# Illinois

Mara Schanfield

Goals

- Short Term: Utilize research-based resources to support the pilot of talent management strategies (Attract, Prepare, Develop, Support, and Retain) in two districts—East St. Louis School District 189 (ESTL) and Chicago Public School District 299 (CPS).
- Intermediate Term: Strengthen, support and develop a suite of tools and data systems that help to operationalize lesson learned from the pilots. These tools and systems will be accessible to all and used to increasing knowledge and capacity to support the implementation of talent management systems.
- Long Term (beyond the two years): Scale up effective talent development systems in the lowest performing schools and districts across the state.
- ESTL: Maintain stable educator leadership in the secondary schools.
- CPS: Recruit and retain teachers in low-income communities.
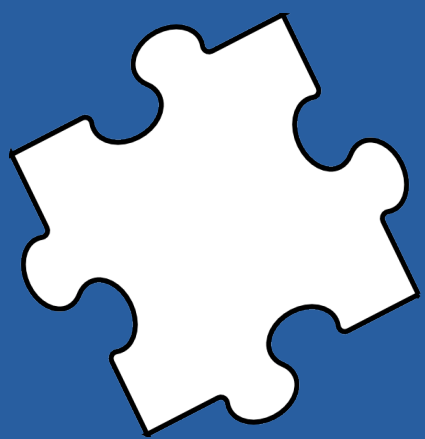
Gaps and Root Causes

- ISBE: There is little to no accessible and coordinated data available at the SEA level for ongoing supports for educators. A lot of the professional learning opportunities focused on strengthening talent management systems are designed as one-time learning opportunities.
- ESTL: All stakeholders didn't demand accountability and high expectations
- CPS: These positions are more challenging and teachers do feel burned out and under-appreciated for working in challenging circumstances.

Accomplishments

- The ISBE T4TLA team is utilizing the Coherence Framework and Learning Forward Standards to build common language, understanding and deepen its capacity in providing direct supports to districts who need them the most.
- They are working to leverage the T4TLA supports to help them move through a seven year strategy to increase school culture and climate goals that ultimately drive quality instruction.
- They have tapped their district-based teacher advisory group to identify targeted supports that can be scaled. Within the T4TLA work, they are working to develop district-based induction and mentoring supports for teachers as well as supports to build capacity in scaling effective strategies

Questions we are Pursuing

- How can the SEA best support its LEA partners within the T4TLA initiative?
- Who are the key stakeholders that need to be engaged?

Questions for Colleagues

- What additional induction and mentoring supports and experts can T4T colleagues provide to T4TLA teams?