

# **Restructuring Principal Preparation in Illinois: Perspectives on Implementation Successes, Challenges, and Future Outlook**

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# National Context for New Policy

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- Prior to reforms, many felt principal preparation was inadequate.
- Shift from managerial to instructional leader.
- Paradigm shift from “candidate as consumer” to “district as consumer”.
- At least 46 states have adopted the Interstate School Leaders Licensure Consortium (ISLLC) standards.

# Illinois Context for New Policy

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- Illinois is among a few others that has enacted legislation for statewide comprehensive reform.
  - Previous principal preparation programs:
    - Training too broad for level of quality needed for principal preparation
    - Insufficient practical training about what is needed to be a principal
    - Minimal input from districts concern their needs for newly trained principals
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# Goal of Illinois' New Policy

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- “Prepare individuals to be highly effective in leadership roles to improve teaching and learning and increase academic achievement and development of all students”
  - Requirements
    - Increased admission requirements with in-person interview
    - Curricula that addresses student learning and school improvement at all grade levels and with diverse student populations
    - Meet ISLLC and IL Professional Teaching Standards
    - Performance-based internship in all grade level settings and in diverse cultural and economic conditions
    - More collaborative partnerships
    - Support from both faculty and mentor principals
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# Purpose of the I-PREP Study

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- Describe how the new policies are being implemented
- Identify which aspects of the implementation have been challenging and how programs are addressing challenges
- Designed to capture the early implementation of the policy and to determine where improvements could be made for the future

# Study Design

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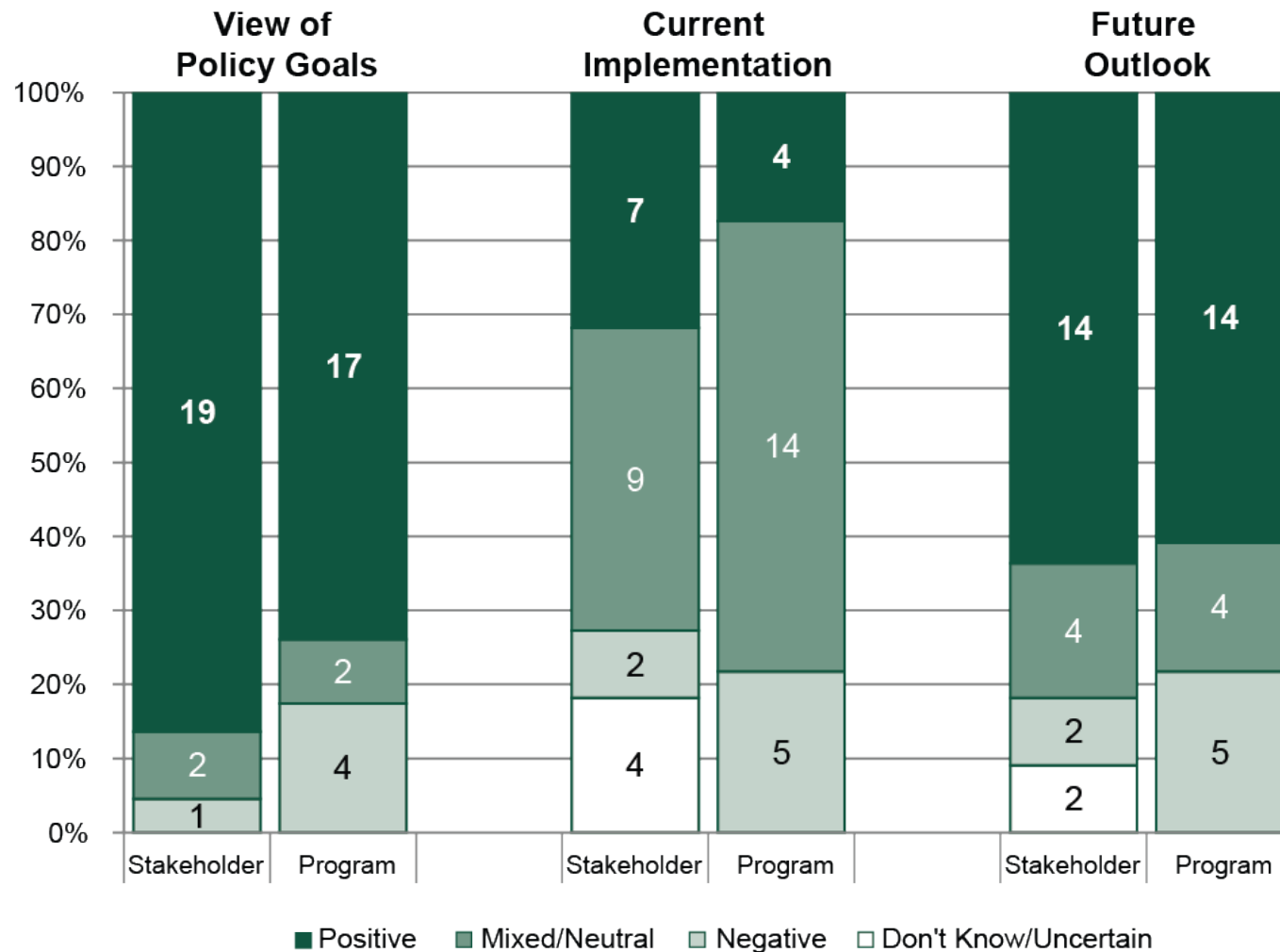
- Mixed-methods approach
  - Statewide scan interviews
  - Site visits
  - Document review
  - Online survey
- Today's focus: Statewide scan interviews
  - Program representatives (n=23)
  - Key Illinois education stakeholders (n=22)
    - State education agencies and policy groups, professional education organizations, regional offices of education, and partnering school districts

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# Findings

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# Perceptions of New Policy





# Benefits

- More
- C

- More
- prep

- Be

- Dee

- Consistently higher standards statewide

*I think that's been the biggest plus: the inclusion of all of our kids, and requiring our candidates to have those experiences, and also embedding those [components] in our courses.*

# Challenges and Concerns

- Reduced enrollments in nearly all  
rec

- Re *On the internship level, that is much  
more intense and I'm going to say it's  
ca almost unwieldy*
- Re *in the requirements that are being set  
forth. Not only in what we're asking the  
students to do, but in documenting that*
- *and finding a way to document it.*  
req

# Future Outlook on Policy

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- Positive outlook on the short- and long-term impacts
  - Better prepared school leaders and improved student achievement
- Concerns about narrowing principal pipeline
- Concerns about program sustainability
- Shift from academic to practical, applied principal preparation training

# Implications

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- Debate: Will new policy lead to shortage in principal pipeline?
  - Many concerned about shortages, while others believe Type 75 certificate holders will fill gap
  - Potential decrease in number of available programs
    - Problematic for rural areas
- Potentially difficult for many districts to maintain partnerships
  - Resource-strapped, high-accountability environment

# Conclusions

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- In spite of concerns, majority of program representatives and statewide stakeholders support new policy's goals and are positive about its future impact
  - Better prepared school principals
  - Improved student achievement and more successful schools
- Efforts continue to find solutions to challenges
  - Illinois School Leadership Advisory Council (ISLAC), LINC Advisory Council, ISBE, IL-PART study on internships

# Comments & Questions

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