

## 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.

#### 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**<sup>1</sup>
- Districts are reporting an increased number of administrators positions unfilled or filled by underqualified hires than in past years (Fall 2021)<sup>2</sup>
- **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 replace<sup>3</sup>
- Effective principals are critical for student achievement, teacher satisfaction, and educator retention<sup>4</sup>
- 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.<sup>5</sup>

<sup>1</sup> <https://www.illinoisreportcard.com/state.aspx?source=admins&source2=principalturnover&Stateid=IL>

<sup>2</sup> <https://iarss.org/2021-educator-shortage/>

<sup>3</sup> <https://www.carnegie.org/news/articles/the-high-cost-of-principal-turnover/>

<sup>4</sup> <https://www.wallacefoundation.org/knowledge-center/Documents/How-Principals-Affect-Students-and-Schools.pdf>

<sup>5</sup> <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<sup>6</sup>
- **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<sup>7</sup>
- Program participation is associated with increases in leadership effectiveness and instructional leadership (as measured by spring 2020 5Essentials scores)<sup>8</sup>

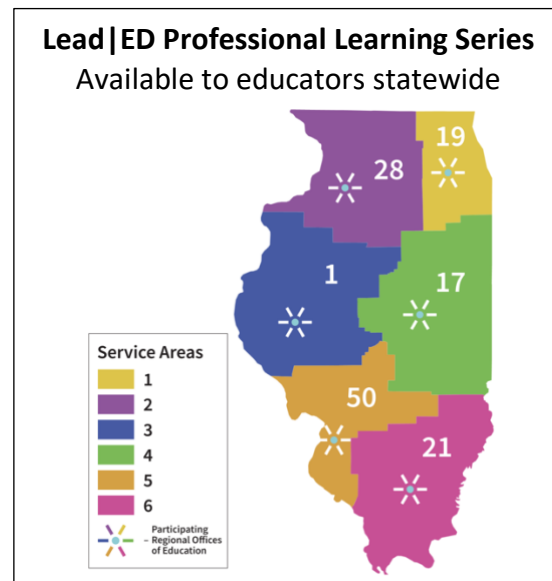
### Series Participation

#### Eligible Participants:

- All school districts and educational leaders across Illinois.

#### Current Participants:

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



<sup>6</sup> American Institute of Research (AIR) External Evaluation (2021)

<sup>7</sup> Lead|ED Principal Survey Results (2021)

<sup>8</sup> This is an upward trend as of 2019 and differences are not statistically significant