ISBE Superintendent Advisory Group Meeting  
October 23, 2012  

Attendees: Sandra Watkins, Doug Hesbol, Andre Guerrero, Joe Matula, Peter Flynn, Angela Chamness, Joe Pacha, Dean Langdon, Linda Tomlinson, Vicki Phillips, Lisa Hood, Diane Cepela, Brad Hutchison, Linda Sloat, Don Hackmann, Bruce Klein, Guy Banicki, Judith Hackett, Harry Rossi, Marla Israel, Kellie Sanders, Scott Kuffel, Cal Jackson, Roger Eddy, Diane Hendren, Scott Doerr, Jennifer Gill  

10:00-10:15 Welcome and Introductions  

10:15-10:30 Reminder of the Charge and Purpose of the Group (Linda Tomlinson)  

- Linda Tomlinson gave a quick update on the progress of the principal preparation program redesign in Illinois. So far, 18 programs have been approved. As a result of the Principal Preparation Redesign rules, principal preparation programs have stepped up and created relationships with the districts which has led to much better communication. Most programs who have come before the board have shared that this has been one of the best experiences for them. Soon we will see a big shift in the knowledge and skills in principals who are graduates from these programs.  
- With that in mind, we need to make sure that superintendents are prepared to support principals to do what they need to do to improve schools and student learning. How do we ensure that superintendents are prepared to support principals who need to implement school improvement strategies and are being held accountable for student learning?  
- So for the remaining discussions, we will need to discuss: the experience of candidates, selection criteria, course requirements, clinical experiences, important criteria for potential superintendents? These are the type of things we will need to decide upon.  

Review of the Work and Finalizing of the Leadership Competencies  

- The hope for today (Oct. 23) is to finalize superintendent leadership competencies. During the November 27th meeting we will discuss the assessments for evaluating superintendent candidates competencies and the preparation program framework.  
- Ideally, we would be able to have some recommendations to bring to ISBE in December to be written into rules in January, 2013.  
- Lisa Hood presents a draft of competencies that are aligned to the Functions of the ISLLC standards and Elements from the ELCC 2011 Standards.  
- The plan is to go through these one by one and decide if we need to change/add/delete anything on the crosswalk  
- There was a question about whether we should include the current superintendent competencies and standards that Illinois has in rules. The response was that at the last
meeting there was a consensus that the programs would align to national standards (ISLLC). The group members verified this consensus.

- (Marla Israel) When creating principal preparation they looked at crosswalks- looking at internships and previous experiences…
- (Vicki Phillips)-in response the MI- Let’s focus on competencies instead of narrowing the conversation to higher education programs. We aren’t there yet. Defining what is needed and what need to be shown once an institution is ready to put superintendents into the field. (VP)(LT) Today we are determining the “what”
- (Brad Hutchinson) District standards should be used
- (Sandra Watkins) Input from internal and external customers? Mission? What is the purpose of the school district? Add this to section 1.A
- “Characterize by a respect…community partnership”?
- (VP) Word-matching- so that standards match competencies
- (Roger Eddy) The word “customer”- maybe “stakeholders” instead. Define stakeholder.
- (LH) Tight alignment between ISLLC and ELCC. 1.B- stronger emphasis on data-common language
- (Doug Hesbol) Don’t want to lose the emphasis on superintendent effectiveness
- Using data to identify goals
- (LT) Also using data to determine effectiveness
- Evaluation process- link data from principals (Use that as one of their data points when collecting data about the performance of their district)
- (Judith Hackett) Include data from all groups (diversity, systems approach to collecting, analyzing and using data)
- Analyzing and evaluating the data and developing a creative plan for using the data to…
- Conduct an effective strategic planning process and use it to move forward
- What are the specific competencies within strategic planning that superintendents need to learn how to do?
- (Scott Kuffel) There was a reason these competencies and standards were written- we need to look at if these work.
- “What is the reason for the competencies?”
- (LH) What do these mean to superintendents in practice?
- (Linda Sloat) ELCC always begins with “understand”- is this implied throughout the competencies? (Joe Pacha)- Yes
- There was a decision made that the advisory group would break up into five groups each taking one of the standards and revising the competencies to make them stronger and more tightly aligned to the standards.

10:30 – Noon: Group work on revising the Superintendent Leadership Competencies.
- See attached document
1:00 – 2:30  Developed survey questions to guide future discussion on program frameworks
  • Partnership
  • Eligibility/qualifications
  • Selection criteria/process
  • Course content
  • Internships

A survey will be sent out to the advisory group using Survey Monkey to collect the group’s feedback on the questions related to each component.