



Principal Recruitment Program FY 2022 Request for Proposals (RFP)

Marty McGreal

Director: District and School Leadership

Technical Assistance Webinar

December 10, 2021

Equity • Quality • Collaboration • Community



Questions

- Please leave questions in the chat.
- Should you have questions after the presentation, please email to mmcgreal@isbe.net.
- Questions will be updated in the FAQ, found on the Department of District and School (DDSL) webpage under Principal Recruitment Program.



Agenda

1. Principal Recruitment Details
1. Technical Notes
2. Walkthrough Application



Closing Representation Gap

- Closing the gap in representation between students and principals
- Closing the representation gap in traditionally underserved areas (e.g., rural and hard to staff)
- Increasing the principal pipeline



Eligible Applicants

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

Equity • Quality • Collaboration • Community



Purpose

The FY 2022 Principal Recruitment Program aims to ensure that Illinois schools are led by a strong and diverse pipeline of educators ready to assume the responsibilities of principalship.

Equity • Quality • Collaboration • Community



ISBE Goal and Priority Area

Elevating Educators – Illinois' diverse student population will have educators who are prepared through multiple pathways and are supported in and celebrated for their effectiveness in providing each and every child a high-quality education that meets their needs.

[ISBE Strategic Plan](#)

Equity • Quality • Collaboration • Community



Strategy 3.2

“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.”

By end of the **2022-23 school year**, the number of diverse leader candidates across the state will increase by **10%**.

Equity • Quality • Collaboration • Community



Student Representation

A “diverse candidate” is a candidate who represents a traditionally underrepresented student population.

DDSL is specifically focused on closing leadership representation gaps in terms of race, ethnicity, gender, and language due to the disproportionately low number of Latina/o/x, Black, women, and multilingual leaders in Illinois relative to those student populations.



Target

By end of the **2022-23 school year**, the number of diverse leader candidates across the state will increase by **10%**.

Equity • Quality • Collaboration • Community



Why is this important?

When leadership is representative of student diversity, the positive impacts of effective leadership are magnified for all students:

- Academic Outcomes
- Emotional Outcomes
- Career Outcomes

Diverse leadership also has significant benefits for schools:

- Increased Recruitment of a Diversified Workforce
- Increased Retention of a Diversified Workforce
- Improved School Climate
- Deep Connection with Community

Please see DDSL document, [Why Diversity in Leadership Matters](#).



Illinois Principal Data-2020

All of Illinois

	GADM	GADM %	Prin	PRIN %	All Principa	All principal	Student Pop	Student %
White	2566	81.56%	371	63.10%	2937	78.66%	917,379	49.38%
Black	371	11.79%	144	24.49%	515	13.79%	317,204	17.08%
Latinx	154	4.90%	60	10.20%	214	5.73%	514,125	27.68%
Asian	14	0.45%	1	0.17%	15	0.40%	102,016	5.49%
AI/AN	4	0.13%	1	0.17%	5	0.13%	4,868	0.26%
NH/OPI	3	0.10%	0	0.00%	3	0.08%	2,015	0.11%
2+ Races	15	0.48%	3	0.51%	18	0.48%	72,210	3.89%
Unknown	19	0.60%	8	1.36%	27	0.72%	0	0.00%
All	3,146	100%	588	100%	3,734	100%	1,857,607	100%
	Gender							
		Female	2058					
		Male	1676					



Chicago Principal Data-2020

Chicago								
	GADM	GADM %	Prin	PRIN %	All Principals	All principal	Student Pop	Student %
White	123	36.50%	53	27.18%	176	33.08%	38,108	10.90%
Black	140	41.54%	100	51.28%	240	45.11%	126,449	36.18%
Latinx	58	17.21%	36	18.46%	94	17.67%	163,717	46.84%
AI/AN	2	0.59%	0	0.00%	2	0.38%	1,039	0.30%
Asian	4	1.19%	0	0.00%	4	0.75%	14,817	4.24%
2+ Races	5	1.48%	0	0.00%	5	0.94%	5,379	1.54%
Unknown	5	1.48%	6	3.08%	11	2.07%	0	0.00%
All	337	100%	195	100%	532	100.00%	349,509	100%



Illinois Principal Data (Excluding Chicago)-2020

Illinois-Outside of Chicago								
	GADM	GADM %	Prin	PRIN %	All Principals	All principal	Student Pop	Student %
White	2,570	87.59%	250	82.24%	2,820	87.09%	879,271	55.66%
Black	244	8.32%	32	10.53%	276	8.52%	190,755	12.08%
Latinx	84	2.86%	15	4.93%	99	3.06%	350,408	22.18%
Asian	10	0.34%	1	0.33%	11	0.34%	87,199	5.52%
AI/AN	2	0.07%	1	0.33%	3	0.09%	3,829	0.24%
2+ Races	10	0.34%	3	0.99%	13	0.40%	66,831	4.23%
NH/OPI	0	0.00%	0	0.00%	0	0.00%	1,406	0.09%
Unknown	14	0.48%	2	0.66%	16	0.49%	0	0.00%
All	2,934	100%	304	100%	3,238	100%	1,579,699	100%



Principal Preparation Programs-Active

Principal Preparation Candidates-2020

	Active 2020		New Candidate-2020		Total Prep Candidates	
	Count	Percentage	Count	Percentage	Count	Percentage
White	279	69%	539	68.80%	818	68.9%
Black	47	11.60%	108	13.80%	155	13.1%
Latinx	38	9.40%	61	7.80%	99	8.3%
Other	40	10%	76	9.70%	116	9.7%
Total	404	100%	784	100%	1,188	100%



Preparation Program Completers

Table 4: Principal Preparation Program Completer Demographics 2019-20		
Race	Number	Percentage
White	469	74.9%
Black or African American	72	11.5%
Hispanic or Latino	45	7.2%
Other	40	6.4%
Total	626	100%



data

- Active principals do not accurately represent the student body in Illinois.
- The principal preparation candidate pool does not accurately represent the student body in Illinois.
- Principal preparation completers do not accurately represent the student body in Illinois.
- Black, Latinx, and Other subgroups of principal preparation program enrollees are completing programs at a lower rate.



Needs Section

- Points will be awarded based on closing significant representation gaps.

- Points will be awarded based on closing significant **geographic representation** gaps.



Program Outcomes:

The success of the FY 2022 Principal Recruitment Program will be evaluated based on the following program outcomes:

Year 1: Increased enrollment in principal preparation programs, especially among candidates who identify as a member of a significantly underrepresented demographic group. Candidates will have completed a minimum of one semester.

Year 2: Increased preparation program retention through support and services.

Year 3: Increased placement of diverse and underrepresented demographic groups in the principal and assistant principal positions.



Grant Requirements

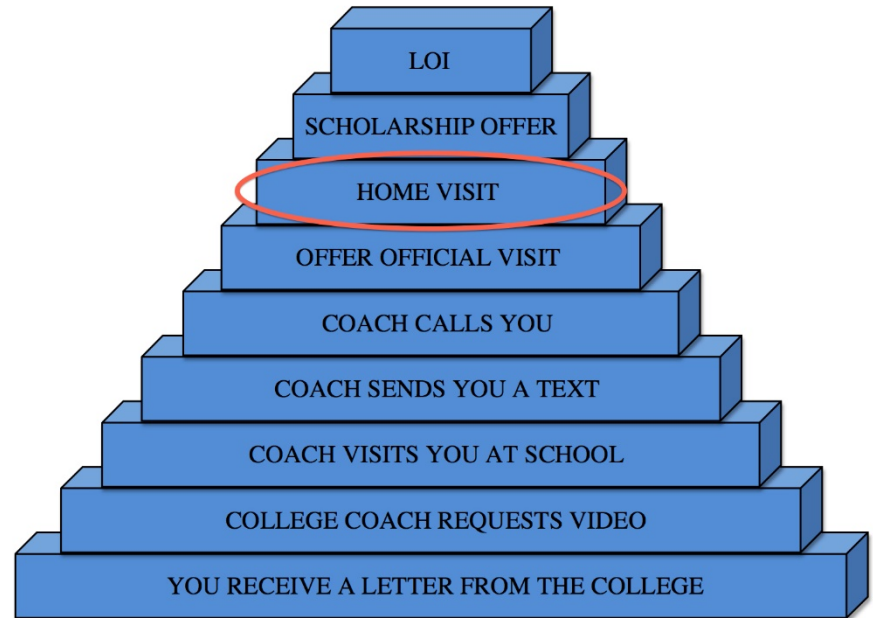
1. Meet Principal Recruitment Program Standards. See Principal Recruitment Standards.
2. Submit verification forms developed by the State Board to certify enrollment, support, and job placement of principal candidates.
3. Demonstrate reasonable efforts to recruit “diverse candidates” as that term is defined by the Principal Recruitment Program.
4. Submit interim and summative reports to ISBE that track metrics, such as recruitment practices, candidate enrollment numbers, candidate demographic information, updates on events/supports/services provided to principal preparation candidates, candidate completion rates and absolute numbers, and number of job placements and locations.
5. Participate in statewide program evaluation activities. These activities are likely to include principal candidate surveys.



Recruitment

What does relational recruitment look like?

[DDSL Work Plan](#)



How Interested Are They?



Program Objectives

1. Strong match between candidates and the principal preparation programs in which they are enrolled.
2. Quality internship supports to prepare candidates for principal roles.
3. Strong partnerships between principal preparation programs and districts facilitated by approved entities (MOU's must be included).

Equity • Quality • Collaboration • Community



Deliverables and Milestones

1. Establishing a partnership with an approved principal preparation program.*
2. Recruiting and enrolling a diverse pool of committed candidates into principal preparation programs.
3. Supporting and serving candidates through completion of their principal preparation program.
4. Placing candidates into principal or assistant principal positions, especially in underperforming and hard-to-staff schools.
5. Establishing partnerships with one or more school districts/hiring bodies.*
6. Providing ISBE with interim and summative reporting on topics to include recruitment practices, candidate enrollment numbers, candidate demographic information, updates on events/supports/services provided to principal preparation candidates, candidate completion rates and absolute numbers, and number of job placements and locations.
7. Participating in a continuous improvement process.
8. Engaging fully in an end-of-year program evaluation.

*Memorandum of Understanding must be uploaded in application.



Performance Measures

Approved entities are expected to collectively serve at least 150 candidates each year. Entities must indicate how many candidates they intend to serve in their proposals and will be held accountable for meeting these numbers.

Equity • Quality • Collaboration • Community



Grant Award Funding

Grant funding will not exceed \$1.8 million
in FY 2022.

- Individual grant awards will vary, depending on the number of mentees each entity enrolls in its program.*
- No matching is required for this grant.

*\$1.8 Million/150 Candidates = \$12,000

Equity • Quality • Collaboration • Community



Grant Period

The grant period will extend from execution date until June 30, 2022.

- Funding will be contingent upon a sufficient appropriation for the program and satisfactory progress in the preceding grant period.

Equity • Quality • Collaboration • Community



Agenda

1. Principal Recruitment Details
1. IWAS Resources
2. Walk-Through Application



State of Illinois Grant Accountability and Transparency Act (GATA)

Illinois GATA Grantee Portal is at <https://www.isbe.net/gata>.

Go to the registration process:

- Grantee Registration
- Grantee Pre-qualification
- Fiscal and Administrative Risk Assessment (Internal Controls Questionnaire)

FY 2022 Organizational Risk Assessment is in the ISBE Web Application Security (IWAS) system.

Equity • Quality • Collaboration • Community



Reporting Requirements

ISBE IWAS system:

1. Electronic Expenditure Reporting must be completed at a minimum quarterly via the IWAS system (20 days after quarter to complete).
2. Grant Periodic Reporting should be completed semiannually via the IWAS system (30 days after period to complete).
3. Mid-year report is due January 31, 2022, unless first semester ends after Christmas break (30-day extension).
4. End-of-year report is due July 31, 2022.

Note: The reporting system will be located under “Reporting - Annual” in IWAS.

Equity • Quality • Collaboration • Community



Application Review

Review and Selection Process:

Proposals submitted for initial funding under this Part shall be evaluated in accordance with the following criteria and points:

- Demonstrate capacity to meet project needs. (20 Points)
- Demonstrate capacity to serve underserved communities. (20 Points)
- Demonstrate ability to meet “New Principal Program Standards.” (35 Points)
- Provide a cost-effective budget. (10 Points)*

*\$1.8 Million/150 Candidates = \$12,000

Equity • Quality • Collaboration • Community



Application Deadline

January 7, 2022

4:00pm

Equity • Quality • Collaboration • Community



Application in IWAS

Links to IWAS Guidebook and instructional videos are on DDSL webpage.

NPM RFP Application Overview

Note: Since this is a competitive process, grant pages will be displayed (but cannot be filled out) in this presentation.

Equity • Quality • Collaboration • Community



Completing Grant Application

- Determine project scope of work and budget allocation request.
- Follow grant instructions located on each page.
- Upload all documents, if applicable.
- Save every page after entering information.
- Run the consistency check when completed to search for errors.
- Submit to district administrator for final review.
- Contact district administrator to ensure it is submitted to ISBE before due date.

Equity • Quality • Collaboration • Community



Agenda

1. Principal Recruitment Details
1. IWAS Resources
2. Walk-Through Application



Questions

Contact: Marty McGreal

Email: mmcgreal@isbe.net

Email is required for grant questions. A Frequently Asked Questions document will be posted on the ISBE NPM webpage.

Equity • Quality • Collaboration • Community



Resources

[ISBE Strategic Plan](#)

[Why Diversity in Leadership Matters](#)

[Principal Recruitment Program Standards](#)

[DDSL Work Plan](#)