

August 26, 2009

09-0826-EX31

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

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the principal of Oglesby Elementary School (Clifton Hunt) 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 ("CEO") the authority 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 Chicago Board of Board ("Board") the authority to establish guidelines to determine the factors for placing an attendance center on probation. 105 ILCS 5/34-8.3(b)(4).

Pursuant to that authority, the Board adopted various policies in years past placing Oglesby Elementary School on probation in accordance with those policies. The Board recently adopted the "School Performance, Remediation and Probation Policy for the 2008-2009 School Year," (Board Report 08-0602-PO2) (hereinafter "probation policy") and Oglesby Elementary School will remain on probation in accord with the terms of that policy.

The School Code provides that when a school on probation 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 school's principal. 105 ILCS 5/34-8.3(d)(1). 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 for the 2008-2009 School Year" and the "Procedures Governing Principal Removal Hearings", Clifton Hunt, Oglesby Elementary School's principal, and the Oglesby Elementary Local School Council were duly notified that the CEO was contemplating the removal of Clifton Hunt as principal pursuant to Section 34-8.3(d) to further the school's educational improvement. Mr. Fred Bates, Esq., an independent hearing officer, presided over the Oglesby Elementary School principal removal hearing on July 9, 2009, in an efficient and impartial manner.

The Law Department, representing the CEO, presented the statements of the Area 14 Instruction Officer and the Director of Performance Policy as well as documentation to support a recommendation to remove Clifton Hunt as Oglesby Elementary School's principal to the hearing officer. Legal counsel for Clifton Hunt also presented witness statements and documentation to the hearing officer for his consideration.

The hearing officer has submitted a written report to the CEO summarizing all relevant evidence offered during the hearing, making findings of fact, and recommending the removal of Clifton Hunt as the principal of Oglesby Elementary School.

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 Clifton Hunt be removed and replaced as the principal of Oglesby Elementary School effective August 26, 2009. The CEO further recommends that Clifton Hunt's current Uniform Principal's Performance Contract, with a term beginning February 14, 2009, and ending February 13, 2013, be terminated effective August 26, 2009. These recommendations are based upon the following factors:

- A. On state tests, Oglesby's scores have been consistently low and, as a result, it is on the State's School Improvement List, which means that the school has not made Adequate Yearly Progress ("AYP"), the measure of minimum student performance required under the federal No Child Left Behind Act ("NCLB"). Furthermore, Oglesby has not made AYP for the past six school years, meaning that it is in Restructuring under NCLB, which is the most severe level of NCLB sanctions.
- B. The Oglesby principal has been subject to a Corrective Action Plan ("CAP") or a Direct Assistance Plan ("DAP") pursuant to the Board's "Professional Support and Remediation of Contract Principals" Policy (Board Report 07-0124-PO3) since 2006. The Oglesby principal did not make sufficient improvement in performance and thus failed to comply with his CAP. The Area 14 Instructional Officer's performance evaluation of the Oglesby principal on April 3, 2009 was that he did not meet expectations.

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

- 1. The Chief Executive Officer will appoint an interim principal for Oglesby Elementary School, based upon the recommendations of the Chief Education Officer. The interim principal will serve at the pleasure of the Chief Executive Officer; and
- 2. The Oglesby Elementary Local School Council shall have no authority to select a new four-year contract principal until Oglesby makes sufficient academic progress to be removed from probation as required by the Board's probation policy.

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.

PERSONNEL IMPLICATIONS: An Interim Principal will be selected, who will serve at the pleasure of the Chief Executive Officer. Until the school comes off probation, the Local School Council of Oglesby Elementary School will have no authority to select a new four-year contract principal.

Approved for Consideration:



Barbara Eason-Watkins
Chief Education Officer

Noted:



Pedro Martinez
Chief Financial Officer

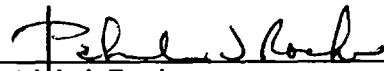
Respectfully submitted:



Ron Huberman
Chief Executive Officer

Approved as to Legal Form:

MAM



Patrick J. Rocks
General Counsel

