

**RESOLUTION BY THE BOARD OF EDUCATION OF THE CITY OF CHICAGO
REGARDING THE REMOVAL AND REPLACEMENT OF THE PRINCIPAL OF LANGSTON HUGHES
ELEMENTARY SCHOOL AND THE TERMINATION OF THE PRINCIPAL'S CONTRACT**

WHEREAS, the Illinois School Code 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));

WHEREAS, pursuant to that authority, the Board adopted the "School Performance, Remediation and Probation Policy for the 2009-2010 School Year," (Board Report 09-0624-PO1) in June 2009;

WHEREAS, pursuant to said policy, Langston Hughes Elementary School was placed on probation for the 2009-2010 school year with the school having been on probation since the 2005-2006 school year;

WHEREAS, the Illinois School Code further provides that when a probation school fails to make adequate progress to correct deficiencies within one year, the Chief Executive Officer, 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));

WHEREAS, 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 5/34-8.3(d);

WHEREAS, a hearing was held on March 25, 2010, to consider whether the principal of Langston Hughes Elementary School, Earl Ware, should be removed due to the school's failure to make adequate progress in correcting its academic deficiencies;

WHEREAS, an independent hearing officer has submitted a written report to the Chief Executive Officer summarizing all relevant evidence offered during the hearing, making findings of fact and recommending the removal of the Langston Hughes Elementary School principal;

WHEREAS, the Chief Executive Officer has reviewed the Hearing Officer's findings of fact and recommendation and has recommended that Earl Ware be removed and replaced as the principal of Langston Hughes Elementary School and that Earl Ware's four-year principal's contract, with an effective date of July 1, 2006, be terminated;

WHEREAS, Earl Ware did contest his removal as principal of Langston Hughes Elementary School, and

WHEREAS, it is the opinion of the Board of Education of the City of Chicago that it is in the best interests of the Chicago Public Schools to remove and replace Earl Ware as principal of Langston Hughes Elementary School and to terminate Earl Ware's principal's contract;

NOW THEREFORE, be it resolved by the Board of Education of the City of Chicago, as follows:

Section 1: After considering the recommendation of the CEO, as well as the supporting findings of fact and recommendation of the hearing officer, and after a thorough review of the entire record of the principal removal hearing, that the Board of Education of the City of Chicago adopts the findings of the hearing officer and accepts the recommendation of the Chief Executive Officer.

Section 2: That Earl Ware be removed and replaced as principal of Langston Hughes Elementary School and his principal's contract be terminated effective April 28, 2010.

Section 3: This Resolution shall take full force and effect upon its adoption.

THEREFORE, this Resolution is hereby adopted/~~rejected~~ by the members of the Board of Education of the City of Chicago on April 28, 2010.