

WELCOME!

As you join please...

1. **Rename yourself (no usernames, please)**
2. **In the chat, please indicate where you are joining us from.**



TEACHFORAMERICA



UNIVERSITY OF
ILLINOIS CHICAGO

The Aspire Fellowship:

Diversifying the Principal Pipeline Through the Cultivation of
Teacher Leaders of Color

Dr. Lionel Allen, Jr. and Dr. Cynthia Barron

AGENDA

①

Preparing to
Learn

②

Establish
Discussion

③

Aspire
Overview

④

Results

⑤

Q and A



WHAT
DO YOU
WANT TO
LEARN?



DR. JOSEPH SHOFFNER

Leadership Coach, University of Illinois at Chicago EdD program in Urban School Leadership
Aspire Fellowship Coach



Alumni Conversation Series

Share Your
Thoughts

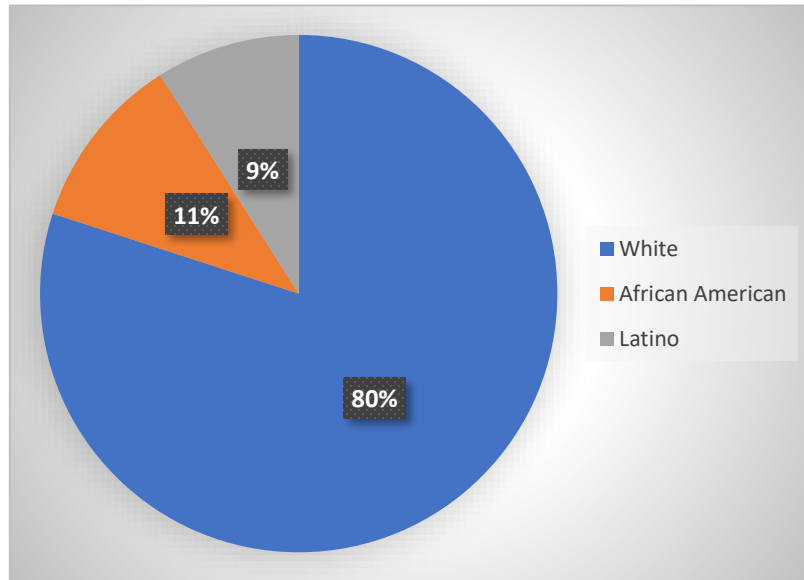


Purpose

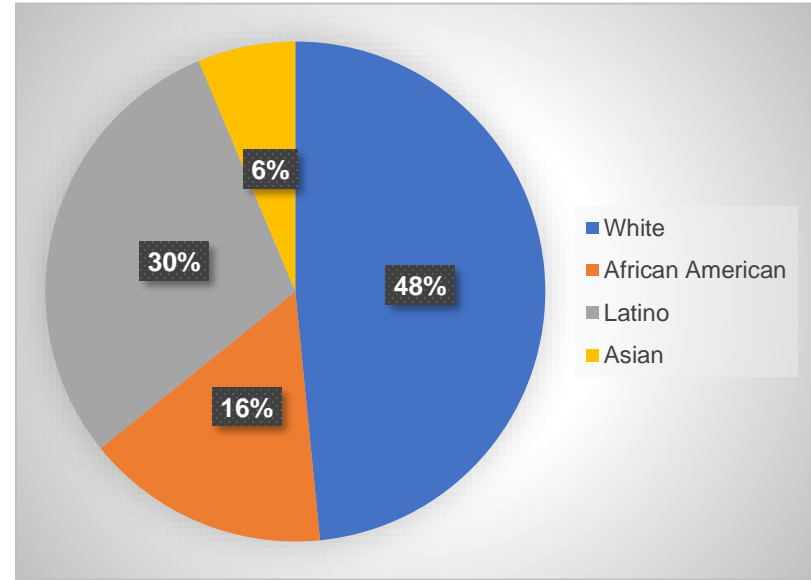


Principals of Color are Scarce

Principal Demographics



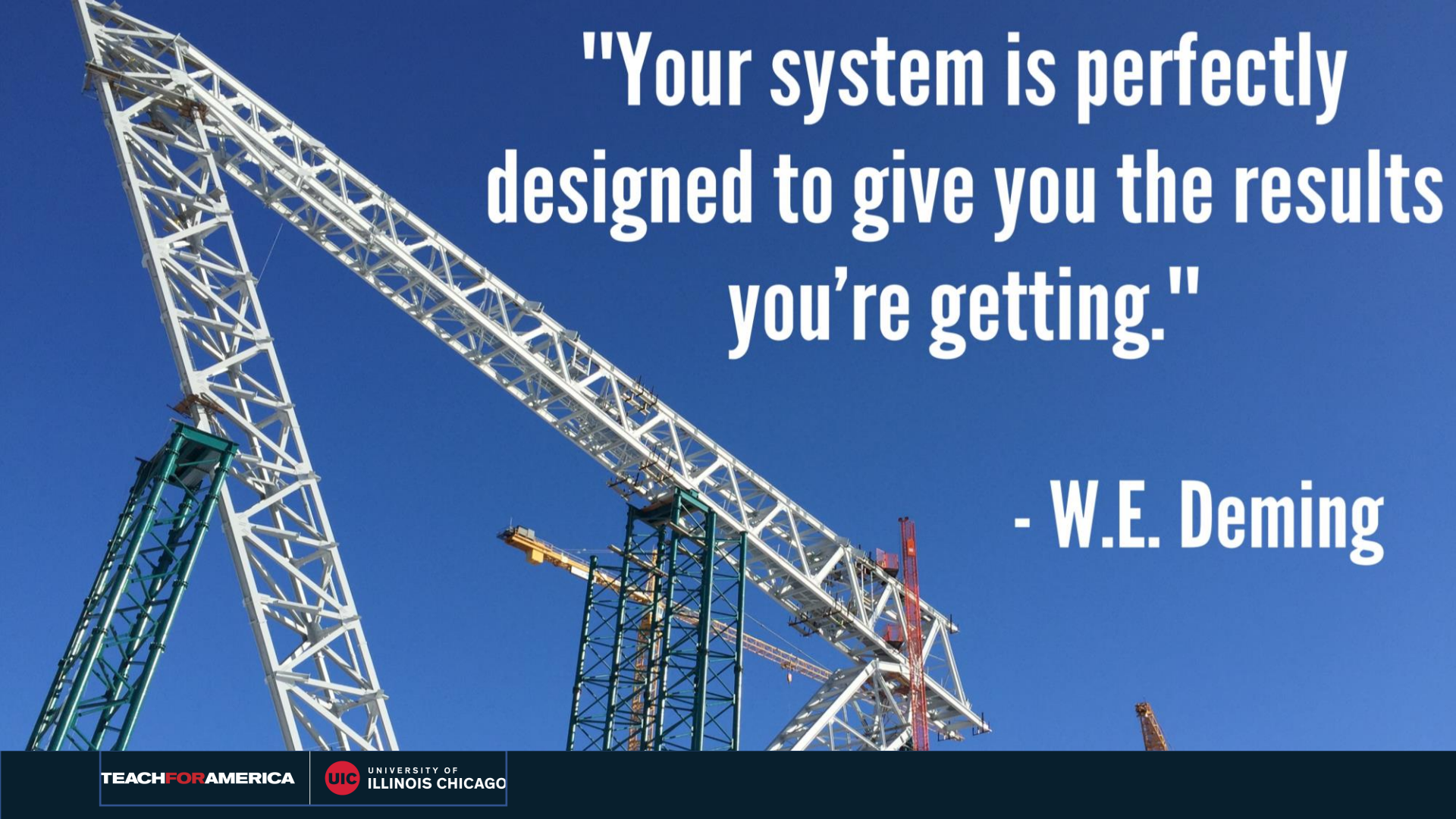
Student Demographics



REPRESENTATION --- MATTERS

Why does representation matter within teacher and leadership ranks in schools?

What barriers are you facing/observing in diversifying teacher and leader pipelines?

A large white lattice crane structure is the central focus, extending from the bottom left towards the top right. The crane is supported by green metal pillars. In the background, other construction elements like a yellow crane and a red structure are visible against a clear blue sky.

**"Your system is perfectly
designed to give you the results
you're getting."**

- W.E. Deming



Aspire Fellowship Overview

Overview

Aspire Vision

The Aspire Fellowship is a 10-month program that supports teachers of color seeking to enter a principal certification program in the next two years and is a joint effort between the UIC Ed.D. Program in Urban Education Leadership and Teach for America Greater Chicago-Northwest Indiana. As partners, we built this program upon the shared belief that our students need transformational leaders who reflect the diversity of our local communities and have designed every element around the experiences of leaders of color. Ultimately, we hope to see Aspire Fellows in CPS Assistant Principal or Principal seats in 3-5 years.

Eligibility

- IL licensed Teacher or Teacher Leader with at least 3 years of classroom teaching experience, or willing to pursue IL license within program year
- Excited to lead other educators (team lead, coaching, etc.)
- desire to start a principal certification program in the next two years
- envision a future where they are leading a public school in Chicago
- are seeking to build the hands-on experience, knowledge, confidence, and support network needed to embark on the journey into urban school leadership

Recruitment Goal

For Cohort 3, beginning in August 2023, we aim to recruit a cohort of 15-18 fellows

Our Partnership

Partnership Statement

The UIC Ed.D. Program in Urban Education Leadership and Teach for America Greater Chicago-Northwest Indiana join together with a shared belief that transformational leaders can dramatically advance outcomes for students and strengthen the schools and systems they serve. Recent research has highlighted the specific impact that leaders of color have on both students of color and teachers of color¹. Our partnership is grounded in a joint vision to build a robust pipeline of experienced leaders in Chicago who reflect the diversity of the city's students. With a commitment to diversity, equity, and inclusion, we also believe that our effort should be led and shaped by leaders of color and those who have directly faced educational inequity.

UIC and TFA both value continuous improvement, and our partnership seeks to operate with curiosity, innovative thinking, and collaboration. Both partners bring unique perspectives and strengths that add value to the Aspire Fellowship. The UIC Ed.D. Program in Urban Education Leadership has partnered closely with Chicago Public Schools since 2002, and 63% of current UIC principals identify as a person of color. They offer expertise in program design, pedagogy, coaching, and certification. With over 1,000 alumni working in schools across the Greater Chicago-Northwest Indiana region, TFA brings a growing and diverse talent pipeline of brave, innovative, and equity-minded leaders. They are committed to developing a generation of leaders who are equipped to solve educational inequity from every sector and every field. TFA is a connector within the larger education ecosystem, and they bring skills in program design, leadership development, and coalition building.

Our Partnership

Aspire Fellowship

- Expertise in program design, pedagogy, coaching, and certification
- Strong history of adding diverse talent to Chicago Public Schools

Shared Values & Commitments:

- Diversity, Equity, and Inclusion
- Continuous Improvement
- Curiosity
- Innovative Thinking
- Collaboration

- Strengths in program design, leadership development, and coalition building
- Strong network of 1,000 equity-minded leaders in Chicago

Fellowship Experience

Impact Initiative

In collaboration with their principal sponsor and coach, Aspire Fellows plan and execute an impact initiative. Impact Initiatives are projects that align to the school's Continuous Improvement Work Plan (CIWP) and require fellows to achieve impact through effective leadership of adults.

Coaching

Upon acceptance, fellows are matched with a coach and receive 10+ coaching sessions across the course of the fellowship. Coaches are current or former school leaders of color who provide guidance and mentorship to fellows in their leadership development and help navigate their journeys in urban school leadership. Coach matching is done in a collaborative process to ensure an optimal experience for both the fellow and coach.

Leadership Seminars

Leadership seminars are brave spaces where we get real and go deep on what it means to be a leader of color. Seminars are led by UIC faculty and take place virtually one Tuesday a month from 5:30-7:30pm. The seminar series concludes with fellow presentations of impact initiatives.

Seminar Core Elements





Results (so far)

Cohorts 1+2 Progress

Cohort 1 Results

- 9 Fellows (5 TFA alumni, 4 non-alumni)
 - 7 of 9 fellows identified as Black or Latinx; 67% Women; 33% men
- Since the fellowship...
 - 1 fellow is a current CPS resident principal through New Leaders and the CLC
 - 1 fellow began an EdD program at University of Pennsylvania
 - 5 were accepted to UIC's EdD program
 - 1 fellow became an Assistant Principal at a CPS Charter School

Cohort 2 Progress and what's next...

- 15 fellows, 87% identify as Black and Latinx; 13 Female, 2 Male
- Our retention rate is 87%- this has been more difficult this year!
- Every fellow is offered a \$1000 grant upon entering a principal certification program
 - Next year we will also give a \$1500 stipend for participation
- Focusing on upping recruitment efforts for Cohort 3



Q & A

Discussion

Feedback