

**REMOVE AND REPLACE THE PRINCIPAL OF
GEORGE H. CORLISS HIGH SCHOOL
AND TERMINATE THE PRINCIPAL'S CONTRACT**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the principal of George H. Corliss High School ("Corliss"), Anthony Spivey, 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 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).

Pursuant to that authority, the Board has in place policies under which Corliss was placed on probation. The Board has adopted the "School Performance, Remediation and Probation Policy for the 2011-2012 School Year," (Board Report 10-0728-PO4) and Corliss will remain on Probation in accordance with the terms of that policy.

The Illinois 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).

II. Hearing on Principal Removal

Pursuant to the CEO's "Guidelines for the Removal and Replacement of Principals of Schools on Probation for the 2011-2012 School Year" and the "Procedures Governing Principal Removal Hearings," Anthony Spivey, the Corliss Local School Council (LSC) members, and the assistant principals of Corliss were duly notified that the CEO was contemplating the removal of Anthony Spivey 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 Corliss principal removal hearing on Wednesday, March 14, 2012, in an efficient and impartial manner.

The Law Department, representing the CEO, presented the statements of the Chief of Schools for the Lake Calumet and Far South Side Networks, and the Manager of School Performance for the Chicago Public Schools, as well as documentation to support a recommendation to remove Anthony Spivey as Corliss' 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 advised the CEO that sufficient evidence exists to support the removal of Anthony Spivey as the principal of Corliss.

III. Chief Executive Officer's Recommendation

The CEO has reviewed the Hearing Officer's report and hereby recommends that Anthony Spivey be removed and replaced as the principal of Corliss effective on March 31, 2012. The CEO further recommends that Spivey's Uniform Principal's Performance Contract, with a term beginning July 1, 2009, and ending June 30, 2013, be terminated on March 31, 2012. These recommendations are based upon the following factors:

- A. Corliss has a history of poor performance. Corliss has been on probation for the past ten (10) consecutive school years, including the 2011-2012 school year. Mr. Spivey has served as principal at Corliss for the past 12 school years.
- B. The Board of Education has adopted a Performance Policy ("Performance Policy") to measure school's performance. Under the Performance Policy, each high school receives an annual rating based on its performance on a variety of student outcome measures, including standardized test scores, dropout rate, freshmen on-track data, Advanced Placement course enrollment and success, and student attendance. This rating is based on a point system. Points are received for the school's current level of performance, its improvement over time, and the growth of individual students from year-to-year on standardized assessments. There are 18 separate metrics on which schools are evaluated, each worth between one and three points, for a total of 42 available points. High schools that receive less than 44% of the total available points receive a Level 3 rating and are placed on probation.
- C. The Chicago Public Schools ("CPS") began using this structure for the Performance Policy four years ago. In all four years of the current structure, Corliss has been a Level 3 school. In the 2007-2008 school year, Corliss received 36.1% of available points. In the 2008-2009 school year, it received 25% of available points. In the 2009-2010 school year it received 26.2% of available points. In the 2010-2011 school year, it received 28.6% of available points.
- D. Corliss also performed poorly on the Prairie State Achievement Exam ("PSAE"), the state standard for high schools. Between the 2007-2008 and 2010-2011 school years, Corliss' PSAE Composite Meets or Exceeds score, which is the combined result of the PSAE reading, mathematics and science assessments, has remained below 10% and was 4.5% in 2010-2011, compared to a geographic network average of 21.4% and a District average of 28.2%.
- E. Average ACT score is also a metric used in the Performance Policy. ACT scores are reported on a scale from 1 to 36. Corliss' average ACT composite scores have historically been below the geographic network and District averages. In the 2010-2011 school year, Corliss' average ACT composite score was 14.3, compared to a geographic network average of 16.3 and a District average of 17.2. Over the past six school years, Corliss' scores have been, on average, 1.8 points below the geographic network average and 2.4 points below the District average.
- F. The low performance on standardized tests at Corliss is consistent across subjects. In the 2010-2011 school year, Corliss' average ACT Reading score was 13.6, while the geographic network average was 16.2 and the District average was 17.1. Over the past six school years, Corliss' scores have been, on average, 2 points below the geographic network average and 2.7 points below the District average.
- G. Corliss' average ACT Mathematics score in 2010-2011 was 15.4, while the geographic network average was 16.6 and the District average was 17.7. Over the past six school years, Corliss' scores have been, on average, 1.3 points below the geographic network average and 2.1 points below the District average.
- H. Corliss' average ACT Science score in 2010-2011 was 15.5, while the geographic network average was 16.8 and the District average was 17.7. Over the past six school years, Corliss'

scores have been, on average, 1.3 points below the geographic network average and 2 points below the District average.

- I. Also, Corliss' average ACT English score in 2010-2011 was 12.6, while the geographic network average was 15.4 and the District average was 16.5. Over the past six school years, Corliss' scores have been, on average, 2.3 points below the geographic network average and 2.9 points below the District average.
- J. The District also measures student achievement by a linked series of three tests – EXPLORE, PLAN & ACT – that is designed to measure a student's educational progress and college readiness as he/she moves through high school ("EPAS"). The percentage of Corliss students making expected gains has been consistently below the District and geographic network averages and has declined over time. Corliss' 2010 EPAS Gains score was 35.9%, compared to a geographic network average of 45.1%, and a District average of 48.8%. This means that more than 60% of students at Corliss did not meet expected growth targets on the EPAS series.
- K. In addition to standardized test scores, the CPS Performance Policy evaluates schools on attendance rate. In 2010-2011, Corliss' attendance rate was 71.4%, compared to a geographic network average of 83.3% and a District high school average of 83.7%. It is important to note that beginning in the 2007-2008 school year, high schools began taking attendance each period, as opposed to once per day as had been the case. As a result, attendance rates for most high schools declined that year. Since that time, the CPS average has increased steadily and is now near the level it was before the change was made, while Corliss' attendance still remains significantly lower than it had been previously.
- L. Another important measure of school performance is a school's graduation rate. The five-year cohort graduation rate tracks each cohort of first-time freshmen over five years and measures the percentage of those students who graduate. For example, the five-year cohort graduation rate reported for the 2010-2011 school year reflects the percentage of students that started as freshmen at Corliss in the 2006-2007 school year that graduated by the spring of 2011. Corliss' 2010-2011 graduation rate was 42.8%, compared to a geographic network average of 61.1% and a District average of 58.3%. With a graduation rate of 42.8%, less than half of the students who entered Corliss as freshman in the 2006-2007 school year graduated by 2011.
- M. Corliss is on probation in accordance with state law and the CPS Performance Policy. The school has low performance, this performance is consistently low across subject areas, and the school is not making significant progress in catching up to the District.

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

1. The CEO will appoint an interim principal for Corliss, 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 Corliss 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. Until the school comes off probation, the Local School Council of Corliss will have no authority to select a new four-year contract principal, as required by Board Policy.

Approved for Consideration:



Noemi Donoso
Chief Education Officer

Respectfully submitted:



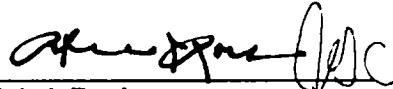
Jean-Claude Brizard
Chief Executive Officer

Noted:



David Watkins
Chief Financial Officer

Approved as to Legal Form:



Patrick J. Rocks
General Counsel