

**REMOVE AND REPLACE THE PRINCIPAL OF PERCY L. JULIAN HIGH SCHOOL
AND TERMINATE THE PRINCIPAL'S CONTRACT**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the principal of Percy L. Julian High School (Darreyl Young-Gibson) 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 ("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 adopted the "School Performance, Remediation and Probation Policy for the 2008-2009 School Year," and the "School Performance, Remediation and Probation Policy for the 2009-2010 School Year," (Board Reports 08-0602-PO2 & 09-0624-PO1, respectively)(hereinafter "probation policies") and as a result, Percy L. Julian High School remained on probation in accord with the terms of those policies.

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", Darreyl Young-Gibson, Percy L. Julian High School's principal, and the Percy L. Julian High Local School Council were duly notified that the CEO was contemplating the removal of Darreyl Young-Gibson 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 Percy L. Julian High School principal removal hearing on August 24, 2009, in an efficient and impartial manner.

The Law Department, representing the CEO, presented the Area 24 Instruction Officer, the Director of Performance Policy and the Director of Asset Management, as well as evidence to support the CEO's recommendation to remove Darreyl Young-Gibson as Percy L. Julian High School's principal to the hearing officer. Legal counsel for Darreyl Young-Gibson also presented witnesses and evidence to the hearing officer for his consideration.

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 Darreyl Young-Gibson as the principal of Percy L. Julian High School.

III. Chief Executive Officer's Recommendation

The Chief Executive Officer has reviewed the Hearing Officer's findings of fact and recommendation and hereby recommends that Darreyl Young-Gibson be removed and replaced as the principal of Percy L. Julian High School effective October 28, 2009. The CEO further recommends that Darreyl Young-Gibson's current Uniform Principal's Performance Contract, with a term beginning December 17, 2007, and ending December 16, 2011, be terminated effective October 28, 2009. These recommendations are based upon the following factors, and other factors identified during the August 24, 2009 hearing:

- On state tests, Julian's scores have been consistently low and, as a result, it is on the State's School Improvement List, which means that the school has not made Adequate Yearly Progress ("AYP"), the measure of minimum student performance required under the federal No Child Left Behind Act ("NCLB"). Furthermore, Julian has not made AYP for the past seven school years, meaning that it is in Restructuring under NCLB, which is the most severe level of NCLB sanctions.
- The Illinois State Board of Education ("ISBE") has been monitoring Julian for not being in compliance with the Individuals with Disabilities in Education Act. During Dr. Young-Gibson's principalship at Julian, ISBE changed Julian's recognition status from "fully recognized" to "recognized pending further review." At that time, ISBE required the Board and Julian to develop, approve, and implement a Corrective Action Plan ("CAP") to cure existing deficiencies. If the CAP is not effectively implemented, Julian High School will be ineligible to receive state funding under ILCS 5/18-8.05(A)(3)(a) and will be effectively closed by ISBE.
- Dr. Young-Gibson failed to adequately prepare for the 2008-2009 school year. Students were not properly programmed and program problems were not remedied until October, 2008. Many teachers did not issue textbooks until October 24, 2008. Student identification cards were not issued until October 24, 2008. Approximately two weeks before graduation, nearly half of the 2009 graduating class was deemed ineligible to graduate because the counseling department failed to keep adequate student records to ensure that students had met all graduation requirements. Also, the Human Resources Department reports that Dr. Young-Gibson submitted no teacher evaluations for the 2008-2009 school year.

If the Board adopts the Chief Executive Officer's recommendation to remove the Percy L. Julian High School's principal, the following actions will occur:

1. The Chief Executive Officer will appoint an interim principal for Percy L. Julian High School, based upon the recommendations of the Chief Education Officer. The interim principal will serve at the pleasure of the Chief Executive Officer; and
2. The Percy L. Julian High School Local School Council shall have no authority to select a new four-year contract principal until Julian 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 Chief Executive Officer. Until the school comes off probation, the Local School Council of Percy L. Julian High School will have no authority to select a new four-year contract principal.

Approved for Consideration:



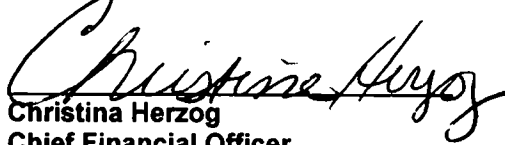
Barbara Eason-Watkins
Chief Education Officer

Respectfully submitted:



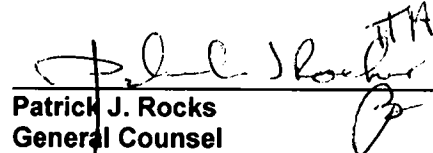
Ron Huberman
Chief Executive Officer

Noted:



Christina Herzog
Chief Financial Officer

Approved as to Legal Form:



Patrick J. Rocks
General Counsel