

July 23, 2014

ADOPT A NEW PRINCIPAL ELIGIBILITY POLICY

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the Board amend Board Report 13-0227-PO2, the Principal Eligibility Policy.

~~PURPOSE: The Board wishes to establish and administer a rigorous and structured eligibility system to~~

ensure candidates for principalships in the Chicago Public Schools meet high standards of competency, professionalism and preparation and embody the qualities and characteristics the District values most in its

- (e) have been removed from a CPS principalship pursuant to Sections 34-8.3 or 34-8.4, unless, after a written request by the applicant, the Chief Executive Officer or designee has restored the individual's eligibility to apply for membership in the CPS Principal Candidate Pool;
- (f) ~~applied twice for membership in the Pool within twelve (12) months preceding the date of the~~

application under consideration and were not admitted;

- (g) have been rejected two times after March 1, 2013 for membership in the CPS Principal Candidate Pool, except when a defined period of time, as determined by the Chief Executive Officer, has elapsed ~~where three calendar years have expired~~ since the date of the last rejection. (A three-year exclusion for consecutive rejections issued under the prior policy, Board Report 08-1217-PO2, shall continue for the established period);
- (h) has exceeded the maximum number of total applications permitted to an applicant as determined by the Chief Executive Officer or designee;
- (i)(h) have not satisfied the requirements set out in Sections I.A. 1, 2 and 3; or
- (i)(i) ~~have provided false, misleading or inaccurate information on their application or at any time~~

B. Membership Continuation and Expiration: Membership continuation and expiration is determined by the Chief Executive Officer or designee in accordance with the following criteria and considerations. For individuals who are members in the CPS Principal Candidate Pool as of March 1, 2013 and individuals granted new or renewed membership in the Pool after March 1, 2013, their membership shall continue provided s/he: (i) maintains valid and current licenses, certifications, endorsements and qualifications; (ii) has received at least a "proficient" rating on their two most recent CPS performance evaluations, and in addition, will review the evaluation from their Local School Council, if available, ~~beginning with evaluations for performance for the 2013-2014 school year;~~ (iii) has served during three of the last five years as a CPS principal or supervisor of a CPS teacher or supervisor of a CPS principal or in a leadership position in education; and (iv) does not otherwise qualify for removal from the CPS Principal Candidate Pool. If a member does not qualify for continued membership, their membership shall be deemed expired and the member may seek readmission to the Pool only by applying in accordance with Section I.A. Upon adoption of this Policy, if a member is employed in a non-administrative or non-leadership position for more than two

II. PRINCIPAL SELECTION:


A. Contract Principals. The Local School Council, the Chief Executive Officer and the Board shall only

principal, whether on a contract, interim or acting basis, subject to the following exceptions:

← Exempt O'Neil ODC Principals as of March 4, 2012 who are not members of the Deal are not


Approved for Consideration:

Respectfully submitted:


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Chief Talent Officer


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Chief Executive Officer




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