

Glossary of Terms and Acronyms

Illinois Aspiring Principal Framework

This document contains definitions of terms and acronyms that are used in the framework. The core competencies that were developed for IL aspiring principals were aligned with the professional standards that have been established by the listed organizations and/or defined in statute.

Performance Standard*:	Established, observable and/or measurable success factors, outcomes and conditions which are evident when satisfactory performance is achieved. Standards in use and statute include the SREB Critical Success Factors for Principals, ISC Section 30.45 Assessment of the Internship, ISLLC 2008 and Illinois Performance Standards for School Leaders.
Core Competency*:	Knowledge, skills, dispositions and/or abilities required to achieve performance standards in a particular role; ability to apply knowledge, skills, dispositions and abilities to a new and/or differing context.
Behavioral Indicator*:	Observable and measurable evidence, including actions, attitudes, or activities, of having developed proficiency in a competency, (e.g., skills, knowledge, dispositions and abilities)
Development Benchmark*:	Discrete levels of observable and measurable evidence that describes progress along a continuum to assist in developing and meeting competency and behavioral indicator proficiency targets
Assessment*:	A method of evaluating whether proficiency in a performance standard and/or competency has been achieved. An assessment rubric to evaluate the internship, the Illinois Principalship Assessment Rubric, is included in statute.
CPS:	Chicago Public Schools Principal Eligibility Process – The district’s competency requirements that must be demonstrated in order for one to be eligible to assume a principal position
ELCC:	Educational Leadership Constituent Council – Established performance standards for principals which are in use by university preparation programs
ISC:	Illinois School Code – mandates standards for school leaders, as well as mentors and coaches
ISSLC:	Interstate School Leaders Licensure Consortium – established standards for school leaders which are in use by university preparation programs
SREB:	Southern Regional Education Board – leadership critical success factors that have been incorporated into IL principal preparation requirements in statute

**Adapted from Dubois, D., & Rothwell, W. (2004). Competency-Based Human Resource Management. Davies-Black Publishing and Spencer, L., & Spencer, S. (1993). Competence at Work: Models for Superior Performance. Wiley*