

The Chicago Leadership Collaborative

CPS Vision

**We will create a system of schools
that prepares every student,
in every community to
succeed in college and career.**

Chicago Leadership Collaborative

- Principals are a key lever in the CPS theory of action
- 300+ new principals are needed over the next 3 years
- Every principal must increase their leadership capacity to ensure every student graduates college & career ready

The Chicago Leadership Collaborative (CLC) was created in response with the following *Mission*:

Every school will have a high performing principal who optimizes autonomy and accountability to drive student results

Developing and Expanding Pipelines for New High Performing Principals

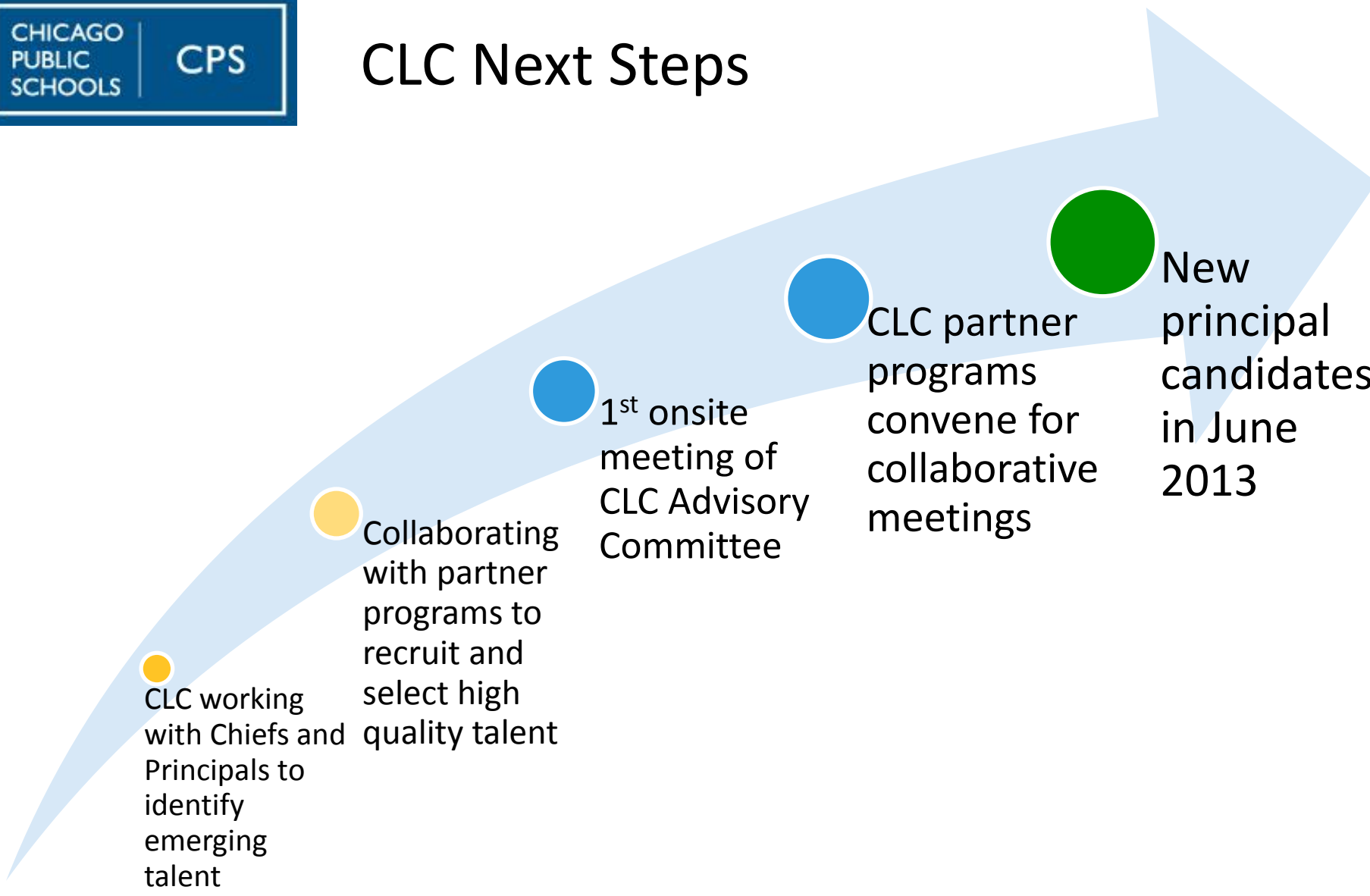
From (Current State)

To (Future State - CLC)

- Limited expectations from CPS for the principal pipeline providers
 - Principal pipeline providers work independently in silos
 - Majority of principal candidates do not participate in rigorous internship (32 in 2011 – 2012)
 - Informal process to set-up partnerships with limited provider accountability
- Principal competencies set clear expectations for pipeline providers
 - Expectation that pipeline providers collaborate and share best practices
 - Majority of principal candidates participate in rigorous internship (300 by 2015)
 - Formal RFP process to set clear expectations for providers and high accountability

Recommended Partner	Type of Program	# of Interns Ready for Principalship in Fall of 2013	# of Interns Preparing for Internship in Fall of 2013	Programmatic Costs (estimated as \$15,000/intern)
Loyola University	<ul style="list-style-type: none"> Assistant Principal Interns (imbedded in current position) 	25		\$375,000
New Leaders	<ul style="list-style-type: none"> Full-time Interns Assistant Principal Interns (imbedded in current position) Aspiring Turnaround Principals (AUSL) Emerging Leaders 	25 10 5	50	\$600,000 \$335,000
Teach for America	<ul style="list-style-type: none"> Year 1 – Practicum at Harvard University Year 2 – Internship in CPS 	5	12	\$255,000
University of Illinois - Chicago	<ul style="list-style-type: none"> Full-time Interns Assistant Principal Interns (imbedded in current position) 	12 3		\$225,000
Total		85	62	\$1,790,000

CLC Next Steps



CLC working with Chiefs and Principals to identify emerging talent

Collaborating with partner programs to recruit and select high quality talent

1st onsite meeting of CLC Advisory Committee

CLC partner programs convene for collaborative meetings

New principal candidates in June 2013

CLC Principal Development

Leading the Nation:

- ✓ 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 standards for performance
 - ✓ Clear competencies, clear expectations, clear outcomes
 - ✓ Holding programs & partners accountable for results
 - ✓ Chicago Leadership Collaborative: owned by CPS, operated by CPS, delivered for CPS
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CLC National Advisory Council

Purpose: To advise CPS in principal leadership development strategy

- Council is comprised of national and local experts in the leadership development
- Meet in Chicago twice per year- first onsite meeting April 27-28, 2012

Members:

- **Paul Bambrick-Santoyo** - Uncommon Schools
 - **Brenda Cassellius** - Minnesota State Commissioner of Education
 - **April Goble** – Executive Director, KIPP Chicago
 - **Zipporah Hightower** - Principal, Chicago Public Schools
 - **Dr. Mahalia Hines** - Longtime principal /Member of the Chicago Board of Education
 - **Jason Leahy** - Executive Director, Illinois Principal Association
 - **Don Shalvey** - Co-founder of Aspire /Deputy Director of Gates Foundation for Education
 - **Warren Simmons** - Annenberg Institute at Brown University
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