Engaging school leaders to validate novices’ decision-making as expressed in their simulations

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**Abstract:** Leading, facilitating, and making decisions (ELCC, 2011) is central to administrative positions and school leadership. The adage ‘practice makes perfect’ suggests there is a difference between novice and expert. This study examines the perspectives of school experts when reviewing decisions made by novices using online simulations and the gaps in novices’ decision-making as identified by these experts. A one-day workshop was held with experts to evaluate, discuss, and recommend changes to online decision-making simulations designed by graduate students in a principal preparation program. Decision-making simulations provide novices a vehicle for increasing their practice and fine tuning skills with guided support from college faculty. Understanding the limitations novices bring to new positions of school leadership can assist in the redesign of internship experiences using online simulations.