

**REMOVE AND REPLACE THE PRINCIPAL OF  
WILLIAM J. BOGAN TECHNICAL HIGH SCHOOL  
AND TERMINATE THE PRINCIPAL'S CONTRACT**

**THE CHIEF EXECUTIVE OFFICER RECOMMENDS:**

That the principal of William J. Bogan Technical High School ("Bogan"), Kenneth McNeal, 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 Board of Education of the City of Chicago ("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 Bogan 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 Bogan 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," Kenneth McNeal, the Bogan Local School Council (LSC) members, and the assistant principals of Bogan were duly notified that the CEO was contemplating the removal of Kenneth McNeal 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 Bogan principal removal hearing on Friday, September 14, 2012, in an efficient and impartial manner.

The Law Department, representing the CEO, presented the statements of the Chief of Schools for the Southwest Side High School Network, and the Manager of School Performance for the Chicago Public Schools, as well as documentation to support a recommendation to remove Kenneth McNeal as Bogan'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 advised the CEO that sufficient evidence exists to support the removal of Kenneth McNeal as the principal of Bogan.

### III. Chief Executive Officer's Recommendation

The CEO has reviewed the Hearing Officer's report and hereby recommends that Kenneth McNeal be removed and replaced as the principal of Bogan effective on October 27, 2012. The CEO further recommends that McNeal's Uniform Principal's Performance Contract, with a term beginning July 1, 2011, and ending June 30, 2015, be terminated on October 27, 2012. These recommendations are based upon the following factors:

- A. Bogan has a history of poor performance. Bogan has been on probation for the past nine (9) consecutive school years. Kenneth McNeal has been the principal of Bogan since July 1, 2007.
- B. The Board of Education has adopted a Performance Policy ("Performance Policy") to measure a 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 Board began using this structure for the Performance Policy in 2007-2008. Bogan has been a Level 3 school each year since this structure was implemented. In the 2007-2008 school year, Bogan received 27.8% of available points. In the 2008-2009 school year, it received 41.7% of available points. In the 2009-2010 school year, Bogan received 38.1% of available points. In the 2010-2011 school year, it received 27% of available points. While Performance Policy results from the 2011-2012 school year have not been calculated as of this date, Bogan is ineligible to be removed from probation for the 2011-2012 school year based upon its consistently poor performance in the past.
- D. Bogan has also performed poorly on the Prairie State Achievement Exam ("PSAE"), the state standard for high schools. Between the 2004-2005 and 2011-2012 school years, Bogan's PSAE Composite Meets or Exceeds score, which is the combined result of the PSAE reading, mathematics and science assessments, has remained below 20% and was 13.4% in 2011-2012, compared to a District average of 31.5%.
- E. Average ACT score is also a metric used in the Performance Policy. ACT scores are reported on a scale from 1 to 36. As you can see, Bogan's average ACT composite scores have historically been below the District average. In the 2011-2012 school year, Bogan's average ACT composite score was 15.8, compared to a District average of 17.7. The low performance on standardized tests at Bogan is consistent across subjects. In the 2011-2012 school year, Bogan's average ACT Reading score was 15.2, compared to a District average of 17.0. Bogan's average ACT Mathematics score in 2011-2012 was 16.1, compared to a District average of 18.2. Bogan's average ACT Science score in 2011-2012 was 16.5, compared to a District average of 18.2. And Bogan's average ACT English score in 2011-2012 was 15.4, compared to a District average of 17.3.
- F. Another student outcome measure that is included in the Performance Policy is the percentage of students making expected gains from one year to the next on the EPAS assessment series. EPAS, which stands for the Educational Planning and Assessment System, includes the EXPLORE test for freshmen, the PLAN test for sophomores, and the ACT test for juniors. The expected gain for each individual student is based on a national average of students with the same pretest score. Because this calculation controls for pretest performance, we are able to identify schools with low average attainment where student growth is rapid, and schools with high average attainment where growth is slow.

- G. The percentage of Bogan students making expected gains has been consistently below the District average. Bogan's 2011 EPAS Gains score was 39.4%, compared to a District average of 52.4%. This means that more than 60% of students at Bogan did not meet expected growth targets on the EPAS series.
- H. 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 Bogan in the 2006-2007 school year that graduated by the spring of 2011. This metric has not been calculated for the 2011-2012 school year at this time.
- I. Bogan's 2010-2011 graduation rate was 52.5%, compared to a District average of 58.3%. With a graduation rate of 52.5%, almost half of all students who entered Bogan as freshman in the 2006-2007 school year did not graduate by 2011.
- J. Bogan 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 Bogan principal, the following actions will occur:


1. The CEO will appoint an interim principal for Bogan, 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 Bogan makes sufficient academic progress to be removed from probation.

**LSC REVIEW:** LSC approval is not applicable to this report.

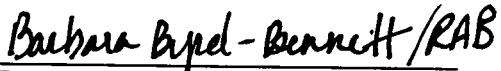
**FINANCIAL:** The interim principal position will be filled at a cost within current budget appropriations.

**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 Bogan will have no authority to select a new four-year contract principal, as required by Board Policy.

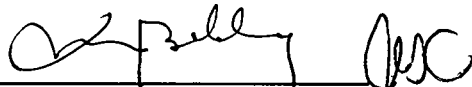
**Approved for Consideration:**

  
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**Steve Gering**  
**Officer of Network Support**

**Respectfully submitted:**

  
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**Barbara Byrd-Bennett**  
**Chief Executive Officer**

**Approved as to Legal Form:**

  
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**James L. Bebley**  
**General Counsel**