As a result of the fourth cycle of DePaul University's Academic Program Review Process (Cycle 4), the participants in the process enter into the following agreements. The participants understand that this document will be available to be made public once all the signatures are in place.

Actions agreed upon for the coming academic year (2002-2003)

1. **Regularize reporting and share assessment results.** The Center currently has its professional development workshops for principals evaluated by multiple groups, including the participating principals and representatives from the Chicago Public Schools Office of Accountability. In addition, the Center’s effectiveness is assessed along with the overall work of the School Achievement Structure in an annual review by the CPS. However, there has been no formal mechanism for reporting the effectiveness of the Principals’ Center to the School of Education dean. Therefore, in the coming year,
   a. the Center will share appropriate evaluative material with the dean on a quarterly basis which summarizes the work of the center and communicates the results of these external reviews; and
   b. the Center may receive assistance in these assessment and reporting efforts from the newly-hired Assistant Dean for External Relations in the School of Education, who will track activities of all the School’s outreach programs on a quarterly basis.

2. **Consider developing a leadership succession plan.** Though the dean fully supports the current director, and the current director has no immediate plans to leave the Center, the AVP encouraged the Center to think about a plan for continuance of leadership. In considering a succession plan,
   a. the Center will consider involving more School of Education faculty in the work of the Center as a way to interest future faculty leaders. The director notes that it is essential for the Center’s future director to have had experience as a public school principal, preferably in the Chicago Public School system, or at least be an education practitioner;
   b. the Center will consider not only its own needs but also the needs of the School of Education and the School Achievement Structure when developing a succession plan.

3. **Maintain current level of activities and funding.** The Center’s work and funding is largely determined by the needs and number of schools in partnership with the School Achievement Structure. The Center has no plans to expand its level of activities.
   a. The Center will continue to bring in experts for specialized topics workshops for the principals.
   b. The Center will consider doing a few more sessions in the "Leadership for a Change" series funded by the Pick Foundation.

4. **Clarify financial arrangement.** Though the current financial arrangement is clear to the Center and the Acting Dean, it remains unclear to Academic Affairs. The AVP suggested that upon the appointment of a new dean, the Center clarify for the dean and Academic Affairs the financial arrangement among the Principal’s Center, the School of Education, the School Achievement Structure, and DePaul University.

Issues for further conversation

The center noted that it faces a challenge in dealing with principals who fail to internalize and/or implement the goals of the program. Currently, the guideline is that the site-based DePaul coordinator problem-solves
with the principal and the School Leadership team. If further intervention is necessary, the DePaul Instructional Supervisor meets with all parties.

**University-level Issues and Commitments**

During Cycle 4, the Centers & Institutes’ individual self-studies raised several issues that have important implications for all Centers & Institutes, and which require action at the university level. These issues will be discussed in further detail at a meeting with the Centers & Institutes Advisory Board, the APRC Chair, the Associate Vice President and the Executive Vice President for Academic Affairs. Commitments and actions arising from that meeting’s discussion will be documented in a General Memorandum of Agreement for all Centers & Institutes.

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A hard copy of this document was signed by:

Center Director
Chair of APRC Subcommittee
Chair of APRC
Dean of the College
Associate V.P. for Academic Affairs

*The hard copy with signatures is on file in the Office of the Associate V.P. for Academic Affairs and is available upon request.*