

**REMOVE AND REPLACE THE PRINCIPAL OF CHARLES R. HENDERSON ELEMENTARY SCHOOL  
AND TERMINATE THE PRINCIPAL'S CONTRACT**

**THE CHIEF EXECUTIVE OFFICER RECOMMENDS:**

That the principal of Charles R. Henderson Elementary School ("Henderson"), Richard Richardson, be removed and replaced pursuant to Section 34-8.3(d) of the Illinois School Code and that his 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 Board ("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 Henderson was placed on probation. The Board recently adopted the "School Performance, Remediation and Probation Policy for the 2008-2009 School Year," (Board Report 08-0602-PO2) (hereinafter "probation policy") and Henderson will remain on Probation in accord 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)(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 2008-2009 School Year" and the "Procedures Governing Principal Removal Hearings", Richard Richardson, Henderson's principal, and the Henderson Local School Council (LSC) were duly notified that the CEO was contemplating the removal of Richard Richardson as principal pursuant to Section 34-8.3(d) to further the school's educational improvement. Mr. Fredrick Bates, Esq., an independent hearing officer, presided over the Henderson principal removal hearing on Tuesday, July 28, 2009, in an efficient and impartial manner.

The Law Department, representing the CEO, presented the statements of the Area 12 Instruction Officer and the Chief Officer of Research, Evaluation and Accountability as well as documentation to support a recommendation to remove Richard Richardson as Henderson'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 Richard Richardson as the principal of Henderson.

**III. Chief Executive Officer's Recommendation**

The CEO has reviewed the Hearing Officer's findings of fact and recommendation and hereby recommends that Richard Richardson be removed and replaced as the principal of Henderson effective August 31, 2009. The CEO further recommends that Richard Richardson' Uniform Principal's Performance Contract, with a term beginning July 1, 2009, and ending June 30, 2013, be terminated effective August 31, 2009. These recommendations are based upon the following factors:

- A. Henderson Elementary School has a history of poor performance. Henderson Elementary School has been on probation for the past two – and four out of the past five – school years, including the 2008-2009 school year. Mr. Richardson has served as principal throughout this time, receiving his first principal contract at Henderson in 1993.
- B. In each subject on the ISAT, the gap between Henderson and the district average has remained high. In reading, the percent of Henderson's students meeting or exceeding state standards in 2005 was 24.8%, which was 22.9 percentage points lower than the district average. In 2008, that gap was 25.2 percentage points. In mathematics, the percent of Henderson's students meeting or exceeding state standards in 2005 was 33.2%, which was 12.5 percentage points lower than the district average. In 2008, that gap was 20.8 percentage points. In science, the percent of Henderson's students meeting or exceeding state standards in 2005 was 22.7%, which was 26.5 percentage points lower than the district average. In 2008, that gap was 33 percentage points.
- C. Henderson is on the State's School Improvement list, which means that the school has not made Adequate Yearly Progress, or AYP, the measure of minimum student performance required under the federal No Child Left Behind Act, or NCLB. Evidence of this is included in the State School Report Card for Henderson, which is included in your binder. Furthermore, Henderson has not made AYP for six consecutive school years, meaning that it is in Restructuring under NCLB, which is the most severe level of NCLB sanctions. This is further evidence of the long-standing low level of performance on student assessments at Henderson.

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

- 1. The CEO will appoint an interim principal for Henderson, based upon the recommendations of the Chief Education 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 Henderson makes sufficient academic progress to be removed from probation as required by the Board's probation policy.

**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 Henderson will have no authority to select a new four-year contract principal.

**Approved for Consideration:**



**Barbara Eason-Watkins  
Chief Education Officer**

**Noted:**



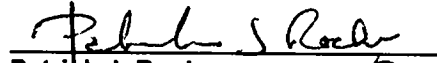
**Pedro Martinez  
Chief Financial Officer**

**Respectfully submitted:**



**Ron Huberman  
Chief Executive Officer**

**Approved as to Legal Form: NA**



**Patrick J. Rocks  
General Counsel**