



Redesigning Principal Preparation in Illinois

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Context of State Principal Preparation Work

- Work started with Wallace Foundation Grant
- Timeline of activities
- Private Funding Support from The Wallace Foundation, McCormick Foundation, and Frye Foundation
- Engagement of Governor's P-20 Council to support IBHE and ISBE in sustaining and building upon the work



Using Policy as a Catalyst for Improving Programs

- ❑ New Principal Endorsement Requirements
 - ❑ P-12 principal endorsement
 - ❑ Targeted to instructional leaders
 - ❑ Focus on “district as consumer”
 - ❑ Outcomes-oriented internship requirements
 - ❑ Pre-qualification for new teacher evaluation requirements
 - ❑ Inclusion of not-for-profit providers



Tapping Into Other Policy Levers

- ❑ Teacher Leadership Endorsement
- ❑ New Licensure Board Approval Process
- ❑ Teacher and Leader Dashboard



Using Technical Assistance to Support Not Gotcha!

- ❑ Extensive Field Engagement Process (Funded by Wallace Foundation)
- ❑ Implementation Work (Funded by McCormick Foundation)
 - ❑ Technical Assistance Support
 - ❑ Evaluation Capacity Building Support
 - ❑ Statewide Evaluation (projected future project)
- ❑ Revamping Program Review Process (State Funding and Frye Foundation)
- ❑ Tying Program Outcomes to New P-20 Longitudinal Data System (Federal and State Funding)



What Helped

- ❑ Research on importance of leadership and best practices in principal preparation
 - ❑ Examples of effective preparation programs in-state (e.g., UIC, New Leaders, ISU/Springfield)
- ❑ Growing buy in and support from key stakeholders, including early childhood and teacher unions
- ❑ Outcomes oriented movement
- ❑ Partnership between Illinois State Board of Education and Illinois Board of Higher Education



What Did Not Help

- ❑ Limited data to shift focus on the issues
 - ❑ Outcomes Data
 - ❑ Cost Effectiveness Data
- ❑ Limited buy-in and support from districts and administrators organizations
- ❑ At the time, little work done on continuum work on statewide level – preparation to evaluation
- ❑ Loose organization of higher education



What Lies Ahead

- ❑ Aligning the continuum of support- preparation, professional development, and evaluation
- ❑ Aligning work to outcomes and changing the culture to continuous improvement
- ❑ Influencing preparation in other areas
 - ❑ Teacher preparation
 - ❑ Superintendent preparation



Resources

- ❑ Illinois School Leader Web Site – www.illinoisschoolleader.org
- ❑ LINC Web Site - <http://leadershiplinc.illinoisstate.edu/>
- ❑ Performance Evaluation Advisory Council (PEAC) - <http://www.isbe.net/peac/default.htm>
- ❑ Performance Evaluation Growth Through Learning initiative - <http://www.growththroughlearningillinois.org/>
 - ❑ <https://growththroughlearning.connectsolutions.com/p5woka0027g/>
- ❑ Illinois P-20 Council - <http://www2.illinois.gov/gov/P20/Pages/default.aspx>
- ❑ Illinois Race to the Top – <http://www.isbe.state.il.us/racetothetop/default.htm>
- ❑ State Certification - <http://www.isbe.net/esd/default.htm>



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