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

- Top 1st Year Performers
- Other Principals

11.2% Difference
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

### 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

---

<table>
<thead>
<tr>
<th>September 2011</th>
<th>November 2011</th>
<th>December 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Validation</td>
<td>RFP Release</td>
<td>RFP Proposal Due</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>January 2012</th>
<th>February – March 2012</th>
<th>April – May 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Award Announcement</td>
<td>Final Awards</td>
<td>Recruitment and Selection of Candidates</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>June 2012 – May 2013</th>
<th>June 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internship</td>
<td>First Cohort of CLC graduates ready for Principalship</td>
</tr>
</tbody>
</table>
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