

JUSTIN FAULKNER

Jrfaulkner1@gmail.com | linkedin.com/in/justin-faulkner-2019 | @mr_faulkner

LEADERSHIP EXPERIENCE

Program Coordinator for Principal Rapid Orientation and Preparation in Educational Leadership (PROPEL), Florida Atlantic University, Boca Raton, Fl. **2023-Present**

- Partner and collaborate with Broward County Public Schools district leadership, school site administrators, and aspiring leaders to support the mission and vision of master's degree program in School leadership.
- Organize admissions, selection, and onboarding processes for aspiring leaders into the PROPEL program.
- Input, manage, and analyze data for the Leadership Tracking System.
- Support graduate students through advising with master's and specialist programs.
- Co-teach all coursework with adjunct faculty.
- Scheduling of student coursework, seminars, and professional learning throughout the entire program.
- Identify, interview, and select qualified professors for adjunct roles.
- Lead PROPEL Steering Committee.
- Maintain effective communication between university support personnel, faculty, students, and district personnel.
- Provide mentoring and coaching to school site administrators.
- Plan and implement program completion ceremony.
- Maintain current program assessments and analyze for continuous improvement.

Principal, Green Cove Springs Junior High School, Green Cove Springs, Fl. **2021-Present**

- Increased overall school grade percentage to one point from an A (61%) up from a previous year's 102-point deficit to a mid-range B.
- Increased overall math proficiency from 64% to 67%; increased math learning gains from 52% to 62%; raised lower quartile math learning gains from 44% to 51%; increased science proficiency 65% to 69%.
- Raised school climate and culture rating with district metrics as the top school out of 42 schools in both faculty and students.
- Led the district's instructional vision through weekly PLCs and daily classroom walkthroughs aligned with regular coaching cycles.
- Collaborate with district and community stakeholders to restore academic and climate confidence in response to COVID-19.
- Develop teachers and district assistant principals as emerging leaders.
- Support vision of the Superintendent and leverage individual strengths of team members to maximize output towards vision fulfillment.
- Communicate with parents and stakeholders through weekly newsletters that highlight improving school culture and instructional initiatives.
- Establish a parent volunteer organization to support school improvement through community partnership.
- Establish business partnerships to increase external fundraising.

Principal, Orange Park Junior High School, Orange Park, FL **2018-2021**

- Increased overall math proficiency to 53% up from 56%; increased math learning gains from 45% to 50%; raised lower quartile math learning gains from 39% to 46%; increased middle school acceleration from 77% to 78%.
- Increased teacher attendance to-date by 25%.
- Oversee the Professional Development School partnership with the University of North Florida to ensure high quality mentorship with university education students.
- Increased community partnerships to include Rotary of Orange Park and the Town of Orange Park.
- Communicate with parents and stakeholders through weekly newsletters that highlight improving school culture and instructional initiatives.

Assistant Principal, Orange Park High School, Orange Park, Fl. **2015-2018**

- Coordinate professional development and oversee curriculum and instruction using data analysis to improve classroom teaching and learning as well as school-wide process improvement that reflect goals of the school improvement plan.
- Collaboration with ELA 9 and 10 teachers to raise rigor in instruction through filming, observation, coaching, and feedback which led to an increase in school grade from a C to a B and a historic graduation rate increase from 82% to 94%.
- Other responsibilities include coordinate master scheduling, develop school improvement plan, facilitate student discipline, supervise instructional, and support staff.
- Completed the New Leaders, Emerging Leaders Principal Preparation Program 2018

Assistant Principal, Green Cove Springs Junior High School, Green Cove Springs, Fl. **2014-2015**

- Assisted with professional development, which included school-wide instructional shifts in student collaboration.
- Coordinated master scheduling, facilitated student discipline, supervised instructional and support staff.
- Facilitated property-inventory control and facilities management.

TEACHING EXPERIENCE

Adjunct Faculty Professor, University of North Florida, Jacksonville, FL **2022-2023**

- Taught LDR3003 Intro to Leadership Course through Taylor Leadership Institute/COEHS

Graduate Academic Coach, University of North Florida, Jacksonville, FL **2020-2021**

- Assisted two professors in the Educational Leadership department with graduate level writing instruction for students pursuing their degree in Educational Leadership.

Teacher, English Department, Clay High School, Green Cove Springs, FL **2007-2014**

- Utilized a variety of standards-based teaching methods such as student collaboration, Socratic Seminar and student-centered instruction to enhance critical thinking through effective oral and written communication.
- Established positive relationships with students, parents, colleagues and administration.
- Incorporated engaging, rigorous teaching strategies to advance student literacy in grades 9-12 to achieve college/career readiness in students.
- Consistently achieved highest passing rate (above state and national average) of AP scores in Clay district in both AP Language & Composition and AP Literature & Composition.

ADDITIONAL PROFESSIONAL EXPERIENCE

FLDOE, Florida Educational Leadership Examination (FELE) Steering Committee **2022-Present**

- Serve as industry expert in the redesign of certification requirements for Florida Educational Leaders

FLDOE, Florida Educational Leadership Examination (FELE) Validation Committee **2021-Present**

- Review and validate FELE test questions
- Ensure that the test questions are aligned with state-approved standards

FLDOE, School Educational Leadership Enhancement Committee Taskforce (SELECT) **2021-Present**

- Collaborate with other team members to revise the Florida Principal Leadership Standards
- Redesign and pilot a new Florida School Leaders website for leadership professional learning
- Revise the Level 1 and Level 2 program approval standards in accordance with Quality Measures
- Draft educational policy for statute revisions to impact the quality of leadership programs
- Create new School Leader Evaluation System Observation and Evaluation Forms and Procedures

Florida Association of Elementary and Middle School Principals (FAEMSP) **2021-Present**

- President, steer governing decisions of the Executive Board

District Bargaining Committee Member **2019-2020**

- Worked collectively with district team to bargain with teacher's union on ratifying employee contract language and agreement.

Take Stock in Children Mentor **2018-2021**

- Regularly meet and mentor a local, at-risk high school student to provide guidance and assistance in college preparation.

Guest Lecturer and Speaker**2018-Present**

- *Using Student Achievement Data to Inform Instruction*, University of North Florida [Oct-Nov 2018]
- *New Teacher Expectations Through a Principal's Perspective*, University of North Florida [Jan 2019, Oct 2019, Jan 2020]
- *Administrative Evaluations Professional Panel*, University of North Florida [Feb 2019]
- *Community Engagement Summit Facilitator*, Center for Community-Based Learning, University of North Florida [Mar 2019]
- *Teacher Talk: After Graduation*, Professional Panel, University of North Florida [December 2019]

Presentations

- *Expert Leadership Panel*, Learning Forward Florida Conference – St. Petersburg, Florida [Sept 2023]
- *Tale of Two Studies: Identifying leadership preparation gaps to transform development from teacher to leader*, Leadership for Professional Learning Symposium – Dublin, Ireland [June 2022]
- *Principals Supporting Principals*, FASA Discover Conference [June 2022]
- *Best Practices for Developing Career-Ready Leaders on Campus and in the Community*, National Student Success Conference [March 2020]
- *The Importance of Collaboration Among School/District Leaders and University Leaders When Forming Clinical Partnerships*, NAPDS Annual Conference [February 2020]
- *Understanding the Theorizing and Resultant Decision-Making of Six Educators with Different Roles in our PDS Network*, NAPDS Annual Conference [February 2020]
- *Principals Supporting Principals*, NEFEC Summer Leadership Conference [July 2019]
- *Using Positivity to Increase Collaboration & Outcomes Amongst School Leaders*, FASA Conference [June 2019]

National Math and Science Initiative (NMSI) Consultant**2017-2019**

- Facilitate learning for Advanced Placement Language and Literature students and teachers throughout the US to increase efficacy and achievement levels, specifically in underrepresented populations.

Publications

- Shepard, J., Faulkner, J.R. (2023). The organizational learning core: creating authentic multidimensional coherence in complex professional learning contexts [Unpublished manuscript]. *Professional Development in Education*.
- Faulkner, J.R. (2023). *Florida's Principals' Perceptions of Their Principal Preparation Program* [Unpublished doctoral dissertation]. University of North Florida
- Gibbs, L. J., Ohlson, M., Anderson, C., Brown, E., Lester, S., Faulkner, J., & Jackson, S. The Importance of Collaboration Among School/District Leaders and University Leaders When Forming Clinical Partnerships. *Peabody Journal of Education Special Issue*.

ATHLETIC COACHING EXPERIENCE**Head Boys Swim Coach**, Clay High School, Green Cove Springs, FL**2007-2014**

- Expanded program from five athletes to 45 in two years.
- Led team to first-runner up in state championship series, which included several first-place finishes. Four-year high school varsity coach to 2018 and 2021 Olympic Gold Medalist, Caeleb Dressel.

MEMBERSHIPS

- Learning Forward
- Leadership Florida Education Class 5

- Florida Association of School Administrators (FASA)
- Florida Association of Elementary and Middle School Principals (FAEMSP)
- National Association of Secondary School Principals (NASSP)
- National Association of Professional Development Schools (NAPDS)
- The Association for Supervision and Curriculum Development (ASCD)

EDUCATION

- **Ed.D. in Educational Leadership** University of North Florida, Jacksonville, FL **2019-2023**
- **M.Ed. in Educational Leadership**, Saint Leo University, Saint Leo, FL **2012-2014**
- **B.A. in English**, University of North Florida, Jacksonville, FL **2000-2005**
- **B.A. in Political Science**, University of North Florida, Jacksonville, FL **2000-2005**

AWARDS

- Florida Association of School Administrators - Little Red Schoolhouse Award 2022
- Urban Internship Scholarship Recipient 2019-2021
- Clay County School District Assistant Principal-of-the-Year 2018
- Clay High School Teacher-of-the-Year 2013-2014
- Florida Dairy Farmers Florida Swim Coach-of-the-Year 2013