

**RESOLUTION BY THE BOARD OF EDUCATION OF THE CITY OF CHICAGO  
REGARDING THE DISMISSAL OF LASHONE WHITEHEAD, TENURED TEACHER,  
FORMERLY ASSIGNED TO HAMLINE ELEMENTARY SCHOOL**

**WHEREAS**, pursuant to Section 34-85c of the Illinois School Code, the Board of Education of the City of Chicago (Board) and the Chicago Teachers Union (CTU) entered into an agreement to establish alternative procedures for teacher evaluation, remediation, and removal for cause after remediation, including an alternative system for peer evaluation and recommendations, which agreement is known as Amendment #1 to the Fresh Start Agreement and which is incorporated into the 2007-2012 collective bargaining agreement between the Board and the CTU; and

**WHEREAS**, the alternative procedure for teacher evaluation, remediation and removal for cause after remediation is known as the "Tenured Teacher Intervention Program" and allows teachers subject to remediation at Fresh Start Schools to elect to have a peer mentor/coach coach them, evaluate their performance and recommend to a Peer Evaluation Governing Board (PEGB) whether the teacher has successfully completed the remediation process; and

**WHEREAS**, Hamline Elementary School is a Fresh Start School subject to the alternative procedures for teacher evaluation, remediation and removal for cause after remediation; and

**WHEREAS**, LaShone Whitehead (Whitehead) was assigned to Hamline Elementary School during the 2008-2009 school year and:

- (a) the Hamline School Principal issued to her a notice of unsatisfactory teaching performance after two observations and two post-observation conferences;
- (b) the Hamline School Principal timely offered Whitehead an opportunity to elect to participate in the Fresh Start Tenured Teachers Intervention Program or to participate in a traditional remediation process whereby the principal evaluates performance and, in the event of a dismissal recommendation, the tenured teacher may demand an adversarial hearing;
- (c) Whitehead elected the Tenured Teachers Intervention Program;
- (d) the Hamline School Principal and a Fresh Start Mentor/coach developed a remediation plan and Whitehead had an opportunity to have input into the plan;
- (e) Whitehead was given a remediation period during which she was coached by a Fresh Start Mentor/Coach for 52.75 hours over a period of 20 calendar weeks, excluding winter and spring breaks; and,
- (f) Whitehead was evaluated by peer mentor/coach at the conclusion of the remediation period;

**WHEREAS**, Whitehead's peer mentor/coach recommended to the PEGB that it accept a determination that Whitehead did not successfully remediate her teaching performance during the remediation period; and

**WHEREAS**, Whitehead was afforded an opportunity to make a presentation to the Peer Evaluation Governing Board and did so at its August 17, 2009 meeting; and

**WHEREAS** the PEGB adopted the peer mentor coach's recommendation that Whitehead did not successfully remediate her teaching performance at its August 17, 2009 meeting; and

**WHEREAS**, Whitehead was notified of the PEGB's determination and filed a timely appeal of its determination to the Chief Executive Officer and the CTU President; and

**WHEREAS**, the CEO and the CTU President were unable to agree to set aside or modify the PEGB's determination and therefore Whitehead's appeal was denied and the PEGB determination is now final and binding; and

**WHEREAS**, the CEO has recommended to the Board of Education it dismiss that Whitehead as an employee and as a tenured teacher.

**NOW THEREFORE**, be it resolved by the Board of Education of the City of Chicago, that LaShone Whitehead is hereby dismissed as an employee and a tenured teacher of the Board of Education of the City of Chicago.