

IL Principal Preparation Tool Guide

| Tool | Aspiring Principal Phases | | | |
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| | Program Admissions | Program Coursework | Program Internship | Program Completion |
| Illinois Aspiring Principal Framework Competency Dictionary - created through a comprehensive review of current standards in use and in statute | Provides a framework of competencies that form the basis of the continuum of development from aspiring principal through advanced/master principal. Core competencies were aligned with current performance standards in use and statute. | | | |
| Illinois Aspiring Principals Framework - crosswalk document aligned with SREB, ISLLC 2008, IL Principal Internship Outcomes Assessment Rubric (ISC Section 30.45), CPS Principal Eligibility and IL Performance Standards. | SREB framework can be used to identify the level of skills, abilities and knowledge required as part of the selection process by back mapping from the program's value add. | ISLLC 2008 indicates the standards for principal development and can inform the content of coursework. | The IL Principal Internship Outcomes Assessment Rubric (mandated by Section 30.45 of the Illinois School Code) dictates precisely what leadership experiences students must complete and how their competency must be demonstrated during their internship. | IL Performance Standards indicate what principals are expected to understand and know how to do upon placement as a school leader. The Chicago Public Schools' Principal Eligibility Process indicates the skills abilities and knowledge that aspiring principals must demonstrate in order to be eligible for placement as a principal within the district. |
| Principal Standards Framework - alternative - created through a comprehensive review of alternative standards that are known to be used to inform the design of principal preparation programs. | This crosswalk document will be similar in structure to the "in use and statute" tool, but will include alternative standards such as NBPTS - Advanced Principal Certification, VAL-ED, LPPW, NAESP, McREL and NETS-A, as well as those from foreign countries that are doing cutting-edge work around leadership development. Once completed, this document will be updated to reflect the potential use for each stage of a principal preparation program. | | | |

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| Principal Competencies, Indicators and Developmental Benchmarks - Core competencies were developed and aligned with current performance standards in use and statute. These competencies form a standardized framework from which differentiated, developmental behavioral indicators will be established to guide development along the continuum. | Competencies can be used by student in the creation of their portfolios. The competencies can also assist in the development of selection tools to meet individual program needs. | Students can utilize the competencies to reflect on and assess their strengths and development needs, draft individual development plans and align coursework and experiences to address their development needs. Programs could align coursework to ensure coverage of required content and skill development. | Students assess continuing development throughout program and with coach/mentor guidance, identify internship experiences to address strengths and development needs and track progress via assessment tools. | Competency development guides leader readiness and enhances performance and learning in new roles. Competency assessment and development planning informs new principal coaching and mentoring. Programs can use aggregate data for continuous quality improvement planning. |
| Internship Outcomes Assessment Rubric - defines the leadership experiences required as part of an approved principal preparation program. | | | Mandates the specific types of leadership experiences required by students during their internship and provides guidance on how the students must demonstrate that experience. | Based on feedback from coaches and internship supervisors, the can assist a student in identifying their strengths and their continuing development needs |

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| Program Outcomes Assessment Rubric - provides overall program assessment guidelines and rubrics, aligned with standards and focused on outcomes. | Provides guidance to programs on how to create and implement a rigorous selection process based on the specific parameters of the institutions. | Aligned with the requirements of IL School Code, the program assessment rubric will assist principal preparation programs in determining the adequacy of content within courses and field experience so that they result in positive performance outcomes for students. | | Will assist principal preparation programs in their continuous quality improvement planning by determining the outcome data needed and analysis methods that can be used to explore all aspects of their program. |
| Principal Coaching Competencies and Benchmarks | | | Provide framework to align coaching to Illinois Aspiring Principal Framework and assist coaches in achieving development objectives and outcomes. | Provide framework to assist coaches in using development benchmarks, outcomes and assessments to guide new principal coaching and mentoring. |
| Coaching Outcomes Assessment Rubric for programs | | | Assists coaches in measuring coaching effectiveness for continuous learning and improvement. | Assists coaches in measuring coaching effectiveness for continuous learning and improvement. |

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| Individual Development Planning Guide | Identifies the types of data and indicators needed to be captured in the application process to inform the individual student's development plan | Guide to completing a gap analysis based on previous formal training in education, which should inform the student's course requirements. | The student's development plan will be a tool for coaches that will assist them in focusing their support on the identified needs of the individual student and by capitalizing upon the student's known strength areas. | The development plan can be updated through the program and upon completion can serve as a basis for a post-placement development plan. |
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