

September 22, 2010

**REMOVE AND REPLACE THE PRINCIPAL OF EMMETT LOUIS TILL MATH & SCIENCE ACADEMY
AND TERMINATE THE PRINCIPAL'S CONTRACT**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the principal of Emmett Louis Till Math & Science Academy (Till), Mary Rodgers, 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 and 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, in June 2009, the Board adopted the "School Performance, Remediation and Probation Policy for the 2009-2010 School Year" (Board Report 09-0624-PO1), and in July 2010, the Board adopted the "School Performance, Remediation and Probation Policy for the 2010-2011 school year (Board Report 10-0728-PO3). In accordance with both policies, Till has been on probation for the 2009-2010 school year, and will remain on probation during the 2010-2011 school year as well.

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", Mary Rodgers, Till's principal, and the Till Local School Council (LSC) were duly notified that the CEO was contemplating the removal of Mary Rodgers 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 Till principal removal hearing on Wednesday, August 31, 2010, in an efficient and impartial manner.

The Law Department, representing the CEO, presented the statements of the Area 15 Chief Area Officer and the Manager of Performance Policy as well as documentation to support a recommendation to remove Mary Rodgers as Till's principal to the hearing officer. The hearing was uncontested by Mary Rodgers.

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 Mary Rodgers as the principal of Till.

III. Chief Executive Officer's Recommendation

The CEO has reviewed the Hearing Officer's findings of fact and recommendation and hereby recommends that Mary Rodgers be removed and replaced as the principal of Till. The CEO further recommends that Mary Rodgers' Uniform Principal's Performance Contract, with a term beginning July 1, 2010, and ending June 30, 2014, be terminated effective September 23, 2010. These recommendations are based upon the following factors:

- A. Emmett Louis Till Math & Science Academy has a history of poor performance. Till has been on probation for the last three consecutive school years, including the 2009-2010 school year. Mary Rodgers has served as the principal of Till since February 11, 2001.
- B. In the 2007-2008 school year, Till earned 28.6% of the total available points under the Chicago Public Schools' School Performance, Remediation and Probation Policy. In the 2008-2009 school year, Till earned 19% of available points. Till's decline in points is attributable to the fact that Till is achieving well below the District, and is not making significant progress in catching up, which is demonstrated by the following:
 - (1) Till's 2009-2010 performance on the Illinois Student Achievement Tests (ISAT) Composite, which is the combined result of the ISAT reading, mathematics, and science assessments, was 45.4%, compared to a District average of 71.8%.
 - (2) In reading, the percentage of Till students meeting or exceeding state standards for the 2009-2010 school year was 44.5%, compared to a District average of 68.4%. In mathematics Till's performance was 48.5%, compared to a District average of 76.5%. In science Till's performance was 38.5%, compared to a District average of 67.9%.
 - (3) The gap between Till and the District has been persistent over time, and in recent years has been widening. Despite increases on the ISAT Composite between the 2004-2005 school year and the 2007-2008 school year, Till's performance has since declined, from a high of 49.5% in 2007-2008 to 45.4% in 2009-2010, a decrease of 4.1 percentage points. During that time period, the District continued to improve, from 67.8% to 71.8%, an increase of 4 percentage points.
 - (4) The performance gap between Till and the District is consistent across subjects. In reading, the percentage of students meeting or exceeding at Till declined from a high of 52.2% in 2007-2008 to 44.5% in 2009-2010, a decrease 7.7 percentage points. Over that same time period, the District average increased from 66.7% to 68.4%, an increase of 1.7 percentage points.
 - (5) In mathematics, Till's performance declined from 51.8% in 2008-2009 to 48.5% in 2009-2010, a decrease of 3.3 percentage points. Over that same time period, the CPS average increased from 73.6% to 76.5%, an increase of 2.9 percentage points.
 - (6) In science, Till declined from 44.7% in 2007-2008 to 38.5% in 2009-2010, a decrease of 6.2 percentage points. Over that same time period, the CPS average increased from 62.6% to 67.9%, an increase of 5.3 percentage points.
- C. In 2008, Till developed and the Board approved a School Improvement Plan (SIPAAA) in which it set priority goals for the ISAT that, by 2010: (1) 60% of Till's students would meet or exceed state standards in reading; (2) 65% would meet or exceed state standards in mathematics, and (3) 50% of all 4th and 7th grades students would meet or exceed state standards in science. On the 2010 ISATs, 44.5% of Till's students met or

exceeded state standards in reading, 48.5% met or exceeded state standards in mathematics and 38.5% of 4th and 7th grade students met or exceeded state standards in science. Overall on state assessments the school's performance declined between 2009 and 2010 by 2.5 percentage points. After nearly two full academic years of growth data under the current SIPAAA, it is clear that Till will not reach it SIPAAA priority goals and that it is not making adequate progress to remove itself from probation status or to make adequate yearly progress under the No Child Left Behind Act.

- D. This low performance has taken place at Till despite significant efforts and supports given by the CEO and his designee, Dr. Judith Coates, Chief Area Officer for Area 15, for the school. They provided Mary Rodgers with significant supports and coaching to improve her performance and the performance of the school. Dr. Coates issued a Corrective Action Plan to Mary Rodgers in April 2010, to provide specific guidance and suggestions to improve her and the school's performance. Nonetheless, no significant changes occurred in Mary Rodgers' performance or the performance of the school during this school year.
- E. Based upon her performance, it is the CEO's and his designee's judgment that Principal Mary Rodgers failed to remediate her performance deficiencies and that she is not leading the school to meet its SIPAAA priority goals or to take the school off of academic probation. It is also the CEO's and his designee's judgment that new leadership at Till is necessary to lead the school to meet its SIPAAA priority goals and off of academic probation.

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

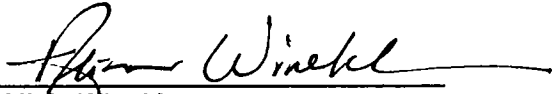
1. The CEO will appoint an interim principal for Till, based upon the recommendations of the Chief Area Officer. The interim principal will serve at the pleasure of the CEO; and
2. The LSC shall have no authority to select a new four-year contract principal until Till makes sufficient academic progress 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. Until the school comes off probation, the Local School Council of Till will have no authority to select a new four-year contract principal.

Approved for Consideration:



Alida Winckler
Chief Human Capital Officer

Respectfully submitted:



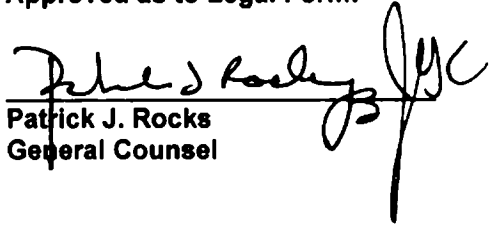
Ron Huberman
Chief Executive Officer

Noted:



Diana Ferguson
Chief Financial Officer

Approved as to Legal Form:



Patrick J. Rocks
General Counsel