

## Principal Recruitment Program Standards

Standards:

1. Serving Diverse & Under-represented Candidates
2. Candidate Recruitment & Enrollment
3. Principal Recruitment Program Supports
4. Candidate Job Placement in Principal or Assistant Principal Positions
5. Partnership with Principal Preparation Program(s)
6. Partnership with School Districts
7. Continuous Improvement

<p><b>Serving Diverse and Under-represented Candidates</b></p>	<p>The Principal Recruitment Program creates a diverse and qualified pool of future principals and meets goals outlined in ISBE Strategic Plan Goal 3.2:</p> <p><i>Establish a school/district leadership department that will support the recruitment of a diverse leadership pipeline with a focus on race and culturally responsive leadership.</i></p> <p><i>By the end of the 2022-2023 school year the number of diverse leader candidates across the state will increase by 10%</i></p>
<p><b>Candidate Recruitment &amp; Enrollment</b></p>	<p>A range of targeted strategies are employed to ensure eligible candidates are recruited into the Diverse Principal Recruitment Program.</p> <p>The Principal Recruitment Program provides potential candidates with sufficient information and support to decide whether to enroll. For example, the program will:</p> <ul style="list-style-type: none"> <li>● Create clear guidelines for Principal Recruitment Program eligibility.</li> <li>● Provide services that the Principal Recruitment Program will offer, such as assistance with the application process and job placement opportunities in principal or assistant principal roles following completion;</li> <li>● Provide a timeframe of Principal Recruitment Program completion;</li> <li>● Match candidate with a particular principal preparation program;</li> <li>● Provide financial incentives</li> <li>● Provide an open application process and Principal Recruitment Program contact information.</li> </ul> <p>The Principal Recruitment Program makes it a priority to:</p> <ul style="list-style-type: none"> <li>● Build supportive relationships with potential candidates.</li> <li>● Employ diverse recruitment strategies and <b>partner with organizations focused on advancing diverse and under-represented leaders.</b></li> <li>● Target recruitment efforts to encourage candidates with high-priority skills &amp; experience (e.g., instructional leadership, culturally responsive leadership, experience in high-ELL schools or secondary schools) to apply.</li> </ul>

	<ul style="list-style-type: none"> <li>• Clearly articulate rigorous and transparent selection criteria</li> <li>• Oversee a fair, systematic candidate selection process</li> <li>• Offer incentives for diverse candidate participation and completion</li> </ul> <p>The enrollment process is transparent and timely. Candidates are clear on their eligibility and receive timely notification of their enrollment status.</p>
<p><b>Principal Recruitment Program Supports</b></p>	<p>The Principal Recruitment Program has a distinct and clearly defined approach to supporting candidates. Some strategies might include:</p> <ul style="list-style-type: none"> <li>• <b>Partnering with organizations focused on advancing diverse and under-represented leaders</b></li> <li>• Providing guidance during the application process</li> <li>• Matching candidates with individuals for guidance in particular classes</li> <li>• Establishing routine check-in times and procedures</li> </ul> <p>The Principal Recruitment Program establishes avenues for candidates to gain experience prior to job placement.</p> <ul style="list-style-type: none"> <li>• Provide quality internship opportunities as defined by <i>Part 30 Principal Preparation Administration Rules</i></li> <li>• Connect principal candidates with veteran administrators in the field to establish connections and program supports</li> </ul>
<p><b>Candidate Job Placement in Principal or Assistant Principal Positions</b></p>	<p>The Principal Recruitment Program has clear strategies to assist principal preparation candidates to be placed in the principalship. For example, approaches might include:</p> <ul style="list-style-type: none"> <li>• Reviewing, revising, and editing candidate resumes to highlight unique strengths</li> <li>• Providing mock interviews to refine skills</li> <li>• Sending out job posting notifications</li> <li>• Coaching diverse candidates to overcome obstacles identified by Focus Groups and Advisory Group: See DDSL Work Plan at <a href="http://District and School Leadership (isbe.net)">District and School Leadership (isbe.net)</a></li> <li>• Incentivizing placement in principalship positions</li> <li>• Connecting principal candidates with veteran administrators to develop relationships and a professional network.</li> </ul>
<p><b>Partnership with Principal Preparation Program(s)</b></p>	<p>The Principal Recruitment Program demonstrates that it engages accredited principal preparation program(s) that have a history of successfully preparing high quality principal candidates. Strategies might include:</p> <ul style="list-style-type: none"> <li>• Working with the principal preparation program department chair to provide targeted services for diverse principal candidates</li> <li>• Collaborating with the principal preparation program’s diversity office</li> </ul>
<p><b>Partnership with School Districts</b></p>	<p>The Principal Recruitment Program demonstrates that it works with school district leadership to support candidates, internships, and placement of candidates into principal and assistant principal positions. Strategies might include:</p>

	<ul style="list-style-type: none"> <li>● Working jointly with a district to establish unique field experience opportunities</li> <li>● Creating a transition plan with a school district for the principal candidate</li> <li>● Providing awareness of qualified diverse candidates to hiring bodies (school districts, search groups, etc)</li> </ul>
<p><b>Continuous Improvement</b></p>	<p>The Principal Recruitment Program has clear strategies to evaluate and improve program components, including: serving diverse and underrepresented candidates, candidate recruitment and enrollment, diverse principal recruitment program supports, candidate placement in principal and assistant principal positions, and partnership with principal preparation program(s). The Principal Recruitment Program collects data to determine whether program components were implemented as intended and has processes to inform improvement.</p> <p>The Principal Recruitment Program has systems to improve the effectiveness of individuals involved. The Principal Recruitment Program monitors completion rates, job search/preparation strategies, and job placements (for example, through logs or similar tools) and has systems for collecting feedback from principal preparation candidates and colleges/universities. This information is used to continuously improve and tailor the Principal Recruitment Program to address individual needs of principal candidates ensuring success in obtaining a principal or assistant principal position.</p>