

## Updates on Implementation of New P-12 Principal Endorsement

Illinois is on the forefront of preparing highly effective school principals, which resulted from five years of engagement with universities and districts that is all documented on the Illinois School Leader web site at [www.illinoischoolleader.org](http://www.illinoischoolleader.org). This work began five years ago as a result of the recommendations of the IBHE Commission on School Leader Preparation (see <http://www.ibhe.org/Board/agendas/2006/August/Item6fullReport.pdf>), commissioned in response to the strategy of “strengthening teacher and school leader quality through upgraded standards and professional development” aligned with **Public Agenda Goal 1**: To increase educational attainment to match best-performing states by increasing success of students at each stage of the P-20 education pipeline.

The following is information regarding various national reports recognizing the pioneering work of Illinois around school leadership, technical assistance providing to new P-12 Principal Endorsement programs in Illinois, efforts to monitor the implementation of the new programs, and affiliated work occurring with the new Superintendent Endorsement and Teacher Leadership Endorsement programs.

### Reports

- A new publication by the National Governors Association (NGA) titled *Leading for Early Success: Building School Principals' Capacity to Lead High-Quality Early Education* (see <http://www.nga.org/files/live/sites/NGA/files/pdf/2013/1306LeadingForEarlySuccessPaper.pdf>) highlights the work done in Illinois around the new P-12 principal endorsement in describing how governors can build effective school leadership to promote high-quality P-3<sup>rd</sup> education.
- The National Conference of State Legislators (NCSL) also released a policy brief last fall titled, *Preparing a Pipeline of Effective Principals: A Legislative Approach* (see <http://www.wallacefoundation.org/knowledge-center/school-leadership/state-policy/Pages/Preparing-a-Pipeline-of-Effective-Principals-A-Legislative-Approach.aspx>), that featured Illinois' work in transforming school leadership preparation and support. The brief was the result of a seminar held for legislators at the [NCSL Legislative Summit](http://www.ncsl.org/issues-research/educ/leadership-chicago.aspx) (see <http://www.ncsl.org/issues-research/educ/leadership-chicago.aspx>) in August 2012 and a [webinar](http://scee.groupsie.com/post/using-policy-to-improve-principal-preparation) (see <http://scee.groupsie.com/post/using-policy-to-improve-principal-preparation>) hosted by NGA, NCSL, and CCSSO focused on using policy to improve principal preparation that also featured Illinois' work.

### Technical Assistance

- To provide support, the Center for the Study of Education Policy received a grant from the McCormick Foundation to provide technical assistance to four universities in Illinois (Western Illinois University, Loyola University, Illinois State University and North Central College) with implementing the new P-12 principal endorsement. The work of these four universities is documented in a [Toolkit](http://leadershiplinc.illinoisstate.edu/symposium/documents/finalToolKit.pdf) (see <http://leadershiplinc.illinoisstate.edu/symposium/documents/finalToolKit.pdf>) that includes case studies and artifacts from the four programs. This work was also featured at

a [statewide symposium](#) on April 18, 2013 (see <http://leadershiplinc.illinoisstate.edu/symposium/>).

- With funding support from the McCormick Foundation, the Center is also working with five principal preparation programs in Illinois (North Central, Loyola University, New Leaders for New Schools, SIUE, and UIUC) to help them develop [formative program evaluation models](#) (see [http://education.illinoisstate.edu/downloads/csep/RFP%20Continuous%20Improvement%20Process%20for%20Principal%20Prep%20Programs\\_Center%20ISU.pdf](http://education.illinoisstate.edu/downloads/csep/RFP%20Continuous%20Improvement%20Process%20for%20Principal%20Prep%20Programs_Center%20ISU.pdf)) around a continuous improvement process aligning the university programs with their district partners. This work (to be completed in Spring 2014) will be featured in a similar statewide forum. This work may also help shape a potential statewide evaluation of the impact of the new P-12 principal endorsement programs.

#### Monitoring Work

- We know that this work has not occurred without challenges. In regards to concerns from superintendents regarding a perceived shortage of candidates, the Center put together a [white paper](#) (see [http://education.illinoisstate.edu/downloads/csep/Principal%20Preparation%20Supply%20Demand%20White%20Paper\\_USE%20THIS.pdf](http://education.illinoisstate.edu/downloads/csep/Principal%20Preparation%20Supply%20Demand%20White%20Paper_USE%20THIS.pdf)) showing the current number of Type 75 holders (which are grandfathered in and still qualify for principal positions).
- The Center also held a meeting between seven university preparation program faculty, ISBE and IBHE staff, and professional organizations (IASB and IASA) to discuss current concerns and questions regarding the new principal preparation programs. The minutes from this meeting, can be found at: <http://education.illinoisstate.edu/csep/>. To avoid any pending shortages of principals, Dean Langdon from IASB is going to survey principal preparation program coordinators three times a year to monitor the trend of how many candidates are enrolling in teacher leadership endorsement and principal endorsement programs and how many are graduating from these programs.

#### Affiliated Work:

- Superintendent Endorsement: This work has been promising but cannot occur in isolation. The State Board of Education is making recommendations soon for strengthening superintendent preparation programs, which occurred through the work of a [statewide Superintendent Advisory Committee](#) (see <http://www.isbe.state.il.us/prep-eval/htmls/sag.htm>).
- Teacher Leadership Endorsement: Universities are also currently developing their teacher leadership endorsement programs for approval by the [Illinois State Educator Preparation and Licensure Board](#). While these are exciting changes happening in pre-service programs, more work needs to occur to create shared vision among universities and districts and to develop support systems that result in a pipeline of support and succession.