

**REMOVE AND REPLACE THE PRINCIPAL OF CHARLES W. EARLE ELEMENTARY SCHOOL  
AND TERMINATE THE PRINCIPAL'S CONTRACT**

**THE CHIEF EXECUTIVE OFFICER RECOMMENDS:**

That the principal of Charles W. Earle Elementary School (Earle) 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 1995 Amendatory Act of the Illinois School Code grants the Chief Executive Officer of the Chicago Public Schools 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 Board 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 statutory authority, in April 2003, the Board adopted an accountability system for all Chicago Public Schools (Accountability Policy, 03-0423-PO03).

In accordance, with the accountability system, after the 2002-2003 school year, the Chief Executive Officer of the Chicago Public Schools (CEO) placed Earle on probation for the 2003-2004 school year because fewer than 25% of its students scored at or above national norms in Reading on the Iowa Tests of Basic Skills (ITBS), and met or exceeded state standards on the composite Illinois Standards Achievement Test (ISAT). In February 2004, the Board amended its accountability system, increasing the number of years schools must remain on probation to a minimum of two, and requiring higher levels of achievement for removal from probation (Amended Accountability Policy, 04-0225-PO3).

Taking into consideration its academic performance for the 2003-2004 school year, its first year on probation, Earle failed to make sufficient progress in the 2004-2005 school year for removal from probation under the Amended Accountability Policy. Under the Amended Accountability Policy, a school may be removed from probation if it raises its scores on the Iowa Tests of Basic Skills and the Illinois Standards Achievement Test at least 10 points combined in a year for two consecutive years, even if they remain below the 40% minimum. Combining Earle's performance this year on the Iowa Tests of Basic Skills and Illinois Standards Achievement Test, Earle did not meet this standard for being removed from probation.

The School Code provides that when a probation school 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 probation 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" and the "Procedures Governing Principal Removal Hearings," Barbara D. Nettles, Earle's principal, and the Earle Local School Council were duly notified that the CEO was contemplating the removal of Ms. Nettles as principal pursuant to Section 34-8.3(d) to further the school's educational improvement. Mr. Stephen Pugh, Esq., an independent hearing officer, presided over the Earle principal removal hearing on August 9, 2005, in an efficient and impartial manner.