

PR Award #: S423A220042

WestEd

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Absolute Priority: 2

Competitive Preference Priorities: 1, 2, 3.

Project Title: The Bridge Project: Statewide Supports for Future Illinois Principals of Color

Project Description: The Bridge Project will increase the number and diversity of new school principals through post-certification residency program, new principal induction and district principal pipeline transformation. The Bridge Program uses evidence-based professional enhancement activities that lead to advanced micro-credentials. Goals of The Bridge Project include: 1) To develop highly effective aspiring principals of color and aspiring women principals, who engage teacher teams in instructional improvement efforts leading to increased student learning; 2) To provide induction support to aspiring principals of color and aspiring women principals to retain them in the profession; 3) To build regional capacity to scale and sustain project supports, services, alignment with state policy, and positive impact. The Bridge Project activities include a full-year, full-time, paid, rigorous residency in high-need schools for 50 principal candidates that requires successful completion of authentic leadership activities with performance-based assessments aligned to state and national performance standards and advanced micro-credentials to recognize acquired skills; induction support, with on-going, job-embedded professional development during the first year serving as a principal; and principal pipeline improvements to increase equity and opportunity for aspiring principals.

Project Expected Outcomes: The Bridge Project Anticipated Outcomes Included in the Project Evaluation include improved school climate; improved student outcomes (i.e., ELA & Math, SEL); increased percentage of principals serving a concentration of high-need students that are deemed highly effective and remaining in the position for 2 years; and increase number of diverse educators in pipeline for hard-to-staff schools. External evaluators will explore changes to principal and teacher practice, and impact of The Bridge Project on school culture and student achievement in Math and ELA

Project Partners: Illinois LEAD Hub (6 Regional Offices), American Institute of Research, DuPage County, ASL Interpretation Services.