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Question: 1

Part of structuring a school environment that considers diversity and improves learning for all student populations, is ensuring curriculum integrates ethnic content. Banks' Approaches to Multicultural Curriculum Reform includes four levels of ethnic content integration. Of the following, which is the fourth level?

- A. The Contributions Approach.
- B. The Additive Approach.
- C. The Transformation Approach.
- D. The Social Action Approach.

Answer: D

Explanation:

Level 1: The Contributions Approach – focuses on heroes, holidays, and certain cultural elements.

Level 2: The Additive Approach – includes content, concepts, themes, etc. without changing the current structure of the curriculum.

Level 3: The Transformation Approach – The current structure of the curriculum is changed so that students can view concepts, themes, events, etc. from diverse groups' perspectives.

Level 4: The Social Action Approach – Students decide on crucial social issues and take action to solve them.

Question: 2

The principal is taking the time to talk to the teachers about different types of assessments. He is currently talking about diagnostic assessments. Which is true about a diagnostic assessment?

- A. They help a teacher include diversity into their teachings.
- B. They help a teacher determine a student's strengths and weaknesses.
- C. They are used to determine a student's final grade.
- D. They are used as an entrance exam.

Answer: B

Explanation:

Diagnostic assessments are used to help identify students' current knowledge of a particular subject and the student's skills and capabilities. This is done prior to learning taking place. They help a teacher determine a student's strengths and weaknesses. They help a teacher plan their curriculum based on what the student already knows and what they do not know. Types include: pre-tests, self-assessments, discussion board responses, and interviews.

Question: 3

The principal has learned that he will need to hire 6 new employees for the upcoming school year. He knows the recruitment process has now started. When does the recruitment process begin?

- A. Once the new school year starts.
- B. When the principal hires someone.
- C. Once it is realized that someone new needs to be hired.
- D. Once the interviews begin.

Answer: C

Explanation:

To have an effective school, an effective staff is needed and can be obtained through a detailed hiring process. The recruitment process begins once it is realized that someone new needs to be hired. Recruitment is needed after an employee leaves, new work needs to be completed, or an employee is terminated.

Question: 4

After the assessment on Chapter Three Chemistry is complete, Mr. Jones has data on each student and their comprehension on the subject matter. What would Mr. Jones then do with the data, to encourage success from all of his students for the rest of the course?

- A. Ignore the data until the end of the year. At that time, all of the assessment results can be analyzed for which subjects need more instruction for success. The data can also be used to consider a different method or framework for this course in the coming years.
- B. Compile the data and save until parent conferences in two months. Student performance can be discussed along with suggestions for the student for better comprehension if necessary. Top achiever names can also be announced for recognition and reward at this time.
- C. Use the data to assess which students are comprehending the information and which are not doing as well. Mentoring between the two groups is a successful tool in engaging the students in learning. Small group learning is also effective in reinforcing problem areas and ensuring that no one falls behind.
- D. If assessment scores are low for at least fifty percent of the class, begin the chapter again. Obviously, there is a flaw in the framework of the class and may need a different approach. Try to cover the information quickly so that little time is lost. Reassess and re analyze that data.

Answer: C

Explanation:

Assessment data is a good thermometer to the comprehension of the class for a specific curriculum. After the data is collected, the instructor should use this data to identify possible problems in information comprehension, by students, or by the group as a whole. Changes in method of instruction can then be implemented.

Question: 5

The district and school are working together to create a retention policy that will be most effective. They want the process to start at the right time. For the district/school when does working on retaining employees begin?

- A. It begins when the school is notified an employee wants to leave.
- B. It begins when an employee receives a high performance evaluation.
- C. It begins once an employee has been hired and has started working.
- D. It begins during the recruitment process.

Answer: D

Explanation:

Retention policies work to address employee needs, enhance job satisfaction, and reduce costs related to hiring and training new staff. There are many strategies with retention policies. The company should spend the time and effort on finding the perfect match, and then retention will less likely be an issue. Retention begins with recruiting. It is important to orient, train, and treat employees right from the beginning in order to enhance retention. It is important to perform evaluations, and offer high performing employees praise.

Question: 6

The principal is setting up a professional development training for the teachers at his school. He is considering locations. Where can professional development occur?

- A. It can only occur at the workplace.
- B. Professional development can occur at the district office or a seminar location.
- C. It can occur at the workplace, seminars, a college/university, another school, corporate training office, district office, but not online.
- D. It can occur at the workplace, online, seminars, a college/university, another school, corporate training office, district office.

Answer: D

Explanation:

Professional development is a process that is used to improve and increase the skills and capabilities of staff members. It can be done in a formal or informal setting. Professional development focuses on giving educators the skills to address major learning challenges for students. All educators can benefit from professional development. It can occur during school breaks, after school on the educator's personal time, during a teacher work day, at school before or after classes, and during the regular school day. It can occur at the workplace, online, seminars, a college/university, another school, corporate training office, district office.

Question: 7

The district is looking over the FEFP Calculation Schedule. FEFP is calculated five times throughout the year to finally get to the year's final appropriation. Which of the following describes the third calculation?

- A. This is performed by the Florida Legislature.
- B. This is performed when the certified tax roll from the Florida Dept. of Revenue is received.
- C. This is performed when the district's October survey FTE count is received.
- D. This is performed when the district's February and estimated June FTE counts are received.

Answer: C

Explanation:

1st calculation: This is performed by the Florida Legislature.

2nd calculation: This is performed when the certified tax roll from the Florida Dept. of Revenue is received.

3rd calculation: This is performed when the district's October survey FTE count is received.

4th calculation: This is performed when the district's February and estimated June FTE counts are received.

5th calculation: This is performed when the district's June FTE count is received.

Question: 8

A parent has noticed an unfavorable opinion that has been placed in her student's educational record. The parent wants the comment removed. Under FERPA, which is true for this situation?

- A. FERPA enforces the request in this situation and guarantees a solution in the school's favor.
- B. FERPA enforces the request in this situation and guarantees a solution in the student's favor.
- C. FERPA cannot be used in this situation.
- D. FERPA enforces the request in this situation.

Answer: C

Explanation:

The Family Educational Rights and Privacy Act (FERPA) is a federal law that applies to all educational agencies/institutions that receive funding under the Department of Education. Under FERPA, schools are required to consider any request for changes in an educational record that may be incorrect/misleading. FERPA cannot be used to challenge a grade, substantive decision, or an opinion. The law is used to ensure fair recordkeeping practices occur. It does not override disciplinary rulings, placement determinations, and standards for making academic assessments.

Question: 9

A part of being an effective school principal / administrator is understanding the various types of managerial styles and the effect they have on the faculty and ultimately the students. Mrs. Fitzgerald believes the Paternalistic style of leadership is what is necessary for her school to flourish. Of the following statements, which reflects the Paternalistic style?

- A. "I take control of results by defining initiatives for myself and others to take. I offer praise and appreciation for support and discourage challenges to my thinking."
- B. "I persuade others to support results that benefit me personally. If they also benefit others, that's even better in gaining support. I rely on whatever approach is needed to ensure collaboration."
- C. "I demonstrate my commitment to strong results by initiating team action. I explore all facts and alternative views to reach a shared understanding of the best solution."
- D. "I allow fate to determine whether the results will be positive or negative. I expect all those who I work with to do the same."

Answer: A

Explanation:

Paternalistic: "I take control of results by defining initiatives for myself and others to take. I offer praise and appreciation for support and discourage challenges to my thinking."

Opportunistic: "I persuade others to support results that benefit me personally. If they also benefit others, that's even better in gaining support. I rely on whatever approach is needed to ensure collaboration."

Sound: "I demonstrate my commitment to strong results by initiating team action. I explore all facts and alternative views to reach a shared understanding of the best solution."

"I allow fate to determine whether the results will be positive or negative. I expect all those who I work with to do the same." is fictitious and does not reflect any of the commonly used managerial styles.

Question: 10

The administrators at the school feel like the community is not invested in the school. Which of the following allows administrators to build a greater support system among the school community by designating important responsibilities?

- A. This is associated with shared leadership.
- B. The above statement is in regard to professional development.
- C. This is related to inducting school community members.
- D. The above refers to collective bargaining.

Answer: A

Explanation:

Shared leadership is associated with the school increasing the number of individuals involved in making important decisions that affect the school's organization, the school's operation, and academics at the school. Shared leadership allows principals to have more time to work on crucial tasks and be less burdened with smaller roles, it allows administrators to build a greater support system among the school community, it helps schools become more inclusive, it encourages those involved to become

more invested with the school, and it encourages growth of the individuals involved and the school itself.

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