

This update outlines The Chicago Public Education Fund’s principal and educator programs for the 2019-20 year. Included here are descriptions for each program, the number of schools and leaders supported by our programs and additional participant data, broken down by governance, school type and race and ethnicity. Our 2019-20 programs build off the impact and success of the 2018-19 school year, summarized below.

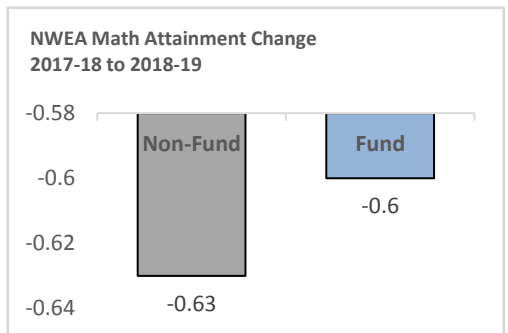
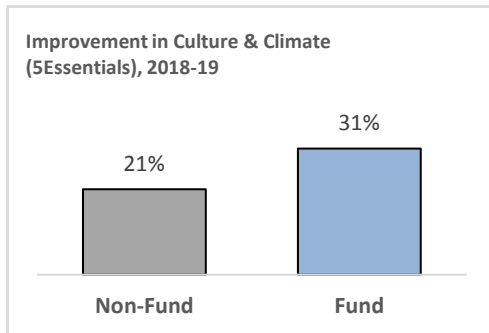
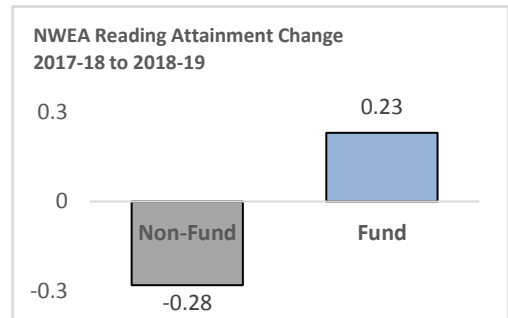
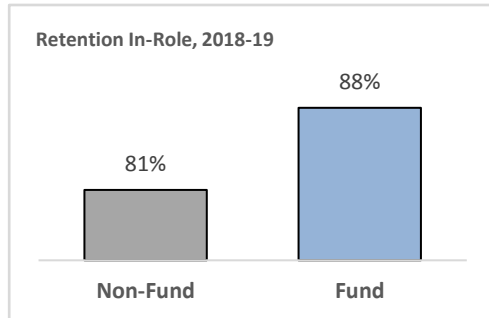
2018-19

Our programs had broad reach across the city.



We positively impacted principal satisfaction, retention, culture and climate, and attainment.

90%
Of principals say that their participation in Fund programming improved their in-role satisfaction.

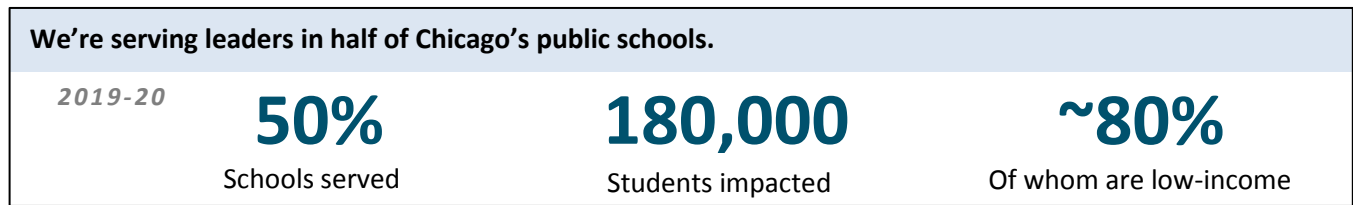


Given our reach, we feel confident that we also contributed to citywide satisfaction and retention efforts.



2019-20 Programs

Fund programs serve leaders in schools across the city, representing a diversity of school types including elementary, high school, charter and district. Each year, we leverage real-time data on school needs and outcomes to implement the most effective programs for our participating educators.



In 2019, we identified a next edge of growth in Chicago's talent strategy: building a strong leadership bench for new principals. Our data analysis showed that school performance tends to drop in the year following a principal transition and does not recover the difference, even three years later. However, successors who have prior principal experience at another Chicago Public School (CPS) are typically able to drive greater improvement over time. Through the generous support of the Crown Family Philanthropies, we launched two program pilots, *APs Rising* and the Chicago Principal Endorsement Partnership, to make the pathway to the principalship more transparent and to create principal-like experiences for aspiring leaders.

Aspiring Principal Programs

- **APs Rising | 67 assistant principals (APs)**

APs Rising is a suite of targeted development opportunities designed to support assistant principals (APs) interested in future principal roles. During the 2019-20 school year, *APs Rising* includes:

- **Leadership Bridge Program for AP and Principal Pairs** | This program provides on-the-job professional development to 17 APs and principal pairs this year. Through individualized coaching sessions from school leadership experts New Leaders, UIC and Accelerate Institute, APs work in close collaboration with their principals to prepare for the principal role.
- **Aspiring Principal PLC** | Led by experienced CPS principals, this PLC provides six learning sessions to 50 APs this year to prepare them for the principal role. An additional 14 APs are participating in The Fund's broader principal PLCs.
- **AP Resident Principal Program** | Although not a Fund investment, this program is partnered with the *APs Rising* suite. CPS' Department of Principal Quality provides 12 to 18 months of hands-on-residency to prepare APs to be leaders in schools that need new talent the most. This program is currently serving two APs and will likely expand in the 2020-21 school year.

- **360-degree School Leadership Diagnostic** | *APs Rising* is powered by a 360-degree diagnostic. All participants are invited to take this assessment, which is administered by Vanderbilt Assessment of Leadership in Education (VAL-ED). This evaluation will help aspiring principals gain a deeper understanding of how to grow and leverage their current leadership skills.

- **Chicago Principal Endorsement Partnership | 37 candidates**

In partnership with CPS and university partners,¹ this program supports candidates enrolled in the principal endorsement internship. This cohort of candidates includes teachers, network staff and support staff who are interested in pursuing school leadership roles. The program provides professional development stipends to support interns' goals, cohort sessions on school leadership experiences, and networking opportunities, with the aim of elevating the profile of aspiring leaders within the district.

¹ Partners include: University of Illinois at Chicago, DePaul University, National Louis University, Roosevelt University, Northeastern Illinois University and Governors State University.

Principal Programs

- **Professional Learning Communities (PLCs) | 166 participating principals and 24 principal leaders**
PLCs are year-long, peer study groups for Chicago’s school leaders, led by the city’s top principals. The Fund’s PLC program helps principals learn best practices from one another. Each PLC has a principal “expert” who creates a curriculum for engaging eight to ten peers on a particular topic. The PLC serves both to elevate the practice of the expert principal and to improve performance in participating schools.
- **Summer Design Program (SDP) | 61 principals**
In partnership with Fulcrum Education Solutions and the National SAM Innovation Project (NSIP), SDP is a year-long professional development program for principal-led school teams. SDP aims to help principals improve school culture and contribute to a positive teaching and learning environment in participating schools. Fulcrum and NSIP – and the many other partners who have provided supports via SDP since its inception in 2013 – work with us to apply research-supported strategies in Chicago’s public schools.
- **Opportunity Schools PLC | 49 principals**
In partnership with CPS and The New Teacher Project (TNTN), the Opportunity Schools PLC is year-long study group that focuses on strong hiring and teacher retention strategies. This PLC is part of CPS’ broader strategy to place, develop and keep promising teacher talent in Chicago’s hardest-to-staff schools. During these PLC sessions, principals identify their top teachers, develop strategies to retain them, and learn concrete skills to help teachers grow their practice.
- **Principal Fellowships | 35 principals**
Through the generous support of Salesforce.org, the Chicago Principals Fellowship and the Cahn Fellows Program provide executive leadership support to Chicago’s most talented principals.
 - The **Chicago Principals Fellowship** is a year-long program designed and delivered by top faculty at Northwestern University’s Kellogg School of Management. Twenty-seven Fellows are participating in monthly policy advisory sessions with CPS CEO Dr. Janice K. Jackson and will present policy recommendations to district leaders at the conclusion of the program. In the past, recommendations have been formalized by Chicago Board of Education policy or adopted as districtwide practice.
 - The **Cahn Fellows Program** is a 15-month-long national leadership development opportunity led by faculty at Teachers College, Columbia University. Eight Fellows are designing and implementing a leadership project in their schools. They’ve chosen an “ally” – another educator in their school, whom they are cultivating for leadership – to participate alongside them. Fellows and allies will attend an intensive summer institute and participate in regional study groups, two of which will be in Chicago.
- **Educator Advisory Committee (EAC) | 15 principals**
The EAC is a year-long principal advisory group, where experienced school leaders work with their peers to lend their expertise to The Fund’s program design and policy work. This year, the EAC will hear insights from two principal groups: those serving communities on the West Side and those leading high schools. Members will help The Fund develop thoughtful program investments for principals leading schools in these contexts
- **Executive Principal | 14 principals**
Through the generous support of The Schwartz Ward Family Foundation, the Executive Principal program offers a three-year-long mentorship opportunity to Chicago’s top leaders (Executive Principals) and rising stars (Partner Principals). Partner and Executive Principals are thoughtfully matched based on their strength areas and aspirations for their schools. Throughout the school year, Executive Principals provide up to 300 hours of coaching and mentoring, which includes, weekly school visits and observations, collaborative planning time and networking opportunities.

- **Tegy | 13 principals**

Tegy, Inc., helps school teams create and use blocks of time that strategically serve their students. Over the course of a school year, Tegy's support helps schools redesign their time to meet their objectives, such as bolstering teacher collaboration time, creating intervention periods to differentiate instruction, and building advisory blocks to focus on student wellness.

- **Building Early Learner Leaders (BELL) | 10 principals**

Through the generous support of the Robert R. McCormick Foundation, The Fund has partnered with CPS' Office of Early Childhood Education (OECE) and nonprofit partner VOCEL to support a small cohort of principals who have opened early childhood classrooms in their schools this year. VOCEL is working with this group to develop and test a diagnostic tool and provide job-embedded coaching. By 2023, every district-run elementary school in Chicago will include free Pre-K for all 4-year-olds, which will make principals key leaders in the early learning space. The Fund's partnership with OECE and VOCEL will help inform the Pre-K roll-out and support on-the-ground implementation.

- **South Side Education Alliance (SSEA) | 8 principals**

In partnership with Stand for Children, Fulcrum Education Solutions, NSIP and Turnaround for Children, The Fund is providing layered supports to eight elementary schools on the South Side, collectively serving 4,400 students. The SSEA is testing whether multiple, layered supports in Priority schools can accelerate outcomes in student achievement. We are building on our first year of learning to introduce more robust partnerships and programs for Priority schools in the 2019-20 school year and beyond.

Program Data

Below is a set of four tables that detail the number of participants in each of our programs for the 2019-20 school year. Participants’ schools are tiered by three categories – High-Attainment, Growing and Priority.² We use these categories to tailor supports to our participants and meet school needs.

Assistant and Aspiring Principal Programs

	Total	High-Attainment	Growing	Priority
Assistant principals engaged during the 2019-20 school year:				
APs Rising: Leadership Bridge and AP Professional Learning Communities	67	8	40	19
APs in Principal Professional Learning Communities	14	4	8	2
Total AP Program Slots	81	12	48	21
APs participating in one program	77	10	48	19
APs participating in multiple programs	2	1	-	1
Total Unique APs Engaged	79	11	48	20
Other aspiring principals engaged during the 2019-20 school year:				
Chicago Principal Endorsement Program ³	37			
Total Unique Aspiring Principals and APs Engaged	116			

Demographics for Assistant Principals

Assistant Principals Engaged	Total	High-Attainment	Growing	Priority
Governance				
District	71	9	44	18
Charter	8	2	4	2
School Type				
Elementary Schools	54	10	29	15
High Schools	25	1	19	5
Race/Ethnicity				
White Non-Latinx	18	1	15	2
Black Non-Latinx	29	2	16	11
Latinx	17	5	9	3
Asian	1	1	0	0
Other	1	0	1	0
Unknown / Not Available	13	2	7	4

² High-Attainment schools are above 60% on the NWEA or SAT at or above the national average and are rated in the top two levels of the 5Essentials. Priority schools fall below the 25% in NWEA or SAT attainment at or above the national average or fall below 60% at or above the national average and are rated in the bottom two levels of the 5Essentials.

³ This program prepares teachers, network leaders, assistant principals and others. School assignments and designations are counted differently for fall, spring and full-year cohorts.

Principal Programs

All CPS Principals ⁴	Total	High-Attainment	Growing	Priority
		648	142	336
Principals engaged during the 2019-20 school year:				
Professional Learning Community Participant	166	40	85	41
Professional Learning Community Leader	24	9	15	0
Summer Design Program	61	7	32	22
Opportunity Schools Professional Learning Community	49	1	20	28
Chicago Principals Fellowship	27	8	16	3
Cahn Fellows Program	8	2	5	1
Leadership Bridge (Principal)	17	4	12	1
Executive Principal	14	4	5	5
Tegy	13	3	7	3
South Side Education Alliance	8	0	3	5
Total Principal Program Slots⁵	387	78	200	109
Principals participating in only one program	204	53	108	43
Principals participating in multiple programs	82	12	41	29
Total Unique Principals Engaged	286 44%	65 45%	149 44%	72 42%
Programs currently recruiting and selecting:				
Building Early Learning Leaders	10			
Educator Advisory Committee	15			
Total Expected Program Slots	412			
Total Expected Unique Principals Engaged	311			

⁴ Combination Schools, those that include both elementary and high school grades, are counted twice to show the different Fund 5 tier designations for those grade levels, though they have the same principal.

⁵ In 2019-20, principals are participating in either zero, one, two or three programs.

Demographics for Principals

Principals Engaged	Total	High-Attainment	Growing	Priority
<i>Governance</i>				
District	266	61	137	68
Charter	20	4	12	4
<i>School Type</i>				
Elementary Schools	235	63	113	59
High Schools	51	2	36	13
<i>Race/Ethnicity</i>				
White Non-Latinx	95	44	42	9
Black Non-Latinx	124	8	64	52
Latinx	33	5	22	6
Asian	3	1	2	0
Other	3	1	2	0
Unknown/Not Available	28	6	17	5