

**REMOVE AND REPLACE THE PRINCIPAL OF EDWARD TILDEN CAREER COMMUNITY ACADEMY
HIGH SCHOOL AND TERMINATE THE PRINCIPAL'S CONTRACT**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the principal of Edward Tilden Career Community Academy High School ("Tilden"), Phylis Hammond, 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 Tilden 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 Tilden 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)(2)). 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", Phylis Hammond, Tilden's principal, and the Tilden Local School Council ("LSC") were duly notified that the CEO was contemplating the removal of Phylis Hammond as principal pursuant to Section 34-8.3(d) to further the school's educational improvement. Ms. Margaret Fitzpatrick, Esq., an independent hearing officer, presided over the Tilden principal removal hearing on Wednesday, July 7, 2010, in an efficient and impartial manner.

The Law Department, representing the CEO, presented statements of the Area 23 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 Phylis Hammond as Tilden's principal to the hearing officer. The hearing was uncontested.

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 Phylis Hammond as the principal of Tilden.

III. Chief Executive Officer's Recommendation

The CEO has reviewed the Hearing Officer's findings of fact and recommendation and hereby recommends that Phylis Hammond be removed and replaced as principal of Tilden effective July 30, 2010. The CEO further recommends that Phylis Hammond's Uniform Principal's Performance Contract, with a term beginning September 27, 2009 and ending September 26, 2013, be also terminated effective July 30, 2010. These recommendations are based on the following factors:

- A. Tilden has a history of poor performance. It has been on probation for the past six (6) school years, including the 2009-2010 school year.
- B. Student performance data shows that Tilden has continually performed significantly below the District on standardized tests. During the 2008-2009 School Year, Tilden's performance on the Prairie State Achievement Exam (PSAE) composite, which is the combined result of the PSAE reading, mathematics, and science assessments, was 5.3%, compared to the District average of 28.5%. In reading, the percent of Tilden students meeting or exceeding state standards was 7.9%, compared to the District average of 34.8%. In mathematics, Tilden's performance was 2.1% compared to the District average of 26.9%. In science, Tilden's performance was 5.8%, compared to the District average of 23.7%.
- C. Tilden's performance on the ACT has also been historically lower than the District average across subjects. Tilden's average ACT score declined from a high of 14.6 in 2002-2003 to 13.9 in 2008-2009. The CPS average ACT score in 2008-2009 was 17.
 - 1. The low performance on standardized tests at Tilden is consistent across subjects. On the ACT reading test, Tilden went from a high of 15.2 in 2002-2003 to 13.6 in 2008-2009. The CPS average reading ACT score in 2008-2009 was 17.2.
 - 2. On the ACT mathematics test, Tilden declined from a high of 15.4 in 2002-2003 to 14.7 in 2008-2009. The CPS average math ACT score in 2008-2009 was 17.2.
 - 3. On the ACT science test, scores at Tilden have consistently been below the District average. In 2008-2009, the average ACT score at Tilden was 15, compared to a District average of 17.3.
 - 4. On the ACT English test, Tilden declined from a high of 13.1 in 2003-2004 to 12.2 in 2008-2009. The CPS average English ACT score in 2008-2009 was 16.3.
- D. The Educational Planning and Assessment System ("EPAS") assessment series is another means by which CPS measures student outcome. The EPAS series includes the EXPLORE test for freshmen, the PLAN test for sophomores, and the ACT test for juniors. The expected gain for each student is based on a national average of students with the same pre-test score. The percentage of Tilden students making expected gains has been below the District average over time and the gap is widening. In the 2008-2009 school year, students at Tilden made expected gains on only 37.4% of EPAS tests. The CPS average in 2008-2009 was 50.7%. Tilden's score of 37.4% was its lowest score since the EPAS Gains metric has been calculated.
- E. The 5-year cohort graduation rate at Tilden has consistently been below 40%. For the 2008-2009 school year, the rate was 36.3% with over 60% of the students who began as freshmen during the 2004-2005 school year not graduating by the 2008-2009 school year.

If the Board adopts the CEO's recommendation to remove Phylis Hammond as the principal of Tilden, the following action will occur:

1. The CEO will appoint an interim principal for Tilden. 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 Tilden 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 Tilden will have no authority to select a new four-year contract principal.

Approved for Consideration:



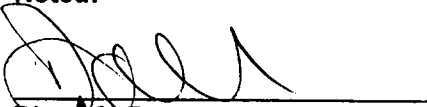
Alicia Winckler
Chief Human Capital Officer

Respectfully submitted:



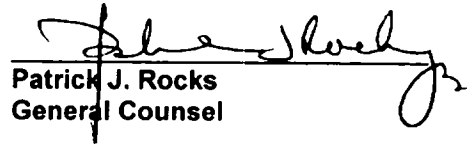
Ron Huberman
Chief Executive Officer

Noted:



Diana S. Ferguson
Chief Financial Officer

Approved as to Legal Form:



Patrick J. Rocks
General Counsel