

**CHIEF EXECUTIVE OFFICER'S REPORT OF INCENTIVE COMPENSATION PLAN FOR INTERIM PRINCIPALS ASSIGNED TO CERTAIN SCHOOLS DESIGNATED AS TURN-AROUND SCHOOLS**

**THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING ACTION:**

Executive Officer has established an incentive compensation plan for interim principals assigned to certain

(collectively referred to as "Performance Measures"):

**ELEMENTARY SCHOOL PRINCIPALS' PERFORMANCE MEASURES**

**Performance Measure**    **Description**

1                    **Annual Performance Evaluation:** Principal is rated as meeting or exceeding the standards for all principals in the district's evaluation conducted by the

Chief Executive Officer or designee;

2                    **Performance Measure 2 - Adequate Yearly Progress ("AYP"):** The assigned school's students, including all subgroups, makes AYP as determined by the Illinois State Board of Education.

3                    **Performance Measure 3 - Annual Reading Failure Rate:** There is at least a 10% reduction in the number of students at the assigned school who are not

(b) Performance Bonus Amount: The maximum annual bonus that the Principal is eligible to receive is \$10,000.00. The actual bonus amount shall be determined based upon the number of performance

**FOR ELEMENTARY SCHOOL PRINCIPALS:**

<b>Performance Measure</b>	<b>Bonus Amount Eligibility</b>
1 and 2 met	100% of Maximum Bonus Amount
1, 3, and 4 met	75% of Maximum Bonus Amount
1 met and either 3 or 4 met	50% of Maximum Bonus Amount
1 met (2, 3 and 4 not met)	No Bonus
1 not met (but 2, 3 or 4 are met)	No Bonus

I [REDACTED]

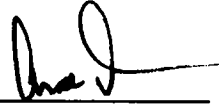
**FINANCIAL:** Expenditures required by this report for Fiscal Year 2009 are included in the Fiscal Year 2009 Budget and funds have been appropriated by the Board for those expenditures. Expenditures required by this report for future fiscal years are contingent on future appropriation by the Board.

**Approved for Consideration:**



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**Barbara Eason-Watkins**  
Chief Education Officer

**Approved:**



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**Arne Duncan**  
Chief Executive Officer

**Approved as to legal form:**

**Within Appropriation:**

