



Illinois State Board of Education

CALL FOR VOLUNTEERS 2018 CONTINUOUS IMPROVEMENT COMMUNITIES OF PRACTICE

Application Deadline: May 25, 2018

Informational Webinar (Video Call): May 3, 2018 Time: 2:30 p.m.-3:30 p.m.

Why Communities of Practice?

Those in a community of practice share a common concern or passion and learn how to advance that passion through regular shared interaction. The members of a community of practice share a domain of interest, engage in joint activities, and have an ongoing, sustained interaction over time contributing to their shared practice. Communities of practice can serve varied functions, including solving problems, sharing information, providing experience, utilizing shared assets, coordinating and strategizing, building a case for action, documenting projects, mapping knowledge, gaining confidence, and more.¹

The Illinois State Board of Education is convening a pilot set of regional Continuous Improvement Communities of Practice (CICPs) in 2018. The goal of the pilot effort is to create a unified effort driven by regional educator preparation program (EPP) and district teams to insure that all P-12 students have 'learner ready teachers' day one in the classroom, particularly teachers certified in high need areas. Through this effort, districts and EPPs will share and look at data to drive action together and ensure that district needs drive shifts in EPPs' pipelines, structures and systems.

Specifically, the purposes of convening the CICPs are:

- To advance the effectiveness of collaboration among educator preparation providers and their PK-12 school/district partners in order for them to better recruit, train, and retain teachers in high-need subjects and in high-need schools throughout Illinois.

1. Etienne and Beverly Wenger-Trayner, "Introduction to communities of practice," Wenger-Trayner, 2015, <http://wenger-trayner.com/introduction-to-communities-of-practice/>

- To utilize district outcome data, like student learning and teacher evaluation, to improve programming at the EPPs;
- To explore the effectiveness of CICPs as a model for continuous improvement of educator preparation and as potential solutions to common collaborative barriers; and
- To build the state's collective knowledge, resources, research findings, experiences, and insights about communities of practice as a model of collaboration to share with those beyond each CICIP.

The CICIPs made up of CEEDAR partner EPPs will be convened to create a shared vision to address the shortage of SPED teachers and further increase SPED teacher quality by leveraging the recommendation developed by CEEDAR state leadership team to align areas of focus and further scale up partner EPPs work.

Who Will Participate in the CICIPs?

CICIPs must be led by a state approved educator preparation provider (EPP), include one or more PK-12 school/district partners, and may include other EPPs. Each CICIP will identify participants in each of the following roles who would commit to being involved in the process:

- 2 teacher preparation program leadership staff
- 2 district leadership staff
- 1 lead data person (research assistants, faculty, etc.)

All recommended participants should have a high interest in this effort and willingness to be an active participant. A primary point of contact for the CICIP from each EPP and each district must be identified.

What 'Areas of Focus' will the CICIPs address?

The 2018 Continuous Improvement Communities of Practice (CICIPs) are intended to support collaborative learning and leadership around the use of data to drive program improvement. Each CICIP will identify shared areas of focus, agree upon a strategy to address that area, and define the initial action steps in a mutually beneficial plan. CICIPs are asked to propose an area of focus appropriate to their regional context and priorities.

What are the benefits of forming a CICIP?

CICIP participants will have the unique experience of collaborating with other change-oriented people from an array of roles and institutions across the state in a collaborative and asset-focused environment. They can expect to learn with and from other CICIPs and gain experience facilitating this type of collaborative learning process, including using remote digital engagement tools and harvesting resources and shared knowledge.

What is the commitment required?

All CICIP participants will be required to participate in an orientation video call scheduled for June 5 2018. CICIPs will convene for one in-person gathering of the entire pilot CICIP cohort June 19-20, 2018, with the location to be determined at a later date. This event will be organized by ISBE staff and the Branch Alliance for Educator Diversity (BranchED). CICIPs will then prepare for and co-facilitate at least four conversations with their CICIP over the next six months. Immediately following the in-person gathering, the CICIP lead will provide ISBE staff with four dates/times for their CICIP sessions. A Progress Call will be held with each CICIP in September, and a final cohort call will take place in December, 2018.

In sum, the CICIP commits to the following activities:

- Day and ½ meeting (June 19-20, 2018):
 - Participating EPPs meet as a group to better understand their data and utilize it for improvement. Separately, participating districts meet as a group to better understand their workforce data and utilize it for improvement.
 - Later in the day, all members of each CICIP pilot cohort will meet and begin the work together. The CICIPs will assess the current status of their partnership and share the vision and current performance of their institutions/programs. The CICIP will develop a shared goal of the partnership. This group will have a conversation about how it can move forward together over the next year to improve the CICIP's programs and to improve outcomes for All kids. The CICIP will then make a plan for the next year.
- Four subsequent full CICIP meetings (to be scheduled by the CICIP leads) over the next six months. Every-other-month the CICIP lead EPP will check in with ISBE and BranchED.
- One Progress Call in September with each CICIP
- CICIPs will develop a recorded webinar presentation on results of effort and lessons learned.
- Final CICIP Cohort call in which each regional CICIP will share webinar and future goals for work of broader CICIP.

In addition to meetings, CICIPs commit to utilizing facilitation tools with their own full teams at their institutions to put in place continuous improvement discussions and processes in their organizations. Groups that want to connect their effort to other regional work, like Regional Offices of Education, would be encouraged to do so.

“SIGN US UP!!”

Letters of interest must be submitted in a PDF format no later than May 25, 2018 via email to:

- Tina Dimmitt-Salinas (cdimmitt@isbe.net) Division Supervisor, Educator Effectiveness, Illinois State Board of Education

Submitted letters of interest should include a cover letter and CICIP narrative. The CICIP narrative should articulate the participants’ interests in being a part of the pilot project, describe a potential area of focus to be addressed (though this area of focus may be changed later), and describe the current partnership among CICIP participants, including:

- Identify all CICIP participants, including who will lead the CICIP, with all relevant contact information;
- Clearly identify the current partnership status;
- Describe what steps have already been undertaken to reach this current status; and
- Propose how participation in the pilot CICIPs will advance partnership effectiveness.

ISBE staff will review the letters of interest and select the 2018 CICIP pilot cohort participants using the following criteria:

- demonstrated commitment to leadership in the implementation and use of the state’s APR data system and ed360 to use data to inform continuous improvement systems;
- willingness to commit to deeply engaging in a CICIP for the pilot months (May 2018 – December 2018);
- interest in both developing collaborative processes and in co-creating resources and learning opportunities for others; and
- identification of CICIP members with complementary skills and perspectives.

Questions?

ISBE will offer an informational webinar on May 3, 2018 from 2:30 p.m. – 3:30 p.m. via Zoom video conference call. [Click Here](#) to register for the webinar. Contact Alicia Harney at aharney@isbe.net, Principal Consultant in ISBE’s Educator Effectiveness Division if you have any additional questions.