



Continuous Improvement Communities of Practice

ISBE and BranchED Catalyze a New Partnership Model in Teacher Prep



New Partnership Model

The Illinois State Board of Education (ISBE) has enlisted the support of the [Branch Alliance for Educator Diversity \(BranchED\)](#) to develop and launch a pilot initiative aimed at establishing Continuous Improvement Communities of Practice (CICPs). The goal of this pilot is to leverage the work of the CEEDAR initiative to catalyze collaborative learning and leadership around key issues related to the launch of the Partnership for Educator Preparation (PEP) statewide data system. CICPs are led by a state approved educator preparation provider (EPP), include one or more PK-12 public school district partners, and may also include other EPPs. **What makes this Community of Practice model powerful is that it advances the effectiveness of collaboration among educator preparation providers and their public-school district partners in order for them to better recruit, train, and retain teachers in high-need subjects and in high-need schools.** Each CICP has identified a shared area of focus, agreed on a strategy to address that area, and defined the initial action steps in a mutually beneficial plan. CICPs topics are appropriate to their regional context and priorities. CICPs will share data and drive action together and ensure that district needs drive shifts in EPPs' pipelines, structures and systems.



Areas of focus

- ❖ Aligning EPP secondary clinical observation rubrics with district teacher performance evaluation frameworks and calibrating P-12 and EPP evaluators to insure reliability
 - **Governors State University and Crete-Monee 201-U**

- ❖ Aligning district teacher vacancy data to candidate interest data to drive the collaborative development of a SPED endorsement for elementary education students that includes a recruitment pipeline
 - **Illinois State University and Macon-Piatt Special Education District**

- ❖ Examining demographic data across the P-16 pipeline to develop and implement a P-16 strategy for increasing the diversity of teacher candidates and, ultimately, the teacher workforce
 - **Northern Illinois University and Dekalb District 428**



"Community of Practice to me, is really bringing together stakeholders from all different perspectives to work together on an issue that everyone wants a solution to"

-- Christie Border, Illinois State University

Preliminary Results

A kick-off event was held on June 19-20th on the campus of Governors State University. CICIP leadership teams that participated in the kick-off consisted of two representatives from the lead EPP, two representatives from the partner district, and one individual to serve as the data lead for the CICIP. Participants came to agreement on the nature of the CICIP model and set goals for the enhancement of their partnerships. Teams also established goals for their collaborative projects, mapping out action plans for the next twelve months.

Participants reported that the kick-off activities pushed their thinking and set them on a strong course for more productive working relationships. In fact, one participant stated that the kick-off was "Absolutely wonderful! I feel so connected to our team after working together the last 2 days and think we will reap the benefits of our CICIP for many years to come."

CICIP leadership teams will meet regularly throughout the next six months with the support of BranchED facilitators. The cohort of CICIPs will convene in-person in December to share progress, lessons learned, and to help chart the course for future expansion of the CICIP model across the state.

