

AMEND BOARD REPORT 00-1220-PO1
AMENDMENT TO BOARD REPORT POLICY 98-0225-PO2 POLICY ON REQUIREMENTS
FOR THE SELECTION AND RETENTION OF CHICAGO PUBLIC SCHOOL PRINCIPALS

This Policy is amended to add the language underscored and to delete the language stricken, as follows:

PRESENT POLICY: Board Report ~~98-0225-PO2~~ 00-1220-PO1.

PURPOSE:

Pursuant to the provisions of P.A. 87-630, the Board may establish or impose academic, educational, examination and experience requirements and criteria in addition to those required for issuance of a Type 75 certificate as prerequisites for the nomination, selection, appointment, employment or continued employment of a person as principal of any attendance center or as a condition of the renewal of any principal's performance contract.

This policy sets forth those requirements which must be met, in addition to possession of a Type 75 certificate, as a condition of employment or continued employment as a Chicago Public School principal. The requirements set forth in this policy are designed to ensure that a pool of qualified principal candidates is available for Local School Council Selection.

POLICY TEXT:

A. Principal Selection:

Chicago Public School principal candidates must meet the following requirements:

1. Pre-registration with the Principal Review Board of intent to apply for a principalship in the Chicago Public Schools.
2. Possession of an Illinois Type 75 certificate and master's degree.
3. A cumulative minimum of six (6) years of classroom and administrative experience, having received excellent or superior performance evaluations or the equivalent for the last two years preceding application for a principal position. Administrative experience shall include administrative or supervisory experience(s) as an assistant principal, lead teacher, disciplinarian, counselor, attendance coordinator, programmer, Central Service Center or Region Administrator, college or university administrator, bilingual or other head teacher, or bilingual coordinator.
4. Eighty-four (84) clock hours of administrative course work in the following areas April 9, 2003:

Standard 1	School Leadership;
Standard 2	Parent Involvement and Community Partnerships;
Standard 3	Creating Student-Centered Learning Environment;
Standard 4	Professional Development and Human Resource Management;
Standard 5	Instructional Leadership: Improving Teaching and Learning;
Standard 6	School Management and Daily Operations;
Standard 7	Interpersonal Effectiveness.

However, any candidate who, prior to April 1, 2001: (i) completes at least forty-two (42) hours in the required course work; and (ii) notifies the Principal Review Board of that fact, shall be required to complete only seventy (70) hours in administrative course work, and may complete that requirement after April 1, 2001. This requirement may be waived, after a review of credentials and work experience by the Department of Human

Resources, for candidates who have previously served as principals for at least four (4) continuous school years since 1990 in a school district.

5. Upon completion of the required course work and in the following order:

~~A. Participation in the Chicago Principal Assessment Center;~~

~~A. B.~~ An internship of ninety (90) school days to be performed at a Chicago Public School. However, any candidate who, prior to April 1, 2001: (i) has completed at least forty-two (42) hours in the required course work; and (ii) has notified the Principal Review Board of that fact, shall be only be required to complete an internship of thirty (30) schools days.

This requirement may be waived, after a review of credentials and work experience by the Department of Human Resources, for candidates who have served previously as freed assistant principals or as principals for at least one (1) school year since 1990 in a school district.

~~B. C.~~ An interview by a team selected by the Chief Education Officer, which may include, but may not be limited to, the Chief Education Officer or designee, a Region Education Officer, an experienced CPS principal, and an experienced CPS local school council member. The Chief Education Officer shall forward the interviewee's application to the Office of Board after the interview for review.

6. Compliance with the current Board Policy on Residency.

7. Within a reasonable time after selection, completion of the LIFT (Leadership Initiative for Transformation) Program. The contents of the LIFT Program shall include:(a) the following subject areas:

- Standard 1 School Leadership;
- Standard 2 Parent Involvement and Community Partnerships;
- Standard 3 Creating Student-Centered Learning Environment;
- Standard 4 Professional Development and Human Resource Management;
- Standard 5 Instructional Leadership: Improving Teaching and Learning;
- Standard 6 School Management and Daily Operations;
- Standard 7 Interpersonal Effectiveness;

and (b) a four (4) day orientation program, the contents of which shall include the following subject areas:

- Powers and Responsibilities of Local School Councils
- School organization and day-to-day operations
- School Improvement Plan (SIPAAA)
- Priority goals and related activities
- Budgeting and management of school finances
- Curriculum and instructional program assessment, accountability, and strategies
- Promotion of a safe school environment
- Applicable state and federal laws and policies
- Board rules, policies and procedures
- Collective Bargaining Agreements
- Leadership models including collaborative and inter-personal skills involving parents, staff, students and community members.

B. Principal Retention: (Effective July 1, 1997)

To secure contract renewal, a principal must meet the following requirements:

1. Successful completion of all duties and responsibilities set forth in the Uniform Principal Performance Contract, as evidenced by a portfolio review and a performance evaluation by the Chief Executive Officer (or his designee) and by the Local School Council which confirm that the principal has satisfied or exceeded expectations during his or her term.
2. Completion on a biennial basis of thirty-two (32) clock hours of professional development, which may include but is not limited to attendance at education workshops, Chicago Academy for School and Leadership programs, university conferences or other professional seminars. Principals selected by a Local School Council for a new principal position at another school, must have completed the 32 hours requirement before the new Uniform Principal Contract is approved by the Board.
3. Completion of the state-mandated professional development program.

This policy was developed by the Office of the Chief Education Officer under the auspices of a task force comprised by staff from the Office of the Deputy Chief Education Officer, and the Departments of Schools and Regions, School Community Relations, Law, Budget and Policy. Additional task force participants included representatives from, Local School Councils, the Parent-Teacher Association and area university deans and professors.

C. Effective Date: This Policy, as amended, shall become effective April 1, 2001.

LSC REVIEW: LSC approval is not applicable to this report.

AFFIRMATIVE ACTION STATUS: None.

FINANCIAL: This policy is of no additional cost to the Chicago Board of Education.

PERSONNEL IMPLICATIONS: None.

Approved for Consideration:



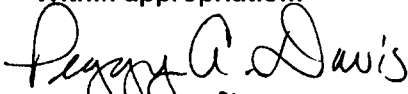
Barbara Eason-Watkins
Chief Education Officer

Approved:



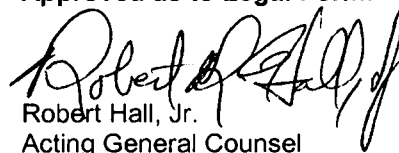
Arne Duncan
Chief Executive Officer

Within appropriation:



Peggy A. Davis
Chief of Staff

Approved as to Legal Form:



Robert Hall, Jr.
Acting General Counsel