EXECUTIVE DIRECTOR’S MESSAGE

Dear IPA Member,

School leadership matters. You and I both know it. Research supports it. This fact represents why the IPA exists and why we work daily to live out our mission to develop, support, and advocate for innovative educational leaders. Covered in this annual report is an overview of the IPA’s services and accomplishments this past year. I hope you find this document to be educational about what your Association has to offer and encouraging as the IPA continues to grow and improve its service to you, a school leader.

If you have any questions about this report or anything regarding the Illinois Principals Association, please do not hesitate to contact an IPA staff person, Board Member, or me. We are only a phone call away.

For The Association

Dr. Jason E. Leahy
Executive Director

Lead The Way
OUR MISSION
The mission of the Illinois Principals Association is to develop, support, and advocate for innovative educational leaders.

OUR VISION
Effective, sustained educational leaders for every Illinois school community.

OUR BELIEFS
The Illinois Principals Association believes:
• The IPA membership, leadership, and staff must be a reflection of the diverse communities we serve.
• Educational leaders follow the IPA Code of Ethics.
• Educational leaders are accountable for adult and student performance in their schools.
• Educational leaders are a key component of a high quality education.
• The principal is the primary facilitator of change in the building.
• Educational leaders should balance their personal and professional responsibilities.
• Education is the cornerstone of quality life in a global, democratic society.
• Quality education requires high standards and expectations.
• It is an advocate for children, teachers, parents, and communities.
• Educators’ experiences and voices are essential to crafting effective education policy.
• Every child deserves access to an equally high quality education.
• All children must have opportunities to learn and develop to their highest potential.
• Adequate and equitable resources should be available for all students.
• Quality education meets a child’s social, emotional and academic needs.
• Schools must provide a safe, caring, and healthy environment conducive to learning.
• Sustained improvement comes from collaborative efforts with all stakeholders.
• A successful organization encourages continuous learning, innovation, and new ideas.
• A balanced assessment system is needed to inform instruction.
• Continuous high quality professional development is essential.
• In the value of mentoring, collegial support and professional community.

(Reviewed 2018)
CODE OF ETHICS

In keeping with Illinois Standards for Principals which states that, “A competent administrator is an educational leader who promotes the success of all students by acting with integrity, fairness, and in an ethical manner,” the Illinois Principals Association supports the following Code of Ethics for its Members.

Each Member of IPA shall:

- Make the well-being of students the basis for all decision making.
- Honor the public trust above any personal gain.
- Fulfill professional responsibilities with honesty and integrity.
- Avoid preferential treatment and conflicts of interest.
- Enforce and obey all local, state and national rules and laws in the performance of duties.
- Respect and safeguard confidential information.
- Not allow professional decisions to be influenced by personal gain, favors or gratuities.
- Demonstrate values, beliefs and attitudes that inspire others to higher levels of achievement.
- Honor all contracts, agreements and commitments.
- Assume responsibility for individual actions.
- Treat all people fairly and equitably and with dignity and respect.
- Maintain personal and professional standards that enhance the image of the school and the profession.

(Adopted 2016)
Members govern the IPA under the guise of the IPA Constitution. The Constitution provides that major policies be established by an annual Congress, consisting of representatives from each of IPA’s 21 Regions. Governance of the Association is placed in the hands of a Board of Directors, made up of officers, standing committee chairs and a state director selected by each of the 21 Regions.

The Board of Directors meets at least quarterly, or more often if necessary. It is charged with assuring that the Association serves the needs of all Members. The Board employs an executive director and provides the resources necessary to carry out Association business through staff.

Between meetings of the Board, an executive committee of the Board monitors the operation of the Association. The Board also establishes other committees to study and advise on such matters as membership, assistant principals, legislative issues, and retired educational leaders. The Board creates ad hoc committees as needed to tackle special assignments.

For both governance and program purposes, the IPA divides the state into 21 geographical regions. IPA Members in each Region select a representative to the Board and take part in their Region’s governance and programs.

In an effort to work cooperatively with other educational organizations, the IPA invites liaisons from other groups to share their activities and discuss possible partnerships to advance the IPA’s mission. Liaisons include IPA Member elected representatives to the National Association of Elementary School Principals and National Association of Secondary School Principals.
IPA BOARD GOVERNANCE PHILOSOPHY  (Adopted 2006)

The IPA Board of Directors is constitutionally charged with effectively governing the operations of the Association. The obligation to govern effectively imposes some fundamental duties on the Board:

1. **The Board Clarifies the Association’s Purpose**
   
   As its primary task, the Board continually defines, re-defines and articulates Association ends to answer the recurring question- who gets what benefits for how much? Definition and articulation occur by vision casting, setting goals, and developing appropriate policy.

2. **The Board Clarifies the Association’s Purpose**

   The Board engages in an ongoing two-way conversation with the entire membership. The purpose of the conversation is to enable the Board to hear and understand the membership’s aspirations and desires, to serve effectively as an advocate for Association improvement, and to inform the membership of the Association’s performance.

3. **The Board Employs an Executive Director**

   The Board employs and evaluates one person - the Executive Director- and holds that person accountable for the performance of the Association. Additionally, the Board holds the Executive Director responsible for employing and evaluating Association staff.

4. **The Board Delegates Authority**

   The Board delegates authority to the Executive Director to manage the Association and provide leadership for the staff. Such authority is communicated through written policies and goals that define operating limits and specify ends desired by the Board.

5. **The Board Monitors Performance**

   The Board constantly monitors progress toward Association ends and compliance with written Board policies.

6. **The Board Takes Responsibility for Itself**

   The Board, collectively and individually, takes full responsibility for Board activity and behavior. Board deliberations and actions are limited to Board work, not staff work. The Board works not for individual benefit, rather in the best interest of the Association.
IPA STAFF & RESPONSIBILITIES

Executive Director .......................................................... Dr. Jason Leahy
Deputy Executive Director & General Counsel ...................... Brian Schwartz
Deputy Executive Director for Professional Learning .................. Dr. Susan Homes
Government/Public Relations Director .......................... Alison Maley
Professional Learning Associate .................................. Jean Smith
Ed Leaders Network Director ...................................... Arlin Peebles
Senior Professional Learning Director ......................... Dr. Maureen Cheevers
Senior Project Development Director ............................ Vicki DeWitt
Technology Director .................................................. Dave Landers
Communications & Marketing Director ....................... Drew Thomason
Data Support Specialist ............................................. Julie Miener
Executive Assistant .................................................. Meghan Sams
Accounting & Professional Learning Specialist ..................... Laura Adams
Conference Coordinator & Professional Learning Service Specialist Lynne Woodrum
Conference Coordinator & Association Services Specialist Pam Burdine
Bookkeeper ..................................................................... Anna Nickelson
Membership Coordinator ............................................ Lisa Thoele
Accountant ......................................................................... Stacey Chamberlain
Administrative Assistant & Receptionist ...................... Daryl Peel
Professional Learning Service Specialist ...................... Beth Broyles
Technology Systems Specialist (Operations & Integrations) Alex Dillon
Senior Video Producer ................................................. Scott Wilkinson
Accounts Receivable Clerk ........................................ Pat Smith
Field Service Specialist ............................................... Angela Buckels
Field Service Specialist ............................................... Dana Butler
Field Service Specialist ............................................... Frank Conry
Field Service Specialist ............................................... Don Dillon
Field Service Specialist ............................................... Don Hansen
Field Service Specialist ............................................... Karen Triezenberg
Field Service Specialist ............................................... Kim Zinman

IPA Employee Motto

Serving Each Other, Serving Educators, Serving Children

The IPA Service Basics

IPA staff will:

• Be generous with their professional time, expertise and resources.
• Promote collaborative relationships and a service oriented culture.
• Be responsive and proactive to the needs of each other, members and customers.
• Demonstrate humility through actions and words to encourage the success of the organization.
• Advocate for the needs of each other, educators and students.
• Be adaptive to the needs of the organization through innovation and new ideas.
The Illinois Principals Association operates on a cash basis and is audited annually by the accounting firm of Estes, Bridgewater, and Ogden, CPA. The following provides an overview of the Association’s financial activity for FY 2019.

**STATEMENTS OF ASSETS, LIABILITIES, AND NET ASSETS – MODIFIED CASH BASIS**

**JUNE 30, 2019 and 2018**

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<tr>
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<th>2018</th>
<th>2019</th>
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<td><strong>TOTAL ASSETS</strong></td>
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<td>4,597,866</td>
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<tr>
<td><strong>Liabilities and Net Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>CURRENT LIABILITIES</strong></td>
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<tr>
<td>Payroll taxes and retirement payable</td>
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<td>Workshop and exhibit fees received in advance</td>
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<td>64,206</td>
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<td>Other grants</td>
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<td>858</td>
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<td>Refunds payable</td>
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<tr>
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<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td>$4,439,160</td>
<td>$4,597,866</td>
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</table>
The IPA ended FY 2019 with 5,277 members. The Association's solid membership can be attributed to the concerted efforts of staff and volunteers through improved member service, personal contacts, mailings, and electronic correspondence. Membership development continues to be an emphasis of the IPA’s Strategic Plan with attention given to the principal member type. Overall, we are proud to continue to be the state’s largest professional learning network of educational leaders and remain dedicated to helping all building administrators serve their schools.

**Congratulation to the 2018-2019 IPA Award Winners**

- **Horace Mann/IPA Awards For Excellence**
  - Elementary School Principal of the Year: Gloria Trejo
  - Middle School Principal of the Year: Andy Anderson
  - High School Principal of the Year: Paul Kelly
  - Assistant Principal of the Year: Amy Quattrone
  - Reaching Out and Building Bridges: Tracy Ritchey and Julie Bartell

- **Herman Graves Region Award Winners**
  - Abe Lincoln: Hattie Llewellyn
  - Blackhawk: Mike Ruff
  - Central Illinois Valley: Amanda Ellis
  - DuPage: Robert McBride
  - Egyptian: Melissa Crow
  - Kaskaskia: Marty Adams
  - Kishwaukee: Barb Valle
  - South Cook: Cathy Thompson
  - Southwestern: James Rosborg
  - Three Rivers: Patrick Flynn
  - Wabash Valley: Andy Julian
  - Western: John Rumley

- **Herman Graves State Winner**
  - Hattie Llewellyn, Principal, New Berlin High School, New Berlin

- **Dr. Fred Singleton Professional Development Scholarship & the John Ourth Professional Development Scholarship**
  - Jonathan Field, Principal, Sangamon Valley High School, Niantic
  - Victoria Norton, Principal, Martinsville Elementary School, Martinsville
STRATEGIC PLANNING UPDATE

Strategic planning plays a significant role in the IPA’s continuous improvement efforts. Membership growth, the Association’s Springfield office, online Administrator Academies, and the Ed Leaders Network each have roots in former plans. As usual, the IPA had another productive year. Thanks to the efforts of the IPA Board, Members, and staff, we continued to live out our mission to develop, support, and advocate for innovative educational leaders. Below is a fairly comprehensive list of our key FY 2019 accomplishments.

- Continued to improve internal systems by further cleaning up logistical challenges posed by new technologies.
- Membership remains strong at about 5300 members. This number is set to increase with the Chicago Archdiocese committed to paying for their 180 principals to be members starting with the 2019-2020 school year. Additionally, offering Aspiring membership to those taking our Initial Teacher Evaluation Training is paying dividends. ELN ended 2017-2018 with over 70,000 subscribers, 70 available courses, and almost 110,000 courses completed.
- Created the Diversity and Equity Chair position for the IPA Board of Directors. IPA Regions have begun exploring the addition of a similar position for their boards. Made necessary enhancements to ELN in order to support the delivery of micro-credentials.
- Hired two Field Service Specialists to serve the Cook Regions with a focus on serving Chicago Public Schools and the Chicago Archdiocese.
- Introduced the School Leader Paradigm, developed with the School Leader Collaborative, to school leaders in Illinois and other states across the country. As part of our rollout, we mailed overview documents to all IPA members and Illinois superintendents. Further, presentations about the Paradigm were and continue to be delivered across the state. Implemented the use of new analytics software to track key Association data points in order to identify trends, successes, and opportunities for growth.
- Implemented a new legislative engagement platform – Phone to Action.
- Implemented a new platform to receive and manage awards – Award Force. The technology also allows for us to receive and manage annual Region Requirements (i.e. Region Goals, Events, etc.).
- Increased Annual Conference attendance by 32% over the previous year.
- Increased overall event participation by 25% and event revenue by 39%.
- Ed Leaders Network (ELN) participation continues to grow with over 80,000 users. Additional ELN accomplishments include:
  - 100,000+ courses were taken by participants.
  - Content development continues. Among other things, approximately 30 teacher evaluation calibration videos are available for school leaders to practice their teacher evaluation skills.
  - New Hampshire and Pennsylvania signed on as new ELN affiliate states.
  - Missouri (both elementary and secondary), New Hampshire, and Washington decided to pay for their Association members to receive a subscription to ELN.
  - The integration with Ed360 is being finalized which will enable rostering of Illinois school districts into ELN to be automated.
  - Developed and delivered our first On-Demand Academies via the Ed Leaders Network platform. Three are currently available with a fourth coming this fall.
- Micro-credential development continues. Accomplishments include:
  - Collaborative Leadership Coaching was our very first micro-credential purchased.
  - Collaborated with the Illinois Association of School Business Officials to develop, pilot, and deliver a Tax Levy micro-credential.
  - Developed and piloted the remainder of the micro-credentials for the Leadership Coaching stack as well as the micro-credentials for the Leadership Communications stack.
  - Supported the development of micro-credentials being created by the Missouri Department of Elementary and Secondary Education which will be made available on the Ed Leaders Network.
  - Made numerous presentation about the who, what, and why of micro-credentials both throughout Illinois and the country.
STRATEGIC PLANNING UPDATE CONTINUED

- Offered our first Women in Education Leading and Learning (WELL) Summit with 234 women school leaders from throughout the state attending.
- Offered our first northern Assistant Principal Summit at Addison Trail High School with 106 individuals participating.
- IPA is the largest provider of the Initial Teacher Evaluation Training in the state.
- Premiered IPA Stories with four episodes airing this past year.

If you are interested in helping the IPA continue to improve, do not hesitate to reach out to a member of the IPA Board, your Region leaders, or someone on staff. Your support of the IPA is critical to the Association’s future success.

PROFESSIONAL DEVELOPMENT ACTIVITIES

EDUCATION LEADERS ANNUAL CONFERENCE

The Education Leaders Annual Conference is an opportunity for school leaders from across the state to convene with the purpose of not only growing professionally, but of connecting and reconnecting with colleagues. The chart below displays attendance data for the previous five years.

IPA’s 47th annual Education Leaders Fall Conference & Exhibition was held October 21-23, 2018 at the Bank of Springfield Center in Springfield, Illinois. A total of 627 attendees had an opportunity to hear outstanding educational leaders and participate in sessions on how to better serve their schools. The theme of the conference was, “Lead the Way.” The conference began Sunday morning with a 5K Fun Run/Walk at Washington Park in Springfield and a golf tournament at The Rail Golf Course in Sherman. Sunday concluded with an evening reception at the Abraham Lincoln Presidential Museum, sponsored by Association Member Benefits Advisors, and honored IPA Past Presidents.

The conference included presentations from keynote speakers Kim Bearden, Illinois State Superintendent Dr. Tony Smith, and Dr. Joe Sanfelippo. The first general session on Monday morning featured Kim Bearden, co-founder and executive director of the Ron Clark Academy in Atlanta, GA and her presentation “Creating a Climate and Culture for Success.” Bearden sought to remind school leaders of the powerful impact they can have despite the pressures and challenges of their profession. Kim shared the importance of building relationships among staff, families, and students that will motivate, engage, empower, and create success for all.

Speakers at the second general session on Monday afternoon included Dr. Tony Smith, State Superintendent of Schools, and Jeff Knapp, IPA President. IPA Principal of the Year awards, the Reaching Out & Building Bridges Award, and the Mr. John Ourth & Dr. Fred W. Singleton Professional Development Scholarships were also presented at the session.

Monday evening’s reception, “A Night of Stars,” took place at the President Abraham Lincoln Springfield DoubleTree Hotel ballroom from 8-10 p.m. and was sponsored by Clubs Choice Fundraising.

Dr. Joe Sanfelippo, Superintendent of the Fall Creek School District in Fall Creek, WI closed the conference Tuesday afternoon with “Hacking Leadership,” a motivational message about finding
innovative solutions to issues that have plagued the system for years and implementing them tomorrow. Sanfelippo focused on practical application and tools to allow leaders to find the openings and create space for those they lead to learn, teach, and thrive.

Small group sessions and Learning Labs at the conference included timely topics such as: Community Engagement through Student Service Learning, Trauma-Informed Inventions for Truancy, Culturally Responsive Teaching Strategies and Learning Opportunities, Leading with Literacy, and legislative and legal updates. Conference attendees also explored the Education Marketplace for focused talks, student technology demonstrations, the latest in educational products and services, and resource materials available at the IPA Bookstore. Over 60 exhibitors reserved 65 spaces in this year’s MarketPlace Exhibit Hall. Additionally, the following sponsors provided financial or in-kind support for the conference:

- Illinois Principals Association Foundation - $15,000 (Attendee Memento)
- AMBA - $13,325 (Welcome Reception)
- Lifetouch National School Studios - $8,000 (Golf Tournament)
- IHSA/IESA - $6,000 (1st General Session Speaker)
- Rise and Shine Illinois - $6,500 (Monday Breakfast & Decorations)
- Crayola - $5,000 (Maker Space)
- Club’s Choice Fundraising - $3,500 + value food, prizes, DJ (Night of Stars)
- Meemic Insurance - $3,000 (Attendee Bag)
- Stifel, Nicolaus & Company - $1,500 (Elevator Clings)
- Easter Seals – $1,000 (Small Group Session Room)
- AXA Advisors - $750 (5K Run)
- Virco - $5,000+ value (Furniture – Maker Space, Connection Center, Innovation Playgrounds)
- Lifetouch National School Studios - $2,000 value (conference photographer)
- Jostens - $1,550 value
- Barnes and Noble – Bookstore
- Springfield Clinic – Wellness Clinic
- Sangamon County Health Dept. – Wellness Clinic

WOMEN IN EDUCATION: LEADING AND LEARNING SUMMIT

The first Women in Education: Leading and Learning (WELL) Summit was held March 13-14, 2019 at the Crowne Plaza Springfield with over 235 participants in attendance. Keynote speakers included Phyllis Donatto from the Flippen Group and Kathy Hurley (author of Real Women: Real Leaders). Morning activities were led by Dr. Lori Hopkins and Susie Morrison. Afternoon small group sessions were led by Dr. Lori Hopkins, Dr. Courtney Orzel, Dr. Bridget Belcastro, and Lindsy Stumpenhurst. The event included the following partners:

- Illinois Principals Association
- Illinois Association of School Administrators
- Illinois Association of School Business Officials
- Illinois Alliance of Administrators of Special Education
- Illinois Computing Educators
- AdvancEd & Measured Progress

Additionally, financial or in-kind support was provided by the following sponsors:

- Embrace Education - $1,500
- Stifel, Nicolaus & Co. - $3,000
- IPA Foundation - $2,500
- AdvancED & Measured Progress - $1,500
- Big Deal Media - $3,000
• IASBO - $1,000
• IAASE - $1,000
• Engler, Callaway, Baasten & Sraga, LLC - $1,500
• GRP - $1,500
• AXA Advisors - $3,500
• ICE - $500
• Rise and Shine Illinois - $5,000
• Flippen Group - $5,000 value (keynote speaker)
• Kathy Hurley - $5,000 value (keynote speaker)

AP SOUTH SUMMIT
A total of 57 assistant principals and deans attended a one and one-half day summit designed to provide an opportunity for participants to network and learn from one another. Field Service Specialists Don Dillon and Don Hansen planned an EdCamp event for the evening session prior to a day-long administrator academy (Before the Crisis: An Introduction to Student Safety Assessment and Management) by Scott Bloomquist and Allison Pierson.

AP NORTH SUMMIT
A total of 106 assistant principals and deans attended the first AP North Summit on June 11 at Addison Trail High School. Field Service Specialists Kim Zinman and Karen Triezenberg assembled a planning committee consisting of Antigone Campobasso, Courtney Dement, Scott Daly, Paul Kelly, Ryan Rubenstein, Art Senteno and Keith Mahone. The morning keynote session was presented by Dr. Patrick Hardy, Principal of Proviso East High School and the event was closed by Brian Schwartz, Deputy Executive Director and General Counsel. Four break-out sessions allowed participants an array of professional learning by school leaders.

ADMINISTRATOR ACADEMIES
A total of 5,668 principals, administrators and teachers attended 56 face-to-face, 32 district-site, and 96 online academies and workshops (shown in the graph that follows). Attendance numbers for online administrator academies continue to outpace face-to-face administrator academies. Evaluations by participants continued to recognize the IPA’s professional development program as the premier program in Illinois. IPA developed and delivered three ISBE-approved on-demand, asynchronous academies during the 2018-2019 school year.

Workshop Overview

A full dataset of the information presented in the above graphs can be found on page 17.
IPA continues to collaborate with the Early Childhood Professional Learning/The Center: Resources for Teaching and Learning and Illinois Resource Center/English Language Learning to provide free online administrator academies.

IPA was selected as an approved provider for the new Initial Teacher Evaluator training administrator academy (AA #2001) for individuals seeking ISBE designator status. The new two-day, face-to-face training format replaces the previous online Growth Through Learning modules and assessment. The new format includes intensive training as well as a post-assessment that participants must pass in order to earn their teacher evaluator designation. The new training launched in February 2019. Between February and June 30, IPA trained 319 individuals.

IPA received ISBE approval to grant administrator academy credit to individuals completing the Collaborative Leadership Coaching micro-credential late in the 2018-2019 school year. In addition to publicly offering the academy, IPA also offered a unique opportunity for college and university principal prep practitioners to participate in the training. Individuals from the following colleges and universities participated in the session:

- Northeastern Illinois University
- Concordia
- North Park University
- Illinois State University
- Aurora University
- Chicago State University
- National Louis University
- Loyola University of Chicago
- University of Illinois Springfield

A full dataset of the information presented in the above graphs can be found on page 17.
ED LEADERS NETWORK

The Ed Leaders Network is on-demand professional development to enhance educational leadership. The Ed Leaders Network houses over 100 online courses, including the 22 mandated trainings for Illinois educators.

IPA partnered with the Illinois State Board of Education to provide access to Ed Leaders Network (ELN) for all Illinois public school educators (certified and non-certified).

IPA partnered with the Massachusetts Department of Education to create Teacher Evaluation Calibration Videos. This series provides evaluators a chance to review a video of a classroom teacher and score the teacher’s performance and compare their scoring to other evaluators in their district and state. Facilitators Guides have also been created to guide the participant through the training. IPA will also be partnering with the Illinois Music Education Association and four other Illinois arts associations to record videos of fine art classroom lessons to be used for the Calibration video series.

IPA is collaborating with Gail Huizinga to develop the “Leading Teaching and Learning” series, which will break down the fundamentals of Danielson, Marzano, and other teaching standards. The video series will include a detailed facilitation guide, learning activities, and sample video from the classroom. These training videos will assist teachers and administrators alike in identifying and exhibiting instructional excellence within each domain.

IPA has developed three on-demand administrator academies; Herschel Hannah’s book study “Mindset-The New Psychology of Success”, Judy Brunner’s “Classroom Management Strategies”, and Tim Dohrer and Tom Golebiewski’s “Mental Health and Wellness in Schools.” These academies make use of ELN’s learning management system and collaborative community to accomplish the interactive features of the program. One other on-demand academy is also currently under development by Annie Baddoo based on the book “The Speed of Trust.”

IPA has partnered with Discovery Education and the DEA to create an ELN Course on Opioid Addiction Awareness in Elementary, Middle School and High School. The course will contain video created by the IPA with links to videos and resources available on the Discover Education Opioid Prevention website.

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IPA MENTORING AND COACHING PROGRAM
IPA’s mentoring and coaching programs is designed to provide a framework of support for administrators in their first and/or second year; the coaching program is designed to deliver individualized support to experienced administrators. Both programs are further defined below.

Mentoring. New principals, assistant and associate principals, and administrators face new tasks, responsibilities, and decisions on a regular basis and need an “expert” to support them throughout the early years of their administrative experience. Research and exemplary practice have proven beyond any doubt that mentoring new administrators is essential in supporting increased performance as well as extending years in the role. The key to supporting leaders is helping them to reflect on practice, analyze strengths and areas for improvement, and collaborating to develop specific strategies to reach higher levels of performance. Trained and experienced mentors provide strategic probing, reflection, feedback, guided planning, and the support and motivation to sustain new administrators in their ongoing leadership development. IPA is proud to offer highly trained and experienced mentors as part of its comprehensive leadership development program.

Coaching. Experienced principals and administrators face new challenges, both from external leadership as well as from their own desire to improve their impact and school performance. Reflective coaching, collaborative discussions and planning are essential in supporting their continued development. The coaching program provided by IPA is designed to be tailored to meet the specific needs of each administrator whether that be ongoing growth and improvement, or specific skills needed to excel in a new leadership role or initiative.

SCHOOL LEADER NETWORKS
The overarching purpose of the School Leader Networks is to grow and support learning leaders who are gaining the practical wisdom necessary to effectively develop and sustain equitable learning organizations.

The Aspiring School Leader Network is a year-long cohort-style program designed for educators who desire to develop their skills to move into a school leadership role. The program’s purpose is to establish the mindset, leadership intelligences, and community of peers necessary for aspiring administrators to envision themselves as future learning leaders. Dr. Anthony McConnell and Dr. Scott Schwartz, both administrators in the Deerfield School District, worked with IPA to develop the program which held its inaugural year during the 2018-2019 school year.

The Launching School Leader Network is also a year-long leadership development program that provides interactive and action-oriented learning, professional networking, resources, and individual support for first to third year administrators including principals, assistant principals, and other school administrators. The program’s purpose is to provide administrators who are new (or new to their school) the skills, resources, and community of peers necessary to cultivate culture, assess systems, and understand the leadership necessary for the unique context of their learning organization. The program’s second year again saw two separate cohorts in both Chicago (Hoffman Estates) and Springfield. The 2018-19 Network leaders included Dr. Susan Homes, Dr. Jason Leahy, Dr. Melanie Brink, Dr. Herschel Hannah, and Dr. P.J. Caposey. Assisting the program were several principal practitioners including Dr. Michelle Willis, Dr. Ben Collins, Dana Butler, Paul Kelly, Jodi Neaveill and Rich Thole.
### Professional Development Workshops

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### MICRO-CREDENTIAL PROGRAM

The Illinois Principals Association expanded its micro-credential program during the 2018-2019 school year. In addition to completing pilots for six additional micro-credentials authored by IPA and the ELN team, partnerships were developed with the Illinois Association of School Business Officials, Missouri’s Department of Elementary and Secondary Education, and the Learning Technology Center. The Pennsylvania Principals Association also received approval from their Department of Education to offer ELN micro-credentials for professional development credit.

Micro-credentials allow educators to develop and document their professional development at the competency level in a personalized way using an on-demand platform that provides information about the competency and required evidence (reviewed by trained assessors) to gain recognition which is publicly shareable through a variety of channels. Through collaboration with partner associations and states, micro-credential development will continue to expand in the years ahead.
LEGISLATIVE AND ADVOCACY EFFORTS

The Government Relations & Public Relations department manages the organization’s legislative programs and political relationships. Advocacy and membership participation are key in successfully impacting public education and, more importantly, ensuring quality school leadership. Below are the programs & resources the Illinois Principals Association offers its members.

LEGISLATIVE PLATFORM
The Illinois Principals Association Legislative Platform Statement is a document that outlines the Association’s positions on legislative issues, including topics such as: school construction, special education, school funding, mandates, curriculum/assessment and promotion of the principalship. It is important for the Illinois General Assembly & the United States Congress to be aware of the perspectives and needs of principals on issues that affect their ability to provide quality leadership and education in schools. The Legislative Platform Statement was originally created shortly after the Association was incorporated in 1971 and was revised in early 2018. To view the IPA Legislative Platform Statement, visit www.ilprincipals.org/advocate/ipa-platform.

LEGISLATIVE COMMITTEE
The Illinois Principals Association Legislative Committee is open to any member that expresses an interest in participating and an interest in the legislative process. The Committee has been active in providing timely feedback on legislative proposals and reaching back to their local lawmakers. Any member that is interested in participating in the Legislative Committee should contact Alison Maley at alison@ilprincipals.org.

ILLINOIS STATEWIDE SCHOOL MANAGEMENT ALLIANCE
The Illinois Statewide School Management Alliance continues to work together to monitor thousands of bills introduced in the Illinois House of Representatives and Senate. During the first year of the 101st Illinois General Assembly, there have been 7,272 bills and resolutions introduced in the House of Representatives and Senate. Typically, 25-60% of the introduced bills have possible implications on public education.

In addition to analyzing introduced legislation, the work of the Alliance lobbyists includes passing legislation that is favorable to public schools; stopping legislation that is harmful to public schools; and improving onerous bills that are obviously going to move through the process over Alliance objections.

House and Senate Education Committee members often ask for the position of the Alliance before votes are taken. Many of the bills that are eventually approved by a committee were done so when the bill sponsor pledged to work with the Alliance to modify the language to make it more practical for school district compliance.

Each year, the Statewide School Management Alliance seeks to build relationships with new members of the House of Representatives and Senate. The Alliance asked new members to be mindful of the numerous education reforms in the process of implementation and asked for a moratorium on any new programs or reform measures going forward. Alliance lobbyists spend a great deal of time educating new members about the possible impact of proposed legislation on their local school districts.
The Illinois Statewide School Management Alliance is made up of the Illinois Principals Association, Illinois Association of School Administrators, Illinois Association of School Boards, and the Illinois Association of School Business Officials. The Alliance lobbyists represent all four organizations before the Illinois General Assembly and work to ensure legislation reflects the best interest of schools and educational leaders throughout Illinois.

**FEDERAL RELATIONS**
IPA staff and leaders visit Washington D.C. annually for advocacy activities coordinated by the National Association of Elementary School Principals (NAESP) and the National Association of Secondary School Principals (NASSP). IPA delegates meet with members of the Illinois Congressional Delegation during these visits to discuss the impact of federal education policies and share challenges and successes of their individual schools and districts.

NASSP Advocacy staff has also established a State Lobbyist Network, of which IPA participates, to share common challenges and policy implementation updates from the various states. Federal updates from NASSP are included in weekly Advocacy in Action reports from IPA.

**“PRINCIPAL FOR A DAY” PROGRAM**
The Illinois Principals Association’s “Principal for a Day” program was created in 2004 to give state elected officials the opportunity to observe firsthand what it takes to be a building-level principal. Principal for a Day allows elected officials to then take the valuable knowledge obtained from attending a school in their legislative district and apply it to their decision making in the legislative process.

For more information about Principal for a Day, or assistance in contacting your local legislator, visit www.ilprincipals.org/advocate/principal-for-a-day or contact Alison Maley at alison@ilprincipals.org.

**IPA POLICY AND ACTION CENTER - PHONE2ACTION**
In October 2018, the Illinois Principals Association will begin utilizing Phone2Action as a voter/constituent contact tool. Through the Phone2Action platform, the IPA Policy and Action Center will contain action alerts, elected official searches, and other means for members to remain engaged with their elected officials and send timely emails, Tweets, Facebook posts, and phone calls on various topics and legislation. The IPA Policy and Action Center can be accessed through the Advocacy menu at www.ilprincipals.org.

**ALLIANCE PAC**
The Alliance PAC is the political action committee of the Illinois Statewide School Management Alliance. Campaign contributions play a significant role in the amount of influence an organization has with elected officials. Lobbyists ask for help from elected officials on various legislative issues and, in return, elected officials request our help to assure their election or re-election to public office. The Alliance PAC provides financial and other support to elected officials that believe in issues that are important to school administrators. Please extend your support by contributing to the Alliance PAC. Learn more about the Alliance PAC and download an Alliance PAC Participation Form at www.ilprincipals.org/advocate/alliance-pac.
MEMBER LEGAL SERVICES:

Members of the Illinois Principals Association have the benefit of a fulltime attorney to assist with any and all legal needs related to education. A total of 1267 individuals were served during the 2018-2019 school year. Services include: contract review, assistance with teacher and student issues and assistance with job and employment related issues. The IPA also maintains a large database of legal information, which is available under the “Resources” tab of the IPA website, at www.ilprincipals.org.

MEMBER LEGAL SERVICES:

Members who need the services of private counsel are, in many cases, reimbursed for the first $500.00 of their legal expenses. The IPA Legal Defense fund operates in cooperation with the legal defense programs offered by the National Association of Elementary School Principals and the National Association of Secondary School Principals. For more information on this program, contact the IPA legal department at 217-525-1383.
School leadership matters. While this may seem obvious, research now makes it clear that principals set their school’s culture, whether the best teachers are attracted to and stay in their schools, and whether continuous school improvement efforts occur. To make these things happen, principals must be growth-minded, visionary, mentors, capacity builders, results-oriented, and equity minded. Furthermore, principals must be focused on doing what is best for their students.

However, research has also delineated a challenge we must address: only 1 in 4 principals serve in a leadership position more than 5 years. As you might expect, this leadership churn makes it difficult for a school community to produce sustained, systemic change that dramatically improves student performance. Additionally, it is easier to understand why teachers become cynical about school improvement initiatives and reiterate the famous cliché, “This too shall pass”.

To meet this challenge head-on, the Illinois Principals Foundation (IPF) is focused on supporting the Illinois Principals Association’s (IPA) vision of ensuring effective, sustained leadership for every Illinois school community. To that end, the IPF supports principals by providing them tools, resources, and learning experiences that allow them to deepen their knowledge, spend time learning from their peers and experts, improve their schools’ culture, build the capacity of their teachers, and ultimately improve student performance.

More information about the IL Principals Foundation can be found at www.ilprincipals.org/ipa-partners/il-principals-foundation.
VALUE ADDED PROGRAMS

The Illinois Principals Association is fortunate to partner with a variety of organizations who share in our common mission of advancing learning through effective educational leadership. Don’t hesitate to tap into these outstanding resources that will add value to you both personally and professionally.

**Association Member Benefits Advisors**
The IPA has teamed up with Association Member Benefits Advisors (AMBA) to make member only benefits available to you. You will find many insurance related benefits available at special group rates along with numerous merchant discounts. Please take a moment review all that is available to you. http://myambabenefits.info/association/ipa

**Auto Insurance**
Horace Mann’s Educator Advantage auto insurance program provides value-added features and benefits at no extra charge for educators. Plus, IPA members earn an additional 11% discount in addition to Horace Mann’s special rates for educators. Find out more about The Horace Mann Companies at www.horacemann.com.

**BuyBoard National Purchasing Cooperative**
The BuyBoard National Purchasing Cooperative provides school districts with an opportunity to save time and money while purchasing the products they use every day. School districts can benefit from BuyBoard, which was developed to comply with state laws requiring government entities to make purchases from an approved list of vendors who have gone through a competitive bidding process. BuyBoard is supported by the Illinois Principals Association, Illinois Association of School Administrators, and the Illinois Association of School Boards. Don’t miss this unique opportunity to save precious dollars. https://www.buyboard.com/

**Concordia University Chicago**
Concordia University Chicago is working in partnership with IPA to offer members a 20% tuition discount. Learn more at https://gradschool.cuchicago.edu/academics/doctoral/superintendent-cohorts

**Curriculum Crafter**
Curriculum Crafter’s is a curriculum and standards management platform. It also provides one of the largest repositories of fully vetted and tightly aligned K-12 curriculum in Math, Science, ELA and Social Studies. Already have your own curriculum? No problem! With Curriculum Crafter you can easily import your curriculum and lesson plans into our integrated platform to take advantage of all the collaborative features and reporting. Curriculum Crafter’s strategy of integrating the entire educational workflow under one platform means teachers will spend less time on research, planning, reporting and building and more time on doing what they love to do...TEACH! Learn more at www.curriculumcrafter.com.

**Ed Leaders Network**
The Ed Leaders Network (ELN) is grounded in the belief that educational leaders impact student performance. With this foundational belief at the ELN’s core, multiple state principal associations have partnered together to provide you high quality, on-demand professional development content to enhance your leadership growth. A dynamic professional networking community has also been created to allow you to interact with your peers and leadership experts from across the country. In short, the ELN’s mission is to provide you the professional development content and capacity building professional network you need to do what’s best for your students and learning community. Learn more at www.edleadersnetwork.org.
**Illinois Retired Teachers Association**
The IPA will pay retired members' dues for IRTA during the duration of the retired individuals' membership with IPA. According to IPA Executive Director Jason Leahy, “The IPA is pleased to have the opportunity to provide this additional benefit to our retired members. The IPA has always viewed IRTA as a close partner. The joint membership offers both organizations the opportunity to strengthen our relationship particularly where pension related matters are concerned.” Please contact Jason at jason@ilprincipals.org with questions. Visit www.irtaonline.org to learn more about the Illinois Retired Teachers Association.

**ISDA**
Deans who become full dues paying members of IPA will have their Illinois State Dean Association (ISDA) dues paid by IPA. Information about ISDA can be found at www.isda.us.

**NaviGate Prepared**
NaviGate Prepared is a proven school safety emergency response system designed to assist and prepare school officials and first responders for crisis situations. The secure, cloud-based platform offers 911 dispatch centers and emergency personnel real-time Internet access of a school’s facility and safety information before, during and after a crisis. Developed by Lauren Innovations, NaviGate Prepared is SAFETY Act Designated as an anti-terrorism-level technology by the U.S. Department of Homeland Security. For more information, visit www.NaviGatePrepared.com.

**Online Model Student Handbook Service**
On January 1, 2010, the Illinois Principals Association unveiled its Online Model Student Handbook Service. This online service features over 65 required student handbook procedures and accompanying documents. The procedures are all attorney drafted and peer reviewed and are consistent with the Illinois Association of School Board’s school district policy service, or PRESS. All documents are in Word format and are easily downloadable for school use. Visit www.ilprincipals.org/resources/model-student-handbook for more information.

**Procurement Card**
Use this tool to streamline purchasing processes to save time, money, and paperwork. Find out more by going to www.illinois-pcard.com/.

**School Guard**
The SchoolGuard® app provides a panic button for teachers and staff by immediately alerting nearby law enforcement through the Hero911® rapid-response network while simultaneously calling 911 with the touch of a single button. There is a one-time only setup/activation fee of $1,000 per property (discounted with multiple properties within a district) and a monthly service fee thereafter of $99 per property which includes unlimited, approved users. Learn more at http://schoolguard.guard911.com/.

**Standard For Success**
The IPA is partnering with Standard For Success, an online customizable teacher & employee evaluation system, that was created by Educators for Educators to help with the evaluation and management of employee evaluations. Its brand is built on high-quality customer support and helping to make evaluations Simple and Meaningful. www.standardforsuccess.com
VALUE ADDED PROGRAMS

We greatly appreciate those organizations that support IPA and the principalship with their sponsorships, exhibiting at the Principals Conference and IPA memberships. Please support those who support you when making purchasing decisions for your educational product and service needs.

Platinum ($15,000+)

AMBA

ECRA Group

Horace Mann

Southern Illinois University

Gold ($10,000-14,999)

Club’s Choice Fundraising
College Board
Rise and Shine Illinois

Silver ($5000-9999)

Flippen Group
IESA
IHSA
Stifel, Nicolaus & Company
Virco

Bronze ($2500-4999)

Big Deal Media
Meemic Insurance Company

Friend ($1000-2499)

AdvancED & Measured Progress
Barnes and Noble
Discovery
Easterseals
Embrace Education
Engler Callaway Baasten & Sräga, LLC
GRP
HUMANex VENTURES
IAASE
IASBO
Jostens
Sangamon County Health Department
Springfield Clinic

www.ilprincipals.org
For a complete listing of IPA’s partners that also includes exhibitors and IPA Corporate Members, please visit our Corporate Partner Directory at: https://ilprincipals.org/corporate-members/.