



Weekly Message

April 4, 2017

Message From State Superintendent Tony Smith, Ph.D.

Hello,

We have reached a critical opportunity to build more holistic and inclusive systems that support the strengths and needs of every child. With the submission of our [ESSA State Plan for Illinois](#) to the U.S. Department of Education, we are seizing this moment to create a new vision for evaluating and supporting public schools in Illinois so that all of our children become self-sufficient, well-educated, and safe adults nested in whole, healthy communities.

Stakeholder feedback has been essential to this process. ISBE created our ESSA State Plan after hosting approximately 100 listening tour forums across the state; engaging hundreds of advocates and stakeholder groups representing educators, administrators, school support staff, parents, and community members; and considering more than 3,500 comments online.

Our stakeholders said that accountability should be educative, providing information the school community can learn from; equitable, recognizing the gaps in opportunity faced by Illinois' students and educators; non-punitive, seeking to support struggling schools; and should consider multiple measures of school quality, beyond just academic attainment. Our new accountability system considers school climate, fine arts, chronic absenteeism, college and career readiness, and English Learner proficiency, in addition to academic growth, graduation rate, and attainment in measuring school quality.

In Illinois' ESSA State Plan, growth will account for 50 percent of how we measure school quality. Valuing growth over simple proficiency emphasizes the centrality of equity as the primary driver to closing opportunity and achievement gaps. Valuing growth also ensures the accountability framework does not disadvantage any school for its local context and instead uplifts students' and educators' hard work.

We want to celebrate schools for their successes while informing communities of the multi-faceted quality of their schools. Beginning in the 2018-19 school year, every school will receive an overall Tier 1 (Exemplary School) through Tier 4 (Lowest-Performing School) summative designation to help families and educators understand how a school is doing as a whole. Schools also will receive an A through F grade for student growth compared to other similar schools in the state.

Table of Contents

Every Student Succeeds Act.....	4
State Support Network.....	4
Assessment and Accountability	4
Nutrition and Wellness Programs.....	4
Early Childhood Education	5
School Health Issues	6
College and Career Readiness.....	6
Funding and Disbursements	6
Educator Effectiveness.....	7
Grant Accountability Transparency Act.....	8
In Brief.....	9

Schools with the Tier 4 designation will access comprehensive school improvement services through Illinois' new statewide system of support, IL-EMPOWER. Through IL-EMPOWER, schools will work with a pre-approved improvement partner of their choice to plan and implement the evidence-based strategies that will best meet educators' and students' needs. Schools with Tier 1 and Tier 2 designations will have the opportunity to apply to coach and mentor other districts as members of the pre-approved network of partners. IL-EMPOWER places greater emphasis on sustaining improvement, rather than on short-term gains, by building the school staff's own capacity and leadership. Schools will complete both a needs assessment and an equity audit to ensure that systems are in place to meet the needs of the whole child.

This is just the beginning of the process. Next school year will be a transition year as we gradually shift toward full implementation in 2018-19. We will continue to engage in dialogue with districts as we refine and adjust our plan and work together to prepare all students for college and career.

We have shared [a resource toolkit](#), including a one-pager and a presentation, for you to use in conversations with educators, families, and other stakeholders in your districts. We will also be scheduling webinars on ESSA, the first of which will be held on April 17 at 10 a.m. Register [here](#)! Learn more about our submission [here](#).

I am also excited to congratulate the 10 school districts selected to participate in the first cohort of



Illinois' Competency-Based High School Graduation Requirements Pilot Program. These districts will create their own competency-based learning and credit systems. In competency-based learning, educators assess and advance students based on demonstrated mastery of specific skills, abilities, and knowledge, rather than on time in the classroom – providing school districts, educators, and students more autonomy. The school districts involved in the pilot have put together plans to engage their communities in the development and implementation of their competency-based learning systems.

The participating districts include:

- Six schools in Chicago Public Schools District 299
 - Benito Juarez Community Academy High School
 - Lindblom Math & Science Academy
 - Brooks College Prep
 - Walter Payton College Preparatory High School
 - Consuella B. York Alternative High School
 - South Side Occupational High School
- East St. Louis School District 189
- Huntley Community School District 158

- Kankakee School District 111
- Peoria Public Schools District 150
- Proviso Township High School District 209
- Ridgewood High School District 234
- Rantoul Township High School District 193
- Round Lake Area School District 116
- Williamsfield Community Unit School District 210

We need high school to be more relevant for our students. Competency-based learning allows for more personalized learning experiences that support the strengths, needs, and goals of every student. Competency-based learning also offers more opportunities for educators to be innovative and find new ways to integrate technology.

Thank you to these districts for pioneering this program in Illinois – without new funding to support their work. ISBE will be creating an open learning community to share resources about competency-based learning with all districts across the state and encourage more to apply for the next cohort later this calendar year. Learn more about the pilot and the participating districts' plans at <https://www.isbe.net/competency>. Additional information can be found in the [press release](#) sent out Monday. Click [here](#) for pictures from the announcement at Manual Academy in Peoria.

This is an exciting time for us to reimagine what school looks like, what support looks like, and what accountability looks like. Thank you for collaborating with us to explore new ways to support the development of the whole child. We are excited to begin the implementation process and move closer to achieving fair access to high-quality educational opportunities for every student.

Have a great week!

Tony

Upcoming ISBE Dates and Deadlines

Please note this is not a complete list of events, meetings, and deadlines. For questions, call the Illinois State Board of Education at (866) 262-6663 or (217) 782-4321 or visit the agency's official website at <http://www.isbe.net>.

- **National Youth Violence Prevention Week** – April 3-7
- **Illinois Association of Title I Directors Spring Conference** – April 4
- **Nonpublic/Public School ESSA Conference** – April 5 (www.isbe.net/nonpublicprograms)
- **Annual Pupil Transportation Claim Completion – Live Webinar** – April 12
- **Illinois State Board of Education Meeting** – April 13
- **ESSA State Plan Webinar** – April 17
- **Every Kid Healthy Week** – April 24-28
- **Part 25 (Educator Licensure)** – Public comment ends April 24
- **Deadline to submit Early Childhood Education Division RFP Evaluators survey** – May 1
- **Deadline to submit TAOEP RFP** – May 4

- **Deadline to submit FY 2018 Preschool For All Professional Development Project RFP** – May 16
- **Illinois State Board of Education Meeting** – May 24
- **ISBE offices closed for Memorial Day** – May 29
- **Deadline to submit nomination forms for the 2017-18 Those Who Excel/Illinois Teacher of the Year program** – June 6 (www.isbe.net/Documents/03-10-those-who-excel.pdf)
- **Deadline to submit data in the Student Health Data Vision** – June 30
- **Deadline to submit SY 2017-18 CEP documentation** – June 30
- **Postmark deadline for waiver applications to be considered by the General Assembly in fall 2017**– Aug. 11 (See www.isbe.net/Pages/Waivers.aspx for public notice requirements for all waiver requests.)

Every Student Succeeds Act

ESSA State Plan Webinar

Please join ISBE for a webinar about the recently submitted ESSA State Plan for Illinois at 10 a.m. on April 17. After more than 100 stakeholder meetings and 15 months of work, ISBE submitted the Illinois ESSA State Plan to the U.S. Department of Education on April 3. The plan can be found at <https://www.isbe.net/Documents/ESSAStatePlanforIllinois.pdf> and supporting documents are available at <https://www.isbe.net/Pages/ESSA-Draft-Report.aspx>. This webinar will discuss the substance of the ESSA State Plan for Illinois and next steps for this work.

To register for the webinar, please visit <https://attendee.gotowebinar.com/register/7765686082018658562>.

State Support Network

New State Support Network Website

The U.S. Department of Education's (ED) Office of State Support recently announced the new [State Support Network](#) website, an online platform designed to support school improvement efforts by providing states and districts with opportunities to engage with their peers and connect with experts and resources.

The State Support Network collaborates with states, districts, and technical assistance partners to elevate student outcomes, scale systemic solutions, share learning, and leverage effective evidence-based practices. The network also provides supports on topics such as ESSA, English language proficiency, and development of comprehensive needs assessments.

Assessments and Accountability

ISBE-Sponsored SAT School Day

On Wednesday, April 5, 11th-graders across the state will be taking the state accountability assessment, the ISBE-sponsored SAT School Day. Any test center that has any questions or issues about its administration should call the dedicated Illinois support line at 1-844-688-9995. Students testing with accommodations will continue to test between April 5 and 18, with a final make-up administration on April 25.

All Test Center supervisors **MUST complete the online makeup form before 7 p.m. on Friday, April 7, 2017**. The survey and instructions on how to complete it will be emailed to Test Center supervisors on April 4. If you do not receive the email by April 5, please contact College Board immediately by calling 1-844-688-9995.

Nutrition and Wellness Programs

Application Period Now Open for Community Eligibility Provision

Community Eligibility Provision (CEP) provides schools that participate in the National School Lunch Program and participate in or are initiating a School Breakfast Program for the 2017-18 school year with an alternative method for counting and claiming student meals in high poverty Local Education Agencies (LEAs).

LEAs electing to participate in CEP agree to serve all students lunches AND breakfasts and no charge for four successive school years. **Those that wish to participate in CEP for SY 2017-18 must have the CEP Agreement, CEP Participation Listing, and supporting documentation to the Illinois State Board of Education's Nutrition and Wellness Programs Division no later than June 30, 2017.**

Enrollment and identified student data must be as of April 3, 2017. Evaluation worksheets are also available so that you can determine if CEP is the right choice for your schools. [Complete information is available online](#). If you have any questions regarding CEP, please contact Roxanne Ramage (rramage@isbe.net) at (800) 545-7892.

New Q&A Documents Available Online for Child and Adult Care Food Program

Read new Q&A documents on vegetable and fruit requirements, updated meal pattern requirements, grain requirements, and feeding infants from the U.S. Department of Agriculture (USDA) for the Child and Adult Food Care Program (CACFP). The program is funded by the USDA and administered by the Illinois State Board of Education.

These Q&A documents and many other resources can be found under “Nutrition Information” on [ISBE’s CACFP page](#). Here are direct links to the guidance documents on the USDA webpage:

- [Vegetable and Fruit Requirements Q&As](#)
- [Updated Meal Pattern Requirements Q&As](#)
- [Feeding Infants and Meal Pattern Requirements Q&As](#)
- [Grain Requirements Q&As](#)

Additional policy information can be found at <https://www.fns.usda.gov/cacfp/policy>. For questions, call ISBE’s Nutrition and Wellness Programs Division at (800) 545-7892 or email cnp@isbe.net.

Illinois SFSP Sponsor Receives USDA ‘Turnip the Beet’ Award

The Illinois State Board of Education’s Nutrition and Wellness Programs Division is pleased to announce that one sponsor from Illinois is a recipient of the U.S. Department of Agriculture’s “Turnip the Beet” award for Summer Meal Programs. Congratulations to Northern Illinois Food Bank for a Gold award, the highest honor available!

Northern Illinois Food Bank is one of just 49 recipients across the country for the new award. Three Turnip the Beet award levels (Gold, Silver, and Bronze) were available.

The Turnip the Beet program was created to showcase sponsors who are going above and beyond to ensure that children in their care are receiving high-quality meals that are both nutritious and appetizing. USDA Summer Meal Programs include the [Summer Food Service Program](#) and the [Seamless Summer Option](#) within the [National School Lunch Program](#). ISBE administers the programs, which are funded by the USDA.

All awardees will receive a certificate and will be recognized in the April edition of the FNS Summer Newsletter. Gold awardees will also be featured in an upcoming USDA blog post and identified as Turnip the Beet winners on USDA’s [Capacity Builder](#).

Early Childhood Education

FY 2018 Preschool For All Professional Development Project RFP Released

The Preschool for All Professional Development Project Request for Proposals (RFP) is now available. The intent of this RFP is to fund a successful applicant to provide PD and technical assistance to the recipients of PFA grants. Proposals must be received at ISBE no later than 4 p.m. on May 16.

The RFP is available at <https://www.isbe.net/Pages/RFPs.aspx>. Questions may be submitted to the Early Childhood Division at earlychi@isbe.net.

Early Childhood Block Grant Revised Plan

A revised plan for the Early Childhood Block Grant (ECBG) funding for fiscal year 2018 is being put in place to allow predictability and stability for currently funded grantees while also allowing for program expansion opportunities. Due to delays in the release of the Requests for Proposals, the full re-competition of the ECBG is being delayed until FY 2019, pending final Board approval. Currently funded Preschool for All (PFA), Preschool for All Expansion (PFAE), and Prevention Initiative (PI) grantees will receive continuation funding for FY 2018 and will complete continuation applications. For FY 2018, there will be two RFPs -- one for PFAE and one for PI -- released in May 2017 that will be open to new applicants and continuing programs. Awards for these two RFPs will

be based on additional funding being appropriated to the ECBG.

For the full re-competition for FY 2019, there will be three RFPs: 1) Preschool for All, 2) Preschool for All Expansion, and 3) Prevention Initiative. The anticipated release date for these RFPs is fall/winter 2017.

Information will continue to be posted on the Early Childhood RFP webpage at

<https://www.isbe.net/Pages/RFPs.aspx>.

KIDStech Clarification

ISBE staff has been made aware there was incomplete information relayed during KIDS Implementation Training regarding KIDStech and its reporting capabilities. This message should help clarify any confusion.

The confusion has been that there will not be reports for the 14 measures. In fact, KIDStech is being updated so that teachers will be able to choose to fill in only the 14 required measures. Teachers and administrators will be able to download child records with ratings for only the 14 measures. Reports will be available for the 14 measures.

To generate aggregated reports at the Domain level, all of the measures for that Domain must be rated. It is not required to complete all measures in a Domain if you only want reports for the 14 measures. We are working with the trainers to ensure this information is more clearly conveyed in future trainings.

If you have further questions, please contact kids@isbe.net. We apologize for any confusion this may have caused.

School Health Issues

Registration Now Open for Asthma Management Training Webinar

Join the Respiratory Health Association, Illinois Department of Public Health, and the Illinois State Board of Education for a live webinar, Asthma Management for School Staff, from 3-4 p.m. on April 6.

P.A. 99-0843 requires ISBE to develop a model emergency response protocol and requires school districts to implement an emergency protocol by Jan. 1, 2017. It also requires school staff who work with

pupils to complete in-person or online training every two years. The online training will provide districts an opportunity to receive the required training and ensure compliance with P.A. 99-0843. The training is intended for all school staff, including administrators, school nurses, classroom teachers, case managers, counselors, health clerks, physical education teachers, health teachers, office clerks, etc.

To register, please visit

<https://attendee.gotowebinar.com/register/6349674534337074433>.

College and Career Readiness

Seeking FY 2018 21st CCLC Program Grant Readers

The Illinois State Board of Education College and Career Readiness Division is seeking additional grant readers for the FY 2018 21st Century Community Learning Center (21st CCLC) Program grant competition. Preferred grant readers must have after-school experience and knowledge in after-school programming and/or community-based programming that serves school-aged students, grantsmanship experience, previous grant reading experience, 21st CCLC experience and knowledge, program management, and experience with schools and districts.

Readers will need to be available during the month of June 2017 to read the Request for Proposals (final date to be announced). Readers will be required to participate in a training that will be delivered via a webinar during the latter part of the month of May 2017. (Final date to be announced.) Readers will read and score their assigned applications, which will be sent to the readers through a web-based system. Access to a computer with internet capability will be necessary. An honorarium will be provided. Once selected, readers will be required to sign a confidentiality agreement, a memorandum of understanding, and complete a conflict of interest questionnaire.

To be considered for this opportunity, please send a letter of interest and resume or curriculum vitae by April 15 to Kenya Davis, Principal Consultant, Illinois State Board of Education, College and Career Readiness Division, 100 North First Street,

Springfield, Illinois 62777-0001 or via email at 21stccle@isbe.net. Please contact Kenya Davis with questions at (217) 524-4832.

Funding and Disbursements

2015-16 Driver Education Cost Report

Per Public Act 97-1025, effective Jan. 1, 2013, the State Board of Education is required to provide an annual report of the per capita Driver Education cost. The 2015-16 report has been compiled and is at <https://www.isbe.net/Documents/driver-ed-cost-rpt-15-16.pdf>. The report utilizes expenditure and revenue data submitted by school districts via their audited Annual Financial Report ending June 30 as well as the number of students provided Driver Education in the same year. District Annual Financial Reports for FY 2016 are at <https://www.isbe.net/Pages/School-Finance-Historical-Reports.aspx>.

Questions can be directed to Lisa Willhoit in the Division of Funding and Disbursement Services at (217) 782-5256 or lwillhoi@isbe.net.

Annual Pupil Transportation Claim Completion Webinar – April 12

A live webinar will be conducted by ISBE staff from 9 – 11 a.m. on Wednesday, April 12, that will provide in-depth instruction on entering each data element in the annual Pupil Transportation Reimbursement Claim using available online resources and instructions. In addition, auditors from the Federal and State Monitoring Division will be available to review completion of the depreciation schedule and answer questions. For those not able to attend, the webinar will be recorded and made available, along with copies of the presentation and answers to questions submitted by participants.

After registering, you will receive a confirmation email containing information about joining the webinar.

To register, please visit <https://attendee.gotowebinar.com/register/6498122897704067585>.

Educator Effectiveness

Illinois Licensure Testing System Pilot Testing Still Available

Illinois Licensure Testing System (ILTS) pilot testing is still available for the following fields:

- Agricultural Education
- Early Childhood Education
- Health Education
- Reading Specialist
- School Psychologist
- Superintendent
- Technology Education

Pilot testing is available at Pearson VUE test centers throughout Illinois and in nearby cities from **March 13 through April 15**. A pilot test takes approximately 120 minutes to complete (165 minutes for the superintendent pilot test). Pilot tests provide an excellent opportunity for Illinois teacher/administrator candidates to view test questions that may appear on actual tests. They also allow for the collection of information about the performance of new test questions to ensure that they are appropriate for use at future ILTS test administrations.

Please encourage educators who will be pursuing licensure/endorsement in one of the subject areas listed above in Illinois, or who were recently licensed and have no more than three years of experience as an educator, to register today to take a pilot test.

Registration opened March 6. Eligible candidates should visit the following website to register:

For the content-area tests:

<http://www.pearsonvue.com/espilot/ILTS5.asp>

For the superintendent test:

<http://www.pearsonvue.com/espilot/ILTS4.asp>

If you have questions or need further information, please contact the ILTS program at [es-
ilts@pearson.com](mailto:es-ilts@pearson.com).

L.I.N.K. Newsletter

Check out the most recent issue of [ISBE L.I.N.K.](#) This newsletter serves Regional Offices of Education (ROEs), administrators, and educators with pertinent information related to educator licensure in Illinois. We encourage you to share this newsletter with your staff. If there are any items you would like to hear more about or topics you would like to see included, please forward your suggestions to Amy Cosgriff at acosgrif@isbe.net.

National Board Certification Candidate Fee Subsidy Now Available

The Illinois State Board of Education is pleased to announce the opening of the 2017 spring window for the Illinois \$1,900 NBPTS Candidate Fee Subsidy. The National Board Resource Center at Illinois State University will process applications for eligible Illinois teachers and counselors. National Board Certification offers a way for accomplished teachers to be assessed and recognized and a way for parents to know their child's teacher has met high and rigorous standards.

For more information, please visit <http://nbrc.illinoisstate.edu/>.

Grant Accountability Transparency Act

GATA Grantee Registration Portal Open

The grantee prequalification registration portal is now active for FY 2018 and may be accessed directly on the Grant Accountability and Transparency Act (GATA) website at www.illinois.gov/sites/GATA/Grantee/Pages/default.aspx. All grantees must complete the registration process and be qualified to do business with the state of Illinois.

To be qualified to **apply** for an FY 2018 grant award, an entity must complete the following three steps:

1. Authentication (new for FY 2018) and Registration

The Grantee Portal utilizes the Illinois.gov Authentication Portal. A personal or business email address is required to establish an account. Authentication verifies the relationship between an individual and the organization they represent. Authentication is performed once for each individual

associated with a registration. If you don't have an Illinois.gov account, click the "Create a new account" link below the "Sign in" button. For help with the Illinois.gov Authentication Portal, please visit www.illinois.gov/sites/accounts/Pages/default.aspx.

Once your Illinois.gov account is created, you must return to the Grantee Portal log-in screen and enter your user name and password to continue. The system will then ask for your organization's DUNS number. If the DUNS number for your organization is on record with GATA from the previous year, the system will associate you with your organization. The process may require the approval of the primary GATA system registrant for your organization.

If the DUNS number that you enter is not found in the GATA system, the system will invite you to create a new grantee account for the entity related to that DUNS number. Please confirm that you entered the correct DUNS number before creating a new account. Creation of a new grantee account is accomplished by providing your organization's:

- DUNS number (click [HERE](#) to view instructions on obtaining a DUNS number);
- FEIN;
- Organization type;
- Secretary of State ID (NOTE: The following types of organizations have been deemed EXEMPT from this requirement: school districts, colleges, universities, ROEs, special education joint agreements, and education for employment consortiums);
- Organization name
- Address.

2. Grantee Pre-qualification

All entities must be qualified to do business with the State of Illinois. To be qualified for a grant award, an entity must:

- Be registered in the GATA Grantee Portal system as described above;
- Have a valid DUNS number (click [HERE](#) to view instructions on obtaining a DUNS number);
- Have a current SAM.gov account (click [HERE](#) to view instructions on obtaining a SAM Cage Code);

- Not be on the Federal Excluded Parties List (click [HERE](#) to verify utilizing the Quick Search);
- Be in good standing with the Illinois Secretary of State, as applicable) (click [HERE](#) to verify). (NOTE: The following types of organizations have been deemed EXEMPT from this requirement: school districts, colleges, universities, ROEs, special education joint agreements, and education for employment consortiums);
- Not be on the Illinois Stop Payment list;
- Not be on the Department of Healthcare and Family Services Provider Sanctions list.

3. Fiscal and Administrative Risk Assessment (ICQ)

Entities must complete an FY 2018 Internal Controls Questionnaire (ICQ) as the Fiscal and Administrative Risk Assessment. The ICQ is completed once annually for each fiscal year. All state agencies will utilize the results of the ICQ. The entity can access the ICQ from the Grantee Portal. The portal provides access to prior year ICQ responses for those entities that received grants in FY 2017. The FY 2018 ICQ template that must be completed prior to making application for an FY 2018 grant. The ICQ should be completed by someone with financial or accounting experience.

The status of compliance with each of the requirements described above is displayed in the Grantee Portal for each registered entity.

Please direct any questions you might have related to the GATA registration and pre-qualification process to GATA@isbe.net or (217) 782-5630.

In Brief

Upcoming Events

- **Families for Depression** is offering a free webinar for parents, teachers, school counselors and staff, and others interested. The webinar is set for 2-3:15 p.m. on May 3. [Click here for more information and to register.](#)
- Help spread the word about **National Youth Violence Prevention Week** (April 3-7) with a social media “Thunderclap” and find other

valuable resources to help stop youth violence at <https://www.thunderclap.it/projects/54203-help-prevent-youth-violence?locale=en>.

Student Recognition

- **Congratulations to the FFA members** who were named [State Proficiency Winners](#) in each area and will be moving on to the national level competition!
- **Congratulations to Lane Tech High School and Phoenix Military Academy in Chicago and Joliet Central High School** for advancing to the 2017 JROTC Leadership & Academic Bowl Championship in Washington, D.C. Great work!

Educator Recognition

- Congratulations to the three **SHAPE America National Teachers of the Year in Physical Education, Adapted PE, Health, and Dance**:
 - Melinda Wilson, Curie Metropolitan High School
 - Andrew Milne, New Trier High School
 - Linda Carlson, Oak Park & River Forest High School

District Recognition

- **Congratulations to the Career and Technology Education Departments at Rochelle Middle School, Normal Community High School, and Barrington District 220** for being awarded the Program Excellence Award at the annual conference for the International Technology and Engineering Education Association!

Educator Opportunities

- Illinois Area 5 ROEs are hosting the **2017 Directions Midwest Education Conference** June 13-14 in Collinsville. To register, please visit www.directionsconference.com/.
- ROE West 40 ISC #2 is hosting the **Midwest Summit for 21st Century Learning** from 8 a.m. – 3 p.m. on May 1 in Oak Brook. To register, please visit www.eventbrite.com/e/midwest-summit-for-21st-century-learning-tickets-30811910253.

District Opportunities

- Don't miss the opportunity to attend the **FIRST 2017: The Institute(s) for Better Learning** coming to West Aurora High School in Aurora June 14-16. There are several keynote and breakout presenters, including Todd Whitaker, Myron Dueck, and Thomas Guskey. This institute has been offered in Wisconsin the past two summers with incredible reviews. Space is limited, so please do not delay in registering. Details and registration can be found at www.firsteducation-us.com/first-2017-aurora-il.html.

ISBE Employment Opportunities

- Watch for ISBE career opportunities and find instructions for applying at <https://www.isbe.net/Pages/Careers-at-ISBE.aspx>.