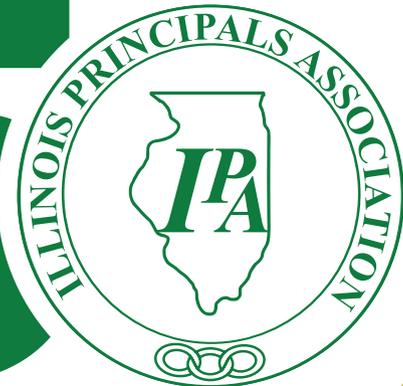


CELEBRATING

A Legacy of Leaders

50



1971 - 2021

50 YEARS



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A Word from *the* President

2021-2022 IPA PRESIDENT DR. MARCUS BELIN

The Illinois Principals Association (IPA) is not average. This organization does not settle for mediocrity. The IPA is an association that provides a bedrock foundation of support for school leaders in Illinois as well as advances our cause on a national level. I joined the IPA in 2011, and in the past 10 years, I have witnessed how the IPA's appetite for innovation, achievement, and growth has pushed our association to achieve much. Championing diversity, challenging the status quo on behalf of our students, preparing school leaders to do more and become more, and providing outstanding professional development opportunities are just a few of the initiatives that the IPA has advanced.



In 50 years, the IPA has not wavered from its commitment to serving school leaders. Simply yet critically, we believe school leadership matters. Without high-quality school leaders, our learning organizations suffer. More importantly, our students suffer. Thus, our belief that school leadership matters keeps us on mission: to develop, support, and advocate for innovative educational leaders.

As I reflect on all the IPA has accomplished throughout the past five decades, I am reminded of a quote from former U.S. Representative and civil rights activist John Lewis. He said: "Every generation leaves behind a legacy. What that legacy will be is determined by the people of that generation. What legacy do you want to leave behind?" This quote is a testament to 50 years of generational change that has led the IPA to be where it is today. It is also a challenge for us, the current generation of IPA members, to build on the legacy constructed by those that came before. So, I leave you with this challenge: What will our legacy be in the next 50 years?

Dr. Marcus Belin
IPA President, 2021-2022

Forward

When IPA Executive Director Jason Leahy began planning for ways to commemorate the fiftieth anniversary of the founding of the Illinois Principals Association (IPA), he asked if I could compile a brief history of the association. I jumped at the chance! This undertaking has been a real labor of love and an interesting project that was confounded by the fact that the IPA staff members that I relied on for research and technical support were working from their homes because of COVID-19 restrictions. The upside of this situation was that on many occasions I had the office to myself and could roam the library and files at will. The resulting chronicle is not brief, but I trust you will find it informative and interesting.



Most of you who are IPA members now were not yet born when the association was founded. Many of those who were involved during the founding years have long since passed. The principalship has changed, education has changed, and the nation has changed. I hope this document gives you a sense of those changes; how they influenced the growth and development of the IPA; and how the IPA, in turn, has influenced those changes.

I have an interesting perspective on the IPA's history in that I have lived through it. I was a first-year principal in 1972 and attended the first IPA Annual Conference in Arlington Heights, where votes were taken to confirm the association's formation. During my 20 years in the principalship, I was active in IPA regional activities and served on some state committees. I certainly attended a lot of IPA in-service workshops and leaned on the network of member principals for advice and support. Even now as I look back, I see that IPA has served me well — even during the years when it was not nearly the sophisticated organization it is today.

I became the IPA executive director in 1992. Before my first day on the job, I was invited to a meeting of a small group of board members and influential principals who sat me down and explained what they perceived as weaknesses in the association and what they felt needed to be changed in the future. We set goals and developed a five-year plan to address increasing membership; making the membership more inclusive; erasing the image of being an old boys' club; increasing the scope, quantity, and quality of in-service opportunities; and making the annual conference more professional in nature. At the time, the IPA had little influence at the Illinois State Board of Education and no presence at the State Capitol or with the educational lobby groups. The IPA had a weak image with the National Association of Elementary School Principals and the National Association of Secondary School Principals. Though the association served its members fairly well, it had a long way to go in order to become a strong, visible, and influential organization. That was my charge. However, I spent my first two years worrying about how we were going to make payroll rather than figuring out how to add workshops. I spent time selling the organization to prospective members, to the state board, the state legislature, the National Association of Elementary School Principals, the National Association of Secondary School Principals, and anyone else I could reach. I felt more like a missionary than an executive director. Fortunately, I had a very supportive board and a competent staff that bought in to what we were trying to build and worked hard at helping us achieve our goals. The association started to change and evolve. In a sense, that change was the beginning of what the IPA is today: an organization that not only serves its membership in many direct ways but also has influence on state educational policy and legislative initiatives; is perceived as a leader among other state and national associations; and is enhancing the quality of teaching and the principalship, not only in Illinois but in other states through dynamic, forward-thinking initiatives like the School Leader Paradigm and Ed Leaders Network.

My hope is that this writing reflects all of that and brings out some of the detail and significant events of the IPA's history. I also hope that you gain a sense of what the IPA was, is, and will become. It has moved from Bill Sullivan's vision fifty years ago to an effective, truly professional organization. And I am grateful I got to live through all of it.

Dr. David Turner
IPA Executive Director, 1992-2004

Introduction

Throughout the 2021-2022 school year, the Illinois Principals Association (IPA) will be celebrating fifty years of distinguished service to education. What began in 1966 as a kernel of an idea developed into a formal vote to ratify the organization in the fall of 1971. In early 1972, the IPA became a legal entity, and the association's first annual conference was held in Arlington Heights in October later that year. Many mark this as the beginning of the IPA, but there were years of planning, organizing, and negotiating prior to that event.

The IPA was formed when the Illinois Elementary School Principals Association, the Illinois Junior High School Principals Association, and the Illinois Secondary School Principals Association joined into one organization. Although at the time there were four other states that had administrative structures facilitating cooperation among their various principals organizations, Illinois was the first to create one cohesive association to serve all principals. Because of its uniqueness, leaders from other state principals associations attended that first annual conference to observe how the Illinois experiment worked.

As you know, it worked quite well. The IPA has long been recognized by the National Association of Elementary School Principals, the National Association of Secondary School Principals, and other state and national agencies and organizations as one of the premier principals groups in the nation because of its large, diverse membership; legislative and policy initiatives; service to members; and, in particular, the quality and range of its professional learning programs. As you read through this history, you will discover how the IPA has evolved throughout the years and established a legacy of leaders that is thousands of school leaders strong.



A Legacy of Leaders

THE IPA LEGACY BEGINS

The late 1960s presented some challenging years to America. There was civil unrest due to the Vietnam War, an undercurrent of racial tension, and the beginning of widespread drug use among young people. College campuses were often sites of political and social protests. It was, after all, the age of sex, drugs, and rock and roll. Schools were not sheltered from these phenomena or the cultural shifts. Suburbs were growing rapidly, and schools were expanding because of the large number of children born after the end of World War II — a generation now known as the baby boomers. Schools were facing increasingly complex challenges brought about by rapidly growing enrollments that were becoming more ethnically and culturally diverse. Parents were beginning to demand more of schools in terms of student achievement and participation in a wide range of extracurricular activities. Most of these challenges fell squarely on principals. At the same time, the position was undergoing a monumental transformation. Principals went from simply implementing policies to being leaders who set goals and standards, provided professional staff development, and focused on increasing student achievement.

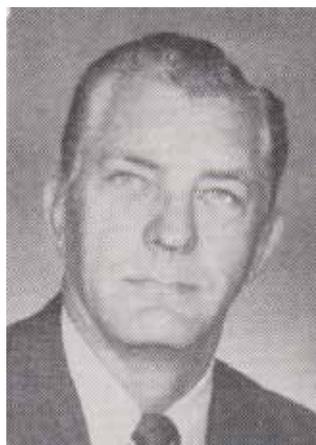
Additionally, the Illinois General Assembly was becoming increasingly involved in the business of schools. The courts were handing down rulings that impacted the daily operation of schools. To top it all off, the Illinois Education Association was preparing to expel administrators from its membership. This included proposing collective bargaining legislation and a host of teachers' rights language to go with it. Principals in those days indeed needed a helping hand.

The forward-looking leadership of the Illinois Elementary School Principals Association, the Illinois Junior High School Principals Association, and the Illinois Secondary School Principals Association identified all the forces at play and recognized the need for a strong professional organization. They understood the benefit of strength in numbers and that a broad membership would increase financial and intellectual resources, provide

diversity, and enhance the ability of school leaders to influence education policy in the Illinois General Assembly. This led to the formation of the Illinois Principals Coordination Council, whose purpose was to explore the feasibility of joining the three associations into one comprehensive principals organization to serve all levels of principals in Illinois. At the time, there were more than 100 separate principals associations in the country, and no state had combined its elementary and secondary groups. The council was exploring a revolutionary idea.

The first meeting of the Illinois Principals Coordination Council was held in October 1966 at Northern Illinois University. Each association was represented by its president, president-elect, immediate past president, and executive secretary. Bill Sullivan, executive director of each of the associations, played a central role for this group, and Holmes Hamilton was selected as the

first president of the council. These people could realistically be considered the founders of the IPA. Although the meeting was primarily intended to get the council organized, general objectives were set that centered on ways the three principals organizations could work together. Two specific long-range goals were the creation of one inclusive principals association and enhancing the legal status of principals. Actions taken at that meeting were voted on and approved by the boards of directors of the three associations, and the Illinois Principals Coordination Council became an official unit representing the Illinois Elementary School Principals Association, the Illinois Junior High School Principals Association, and the Illinois Secondary School Principals Association.



William "Bill" Sullivan

The Illinois Principals Coordination Council's second meeting was held in August 1967 at Illinois State University and focused on discussing the legal status of the principal, which led to the development of a preliminary draft of legislation that would clarify the position and role of the principal. That draft developed into language introduced into the Illinois General Assembly as Senate Bill 628, the Principals Status Bill, and was signed into law as Public Act 76-652 in August 1969 by Governor Richard Ogilvie. It remains as part of Section 10-21.4a of the Illinois School Code. An interesting note here is that, during the negotiations to pass the legislation, Bill Sullivan's license plate number was SB 628. The National Association of Secondary School Principals used the language from SB 628 as a template to assist other state associations in gaining legal status for their principals.



Illinois Principals Coordination Council

As previously alluded, one of the issues driving the actions of the Illinois Principals Coordination Council was the ongoing shift in the National Education Association and the Illinois Education Association from being education associations to becoming labor unions. Historically, Illinois Education Association membership had been open to all certified school staff. Many superintendents pointed with pride to the fact that they had a 100 percent district, in which all teachers and administrators belonged to the Illinois Education Association. That changed in the summer of 1971, when, at its national convention, the National Education Association leadership wrote language into the association's constitution that basically

excluded administrators from membership and set a divide between administrators and teachers in professional negotiations. As a state affiliate, the Illinois Education Association was obligated to follow suit. Bill Sullivan, as executive director of the Illinois Elementary School Principals Association, actually was an Illinois Education Association employee, and his salary was paid by the Illinois Education Association. That changed on July 1, 1972, when the Illinois Education Association eliminated his position. That officially ended the long-standing status of principals in the Illinois Education Association and solidified support for the council's work and the formation of the IPA.

In July 1971, the Illinois Principals Coordination Council held a meeting on the campus of Eastern Illinois University with 14 delegates representing

the three principals associations. This meeting was the tipping point for the IPA because the three associations agreed to dissolve and join to form one association representing all levels of principals in Illinois. The delegates discussed issues of membership, regions, board structure, and other topics, which led to the preliminary draft of the IPA Constitution and Bylaws. The meeting was referred to as IPA's Con-Con. Each association then polled its membership on the agreed-upon merger to make it official. The IPA pro-tempore officers were President Allen Rohrer, principal of Taylorville Junior High School in Taylorville and president of the Illinois Junior High School Principals Association; President-Elect Lee Roy Williams, principal of Chester-East Lincoln Elementary in Lincoln and president of the Illinois Elementary School Principals Association; and Secretary-Treasurer Robert Jones, principal of Lincoln High School in Lincoln and president-elect of the Illinois Secondary School Principals Association. Bill Sullivan was named the executive director.

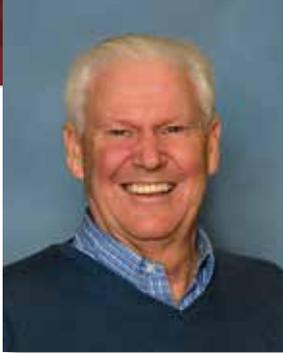
The stated purpose of the new association was to improve education in Illinois through (1) communication within and among the profession, (2) stronger efforts in matters of mutual concern, (3) achievement of higher standards of professionalism, (4) improvement of the status and welfare of the principalship, and (5) the dissemination of information to the membership to improve the quality of common school education in Illinois.

The state was originally broken into six IPA regions. All members in good standing of the Illinois Elementary School Principals Association, the Illinois Junior High School Principals Association, and the Illinois Secondary School Principals Association were considered charter members of the IPA if they paid the \$50 IPA dues prior to July 1, 1972.

The sections that follow offer a decade-by-decade, year-by-year breakdown of key milestones and accomplishments achieved by the IPA throughout its fifty-year history. To provide additional context, reflections from key IPA influencers as well as information about educational policies and other factors that impacted school leaders and the association are included. Keep an eye out for fun facts about the IPA and its members along with a listing of the association's presidents and Principals of the Year.



1970s



Influencer Reflection

In May 2021, I received a phone call from my close friend and retired IPA executive director Dr. David Turner. We spent a few minutes reminiscing, and then he told me he was in the process of writing a history of the IPA as part of its fiftieth anniversary celebration. He said he had a list of questions about events, places, and people that I might remember from my involvement since the early days of the IPA, and he asked if I would write a reflection about the development of the association as I had witnessed it. So, the journey begins.

In August 1971, my principal, Paul Diefenbach, and I were talking in his office. He had just hired me as assistant principal, and he handed me a brochure from the IPA, which was seeking new members. Paul suggested that if I was going to be an administrator, I needed to support this organization. I became a charter member. I do not remember the exact cost of dues, but I remember wondering how I would explain the expense to my wife and if the dues would be worth the benefits I would ultimately receive. Today, members know all about those benefits—and they are many, and they certainly have value.

My first exposure to the IPA was to attend a Region 5 meeting at Southern Illinois University Edwardsville. My principal could not attend but thought it would be good for me to get involved. There was a total of six people at the meeting: the state executive director, the region director, and four others. The region

director took about two minutes for a report, the state executive director talked for about five minutes, and then the meeting was over. I thought, “This is IPA?!” and questioned whether it was worth my time or dues and whether I should become involved or not. I chose to become involved and was for over forty years. Since my first meeting, I have seen region meetings evolve into robust planning sessions and social events. I have seen regions develop activities like student recognition dinners that fill banquet halls and secretary appreciation luncheons in large hotel dining rooms. I even recall a Region 5 meeting with nearly 200 members in attendance.

When I was the state membership chair, the IPA had about 1,250 members. Now it has nearly 6,000, including principals, assistant principals, and deans from across the state. Clearly the association is doing a good job of encouraging a broad, inclusive, and strong membership.

So, what have I witnessed? I’ve witnessed many things, most notably the IPA’s influence on Illinois educational policy and in the General Assembly; its cutting-edge use of technology to serve its members; the high quality of its professional development programs, which are perhaps the best in the nation; the top-notch legal services available to the membership; and the IPA becoming a financially strong organization with a storied past and a bright future. I’m glad I got involved.

Dr. Fred Singleton
IPA Field Director, 1994-2014

1970s

- 1971**
- The Con-Con meeting of the Illinois Principals Coordination Council drafted the IPA Constitution and Bylaws in July.
 - The IPA was declared an official educational organization on November 19.
 - The first Illinois Principals Week proclamation was signed by Governor Ogilvie.
- 1972**
- The State of Illinois issued an official charter to the IPA on January 25.
 - The first issue of *The IPA Newsletter* was sent to members in July.
 - The first IPA Annual Conference was held in Arlington Heights in October.
 - The IPA was recognized by the National Association of Elementary School Principals and the National Association of Secondary School Principals as an official state affiliate.
 - The IPA moved its headquarters from the Illinois Education Association building to its own office in the Association Building on 612 South Second Street in Springfield.
- 1974**
- The first edition of *Illinois Principal* magazine was published.
 - The IPA held its first Assistant Principals Conference jointly with the National Association of Secondary School Principals in Chicago.
 - The IPA held its first Beginning Principals Workshop.
 - The IPA published *The Role of the Principal* brochure.
- 1975**
- The IPA Professional Development Committee developed the first IPA Code of Ethics.
 - The IPA published its first monograph, *Readings for the Principal in School Communications*.
 - James Brimm, principal of Triopia High School in Concord, was appointed to a four-year term on the board of directors of the National Federation of State High School Associations.



Items of Note

- Illinois held a Con-Con to revise the state's Constitution in 1970. The Con-Con established the Illinois State Board of Education, expanded free education through the twelfth grade, and added pension protection language.
- Title IX was signed into law by President Richard Nixon in 1972.
- Multiyear principal contracts were authorized in Illinois in 1973.
- The Family Educational Rights and Privacy Act was signed into law by President Gerald Ford in 1974.
- The Education for All Handicapped Children Act (now known as the Individuals with Disabilities Education Act) was signed into law by President Gerald Ford in 1975.
- Illinois Governor Dan Walker signed IPA-sponsored legislation providing principals due process in 1975.

1976 • The IPA published two monographs, *Strengthening School Leadership and Evaluating the Principal*.

- The first and only IPA Fall Conference located outside of Illinois was held in St. Louis.

1977 • To equalize the number of principals in each region, the IPA added three additional regions, bringing the total to nine.

- The IPA moved its headquarters to the Baptist Building at 3085 Stevenson Drive in Springfield.

- The IPA developed *This We Believe: An Official Policy Platform for the Illinois Principals Association*.

- IPA Member John Ourth, principal of Oak Terrace Elementary, was elected to the National Association of Elementary School Principals board of directors representing Zone 5 (Illinois, Indiana, and Kentucky).

1978 • The Illinois Council of School Executives was formed by the IPA, the Illinois Association of School Business Officials, and the Illinois Association of School Administrators to coordinate programs, activities, and member services and to foster cooperation among the associations.

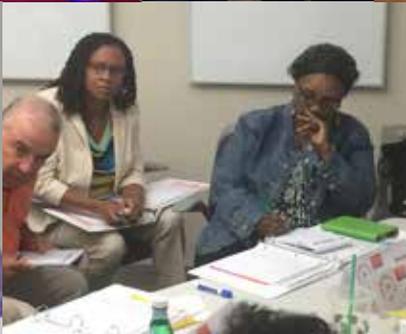
1979 • The Illinois Coalition for Public Education was founded for the purpose of promoting public education. Members included the IPA, the Illinois Association of School Administrators, the Illinois Association of School Business Officials, the Illinois Education Association, the Illinois Association of School Boards, the Illinois Federation of Teachers, and the Illinois PTA.

- IPA member George Melton, principal of Urbana Junior High School in Urbana, was elected to the National Association of Secondary School Principals board of directors representing Region V.



- The United States celebrated its bicentennial in 1976.
- Number of school districts in 1971: 1,100¹
- Number of students in 1971: 2,379,646²
- Average principal salary in 1975 (the year of the IPA's First Salary Study): \$20,800

- IPA membership in 1971: 202 charter members
- IPA staff in 1971: None. IPA's first executive director, William "Bill" Sullivan, was hired in early 1972.
- IPA professional learning opportunities in 1971: The IPA's first Annual Conference was held in October 1972 in Arlington Heights.



1980s



Influencer Reflection

On the occasion of its fiftieth anniversary, the IPA legacy is deeply felt in Illinois schools. My association with the IPA began shortly after the passage of the 1985 education reform package when I was at the Illinois State Board of Education and continued through my years at Illinois State University.

The IPA stepped up when the landmark 1985 legislation legally changed the role of principals in schools, defining them as “instructional leaders” and requiring them to evaluate teachers. The IPA was instrumental in the development and implementation of the Illinois State Board of Education’s efforts to design and implement the Illinois Administrators’ Academy, the first state-mandated effort to provide ongoing professional development to school and district administrators related to staff evaluation, school improvement, and student assessment. IPA staff and members collaborated with the Illinois State Board of Education to design the academy and took leadership in the creation and delivery of professional development for principals and assistant principals.

I became even more aware of the leadership influence of the IPA when I joined Illinois State University as a professor of educational administration. Throughout my principalship at University High School and my career in numerous

roles with the College of Education, I had many opportunities to continue collaborating with the IPA. Illinois State University served as the higher education administrative home to the IPA. This created a wonderful relationship between practitioners and the professors who provided graduate education and a path to certification for school administrators, particularly those planning to become principals, superintendents, or chief business officials. Illinois State University, the IPA, and the Illinois Association of School Administrators collaborated on the annual Administrators Roundup, which was held at Illinois State University and attended by school administrators from across the state. Leaders and members of the IPA regularly served as guest lecturers in Illinois State University classrooms. And IPA leaders advised the Center for the Study of Education Policy.

My experiences collaborating with the IPA were enriched by the leadership of Dr. David Turner, an Illinois State University graduate. His enthusiasm for supporting principals in all their roles, including their pivotal influence on the quality of all student experiences within schools, made him an inspiring leader and a hardworking partner in the preparation of an ongoing advanced education and professional opportunities for principals. Thank you for the years and years of partnership and friendship.

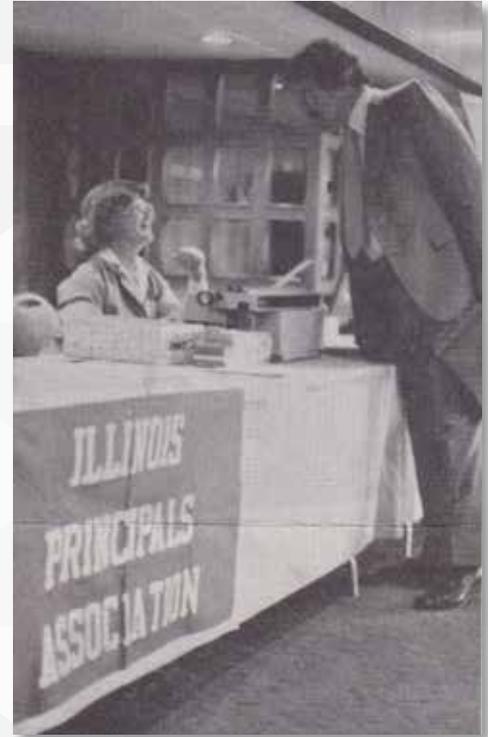
Dr. Dianne Ashby

Former Vice President of Illinois State University

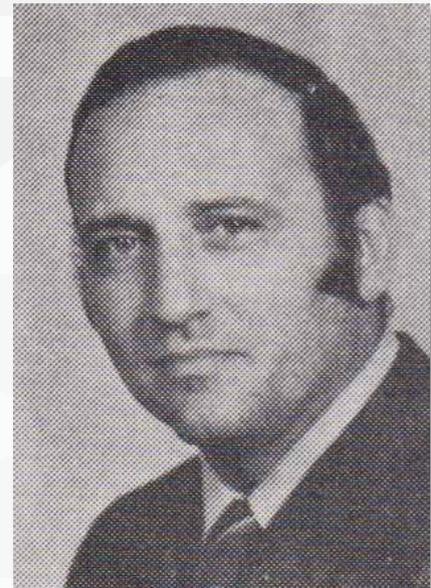
Image by Illinois State University

1980s

- 1980** • IPA Member John Ourth, principal of Oak Terrace Elementary, was elected president of the National Association of Elementary School Principals.
- 1981** • Jack Moomey, IPA associate director, assumed the position of executive director following the retirement of Bill Sullivan.
 - The IPA moved its headquarters to an office suite in the Illinois Association of School Boards building on 430 East Vine Street in Springfield.
 - The IPA initiated a return of dues program to stimulate continued membership.
 - An advisory council to the state superintendent was created and held its first meeting with State Superintendent Donald Gill.
- 1982** • Don Chase, former IPA president and longtime principal of Hadley Junior High School in Glen Ellyn, was selected as the IPA's first field representative.
- 1983** • The IPA sponsored a workshop for women principals and administrators in collaboration with the National College of Education.
 - The annual Assistant Principals Conference was redesigned to include deans and other assistant building administrators.
 - Ed Phelps, assistant principal of Elk Grove High School, was appointed as chairman of the board of the National Association of Student Councils.
- 1984** • An assistant principal's chair position was added to the IPA board of directors.
- 1986** • The first downstate Fall Conference was held in Peoria in October.
- 1987** • Pam Burdine, the IPA's longest-serving team member and current conference coordinator and association services specialist, was hired.



John Ourth



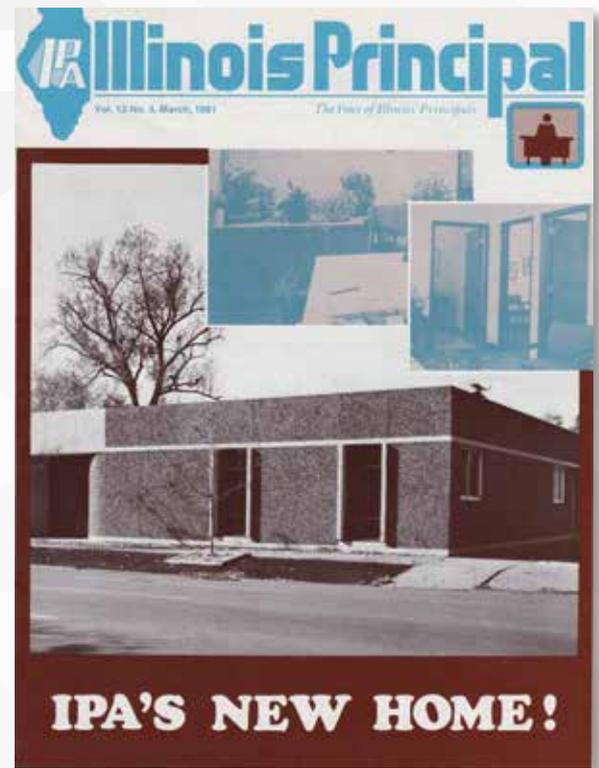
Jack Moomey

Items of Note

- *A Nation at Risk* was published by the U.S. Commission for Educational Excellence in 1983 with far-reaching implications for schools and principals.
- Illinois Governor James R. Thompson signed the Omnibus School Reform package of 1985. The legislation included 169 new school initiatives, including the designation of principals as "instructional leaders," dropout prevention programs, minority student achievement programs, and the Illinois Administrators' Academy requirement for school leaders.
- Number of school districts in 1981: 1,012¹
- Number of students in 1981: 1,924,084²
- Average principal salary in 1981: \$30,525
- IPA membership in 1981: 1,800
- IPA staff in 1981: Four full-time staff members

- 1988**
- Three IPA members, Richard DuFore, principal of Stevenson High School in Prairie View; Ed Hightower, principal of Eunice Smith Elementary in Alton; and Jane Thompson, principal of Palisades School in Burr Ridge, were recipients of the first Illinois Distinguished Educators award. The award carried a \$25,000 stipend.
 - Tom Kircher, principal of John W. Gates School in Aurora, was elected to the National Association of Elementary School Principals board of directors representing Zone 5 (Illinois, Indiana, and Kentucky).
 - Dr. David Turner, principal of Porta High School in Petersburg, was appointed to a four-year term on the National Federation of State High School Associations board of directors.

- 1989**
- IPA Executive Director Jack Moomey received the Ben Hubbard Leadership Award from Illinois State University.
 - Marjorie Lowman, principal of Washington-Monroe Elementary School in Lincoln, was elected as the IPA's first female president-elect.
 - The IPA held a series of six townhall meetings across the state to allow members the opportunity to discuss critical issues with the association's leadership.



Marjorie Lowman (L) and Pam Burdine (R)

- IPA professional learning opportunities in 1981: Annual Conference, Assistant Principals Conference, and three assertive discipline workshops in collaboration with Lee Center & Associates



1990s



Influencer Reflection

I first joined the IPA in 1973 when I took my first administrative position as principal of Mason City High School. I quickly learned that the role of high school principal in a small rural community was a very solitary position. The IPA, though still in its early years, was my source of networking, professional development, moral support, and technical information. It was simply a lifeline to survival on the job and a ladder to success.

On July 1, 1992, I became the executive director of the Illinois Association of School Administrators. On that same day, Dr. David Turner became the executive director of the IPA. It was the beginning of a long, strong, and productive relationship between the two associations. Soon after, an informal meeting of the executive directors of the Illinois Association of School Administrators, the IPA, the Illinois Association of School Business Officials, and the Illinois Association of School Boards resulted in the formation of the Illinois School Management Alliance, known simply as The Alliance. Its purpose was to

promote collaboration and cooperation among the four management associations, especially in the area of governmental relations. The organizational structure of The Alliance was a handshake arrangement among the four executive directors based on trust and free of the formal entanglements of charters and bylaws. That arrangement has worked well for nearly thirty years.

Throughout the years, the IPA and the Illinois Association of School Administrators worked together on the expansion and improvement of professional development programs, the recruitment of teachers into the ranks of administrators, the transition of principals to central office and superintendent positions, as well as on advocacy for moving women and minorities into leadership positions. I will be forever grateful for my years with the IPA but even more so for the work I was able to contribute to the IPA and its members. I salute your fifty years of service to Illinois schools.

Dr. Walt Warfield

Illinois Association of School Administrators
Executive Director Emeritus

1990s

- 1990**
 - Jack Moomey announced his intention to retire from the IPA when his contract expired on June 30, 1992.
 - Ruth Bill, principal of Bridgeview Elementary in Bridgeview, was selected as a member of Executive Educator 100, which recognized the top 100 educators nationally.
 - The IPA worked with Illinois State Police to create a school safety program to assist schools in developing safety policies and practices.
 - The Illinois State Board of Education established the Retired Professionals Service Corps.
- 1991**
 - The IPA board of directors selected Dr. David Turner, principal of Porta High School in Petersburg, as the executive director designate to succeed Jack Moomey on July 1, 1992.
- 1992**
 - The IPA purchased an office building at 1610 South Sixth Street in Springfield and for the first time owned its headquarters.
 - The association retained the Monticello school law firm of Miller, Tracy and Braun to handle its Legal Protection Program.
 - The IPA board of directors established a state board liaison position.
- 1993**
 - The IPA underwent an extensive strategic planning process facilitated by Jim Burgett. The plan consisted of nine strategies, including revising the structure of the IPA board of directors, examining staff needs, and increasing a diverse membership.
 - The Illinois Statewide School Management Alliance, known as The Alliance, was formed by joining the lobbyists from the Illinois Association of School Administrators, the Illinois Association of School Business Officials, the Illinois Association of School Boards and the IPA.
 - The *Alliance Legislative Report* was launched and faxed weekly to all members of the four Alliance associations.



David Turner



Items of Note

- The Americans with Disabilities Act was signed by President George H. W. Bush in 1990.
- The National Educational Goals, better known as Goals 2000, were set by Congress to bring the nation's schools into the era of outcomes-based education. The goals included (1) all children in America will come to school ready to learn, (2) the high school graduation rate will increase to at least 90 percent, and (3) U.S. students will be first in the world in mathematics and science achievement.
- The Columbine High School shooting massacre happened on April 20, 1999, in Colorado, killing twelve students and one teacher. The event ushered in a new focus on school and student safety.
- Number of school districts in 1991: 947¹
- Number of students in 1991: 1,848,166²
- Average principal salary in 1991: \$46,900

- After 18 years of distinguished service, Vickie Russell resigned from the IPA due to her FBI agent husband being transferred to Atlanta.
- The IPA reinstated its advisory council to the state superintendent and began monthly meetings with Superintendent Robert Leininger and his staff.
- The Executive Leadership Institute, a collaboration between the IPA and Motorola Corporation based on Motorola's Manager of Managers program, was launched.
- The IPA hired Ed Keen, a retired superintendent and member of the House Republican staff, as its first lobbyist.
- The IPA held its Fall Conference in Springfield for the first time.
- The *Illinois Principal* magazine ceased publication and was replaced by *Building Leadership - A Practitioner's Bulletin*, a short, single-topic publication. The first issue was authored by Eastern Illinois University Professor Dr. Larry Janes.
- Ken Schwab, principal of Moline High School, and Phil Silsby, principal of Belleville West High School, were selected to the North Central Association's State Central Committee.



1994

- The IPA expanded its field staff by hiring former IPA Presidents John Ourth, principal of Oak Terrace Elementary, and Dr. Fred Singleton, principal of Highland High School.
- The Fall Conference was renamed the Principal's Professional Conference to reflect the meeting's focus more accurately.
- The Alliance Political Action Committee was formed.
- The IPA created the associate member membership category for businesses desiring to build relationships with principals.
- The IPA cosponsored the first annual Gateway School Leadership Institute with the two Missouri principals associations and the Greater Kansas City Leadership Academy in St. Louis.



Fred Singleton (L) and John Ourth (R)

- IPA membership in 1991: 2,610
- IPA staff in 1991: Five full-time staff members
- IPA professional learning opportunities in 1991: Annual Conference, Assistant Principals Conference, six workshops

1990s

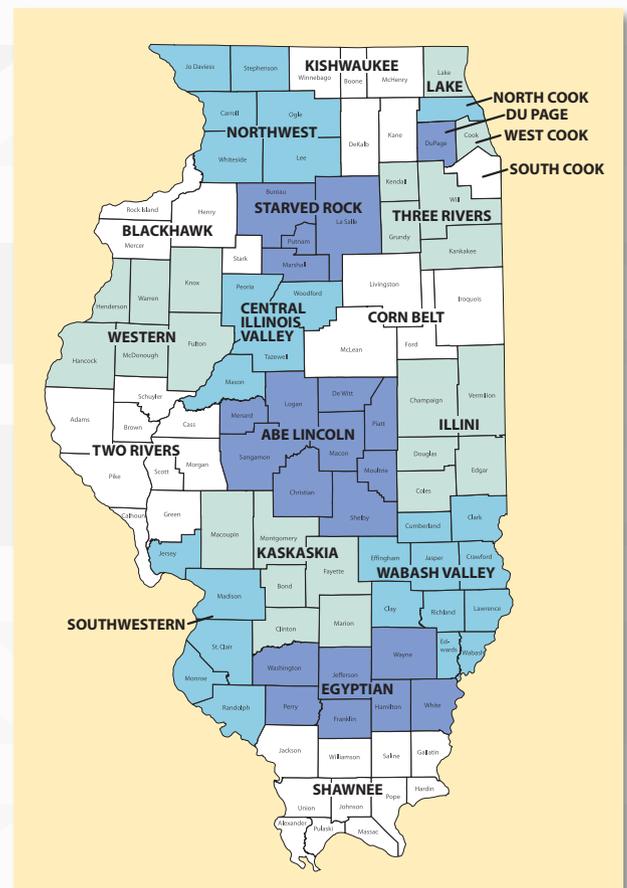
- The IPA sponsored an Administrators Seminar Cruise with Norwegian Cruise Line through the Southern Caribbean.
- The IPA conducted a “Member Get a Member” campaign that significantly increased the association’s membership.
- The IPA sponsored an Alaskan cruise for members.
- The IPA and the Motorola Executive Leadership Institute were recognized by the Illinois State Board of Education as an exemplary business-education partnership.
- Gwen Lee, principal of Hillcrest High School in Country Club Hills, hosted President Bill Clinton on a school visit.
- IPA Member Jerry Vrshek, principal of Lane Elementary School in Alsip, was elected to the National Association of Elementary School Principals board of directors representing Zone 5 (Illinois, Indiana, and Kentucky).

1995

- The Illinois State Board of Education approved funds to cover part of the Executive Leadership Institute tuition cost for principals.
- Champaign Central High School was included in the new book *The Exemplary High School*. IPA members Joe Wojtena and Don Hansen were the principal and assistant principal at the time.
- IPA Associate Director Sandy Huntman received the prestigious national Charlotte Danstrom Women of Achievement award from Women in Management, Inc.

1996

- Building on the success of its previous strategic planning cycle, the IPA developed a new strategic plan. This plan consisted of nine strategies, including enhancing member in-service programs, improving the image of the association and principal, and examining facility needs.
- The IPA restructured its nine regions to match the boundaries and names of the twenty-one existing regions of Alliance partners the Illinois Association of School Administrators and the Illinois Association of School Boards. The restructuring included each region having both a region director and state director.
- The IPA opened its first website thanks to Ken Reed, principal of Marshall High School. The IPA was the first state principals association to have its own website.
- The IPA initiated a job search program to assist members in seeking new professional opportunities.
- The National Business Alliance sent a film crew to do a documentary on the IPA and the Motorola Executive Leadership Institute.



- The IPA became a charter member of the Illinois Learning Partnership.

1997

- The IPA was the first principals association in the country to develop and utilize a listserv for its members.
- The IPA started receiving an increase in the number of requests from other state principals associations to reprint and distribute issues of *Building Leadership*.
- The IPA began the new membership benefit of reviewing resumes and employment contracts.
- IPA member John Gelsomino, principal of Chicago's Kelly High School, accepted the Lincoln Award of Commitment to Excellence from Governor Edgar on behalf of the school.
- Catherine Hammersley, principal of East Side Elementary in Harrisburg, was appointed to the North Central Association's State Committee.
- Rick Acuncius, principal of Highland Middle School, was awarded a Milken National Educator Award, which carried a stipend of \$25,000.

1998

- The association took a big step by hiring Brian Schwartz as its first full-time in-house attorney. He is still serving the association today.
- The IPA initiated an affiliate member category with the Chicago Principals and Administrators Association, making all Chicago Principals and Administrators Association members also members of the IPA.
- The IPA developed and presented fifty-five professional development workshops in twenty-eight different locations.
- A benchmark of success was reached by the annual Assistant Principal's Conference as it drew attendees from other states.

1999

- The IPA retired the mortgage of its first office building on South Sixth Street.
- In the areas of school safety and security, the IPA worked on projects with the Illinois Violence Prevention Agency, Illinois State Police, the Attorney General's office, and the Illinois State Crime Commission.
- The IPA held its first Aspiring Administrators Workshop.
- IPA Associate Director Julie Weichert received the Rising Star award from the Illinois Society of Association Executives.



Brian Schwartz

- Eugene Mason, principal of Arthur Ashe School in Chicago, was nominated for the Kiwanis International Foundation's Medal for Heroism for rescuing one of his fifth graders who had been abducted on her way to school.
- Legislation sponsored by The Alliance that allowed principals to accept multiyear contracts without losing tenure was signed into law by Governor George Ryan.
- In partnership with the Illinois Emergency Management Agency, the Attorney General's Office, and Illinois State Police, the IPA delivered a free disaster and safety planning workshop across the state.
- The IPA and the Illinois Association of School Administrators launched the *Audio Journal*, an electronic learning community that carried Administrator Academy credit.
- IPA Member Ronald Ganschinetz, principal of Collinsville High School in Collinsville, was elected to the National Association of Secondary School Principals board of directors representing Region V.



2000s



Influencer Reflection

As the year 2000 approached, people worried that Y2K would implode all technology across the world. Thankfully, that did not come to fruition. But the new century did bring many other changes, especially for the principalship.

The IPA held a groundbreaking ceremony to begin the construction of a brand-new office building, which was completed in May 2001. It was an exciting time for those of us that were involved at the state level as well as those coming to Springfield for IPA meetings and trainings.

In 2001, President Bush's No Child Left Behind Act was passed and brought many challenges to principals as they worked throughout the next decade to implement the many mandates required under the law. On September 11, 2001, the world changed when America was attacked by terrorists. The event brought years of uncertainty, and principals needed to rethink school safety from all angles.

One thing was certain: The IPA still worked to support us and provide guidance and resources on every level. The 2000s brought big changes at the

IPA offices, with Dave Turner's retirement and the eventual hiring of our current executive director, Jason Leahy. In addition, the board of directors approved the hiring of four field coordinators and promoted John Ourth and Dr. Fred Singleton to field directors. This gave those of us in the field greater access to the IPA and more support out in our regions. As a school principal and a region leader, as well as an executive board member, I felt more connected to the IPA through these staff additions and promotions. I know my colleagues appreciated having personal contacts that they could reach out to when they needed support.

It has been an honor for me to be a part of all that the IPA accomplished during the 2000s. In developing from a region leader to state director to IPA president in 2004-2005, I have reaped the benefits of the amazing work and support the IPA provides its members. And now, as a field service specialist, I am humbled to be able to contribute and support school leaders with the help of a dedicated staff that works tirelessly for the good of students, teachers, and administrators in Illinois. For fifty years, the IPA has been a leader in the field of education. Congratulations on an amazing legacy!

Kim Zinman

IPA Field Service Specialist
2004-2005 IPA President

2000s

2000. The IPA purchased a building site for a new office in the Park South Business Development in Springfield. Sigrid Aeschleman, Carter Burns, Don Dillon, Carla Disbrow, Tom Howard, and Paul Mikulcik were appointed as members of the building committee. Richard Spohr was selected to chair the committee. A groundbreaking ceremony for the new building happened in August.

- The IPA developed a working relationship with the State Action Educational Leadership Project in order to influence the future of principal preparation and development.
- The IPA formed a relationship with the North Central Regional Educational Laboratory, giving IPA members access to the organization's resources.
- The IPA was part of the Strategic Planning Committee for the proposed Illinois Virtual High School.
- In recognition of the IPA's work in the area of school safety, the Illinois State Crime Commission named IPA Executive Director Dr. David Turner as School Administrator of the Year.
- IPA member Dr. Phil Silsby, principal of Belleville West High School in Belleville, was elected to the National Association of Secondary School Principals board of directors representing Region V.



Items of Note

- The No Child Left Behind Act, which reauthorized the Elementary and Secondary Education Act, supported standards-based education reform, and required schools to administer and be measured by standardized assessments, was signed into law by President George W. Bush in 2001. No Child Left Behind greatly increased pressure on principals to raise student performance on standardized assessments.
- The ACT exam became a requirement for all Illinois eleventh graders as part of the Prairie State Achievement Exam in 2001. One-third of all perfect ACT scores in the nation were achieved by Illinois students!
- The attacks on the World Trade Center and U.S. Pentagon and the attempted attack on the U.S. Capitol, which was foiled by the heroic passengers of Flight 93, took place on September 11, 2001.



- 2001**
- Beth Broyles was hired as an IPA administrative assistant. She later became an IPA professional learning service specialist.
 - The IPA moved into its new headquarters on 2940 Baker Drive in Springfield in May.
 - The IPA co-sponsored a National Leadership Summit in Naperville with the Hope Foundation of Bloomington, Indiana.
 - The IPA partnered with the Institute of Government and Public Affairs at the University of Illinois to publish *Illinois Principals: Instructional Leaders or Endangered Species*, an in-depth study of the role, status, and impending shortage of principals in Illinois.
 - Palatine High School was named one of the twenty-seven New American High Schools in the nation and at the time was one of only ten schools in the country that was both a Blue Ribbon School and a New American school. IPA member Nancy Robb was Palatine High School's principal at the time.

- 2002**
- The IPA published *Remembering September 11*, a guide to assist administrators in preparing their schools for the anniversary of 9/11.
 - The IPA created the retired membership category.
 - Because of leadership changes at Motorola, this was the last year that the Executive Leadership Institute was held.
 - The IPA board of directors developed a comprehensive position on student testing in anticipation of action by the Illinois Legislature.

- Through an IPA partnership with Compaq, members attending the Principals Professional Conference in Peoria were able to purchase a top-of-the-line laptop computer at wholesale price.
- The IPA initiated a formal mentoring program for new principals. Nearly forty mentors were trained during the first year of the program.
- The IPA board of directors created three new IPA regions: Chicago North, Chicago Central, and Chicago South, separating the city from The West Cook Region and giving Chicago member principals better representation on the board of directors and in IPA Congress.
- Artwork was added to the IPA office building by each region donating a work that reflected the geography and culture of their region.
- IPA Executive Director Dr. David Turner announced his plans to retire at the end of his contract in June 2004.
- The Chicago Principals and Administrators Association's board voted to end the formal membership relationship with the IPA, which resulted in the loss of 1,400 associate members.

- 2003**
- The FBI broke ground for its new building next door to the IPA.
 - Sponsored by State Farm, the initial three-day Tom Howard Leadership Symposium was held at the IPA office in Springfield.
 - The IPA office suffered a lightning strike that affected the phones and computers, basically putting the IPA out of business for three days.

- Public Act 92-796, which outlined an extensive list of requirements for administrative certificate renewal, was signed into law by Governor George Ryan in 2002.
- Public Act 94-1039, which established a statewide principal mentoring program for first-year principals and required superintendents or their designees to evaluate principals on a single-year contract by February 1 of each year, was signed into law by Governor Rod Blagojevich in 2006.

- The two years known as the Great Recession, or subprime mortgage crisis, began in 2007.
- Illinois Senator Barack Obama was elected the nation's first black president in 2008.
- Chicago Public Schools CEO Arne Duncan was appointed as U.S. Secretary of Education by President Barack Obama in 2009.
- Governor Rod Blagojevich was impeached and removed from office in 2009.

2000s

- The IPA board of directors seated an ex-officio retired administrators chair on the board and created the Retired Principals Committee.
- The IPA started a public service project, Kids Helping Kids, that raised more than \$8,000, which was donated to the Illinois Children's Hospital Foundation in Peoria.
- The IPA partnered with Southern Illinois University to provide the Southern Illinois Administrators Conference.

2004 • Dr. John Dively, principal of Carbondale Community High School in Carbondale, became the executive director of the IPA, replacing Dr. David Turner, who retired after twelve years of leading the IPA.

- As a member of The Alliance, the IPA initiated the P-Card, a purchasing tool for schools.
- The IPA distributed copies of *Straight Talk about Underage Drinking* from the Associated Beer Distributors of Illinois to member principals.
- In partnership with a number of PBS television stations, the IPA sponsored a series titled *Principals: Leaders and Learners*.
- Perry Hill was hired to work with The Alliance's lobbyists as the IPA's first full-time governmental relations and communications coordinator.
- IPA member Dr. Paul Mikulcik, principal of Mechanics Grove Elementary School in Mundelein, was elected to the National Association of Elementary School Principals Board of Directors representing Zone 5 (Illinois, Indiana, and Kentucky).

2005 • The premier of the movie *Coach Carter* was held in Schaumburg, and more than 200 principals, coaches, and student-athletes attended as guests through an arrangement between the IPA and Paramount Pictures.

- PBS continued the series *Principals: Leaders and Learners* and also made it available on Southern Illinois University's website.



John Dively

Items of Note

- Race to the Top, a \$4.35 billion U.S. Department of Education grant initiative that was funded as part of the American Recovery and Reinvestment Act of 2009, was initiated. The grant, meant to spur educational innovation, caused states to implement new data systems, overhaul educator preparation programs, develop rigorous teacher and principal evaluation systems, and adopt the Common Core Standards. Race to the Top also stipulated arbitrary provisions for principals to be removed from their positions in certain circumstances.
- Public Act 96-0373, which established a second year of new-principal mentoring, was signed into law by Governor Pat Quinn in 2009.
- Number of school districts in 2001: 894¹
- Number of students in 2001: 2,071,391²
- Average principal salary in 2001: \$71,300

- IPA Associate Director Julie Weichert was installed as a member of the board of directors of the Illinois Society of Association Executives.
- IPA General Counsel Brian Schwartz accepted positions on the boards of the Educational Law Association, an international association, and the Illinois State Bar Association's Education Law Section.
- The IPA partnered with the Illinois Press Association to create a First Amendment curriculum for Illinois schools.
- The IPA held its first Lobby Day, bringing regional legislative chairs and principals from throughout the state to Springfield to meet with members of the Illinois General Assembly.
- The IPA discontinued its return of dues program.
- The IPA expanded its field coordinator force by hiring former principals and longtime IPA members Don Dillon, principal of Marengo High School in Marengo; Don Hanson, principal of Central High School in Champaign; Frank Conry, principal of Byron Middle School in Byron; and Bob Swanson, principal of Millennium School in Homewood.
- Dr. Fred Singleton and John Ourth were promoted to the positions of field directors.
- The IPA held its first annual Principal for a Day event, with several legislators and business leaders becoming principals for a day.
- The IPA held its first online Administrator's Academy on December 6, 2005. The title of the course was "Administrative Leadership for Challenging Times: Management by Excellence," and it was delivered by Jim Burgett.
- Dr. John Dively resigned his position as IPA executive director.



Representative Will Davis



Principal for a Day with Senator Deanna Demuzio (c)

- IPA membership in 2001: 5,000, including 1,400 affiliate members from the Chicago Principals and Administrators Association
- IPA staff in 2001: Ten full-time and part-time staff members
- IPA professional learning opportunities in 2001: Annual Conference, Assistant Principals Conference, fifty workshops, and mentoring and coaching

2000s

2006 • Jason Leahy, principal of Highland High School in Highland, was selected as IPA executive director effective July 1.

- Lynne Woodrum was hired as executive assistant. She later became an IPA conferences coordinator and professional learning service specialist.
- The IPA retired the mortgage on its office at 2940 Baker Drive in Springfield.
- The Illinois Principals Foundation, in conjunction with the Illinois Association of School Administrators and the Illinois State Board of Education, raised more than \$33,000 for its Hurricane Relief Fund, which aided schools stricken by Hurricane Katrina.
- The IPA became a charter member of the Abraham Lincoln Presidential Library Foundation.
- The IPA became a partner in the Child Lures Prevention Initiative, which sent a Child Lures School Program kit to all middle and elementary schools in Illinois.
- Along with several state and national organizations, the IPA was involved in organizing “High School Challenge: Rigor and Relevance Meet Reality,” a top-level conference about high school reform.
- The IPA received a grant from the Pew Foundation through the National Association of Elementary School Principals to assist the association in its efforts to advocate for universal preschool education.
- The IPA staff designed an employee service motto—“Serving Each Other, Serving Education, Serving Children”— and a list of Service Basics to guide their work.
- IPA began sending *The PrincipaPal* weekly email to IPA members.

2007 • IPA members met in Springfield to develop a three-year strategic plan under the facilitation of Jim Burgett. The focal points of the plan were to enhance the IPA’s professional learning services, advocacy efforts, membership growth, and financial health.

- Jean Smith was hired as the IPA’s first professional development director.
- The IPA became the fiscal agent for the Partnership for Illinois New Principal Mentoring. The partnership was tasked with developing rules and regulations, training new principal mentors, and selecting mentoring entities to provide new-principal mentoring services as required by P.A. 94-1039. Former high school principal and IPA past president Dick Spohr oversaw the project and later became the IPA’s mentor program director.



Jason Leahy

- IPA secured the contract with the Illinois State Board of Education to oversee the Illinois New Principal Mentoring Program, which required all new principals in Illinois to receive 40 hours of mentoring.
- IPA led a coalition of organizations and school leaders to develop a Master Principal Program (later named the Illinois Distinguished Principal Institute) as required by P.A. 94-1039. IPA Field Director Dr. Fred Singleton oversaw the project.
- The IPA reinstated state superintendent-principal advisory meetings biannually with State Superintendent Dr. Christopher Koch.
- The IPA joined with Lt. Governor Pat Quinn in encouraging high schools to recognize their 2007 graduates who enter the military.
- The IPA partnered with Lt. Governor Pat Quinn in initiating a program to bring valedictorians to the Illinois State Fair for a recognition event.
- The IPA launched a new website with a modern design and improved navigation.
- The membership and staff were saddened by the news that Field Director and former IPA President John Ourth died as the result of a fall at his home.

2008 • Arlin Peebles was hired as the IPA's Administrator Academy coordinator, later becoming the IPA's first Ed Leaders network director in 2019.

- Lisa Thoele was hired as the IPA's bookkeeping assistant, later to become an IPA membership specialist.
- The Dr. Fred W. Singleton and John A. Ourth professional development scholarships for IPA members were established.
- The IPA field staff was expanded with the hiring of Patrice Johannes, retired principal of Buffalo Grove High School, as a field coordinator.
- IPA General Counsel Brian Schwartz led a committee of IPA board of directors members to develop Association Board policy.
- The IPA added webinars and podcasts to its list of services to keep members informed of critical issues related to school leadership, legal support, and legislation.
- IPA Executive Director Jason Leahy began regular podcast updates with State Superintendent Dr. Christopher Koch.



Chris Koch

- IPA enclosed and finished the patio at the IPA office to accommodate additional staff.
- IPA Executive Director Jason Leahy was named to a committee of school leaders from throughout the nation by the National Board of Professional Teaching Standards to develop a national principal certification process.

2009 • The IPA Board of Directors approved the District Incentive Program to provide opportunities for large school districts to receive discounts on IPA dues when hitting certain membership targets.

- The IPA introduced Capwiz, an online advocacy tool, which allowed members to find their legislators and message them directly about legislation and other pertinent issues.
- The IPA joined Governor Pat Quinn in supporting Operation Recognition, which encouraged high schools to recognize veterans for their accomplishments during their high school years.
- The IPA joined Twitter, Facebook, and YouTube to better connect with members and share relevant information.
- Dave Landers was hired as the IPA's first technology director.



(L to R) Governor Pat Quinn, Jason Leahy, Larry Pfeiffer, and Dick Spohr



2010s



Influencer Reflection

The IPA has meant different things to me throughout my career, but I can best describe it now as part of my family! My journey with the IPA has been several years in the making, and I want to share the story with you as the association celebrates fifty years of leaving a legacy upon Illinois' leaders.

In my first principalship twenty years ago, a colleague told me to join the IPA so I would always have someone to turn to for support, guidance, ideas, and collaboration. I was a somewhat silent member at first but found every legal update and listserv question to be super helpful as a young leader. After attending my first IPA professional development events, I quickly realized that the IPA set a standard of excellence.

Through my connection with an IPA field service specialist, I soon became involved within my region meeting and eventually was honored to serve as IPA president for the 2020-2021 school year. It wasn't until serving in this role that I truly began to understand the reach of the IPA. Our executive director and organization are well respected at meetings across the country. People literally stop to listen and truly admire the work of the organization as an ideal model for serving leaders. Each and every person within the organization is extremely

talented. From legal services, advocacy, professional development, marketing, communications, and more, the IPA departments are full of innovative and self-driven staff members. Their reach and influence on the Illinois State Board of Education, their advocacy work with our state representatives, and their involvement with our national organizations is superb. Most recently, the IPA has focused on creating a diverse board that is representative of students throughout the state. The association's passion to attack diversity and equity issues throughout our state in an attempt to unite us all has been commendable. Currently, the IPA board of directors represents all parts of Illinois and includes both male and female leaders of students from all socioeconomic levels and varying ethnicities.

As I look toward the final decade of my career, I now view the IPA staff as family. Being a school principal truly is the best job in the world, partly because of the support of the IPA. The IPA leaders are there when you need them and always willing to listen, problem solve, and serve. They provide a lighthouse of guidance and a safe place to land on the difficult days. No matter what leaders across this great state face, they know without a doubt that the IPA will be there, one step ahead, leading the way. Cheers to the next fifty years!

Dr. Amy Dixon

Principal of the Jefferson and Lincoln Attendance Centers in Carmi
2020-2021 IPA President

2010s

- 2010**
- Jim Rupert, IPA's last charter member actively serving as a school leader, retired from his position as principal of North Elementary School in Nokomis.
 - Under the leadership of IPA General Counsel Brian Schwartz, the *Model Student Handbook Service* made its online debut, providing principals with sound, legal guidelines for developing student handbook procedures.
 - IPA leaders established a new three-year strategic plan focusing on building a diverse membership, enhancing professional development, and strengthening legislative influence and advocacy for education.
 - The association made a significant technological upgrade by enlisting the use of the Netforum database, which would power the IPA website, IPA Connect, the Ed Leaders Network, and other digital IPA services.
 - The IPA added Research Gateway, provided by the Education Research Service, to its website for use by member principals.
 - Working with Chicago's Center for Association Growth, the IPA redesigned and expanded its website.
 - IPA Connect, a professional networking site, was added to the IPA website, which allowed the IPA listserv to be retired.
 - David Landers was hired as the IPA's first technology coordinator.
 - The IPA developed a new legislative platform statement to focus the association's advocacy efforts on behalf of school leaders.
 - The IPA staff "adopted" Harvard Park Elementary School in Springfield. The staff's first project was to prepare a new reading room.



Jim Rupert



(L to R) Lisa Thoele, Jean Smith, and Julie Weichert

Items of Note

- PA 96-0861, also known as the Performance Evaluation Reform Act, was signed by Governor Pat Quinn in 2010. The Performance Evaluation Reform Act required school districts to develop and implement standards-based educator evaluation systems that incorporated student growth as one of the measures of educator performance.
- Public Act 96-0903, which required all Illinois principal preparation programs to be redesigned and re-accredited, was signed by Governor Pat Quinn in 2010.
- Public Act 97-0008 (also known as SB 7), which changed processes for teacher dismissal and required school board member training, among other provisions, was signed by Governor Pat Quinn in 2011.
- The Every Student Succeeds Act, which replaced No Child Left Behind and provided flexibility for assessment and accountability requirements set forth by No Child Left Behind, was signed by President Barack Obama in 2015.

- 2011**
- Alison Maley was hired as the IPA's government and public relations director.
 - The Ed Leaders Network was launched. The IPA, partnering with eleven other principals associations in eight other states, led the development of the online, on-demand content service. In addition to the professional learning made available on the site, a virtual professional networking space, ELN Connect, was also created to allow educational leaders the ability to connect and interact with their peers across the country.
 - The Illinois Principals Foundation was formed with the purpose of generating resources to support professional development, maintain a professional development library, and to support innovative practices and special projects in schools.
 - The IPA held its first Bullying and Cyberbullying Conference in collaboration with Major League Baseball Hall of Famer and Former St. Louis Cardinal Lou Brock and 2003 Miss America Erika Harold.
 - IPA partnered with AT&T, Derrick Rose of the Chicago Bulls, and the Illinois Secretary of State's office to launch an anti-texting and driving campaign for high school students.
 - See comment
 - IPA member Mike Scholz, principal of Father McGivney Catholic High School in Glen Carbon, was elected to the National Association of Secondary School Principals' board of directors representing Region V.

- 2012**
- Region communities were added to IPA Connect to help region leaders share regional information and to facilitate regional discussions among members.
 - The IPA staff retooled the association's communication systems by enhancing messaging into three weekly electronic publications for members: *The Principa*l, *Advocacy in Action*, and *IPA Presents*.
 - The IPA partnered with the Illinois Association of School Administrators to develop the Illinois Principal Evaluation Plan to support school districts with the implementation of the Performance Evaluation Reform Act.



- 2013**
- At the invitation of the Illinois Association of School Administrators, the IPA joined the Illinois Vision 20/20 Initiative with the purpose of uniting the education community to develop a long-range blueprint for improving public education in Illinois. More than thirty organizations and more than 500 school districts signed on in support of Vision 20/20.
 - IPA member Travis Wyatt, principal of Jasper County Junior High in Newton, was elected to the National Association of Elementary School Principals' board of directors representing Zone 5 (Illinois, Indiana, and Kentucky).
 - IPA website enhancements, including the addition of IPA Connect, resulted in an increase in web traffic by almost 44%.
 - Upgrades to the IPA's communication systems resulted in a 500% increase in readership.
 - The IPA transformed the Ed Leaders Network by moving all content to a learning management system.
 - The IPA launched Online PD for Educators with the National Association of Elementary School Principals and the National Association of Secondary School Principals to provide the opportunity for other state principal associations to offer the IPA's online Administrator Academies in their states.
- 2014**
- Vicki Dewitt was hired as the IPA's online professional development specialist, later to become IPA senior project development director.
 - Daryl Peel was hired as receptionist and administrative assistant.

- Public Act 99-0058, designed to streamline the licensure process for teachers and administrators and establish reciprocity with other states in order to increase the pool of qualified candidates for positions in Illinois, was signed by Governor Pat Quinn in 2016.
- Public Act 99-193, which made changes concerning references to adequate yearly progress with respect to the Illinois State Board of Education's recognition standards for student performance and school improvement, the state board's system of rewards for school districts and schools, the state board's system to acknowledge

schools, state interventions, and remote educational programs, was signed by Governor Pat Quinn in 2016. The legislation required the state board to establish a Multiple Measure Index and Annual Measurable Objectives for each public school in the state that addressed the school's overall performance in terms of academic success and equity and set forth provisions concerning priority and focus districts.

2010s

- Jason Markey, principal of East Leyden High School, was named the National Association of Secondary School Principals' Digital Principal of the Year.
- The IPA rebranded the annual Assistant Principals and Deans Conference to the Assistant Principals and Administrators Conference in recognition that content covered during the conference was applicable to all school leaders.
- The IPA, in partnership with the Illinois State Board of Education, began providing Ed Leaders Network access to all public district and school leaders in Illinois.
- The number of the IPA's online Administrator Academy attendees surpassed the number of in-person Administrator Academy attendees for the first time.
- After two years of meetings and collaboration, the Illinois Vision 20/20 Initiative published its vision for public education. Four priority areas emerged: highly effective educators, 21st century learning, shared accountability, and equitable and adequate funding.
- After 20 years of service, IPA Field Director Dr. Fred Singleton retired.



2015

- Julie Miener was hired as the IPA's first data support specialist, later to become IPA technology director.
- Kim Zinman, principal of Joyce Kilmer Elementary School in Buffalo Grove, was hired as an IPA field service specialist.
- The IPA partnered with the Illinois State Board of Education to produce fourteen videos titled "Classroom Voices: Learning Standards in Action." These videos featured actual classroom footage of mathematics and English language arts teachers from all around the state demonstrating the instructional shifts and strategies used when implementing the New Illinois Learning Standards.
- The IPA's professional learning steering committee and principals associations throughout the country collaborated to develop the *School Leader Continuum*, a leadership framework that eventually evolved into the *School Leader Paradigm*.



Items of Note

- Public Act 100-0465, also known as the Evidence-Based Funding for Student Success Act, which dramatically overhauled the state's school funding system, was signed by Governor Bruce Rauner in 2017.
- Public Act 100-1135, which amended the school code to require that three of the members of the Illinois State Board of Education must represent the educator community, was signed by Governor Bruce Rauner in 2018.
- From July 1, 2015, to August 31, 2017, the Illinois budget impasse kept Illinois without a complete state budget for fiscal years 2016, 2017, and part of 2018. Although education was largely spared, many state agencies had to cut services or continue borrowing to operate. The budget impasse adversely affected Illinois' economy, its credit rating, and public confidence in Illinois' state government.

- The IPA further rebranded the annual the Assistant Principals and Administrators Conference to the Education Leaders Summer Conference in recognition that content covered during the conference was applicable to all school leaders.
- The IPA migrated to Capwiz's new CQ Engage platform to enhance advocacy efforts and connection of members with policymakers.

2016

- Dr. Maureen Cheever, human resources administrator for Winnetka Public Schools and former principal of Hubbard Woods School in Winnetka, was hired as IPA professional development director, later to become senior professional learning director.
- Scott Wilkinson was hired as Ed Leaders Network content coordinator, later to become IPA senior video producer.
- Alex Dillon was hired as IPA technology systems specialist.
- Laura Adams was hired as IPA executive assistant, later to become accounting and professional learning service specialist.
- Karen Triezenberg, principal of Willow Springs School in Willow Springs, was hired as an IPA field service specialist.
- After almost 20 years of outstanding service to the IPA, Associate Director Julie Weichert retired.
- The IPA updated its mission statement to provide renewed focus to the association's work: *"The IPA's mission is to develop, support, and advocate for innovative educational leaders."*
- The IPA expanded its headquarters space to add offices, restrooms, and storage. The parking lot was also expanded.
- A new responsive-design website was launched to allow individuals to view the site on any device.
- *IPA Talks* premiered on the association's YouTube channel providing school leaders updates from the association, the Illinois State Board of Education, policymakers, and the field.
- The IPA offered its first southern Assistant Principal Summit in Effingham.

2017

- Drew Thomason was hired as the IPA's first communications and marketing director.
- Dr. Sue Homes, superintendent of Smithton Community Consolidated Schools in Smithton, was hired as the IPA's first deputy executive director for professional learning.



Sue Homes

- Jack Baldermann, principal of Westmont High School, was named one of three finalists for the National Association of Secondary School Principals' National Principal of the Year.
- The IPA expanded its Ed Leaders Network partnership with the Illinois State Board of Education by providing Ed Leaders Network access to all public school educators throughout Illinois.
- IPA held its first Launching School Leader Network cohorts to provide a yearlong professional-learning and community-building experience to support first- and second-year school leaders.
- The IPA's database was upgraded to a new enterprise database, which provided enhanced functionality and allowed both IPA and Ed Leaders Network operations to run on one system.

- Number of school districts in 2011: 866¹
- Number of students in 2011: 2,083,097²
- Average principal salary in 2011: \$91,900
- IPA membership in 2011: 4,380
- IPA staff in 2011: Twenty-three full-time and part-time staff members

- IPA professional learning opportunities in 2011: Annual Conference, Annual Assistant Principals Conference, Bullying and Cyberbullying Conference, seventy-nine in-person Administrator Academies, forty-five online Administrator Academies, introduction of the Ed Leaders Network, mentoring and coaching, and numerous podcasts and webinars

2010s

- Ed Leaders Network content was moved to a new learning management system. The new learning management system provided enhanced group management and reporting for school leaders while allowing learners to engage with content that provided a much deeper learning experience. The system also gave school leaders and their teams the ability to author their own content.
- The IPA partnered with nine other principals associations in eight other states to form the School Leader Collaborative with the purpose of enhancing the collective capacity of the partner associations by building a network of shared resources, innovative best practices, and research.
- The IPA published the first edition of *The Principal's Calendar*.
- All twenty-one IPA regions held student recognition events for the first time in the association's history and honored more than 1,500 students statewide.



2018

- Meghan Tolson was hired as IPA executive assistant.
- Paul Kelly, principal of Elk Grove High School, was named one of three finalists for the National Association of Secondary School Principals' National Principal of the Year.
- The IPA and the members of the School Leader Collaborative introduced a new leadership framework, the *School Leader Paradigm (Paradigm)*. The *Paradigm* accounts for not only the work school leaders are required to do but also critical leadership dispositions school leaders must possess to be successful.
- The IPA held its first Aspiring School Leaders Network to support and encourage individuals considering a career in school leadership.
- The IPA's West Cook region hosted a member focus group of underrepresented school leaders to better understand how the association could meet their needs.
- The IPA held a focus group of underrepresented school leaders facilitated by Daniel Booth to gain insight into how the association could meet their needs.
- The IPA board of directors added the ex-officio diversity and equity chair position to the IPA board of directors.
- The IPA piloted and issued its first micro-credentials in the area of collaborative leadership coaching.
- The IPA launched Illinois' very first on-demand Administrator Academy, "Mindset," delivered by Dr. Herschel Hannah.



Herschel Hannah

2019

- *IPA Stories* premiered, showcasing the work of Illinois' outstanding school leaders. Dana Butler, principal of Irma Ruiz School in Chicago, was the first school leader to be featured in this new micro-documentary.
- Dr. Angela Buckels, director of the Parent Support Center and former principal in Chicago Public Schools, was hired as an IPA field service specialist with a focus on supporting Chicago Public Schools and the Archdiocese of Chicago.
- Dana Butler, principal of Irma C. Ruiz Elementary School in Chicago, was hired as an IPA field service specialist with a focus on supporting Chicago Public Schools and the Archdiocese of Chicago.
- Rose McCarthy was hired as the IPA's accountant.
- Denise Gamble, former Chicago Public School principal and former IPA retired administrator's chair, was named the IPA's first diversity and equity chair.
- The IPA board of directors, while updating its strategic plan, revised the IPA Vision to articulate its aspirations for the profession: "To have effective, sustained educational leaders for every Illinois school community."
- Under the leadership of Dr. Sue Homes, IPA, in partnership with several other statewide organizations, held the first Women in Education: Leading and Learning (WELL) Summit.
- The IPA held its first Building School Leader Network to support and sustain school leaders in years three to five of their careers.
- IPA supported the development of micro-credentials by the Missouri Department of Elementary and Secondary Education.
- The IPA offered its first northern Assistant Principal Summit at Addison Trail High School in Addison.
- Under the leadership of IPA Government and Public Relations Director Alison Maley, the IPA replaced Capwiz with a new legislative engagement platform, Phone to Action, which enhanced legislative engagement with texting and social media.
- Legislators took part in more than 100 Principal for a Day visits.
- The IPA and the members of the School Leader Collaborative published the new job search resource *School Leadership That Fits*.
- Under the leadership of IPA Executive Assistant Laura Adams, the IPA implemented a new platform, Award Force, which allowed the association to receive and manage statewide award applications.
- The Ed Leaders Network passed 100,000 users.



Dana Butler





2014 IPA Leadership Conference

2020s



Influencer Reflection

I was first introduced to the IPA in 1999 when the late John Ourth, then IPA field director, visited one of my principal preparation classes at Illinois State University. In typical John Ourth fashion, he charismatically espoused the virtues of the IPA and why it was important to join and be involved. Fortunately, I had a principal at Tremont High School, Jeff Hill, who was supportive of my journey toward school leadership. So much so that he paid for aspiring member dues at the time.

Fast forward more than 20 years, and now I have not only benefited from the services of the association as a principal and member—including receiving help with my contract from Brian, attending conferences, earning Administrator Academy credits, and interacting with colleagues that I now call friends—but I also have had the privilege of serving as the IPA's executive director since 2006. As I review and reflect on the association's fifty-year history, a common thread runs throughout: innovation. For example, the IPA was the first state principals association in the nation to join the grade level associations under one umbrella. The IPA also was the first state principals association to have a website and use a listserv. It

also has created some unique services to support our members, including the Online Model Student Handbook, IPA Connect, the Ed Leaders Network, micro-credentials, and the School Leader Paradigm.

With the foundation of fifty years of innovation to stand on, the IPA will continue to explore and develop creative ways to serve our members. Undoubtedly, we will leverage current and new technologies as we have routinely done in the past. Further, the School Leader Paradigm will provide us the focus we need to equitably serve all school leaders throughout Illinois by ensuring we meet their dispositional needs and support them with the tools required to do what is best for their students.

As we journey forward, I encourage you to get as involved and engaged with the IPA as possible. Not only will your professional experience be richer for it, but you can trust that the association and your colleagues need you. Together, we will continue to build an innovative association that serves innovative school leaders with what they need to effectively serve their learning organizations. Join us!

Dr. Jason Leahy
IPA Executive Director

2020s

2020 • Dan Kaiser, principal of Dwight High School in Dwight, was hired as an IPA field service specialist.

- The IPA published the policy brief *Effective and Sustained Principals for Every Illinois Community* to raise concerns about and provide solutions for the dwindling principal pipeline.
- Dr. Marcus Belin, principal of Huntley High School in Huntley, was elected as the IPA's first Black President-elect.
- The IPA, after working through a rigorous accrediting process under the leadership of Dr. Sue Homes, was designated a Great Place to Work.
- As a response to COVID-19, the IPA:
 - o went remote on March 23 and maintained full operations including a live person picking up the phone. (Thank you, Pam Burdine and Lynne Woodrum!)
 - o created and maintained several COVID-19 resource blogs to provide timely information to school leaders.
 - o maintained frequent communication with the Governor's Office, the Illinois State Board of Education, the Illinois Association of School Administrators, the Illinois Education Association, and Illinois Federation of Teachers to problem solve and provide guidance to schools.
 - o several IPA board members served on COVID-19 guidance planning committees for remote learning, transition planning, and prioritizing learning standards.
 - o converted remaining fiscal year 2020 in-person professional learning to online delivery and planned to convert all fiscal year 2021 in-person professional learning online.
 - o recorded two messages of encouragement for school leaders, which were distributed via social media.
 - o recorded multiple *IPA Talks with Principals of the Year* and other school leaders to discuss needed leadership during the pandemic.



Marcus Belin



Items of Note

- In March 2020, the COVID-19 pandemic, which had been moving across the globe, finally struck Illinois. On March 14, Illinois schools, per an executive order by Governor J.B. Pritzker, pivoted to providing instruction remotely by hosting online classes, providing materials to parents via drive-throughs in school parking lots, and busing materials to students' homes. Schools also expanded their role in providing essential services to families, including meals, social-emotional support, health care, and connecting families to other needed assistance. School leaders and teachers demonstrated immeasurable compassion, empathy, and innovation

as they worked 24/7 to keep tabs on the well-being of their students; offer the best educational experience possible; and keep up the morale of their students and communities with parades, recognitions, and at-home or virtual graduations in the spring of 2020. The compassion, empathy, and innovation continued through the 2020-2021 school year as school leaders and teachers navigated between remote, hybrid, and in-person instruction, while all the while doing everything possible to keep students healthy, safe, and learning.

- o conducted two sets of grade-level (elementary school, middle school, and high school) IPA Office Hours to share information and problem solve with members.
- o led grade-level (elementary school, middle school, and high school) discussions and planning meetings thanks to the support of IPA members Dr. Bridget Belcastro, Dr. Marcus Belin, Lindsay Stumpfenhorst, Barb Valle, and Dr. Tron Young and IPA Government and Public Relations Director Alison Maley.
- o created a 2020-2021 reopening planning document called *Learning over Logistics* in association with the Illinois Association of School Administrators and the Illinois Association of School Business Officials .
- o conducted spring regional virtual events and meetings to offer encouragement, problem solve, and recognize students.
- o conducted the IPA's annual region director and membership chair training virtually.
- o conducted its Assistant Principal and Dean's Summit (North) virtually, with more than 300 school leaders attending nationwide.
- o hosted dozens of free Ed Leaders Network webinars, which were attended by thousands of school leaders from throughout the state.
- As a response to the racial unrest throughout the country, the IPA:
 - o curated and posted a listing of anti-racism resources on the *IPA Connect* blog.
 - o tapped IPA Executive Director Dr. Jason Leahy to record an IPA Talk with former IPA Legislative Chair and Carbondale Elementary School District #95 Superintendent Daniel Booth to discuss Mr. Booth's personal experiences with racism and his recommendations for school leaders moving forward.
 - o provided several diversity and equity presentations to school leaders throughout Illinois including to the IPA board of directors,

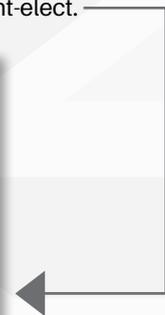
region directors, and membership chairs.

- o expanded the delivery of anti-racism Administrator Academies, Ed Leaders Network courses, and Ed Leaders Network webinars with the support of the IPA Diversity and Equity Committee and the IPA professional learning team.
- o held regional diversity and equity professional learning opportunities in the form of book studies, panel conversations, and presentations from key leaders.
- IPA Diversity and Equity Chair Denise Gamble was named to the National Association of Elementary School Principals Diversity and Equity Task Force.
- Don Farr, principal of Monmouth-Roseville Junior High in Roseville, was hired as an IPA field service specialist.
- Janice Schwarze, principal of Downers Grove North High School in Downers Grove, was hired as IPA professional learning associate.
- Dave Heinzel was hired as IPA communications and marketing director.
- Debby Richardson was hired as IPA legal and professional learning service specialist.
- Raul Gaston, principal of Jefferson Middle School, was elected as the IPA's first Latinx President-elect.

2021



Raul Gaston



- Protests against police brutality, especially towards Black people, took place throughout the United States and globally as a result of the murder of George Floyd, a Black man, by a Minneapolis police officer on May 25, 2020.
- Number of school districts in 2021: 852¹
- Number of students in 2021: 1,893,663²

- Average principal salary in 2021: \$101,500
- IPA membership in 2021: 6,100
- IPA staff in 2021: Twenty-nine full-time and part-time staff members

2020s

- Dr. Amy Dixon, principal of Jefferson and Lincoln Attendance Centers in Carmi, was elected to the National Association of Elementary School Principals board of directors representing Zone 5 (Illinois, Indiana, and Kentucky).
- Dr. Marcus Belin, principal of Huntley High School in Huntley, was named the National Association of Secondary School Principals' Digital Principal of the Year.
- The IPA Diversity and Equity Committee expanded its role providing guidance to decisions related to the association's legislative positions.
- IPA hosted its first (and hopefully only) fully virtual Annual Educational Leaders Conference in February with more than 500 attendees from throughout the state.
- The IPA and the School Leader Collaborative published the *School Leader Entry Plan*, a resource developed to support school leaders with their first 90 to 100 days on the job.
- The IPA board of directors, to further the association's COVID-19 response, created a new 2021-2022 reopening planning document: *Our Learning Organizations: Restored and Renewed*.
- The IPA's *AP Playbook*, developed by a committee of assistant principals under the leadership of Assistant Principals Chair Adam Herrmann, was published to provide assistant principals with the critical resources, guidance, and support needed to be successful in their positions.
- The IPA team hosted monthly IPA Plugged In meetings to share critical information with members and give school leaders an opportunity to connect, problem solve, and encourage one another.
- The IPA initiated a Member Assistance Program to offer confidential emotional support, work-life solutions, and financial resources.
- After almost 15 years of service, Jean Smith, who served as IPA Professional Development Director, Associate Director for Professional Development, and Professional Learning Associate, retired.



2020-2021 IPA President Dr. Amy Dixon (L) and IPA Senior Video Producer Scott Wilkinson (R)



Items of Note

- IPA professional learning opportunities in 2021: Annual Educational Leaders Conference, Assistant Principal and Dean Summit (North and South), Women in Education: Leading and Learning (WELL) Summit, Aspiring School Leader Network, Launching School Leader Network, Building School Leader Network, Mastering School Leader Network, 184 asynchronous online Administrator Academies, eight on-demand Administrator Academies, 60 micro-credentials, more

than 130 Ed Leaders Network courses available on-demand, 22 Ed Leaders Network webinars, mentoring and coaching, and district site professional development opportunities

Board of Directors



Dr. Marcus Belin, President
Principal, Huntley High School, Huntley



Raul Gaston, President-Elect
Principal, Jefferson Middle School, Villa Park



Dr. Amy Dixon, Immediate Past-President
Principal, Jefferson and Lincoln Attendance Centers, Carmi



Craig Beals, Treasurer
Principal, Nuttall Middle School, Robinson



Mandy Ellis, Secretary
Principal, Dunlap Grade School, Dunlap



Dr. Tesha Robinson, Assistant Principals Chair
Assistant Principal, Collinsville High School, Collinsville



Denise Gamble, Diversity and Equity Chair
Retired Principal, Chicago Public Schools, Chicago



Heidi Lensing, Legislative Chair
Superintendent, Prophetstown-Lyndon-Tampico Community Unit School District #2, Prophetstown



Terica Doyle, Membership Chair
Assistant Principal, Carbondale Community High School, Carbondale



Dr. Bridget Belcastro, National Association of Elementary School Principals Representative
Principal, Johnsburg Elementary School, Johnsburg



Sean German, National Association of Secondary School Principals Coordinator
Principal, Argenta-Oreana High School, Argenta



Arturo Senteno, State Educator Professional Licensure Board
Associate Principal of Instruction, Elk Grove High School, Elk Grove Village



Megan Doerfler, Abe Lincoln State Director
Principal, Riverton Middle School, Riverton



Tim Wernentin, Blackhawk State Director
Principal, Sherrard High School, Sherrard



Shaun Grant, Central Illinois Valley State Director
Principal, South Elementary School, Chillicothe



Angie Codron, Corn Belt State Director
Associate Principal, Normal West High School, Normal



Dr. Courtney DeMent, DuPage State Director
Principal, Downers Grove North High School, Downers Grove



Jarrod Newell, Egyptian State Director
Principal, Carmi-White County High School, Carmi



Chris Rice, Illini State Director
Principal, Meade Park Elementary School, Danville



Marty Adams, Kaskaskia State Director
Principal, Hawthorn Elementary School, Salem



Barb Valle, *Kishwaukee State Director*
Principal, Harry D. Jacobs High School, Algonquin



Eric Detweiler, *Lake State Director*
Principal, Frederick School, Grayslake



Paul Kelly, *North Cook State Director*
Principal, Elk Grove High School, Elk Grove Village



Christopher Tennyson, *Northwest State Director*
Regional Superintendent, Regional Office of Education #47, Sterling



Mark Laster, *Shawnee State Director*
Principal, Anna Junior High School, Anna



Dr. Damien Aherne, *South Cook State Director*
Principal, Walter F. Fierke Ed Center, Oak Forest



Darin Loepker, *Southwestern State Director*
Principal, Shiloh Middle School, O'Fallon



Joe Landers, *Starved Rock State Director*
Principal, Wallace Elementary School, Ottawa



Michelle Chavers, *Three Rivers State Director*
Principal, Limestone Middle School, Kankakee



Eric Stotts, *Two Rivers State Director*
Principal, Central Elementary School, Camp Point



Cris Edwards, *Wabash Valley State Director*
Principal, Richland County Middle School, Olney



Kim Hefner, *West Cook State Director*
Principal, Hollywood Elementary School, Brookfield



Lori Bilbrey, *Western State Director*
Program Administrator, Regional Office of Education #26, Macomb

The IPA Team



Laura Adams
Accounting and Professional Learning Service Specialist



Beth Broyles
Professional Learning Service Specialist



Dr. Angela Buckels
Field Service Specialist



Pam Burdine
Conference Coordinator and Association Service Specialist



Dana Butler
Field Service Specialist



Dr. Maureen Cheever
Senior Professional Learning Director



Frank Conry
Field Service Specialist



Vicki Dewitt
Senior Project Development Director



Alex Dillon
Technology Systems Specialist



Don Dillon
Field Service Specialist



Don Farr
Field Service Specialist



Dave Heinzel
Communication and Marketing Director



Dr. Susan Homes
Deputy Executive Director for Professional Learning



Dan Kaiser
Field Service Specialist



Dr. Jason Leahy
Executive Director



Alison Maley
Government and Public Relations Director



Rose McCarthy
Accountant



Julie Miener
Technology Director



Arlin Peebles
Ed Leaders Network Director



Daryl Peel
Receptionist and Administrative Assistant



Debby Richardson
Legal and Professional Learning Service Specialist



Brian Schwartz
Deputy Executive Director and General Counsel



Janice Schwarze
Professional Learning Associate



Lisa Thoele
Membership Specialist



Meghan Tolson
Executive Assistant



Karen Triezenberg
Field Service Specialist



Scott Wilkinson
Senior Video Producer



Lynne Woodrum
Conferences Coordinator and Professional Learning Service Specialist



Kim Zinman
IPA Field Service Specialist



Little Lincoln
IPA Mascot

2021 Annual Conference

After COVID-19 kept us apart in 2020, we were excited to gather, connect, and celebrate 50 years of the Illinois Principals Association - A Legacy of Leaders.

















Our Presidents

1971-1972	Allan Rohrer , Taylorville Junior High, Taylorville
1972-1973	Lee Roy Williams , Chester-East Lincoln Elementary, Lincoln
1973-1974	Donald Chase , Hadley Junior High School, Glen Ellyn
1974-1975	Keith Kavanaugh , Morton High School - East, Cicero
1975-1976	Joe Underwood , Lexington High School, Lexington
1976-1977	John Ourth , Oak Terrace Elementary, Highwood
1977-1978	Richard Boyer , Dixon High School, Dixon
1978-1979	Norman Duncan , Washington Elementary School, Park Ridge
1979-1980	Samuel Good , Central Junior High, Evergreen Park
1980-1981	Charles McCoy , Belleville East High School, Belleville
1981-1982	Paul Doescher , Butterfield Elementary, Libertyville
1982-1983	James McClard , Gibson City Middle School, Gibson City
1983-1984	Donald Marcotte , Geneva Community High School, Geneva
1984-1985	Joseph Beja , Lincoln Elementary School, Elmhurst
1985-1986	C. Richard Ellis , Hufford Junior High School, Joliet
1986-1987	Paul Vonderhaar , Canton High School, Canton
1987-1988	William Peterson , Heritage Elementary School, Streamwood
1988-1989	Thomas Gunning , North Middle School, Godfrey
1989-1990	Joseph Wojtena , Champaign Central High School, Champaign
1990-1991	Marjorie Lowman , Washington-Monroe Elementary School, Lincoln
1991-1992	Richard Campbell , Bourbonnais Upper Grade Center, Bourbonnais
1992-1993	Thomas Howard , William Fremd High School, Palatine
1993-1994	Fred Singleton , Highland High School, Highland
1994-1995	Thomas Maki , Franklin Elementary School, Park Ridge
1995-1996	Phillip Silsby , Belleville West High School, Belleville
1996-1997	Kenneth Reed , Marshall High School, Marshall
1997-1998	Ronald Ganshinietz , Collinsville High School, Collinsville
1998-1999	Michael Wierzbicki , Schrum Memorial Junior High School, Calumet City
1999-2000	J. Richard Spohr , Carlinville High School, Carlinville
2000-2001	Paul Mikulcik , Mechanics Grove Elementary School, Mundelein
2001-2002	Carter Burns , Buffalo Grove High School, Buffalo Grove
2002-2003	Robert Swanson , Millennium School, Homewood
2003-2004	John Dively , Carbondale Community High School, Carbondale
2004-2005	Kim Zinman , Joyce Kilmer Elementary School, Buffalo Grove
2005-2006	Mike Scholz , Mascoutah Community High School, Mascoutah
2006-2007	Teresa Martin , Walsh School, Lockport
2007-2008	Candice Swift , Kreitner Elementary School, Collinsville
2008-2009	Robert Walter , Nettie Davis Elementary School, Watseka
2009-2010	B. Kent Jones , Central Community High School, Breese
2010-2011	Travis Wyatt , Jasper County Junior High School and Newton Elementary School, Newton
2011-2012	Jim Schmid , Metea Valley High School, Aurora
2012-2013	Aaron Hill , DuQuoin Middle School, DuQuoin
2013-2014	Kevin Shelton , Johnsburg High School, Johnsburg
2014-2015	Kim Lisanby-Barber , John F. Kennedy Elementary School, Spring Valley
2015-2016	Sean German , Argenta-Oreana High School, Argenta
2016-2017	Paula Crane , Prairie Central Elementary School, Fairbury
2017-2018	Hattie Llewellyn , New Berlin High School, New Berlin
2018-2019	Jeff Knapp , Rockland Elementary School, Libertyville
2019-2020	Daniel Krause , Willowbrook High School, Villa Park
2020-2021	Amy Dixon , Jefferson and Lincoln Attendance Centers, Carmi

Our Principals of the Year

Excellence deserves to be recognized. Thus, the IPA began recognizing Principals of the Year starting with elementary and high school principals in 1991, assistant principals in 1992, and middle school principals in 2000. State Principals of the Year are selected annually from the pool of the IPA's region winners by a committee of the association's past-presidents. Selection criteria includes:

- demonstrates a positive impact on education and advocacy for children.
- ensures the school climate is positive and reflects high staff and student morale.
- demonstrates a commitment to the principalship through active association membership.
- demonstrates creativity and imagination in bringing about positive change.
- is willing to take risks to improve student learning.
- moves actively to implement the goals and objectives of the school.
- works collaboratively with teachers and other staff to improve the educational program and student achievement.
- anticipates emerging problems and acts effectively to resolve them.
- Involves the community in the life of the school and uses community resources for students.

The IPA has been fortunate to have the longtime partnership and support of the Horace Mann Companies, who sponsor the IPA's Principal of the Year program.

Elementary School Principals of the Year

1991	Elaine McEwan , Lincoln Elementary School, West Chicago
1992	Don Miller , Nashville Elementary School, Nashville
1993	Ed Hightower , Eunice Smith Elementary School, Alton
1994	Phil Hunsberger , Jefferson Elementary School, Sterling
1995	Robert Healey , Jefferson Elementary School, DeKalb
1996	Paul Bouck , Dorris Elementary School, Collinsville
1997	Bob Kennison , Wauconda Elementary School, Wauconda
1998	Jim Rupert , Nokomis North Elementary School, Nokomis
1999	Marvin Warner , Grantfork Elementary School, Grantfork
2000	Sigrid Aeschleman , Sowers Elementary School, Roanoke
2001	Jerry Vrshek , Hazelgreen Elementary School, Alsip
2002	Gina Segobiano , Signal Hill Elementary School, Belleville
2003	Paul Mikulcik , Mechanics Grove Elementary School, Mundelein
2004	Becky McCabe , Leal Elementary School, Urbana
2005	Lorna Sherwood , Jefferson Elementary School, Morton
2006	Paul Snellenberger , Liberty Intermediate School, Bourbonnais
2007	Grant Seaholm , Spencer Loomis Elementary School, Hawthorn Woods
2008	William Barney , Reed Elementary School, Homer Glen
2009	Mike Russell , Rock Island Intermediate Academy, Rock Island
2010	Derek Straight , James C. Bush Elementary School, Johnsburg
2011	Suzanne Hahn , East Richland Elementary School, Olney
2012	Kimberly Lisanby-Barber , Lincoln Elementary School, Spring Valley
2013	Kim Zinman , Joyce Kilmer Elementary School, Buffalo Grove
2014	Brandi Bruley , North Elementary School, Taylorville
2015	Sara McDonald , Northview Elementary School, Peru
2016	Aimee Kasper , Kishwaukee Elementary School, Rockford
2017	Michelle Willis , Gillespie Elementary School, Chicago
2018	Gloria Trejo , Pioneer Elementary School, West Chicago
2019	Michael Merritt , Brentwood Elementary School, Des Plaines
2020	Mandy Ellis , Dunlap Elementary School, Dunlap
2021	Jennifer Lindsay , Rogers Elementary School, North Pekin

Middle School Principals of the Year

- 2000 **Carol Stack**, Jefferson Middle School, Champaign
- 2001 **Victoria Sharts**, Percy Junior High School, Oak Park
- 2002 **Glenn Babbitt**, Simmons Middle School, Oak Lawn
- 2003 **Rick Acuncius**, Highland Middle School, Highland
- 2004 **Allen Ellington**, Collinsville Middle School, Collinsville
- 2006 **John Maesagelia**, Pleasant Plains Middle School, Pleasant Plains
- 2008 **Todd Schweizer**, Bradley Central Middle School, Bradley
- 2009 **Don Angelaccio**, Lincoln Middle School, Mount Prospect
- 2010 **Mark Pagel**, Dwight Middle School, Dwight
- 2011 **Harold Gries**, Belvidere Central Middle School, Byron
- 2012 **Phillip Ambrose**, Thurgood Marshall Learning Center, Rock Island
- 2013 **Jeremie Smith**, Mattoon Middle School, Mattoon
- 2014 **Don Farr**, Monmouth-Roseville Junior High School, Roseville
- 2015 **Steve Lee**, MacArthur Middle School, Prospect Heights
- 2016 **Charley Cass**, Central Junior High School, West Frankfort
- 2017 **Crystal England**, Cowherd Middle School, Aurora
- 2018 **Andy Anderson**, Conrady Junior High School, Hickory Hills
- 2019 **Jared Ellison**, Westville Junior High School, Westville
- 2020 **Tron Young**, Joseph Arthur Middle School, O'Fallon
- 2021 **Andy Stumpf**, Winchester Grade School, Winchester

High School Principals of the Year

- 1991 **Robert Bellina**, O'Fallon Township High School, O'Fallon
- 1992 **Phil Silsby**, Waterloo High School, Waterloo
- 1993 **Robert Mehelic**, Madison High School, Madison
- 1994 **William Wright**, Savanna High School, Savanna
- 1995 **Joe Wojtena**, Champaign Central High School, Champaign
- 1996 **Dennis Garber**, Hoffman Estates High School, Schaumburg
- 1997 **J. Richard Spohr**, Carlinville High School, Carlinville
- 1998 **Gwendolyn Lee**, Thornridge High School, Dolton
- 1999 **Edward Harris Jr.**, Edwardsville High School, Edwardsville
- 2000 **Kenneth Reed**, Marshall High School, Marshall
- 2003 **Charles Slagley**, Galena High School, Galena
- 2004 **Evelyn Ennsman**, Willowbrook High School, Villa Park
- 2005 **Lane Abrell**, Plainfield High School, Plainfield
- 2006 **Gary Lester**, Thornton Township High School, South Holland
- 2007 **Patricia Welch**, Hillcrest High School, Country Club Hills
- 2008 **Eric Flohr**, Collinsville High School, Collinsville
- 2009 **Ross Truemper**, Naperville North High School, Naperville
- 2010 **Steven Isoye**, Oak Park River Forest High School, Park Ridge
- 2011 **William Burrus**, Moline Senior High School, Moline
- 2012 **Kevin Shelton**, Johnsbury High School, Johnsbury
- 2013 **Lazaro Lopez**, Wheeling High School, Wheeling
- 2014 **Carol Burlinski**, Buffalo Grove High School, Buffalo Grove
- 2015 **Gary Steiger**, Palatine High School, Palatine
- 2016 **Robert Nolting**, Victor J. Andrew High School, Orland Hills
- 2017 **Jack Baldermann**, Westmont High School, Westmont
- 2018 **Paul Kelly**, Elk Grove High School, Elk Grove Village
- 2019 **Amy Jo Mascal**, Streator High School, Streator
- 2020 **Dan Kaiser**, Dwight Township High School, Dwight
- 2021 **Jeff Prickett**, McHenry East High School, McHenry

Assistant Principals of the Year

- 1992 **Stephen Wapon**, Antioch Community High School, Antioch
1993 **Michael Gardner**, Lincoln-Way East High School, Frankfort
1994 **John Bailey**, Jacksonville High School, Jacksonville
1995 **Barry Thomas**, Highland High School, Highland
1996 **Margurite Martin**, Rich High School - South Campus, Richton Park
1997 **Linda Welch**, Hinsdale South High School, Darien
1998 **Rudy Keller**, Waubonsie Valley High School, Aurora
1999 **Judy Wiegand**, Centennial High School, Champaign
2000 **Jim LePage**, Wauconda High School, Wauconda
2001 **Rose Garlasco**, Vernon Hills High School, Vernon Hills
2002 **Carla Disbrow**, Oswego High School, Oswego
2003 **Mike Scholz**, Mt. Zion High School, Mt. Zion
2004 **Blaine Royer**, Glenbrook North High School, Northbrook
2005 **Patricia Dean**, Buffalo Grove High School, Buffalo Grove
2006 **Candice Swift**, University High School, Normal
2008 **Denise Claessens**, Elk Grove High School, Elk Grove Village
2009 **Ron Bendis**, Woodstock High School, Woodstock
2010 **Sharon Gonzalez**, Galesburg High School, Galesburg
2011 **Tim Benka**, Emerson Middle School, Niles
2012 **Jill Dillard**, Jacksonville High School, Jacksonville
2013 **Jean Aucutt**, Vernon Hills High School, Vernon Hills
2014 **Sheryl Gray**, Prairie Trail School, Wadsworth
2015 **Kaye Corrigan**, Jefferson Junior High School, Naperville
2016 **Andrew Johnson**, Teutopolis High School, Teutopolis
2017 **Tim Chipman**, Jacksonville High School, Jacksonville
2018 **Amy Quattrone**, Westmont Junior High School, Westmont
2019 **Doug Owens**, Tri-C Elementary School, Carterville
2020 **Abir Othman**, Victor J. Andrew High School, Tinley Park
2021 **Sara Kash**, Liberty School, Orland Park



Our Herman Graves Award Winners

Considered the highest honor bestowed by the IPA, the Herman Graves Award was established in 1991 in honor of Herman Graves himself for his outstanding service to the association. Known as Mr. IPA, Herman served in various leadership capacities, but more importantly, he never passed up an opportunity to extol the virtues of the IPA. His enthusiasm for the profession and the association was always contagious to those around him. Similar to Principals of the Year, state Herman Graves award winners are selected annually from the pool of the IPA's region winners by a committee of the association's past-presidents. Selection criteria includes:

- IPA membership.
- a minimum of seven years of active service to the IPA.
- demonstration of a positive impact on education and advocacy for children.
- advocacy and service as a spokesperson for the IPA.
- longevity of membership in the IPA.
- promotion of IPA membership.
- service to the IPA at the state and/or regional level.
- accomplishments and contributions to the IPA.

1991	Robert Simmen , Gompers Junior High School, Joliet
1992	Gail Borton , West Frankfort High School, West Frankfort
1993	Jim McClard , Gibson City Elementary School, Gibson City
1994	Joe Wojtena , Champaign Central High School, Champaign
1995	Marj Lowman , Jefferson Monroe Elementary School, Dekalb
1996	Mike Irwin , Pope County High School, Golconda
1997	Kenneth Reed , Marshall High School, Marshall
1998	Larry Janes , Eastern Illinois University, Charleston
1999	Gary Elmen , Indian Prairie CUSD #204, Aurora
2000	J. Richard Spohr , Carlinville High School, Carlinville
2001	Paul Mikulcik , Mechanics Grove Elementary School, Mundelein
2002	Mike Scholz , Mt. Zion High School, Mt. Zion
2003	Mike McCollum , Effingham High School, Effingham
2004	Wendy Connolly , Ridge Lawn Elementary, Chicago Ridge
2005	Robert Swanson , Retired Principal, Joliet
2006	Don Dillon , Retired Principal, Greenville
2007	Kim Zinman , Joyce Kilmer Elementary School, Buffalo Grove
2008	Teresa Martin , Walsh Elementary School, Lockport
2009	Rose Garlasco , Maine West High School, Des Plaines
2010	James Rupert , Retired Principal, Nokomis
2011	Karl Sweitzer , Retired Principal, Cobden
2012	Roger Chamberlain , Roosevelt University, Schaumburg
2013	Jim Schmid , Metea Valley High School, Aurora
2014	Debra LeBlanc , Retired Principal, Downers Grove
2015	Nancy Brodbeck , Retired Principal, Decatur
2016	Troy Hickey , Retired Principal, Robinson
2017	Sean German , Argenta-Oreana High School, Argenta
2018	Hattie Llewellyn , New Berlin High School, New Berlin
2019	Dave Deets , Harmony Emge SD 175, Belleville
2020	Bridgette Belcastro , Johnsburg Elementary School, Johnsburg
2021	Daniel Krause , Willowbrook High School, Villa Park

Our Executive Directors



William H. "Bill" Sullivan—Served from 1971 to 1981

William H. "Bill" Sullivan was born and raised in McDonough County. He earned his Bachelor of Science and master's degrees from Western Illinois University and the University of Wisconsin, respectively. Sullivan served in the United States Navy during World War II, serving as a physical training instructor. After the war, Sullivan played professional baseball with the St. Louis Browns in the American Association before it became the American League. He also played minor league ball with the famous Toledo Mud Hens.

Sullivan began his teaching career at Monmouth High School and Elementary Schools as a physical education teacher and coach. He held a similar position at Niantic-Harristown and then became the principal, teacher, and coach at Oquawka Elementary. He moved on to become the principal of Gladston-Oquawka High School and Elementary School before spending six years as the principal of Union High School. In 1966, he became the executive secretary of the Illinois Elementary School Principals Association. In that role, Sullivan also served as the administrator for the Illinois Junior High School Principals Association and the Illinois Secondary School Principals Association. Sullivan's vision was to bring those three organizations together as one association that would effectively serve all the principals in Illinois. The combination of his leadership skills, political acumen, and the changing landscape of education in the state brought that vision to reality with the formation of the Illinois Principals Association. Sullivan served as its executive director until his retirement in 1981. He passed away in 2002.

A little-known fact: Sullivan earned sixteen varsity letters as an undergraduate at Western Illinois University. He lettered four years each in football, basketball, baseball, and track. During each spring season, Sullivan would play baseball and then attend any track meets that did not conflict with his baseball schedule. During those meets, he would score enough points in events to earn his letter in track every year. This is a rare feat for an NCAA Division I athlete and in this day will likely never be duplicated.



Jack Moomey—Served from 1981 to 1992

Jack Moomey earned his bachelor's degree in education in 1959 and master's in educational administration in 1962 from Eastern Illinois University. For all four of his undergraduate years, Moomey played varsity basketball and baseball. He began his career in education as a teacher and coach at Tri-City High School in Buffalo, Illinois, where he later became principal. Moomey left Tri-City to work for the Superintendent of Public Instruction (now the Illinois State Board of Education) as the director of the Title III program. In 1970, he was hired by the Illinois Elementary School Principals Association as the director of leadership development, and when the Illinois Principals Association was formed, Moomey served as the assistant executive director. He became IPA's executive director upon Bill Sullivan's retirement in 1981 and held that position until his retirement in 1992. His interests included gardening, fishing and boating, and nearly all sports. Moomey was an avid golfer and Illini fan. He and his wife, Carolyn, were season ticket holders for both Illini football and basketball games. Moomey passed away in 2000.

A little-known fact: Throughout his career, Moomey worked to maintain contact with former students and players, many of whom became lifelong friends.



Dr. David Turner—Served from 1992 to 2004

Dr. David Turner was the third executive director of the Illinois Principals Association, serving from July 1992 to June 2004. He is a farm kid, having been raised on a grain and cattle farm in Monticello. He earned his bachelor's degree in education from Eastern Illinois University and his master's and doctoral degrees from Illinois State University. Turner taught science at Mantino High School and chemistry at Octavia (now Ridgeview) High School in Colfax. He has twenty years of experience as a high school principal, first at Morrison and then at Petersburg Porta. During his time as a principal, Turner served on the boards of both the Illinois High School Association and the National Federation of State High School Associations and was a member of the Illinois State Scholarship Commission. He was an officer in the United States Army and is a decorated Vietnam War veteran.

Upon "retiring" from the IPA, Turner taught at the University of Illinois Springfield for ten years, served on the board of Illinois Energy Net, was the chair of the Illinois Principals Foundation board of trustees, and worked for a New York-based association consulting group. He and his wife of fifty years, Hope, have two sons. Seth Turner is a retired Army officer and is a businessman in Wilmington, North Carolina. Mike Turner, a former Army officer, is an attorney in Knoxville, Tennessee. Turner and Hope are now "seriously retired" and divide their time between their homes in Petersburg, Illinois, and Venice, Florida.

A little-known fact: Turner was born in New York, which was his mother's home, and lived there until the age of two when his father returned from World War II. He jokingly refers to himself as "a native New Yorker," which he thinks carries a degree of panache in the Midwest.



Dr. John Dively—Served from 2004 to 2005

John A. Dively Jr., J.D., Ed.D., earned his bachelor's degree from Eastern Illinois University, taught social studies, and coached at Watseka High School before earning his Juris Doctor degree from the Southern Illinois University School of Law. After five years of successful practice in various capacities, including as city attorney of Charleston, and earning his master's degree in educational administration, he returned to public education at Lincoln and Wilmington high schools in administrative roles while earning a doctorate from Illinois State University. During his time at Illinois State University, he was involved in researching and presenting on school equity funding litigation and law with G. Alan Hickrod and David Franklin. Dively was principal at Carbondale Community High School for ten years before accepting the position as the fourth executive director of the IPA.

During his tenure, Dively led efforts to create a full-time lobbyist position; facilitated new principal mentoring and master principal programs; implemented a Strategic Planning Process; revised the association's vision, mission, and beliefs; added four new field coordinators; enhanced the association's publications and website; increased professional development opportunities to more than 200 annually; coordinated the First Amendment Curriculum Project with the Illinois Press Association; created IPA Lobby Day; and facilitated IPA's designation as an Illinois Administrator Academy Direct Provider.

Most recently, Dively served as associate professor and chair of the Department of Educational Leadership at Eastern Illinois University and as a clinical professor at Southern Illinois University Carbondale. In addition, as an author and consultant, he has addressed a variety of issues including district reorganization, equity funding, personnel matters, amendment issues, and school safety. He has been honored with awards from the Eastern Illinois University Graduate School (50 Outstanding Graduate Alumni), Eastern's College of Education (Lifetime Achievement Award), and the Illinois State University College of Education (Hall of Fame).

Dively comes from a family of educators, with his father serving as a longtime middle school principal and his mother serving as a high school English teacher. Interestingly, Dively's father was

a part of the Illinois Principals Coordination Council, which worked to found the IPA. Dively has been married for thirty-five years to Dr. Ronda Leathers Dively, professor emeritus of rhetoric and composition and former director of the writing program at Southern Illinois University Carbondale and the author of three books, one of which will be published this fall. They have both recently retired and are living with their Airedales in the shade of the Shawnee National Forest.

A little-known fact: Dively has completed the University of Illinois' master naturalist program and is applying lessons learned to a conservation program on his acreage.



Dr. Jason Leahy—Serving since 2006

Dr. Jason Leahy, IPA's current executive director, comes from a family of educators. His mother, Joyce, served as a behavioral disorders classroom aide for twelve years. His father, Thomas "Tom," served as a music teacher and longtime school leader. Tom Leahy earned the title of Illinois Superintendent of the Year in 2006 while serving as superintendent of Quincy Public Schools. The Leahys also lived on a grain and hog farm, which provided Leahy the opportunity to earn his State Future Farmers of America Degree while a student at Griggsville High School, where he ultimately graduated as valedictorian.

Leahy earned his bachelor's degree in chemistry education from Southern Illinois University Carbondale, his master's from Illinois State University, and his specialist and doctorate degrees from Western Illinois University. Leahy taught chemistry and physics at Tremont High School and became high school principal at Illini Central High School in Mason City and then at Highland High School in Highland. At the urging of his wife, Ashlee, Leahy applied for the IPA's executive director position when it opened, and he is glad that he did.

Leahy and Ashlee have been married almost twenty years and have five children. All attend the Ball-Chatham school district where Emma is a senior with plans to run Cross Country and Track at the University of Illinois Springfield, Luke is a sophomore and Eagle Scout, Brody is in eighth grade, Noah is in sixth grade, and Ethan is in fourth grade. Leahy and his family enjoy country living including spending time with their dogs, cats, horses, and cattle.

A little-known fact: Leahy held many odd jobs while teaching in order to earn extra cash, including refereeing basketball games as an Illinois High School Association officer and DJing for New Life Radio WCIC FM in Peoria.

Our Longest-Serving Team Member



The IPA's longest-serving team member, Pam Burdine, offers her thoughts on her time with the IPA since she was hired in 1987.

What influenced you to apply to work for the IPA?

I was working a temporary job through Alice Campbell Temp for the Illinois Association of School Administrators. John Wargo was their executive director. After my temp assignment ended, I had stopped back by their office to visit, and John asked me how my new job was going. I told him that the job fell through, and I was back to looking for a new job. He told me to wait, and then he walked down the hall to speak with Vickie Russell with the Illinois Principals Association to see if they were still looking for an employee. I met Jack Moomey, IPA executive director, and Vickie that day, completed a quick interview, and was hired as the receptionist for the association.

What was it like working for the IPA when you first started?

When I first started with the IPA, we shared a building with the Illinois Association of School Boards. There were four of us in the office, and we had one field representative. We still had a typewriter and one computer that we shared. I primarily used it, and the word processor we used was a DisplayWrite 3. We did not even have a fax machine at the time. It was a much slower pace than it is today, with fewer members and fewer professional development offerings.

What are the most significant changes you have witnessed at the IPA over the years?

The growth in our membership and our advancement in technology along with the staff that we have added have been the most significant changes in my time here. I can remember when we moved into our current building in 2001 and had empty offices. Now, when asked how many people work at the IPA these days, I have to pause and think about it before I answer. Also, the fact that we were able to work remotely and still provide services to our members during the pandemic has been incredible.

What is your favorite memory from your time working at the IPA?

I have been here so long that there are many good memories. I recall one time that [IPA Executive Director] Dr. Dave Turner, [IPA Associate Director] Julie Weichert, and I were in the basement of our building on Sixth Street getting out our old exhibit display. There was something in the bottom of the case. So, we tipped it upside down to dump it out, and there was this mouse that fell out. I screamed and jumped up on the chair only for Dave to start laughing and tell us it was a rubber mouse.

What do you most enjoy or find most meaningful about working at the IPA?

I enjoy assisting our members and feeling like we can help them navigate through some tough times with a friendly voice. Over the years, I have met many wonderful people that have become treasured friends. The IPA has obviously been a great place to work! I feel honored to be a part of a great team that serves our members!

IPA Mission, Vision, Beliefs, *and* Code of Ethics

Our Why

School leadership matters.

Our Vision

Effective, sustained educational leaders for every Illinois school community.

Our Mission

Develop, support, and advocate for innovative educational leaders.

Our Beliefs

For educational leaders:

- The IPA membership, leadership, and staff must reflect the diverse communities we serve.
- Educational leaders follow the *IPA Code of Ethics*.
- The *School Leader Paradigm* is key to ensuring effective, sustained educational leaders for every Illinois school community.
- 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 must have access to continuous professional development, mentoring/coaching, collegial support and professional community.
- Educational leaders should balance their personal and professional responsibilities.
- Current educational leaders are responsible for identifying, nurturing, and supporting future educational leaders.

For schools:

- Schools must provide a safe, caring, and healthy environment conducive to learning.
- Sustained school improvement comes from stakeholders collaboratively engaging in continuous cycles of inquiry that boost adult and student performance.
- A successful organization encourages continuous learning, innovation, and new ideas.
- A balanced assessment system is needed to inform instruction.
- Every child deserves access to an equally high-quality education.
- All children must have opportunities to learn and develop to their highest potential.
- Quality education meets a child's social, emotional, mental health and academic needs.

For education:

- The IPA is an advocate for children, teachers, parents, and communities.
- Adequate and equitable resources should be available for all students.
- Education is the cornerstone of quality life in a global, democratic society.
- Quality education requires high standards and expectations.
- Educators' experiences and voices are essential to crafting effective education policy.

Our Code of Ethics

In keeping with the *Code of Ethics for Illinois Educators*, 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.

Did you know?

- Former IPA member Dr. Ed Hightower, in addition to being 1993 IPA Elementary School Principal of the Year, was an acclaimed basketball official. A mainstay of Big Ten and Big East NCAA Division I Basketball, he refereed 12 NCAA Division I Final Fours, the 1990 World Championship of Basketball in South America, the European Basketball Championship in 1993, and the Goodwill Games in 1994 and 1998. Hightower was voted the Naismith Division I Men's College Basketball Official of the Year in 1992 and was inducted into the Illinois Basketball Coaches Association Hall of Fame in 1998.
- Two former IPA members earned the rank of Brigadier General: Wane Eck in the Army Reserves and Roy Webb in the Iowa National Guard.
- Three former IPA members have served in the Illinois General Assembly: Roger Eddy, representative for the 109th District; John Cavaletto, representative for the 107th District; and Ed Maloney, senator for the 18th District. Roger Eddy also served as the executive director of the Illinois Association of School Boards from 2012 to 2018.
- Former IPA member Jeff Keener was a relief pitcher for two years for the St. Louis Cardinals and earned a ring with the 1982 World Series champions.
- Former IPA member Dr. Brent Clark started his tenure as executive director of the Illinois Association of School Administrators in 2006 on the same day that current IPA executive director Dr. Jason Leahy took on his role. Coincidentally, Illinois Association of School Business Officials Executive Director Dr. Michael Jacoby also started his position on that same day in 2006.
- Former IPA member Dr. Walt Warfield served as the executive director of the Illinois Association of School Administrators from 1992 to 2006.
- Former IPA member Dr. Dianne Ashby served as both the dean of the College of Education at Illinois State University and vice president of the university.
- Former IPA member Dr. Randy Dunn served as Illinois state superintendent of schools as well as president of Youngstown State University in Ohio, Murray State University in Kentucky, and Southern Illinois University.
- IPA charter member Tom Koerner worked for the National Association of Secondary School Principals from 1971 to 1999, serving as the National Association of Secondary School Principals executive director from 1998 to 1999.
- Former IPA member Susie Morrison served in various capacities at the Illinois State Board of Education, including chief education officer and deputy state superintendent; was appointed to the Illinois State Board of Education as a member of the board in 2017 by Governor Bruce Rauner; and was reappointed to the board in 2019 by Governor J.B. Pritzker.
- Former IPA member Butch Lockley was a contestant on Survivor: The Amazon (2003) and finished in fourth place overall.
- Former IPA member Dr. Carmen Ayala serves as Illinois' first female and Latina state superintendent of schools.
- Prominent national education associations have roots in Illinois. Both the National Association of Secondary School Principals and the National Federation of State High School Associations were founded by forward-thinking school leaders from the Land of Lincoln.
- Former IPA member Dr. Thomas Bertrand currently serves as the executive director of the Illinois Association of School Boards.

Quotes *from* Members *and* Key Leaders

"I firmly believe that without the professional development, mentoring, and available assistance from the professional staff, I would not have been as successful in my career. I am truly grateful for the opportunities that the IPA has given me."

-James Rupert, retired principal, IPA charter member #119

"Being a charter member of the IPA, I have seen an organization that has changed over the years. These changes, through modern technology, have made it more accessible and helpful. In the early years, we shared ideas and changes with our peers person to person. Now help and communication comes with a touch of your fingertip. I have found IPA membership to be very beneficial."

-Howard Hartke, retired principal, IPA charter member #100

"We at the National Association of Elementary School Principals congratulate the IPA on fifty years of developing, supporting, and advocating for innovative educational leaders. The IPA has helped to ensure that school leadership in Illinois matters by successfully providing high-quality professional development and networking opportunities while fearlessly advocating on behalf of Illinois school and school district leaders. Kudos to the many past and present association leaders who have helped guide this impactful organization for five decades. Best wishes for fifty more."

-Dr. L. Earl Franks, CAE, National Association of Elementary School Principals executive director

"On behalf of all of us at NASSP, I want to congratulate the Illinois Principals Association (IPA) on their 50th Anniversary! Whether it is advocating for sustainable educator retention and recruitment pipelines or developing robust professional development opportunities for Illinois school leaders, the IPA has always led with visionary and selfless leadership in benefit of its members. We are proud to stand by you in this work to ensure that all students receive the equitable education they deserve."

-Ronn Nozoe, NASSP chief executive officer

"School leadership matters. From cultivating a welcoming school student culture to encouraging ongoing personal and professional growth, you have helped shape the future of education and educational leaders in our state. Congratulations on fifty years of supporting and inspiring great leaders."

-The Honorable J.B. Pritzker, governor of the state of Illinois

"You have been indispensable partners throughout my time as state superintendent, especially over the course of the pandemic. You have shared critical guidance, critical information, and insight with your members. We are so fortunate here in Illinois to have such a strong principals association. Thank you for your service. Thank you for your leadership for the last fifty years. Looking forward to the next."

-Dr. Carmen Ayala, Illinois state superintendent of schools

"There is no question in my mind that this organization has had a major impact on principals and the principalship."

- Frank Conry, IPA field service specialist

"The IPA hires staff with diverse backgrounds to ensure that all schools and students are helped to reach their greatest potential."

-Andy Stumpf, principal, Winchester Elementary School, Winchester

"The annual conference is always great for my professional development but is also an excellent place to swap stories and socialize. It reminds me that I am not alone."

-Jonathan Hallmark, principal, Highland Middle School, Libertyville

"I have always felt very supported while being a member of the IPA. Everyone treats you like part of the family."

-Kevin Reedy, principal, St. Germaine School, Oak Lawn

"The IPA has led the way to cultivate new school leaders and has supported them throughout their preparation, job search, first year on the job, and every year after."

-Aaron Hill, principal of DuQuoin Middle School, DuQuoin, former IPA president

"The IPA helps to bring a broader, more comprehensive understanding of the business of education outside of one building or district."

-Courtney Marks, assistant principal, Bloomington High School, Bloomington

"The impact of the IPA is huge! More importantly, the IPA has remained relevant to educators."

-Don Hansen, former IPA field service specialist

"The IPA has helped grow, inspire, and nurture educators since its inception. Through innovative leadership, a comprehensive list of services, and dedicated staff members, the IPA provides the best combination of support and training anywhere. Throughout my career, I have worked with dozens of state education organizations and rank the IPA as number one in every possible category."

-Jim Burgett, award-winning superintendent, author, speaker, and consultant

"Past efforts to establish worthy goals and high standards of professionalism have resulted in the IPA becoming a respected player in Illinois education decision-making. A commitment to serving students is IPA's enduring legacy."

-Dick Spohr, former IPA mentoring director, former IPA president

"The Principal Connection, legal updates, The Community Forum, and The Model Student Handbook are tools that every administrator needs in their toolboxes."

-Monica Spence, principal, Kellar Middle School, Robbins

"The IPA has set the bar high as a professional organization. The IPA set the tone and leads the way."

-Cris Edwards, principal, Richland County Elementary School, Olney

"The IPA is a tireless advocate for principals across the state."

-Jeremy Garrett, principal, Peoria Christian School, Peoria

"I am a better principal because of the IPA."

-Spencer Brown, assistant principal, Southwood Middle School, Country Club Hills

"The IPA is the go-to organization regarding legal developments that will affect schools."

-Dan Laverty, principal, Humphrey Middle School, Bolingbrook

"The way the association is growing in membership leads me to believe that the future is bright."

-Amber Sensabaugh, principal, Northeast Junior High School, East Moline

"The IPA has given me an opportunity to be involved in different committees where my voice is heard and welcomed. The IPA has supported me as an educator. It has connected me to other educators that have inspired my journey."

-Sonia Ruiz, principal, Lincoln Middle School, Berwyn

Sources

1. Illinois State Board of Education
2. U.S. Department of Education, National Center for Education Statistics
3. Content for the timeline was taken from historic IPA documents including Board of Director meeting minutes, IPA salary studies, *The Principal* magazine, IPA newsletters, and other sources.
4. Thank you to Roy Baker, Pam Burdine, Don Dillon, Howard Hartke, Jim Rupert, Fred Singleton, and Kim Zinman for their assistance and collaboration in collecting content for this publication.



STATE OF ILLINOIS
HOUSE OF REPRESENTATIVES
102ND GENERAL ASSEMBLY

HOUSE RESOLUTION NO. 498
OFFERED BY REPRESENTATIVE TERRA COSTA HOWARD

WHEREAS, The 2021-2022 school year marks the 50th anniversary of the Illinois Principals Association, an organization with the mission to develop, support, and advocate for innovative educational leaders; and

WHEREAS, The Illinois Principals Association was formed by joining the Illinois Elementary School Principals Association, the Illinois Junior High School Principals Association, and the Illinois Secondary School Principals Association into one organization through formal ratification with 202 charter members in fall 1971; and

WHEREAS, The State of Illinois officially recognized the Illinois Principals Association as a certified educational organization serving principals, assistant principals, and other school building leaders in January 1972; and

WHEREAS, The current officers of the Illinois Principals Association include Dr. Marcus Belin, Principal of Huntley High School, President; Raul Gaston, Principal of Jefferson Middle School, President-Elect; Dr. Amy Dixon, Principal of Lincoln and Jefferson Attendance Centers, Immediate Past-President; Craig Beals, Principal of Nuttall Middle School, Treasurer; and Mandy Ellis, Principal of Dunlap Grade School, Secretary; and

WHEREAS, The Illinois Principals Association believes in ensuring effective, sustained educational leaders for every Illinois school community; and

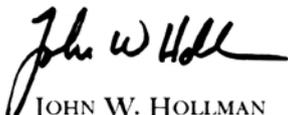
WHEREAS, For the past 50 years, the Illinois Principals Association has supported principals, assistant principals, and other school leaders with high-quality professional learning opportunities, both in-person and virtual, mentoring and coaching, opportunities to build community with peers, legal support, and advocacy at both the state and federal level; and

WHEREAS, The Illinois Principals Association now serves over 6,100 principals, assistant principals, and other school leaders throughout Illinois; therefore, be it

RESOLVED, BY THE HOUSE OF REPRESENTATIVES OF THE ONE HUNDRED SECOND GENERAL ASSEMBLY OF THE STATE OF ILLINOIS, that we recognize the Illinois Principals Association on its 50th anniversary, and we thank the organization for its work in supporting school leaders throughout the State of Illinois; and be it further

RESOLVED, That a suitable copy of this resolution be presented to the Illinois Principals Association as an expression of our respect and esteem.

Adopted by the House of Representatives on October 19, 2021.


JOHN W. HOLLMAN
CLERK OF THE HOUSE




EMANUEL "CHRIS" WELCH
SPEAKER OF THE HOUSE