

# OAE Educational Leadership (015) Practice Test (Sample)

## Study Guide



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

**Copyright © 2026 by Examzify - A Kaluba Technologies Inc. product.**

**ALL RIGHTS RESERVED.**

**No part of this book may be reproduced or transferred in any form or by any means, graphic, electronic, or mechanical, including photocopying, recording, web distribution, taping, or by any information storage retrieval system, without the written permission of the author.**

**Notice: Examzify makes every reasonable effort to obtain accurate, complete, and timely information about this product from reliable sources.**

**SAMPLE**

# Table of Contents

<b>Copyright</b> .....	<b>1</b>
<b>Table of Contents</b> .....	<b>2</b>
<b>Introduction</b> .....	<b>3</b>
<b>How to Use This Guide</b> .....	<b>4</b>
<b>Questions</b> .....	<b>5</b>
<b>Answers</b> .....	<b>9</b>
<b>Explanations</b> .....	<b>11</b>
<b>Next Steps</b> .....	<b>17</b>

SAMPLE

# 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**

SAMPLE

- 1. Which of the following accurately represents how school leaders can promote equitable access to curriculum for all students and their parents?**
  - A. They can make staff more comfortable in discussing diversity without promoting equity.**
  - B. They can clarify school staff misconceptions related to deficit theories about minorities.**
  - C. They can model equity in daily interactions, but should avoid confronting discrimination.**
  - D. They can create safe environments, though student support networks are not their job.**
- 2. Before imposing a suspension for school rule violations, what action must educational leaders take according to *Goss v. Lopez*?**
  - A. Review and document the locker search procedure**
  - B. Provide the student with legal advice**
  - C. Arrange an impartial hearing for the student**
  - D. Demonstrate nondiscriminatory application of discipline**
- 3. Which of the following is true regarding how teacher evaluation standards should be designed?**
  - A. Teacher evaluations should reference clear instructional standards to prioritize student learning**
  - B. Teacher evaluations should be conducted by school leaders with a single standardized measure**
  - C. Teacher evaluations should be based on occasional observations and avoid critical commentaries**
  - D. Teacher evaluations should play a minor part in important decisions about teacher employment**
- 4. Research indicates that school leaders spending time on which activity does NOT predict better student achievement?**
  - A. Making evaluations.**
  - B. Class walkthroughs.**
  - C. Coaching teachers.**
  - D. Program development.**

**5. What is the primary focus of a transactional leader in an educational setting?**

- A. Encouraging innovative ideas from staff and community**
- B. Implementing changes to improve the school culture**
- C. Pursuing efficiency through strong supervision**
- D. Promoting long-term student engagement and growth**

**6. If a teacher excludes a male student from a knitting club, what should the principal do first?**

- A. Create a knitting club for male students.**
- B. Force the sponsor to allow participation.**
- C. Speak with the teacher about their biases.**
- D. Support the sponsor's decision.**

**7. In developing a curriculum that fosters independent learning, which of the following approaches is emphasized?**

- A. Teacher-directed instruction**
- B. Student-centered learning**
- C. Standardized teaching methods**
- D. Scripted lessons**

**8. What is a vital role of school leaders in fostering a positive school culture?**

- A. To dictate rules without faculty involvement.**
- B. To endorse policies without seeking feedback.**
- C. To engage faculty in decision-making processes.**
- D. To prioritize compliance over innovation.**

**9. What is true about mental health and its impact on student learning?**

- A. Educational problems are not related to mental health issues.**
- B. External stressors can create obstacles to learning and achievement.**
- C. Only diagnosed psychological disorders can be addressed in schools.**
- D. Only students qualifying for special education can receive mental health support.**

**10. What strategy is best for engaging a variety of stakeholders in developing the school mission?**

- A. Host a school assembly to get feedback from the student body.**
- B. Create a committee of teachers, students, and parents.**
- C. Distribute a survey to students, parents, staff, and community members.**
- D. Meet with local business owners in the community.**

SAMPLE

## **Answers**

SAMPLE

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

SAMPLE

## **Explanations**

SAMPLE

- 1. Which of the following accurately represents how school leaders can promote equitable access to curriculum for all students and their parents?**
  - A. They can make staff more comfortable in discussing diversity without promoting equity.**
  - B. They can clarify school staff misconceptions related to deficit theories about minorities.**
  - C. They can model equity in daily interactions, but should avoid confronting discrimination.**
  - D. They can create safe environments, though student support networks are not their job.**

The statement that school leaders can clarify staff misconceptions related to deficit theories about minorities highlights a crucial action to promote equitable access to curriculum. Addressing and correcting misunderstandings about deficit theories is essential because these misconceptions can lead to biased educational practices that negatively affect minority students. Deficit thinking positions certain groups as lacking necessary skills or traits compared to others, which can influence teacher expectations, student interactions, and access to resources. By providing professional development and discussions around these issues, school leaders can ensure that all staff have a better understanding of equity and are more likely to implement inclusive practices. This approach makes way for a school culture that values diversity and promotes higher expectations for all students, ultimately working towards equitable access to curriculum. It emphasizes the importance of an informed faculty that recognizes the strengths and potential of every student, regardless of their background. Addressing these misconceptions directly challenges inequitable mindsets and can lead to systemic changes in how curriculum access is provided and perceived.

- 2. Before imposing a suspension for school rule violations, what action must educational leaders take according to Goss v. Lopez?**
  - A. Review and document the locker search procedure**
  - B. Provide the student with legal advice**
  - C. Arrange an impartial hearing for the student**
  - D. Demonstrate nondiscriminatory application of discipline**

In the context of educational leadership and student rights, the correct answer highlights the necessity of due process as mandated by the landmark case *Goss v. Lopez*. This case established that students must be given certain procedural rights when they face suspensions from school. Specifically, it determined that students should have the opportunity for an impartial hearing prior to the suspension being imposed, which allows them to present their side of the story and defend against the allegations made against them. The requirement for an impartial hearing ensures fairness in the disciplinary process and aligns with the overarching principles of justice and equity in educational settings. It acknowledges students' rights and provides a structured process that prevents arbitrary or unjust punishments, thereby fostering a more respectful and educational approach to discipline. The other choices do not reflect the essential due process rights outlined in *Goss v. Lopez*. While reviewing procedures, providing legal advice, and demonstrating nondiscrimination in disciplinary measures are undoubtedly important aspects of an equitable educational environment, they do not specifically address the procedural protections that must be in place before a suspension can be imposed.

**3. Which of the following is true regarding how teacher evaluation standards should be designed?**

- A. Teacher evaluations should reference clear instructional standards to prioritize student learning**
- B. Teacher evaluations should be conducted by school leaders with a single standardized measure**
- C. Teacher evaluations should be based on occasional observations and avoid critical commentaries**
- D. Teacher evaluations should play a minor part in important decisions about teacher employment**

When designing teacher evaluation standards, it is essential that they reference clear instructional standards that prioritize student learning. This approach ensures that the evaluations are aligned with educational goals and outcomes, reinforcing the commitment to improving teaching quality and, consequently, student performance. By establishing benchmarks grounded in instructional standards, evaluations can more effectively measure the efficacy of teaching methods, provide constructive feedback, and create opportunities for professional development. This alignment promotes a consistent framework that educators can use to enhance their practice, benefiting both teachers and students alike. In contrast, the other options present less effective practices. Conducting evaluations by school leaders using a single standardized measure may overlook the complex nature of teaching, while evaluations focused solely on occasional observations lack the depth needed for comprehensive assessments. Additionally, a minor role for evaluations in employment decisions undermines their significance in professional accountability and growth opportunities for teachers.

**4. Research indicates that school leaders spending time on which activity does NOT predict better student achievement?**

- A. Making evaluations.**
- B. Class walkthroughs.**
- C. Coaching teachers.**
- D. Program development.**

The correct answer reflects the understanding that while class walkthroughs can be a useful tool for school leaders to gain insights into teaching practices and student engagement, research has shown that they do not have a direct correlation with increased student achievement in the same way other activities do. When school leaders engage in making evaluations, coaching teachers, or developing programs, these activities directly influence the quality of teaching and learning environments. Making evaluations involves assessing the performance of educators, which can lead to targeted professional development or necessary changes in instructional strategies. Coaching teachers provides individualized support that can directly enhance instructional practices, leading to better student outcomes. In program development, leaders create or refine educational initiatives that can enrich the curriculum or improve school practices, ultimately influencing student success. In contrast, while class walkthroughs can inform a leader about existing conditions in the classroom, the connection to significant positive changes in student achievement is not as strong as the other activities. Thus, the evidence suggests that the time spent on class walkthroughs alone is less impactful on improving performance compared to the other activities that focus more directly on teaching and learning.

## 5. What is the primary focus of a transactional leader in an educational setting?

- A. Encouraging innovative ideas from staff and community
- B. Implementing changes to improve the school culture
- C. Pursuing efficiency through strong supervision**
- D. Promoting long-term student engagement and growth

The primary focus of a transactional leader in an educational setting centers around pursuing efficiency through strong supervision. Transactional leadership is characterized by a clear structure and defined roles, where leaders emphasize task completion and compliance with established protocols. This leadership style often relies on the use of rewards and consequences to motivate staff and ensure that goals are met.

Transactional leaders prioritize operational efficiency and address immediate organizational needs, making them adept at managing day-to-day activities and ensuring that the school functions smoothly. By providing strong supervision, they help clarify expectations and hold staff accountable for their performance. This structured approach can lead to improved productivity and a focused educational environment, though it may not emphasize innovation or long-term vision as much as other leadership styles might. The other options, which highlight encouraging innovation, implementing cultural changes, and promoting long-term growth, lean more towards transformational leadership, where the focus is on inspiring and motivating followers to go beyond their immediate tasks for broader goals.

## 6. If a teacher excludes a male student from a knitting club, what should the principal do first?

- A. Create a knitting club for male students.
- B. Force the sponsor to allow participation.
- C. Speak with the teacher about their biases.**
- D. Support the sponsor's decision.

When addressing the situation where a male student has been excluded from a knitting club, the principal's first step should be to engage in a dialogue with the teacher about their biases. This approach is crucial as it encourages reflection and understanding of the reasons behind the decision to exclude the student. By discussing potential biases, the principal can promote an inclusive environment and reinforce the idea that clubs should be open to all students regardless of gender. Engaging in a conversation allows for a thorough examination of the underlying beliefs that might have influenced the teacher's decision. This step is foundational for fostering an equitable educational environment and guiding the teacher toward embracing inclusivity, which is essential in all aspects of school activities. Discussing biases can help to address and correct misconceptions that may lead to exclusionary practices, thereby supporting a culture of acceptance and diversity. Addressing the teacher's biases first is crucial because it not only seeks to resolve the current situation but also aims to prevent similar issues from arising in the future. It empowers the teacher to consider inclusivity in their club activities and encourages them to be mindful of their decisions moving forward.

7. In developing a curriculum that fosters independent learning, which of the following approaches is emphasized?

- A. Teacher-directed instruction
- B. Student-centered learning**
- C. Standardized teaching methods
- D. Scripted lessons

The focus on student-centered learning in developing a curriculum that promotes independent learning is significant because this approach prioritizes the needs, interests, and abilities of students. By placing students at the center of the learning process, they are encouraged to take ownership of their education, explore their curiosities, and engage in critical thinking. In a student-centered environment, educators facilitate rather than dictate learning, allowing students to make choices about their learning paths. This fosters intrinsic motivation and skill development necessary for independent learning, such as problem-solving, self-regulation, and collaboration with peers. This contrasts with other approaches that may limit student engagement and autonomy. In teacher-directed instruction, for example, the teacher is the primary source of knowledge, which can stifle students' initiative to learn independently. Standardized teaching methods and scripted lessons also restrict creativity and personalization, making it difficult for learners to engage deeply with the material or take responsibility for their educational journey. Thus, student-centered learning is the most effective approach for fostering independence in learners.

8. What is a vital role of school leaders in fostering a positive school culture?

- A. To dictate rules without faculty involvement.
- B. To endorse policies without seeking feedback.
- C. To engage faculty in decision-making processes.**
- D. To prioritize compliance over innovation.

Engaging faculty in decision-making processes is crucial for establishing a positive school culture. When school leaders involve teachers and staff in crafting policies and practices, it fosters a sense of ownership and commitment among faculty members. This collaborative approach encourages open communication, promotes trust, and helps ensure that the needs and perspectives of those who work directly with students are considered. As a result, the school environment becomes more inclusive and supportive, leading to improved morale and collaboration among staff, which ultimately benefits student learning and achievement. Moreover, this active engagement allows leaders to tap into the diverse experiences and expertise of their faculty, resulting in more effective and innovative strategies that can address the unique challenges of the school community. In contrast, the other options reflect approaches that could alienate staff, suppress creativity, and impede the development of a shared vision for the school's culture.

## 9. What is true about mental health and its impact on student learning?

- A. Educational problems are not related to mental health issues.
- B. External stressors can create obstacles to learning and achievement.**
- C. Only diagnosed psychological disorders can be addressed in schools.
- D. Only students qualifying for special education can receive mental health support.

The statement regarding external stressors creating obstacles to learning and achievement is true, as it underscores the significant influence that mental health has on a student's ability to succeed academically. Mental health encompasses a wide range of emotional, psychological, and social well-being, and when students face external stressors—such as family issues, poverty, bullying, or trauma—they can experience difficulties in concentration, motivation, and overall engagement with their education. These external factors can lead to reduced academic performance, behavioral issues, and even social withdrawal, all of which adversely affect learning outcomes. Recognizing and addressing these stressors is crucial in educational settings, as supporting students' mental health can lead to improved attendance, greater academic achievement, and enhanced social-emotional skills. The other options are limited in their perspective. They downplay the relationship between mental health and educational experiences or restrict access to support, ignoring the broader implications mental health has on all students, not just those with identified disorders or disabilities. A comprehensive understanding of mental health in education involves recognizing the multifaceted ways it impacts students, which is why the statement about external stressors is particularly relevant and accurate.

## 10. What strategy is best for engaging a variety of stakeholders in developing the school mission?

- A. Host a school assembly to get feedback from the student body.
- B. Create a committee of teachers, students, and parents.
- C. Distribute a survey to students, parents, staff, and community members.**
- D. Meet with local business owners in the community.

Distributing a survey to students, parents, staff, and community members is an effective strategy for engaging a broad spectrum of stakeholders in developing the school mission. This approach allows for the collection of diverse perspectives and insights, ensuring that multiple voices are heard in the decision-making process. Surveys can reach a wide audience, providing an opportunity for those who may not be able to attend meetings or assemblies to contribute their thoughts. Additionally, surveys can be designed to include both open-ended questions and specific prompts, gathering qualitative data alongside quantitative insights. By ensuring confidentiality and anonymity, stakeholders may feel more comfortable providing honest and candid feedback, which can lead to a more accurate representation of the community's values and priorities. Furthermore, the analysis of survey results can help identify common themes and areas where stakeholders align, facilitating a more collaborative approach to crafting a mission that truly reflects the collective vision of the school community. This inclusivity and focus on data-driven decision-making ultimately strengthens the sense of ownership and commitment among stakeholders regarding the school mission.

# 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](mailto:hello@examzify.com).**

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

**<https://oaeeducationalleadership015.examzify.com>**

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

**SAMPLE**