

**REMOVE AND REPLACE THE PRINCIPAL OF CHICAGO VOCATIONAL CAREER ACADEMY
HIGH SCHOOL AND TERMINATE THE PRINCIPAL'S CONTRACT**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the principal of Chicago Vocational Career Academy High School ("CVCA"), Marie Chambers Miles, be removed and replaced pursuant to Section 34-8.3(d) of the Illinois School Code and that her contract be terminated pursuant to Section V of the Board's Uniform Principal's Performance Contract.

DESCRIPTION:

I. Legal Framework

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 Education ("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 has in place policies under which CVCA High School was placed on probation. The Board recently adopted the "School Performance, Remediation and Probation Policy for the 2009-2010 School Year" (Board Report 09-0624-PO1) and CVCA High School will remain on Probation in accordance 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 2009-2010 School Year" and the "Procedures Governing Principal Removal Hearings", Marie Chambers Miles, CVCA's principal, and the CVCA Local School Council (LSC) were duly notified that the CEO was contemplating the removal of Marie Chambers Miles as principal pursuant to Section 34-8.3(d) to further the school's educational improvement. Mr. Fredrick Bates, Esq., an independent hearing officer, presided over the CVCA principal removal hearing on Friday, July 9, 2010, in an efficient and impartial manner.

The Law Department, representing the CEO, presented the statements of the Area 13 Chief Area Officer and the Director of Performance Policy of the Office of Research, Evaluation and Accountability as well as documentation to support a recommendation to remove Marie Chambers Miles as CVCA's principal to the hearing officer. Marie Chambers Miles did not contest the hearing pursuant to a pre-hearing Agreement.

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 Marie Chambers Miles as the principal of CVCA.

III. Chief Executive Officer's Recommendation

The CEO has reviewed the Hearing Officer's findings of fact and recommendation and hereby recommends that Marie Chambers Miles be removed and replaced as the principal of CVCA effective on July 30, 2010. The CEO further recommends that Marie Chambers Miles' Uniform Principal's Performance Contract, with a term beginning October 21, 2007 and ending October 20, 2011, be terminated effective July 30, 2010. These recommendations are based upon the following factors:

- A. CVCA High School has a history of poor performance. CVCA High School has been on probation for the past 8 school years, including the 2009-2010 school year. Ms. Miles has served as principal at CVCA since October 2003.
- B. Average ACT scores at CVCA have historically been below the District average. In 2008-2009, the average ACT score at CVCA dropped to 14.1, which was the school's lowest average in the past nine years. The District average ACT score in 2008-2009 was 17. In each subject on the ACT, CVCA has consistently score lower than the District average. In 2008-2009, CVCA's average reading score was 14.1, compared to a District average of 17.2, In 2008-2009, CVCA's average math score was 14.6, compared to a District average of 17.2, In 2008-2009, CVCA's average science score was 15.3, compared to a District average of 17.3, In 2008-2009, CVCA's average English score was 12.5, compared to a District average of 16.3, CVCA's 2008-2009 reading, math and English scores were the school's lowest scores in the past nine years.
- C. In addition to standardized test scores, the CPS Performance Policy evaluates schools on attendance rate. The attendance rate for CVCA has been consistently lower than the District average for high schools. In 2008-2009, the attendance rate at CVCA was 62.7%, compared to a District high school average of 81% CVCA's 2008-2009 attendance rate of 62.7% represents more than 250 hours of instructional time missed by the average CVCA student during the course of the year.

If the Board adopts the CEO's recommendation to remove the CVCA principal, the following actions will occur:

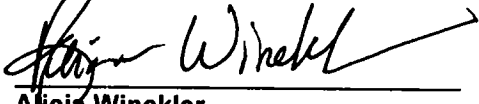
- 1. The CEO will appoint an interim principal for CVCA. The interim principal will serve at the pleasure of the CEO; and
- 2. The LSC shall have no authority to select a new four-year contract principal until CVCA makes sufficient academic progress to be removed from probation.

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 CEO. As required by Board Policy, until the school comes off probation the Local School Council of CVCA will have no authority to select a new four-year contract principal.

Approved for Consideration



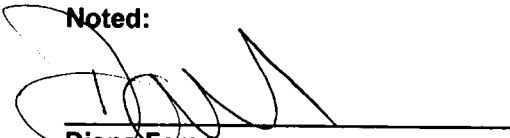
**Alicia Winckler
Chief Human Capital Officer**

Respectfully submitted:



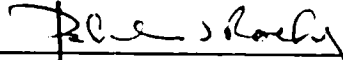
**Ron Huberman
Chief Executive Officer**

Noted:



**Diana Ferguson
Chief Financial Officer**

MA Approved as to Legal Form:



**Patrick J. Rocks
General Counsel**