

**RECOMMENDATION TO REMOVE THE PRINCIPAL OF RALPH J. BUNCHE ELEMENTARY
SCHOOL PURSUANT TO SECTION 34-8.3(d) OF THE ILLINOIS SCHOOL CODE**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

In accordance with the Illinois School Code, the Chief Executive Officer ("CEO") recommends the removal of the principal of Bunche Elementary School pursuant to Section 34-8.3(d) of the Illinois School Code.

DESCRIPTION:

The 1995 Amendments Act of the Illinois School Code grants the Chief Executive Officer of the Chicago Public Schools the authority to remove a principal based on the performance of that school. (105 ILCS 5/34-8.3).

Pursuant to that power, in 2000, the Chief Executive Officer placed Bunche School on probation because of its low performance. The Illinois School Code, Section 34-8.3(d) further states that in order to remove a principal, the CEO must take sufficient evidence in conjunction with the Board of Education, including the removal of the principal after an opportunity for a hearing.

Pursuant to the Revised Guidelines for the Removal and Replacement of Principals of Schools on Probation (hereinafter "Guidelines" and attached as Attachment A) and Revised Procedures Governing Principal Removal Hearings" (hereinafter "Hearing Procedures" and attached as "Attachment B"), a hearing

making his recommendation, and hereby adopts the Hearing Officer's recommendation to remove the principal of Bencho Elementary School.

The factors listed below were considered by the Chief Executive Officer and the Independent Hearing Officer in recommending the removal of the principal of Bencho Elementary School:

- A. failure of the school to show satisfactory improvement plan, improvement plan, improvement plan,
- B. failure of the school to show satisfactory improvement in Iowa Test of Basic Skills;
- C. failure of the school to show satisfactory improvement in student attendance, truancy, drop-out, and/or graduation rates;

Removal of the principal is effective as of the date of this order. The principal shall follow the directives or recommendation(s) of the CDSB since it is accountable.

Replacing Principals:

Procedures for Removing and

INEL
ATIONS:

PERSON
IMPLICA

Principals will be selected in accordance with Section III A above and shall serve at the pleasure of the
An Inter

REVISED

GUIDELINES FOR THE REMOVAL AND REPLACEMENT

Introduction

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

in October 1996, the CEO placed 91 schools on probation in which fewer than 15% of the

concerning schools on probation which have failed to make

Education

Sufficient progress in correcting curricula
plans, after opportunity for a hearing.

is for the determination of whether the

Principal of a school previously

concerning the removal and replacement of the principal and procedures

for requested hearings concerning

implementation of that decision if ultimately made by the CEO.

for their

evaluation of probationary progress

subject to removal and

The factors to be considered in identifying principals who may be subject

A. failure of the principal to effectively and/or sufficiently develop,

involvement as outlined with the school improvement plan

B. failure of the school to show satisfactory improvement of student reading

and math scores on the ILS or the IAT achievement test;

learning environment;

directives or recommendations of the CPS Office of Accountability.

II. Hearings.

A principal determined to be subject to removal and replacement

section 8.3(d):

CEO;

B. the CEO shall send notice

interested parties at least five days in advance of the hearing

shall clearly apprise all interested parties that the subject of the hearing is

Hearing officers shall be responsible for conducting the hearing in

efficient and impartial manner;

shall submit to the hearing officer written evidence, including written testimony, to the hearing officer.

F. After the hearing, the hearing officer will submit a written report to the CEO summarizing all relevant testimony and documentary evidence.

Based on the hearing, the hearing officer will determine whether the principal should be removed and replaced pursuant to section 8.3(d).

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.

III. Procedures for removing and replacing Principals.

When the CEO, after a hearing, recommends the removal and replacement of a principal to the Board and the Board approves that action, the following will occur:

A. An interim principal will be appointed for the school by the CEO based on the CEO's recommendation.

REVISED

1000 1000 1000

----- CONTAINS SERIALS OF PERIODIC PUBLICATIONS

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; the hearing officer shall not participate in the hearing and shall not be present during the hearing;

c. the hearing officer shall call on the CPS' Chief Accountability Officer or designee on the educational reasons for the contemplated action. The hearing officer may also call on the probation manager and other persons with relevant information regarding the contemplated action;

d. the hearing officer shall call on the principal concerned to provide evidence and testimony. The hearing officer may also call on the principal concerned to provide evidence and testimony. All oral testimony is to be directed to the hearing officer. All oral testimony will be made in a narrative fashion. Only the hearing officer will be permitted to address or pose questions to the participants;

e. participants may submit any relevant written or recorded evidence to the hearing officer. All written or recorded evidence will be made in a narrative fashion. Only the hearing officer will be permitted to address or pose questions to the participants;

7. Following the hearing, the hearing officer shall prepare and submit to the CEO, a written report summarizing all evidence and testimony received relevant to the matter of whether the principal concerned should be removed and containing findings of fact and a recommendation on the disposition of that matter.

8. The CEO will review the hearing officer's findings of fact prior to making a final determination whether to seek the Board's approval of the principal's removal.