

June 25, 2014

ADOPT AMENDMENTS TO THE UNIFORM PRINCIPAL'S PERFORMANCE CONTRACT FOR SCHOOLS WITH A TRADITIONAL LOCAL SCHOOL COUNCIL AND TO THE UNIFORM

PRINCIPAL'S PERFORMANCE CONTRACT FOR SCHOOLS WITH AN APPOINTED LOCAL

SCHOOL COUNCIL

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the Chicago Board of Education approve a revised Uniform Principal's Performance Contract for schools with a traditional Local School Council, attached as Exhibit A, and also approve a revised Uniform Principal's Performance Contract for schools with an appointed Local School Council, attached

as Exhibit B. The proposed amendments to both Uniform Principal's Performance Contracts have been discussed with the Principals' and Administrators' Association.

DESCRIPTION: The amendments are necessary to reflect changes in the law including the requirement to hold a REACH certificate to evaluate staff, the requirements of the Performance Evaluation Reform Act of 2010 and the change in the composition of the traditional Local School Council to include an additional a non-teaching staff member. The amendments further include and provide for modifications to Board Rules, Policies, procedures and guidelines, provide for principal consent to release their annual evaluation by the CEO or designee to their local school council and clarify the contracting process

Approved for Consideration:



Alicia Winckler
Chief Talent Officer

Respectfully submitted:



Barbara Byrd-Bennett
Chief Executive Officer

Approved as to Legal Form: 



James L. Bepley
General Counsel

UNIFORM PRINCIPAL'S PERFORMANCE CONTRACT

For Schools with a Traditional Local School Council

[REDACTED]

h) Unless prohibited by law or by Rule or Policy of the Board of Education, the Principal shall provide to the Local School Council copies of all internal audits and any other pertinent

IV. EVALUATION

A. Evaluation By The Local School Council

(a) The Local School Council shall annually evaluate the Principal in accordance with 105

B. Evaluation By The Chief Executive Officer

(a) The Chief Executive Officer or designee shall conduct an annual evaluation of the Principal in accordance with 105 ILCS 5/34-8. The Chief Executive Officer or designee will not issue an annual evaluation to a new principal based on less than five school months of performance,

VII. RENEWAL AND NON-RENEWAL

(a) The Local School Council shall decide whether to renew this Agreement with the Principal based upon the evaluation pursuant to Section IV.A.(b). The Local School Council shall notify the Principal of its decision regarding whether to renew this Agreement with the Principal in writing no later than February 1 of the calendar year in which this Agreement expires or, if the Principal's term expires on a date other

VIII. SEVERABILITY

The provisions of this Agreement shall be considered severable and independent. If any provision of this Agreement is held invalid or unenforceable, the remaining provisions shall not be affected.

IX. VOIDABLE CONTRACT

It is expressly agreed and understood that as a condition precedent to this Agreement, the Principal shall ~~continuously ensure the requisite state certifications/licenses and shall continuously satisfy the Board's~~

[Redacted]

[Redacted]

Certification by a Traditional Local School Council of a Principal Selection

(Please type or print)

School: _____

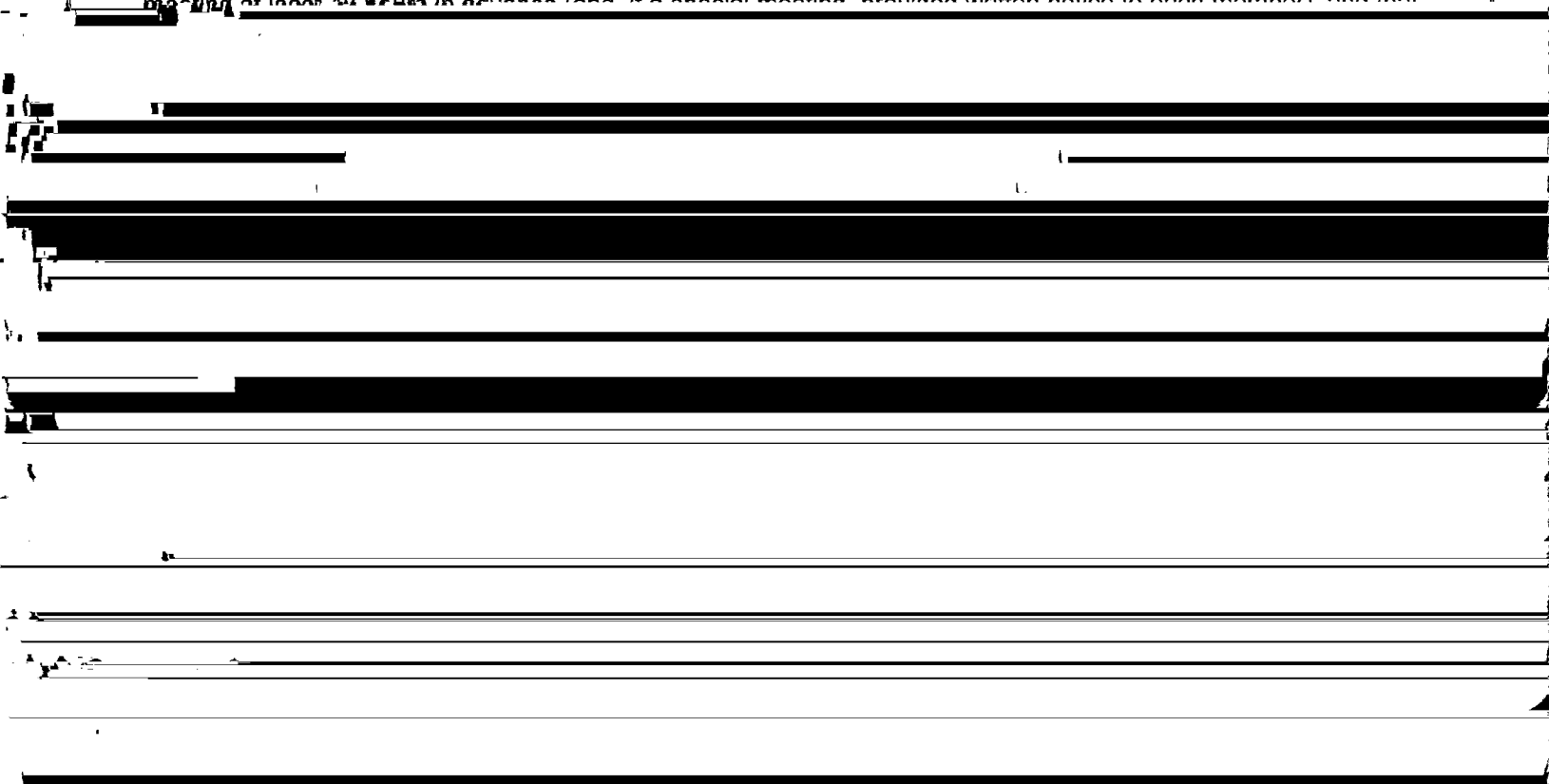
Principal Candidate's Name: _____

Contract Type: New Renewal

We, the members of the Local School Council, hereby certify that at our meeting of _____ (date)
a quorum of 7 members was physically present and we voted to select _____
as Principal and we further certify that the following is a true and accurate record of this vote:

	Number
LSC Members Currently Serving	
LSC Members Present at Meeting <i>(exclude Principal & H.S. Student Representative)</i>	
LSC Members Absent From Meeting <i>(exclude Principal & H.S. Student Representative)</i>	
Yes Votes*	
No Votes	
Abstained from Vote	

Further, we certify that we complied with the Open Meetings Act by posting public notice and an agenda for the meeting at least 48 hours in advance (and, if a special meeting, provided written notice to each member); and that



[REDACTED]

[REDACTED]

111

UNIFORM PRINCIPAL'S PERFORMANCE CONTRACT

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[REDACTED]

[REDACTED]

[REDACTED]

- g) The Principal shall direct, supervise, evaluate and suspend with or without pay or otherwise discipline all teachers and other employees assigned to the Attendance Center in accordance with Board of Education Rules, Policies, and written Procedures and Guidelines promulgated

IV. EVALUATION

A. Evaluation By The Chief Executive Officer

(a) The Chief Executive Officer shall conduct an annual evaluation of the Principal in accordance with 105 ILCS 5/34-8. The Chief Executive Officer or designee will not issue an annual evaluation to a new principal based on less than five school months of performance, provided however, nothing in this section shall preclude the Chief Executive Officer or designee from taking steps to manage the performance of a new principal during the first five school

(c) The Principal and the Appointed Local School Council shall meet at least once as the

[REDACTED]

(b) The Appointed Local School Council shall have no right to recommend the renewal of this

XI. ENTIRE AGREEMENT

(a) This Agreement shall constitute the entire Uniform Principal's Performance Contract and as

[REDACTED]

<u>PRINCIPAL</u>	Dated: _____
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[REDACTED]

Certification by an Appointed Local School Council of a Principal Contract Recommendation

(Please type or print)

School: _____