

OF THE ILLINOIS SCHOOL CODE

ELEMENTARY SCHOOL PURSUANT TO SECTION 54-8.3(d) O

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

of ("Paderewski School") pursuant to Section 54-8.3(d) of the Illinois School Code. The removal of the principal of Paderewski Elementary School pursuant to Section 54-8.3(d) of the Illinois School Code.

DESCRIPTION:

The Chicago Public Schools are empowered to make all administrative decisions for the efficient performance of that school (105 ILCS 5/34-8.3).

Pursuant to the power in Section 54-8.3(d) of the Illinois School Code, the Chief Executive Officer of the Chicago Public Schools is recommending the removal of the principal of Paderewski School because fewer than 15% of the students in these schools

or to

The Chief Executive Officer has reviewed the Hearing Officer's findings of fact and recommendation pri
making his recommendation and hereby adopts the Hearing Officer's recommendation to remove the

REVISED

REMOVAL AND REPLACEMENT

GUIDELINES FOR THE REMOVAL AND REPLACEMENT OF PRINCIPALS OF SCHOOLS ON PROBATION

Introduction

Board of the Chicago Public Schools ("CPS,") the power to place an attendance center on probation

The Illinois School Code grants the Chief Executive Officer ("CEO") the power to place an attendance center on probation for deficiencies in the center's academic performance. 105 ILCS 5/34-8.3. Pursuant to that power, in October 1996, the CEO placed 91 schools on probation in which fewer than 15% of the

students were reading at grade level and which had a history of low student achievement. Section 24-1.1 of the Chicago School Code provides for the removal and replacement of the principal, concerning schools on probation which have failed to make sufficient progress in correcting educational deficiencies noted in their local school improvement plans, after opportunity for a hearing.

These guidelines set forth bases for the removal and replacement of the principal of a school previously placed on probation and procedures for requested hearings concerning the removal and replacement of the principal and procedures for the removal and replacement of the principal.

Guidelines

The factors to be considered in identifying principals who may be subject to removal and replacement are not limited to:

- A - failure of the principal to effectively and/or sufficiently develop and implement or comply with the school improvement plan;
- B - failure of the school to show satisfactory improvement of student reading and math scores on the ILLS or the ILLA achievement tests;
- C - failure of the school to show satisfactory improvement in student attendance, truancy, drop-out and/or graduation rates;

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E. if a principal waives his or her opportunity for a hearing, Board personnel

hearing officer;

after the hearing, the hearing officer will submit a written report to the
entire testimony and documentary evidence
including findings of fact and recommendation

F. CEO summarizing all relevant
information offered during the hearing

8.3(d);

the CEO will review the hearing officer's written report prior to making a
final determination as to whether the principal shall be removed and
replaced pursuant to section 8.3(d) in an effort to remedy the school's
failure to show educational progress.

G.

removing and replacing Principals.

III. Procedures for

that action, the following will occur:

to the Board and the Board approves

will be appointed for the school by the CEO based
upon the recommendation of the Chief Education Officer and the Chief
Accountability Officer

A. an interim principal will be appointed
upon the recommendation of the Chief
Accountability Officer

will serve at the pleasure of the CEO until the school
takes or probation;

B. the interim principal will serve until the school
makes sufficient educational progress to be

educational progress to be taken on
probation or probation will be

until the school makes sufficient educational
progress to be taken on probation or probation will be

by an interim principal pursuant
shall have no authority to select a new four-year contract

principal has been removed and replaced by
to section 8.3(d) shall

principal.

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PROCEDURES GOVERNING PRINCIPAL REMOVAL HEARINGS

school in the Chicago School District ("CPS") placed on probation pursuant to section 24-9.3 of the Illinois School Code, 105 ILCS 5/24-9.3, has for one year failed to make adequate progress in correcting deficiencies identified in its

1 Upon determining that any sch

6. The hearing officer will be solely responsible for conducting the hearing and shall conduct the hearing in an efficient and impartial manner according to the following guidelines:

a. the hearing officer will commence the hearing by reviewing the purpose for which the hearing is convened;

b. the hearing officer will ensure that a record of the proceedings is made by a certified court reporter;

c. the hearing officer shall determine the order of speakers' participation;

d. the hearing officer may also call on the probation manager and other persons with relevant information regarding the contemplated action,

e. participants may submit any relevant written or documentary evidence to the hearing officer. All oral testimony is to be directed to the hearing officer only and