

**REMOVE AND REPLACE THE PRINCIPAL OF EDWARD WHITE ELEMENTARY CAREER ACADEMY
AND TERMINATE THE PRINCIPAL'S CONTRACT**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the principal of Edward White Elementary Career Academy ("White"), Sharon Jenkins, be removed and replaced pursuant to Section 34-8.3(d)(2) of the Illinois School Code and that her contract be terminated pursuant to Section V of the Board's Uniform Principal's Performance Contract on July 30, 2010.

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 Education ("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 White was placed on probation. The Board recently adopted the "School Performance, Remediation and Probation Policy for the 2009-2010 School Year" (Board Report 09-0624-PO1) and White will remain on Probation in accordance 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)(2). 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)(2).

II. Hearing on Principal Removal

Pursuant to the "Guidelines for the Removal and Replacement of Principals of Schools on Probation for the 2009-2010 School Year" and the "Procedures Governing Principal Removal Hearings", Sharon Jenkins, White's principal, and the White Local School Council (LSC) were duly notified that the CEO was contemplating the removal of Sharon Jenkins as principal pursuant to Section 34-8.3(d) to further the school's educational improvement. Ms. Margaret Fitzpatrick, Esq., an independent hearing officer, presided over the White principal removal hearing on Thursday, July 8, 2010, in an efficient and impartial manner.

The Law Department, representing the CEO, presented the statements of the Area 18 Chief Area Officer Ms. Lynda Williams, Specialized Services Administrator, Ms. Teresa K. Nagy, and the Director of Performance Policy of the Office of Research, Evaluation and Accountability, Mr. Ryan Crosby, as well as documentation to support a recommendation to remove Sharon Jenkins as White principal to the hearing officer. The hearing was uncontested pursuant to the terms of a settlement agreement.

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 Sharon Jenkins as the principal of White.

III. Chief Executive Officer's Recommendation

The CEO has reviewed the Hearing Officer's findings of fact and recommendation and hereby recommends that Sharon Jenkins be removed and replaced as the principal of White effective July 30, 2010. The CEO further recommends that Sharon Jenkins' Uniform Principal's Performance Contract, with a term beginning July 1, 2008, and ending June 30, 2012, be terminated effective July 30, 2010. These recommendations are based upon the following factors:

- A. Edward White Elementary Career Academy has a history of poor academic performance and has been on academic probation for the past 2 school years, including the 2009-2010 school year. Mrs. Jenkins has served as principal of Edward White Elementary Career Academy since 2008.
- B. Edward White Elementary Career Academy has low academic performance across subject areas and is not making significant progress to catch up to the District's gains.
- C. Starting in 2008, CPS began using a new metric to measure student growth from year to year on the ISAT. This metric, called the Value-Added metric, which is a component of the CPS Performance Policy, compares student academic growth at a school with the growth of similar students across the District. This is done through a regression methodology that controls for eight student-level factors, including grade level, prior performance on the ISAT, free or reduced lunch eligibility, mobility, participation in the Homeless Education Program, Individualized Education Plan (or IEP), English Language Learner status, and gender. Controlling for these factors allows the district to see how much impact the school had on its average student over the past year. Because we control for prior performance, this metric allows us to identify schools with low test scores where growth is rapid, and schools with high test scores where growth is slow.

In understanding this metric, a positive number means that students at the school are growing at a faster pace than similar students in the District. For example, a positive 1 means that students at the school grew, on average, one scale score point more than similar students. A score near zero means that students at the school are growing at about the same pace as similar students in the District. And a negative score means that students at the school are growing at a slower pace than similar students in the District.

White's 2009 reading Value-Added score was -6.3 and its mathematics Value-Added score was -7. This means that on average between 2008 and 2009, students at White grew 6.3 ISAT scale score points less in reading and 7 ISAT scale score points less in mathematics than similar students in the District. As a point of reference, out of 521 schools in the District in 2009, White's reading score was the second lowest, and its mathematics score was the third lowest score.

- D. Ms. Jenkins was unable to ensure that White Elementary Career Academy successfully implemented special education services. It is the CEO and his designee's judgment that new leadership is necessary at Edward White Elementary Career Academy to ensure that high quality special education services are in place moving forward, and to guide staff in furthering their development in servicing students with disabilities.

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

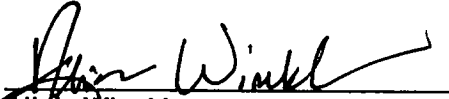
1. The CEO will appoint an interim principal for White. The interim principal will serve at the pleasure of the CEO; and
2. The LSC shall have no authority to select a new four-year contract principal until White makes sufficient academic progress to be removed from probation.

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. As required by Board Policy, until the school comes off probation the Local School Council of White will have no authority to select a new four-year contract principal.


Approved for Consideration


Alicia Winckler
Chief Human Capital Officer

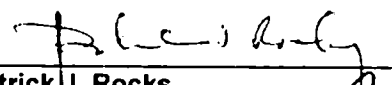
Noted:


Diana S. Ferguson
Chief Financial Officer

Respectfully submitted:


Ron Huberman
Chief Executive Officer

Approved as to Legal Form: 


Patrick J. Rocks
General Counsel