

**RECOMMENDATION TO REMOVE THE PRINCIPAL OF AUSTIN COMMUNITY ACADEMY**

**HIGH SCHOOL PURSUANT TO SECTION 34-8.3(d) OF THE ILLINOIS SCHOOL CODE**

**THE CHIEF EXECUTIVE OFFICER RECOMMENDS:**

The removal of the principal of Austin Community Academy High School ("Austin High School") pursuant to

The 1995 Amendatory Act of the Illinois School Code grants the Chief Executive Officer of the Chicago Public Schools the power to place an attendance center or probation to correct deficiencies in the performance of that

The Chief Executive Officer has reviewed the Hearing Officer's findings of fact and recommendation prior to making his recommendation, and hereby adopts the Hearing Officer's recommendation to remove the principal of Austin High School.

Factors Considered in the Recommendation to Remove the Principal of Tenth Elementary School

[REDACTED]

**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 Austin High 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,

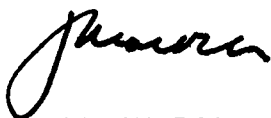


ARNE DUNCAN  
Chief Executive Officer



BARBARA J. EASON-WATKINS  
Chief Education Officer

Noted:



JOHN MAIORCA  
Chief Financial Officer

Approved as to legal form:



CONFIDENTIAL

**BOARD OF EDUCATION OF THE CITY OF CHICAGO**  
**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 center's academic performance. 105 ILCS 5/34-8.3. Pursuant to that power, in October 2002, the CEO placed on probation 76 schools, including 65 high schools and 11

E. failure of the principal to effectively and/or sufficiently follow the

## 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 section 8.3(d):

- A. the date, time and place of the hearing shall be set and announced by the CEO;
- B. the CEO shall send notice of the date, time and place of the hearing to all interested parties at least two (2) days in advance of the hearing;
- C. the hearing officer will be responsible for conducting the hearing in an efficient and impartial manner;

**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 upon the recommendation of the Chief Education Officer;

B. the interim principal will report to the CEO and the Board.

makes sufficient educational progress to be taken off probation;

ATTACHMENT B

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 any Chicago Public School shall be removed pursuant to section 34-8.3(d) of the Illinois School Code.

~~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.

3. The CEO will review the hearing officer's findings of fact prior to making the final determination as to the removal of the principal.

4. 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 call on personnel from the Board's central and area~~