A Proven way to support today’s school leaders

**Six Regional Offices of Education** are providing a proven and practical professional learning opportunity to Illinois educational leaders at a critical time when schools are battling educator retention and turnover.

**Lead|ED Professional Learning Series**

This series provides job-embedded coaching and research-based professional learning that creates better school leaders and outcomes for teachers, students – and schools.

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**THE LANDSCAPE | School leaders in Illinois are struggling.**

**Research shows:**
- Illinois has the third greatest number of school districts in the nation (859 districts, 4,200+ schools)
- An average school goes through **2 principals every 6 years**¹
- Districts are reporting an increased number of administrators positions unfilled or filled by underqualified hires than in past years (Fall 2021)²
- **49%** of superintendents agree burnout is leading to increased teacher turnover
- **88%** of districts report a teacher shortage problem
- **2,040 teacher positions** went unfilled or filled by underqualified hires (Fall 2021)
- **77%** of districts report the teacher shortage is getting worse

**THE OPPORTUNITY | The time to support school leaders is now.**

**Research shows:**
- Principals cost an average of **$75,000** to replace³
- Effective principals are critical for student achievement, teacher satisfaction, and educator retention⁴
- Effects of strong principals are felt beyond the classroom, throughout an entire school
- Effective principals can improve academic results for students by three months in reading and math
- Powerful principal development increases the likelihood of candidates entering and staying in the principalship, ending the cycle of leadership churn.⁵

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² [https://iarss.org/2021-educator-shortage/](https://iarss.org/2021-educator-shortage/)
⁵ [https://www.youtube.com/watch?v=dw6UKhzmtG4](https://www.youtube.com/watch?v=dw6UKhzmtG4)
THE SOLUTION: Lead|ED Professional Learning Series

Research shows: The Lead|ED Professional Learning Series is a proven and practical way to support the growth of strong school leaders.

Series Overview
- Created and tested statewide through $22.2 M in grant investments
- Tested in urban, suburban, and rural schools throughout Illinois
- 5 years of research-based program development
- 6 participating Regional Offices of Education, representing all IL service areas at 140 Schools
- 150+ participating schools
- 19 experienced, job-embedded coaches

Series Outcomes
- More than 90% of principals report high levels of satisfaction with the support received from the program
- 100% of principals report high levels of satisfaction with the quality of coaches
- 85% of principals surveyed report improvement to their leadership practice as a result of their coach
- Program participation is associated with increases in leadership effectiveness and instructional leadership (as measured by spring 2020 5Essentials scores)

Series Participation

Eligible Participants:
- All school districts and educational leaders across Illinois.

Current Participants:
- ROE 1, 17, 19, 28, 21, 50
- 150+ schools

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6 American Institute of Research (AIR) External Evaluation (2021)
7 Lead|ED Principal Survey Results (2021)
8 This is an upward trend as of 2019 and differences are not statistically significant