

Illinois School Leader Advisory
Council
(ISLAC)

IASPA

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Human Resource & Leadership Development

- Connection between HR and Student Achievement
- Importance of the Principalship
- District/University Partnerships
- Leadership Development
- Succession Planning

Illinois State Leadership Advisory Council

Purpose and Overview of ISLAC

A five-year strategic plan detailing how Illinois will systemically achieve a statewide approach to preparing and supporting school leaders through effective programs to provide high quality school leadership in every school in the state, regardless of location.

Why???

- A strong principal can dramatically improve school culture, climate, and student outcomes in a relatively short time.
- We know how principal do this –vision, people, systems –and know how to prepare
- The policy challenge: systemically organizing a state's resources to support a pipeline of school leaders who can lead school to improve learning.

The Principal

- Conductor of the Orchestra
- The Multiplier, Paul Manna
- The Change Agent, Michael Fullan
- The Magnet

Key Elements of Illinois Public Act 096-0903

- Termination of Type 75 – General Administrative
- Creation of new Principal Endorsement attached to a Professional Educator License
- Selective Admission Criteria
- PK-12 Licensure Structure
- Year-long Performance-based Internship
- Competency-based Assessment
- 8-hour Principal Endorsement Exam

Legislation is not Sufficient

- “Disruptive innovation” is necessary for system change & requires ongoing supports =
- ISLAC created by ISBE, IBHE, ISU/CEP, Advance IL, with support from Wallace & McCormick
- Representative of PK-20
- Met six times between 2014 and 2015
- “Architecture of Support”

Recommendations

- Office of School Leadership
- Communities of Practice for Emerging Leaders
- Clinical Experiences / Partnerships

Goals

- Regional Partnerships
- Implementation Communities of Practice
- Mentors & Leadership Coaches
- Professional Networks
- Data Systems
- Preparation Pipeline
- State-level Office to support efforts

...of note!

- IERC
- Wallace Foundation
- Consortium on Chicago School Research
- Others

Implementation

- Hubs
- Collaboration PK-12
- Professional Development
- Mentors
- Clinical Experiences
- Data Reporting
- Ongoing Monitoring and Support

It's Being Done Examples

- Springfield
- Chicago
- Bloomington
- Quincy
- Aurora East
- Naperville

What You Will See

- Well-designed preparation programs; including field work & internships
- Data Systems & Reporting
- Regional Hubs & Partnerships
- Candidate & Mentor Recruitment, Training, and Support
- Communities of Practice
- Ongoing Monitoring & Support / Office of Leadership

Next Steps

- Report Distribution
- Communication
- ISBE / IBHE
- Foundations
- Policy Makers
- The Field
- Implementation, Commitment, and Ongoing Support and Monitoring

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