# FELE Organizational Development Practice Test (Sample)

## Study Guide



BY EXAMZIFY

**Everything you need from our exam experts!**

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# Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

• Practice answering questions under realistic conditions,
• Improve accuracy and speed,
• Review explanations to strengthen weak areas, and
• Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

# How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

## 1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

## 2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 – 45 minutes). Review a handful of questions, reflect on the explanations.

## 3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

## 4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

## 5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

## 6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

# **Questions**

1. **What entitlement does a second-year teacher have regarding their job?**

   A. The right to a promotion

   B. The right to a job for a year

   C. The right to a mentor

   D. The right to additional training

2. **By signing a discipline form, what does a teacher agree to?**

   A. Acknowledges the incident

   B. Accepts the penalties

   C. Confirms student behavior

   D. Agrees to follow up

3. **What is considered the initial step in school-based planning?**

   A. Assessing current capabilities

   B. Clarifying and articulating mission and goals

   C. Creating a budget plan

   D. Collecting stakeholder feedback

4. **What does outcome data refer to in educational assessments?**

   A. Student attendance records

   B. Proficiency and passing rates

   C. Behavioral assessments

   D. Parental involvement metrics

5. **Which receiver behavior is least likely to block decoding?**

   A. Need for frequent clarification

   B. Active listening

   C. Body language alignment

   D. Feedback reception

6. **What is the maximum age considered under age discrimination?**

   A. 50

   B. 70

   C. 80

   D. 90

7. **The attempt by individuals to reach their potential is an example of which approach to motivation?**

   A. Behavioral

   B. Humanistic

   C. Transformational

   D. Cognitive

8. **Action research involves which of the following?**

   A. Planning, researching, acting

   B. Planning, evaluating, reflecting

   C. Researching, acting, reviewing

   D. Reflecting, planning, implementing

9. **What is not typically reported on the state report card?**

   A. Average test scores for each school

   B. Number of schools identified as needs improvement

   C. Overall graduation rates

   D. Per student funding amounts

10. **Is transformational leadership primarily focused on data-based decision-making?**

    A. True

    B. False

    C. Only sometimes

    D. Not applicable

# **Answers**

SAMPLE

1. B
2. A
3. B
4. B
5. A
6. B
7. B
8. A
9. B
10. B

# **Explanations**

## 1. What entitlement does a second-year teacher have regarding their job?

A. The right to a promotion

**B. The right to a job for a year**

C. The right to a mentor

D. The right to additional training

A second-year teacher typically has the entitlement to a job for a year, which aligns with many school district policies and regulations regarding employment contracts. This entitlement provides job security, helping to ensure that teachers have the stability to continue their development and contribute to their learning environment without the immediate threat of termination, as long as their performance meets the district's standards and policies.   This contractual protection allows second-year teachers to focus on refining their skills and establishing their roles within their schools. It also acknowledges the need for teachers to have time to adapt to the educational environment and build their effectiveness as educators during this critical early stage of their careers. While mentorship, promotions, and additional training are often beneficial and encouraged, they may not be guaranteed entitlements as part of standard employment contracts for teachers in their second year.

## 2. By signing a discipline form, what does a teacher agree to?

**A. Acknowledges the incident**

B. Accepts the penalties

C. Confirms student behavior

D. Agrees to follow up

When a teacher signs a discipline form, they are primarily acknowledging the incident. This means that the teacher is recognizing that a specific event or behavior has occurred that necessitated the completion of the form. This acknowledgment is an important part of the process, as it indicates that the teacher is aware of and acknowledges the circumstances that led to the disciplinary action. It serves as documentation for school records and helps in maintaining a clear understanding of the situation among all parties involved, including students, parents, and school administration.   While accepting penalties, confirming student behavior, and agreeing to follow up may also be part of the disciplinary process, the primary function of signing the form is to acknowledge that the incident in question has taken place. This is foundational for addressing the underlying issues and implementing any necessary follow-up actions.

## 3. What is considered the initial step in school-based planning?

A. Assessing current capabilities

**B. Clarifying and articulating mission and goals**

C. Creating a budget plan

D. Collecting stakeholder feedback

The initial step in school-based planning is clarifying and articulating the mission and goals. This foundational step sets the direction for all subsequent activities and decisions within the planning process. By clearly defining the mission, educators and administrators establish a shared vision that reflects the values and objectives of the school community. It serves as a guiding framework that informs other planning components, such as assessing current capabilities, creating a budget plan, and collecting stakeholder feedback.   Without a well-defined mission and goals, it would be challenging to assess capabilities effectively or gather relevant feedback, as stakeholders may lack a common understanding of what the school aims to achieve. Therefore, articulating the mission and goals ensures that all planning efforts are aligned and focused, leading to more coherent and effective educational strategies.

## 4. What does outcome data refer to in educational assessments?

A. Student attendance records

**B. Proficiency and passing rates**

C. Behavioral assessments

D. Parental involvement metrics

Outcome data in educational assessments primarily refers to the measurable results that reflect the effectiveness and success of educational programs. This often includes proficiency and passing rates, which provide clear indicators of students' academic achievements and mastery of the required content. These metrics help educators and stakeholders evaluate the overall performance of students in relation to defined standards and goals, ultimately guiding decisions about curriculum improvements, resource allocation, and instructional strategies. By focusing on proficiency and passing rates, educators can assess the impact of teaching methods and interventions on student learning outcomes, making this data crucial for continuous improvement in educational settings.

## 5. Which receiver behavior is least likely to block decoding?

**A. Need for frequent clarification**

**B. Active listening**

**C. Body language alignment**

**D. Feedback reception**

The behavior that is least likely to block decoding in communication is active listening. Active listening involves fully focusing, understanding, responding, and remembering what is being said. This process encourages receivers to engage with the message, fostering clarity and comprehension. By actively participating in the communication, the receiver is less likely to misinterpret or block the decoding of the message. Contrast this with behaviors such as the need for frequent clarification, which can indicate confusion or a lack of understanding. While seeking clarification can ultimately enhance understanding, it may also interrupt the flow of communication and lead to further misunderstandings if the original context is lost. Meanwhile, body language alignment and feedback reception are conducive to effective communication as they signal engagement and understanding; however, they still rely on the presence of active listening to be effective. Therefore, active listening stands out as a behavior that enhances the decoding process rather than obstructs it.

## 6. What is the maximum age considered under age discrimination?

**A. 50**

**B. 70**

**C. 80**

**D. 90**

The maximum age considered under age discrimination is typically set at 40 years old according to the Age Discrimination in Employment Act (ADEA). However, in the context of the given choices and legal protections available, age discrimination laws often protect workers aged 40 and over. The choice that indicates the highest age in this context is 70, as individuals aged 70 may experience age discrimination. While the legal framework does not set a maximum age limit for receiving protections against age discrimination, it recognizes discrimination experiences in the workforce for individuals 40 years and older, and thus, 70 serves as a practical benchmark in discussions surrounding age-related workplace concerns. Understanding the implications of age discrimination involves recognizing that older employees can face bias in hiring, promotions, and job security, making this age range a focal point for employment laws and discussions of equity in the workplace.

## 7. The attempt by individuals to reach their potential is an example of which approach to motivation?

A. Behavioral

**B. Humanistic**

C. Transformational

D. Cognitive

The example of individuals attempting to reach their potential aligns with the humanistic approach to motivation. This approach emphasizes personal growth, self-actualization, and the importance of individual experiences and emotions in motivating behavior. The humanistic perspective posits that people are inherently driven to improve themselves and strive towards fulfilling their potential, as outlined by theorists like Abraham Maslow.  In this context, the focus is on understanding the individual's motivations from a holistic standpoint, taking into account their needs, values, and aspirations. This is evident in concepts such as Maslow's hierarchy of needs, where self-actualization represents the highest level of psychological fulfillment that one can achieve.  The other approaches, while valuable in their own right, emphasize different aspects of motivation. The behavioral approach focuses on observable behaviors and external rewards, the transformational approach is more concerned with inspiring and motivating others within leadership contexts, and the cognitive approach examines mental processes and how they influence motivation. Each of these perspectives offers insights into motivation, but none encapsulates the intrinsic drive for self-improvement in the same way as the humanistic approach does.

## 8. Action research involves which of the following?

**A. Planning, researching, acting**

B. Planning, evaluating, reflecting

C. Researching, acting, reviewing

D. Reflecting, planning, implementing

Action research is a systematic process that practitioners use to improve their practices through iterative cycles of planning, acting, and researching. This approach aims to engage in a continuous cycle of inquiry and reflection, enabling individuals or teams to assess the impact of their actions and modify their strategies accordingly.  The sequence begins with planning, where specific objectives or changes are identified and strategies are devised to implement them. Following the planning phase, the action phase involves putting these strategies into practice. After acting, the research component comes into play, which involves gathering data, analyzing outcomes, and reflecting on the effectiveness of the actions taken. This cycle allows practitioners to adapt and refine their practices based on evidence, leading to improved outcomes.   In sum, the correct sequence of planning, researching, and acting is fundamental to the action research methodology. This approach emphasizes the importance of a structured process in facilitating effective change and continuous learning within an organization.

## 9. What is not typically reported on the state report card?

A. Average test scores for each school

**B. Number of schools identified as needs improvement**

C. Overall graduation rates

D. Per student funding amounts

The correct response highlights that the number of schools identified as needing improvement is not typically included in state report cards. State report cards focus extensively on quantifiable measures such as average test scores for each school, overall graduation rates, and per student funding amounts. Average test scores provide parents and stakeholders with insights into student academic performance relative to state standards. Overall graduation rates serve as critical indicators of student success and school effectiveness, measuring the number of students who complete their education within the designated timeframe. Additionally, per student funding amounts illustrate the financial resources allocated to each student, which can impact educational quality and achievement. Nonetheless, while identifying schools that possibly require improvement is an essential aspect of educational accountability, it is usually communicated through other means, such as specific improvement plans or targeted reports, rather than included in the general state report card. This distinction is important as it allows the state report card to maintain a clear focus on measurable outcomes that reflect student performance and educational equity.

## 10. Is transformational leadership primarily focused on data-based decision-making?

A. True

**B. False**

C. Only sometimes

D. Not applicable

Transformational leadership emphasizes inspiring and motivating followers to achieve their full potential and foster change within an organization. This leadership style focuses on vision, values, and the development of people, rather than being predominantly data-driven. While it can incorporate data to inform decision-making and assess progress, the core tenets revolve around cultivating relationships, encouraging innovation, and facilitating personal and professional growth. Transformational leaders aim to create a culture of trust and empowerment, encouraging team members to contribute creatively and meaningfully to the organization's goals. They typically prioritize emotional intelligence, communication, and interconnectedness among team members, which may not always rely on quantitative data alone. This approach distinguishes transformational leadership from more analytical, data-centric styles that may prioritize metrics and statistics over people-centric strategies. Overall, while data can be a useful tool in transformational leadership, it is not the primary focus of this leadership approach.

# Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

https://feleorganizationaldev.examzify.com

We wish you the very best on your exam journey. You've got this!