

August 27, 2003

**RECOMMENDATION TO REMOVE THE PRINCIPAL OF WILLA CATHER
ELEMENTARY SCHOOL PURSUANT TO SECTION 34-8.3(d) OF THE ILLINOIS SCHOOL CODE**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

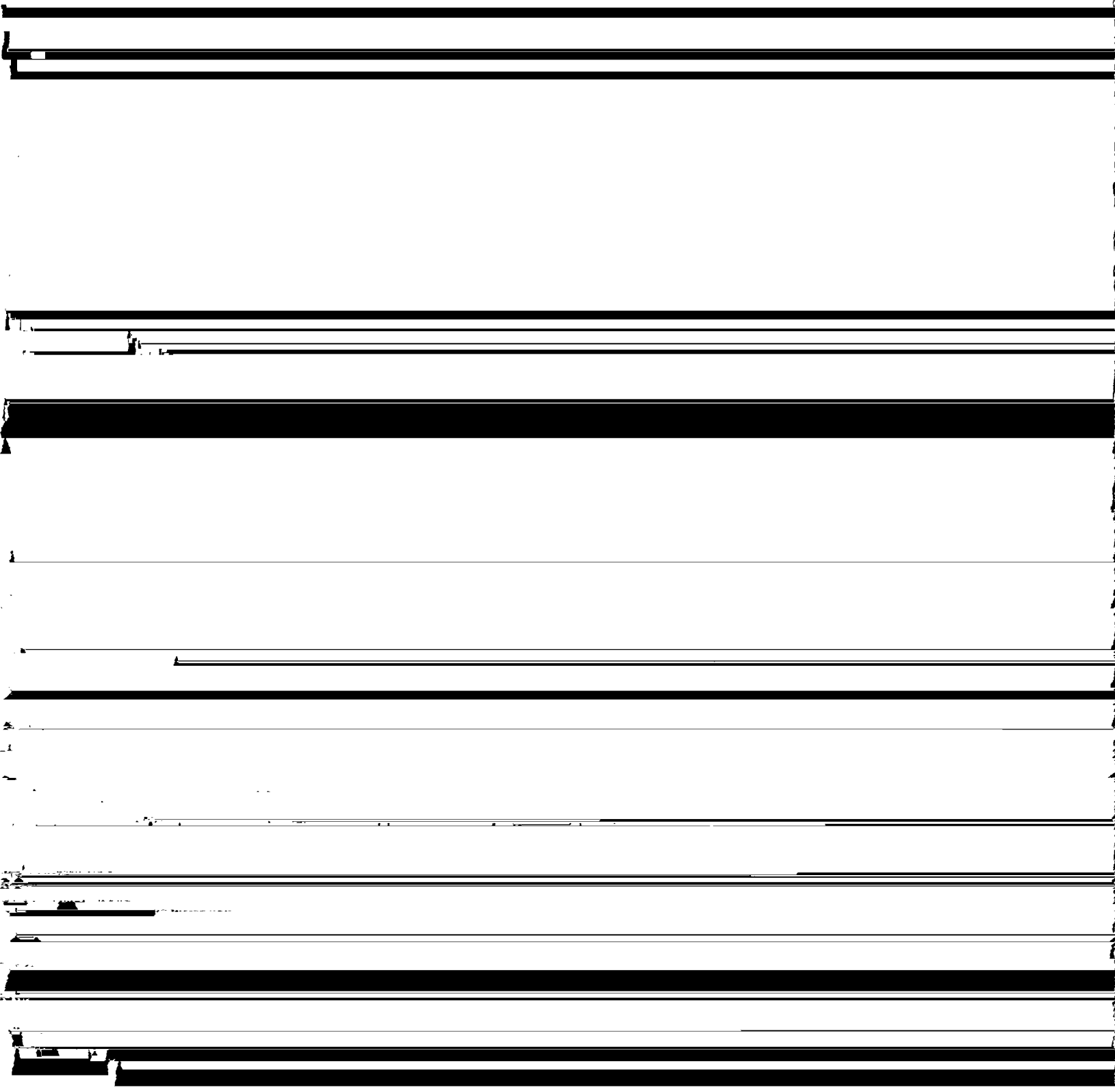
~~The removal of the principal of Willa Cather Elementary School ("Cather School") pursuant to Section 34-~~

8.3(d) of the Illinois School Code.

DESCRIPTION:

~~The 1995 Amended Act of the Illinois School Code creates the Chief Executive Officer of the Chicago Public~~

The Chief Executive Officer has reviewed the Hearing Officer's findings of fact and recommendation prior to



**PERSONNEL
IMPLICATIONS:**

An Interim Principal will be selected, according to Section III A above, and shall serve at the pleasure of the Chief Executive Officer. Until the school comes off probation, the Local School Council of Cather School will

not have the authority to select a new four-year contract principal. The current principal has executed, or will

execute, a Settlement and General Release entered, or to be entered, by and between the principal and the Board.

Respectfully Submitted,



ARNE DUNCAN
Chief Executive Officer

Approved for Consideration:



BARBARA J. EASON-WATKINS
Chief Education Officer

ATTACHMENT A

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

Introduction

The Illinois School Code grants the Chief Executive Officer ("CEO") of the Chicago Public Schools ("CPS") the power to place an attendance center on probation to correct deficiencies in the

- E. failure of the principal to effectively and/or sufficiently follow the directives or recommendations of the CPS Office of Accountability.

II. Hearings.

~~A principal determined to be subject to removal and replacement is entitled to a hearing~~

~~before an independent officer appointed by the Chief Executive Officer pursuant to~~

III. Procedures for removing and replacing Principals.

When the CEO recommends the removal of a principal, the Board shall:

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 upon the recommendation of the Chief Education Officer;

B. the interim principal will serve at the pleasure of the CEO until the school

makes sufficient educational progress to be taken off probation;

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BOARD OF EDUCATION OF THE CITY OF CHICAGO

PROCEDURES GOVERNING PRINCIPAL REMOVAL HEARINGS

1. The Chief Executive Officer ("CEO") shall appoint an independent hearing officer to receive input from concerned persons prior to the determination of whether the principal of Chicago Public School shall be removed pursuant to section 24-9-2(d) of the

2. Following the hearing, the hearing officer will prepare a written report containing findings of fact and submit the report to the CEO summarizing all input received relevant to the question of whether the principal concerned should be removed