

April 28, 2021

**RESCIND BOARD REPORT 14-0723-PO1
AND ADOPT A NEW PRINCIPAL ELIGIBILITY POLICY**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the Chicago Board of Education ("Board") rescind Board Report 14-0723-PO1 and adopt a new

1, 2021.

PURPOSE: The Board wishes to establish and administer a rigorous, structured, and equitable eligibility

1. "Member" means a person who is in the CRS Principal Candidate Pool and includes those

individuals whose membership in the Pool has expired or who have been removed from

the Pool.

II. POOL MEMBERSHIP:

A. **Membership Application:** Persons seeking membership in the CRS Principal Candidate

3. Exceptions for Incumbent CPS Principals, Chiefs of Schools, and Deputy Chiefs of Schools who are Not Current Members of the Pool: Incumbent CPS Principals, Chiefs of Schools, and Deputy Chiefs of Schools to continue serving in their current position. Incumbent CPS Principals are also not required to be members of the Pool for renewal of their existing Uniform Principals' Contract. To qualify for

a principalship at a CPS school, other than where they are currently serving as principal, Incumbent Principals, Chiefs of Schools, and Deputy Chiefs of Schools must be a member of the Pool. To become a member of the Pool, Incumbent Principals, Chiefs of Schools, and Deputy Chiefs of Schools must apply under

2. While an Interim or Contract Principal is on a corrective action plan or performance improvement plan.

Members will be notified if their membership is paused and the reason for this action.

Notification must be sent to the member's email address, if any, or last known address of

record within a reasonable timeframe.

During the membership pause, members will not be allowed to apply for Principal positions. If one's membership is paused, the employee will still be able to retain any current position.

D. **Membership Removal:** The Chief Executive Officer's designee must remove individuals from the Pool who, during their membership:

- 6. Are dismissed for cause from CPS employment;
- 7. Under a current settlement agreement, have agreed not to pursue a principal

position in the District; or

8. Employed in a non-administrative position for less than 12 months of

2. Membership Reviews: The Chief Executive Officer's designee may conduct

Chiefs of Schools who are not currently members of the Pool to determine if these individuals qualify for an exception to Section II.A.1.d. Incumbent CPS Principals, Chiefs of Schools, and Deputy Chiefs of Schools who qualify for an exception must be granted membership in the Pool.

If an individual is granted membership in the Pool, notification must be sent to their District email address.

- F. Guidelines and Uniform Standards: The Chief Executive Officer's designee must establish uniform written standards to ensure that members in the Pool satisfy, and continue to satisfy, high measures of competency, professionalism, and preparation and

Approved for Consideration:

Date of Approval:

DocuSigned by:
Bogdana Chkoumbova

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Janice K. Jackson

Bogdana G. Chkoumbova
Chief Schools Officer

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Chief Executive Officer