

**RESOLUTION BY THE BOARD OF EDUCATION OF THE CITY OF CHICAGO  
REGARDING THE REMOVAL AND REPLACEMENT OF THE PRINCIPAL OF  
EMIL G. HIRSCH METROPOLITAN HIGH SCHOOL  
AND THE TERMINATION OF THE PRINCIPAL'S CONTRACT**

**WHEREAS**, the Illinois School Code grants the Board of Education of the City of Chicago ("Board") authority to establish guidelines to determine the factors for placing an attendance center on probation (105 ILCS 5/34-8.3(b));

**WHEREAS**, pursuant to that authority, the Board adopted the "School Performance, Remediation and Probation Policy for the 2011-2012 School Year," (Board Report 10-0728-PO4);

**WHEREAS**, pursuant to said policy, Emil G. Hirsch Metropolitan High School ("Hirsch") has been on probation for the last five (5) consecutive school years, and is not eligible to be removed from probation for the 2012-2013 school year;

**WHEREAS**, the Illinois School Code further provides that when a school on probation fails to make adequate progress to correct deficiencies within one year, the Chief Executive Officer ("CEO"), with the approval of the Board and after an opportunity for a hearing, may remove and replace the probation school's principal (105 ILCS 5/34-8.3(d));

**WHEREAS**, 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 5/34-8.3(d);

**WHEREAS**, a hearing was held on September 24, 2012, to consider whether the principal of Hirsch, Joyce Cooper, should be removed due to the school's failure to make adequate progress in correcting its academic deficiencies;

**WHEREAS**, an independent hearing officer has submitted a written report to the CEO summarizing all relevant evidence and comments offered during the hearing, making findings of fact and advised the CEO that evidence does exist to support the removal of Joyce Cooper as the Principal of Emil G. Hirsch Metropolitan High School pursuant to Section 34-8.3(d)(2) of the Illinois School Code;

**WHEREAS**, the CEO has reviewed the Hearing Officer's Report and has recommended to the Board that Joyce Cooper be removed and replaced as the principal of Hirsch and that Joyce Cooper's four-year principal's contract dated July 1, 2010 through June 30, 2014, be terminated effective October 27, 2012;

**WHEREAS**, it is the opinion of the Board of Education of the City of Chicago that it is in the best interests of the Chicago Public Schools to remove and replace Joyce Cooper as principal of Hirsch and to terminate Joyce Cooper's principal's contract;

**NOW THEREFORE**, be it resolved by the Board of Education of the City of Chicago, as follows:

Section 1: After considering the recommendation of the CEO, as well as the hearing officer's report, and after a thorough review of the entire record of the principal removal hearing, that the Board of Education of the City of Chicago adopts the findings of the hearing officer and accepts the recommendation of the CEO.

Section 2: That Joyce Cooper be removed and replaced as principal of Hirsch and her principal's contract be terminated effective October 27, 2012.

Section 3: That the Hirsch Local School Council shall have no authority to select a new four-year contract principal until Hirsch makes sufficient academic progress to be removed from probation.

Section 4: This Resolution shall take full force and effect upon its adoption.

**THEREFORE**, this Resolution is hereby adopted by the members of the Board of Education of the City of Chicago on October 24, 2012.