

August 28, 2017

REMOVE AND REPLACE THE PRINCIPAL OF
IRA F. ALDRIDGE ELEMENTARY SCHOOL
AND TERMINATE THE PRINCIPAL'S CONTRACT

~~THE CHIEF EXECUTIVE OFFICER RECOMMENDS:~~

~~That the principal of Ira F. Aldridge Elementary School ("Aldridge"), Shabana Khan, be removed and~~

replaced pursuant to Section 34-8.3(d) of the Illinois School Code and that her contract be terminated
~~pursuant to Section V of the Board's Uniform Principal's Performance Contract~~

III. Chief Executive Officer's Recommendation

The CEO has reviewed the Hearing Officer's report and the exceptions filed by Ms. Khan and hereby

recommends that Shaheena Khan be removed and replaced as the principal of Aldridge effective on August 28, 2017. The CEO further recommends that Shaheena Khan's Uniform Principal's Performance Contract, with a term beginning July 1, 2017, and ending on June 30, 2021, be terminated on August 28, 2017.

Aldridge's National School Growth Percentile has been below national average in two of the last

three years in reading and in all three years in mathematics. Its reading growth percentile was the

7th percentile in 2013-2014, 25th percentile in 2014-2015, and the 60th percentile in 2015-2016.

Reading growth in the 2015-2016 school year was highly variable between grade levels, ranging from a low of 2nd percentile in 3rd grade to 99th percentile in 4th and 8th grades. In math, the Aldridge school was at the 14th percentile in 2013-2014, 20th percentile in 2014-2015, and 14th percentile in 2015-2016.

- P. The removal and replacement of Ms. Khan from Aldridge will assist the school in making adequate progress in correcting those identified deficiencies.

If the Board adopts the CEO's recommendation to remove the Aldridge principal, the following actions will

occur:

1. The CEO will appoint an interim principal for Aldridge. The interim principal will serve at the pleasure of the CEO;
2. The LSC shall have no authority to select a new four-year contract principal until Aldridge makes sufficient academic progress to be removed from probation; and
3. The Uniform Principal's Performance Contract of Shaheena Khan will be terminated effective August 28, 2017.

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

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