

**RESCIND BOARD REPORT 04-0225-PO3
ACCOUNTABILITY SYSTEM FOR ALL CHICAGO PUBLIC SCHOOLS AND
ADOPT A NEW SCHOOL PROBATION AND REMEDIATION POLICY**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS THE FOLLOWING:

That the Chicago Board of Education rescind Board Report 04-0225-PO3, the Policy Regarding the Accountability System For All Chicago Public Schools and adopt a new Probation and Remediation Policy.

POLICY TEXT:

Introduction

The Chicago Public Schools ("CPS") recognizes that an effective and fair school probation and remediation system considers both student test score performance and student improvement. Such system is fair because it identifies for special attention not only schools with low student test scores, but also schools with stagnant rates of student improvement even if these schools do not qualify for one of the Board's remedial programs.

Pursuant to Section 5/34-8.3 of the Illinois School Code, 105 ILCS 5/34-8.3, the School Probation and Remediation Policy shall be used to determine each school's annual performance rating and to identify those schools in which: (1) there is a failure to develop, implement, or comply with the school improvement plan; (2) there is a pervasive breakdown in the educational program as indicated by various factors such as the absence of improvement in reading and math achievement scores, an increased drop-out rate, a decreased graduation rate, or a decrease in rate of student attendance; or (3) there is a failure or refusal to comply with the provisions of the School Code, other applicable laws, collective bargaining agreements, court orders, or with applicable Board rules and policies.

A school shall receive one of two ratings: probation or non-probation. Based on its rating, a school may be eligible for certain support services that address areas of deficiency in order to promote enhanced academic performance in the future. A school's annual rating will be based on a set of indicators: the level of achievement and the level of improvement for each of the following indicators: tests administered system-wide, attendance, student gain where available, and in high schools, the graduation rate.

I. SCOPE OF THE POLICY

All Chicago Public Schools shall be subject to the School Probation and Remediation Policy, with the following exceptions:

A. New Schools

No new school shall receive an accountability designation until after its third year of operation or until such time as adequate measures of student achievement become available, whichever is later.

B. Schools Governed by a Performance Agreement or Plan

1. Charter and Contract Schools. All charter and contract schools are governed by a performance agreement which includes an accountability plan and are evaluated annually in accordance with the terms set forth in that agreement and accompanying accountability plan. However, CPS may assign any charter or contract school an accountability designation for purposes of comparison to other CPS schools and public reporting. Any decision to renew or revoke a school's

charter or contract shall be governed by a school's applicable performance agreement, not the School Probation and Remediation Policy.

- 2. Performance Schools. All performance schools are governed in part by a Performance Plan which includes an accountability plan and are evaluated annually in accordance with the terms set forth in the overall Performance Plan and accompanying accountability plan. However, CPS may assign any performance school an accountability designation for purposes of comparison to other CPS schools and public reporting. Any decision to rescind a school's performance plan shall be governed by a school's applicable Performance Plan, not the School Probation and Remediation Policy.

- C. The rescission of the Policy Regarding the Accountability System For All Chicago Public Schools, Board Report 04-0225-PO3 shall not alter the probationary history of any school that has received a previous accountability designation. Any school that is on probation as of the 2005-2006 school year shall remain on probation until such time as a non-probation designation is provided based on the performance rating system described in this policy.

II. ELEMENTARY SCHOOL PERFORMANCE RATING

Beginning in school year 2006-2007, CPS elementary schools shall receive a performance rating annually based on a review of the indicators described below.

A. Elementary School Ratings

A school's designation as a probation or non-probation school shall be determined by the assignment of a single score which aggregates the school's performance level and progress level on each of the four progress indicators. The criteria and specific score required to achieve a non-probation rating shall be set forth in guidelines prepared by the CEO or his designee, presented to the Board in a board report for consideration and approval and, if approved, made available to schools and to the public. Once adopted, the guidelines shall remain in place until amended or otherwise altered by the Board. The guidelines may be amended annually so long as prior notice is provided to schools and the public and such amendments are presented to and adopted by the Board. Any amendment or alteration of the guidelines shall not alter the probationary history of any school that has received a previous accountability designation.

B. Elementary School Progress Indicators

Each elementary school shall receive a rating of probation or non-probation based on the school's performance and progress as measured by the following indicators:

- 1. **Reading on ISAT (State Assessments).** Each school will be evaluated on its performance as measured by the overall percentage of students meeting and exceeding state reading standards on the ISAT or all applicable state reading assessments. The school will also be evaluated on the progress the school makes in improving this percentage over time.
- 2. **Math on ISAT (State Assessments).** Each school will be evaluated on its performance as measured by the overall percentage of students meeting and exceeding state math standards on the ISAT or all applicable state math assessments. The school will also be evaluated on the progress the school makes in improving this percentage over time.

3. **Science on ISAT (State Assessments).** Each school will be evaluated on its performance as measured by the overall percentage of students meeting and exceeding state science standards on the ISAT or all applicable state science assessments. The school will also be evaluated on the progress the school makes in improving this percentage over time.
4. **Attendance.** Each school will be evaluated on its attendance performance for the most recent school year. The school will also be evaluated on the progress it makes in improving attendance over time.
5. **Writing on ISAT.** When data becomes available for the measurement of the overall percentage of students meeting and exceeding state writing standards on the ISAT or applicable state writing assessment, each school will be evaluated on its performance and on the progress it makes in improving on this measure over time. Once this measure becomes available, the CEO or his designee shall provide prior notice of its intended use to the Board, schools and the public in the annual guidelines.
6. **Student Gain or Growth.** As sufficient years of data are available for the ISAT exam, CPS shall define a student gain or growth measure to measure the year to year gain or growth of individual students, and aggregate this into a single gain or growth measure for the school. When this measure is available, the CEO or his designee shall provide prior notice of its intended use to the Board, schools and the public in the annual guidelines. Each school will then be evaluated on its performance on this measure.

III. HIGH SCHOOL PERFORMANCE RATING

Beginning in school year 2006-2007, CPS high schools shall receive a performance rating annually based on a review of the indicators described below.

A. High School Ratings

A school's designation as a probation or non-probation school shall be determined by the assignment of a single score which aggregates the school's performance level and progress level on each of the four progress indicators. The criteria and specific score required to achieve a non-probation rating shall be set forth in guidelines prepared by the CEO or his designee, presented to the Board in a board report for consideration and approval and, if approved, made available to schools and to the public. Once adopted, the guidelines shall remain in place until amended or otherwise altered by the Board. The guidelines may be amended annually so long as prior notice is provided to schools and the public and such amendments are presented to and adopted by the Board. Any amendment or alteration of the guidelines shall not alter the probationary history of any school that has received a previous accountability designation.

B. High School Progress Indicators

Each high school will receive a rating of probation or non-probation based on the school's performance and progress as measured by the following indicators:

1. **Graduation Rate.** Each high school shall be evaluated on its performance as measured by the rate of students graduating in the most recent year. The school will also be evaluated on the progress the school makes in improving this rate over time.

If a school does not have a graduation rate, the school's performance on this indicator will be evaluated by its overall annual dropout rate and the progress the school makes in reducing this rate over time.

2. **PSAE Scores.** Each school will be evaluated on its performance as measured by the overall percentage of students meeting and exceeding state standards on the Prairie State Achievement Examination (PSAE) composite or all applicable state tests of all subjects tested in the most recent year. The school will also be evaluated on its progress in improving the percentage of students meeting state standards on this measure over time.
3. **Students Making Expected Gains on the Educational Planning and Assessment System (EPAS).** Each school will be evaluated on its performance as measured by the percentage of students that make expected gains from one year to the next on the Explore, Plan and ACT (EPAS) Assessments. In future years, the school will also be evaluated on its progress in improving this rate over time.
4. **Attendance.** Each school will be evaluated on its attendance performance for the most recent school year. The school will also be evaluated on the progress it makes in improving attendance over time.

IV. SCHOOLS IDENTIFIED AS NEEDING REMEDIAL ASSISTANCE

The Illinois School Code, at 105 ILCS 5/34-8.3, requires the CEO to monitor the performance of CPS schools and to provide assistance to those schools that need help. This policy provides a systematic means for identifying and providing remedial assistance and oversight to schools with inadequate levels of achievement.

A. Non-Probation Schools Placed on Remediation

Any school that receives a non-probation rating but is non-performing according to criteria established by the Board shall be placed on remediation by the Chief Executive Officer who shall develop a remediation plan. The specific standards and criteria for identifying the non-probation schools to be placed on remediation shall be set forth in guidelines promulgated by the CEO and submitted to the Board for consideration and approval.

Any remediation plan may include one or more of the following components:

1. Drafting a new school improvement plan;
2. Additional training for the local school council;
3. Directing the implementation of the school improvement plan; or
4. Mediating disputes or other obstacles to reform or improvement at the school.

In creating a remediation plan, the CEO or designee shall give assistance to these schools to ensure that all aspects of the plan, including the school budget, address the educational deficiencies at these schools. The CEO or designee shall approve the final plan, including the school budget.

B. Probation Schools

1. The School Probation and Remediation Policy defines probation schools based upon performance on state tests administered citywide and other relevant indicators of school performance or a failure to sustain progress in student performance on state tests and other relevant indicators of school performance

despite the development of a remediation plan or other measures taken to improve the school.

2. Remedial Measures for Probation Schools

Each school placed on probation shall have a school improvement plan and a school budget for correcting deficiencies identified by the Board. The CEO or designee shall develop a plan that shall contain specific steps that the local school council and the school staff must take to correct identified deficiencies. The school budget shall include specific expenditures directly calculated to correct educational and operational deficiencies identified at the school.

Schools placed on probation that, after at least one year, fail to make adequate progress in correcting deficiencies are subject to the following action by the approval of the Board, after an opportunity for a hearing:

- a. Ordering new local school council elections;
- b. Removing and replacing the principal;
- c. Replacement of faculty members, subject to the provisions of Section 24A-5 of the Illinois School Code;
- d. Reconstitution of the attendance center and replacement and reassignment by the Chief Executive Officer of all employees of the attendance center;
- e. Intervention under Section 34-8.4 of the Illinois School Code; or
- f. Closing of the school.

Prior to recommending that the Board take any of the actions described in Section IV.B.2.d, IV.B.2.e, or IV.B.2.f above, the CEO shall review and consider the adequacy of the required plan and whether the school's implementation of the plan has been sufficient to correct the educational and operational deficiencies that have been identified.

The Law Department shall develop and disseminate hearing procedures for hearings required before taking any of the corrective actions specified above.

In creating the required plan, the CEO or designee shall give assistance to probation schools to ensure that all aspects of the plan, including the school budget, reflect and is tailored to the individual needs of the school and that the plan addresses the educational deficiencies at these schools. The CEO or designee shall forward the final plan, including the school budget, to the Board for approval. The CEO or designee shall also monitor each probation school's implementation of the final plan and obtain regular reports detailing the progress the school makes toward implementation of the plan and the correction of its educational deficiencies.

V. REMOVAL FROM PROBATION STATUS

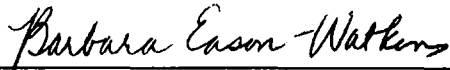
The Chief Executive Officer shall remove from probation any school that shows academic progress by improving its performance so that it no longer meets the criteria for designation as a probation school and by receiving a recommendation from the Area Instructional Officer or Chief Education Officer that the school should receive a non-probation rating.

In addition, the CEO may recommend that a school be removed from probation status after a consideration of progress in areas that may include, but are not limited to: student mobility, poverty rates, bilingual education eligibility, special education and English proficiency programs.

If the Board has taken action against a school under 105 ILCS 5/34-8.3(d)(4), the school will remain on probation for a period of at least five years from the time the Board takes such action. The reconstituted school shall remain on probation for at least a five year period regardless of whether the school is governed by a performance agreement or Board approved Performance Plan and notwithstanding Section IB of this Policy.

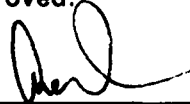
LEGAL REFERENCES: Illinois School Code, 105 ILCS 5/34-8.3; Illinois School Code, 105 ILCS 5/24A-5; Illinois School Code, 105 ILCS 5/34-8.4; Illinois School Code, 105 ILCS 5/34-8.3(d)(4).

Approved for Consideration:



Barbara Eason-Watkins
Chief Education Officer

Approved:



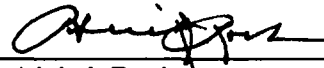
Arne Duncan
Chief Executive Officer

Noted:



John Maiorca
Chief Finance Officer

Approved as to legal form: *gjm*



Patrick J. Rocks
General Counsel