0 subtests will be administered, scored and reported **independently**.
- Examinees may register to take any one subtest, two subtests or **any combination in any order**.
- Examinees taking **3 or more subtests will receive a 15-minute break** after completing the second subtest of their testing appointment.
- FELE 4.0 appointment times will include **an additional 20 minutes** for welcome and non-disclosure agreement acknowledgment, tutorial and end-of-test survey.

FELE 4.0 Test Scoring Format

- FELE 4.0 subtests will be scored and reported independently.
 - If an examinee fails any FELE subtests, they can then register to retake only the non-passed subtest(s).
- Subtests 1 and 2 will be scaled to 200 to be the passing score matching the current generation.
- Subtests 3 and 4 performance tasks will be scored on a **new 4-point rubric score scale** with a total passing score that is still to be determined.
- Examinees **must pass all 4 subtests** independently to pass FELE 4.0.
- FELE Standard Setting will be held in **March 2026**.



FELE Outcomes

Data Matching Guidelines and Notes

- Pass rates are based on first-time or best attempt, as indicated.
- “Program” indicates group of examinees claimed by state-approved programs across all types of institutions: state universities, state colleges, private colleges/universities, educator preparation institutes and professional learning certification programs.
- Program matching is done based on Title II records from all years up to the 2023–2024 school year.
- Testing date range is August 1, 2021–July 31, 2024.

FELE Pass Rates by Subtest and Assessment Level

All Examinees

FELE Subtest Name	# of Examinees	# Pass	% Pass
FELE Subtest 1: Leadership for Student Learning	4,610	3,833	83.1%
FELE Subtest 2: Organizational Development	4,518	3,716	82.2%
FELE Subtest 3: Multiple-Choice Systems Leadership	4,545	3,669	80.7%
FELE Subtest 3: Written Performance Systems Leadership	4,429	3,744	84.5%
FELE Assessment Level	4,048	2,985	73.7%

Note: Data is based on all examinees best attempt with testing date range from August 1, 2021, to July 31, 2024.

FELE Program Overall Pass Rates (First vs. Best Attempts)

FELE Subtest	First Attempt		Best Attempt	
	# Takers	% Pass	# Takers	% Pass
FELE Subtest 1: Leadership for Student Learning	2,105	80%	2,330	90%
FELE Subtest 2: Organizational Development	2,091	76%	2,308	88%
FELE Subtest 3: System Leadership (MC)	2,062	74%	2,327	87%
FELE Subtest 3: System Leadership (WPA)	2,058	67%	2,269	91%
FELE Assessment Level	2,043	44%	2,087	83%

Note: Pass rates are based on all examinees testing from August 1, 2021, to July 31, 2024.

FELE Program vs. Non-Program Examinee Pass Rates (First and Best Attempts)

Test Name	Programs				Non-Programs			
	First Attempt		Best Attempt		First Attempt		Best Attempt	
	N	% Pass	N	% Pass	N	% Pass	N	% Pass
FELE Subtest 1: Leadership for Student Learning	2,105	80% (+13)	2,330	90% (+14)	2,012	67%	2,280	76%
FELE Subtest 2: Organizational Development	2,091	76% (+12)	2,308	88% (+12)	1,957	64%	2,210	76%
FELE Subtest 3: Multiple-Choice Systems Leadership	2,062	74% (+13)	2,327	87% (+12)	1,920	61%	2,218	75%
FELE Subtest 3: Written Performance Systems Leadership	2,058	67% (+11)	2,269	91% (+13)	1,909	56%	2,160	78%
FELE Assessment Level	2,043	44% (+14)	2,087	83% (+19)	1,877	30%	1,961	64%

Note: Data is based on all examinees testing from August 1, 2021, to July 31, 2024. Figures in (red) indicate differences in pass rates for Program vs. Non-Programs, both in First and Best Attempts.

FELE Program vs. Non-Program Longitudinal Pass Rates

FELE Subtest		2021-2022		2022-2023		2023-2024	
		# Takers	% Pass	# Takers	% Pass	# Takers	% Pass
FELE Subtest 1: Leadership for Student Learning	Program	803	95%	587	94%	717	87%
	Non-Program	621	81%	615	81%	774	73%
FELE Subtest 2: Organizational Development	Program	791	94%	594	93%	708	85%
	Non-Program	600	81%	611	81%	744	72%
FELE Subtest 3: System Leadership (MC)	Program	783	93%	578	92%	702	83%
	Non-Program	598	79%	604	79%	717	71%
FELE Subtest 3: System Leadership (WPA)	Program	782	95%	583	93%	694	87%
	Non-Program	577	79%	600	82%	731	74%
FELE Assessment Level	Program	689	91%	457	88%	615	73%
	Non-Program	485	70%	443	69%	609	56%

Note: Pass rates are based on examinee **best attempt**.



FTCE/FELE Resources for Examinees and Faculty

Available Reports for Institutions

FTCE/FELE Reporting Ed Portal

- ASCII files (one for FTCE and another for FELE)
 - *Automatic* if examinee selects reporting institution during registration. Institution can also request at a later date.
- Examinee eISRs
 - Examinee MUST select their reporting institution during registration.
- Competency Performance (*aggregate data*)
 - Institutions can request for certain date range and any exam they need by uploading examinees social security numbers to the Ed Portal.
- Results Analyzer Various Reports

Resources for FTCE/FELE Examinees

<http://www.fl.nesinc.com>

- [FTCE/FELE At a Glance](#)

- Find answers to key questions regarding the FTCE/FELE Program.

- [Facts](#)

- Tells the FTCE/FELE story: how tests are developed and scored, etc.

- [Interactive Test Information Guides](#)

- For all tests: each guide includes sample tests, test blueprints and references.
- Includes [sample passing and not-passing essay responses](#) for [FELE](#).

- [Computer-Based Test Tutorials](#)

- Explains to examinees what to expect on test day.

- [Examinee Preparation Videos](#)

- Provides overview of test-taking preparation and strategies.

Faculty Resources

- http://www.fl.nesinc.com/FL_FacultyResources.asp
- Includes faculty-relevant information regarding:
 - understanding FTCE/FELE test content;
 - Institutions of Higher Education assistance to candidates in preparing for the exams;
 - interpreting candidate score reports and
 - purchasing vouchers.
- [Interactive Curriculum Mapping Tool](#)
- Potential uses:
 - Faculty self-evaluation of curriculum
 - Program-level evaluation of curriculum
 - University-level interdisciplinary cooperation
 - Ability to print out a blank worksheet to complete offline or download/print a completed worksheet

FELE 4.0 Links

- [FELE FDOE Webpage](#)
- [FELE Competencies & Skills](#)
- More coming soon...



Questions

Süleyman Olgar, Ph.D.

Phone: 850-245-0806

Suleyman.Olgar@fldoe.org

Hope Bryant

Hope.Bryant@fldoe.org



www.FLDOE.org

