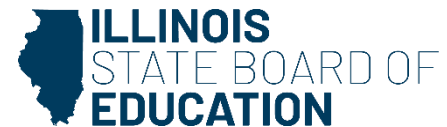


# DEPARTMENT OF DISTRICT AND SCHOOL LEADERSHIP

Director

Shawn Walsh, Ed.D.



# DEPARTMENT HISTORY

ISBE established the Department of District and School Leadership (DDSL) in late 2020 to strengthen and diversify the leadership pipeline in Illinois.

DDSL created a work plan to pursue three goals with a focus on equity, diversity, and partnership.

# DEPARTMENT GOALS

**Recruit a robust  
and diverse  
leadership pipeline.**

**Retain leaders  
through strong  
mentoring.**

**Improve  
conditions for  
leaders.**

# PRINCIPAL RECRUITMENT PROGRAM

## State Board of Education Initiative

## Eligible Entities to Provide Service

- Regional Offices of Education
- Illinois Institutions of Higher Learning
- Community Colleges
- Statewide Organizations Representing Principals
- Illinois Public School Districts
- Other Educational Entities in Illinois

# PRINCIPAL RECRUITMENT PROGRAM

The purpose of the Principal Recruitment Program is to recruit diverse, committed candidates to enroll in principal preparation programs.

Entities that were awarded demonstrated their capacity to identify and cultivate interest among talented educators to pursue a principalship and support these candidates into leadership roles.

# PRINCIPAL RECRUITMENT PROGRAM

ISBE approved the release of a Request for Proposals (RFP) in FY 2022 for a three-year continuation grant for \$1.8 million each year.

The Principal Recruitment Grant was funded through General Revenue Funds.

# PRINCIPAL RECRUITMENT PROGRAM

## FY 2022 – FY 2024 Grant Providers

- Evanston CCSD 65
- University of Illinois Urbana-Champaign
- Roosevelt University
- Dewitt, Livingston, Logan, McClean ROE 17
- Illinois Principals Association

# PRINCIPAL RECRUITMENT PROGRAM

## 222 Principal Program Recruits in the Initial FY 2022 Cohort

- 81.53% Female
- 18.47% Male
- 25.23% White
- 36.49% Black
- 33.33% Hispanic
- 4.95% Other

This information was self-reported by grantees.



# PRINCIPAL RECRUITMENT PROGRAM

Spring 2023 – 26 Graduates

Fall 2023 – 33 Graduates

- Principals hired – 2
- Assistant principals hired – 5
- Deans hired - 5

Spring 2024 – 87 Graduates

Summer 2024 – 40 Graduates

Post Summer 2024 – 30 Graduates

Candidates Withdrew – 6

This information was self-reported by grantees.

# PRINCIPAL RECRUITMENT PROGRAM

ISBE approved the release of an RFP in April 2024 for a three-year continuation grant for \$1.8 million each year.

## FY 2025 – FY 2027 Grant Providers

- University of Illinois Urbana-Champaign
- Roosevelt University
- DeWitt, Livingston, Logan, McClean ROE 17
- Franklin, Johnson, Massac, Williamson ROE 21
- Illinois Principals Association

# NEW PRINCIPAL MENTORING PROGRAM

## Governing Statute and Rules

- 105 ILCS 5/2-3.53a
- Title 23 IL Admin. Code, Part 35

## Eligible Entities to Provide Services

- ROEs and ISCs
- Illinois Institutions of Higher Education
- Statewide Organizations Representing Principals
- School Districts

# NEW PRINCIPAL MENTORING PROGRAM

The New Principal Mentoring Program will match new principals in their first year of employment in Illinois with veteran principals who have demonstrated success as instructional leaders.

The program seeks mentors who are well-trained and available to provide consistent support and mentorship to new principals.

# NEW PRINCIPAL MENTORING PROGRAM

## Role of the Mentor:

- Identify and guide the principal in areas for improvement.
- Form supportive professional relationship.
- Assist in the adjustment to the role and the development of skill as an instructional leader.
- Coach, observe, and provide feedback.
- Help identify barriers to school improvement and find solutions.

# NEW PRINCIPAL MENTORING PROGRAM

## Eligibility of Mentor:

- Served as a principal in Illinois for at least three full years.
- Demonstrated success as an instructional leader.
- Completed the required training in the Professional Standards for Education Leaders, Culturally Responsive Teaching and Leading Standards, ethics, principles of adult learning, establishing a mentoring relationship, and mentoring skills and techniques.

# NEW PRINCIPAL MENTORING PROGRAM

ISBE approved the release of an RFP in In FY 2022 for a three-year continuation grant for \$1.2 million each year.

The FY 2022 and FY 2023 grants were funded through ESSER II.

The FY 2024 grant is currently funded through ESSER III.

# NEW PRINCIPAL MENTORING PROGRAM

## FY 2022 – FY 2024 Grant Providers

- Chicago Public Schools District 299
- DePaul University
- DuPage ROE 19
- Governors State University
- Illinois Principals Association
- Springfield School District 186



# NEW PRINCIPAL MENTORING PROGRAM

802 mentees for FY 2022 – FY 2024

FY 2022 – 253 mentees

- 24.9% Black
- 7.5% Hispanic

FY 2023 – 278 mentees

- 24.1% Black
- 8.6% Hispanic

This information self-reported by grantees.

# NEW PRINCIPAL MENTORING PROGRAM

The FY 2025 New Principal Mentoring line item was not funded in the state's budget.

ISBE is utilizing late liquidation ESSER III dollars to fund the New Principal Mentoring Program in FY 2025 and FY 2026.

ISBE executed an IGA with ROE 51 to administer the program (\$945,000) with three subcontractors:

- Chicago Public Schools District 299
- DuPage ROE 19
- Illinois Principals Association

# FUTURE DATA COLLECTION

The Department of District and School Leadership is working with the Department of Data, Strategies, and Analytics to collect participant employment and demographic data annually.



# Questions?