

1 AN ACT concerning education.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The School Code is amended by changing Sections
5 10-21.4a, 10-23.8a, 10-23.8b, and 24A-15 as follows:

6 (105 ILCS 5/10-21.4a) (from Ch. 122, par. 10-21.4a)

7 Sec. 10-21.4a. Principals and assistant principals -
8 Duties. To employ principals and assistant principals who hold
9 valid supervisory or administrative certificates. The
10 principal, with the assistance of any assistant principals, who
11 shall supervise the operation of attendance centers as the
12 board shall determine necessary. In an attendance center having
13 fewer than 4 teachers, a head teacher who does not qualify as a
14 principal may be assigned in the place of a principal.

15 The principal, with the assistance of any assistant
16 principals, shall assume administrative responsibilities and
17 instructional leadership, under the supervision of the
18 superintendent, and in accordance with reasonable rules and
19 regulations of the board, for the planning, operation and
20 evaluation of the educational program of the attendance area to
21 which he or she is assigned. However, in districts under a
22 Financial Oversight Panel pursuant to Section 1A-8 for
23 violating a financial plan, the duties and responsibilities of

1 principals and assistant principals in relation to the
2 financial and business operations of the district shall be
3 approved by the Panel. In the event the Board refuses or fails
4 to follow a directive or comply with an information request of
5 the Panel, the performance of those duties shall be subject to
6 the direction of the Panel.

7 School boards shall specify in their formal job description
8 for principals that his or her primary responsibility is in the
9 improvement of instruction. A majority of the time spent by a
10 principal shall be spent on curriculum and staff development
11 through both formal and informal activities, establishing
12 clear lines of communication regarding school goals,
13 accomplishments, practices and policies with parents and
14 teachers.

15 Unless residency within a school district is made an
16 express condition of a person's employment or continued
17 employment as a principal or assistant principal of that school
18 district at the time of the person's initial employment as a
19 principal or assistant principal of that district, residency
20 within that school district may not at any time thereafter be
21 made a condition of that person's employment or continued
22 employment as a principal or assistant principal of the
23 district, without regard to whether the person's initial
24 employment as a principal or assistant principal of the
25 district began before or begins on or after the effective date
26 of this amendatory Act of 1996 and without regard to whether

1 that person's residency within or outside of the district began
2 or was changed before or begins or changes on or after that
3 effective date. In no event shall residency within a school
4 district be considered in determining the compensation of a
5 principal or assistant principal or the assignment or transfer
6 of a principal or assistant principal to an attendance center
7 of the district.

8 School boards shall ensure that their principals and
9 assistant principals are evaluated on their instructional
10 leadership ability and their ability to maintain a positive
11 education and learning climate.

12 It shall also be the responsibility of the principal to
13 utilize resources of proper law enforcement agencies when the
14 safety and welfare of students and teachers are threatened by
15 illegal use of drugs and alcohol.

16 The principal shall submit recommendations to the
17 superintendent concerning the appointment, retention,
18 promotion and assignment of all personnel assigned to the
19 attendance center.

20 ~~If a principal is absent due to extended illness or leave~~
21 ~~of absence, an assistant principal may be assigned as acting~~
22 ~~principal for a period not to exceed 60 school days.~~

23 (Source: P.A. 89-572, eff. 7-30-96; 89-622, eff. 8-9-96; 90-14,
24 eff. 7-1-97.)

25 (105 ILCS 5/10-23.8a) (from Ch. 122, par. 10-23.8a)

1 Sec. 10-23.8a. Principal, assistant principal, and other
2 administrator contracts. After the effective date of this
3 amendatory Act of 1997 and the expiration of contracts in
4 effect on the effective date of this amendatory Act, school
5 districts may only employ principals, assistant principals,
6 and other school administrators under either a contract for a
7 period not to exceed one year or a performance-based contract
8 for a period not to exceed 5 years, unless the provisions of
9 Section 10-23.8b of this Code or subsection (e) of Section
10 24A-15 of this Code otherwise apply.

11 Performance-based contracts shall be linked to student
12 performance and academic improvement attributable to the
13 responsibilities and duties of the principal, assistant
14 principal, or administrator. No performance-based contract
15 shall be extended or rolled-over prior to its scheduled
16 expiration unless all the performance and improvement goals
17 contained in the contract have been met. Each performance-based
18 contract shall include the goals and indicators of student
19 performance and academic improvement determined and used by the
20 local school board to measure the performance and effectiveness
21 of the principal, assistant principal, or other administrator
22 and such other information as the local school board may
23 determine.

24 By accepting the terms of a multi-year contract, the
25 principal, assistant principal, or administrator waives all
26 rights granted him or her under Sections 24-11 through 24-16 of

1 this Act only for the term of the multi-year contract. Upon
2 acceptance of a multi-year contract, the principal, assistant
3 principal, or administrator shall not lose any previously
4 acquired tenure credit with the district.

5 (Source: P.A. 94-1039, eff. 7-20-06.)

6 (105 ILCS 5/10-23.8b) (from Ch. 122, par. 10-23.8b)

7 Sec. 10-23.8b. Reclassification of principals and
8 assistant principals. Upon non-renewal of a principal's or
9 assistant principal's administrative contract, the principal
10 or assistant principal shall be reclassified pursuant to this
11 Section. No principal or assistant principal ~~who has completed~~
12 ~~2 or more years of administrative service in the school~~
13 ~~district~~ may be reclassified by demotion or reduction in rank
14 from one position within a school district to another for which
15 a lower salary is paid without written notice from the board of
16 the proposed reclassification by April 1 of the year in which
17 the contract expires.

18 Within 10 days of the principal's or assistant principal's
19 receipt of this notice, the school board shall provide the
20 principal or assistant principal with a written statement of
21 the facts regarding reclassification, and the principal or
22 assistant principal may request and receive a private hearing
23 with the board to discuss the reasons for the reclassification.
24 If the principal or assistant principal is not satisfied with
25 the results of the private hearing, he or she may, within 5

1 days thereafter, request and receive a public hearing on the
2 reclassification. Any principal or assistant principal may be
3 represented by counsel at a private or public hearing conducted
4 under this Section.

5 If the board decides to proceed with the reclassification,
6 it shall give the principal or assistant principal written
7 notice of its decision within 15 days of the private hearing or
8 within 15 days of the public hearing held under this Section
9 whichever is later. The decision of the board thereupon becomes
10 final.

11 Nothing in this Section prohibits a board from ordering
12 lateral transfers of principals or assistant principals to
13 positions of similar rank and equal salary.

14 The changes made by Public Act 94-201 ~~this amendatory Act~~
15 ~~of the 94th General Assembly~~ are declaratory of existing law.

16 (Source: P.A. 94-201, eff. 1-1-06.)

17 (105 ILCS 5/24A-15)

18 Sec. 24A-15. Development of evaluation plan for principals
19 and assistant principals.

20 (a) Each school district, except for a school district
21 organized under Article 34 of this Code, shall establish a
22 principal and assistant principal evaluation plan in
23 accordance with this Section. The plan must ensure that each
24 principal and assistant principal is evaluated as follows:

25 (1) For a principal or assistant principal on a

1 single-year contract, the evaluation must take place by
2 March 1 of each year.

3 (2) For a principal or assistant principal on a
4 multi-year contract under Section 10-23.8a of this Code,
5 the evaluation must take place by March 1 of the final year
6 of the contract.

7 On and after September 1, 2012, the plan must:

8 (i) rate the principal's or assistant principal's
9 performance as "excellent", "proficient", "needs
10 improvement" or "unsatisfactory"; and

11 (ii) ensure that each principal and assistant
12 principal is evaluated at least once every school year.

13 Nothing in this Section prohibits a school district from
14 conducting additional evaluations of principals and assistant
15 principals.

16 (b) The evaluation shall include a description of the
17 principal's or assistant principal's duties and
18 responsibilities and the standards to which the principal or
19 assistant principal is expected to conform.

20 (c) The evaluation for a principal must be performed by the
21 district superintendent, the superintendent's designee, or, in
22 the absence of the superintendent or his or her designee, an
23 individual appointed by the school board who holds a registered
24 Type 75 State administrative certificate.

25 Prior to September 1, 2012, the evaluation must be in
26 writing and must at least do all of the following:

1 (1) Consider the principal's specific duties,
2 responsibilities, management, and competence as a
3 principal.

4 (2) Specify the principal's strengths and weaknesses,
5 with supporting reasons.

6 (3) Align with research-based standards established by
7 administrative rule.

8 On and after September 1, 2012, the evaluation must, in
9 addition to the requirements in items (1), (2), and (3) of this
10 subsection (c), provide for the use of data and indicators on
11 student growth as a significant factor in rating performance.

12 (c-5) The evaluation of an assistant principal must be
13 performed by the principal, the district superintendent, the
14 superintendent's designee, or, in the absence of the
15 superintendent or his or her designee, an individual appointed
16 by the school board who holds a registered Type 75 State
17 administrative certificate. The evaluation must be in writing
18 and must at least do all of the following:

19 (1) Consider the assistant principal's specific
20 duties, responsibilities, management, and competence as an
21 assistant principal.

22 (2) Specify the assistant principal's strengths and
23 weaknesses with supporting reasons.

24 (3) Align with the Illinois Professional Standards for
25 School Leaders or research-based district standards.

26 On and after September 1, 2012, the evaluation must, in

1 addition to the requirements in items (1), (2), and (3) of this
2 subsection (c-5), provide for the use of data and indicators on
3 student growth as a significant factor in rating performance.

4 (d) One copy of the evaluation must be included in the
5 principal's or assistant principal's personnel file and one
6 copy of the evaluation must be provided to the principal or
7 assistant principal.

8 (e) Failure by a district to evaluate a principal or
9 assistant principal and to provide the principal or assistant
10 principal with a copy of the evaluation at least once during
11 the term of the principal's or assistant principal's contract,
12 in accordance with this Section, is evidence that the principal
13 or assistant principal is performing duties and
14 responsibilities in at least a satisfactory manner and shall
15 serve to automatically extend the principal's or assistant
16 principal's contract for a period of one year after the
17 contract would otherwise expire, under the same terms and
18 conditions as the prior year's contract. The requirements in
19 this Section are in addition to the right of a school board to
20 reclassify a principal or assistant principal pursuant to
21 Section 10-23.8b of this Code.

22 (f) Nothing in this Section prohibits a school board from
23 ordering lateral transfers of principals or assistant
24 principals to positions of similar rank and salary.

25 (Source: P.A. 96-861, eff. 1-15-10.)

26 Section 99. Effective date. This Act takes effect upon

1 becoming law.