

June 25, 2014

AMEND BOARD REPORT 13-0227-PO2  
ADOPT A NEW PRINCIPAL ELIGIBILITY POLICY

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

The Chief Executive Officer recommends that the Board amend Board Report 13-0227-PO2, the Principal Eligibility Policy.

**PURPOSE:** The Board wishes to establish and administer a rigorous and structured eligibility system to ensure candidates for principalships in the Chicago Public Schools meet high standards of competency, professionalism and preparation and embody the qualities and characteristics the District values most in its educational leaders. The Board wishes to ensure that candidates for a CPS principalship, whether on a

- (c) are, at the time of their application, ~~performing as a principal under~~ subject to a corrective action plan under the Board's policy regarding the performance management and discipline professional support and remediation of principals ~~or are otherwise subject to a performance management plan;~~
- (d) have been dismissed for cause from CPS employment;
- (e) have been removed from a CPS principalship pursuant to Sections 34-8.3 or 34-8.4, unless,

the individual's eligibility to apply for membership in the CPS Principal Candidate Pool;

granted new or renewed membership in the Pool after March 1, 2013, their membership shall continue provided s/he: (i) maintains valid and current licenses, certifications, endorsements and qualifications; (ii) has received at least a "proficient" rating on their two most recent CPS performance evaluations; and in addition

will review the evaluation from their Local School Council, if available, beginning with evaluations for performance for the 2013-2014 school year; (iii) has served during three of the last five years as a CPS principal or supervisor of a CPS teacher or supervisor of a CPS principal or in a leadership position in education; and (iv) does not otherwise qualify for removal from the CPS Principal Candidate Pool. If a member does not qualify for continued membership, their membership shall be deemed expired and the

2. The Chief Executive Officer CEO may assign a former ~~contract or interim~~ principal or school administrator to serve as a school's interim or acting principal regardless of whether he or she is a member of the Pool, if, in the Chief Executive Officer's judgment, the former ~~contract or interim~~ CPS principal or school administrator has a proven record of performance based on the high standards established by the Chief Executive Officer with the Board that demonstrates that he or she is exceptionally qualified to serve the particular needs of the school to which he or she will be assigned.

**III. TALENT OFFICE RESPONSIBILITIES:**

1. The Talent Office shall establish and manage an objective, fair and rigorous process to evaluate ~~and terminate the Pool and to evaluate current members for eligibility to continue their membership in the~~

Pool.

Approved for Consideration:

  
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Kim Wiesel

Respectfully submitted:

  
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Barbara Durd Bennett / RAR

Approved as to Legal Form: 



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James L. Bebley  
General Counsel