CHIEF EXECUTIVE OFFICER'S REPORT OF INCENTIVE COMPENSATION PLAN FOR PRINCIPALS ASSIGNED TO CERTAIN SCHOOLS DESIGNATED AS TURNAROUND OR TRANSFORMATION SCHOOLS

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING ACTION:

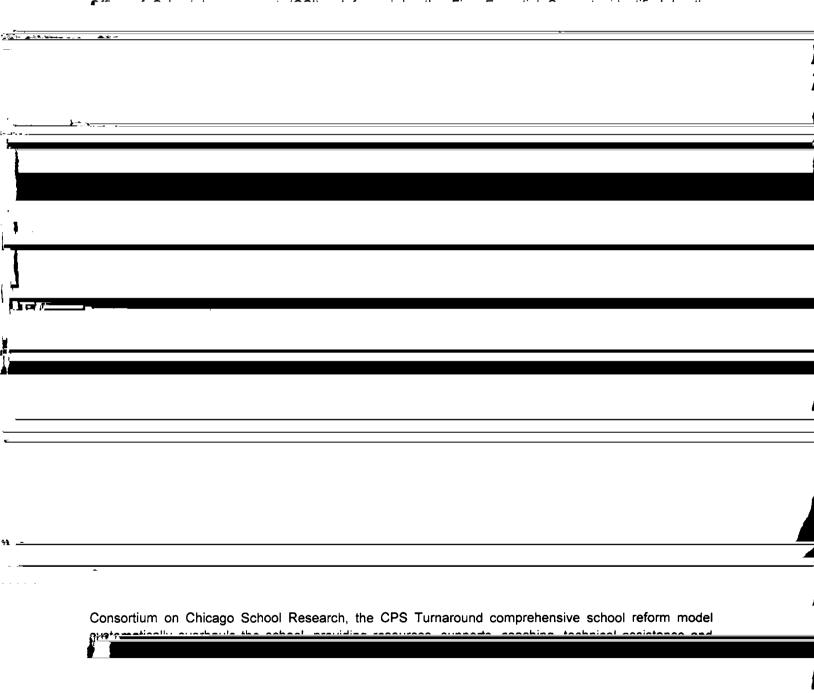
	Pursuant to the authority delegated to the Chief Executive Officer under Board Rule 4-1 (a)/3_the Chief
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	Executive Officer has established an incentive compensation plan for principals assigned to certain
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CHICAGO PUBLIC SCHOOLS

2010-11 INCENTIVE COMPENSATION PLAN FOR PRINCIPALS ASSIGNED TO TURNAROUND OR TRANSFORMATION SCHOOLS

DESCRIPTION:

To help improve some of the most struggling schools in Chicago Public Schools (CPS), the Board has designated some schools as "turnaround" with a sub-set of these schools being managed by the CPS



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school years and may be renewed in subsequent school years by the CEO. The CEO may amend the	

ELEM	ENTARY PRINCIPAL PERFORMANCE MEASURES
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1)	Annual Performance Evaluation: Principal is rated as meeting or exceeding the standards for all principals set forth in the Chief Executive Officer's annual principal evaluation conducted by the School Improvement Officer (turnaround) or Chief Area Officer (transformation).
3/	JCAT Composite Bate of Mont/Evened State Standards: Most the agaressive annual ISAT
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	student performance goal (% meet/exceed), showing a dramatic improvement in the

	4) % of Graduating Students Enrolled in College: The school increases the % of Graduating Students Enrolled in College to 90%, or there is at least a five percentage point (5%) increase	
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<u>.</u>	year's rate.	
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FOR ELEMENTARY SCHOOL PRINCIPALS:

Performance Measure	Bonus Amount Eligibility	
1 and 2 met	100% of Maximum Bonus Amount	
1, 3, 4 met	80% of Maximum Bonus Amount	
1 met and either 3 or 4 met	50% of Maximum Bonus Amount	
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1 not met (but 2, 3, 4, 5, 6 and/or 7	No Bonus
are met)	

FOR HIGH SCHOOL PRINCIPALS:

Performance Measure	Bonus Amount Eligibility
1, 7 and six others met	100% of Maximum Bonus Amount
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Summary:

Bonus Type	Eligibility	Pro Rate?	Timing
Assignment (One time \$10,000 bonus)	One time \$10,000 non- pensionable bonus (Limited to one bonus every 24 months) Signed commitment to remain additional school year Remain CPS principal at "turnaround" or "transformation" school	No	Payable at the end of a completed full school year
Retention (Available every 3 years for \$15,000)	Every 3 years, eligible for \$15,000 non-pensionable bonus Successful completion of three (3) years at same school (Limited to two bonuses at the same school) Remain CPS employee	Yes	Payable at the end of three full school years at same "turnaround" or "transformation" school
Annual Performance (If criteria met, eligible for \$5,000 to \$12,000 based on	Performance measure fulfillment Remain CPS employee Between \$5,000 to \$12,000	Yes – if joined school at least 2 months before state testing If joined with less	Payable when all data is received by the District to determine performance

