

**REMOVE AND REPLACE THE PRINCIPAL OF YALE ELEMENTARY SCHOOL  
AND TERMINATE THE PRINCIPAL'S CONTRACT**

**THE CHIEF EXECUTIVE OFFICER RECOMMENDS:**

That the principal of Elihu Yale Elementary School be removed and replaced pursuant to Section 34-8.3(d) of the Illinois School Code and that his contract be terminated pursuant to Section V of the Board's Uniform Principal's Performance Contract.

**DESCRIPTION:**

**I. Legal Framework**

The 1995 Amendatory Act of the Illinois School Code grants the Chief Executive Officer of the Chicago Public Schools the power to place schools on probation to correct deficiencies in their academic performance (105 ILCS 5/34-8.3). The Illinois School Code further grants the Board authority to establish guidelines to determine the factors for placing an attendance center on probation (105 ILCS 5/34-8.3(b)). Pursuant to that statutory authority, in April 2003, the Board adopted an accountability system for all Chicago Public Schools (Accountability Policy, 03-0423-PO03).

In accordance, with the accountability system, after the 2002-2003 school year, the Chief Executive Officer of the Chicago Public Schools (CEO) placed Yale Elementary School on probation for the 2003-2004 school year because fewer than 25% of the students in those schools scored at or above national norms in Reading on the Iowa Tests of Basic Skills (ITBS) or met or exceeded state standards on the composite Illinois Standards Achievement Test (ISAT). In February 2004, the Board amended its accountability system, increasing the number of years schools must remain on probation to a minimum of two, and requiring higher levels of achievement for removal from probation (Amended Accountability Policy, 04-0225-PO3).

In the 2003-2004 school year, Yale failed to make sufficient progress for removal from probation under either the Accountability Policy or the Amended Accountability Policy. 21.7% of students at Yale Elementary School scored at or above national norms in Reading on the Iowa Tests of Basic Skills administered in the Spring of 2004. Based upon current data, less than 40% of students at Yale Elementary School were meeting or exceeding state standards on the composite Illinois Standards Achievement Test administered in the Spring of 2004.

The Illinois School Code provides that when a probation school fails to make adequate progress to correct deficiencies within one year, the CEO, with the approval of the Board and after an opportunity for a hearing, may remove and replace the probation school's principal (105 ILCS 5/34-8.3(d)). Pursuant to Section V of the Board's Uniform Principal's Performance Contract, a principal's contract may be terminated before the expiration of its four-year term based upon the principal's removal pursuant to Section 34-8.3(d).

**II. Hearing on Principal Removal**

Pursuant to the "Guidelines for the Removal and Replacement of Principals of Schools on Probation", and the "Procedures Governing Principal Removal Hearings", Dr. Stephen L. Jones, Sr., Yale principal and the Yale Local School Council were duly notified that the CEO was contemplating the removal of Dr. Jones as principal pursuant to Section 34-8.3(d) to further the school's educational improvement. Mr. Richard Travis, Esq., an independent hearing officer, presided over the Yale principal removal hearing on August 10, 2004 in an efficient and impartial manner.

The Law Department, representing the CEO, presented evidence and legal argument to support a recommendation to remove the Dr. Jones as principal. Having agreed not to contest his removal, the principal, Dr. Stephen L. Jones, Sr., presented no evidence or testimony in opposition.

The independent hearing officer has submitted a written report to the CEO summarizing all relevant evidence offered during the hearing and including findings of fact and recommending the removal of the Yale principal.

**III. Chief Executive Officer's Recommendation**

The Chief Executive Officer has reviewed the hearing officer's findings of fact and recommendation and hereby recommends that Dr. Stephen L. Jones be removed and replaced as the principal of Yale Elementary School. The CEO further recommends that, pursuant to Section V of Dr. Jones' Uniform Principal's Performance Contract, which was recently renewed with a term beginning May 19, 2004, and ending May 18, 2008, the contract be terminated effective August 31, 2004 upon the Board's approval of his removal as the Yale principal pursuant to Section 34-8.3(d). These recommendations are based upon the following factors:

- A. the failure of the principal to effectively and/or sufficiently develop, implement or comply with the school improvement plan;
- B. the failure of the school to show satisfactory improvement of student reading and math scores on the Iowa Tests of Basic Skills and the Illinois Standards Achievement Test;
- C. the failure of the principal to implement and monitor instructional programs and school staff to address Yale's serious academic problems; and
- D. the failure of the principal to comply with a Corrective Action Plan issued by the Area 14 Instruction Officer or to otherwise follow the directives of the Area 14 Instruction Officer.

If the Board adopts the Chief Executive Officer's recommendation to remove the Yale principal, the following actions will occur:

- 1. the Chief Executive Officer will appoint an interim principal for Yale, based upon the recommendations of the Chief Education Officer. This interim principal will serve at the pleasure of the Chief Executive Officer; and
- 2. until Yale makes sufficient academic progress over two consecutive years to be removed from probation, the local school council shall have no authority to select a new four-year contract principal.

**LSC REVIEW:** LSC approval is not applicable to this report.

**FINANCIAL:** The interim principal position will be filled at a cost within current budget appropriations.

**Approved for Consideration:**



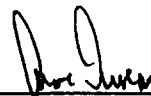
**Barbara Eason-Watkins**  
Chief Education Officer

**Noted:**



**John Maiorca**  
Chief Financial Officer

**Respectfully submitted:**



**Arne Duncan**  
Chief Executive Officer

**Approved as to Legal Form:** 



**Ruth Moscovitch**  
General Counsel