

August 28, 2013

**RESCIND BOARD REPORT 07-0124-PO3
AND ADOPT A NEW PERFORMANCE MANAGEMENT AND DISCIPLINE POLICY FOR PRINCIPALS
AND ASSISTANT PRINCIPALS**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the Board rescind Board Report 07-0124-PO3 and adopt a new Performance Management and Discipline Policy for Principals and Assistant Principals.

PURPOSE: The Board is a public employer that requires its principals and assistant principals to serve as educational leaders of an attendance center and perform their job duties and responsibilities in a manner that (1) promotes the highest learning potential of every student, (2) promotes the best interests of the students and staff of the Chicago Public Schools, (3) furthers the goals of the Chicago Public Schools, and (4) results in the highest level of public trust and confidence. Therefore, identifying and addressing principal and assistant principal performance deficiencies and introduction of management

importance to the Board.

The first purpose of this policy is to create a mechanism for the Chief Executive Officer ("CEO") or designee to address performance deficiencies of principals and assistant principals any time such

(c) When the CEO or designee issues a CAP to a principal, the CEO shall recommend that the
~~Warning Resolution to be issued to the principal, which warning resolution incorporates by~~

reference the terms of the CAP. Warning Resolutions shall be recommended in accordance with the employee discipline section of this Policy.

(d) At the conclusion of the CAP period, the CEO or designee shall make a written assessment of whether or not the principal has successfully completed the CAP. The CEO or designee may choose to take no further action or may pursue termination or other consequences.


(e) A principal who is subject to a CAP may submit a ~~report~~ to the Talent Office for inclusion in

C. Discipline.


1. **Discipline Authority.** The CEO or designee is authorized to discipline principals and assistant

principals when s/he determines that the principal or assistant principal has committed misconduct. The

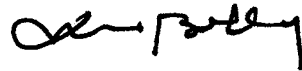
Approved for Consideration:


Alicia Winckler
Chief Talent Officer

Respectfully submitted:


Barbara Byrd-Bennett
Chief Executive Officer

Approved as to Legal Form:


James L. Bebley
General Counsel

