

The Chicago Leadership Collaborative

November Board Presentation
11/16/11

Four pillars of reinventing CPS – with principals as key agents-of-change

Best Principals and Best Teachers

Develop and support highly effective leaders

Best Schools

Create portfolio plan to ensure right school for every child

Best Curriculum

Aligned with Common Core to allow post-secondary success for every child

Engaged Community

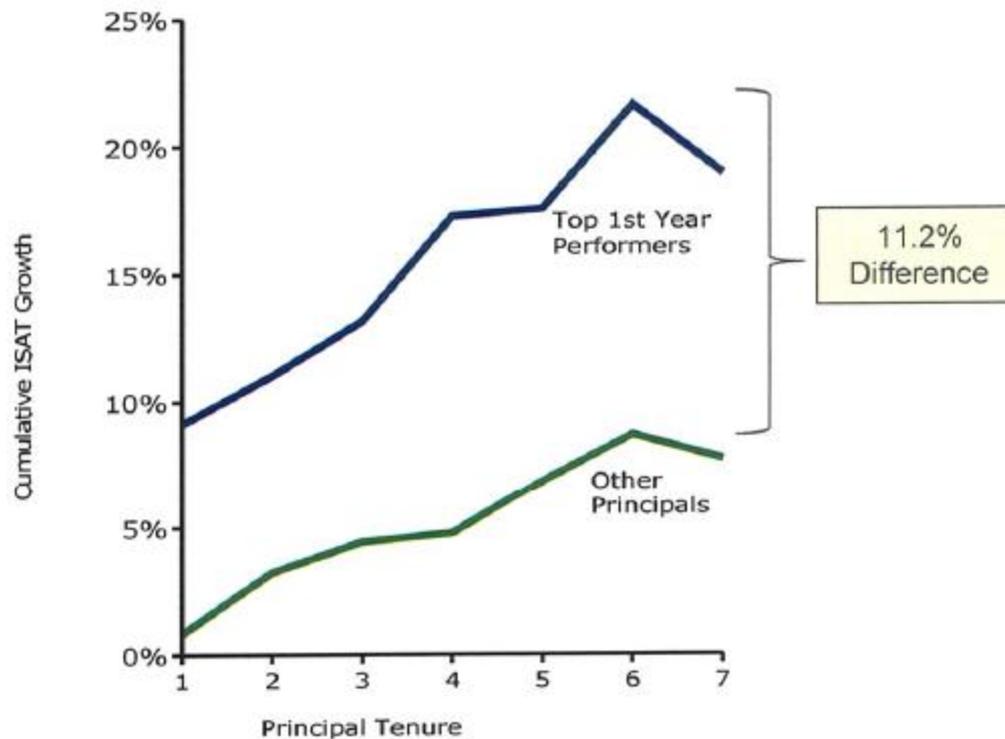
Increase access for parents and community members

The Current State

- 2011-2012, 95 Principal Vacancies
 - Principal vacancies were filled by:
 - 48% Assistant principal from CPS (internal)
 - 23% Experienced principals from CPS (internal)
 - 18% Other CPS positions (internal)
 - **10% *Partner internship programs***
 - 1% Experienced principals from outside (external)
- 2012-2013, 110 Projected Principal Vacancies

Early Strong Performance Can Have a Meaningfully Different Impact Over Time

**Cumulative ISAT Growth by Principal Tenure,
'00-'01 through '08-'09**



Work is underway to articulate the specific competencies of high performing principals

- Drafting of Principal Competencies is underway
- Competencies will clearly define what a high-performing principal must know and be able to do
- Multiple stakeholders inside and outside the district have been consulted in the process, including principals, Chiefs of Schools, and the Chicago Leadership Collaborative (CLC) Advisory Council
- These competencies are foundational to the CLC program design, curriculum, and implementation

Creating a pipeline of new high performing principal candidates

- The Chicago Leadership Collaborative will form a partnership between CPS and principal preparation partners to recruit, train, support, and retain effective principals who are ready to lead from day one
- Goal is to expand from 32 partner residents to 100+
- The CLC program, aligned to the new principal competencies, will determine who is ready to start impacting student achievement on day one

Chicago Leadership Collaborative New Principal Pipeline: Timeline

September 2011

November 2011

December 2011

Program Validation

RFP Release

RFP Proposal Due

January 2012

February – March 2012

April – May 2012

Award Announcement
Semi –Finalist

Final Awards

Recruitment and Selection of
Candidates

June 2012 – May 2013

June 2013

Internship

First Cohort of CLC graduates ready
For
Principalship

Key Milestones

Program Validation: Validate structural and content design with principal advisory group and steering committee

Request for Proposal: RFP issued to better align prep program objectives to CPS standards with a specific focus on induction, content design, and program/participant evaluation

RFP Proposal Due: All proposals from potential partners are due and will be reviewed during this time

Announcement of Winners: All program partners who have been selected to be a part of the CLC will be announced

Recruitment: develop internal recruitment strategy and determine minimum eligibility requirements for program partners recruitment efforts

Selection: select the most highly qualified candidate and communicate program and candidate expectations/responsibilities

CLC Institute: The CLC Institute will be district relevant professional development (i.e., CCSS, ILT development)

Internship: 1 year internship that is designed to give residents rigorous authentic leadership experiences

The CLC will be central to ensuring we meet our demand to place high performing principals in all schools

- **Build infrastructure and capacity** in the system to support and develop principals through communities of support and ongoing learning
 - Network teams focus on developing principal capacity
- **National opportunities** to ensure best practices
 - National Board Certification
 - Cahn Fellows
- **Performance Bonuses** for exceptional growth

The CLC: Leading the nation in principal development

- Unprecedented internal capacity to develop, attract, and retain high performing principals
- Chicago as the “destination of choice” for aspiring urban school leaders
- A robust pipeline to meet continuing demand, and rising expectations for student performance
- Clear principal competencies, clear school expectations, clear student performance
- Holding preparation partners accountable for results
- Owner, operated and delivered for CPS

The Chicago Leadership Collaborative Advisory Council – ensuring best practices

- **Paul Bambrick Santoyo**– Uncommon Schools
- **Warren Simmons** – Annenberg Institute at Brown University
- **Brenda Cassellius**– Minnesota State Commissioner of Ed
- **Don Shalvey** – Co-Founder of Aspire, Deputy Director of Gates Foundation for Education
- **Dr. Mahalia Hines** – Member of the Chicago Board of Education, former CPS Principal
- **Zipporah Hightower** - Principal, Chicago Public Schools
- **April Gobel**- Executive Director, KIPP Chicago
- **Jason Leahy** – Executive Director, Illinois Principal Assoc
- **TBD** – The Chicago Public Education Fund