Statewide System of Success
Tiered Supports Levels by Organization

(Based on what is currently happening and understanding that these support levels may change)

	Level 1	Level 2	Level 3
Illinois State Board of Education (ISBE)	**Level 1: Universal Support** ***These services are free of charge to schools/districts.*** • Identify Local Needs • Plan for School Improvement • Select Evidence-Based Practices • Implement and Monitor • Examine, Reflect, Adjust Course Provide access to school improvement coordinator via school improvement helpline. There is access to all school improvement resources on the ISBE School and District Improvement webpage. Guidance documents and on-demand learning series are available to support schools in their improvement efforts. Resources are grouped by category:	**Level 2: Collaborative Growth Support** ***These services are free of charge to schools/districts.*** • Identify Local Needs • Plan for School Improvement • Select Evidence-Based Practices • Implement and Monitor • Examine, Reflect, Adjust Course • Planning Grant • Implementation Years Grant There is access to all school improvement resources on the ISBE School and District Improvement webpage. Guidance documents and on-demand learning series are available to support schools in their improvement efforts. Resources are grouped by category:	**Level 3: Specialized Support** ***These services are free of charge to schools/districts.*** • Identify Local Needs • Plan for School Improvement • Select Evidence-Based Practices • Implement and Monitor • Examine, Reflect, Adjust Course • Planning Grant • Implementation Years Grant There is access to all school improvement resources on the ISBE School and District Improvement webpage. Guidance documents and on-demand learning series are available to support schools in their improvement efforts. Resources grouped by category:

ILLINOIS STATE BOARD OF EDUCATION

	Level 1	Level 2	Level 3
Illinois State Board of Education (ISBE)		**The lead for school/district improvement coordinates services.** • In-person regional launch meetings for newly designated targeted schools. • Virtual meetings pertaining to specific school improvement topics. • Virtual meetings providing support to schools in status targeted for children with disabilities. • Virtual meetings providing support to schools in status targeted for English learners (ELs). • Virtual office hours. • One-to-one customized assistance, as needed, for school improvement planning, monitoring, reporting, and grants.	**Seven school improvement coordinators, department lead, and department supervisor meet virtually with both Comprehensive Support and Improvement school/district administration at least monthly and Intensive Support and Improvement school/district administration at least twice monthly.** • Provide launch meetings for newly designated schools. • Provide customized and intentional coaching support to develop school and district leadership capacity around effective school improvement practices. • Guide and assist with the creation and implementation of the School Improvement Plan, including creating effective goals that are specific, measurable, achievable, relevant, and time-bound (SMART). • Advocate for underserved students (e.g., ELs, special education students, students of color, or students living in poverty) using school/district improvement resources to ensure all students have equitable access to quality curriculum and instruction. Serve as thought partners to schools, providing guidance in the following areas: • Reviewing data. • Explaining program requirements, including permissible use of funds, explanation of school designation reports, and role of learning partners. • Planning for school improvement. • Monitoring school improvement efforts.

Level 1	Level 2	Level 3
Tier 1: Universal Support	**Tier 2: Collaborative Growth Support**	**Tier 3: Specialized Support**
These services are free of charge to schools/districts.	*These services are fee for service.*	*These services are fee for service.*
Focus: Provide universal support for all schools. **Audience:** All schools, regardless of designation **Description:** Every school in this tier, regardless of designation, receives access to foundational resources and tools to support ongoing growth and improvement.	**Focus:** Address specific areas of need. **Audience:** All schools, recommended for Targeted **Description:** Schools in this tier receive tailored support to address identified improvement priorities and build on their existing strengths.	**Focus:** Drive schoolwide and systemic change. **Audience:** All schools, recommended for Comprehensive and Intensive **Description:** This combined tier provides tailored, high-intensity support for schools requiring significant improvement across multiple areas. The focus is on fostering sustainable, systemwide change by addressing foundational challenges, building leadership capacity, and implementing evidence-based strategies. Schools receive personalized guidance and robust resources to ensure improvement efforts lead to meaningful and lasting outcomes.
1. **Access to a repository of tools and resources of best practices:** Full access to a comprehensive repository of tools and resources designed to support continuous improvement efforts. This centralized collection of materials ensures educators and leaders have the information they need to implement effective strategies and address challenges in real time. 2. **Collaborative leadership strategy session with an ROE/ISC:** A dedicated support opportunity in which a regional superintendent or their designee partners directly with a superintendent or principal to explore how continuous improvement efforts can be strategically aligned with district or school priorities. This session offers a personalized consultation that:	**All items listed in the Universal Support column, plus:** 1. **Launch meeting:** Designed to establish alignment and set a strong foundation for collaborative support between district/ school leadership and the ROE/ISC. This launch meeting serves as a collaborative platform to align goals, clarify roles, and establish a shared vision for the continuous improvement journey, ensuring consistent and effective support from the start. 2. **Planning year support:** Series of continuous improvement planning meetings for groups of districts with schools in their planning year. Support focuses on: (a) Understanding designations; (b) Monthly meetings for "just-in-time" topics through needs assessment and the development of comprehensive School Improvement Plans; (c) Types of services are modified based on each school's unique needs.	**All items listed in the Universal Support and Collaborative Growth Support columns, plus:** 1. **Assigned school improvement specialist:** Schools are paired with a dedicated specialist who provides **intensive coaching**. Support focuses on: a. Development, implementation, and ongoing monitoring of School and/or District Improvement Plans. b. Root cause analysis and data-driven decision-making. c. Enhancing reflective dialogue and team collaboration.

Illinois Association of Regional Superintendents of Schools (IARSS)

Level 1	Level 2	Level 3
a. Identifies and clarifies district or school goals through structured dialogue and data-informed discussion. **b. Surfaces priority areas and urgent needs** by examining current initiatives, performance data, and stakeholder feedback. **c. Connects leadership to tailored ROE/ISC supports** — including coaching, data analysis, planning assistance, and professional learning resources — to accelerate the district's improvement journey.	**3. Implementation year support:** Series of continuous improvement implementation meetings for groups of districts with schools in their implementation years Services focus on: (a) Monthly meetings to review progress, adapt strategies, and address challenges; (b) Professional learning sessions to support key elements of implementation, such as maintaining focus on school improvement goals, enhancing psychological safety to foster open dialogue and innovation, establishing effective progress monitoring systems to track outcomes and adjust as needed, and building capacity for distributed leadership to ensure sustainability; (c) [Types of services](#) are modified based on each school's unique needs. **4. Customized shoulder-to-shoulder coaching services:** The ROE/ISC will work with districts or schools to customize coaching support and services. These services and supports, tailored to the specific needs of each district or school, help build capacity, foster a culture of continuous improvement, and drive sustainable progress.	**d.** Strengthening collaborative leadership team practices. **e.** Deepening distributed leadership and ensuring alignment of improvement initiatives. **2. Schoolwide needs assessment and progress audit:** A comprehensive diagnostic review conducted by the ROE/ISC in partnership with school leaders to identify systemic barriers, resource gaps, and instructional challenges. Findings are used to tailor support and set targeted improvement benchmarks. **3. Embedded coaching for school and teacher leaders:** Onsite and virtual coaching focused on building leadership capacity, improving instructional practices, and supporting fidelity to the Continuous Improvement Framework. Includes modeling, co-planning, and direct feedback loops with leadership teams and collaborative leadership teams. **4. Customized professional learning pathways:** Development of a targeted professional learning plan informed by the needs assessment. May include job-embedded training, learning walks, and collaborative inquiry cycles focused on priority growth areas (e.g., instructional rigor, Multi-Tiered System of Support, climate/culture, or assessment alignment).

Illinois Association of Regional Superintendents of Schools (IARSS)

Level 1	Level 2	Level 3

Illinois Association of School Boards (IASB)

Level 1: Universal Support

These resources are provided free to all school districts.

Access to school board governance resource materials on the IASB website, including:

School board governance basics
IASB has a variety of resources to facilitate school board governance and policy work. The following resources form the basic tenets of effective school board governance:
- The Foundational Principles of Effective Governance.
- Code of Conduct, standards for ethical and effective behavior for all school board members.
- School Board Member Opportunities and Expectations, a summary of the treatment that all board members are entitled to expect as members of the school board.
- School Board Governance Basics booklet.

Other helpful resources
- Orientation: Building the Board Team — This publication outlines the work of school boards in a process designed to facilitate conversations about a school district's identity and purpose — and the board processes available to fulfill that purpose.
- Oath of Office — School board members are required to take an official oath before taking their seats on the board.

Level 2: Collaborative Growth Support

These services may require IASB membership and/or a fee.

Customized in-district board self-evaluations and professional development workshops, including:
- Board Governance Review
- Making Meetings Matter
- Monitoring District Goals Using Data
- Myers-Briggs® Team Workshop
- Reflecting on Communication and Community Engagement Tactics
- Setting District Goals and Direction
- Starting Right for new board teams
- The Basics of Governance
- The Superintendent Evaluation Process
- The Trust Edge Experience

Access to webinar library with expert presentations on content, including:
- Elections
- School Finance
- Governance
- New Board Members
- Policy

Level 3: Specialized Support

These services may require IASB membership and/or a fee.

Policy services, including:
- PRESS Plus — Customized, full-maintenance policy update service, based on PRESS, that helps districts to keep their policy manuals up to date with changes in law, regulations, and local conditions by providing online access to customized draft updates, and incorporating board adopted changes into the local manual, saving staff valuable time.
- School Board Policies Online — This service provides online access to your current board policy with rapid updates, complete searches for words or phrases, and timesaving links to legal references and cross references.
- Administrative Procedures Project — An IASB policy director will work with your district staff to develop up-to-date, customized administrative procedures to implement the board policy manual. These administrative procedures will be based upon the sample procedures and exhibits contained in the IASB Policy Reference Manual, the board's adopted policies, and your district's current practices. Available to districts that subscribe to PRESS Plus and meet other eligibility criteria
- Administrative Procedures Online

Level 1	Level 2	Level 3
• Organizing the Board —State law requires each school board to hold an organizational meeting following a consolidated election held in odd-numbered years. This guide describes the legal requirements and process for seating new board members and organizing the school board. • Educational Equity — View resources aimed to develop school board member competence and confidence in support of educational equity to assist school districts on their equity journeys. • The Superintendent Evaluation Process — This document suggests a best practices approach to help school boards develop a superintendent evaluation process that supports effective leadership for the district. • Sample Board Protocols — This list provides a sample of protocols with regard to some common board process questions. • OMA Exemptions — Illinois law allows some exemptions to the Open Meetings Act (OMA) so that school boards can hold closed meetings. • Educational Acronyms — IASB compiles a list of commonly used educational and education-related acronyms. It is not intended to serve as a comprehensive listing.	**Online learning center courses, including:** • New Board Member Mandatory Training • Open Meetings Act • Professional Development Leadership Training/Performance Evaluation Reform Act • Trauma-Informed Practices • Abused and Neglected Child Reporting Act • Senate Bill 100	

Illinois Association of School Boards (IASB)

Level 1	Level 2	Level 3
The **IASB Office of General Counsel** offers numerous guidance documents to help provide clarity and understanding for a number of complicated laws and legal issues that impact local school governance. • Annual School Calendar — Dates contained in this calendar comply with all statutory deadlines contained in the Election Code, School Code, and selected acts of the General Assembly. • Understanding School Finance — A brief look at where Illinois schools get their money and where they spend it. • How School Boards Work — Insights into the functions of boards of education. • Bringing Student Representatives to the Board Table — Learn more about the process to bring student members to the board table, what student representatives can do, and best practices for youth involvement in this publication. • Illinois English Learner Handbook: A Guide for School Board Members, District Administrators, and Principals — This handbook is presented with the goal of achieving increased academic outcomes and the lifelong success of English learners. • Qualifications and Characteristics of School Board Candidates — Offers points for consideration and preparation for school board service, including characteristics of effective school board members.		

Illinois Association of School Boards (IASB)

	Level 1	Level 2	Level 3
Illinois Association of School Boards (IASB)	• A School Board's Guide to Identifying, Recruiting, and Mentoring Future School Board Members — Intended to support the work of local boards of education in developing an effective, ongoing process for finding school board candidates. • IASB Annual Report — This report offers a snapshot of the work of IASB during the past fiscal year.		

Level 1	Level 2	Level 3
Level 1: Universal Support	**Level 2: Collaborative Growth Support**	**Level 3: Specialized Support**
These resources are provided free to all school districts.	*These services may require IPA membership and/or a fee.*	*These services may require IPA membership and/or a fee.*
Focus: Provide universal support for all schools. **Audience:** All schools, regardless of designation **Description:** Every school in this tier, regardless of designation, receives access to foundational resources and tools to support ongoing growth and improvement. **1. Access to the Ed Leaders Network Learning Platform** • Mandated training courses — Mandated training courses for all public and public charter schools are updated and expanded annually based on statutory requirements. Many courses carry PD credit for participants. • Leadership development courses — The platform contains over 90 courses tied to the School Leader Paradigm (published by the national School Leader Collaborative), a framework for effective school leadership, for all public and public charter school employees.	**Focus:** Provide universal support for all schools. **Audience:** All schools, regardless of designation **Description:** Every school in this tier, regardless of designation, receives access to foundational resources and tools to support ongoing growth and improvement. **1. School Leader Development** • **Mentoring** — One-on-one confidential support by trained veteran school leaders for new leaders and leaders new to a position. The focus of the support is to provide advice and support to improve leadership success, encourage reflection, increase communication, improve problem-solving, focus on time-management skills, enhance confidence, advance professional values, develop a professional learning network, and ease the burden of first-year challenges. • **Coaching** – One-on-one confidential support by trained veteran school leaders for experienced leaders looking to meet specific goals and/or provide readiness for and encouragement toward districtwide or statewide leadership experiences.	**Focus:** Provide universal support for all schools. **Audience:** All schools, regardless of designation **Description:** Every school in this tier, regardless of designation, receives access to foundational resources and tools to support ongoing growth and improvement. In addition to supports provided at Levels 1 and 2, additional specialized services are available. **1. Alternative Principal Preparation** – Partnership with ISBE-approved Illinois universities to offer alternative paths to the principal endorsement using micro-credentials in lieu of coursework. **2. Model Student Handbook** – Attorney-drafted, PRESS (IASB's school district policy service) aligned handbook service. This school-personalized AI tool, supporting multilingual communication, provides 24/7 web access for parents and students.

Illinois Principals Association (IPA)

Level 1	Level 2	Level 3
Illinois Principals Association (IPA) • Teaching and learning courses — The platform contains courses to support classroom instruction for all public and public charter school employees. Courses provide PD credit for participants. • Charlotte Danielson scoring calibration courses —The platform contains courses for both the 2013 and 2022 frameworks to support classroom instruction for all public and public charter school employees. • Ed Leaders Network communities — Stay engaged with educators both in Illinois and around the country. • Monthly IPA Plugging In and Breaking Out sessions — Members of the IPA team and leaders from throughout the state discuss critical updates from the field, opportunities to engage in crucial conversations, and encouragement throughout the year. • Live and recorded webinars — Webinars feature a variety of timely and relevant topics to educators across the country. Live webinar participants earn PD credit. • Recorded IPA talks — These casual discussions between IPA staff and experts in the field of education cover the day's hottest topics from school law to safety and the teacher shortage.	• **Group Mentoring/Coaching** – Mentoring or coaching support for a group of school leaders working toward common school and/or district goals. Request information from IPA staff. • **Launching School Leader Network Academy** – Two-day bootcamp for new Illinois principals with follow-up virtual sessions throughout the year. • Face-to-face, online, on-demand and onsite Leadership Administrator Academies. Request information from IPA staff. • **Onsite School Leadership Development Series** – Contractual arrangement based on the needs of the school or district (principals, assistant/associate principals, deans, and department chairs). Request information from IPA staff. • **Onsite School Leader Evaluation Training** – One- and two-day onsite training carrying Administrator Academy and/or principal evaluator designation. • **School Leader Self-Assessments** – Designed for personal intelligences and leadership skills. • **Specialized Data Analysis Assistance** – This includes information about school designations, 5Essentials Survey data, etc.	

Level 1	Level 2	Level 3
Illinois Principals Association (IPA) - Recorded IPA stories — Inspirational stories based on successful Illinois leaders. - Recorded Ignite sessions — Five-minute, inspirational ideas from Illinois leaders delivered during the annual IPA Educational Leaders Conference. 2. **Downloadable resources —** The following researched, published resources, which are tied directly to the School Leader Paradigm, are available to download for free: - School Leader Hiring Guide - School Leader Evaluation Plan together with Free Google and Excel Companion Tools 3. **LEAD webinars —** Monthly hourlong webinars geared toward new leaders featuring a host of new and veteran Illinois leaders on timely topics. 4. **Strategy Session with IPA Staff —** Dedicated exploration opportunities to support onsite leadership and/or organization growth grounded in the published Cycle of Inquiry, developed by the national School Leader Collaborative. Request information from IPA staff.	- Member Assistance Program – Confidential social-emotional support, work-life solutions, financial solutions, and other online support through partnership with ComPsych. 2. **Downloadable resources —** The following researched, published resources, tied directly to the School Leader Paradigm, are available for purchase: - School Leader Entry Plan - School Leader Calendar - Cycle of Inquiry - School Leader Paradigm: The Research - School Leader Paradigm: The Resources - AP Playbook - Legislative & Case Law Update - Resume Review - IPA Model Principal Employment Contract and Employment Contract Review - Salary & Benefits Survey - Interactive Salary Predictor Calculator 3. **Organizational Growth.** - Onsite Organization Development – Contractual arrangement based on the needs of the school or district (single sessions, extended series of sessions, full-year support, full-year support with coaching, multi-year support). Request information from IPA staff.	

	Level 1	Level 2	Level 3
Illinois Principals Association (IPA)	**Focus** – Understanding the complexity of change, selecting stakeholders, navigating contextual impacts, assessing initial conditions and data, and identifying priority problems of practice. **Plan** – Setting SMART goals, identifying desired outcomes, and identifying evidence-based strategies aligned to the outcomes. **Implement** – Setting clear timelines, developing a communication plan, anticipating potential hurdles, establishing milestones, identifying resources, and determining qualitative and quantitative data to monitor progress. **Assess** – Continuously analyzing and reflecting on the qualitative and quantitative data; developing new or modifying evidence-based strategies; and reflecting on the processes, successes, challenges, issues, and constraints of the work. **Reflect** – Conducting a systematic review at the end of the cycle to determine progress toward the goal, impact of the goal, and next steps for moving forward.		

Note: Level 1 lists resources that are openly available at no cost. Levels 2–3 include membership-based and/or fee-for-service options. IASA does not provide bargaining, superintendent searches, or budget consulting as part of this system of support.

	Level 1	Level 2	Level 3
Illinois Association of School Administrators (IASA)	*These resources are free and openly available.* **Focus:** Provide universal access to foundational professional learning and statewide networking that promotes district improvement. **Audience:** All superintendents, central office leaders, and districts, regardless of designation. **Description:** Access to a broad set of resources designed to build leadership capacity, strengthen systems, and foster collaboration statewide. • Professional Learning Catalog & Pathways — Open access to IASA's interactive catalog that organizes offerings into three pathways: Silver (Pre-Licensure), Gold (Early Career), and Platinum (Transformational Leadership). • Statewide Information & Advocacy Updates — Timely statewide updates, briefings, and publications on issues affecting district leadership and school improvement. • On-Demand Learning — Selected webinars, recordings, podcasts, virtual legal workshops and resource toolkits for just-in-time learning on strategy, operations, and leadership.	*These services are membership-based and/or fee-for-service.* **Focus:** Targeted leadership development and planning supports aligned to district improvement priorities. **Audience:** District leaders and teams seeking tailored support for specific goals. **Description:** Hands-on services that strengthen leadership capacity, align improvement efforts, and implement evidence-based practices. • Administrator Academies & Leadership Workshops — In-person/virtual AAs and workshops (e.g., AI for District Leaders, Strategic Communications, Future-Ready Leadership, Why Your WHY Matters, Feedback/Trust/Change). • Strategic Planning Facilitation — Customized facilitation for district strategic plans, including Profile of a Graduate development and structured community engagement. • Cohort-Based Leadership Development — Multi-session cohorts such as Elevate: Women in Leadership, Level Up (central office leaders), and Aspiring Superintendent Academies.	*These services are fee-for-service and highly customized to district context.* **Focus:** Comprehensive, systemwide leadership and improvement strategies for districts pursuing transformative change. **Audience:** Districts seeking deep, sustained partnerships to strengthen leadership systems, accelerate outcomes, and build future-ready learning ecosystems. **Description:** Intensive engagements with defined cadences, artifacts, and progress monitoring aligned to the continuous improvement cycle (Identify Needs ➜ Plan ➜ Select EBPs ➜ Implement & Monitor ➜ Examine/Adjust). • Full-District Strategic Partnerships — Yearlong (or multi-year) engagements aligning vision, goals, and measures; facilitation of leadership team routines; implementation project management; and periodic progress audits. • Comprehensive Strategic Communications — Multi-year communications strategy that aligns internal/external messaging, builds trust, and supports major initiatives.

Level 1	Level 2	Level 3
Illinois Association of School Administrators (IASA)		
• Networking & Communities — Access to information about statewide convenings and communities of practice connecting leaders to share strategies and exemplars. • Initial Strategy Conversation (by request) — A short discovery call to align local priorities with available IASA resources and identify next-step supports.	• Executive Coaching — Individual and small-group coaching for superintendents and central office leaders focused on decision-making, culture, and systems improvement. • District-Requested PL & Retreats — Contracted workshops, leadership retreats, and planning sessions tailored to local needs (onsite or virtual). • Data & Designation Support (by request) — Guidance on using local and state data (e.g., designations, climate/culture indicators) to prioritize goals and monitor progress, including through a Senate Bill 7 Performance Rankings File.	• Leadership Ecosystem Design — Co-design of learner-centered systems that integrate curriculum, instruction, assessment, culture, and community partnerships. • Intensive Executive Coaching & Governance Alignment — Coaching for superintendent/ leadership teams coupled with board-aligned goal setting and role clarity. • Immersive Learning Experiences — Customized retreats and experiential learning (e.g., ecosystem-focused leadership immersions) that build strategic thinking and team coherence. • Compliance and Financial Support — Expert guidance from experienced professionals via the Compliance Plus program related to all matters compliance, grants, state reimbursements and other financial matters. Scope note: IASA's specialized supports do not include bargaining, superintendent searches, or budget consulting.